

**Modern Slavery Statement for financial year ending
31 December 2021**



GEODIS

Introduction

GEODIS is a worldwide transport and logistics leader that supports clients in their daily work by helping them overcome their logistical constraints. We're recognized for our expertise and mastery of all aspects of the supply chain, as we serve as a real growth partner for our clients.

GEODIS complies with the laws and regulations applicable in the countries in which it operates as it grows its business and as such, GEODIS prohibits all forms of forced or compulsory labour (e.g. slavery, human trafficking, bonded labour, forced or involuntary labour), whether as part of the performance of its own activities or those of its partners, suppliers and subcontractors.

GEODIS is committed to the Global Compact and Human Rights.

When GEODIS signed the United Nations Global Compact in 2003, it formally undertook to integrate and promote the Compact's ten principles:

Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: Make sure that they are not complicit in human rights abuses.

Labour Standards

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: Elimination of all forms of forced and compulsory labour;
- Principle 5: Effective abolition of child labour; and
- Principle 6: Elimination of discrimination in respect of employment and occupation.

Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: Undertake initiatives to promote greater environmental responsibility; and
- Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Structure, operations, and supply chains

With five lines of business (Supply Chain Optimization, Freight Forwarding, Contract Logistics, Distribution & Express and Road Transport), GEODIS are a regional organization that spans all continents, with a direct presence in 60 countries and a global network covering 168 countries.

GEODIS is ranked seventh in the world and in Europe in our field. We are also the distribution and express leader in France.

Thanks to these five complementary lines of business, we offer clients a unique skill set at each step of the supply chain. Of course, as a worldwide logistics company, we also provide customized end-to-end solutions that meet the needs of each market or geographical area. At GEODIS, we are driven by passionate people, who guarantee full and relentless commitment in the field for our customers. Our infrastructures, processes and information systems ensure operational excellence and the best possible service quality.

Through our Freight Forwarding line of business, we offer multi-modal transport solutions (Sea, Air, Road and Rail) combined with high value-added services and unique expertise in customs operations. In this way, we provide clients with the optimal delivery of their goods – in terms of delivery time, cost and environmental impact – regardless of the point of departure or the point of delivery.

Our Industrial Projects activities also develop specific, tailor-made services, particularly for large-scale projects in the Oil & Gas, Mining, Petrochemical, Rail and Energy sectors.

GEODIS is one of the key players in the Contract Logistics market worldwide. From Warehousing and Distribution Centre Management to deliveries for industrial production lines, we offer a wide range of services enhanced with innovative solutions. Our goal is to manage flows in a profitable way, while reducing inventory costs, increasing stock rotations, and improving overall supply chain efficiency.

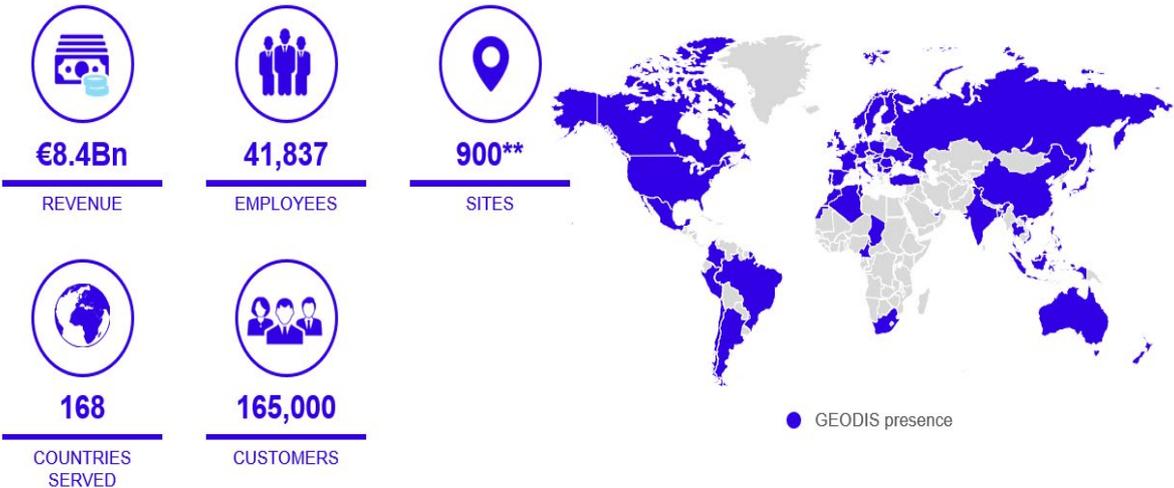
With a presence throughout Europe, GEODIS is the number four Distribution & Express solutions operator, and is number one in France for 24 to 48-hour deliveries across the continent. We specialize in last mile delivery, as we provide clients with solutions tailored to their shipments as well as to their own clients, the final consignees. As we do this, we offer key advantages such as transport organization optimization, a broad spectrum of product handling services, recognized service quality, close proximity to Customer Relationship services and completely mastered last-mile delivery

Road Transport is amongst the leaders in Europe when it comes to full and partial truckloads. In this sector, we offer a comprehensive range of specialized solutions for Chemical, Industrial, and Automotive products, as well as for mass distribution.

As a worldwide logistics company, GEODIS brings clients an effective skill set to design and operate a variety of logistics chain management models. We provide consulting services, such as logistics chain diagnostics and network design, supply management through managing the bidding process, and flow management.

GEODIS Footprint In The World – We Are Where You Are

Presence in 60+ countries in the world



2020 figures
**: (Warehouses, Agencies, Offices, Cross-dock platforms)



Australian Business Overview

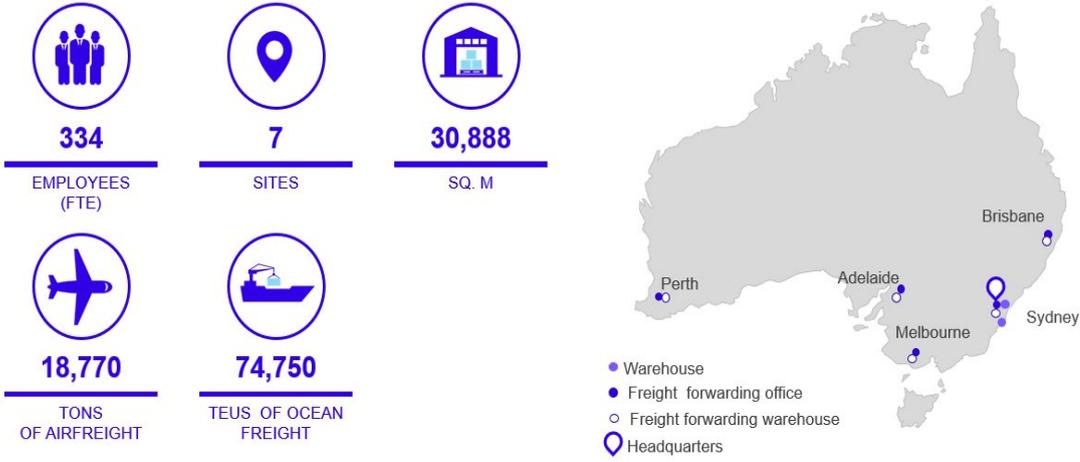
GEODIS, a worldwide Transport and Logistics leader, supports its clients in Australia with customized solutions spanning a large range of services: Freight Forwarding, Supply Chain Optimization and Contract Logistics.

The passion that drives our teams, their expertise and their knowledge of your markets guarantee a constant commitment.

Key Figures

- Locations: 7
- Employees: 334
- Warehouses: 7
- Warehousing space: 30,888 sqm
- Customs declarations: 124,000 pa

Presence in Australia



Risks of modern slavery practices in the operations and supply chains

GEODIS recognises that there is Risk of Modern Slavery Practices in its operations and Supply Chains and are committed to operating in an ethical and transparent manner. As a result, the Group uses several decision-making bodies to achieve strong governance. A Supervisory Board ensures proper management of the Group by the Executive Board, and a Management Board sets out the main policy directions for the Group and operates the business. These include -

GEODIS' Code of Ethics

Our Code of Ethics is the cornerstone of GEODIS' Ethics and Compliance approach. This document defines the principles to be implemented in all operations, as well as the organization responsible for ensuring that this takes place. It expresses the Group's commitment to act as a trusted partner, responsible towards each of its stakeholders in civil society, business partners, shareholders, and employees.

GEODIS' Supplier Code of Conduct

Our Supplier Code of Conduct spells out GEODIS' Code of Ethics for suppliers, subcontractors, and partners. It clearly states our expectations in terms of respect for Human Rights and fundamental freedoms, sanitation, health and safety, fighting corruption, competition, applicable export laws and regulations, confidentiality, ecology and sub-contracting.

At GEODIS, a commitment to our strong ethical principles and a respect for law and international standards are key prerequisites for doing business. We maintain integrity in all that we do as we support clients in mastering regulatory constraints.

A strong corporate compliance program

GEODIS uses a comprehensive program deployed across all lines of business to closely monitor the adoption of ethical principles for its operations. At the same time, we have the utmost respect for international regulations, especially when it comes to fighting corruption, competition, data protection and export control. This ensures business compliance in all that we do.

Actions taken to assess and address risks, including due diligence and remediation processes

In 2003, we further strengthened our efforts in this area by joining the United Nations' Global Compact, which called upon companies around the world to take measures in areas such as protection of Human Rights and protecting the environment. In 2009, our strong commitment took shape with the publication and distribution of our Code of Ethics. We regularly update this Code, we make sure every employee has a copy, and we enforce it through training sessions for all of our staff.

The eight components of GEODIS' Ethics & Compliance approach

We drive commitment in this area through eight separate components.

Commitment by the management team

We communicate Group management's strong stance in favour of Ethics and Compliance clearly and often. Management also actively approves and monitors all Ethics and Compliance actions.

Code of Ethics

The management of each GEODIS entity is responsible for disseminating the Code and supplementary documents (our tool kit on the fight against corruption, competitive practices, etc.). This cascades awareness throughout all levels of our company to ensure effective implementation within operations.

Dedicated resources

GEODIS' Executive Board has set up a dedicated team to develop and support this approach to Ethics and Compliance. This team works with a network of correspondents and contacts across our lines of business and geographic areas.

Risk assessment

The Ethics and Risk Board manages and regularly updates our risk mapping approach and its corresponding action plans.

Training programs

Our training programs ensure that all employees are trained appropriately and made aware of this topic via specific modules and sessions. These programs are the subject of regular campaigns with tailored content. The topic of Ethics and Compliance is also part of our employee integration process and the annual appraisal meeting that each manager carries out with their teams.

Disciplinary procedures

Management's commitment to Ethics and Compliance is clear and unequivocal. Any violation of the rules set by the Group will be punished. This rigor is crucial to guarantee the implementation of the Group's commitment by all stakeholders.

Suppliers and partners

GEODIS implements evaluation procedures primarily aimed at assessing the reputation and integrity of our suppliers and partners. This ensures that operations and the logistics chain are free from impropriety. A Suppliers' Code of Conduct clearly states GEODIS' expectations.

Ethical alert system ("whistle blowing")

We have implemented a worldwide "whistle blowing" system that allows each employee to share concerns or suspicions of infractions without fear of reprisals.

How we assess the effectiveness of such actions

Our Ethics and Risk Board

GEODIS introduced an Ethics and Risk Board in 2010. This Board defines, directs and verifies the effectiveness of the Group's decisions related to Ethics & Compliance, risk management and prevention. It also ensures the implementation of the principles outlined in GEODIS' Code of Ethics. Its primary missions are to:

- Determine the ethical principles that will guide decision-making and the manner in which operations are carried out;
- Oversee the dissemination of the principles in the Code of Ethics across the entire organization and the Group's business partners;
- Recommend and ensure developments in the Ethics and Compliance program (procedures, training, communication, etc.) and ensure that it is in line with the Group's values;
- Analyse any potential or proven risk and choose preventive or corrective actions to be taken by the Group;
- Make statement about matters submitted.

The Ethics and Risk Board is chaired by the Chief Executive Officer, 'and its role is to incorporate ethics into the Group's culture. It confirms our commitment to healthy and sustainable growth for the benefit of our various stakeholders. It is composed of several members of the Management Board and of the management, including :

- Corporate Secretary, member of the Management Board
- Chief Financial Officer, member of the Management Board
- Director, Ethics and Compliance
- Vice President, Human Resources, member of the Management Board
- Director, Safety and Security
- Director, Internal Auditing

Process of consultation with any of the reporting entities or controlled entities

N/A- This requirement is not applicable.

Include any other information that the reporting entity considers relevant

In addition, GEODIS Australia undertakes further actions to underpin its commitment to its absolute compliance with the rules against Modern Slavery and Human Rights by partaking in External Programs which include -

Sedex Membership

Sedex is one of the world's leading ethical trade membership organisation, working with businesses to improve working conditions in global supply chains and as such Sedex provides an online platform, tools and services to help businesses operate responsibly and sustainably, protect workers and source ethically.

GEODIS Australia membership requires as a result a Self Assessment Questionnaire (SAQ) to be undertaken, which comprises of a set of questions completed by sites and head offices involved global supply chains. It provides companies with an understanding of the workforce composition and the labour, environment, health and safety and business ethics performance of their supply chains or own site locations through a straightforward but comprehensive set of questions, tailored to different business types.

Lexis Nexis Regulatory Compliance

LexisNexis® Regulatory Compliance is a legal obligations register and alerting solution that provides solutions to help GEODIS meet the demands of an increasingly complex regulatory environment.

LexisNexis® Regulatory Compliance offers a range of modules that covers all relevant areas of law in Australia, across multiple industries, embedded with clear, practical, plain interpretation of all our legal obligations.

GEODIS Australia's subscription to LexisNexis® Regulatory Compliance includes Modern Slavery Modules.

In 2021-22, GEODIS Australia continues its commitment to our strong ethical principles and a respect for law and international standards and looks to continue to enhance and develop its standing against Modern Slavery.

Board endorsement

This Statement is made on behalf of GEODIS Australia Pty Ltd. It has been reviewed and approved by its Board of Directors on the 15th of June 2022.



Stuart Asplet

APAC Company Secretary

Sub-Regional Managing Director, Pacific

Regional Director, Sea Freight, Asia Pacific

1) Appendix

Please see below mandatory reporting requirements pursuant to s 16 of the MSA and relevant page numbers:

Mandatory criteria for modern slavery statements	GEODIS Australia Pty Ltd Statement
Identify the reporting entity	See page 2
Describe the structure, operations and supply chains of the reporting entity	See page 3-4
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	See page 5
Describe the actions taken by the reporting entity and any entity that the reporting owns or controls, to assess and address those risks, including due diligence and remediation processes	See page 6-7
Describe how the reporting entity assess the effectiveness of such actions	See page 8
Describe the process of consultation with any of the reporting entities or controlled entities	N/A
Include any other information that the reporting considers relevant	See page 10