

Modern Slavery Statement 2023

It is with great pleasure that we present Followmont Transport's fourth Modern Slavery Statement.

Followmont Transport is a passionate family business 100% dedicated to service and hands on relationships with our customers, people, and suppliers.

We recognise our responsibility and the opportunity to help eliminate modern slavery. We understand that this is key to running a reputable business, as well as reflecting one of our core values, Care.

We understand the importance of responsible procurement and ensuring that environmental, social, and ethical considerations are considered when making procurement decisions. Our Modern Slavery, Equal Opportunity, and Whistleblower policies as well as our responsible approach to procurement help to guide our management of modern slavery risks.

In 2020 we introduced our Modern Slavery Policy and Codes of Conduct, and we require all suppliers to Followmont Transport to agree to the terms in our Code of Conduct to either commence or continue to do business with our company.

In 2022 we developed a new strategy for Followmont which includes a commitment to Care for our people, partners, and communities through a foundation of safety, trust, respect, and care.

Modern slavery is unacceptable, we are proud of the work we have done to play our part in combatting modern slavery and will continue to address and assess the risks of modern slavery within our business and associated supply chains.

This statement sets out the actions taken by Followmont Transport to address modern slavery risks during the financial year 1 July 2022 to 30 June 2023.



Mark Tobin
Managing Director and CEO

About Followmont

Followmont Transport Pty Ltd ATF for TAPCO Unit Trust ABN 15 131 829 412, ACN 010 518 279, was started in 1984, delivering magazines out of a small office in Stones Corner, Brisbane. We are a proud Queensland family-owned business that express delivers goods to every corner of QLD and NSW, every day through our 1,000+ vehicles and unique network of linehaul, local contractors and over 1,000 team members.

We specialise in time-sensitive delivery – moving cartons, pallets, fresh produce, and special projects including full loads to rural and regional areas.

We are the State's largest family-owned transport company and the preferred Queensland carrier for multi-nationals and local businesses alike. What we do matters. With 99% delivered in-full, on-time, we travel more than 100,000km and move 3,000 tonnes per day across Australia, providing vital supplies and services to the communities we support.

The Senior Leadership Team works across the business creating a sense of belonging and a passionate culture where team members feel respected and supported. They know that people are the secret to Followmont's success. The team is extremely committed to driving strategy, developing leaders of the business, and influencing positive change to continually improve Followmont Transport and ensure its ongoing success.

Each team member role models the core values of Service, Unity, Passion, Integrity, Care, and Innovation. With a shared goal to balance working "on" the business, as well as "in" the business, the Team's focus is around long-term strategy and forward vision. They lead by example and strive to be the provider of choice for customers and the employer of choice in the transport industry.

Our Structure

With over 37 years' experience Followmont Transport operates an extensive logistics network with over 30 Australian depots across New South Wales and Queensland. The activities of Followmont Transport include:

- General Freight/Linehaul
- Pickup and delivery
- Produce
- Straight Haul
- 3PL – Warehousing and Storage

We have more than 20,000 customers across Queensland and NSW, from the largest multi-nationals to the smallest local businesses. We're the preferred carrier for many household names, including Mitre 10, Dulux Repco, and Australia Post. We're also the delivery company of choice for many interstate transport companies, SMEs, online retailers, and regional businesses.

We carry everything from pharmaceuticals, fresh produce, spare parts, paint, and the mail... we've even delivered a crocodile!

Our Operation

Followmont Transport operates within Australia directly through depots in QLD and NSW and through arrangements with subcontractors across its delivery network. We utilise fleet and equipment to deliver freight via road transport through a network of directly employed team members and externally sourced subcontractors.

Our Supply Chain

For Followmont Transport to deliver these services we work with a large network of suppliers, agents, and subcontractors.

Our suppliers provide products and services used in our transport business including fleet and equipment, IT hardware and software, personal protective equipment, load restraint, fuel, spare parts, and property maintenance.

Our supply chain also includes the services provided by subcontractors and agents, mainly for the transport of goods and equipment repairs. We have long-standing relationships with these businesses, Followmont prides itself on its relationships with its suppliers and subcontractors, with us "It's Personal Not Commercial".

Risks of Modern Slavery in our Operations & Supply Chain

As outlined above, Followmont Transport has a vast network of suppliers, subcontractors, and agents to provide services across NSW and QLD. As a logistics provider we are aware of the potential for Followmont Transport to be linked to, contribute to, or cause modern slavery through our supply chains and operations either directly or indirectly.

We have investigated our operations and supply chain and although most of our suppliers are local to Australia some are overseas and could potentially be at risk of engaging in activities that may be linked to modern slavery.

The level of this risk is dependent on several factors including the level of human rights protection and/or enforcement in the countries where our suppliers operate or source from, specifically for supply chains used outside of Australia in which we source IT components and software, administration, fuel, furniture, plant and equipment and spare parts that use labour hire and outsourcing practices.

We consider the operations of Followmont Transport, low risk as we source labour hire for freight handling, truck driving, cleaning and administration provided through local businesses in Australia, where there is significantly more visibility than overseas, of examples such as forced labour.

Actions Taken to Assess and Address the Risk of Modern Slavery

Followmont Transport is taking a long-term approach to assess and address modern slavery risks, which will be an ongoing and evolving process that we are committed to continuously improve.

During this reporting period, Followmont Transport was committed to considering risks that may be present in our operations and supply chains, specifically in reviewing new vendors through an onboarding process which included a modern slavery code of conduct declaration.

Furthermore, we ensure that all labour hire providers used by Followmont Transport, comply with the Fair Work Act, particularly through Modern Awards and ensure that any Queensland based labour hire providers used are registered under the Labour Hire Licensing Act 2017 (QLD).

Additionally, Followmont Transport is committed to ensuring we continuously review the risks as we are aware that risks, whilst they may initially seem low risk, can change over time. Followmont Transport may from time-to-time request information from our suppliers regarding their Modern Slavery practices. Suppliers are expected to work conjointly with Followmont Transport to provide all reasonable assistance to demonstrate compliance in accordance with our Code of Conduct.

Finally, Followmont Transport continues to educate and train all team members to be vigilant in identifying risks and the process for reporting any potential link to modern slavery to a member of our Senior Leadership Team or the General Manager for People & Culture.

Followmont Transport takes the issue of modern slavery very seriously. Failure to comply with our Code of Conduct may result in termination of our relationship with any team member, supplier, or business entity.

Effectiveness of Actions taken to Assess and Address the Risk of Modern Slavery

To ensure we are measuring the effectiveness of our actions to address modern slavery risks, we assess our performance against the percentage of the following criteria:

- Suppliers completing our Code of Conduct declaration and questionnaire to ensure compliance
- Number of grievances or identification of risks raised in relation to Modern Slavery
- Annual review and update of all Followmont Transport policies and procedures as required

Consultation with Entities Owned

We do not control or own any other entities and therefore this criterion is not applicable.

However, we have and continue to consult with suppliers and our team members around Followmont Transport's expectations and compliance in accordance with this Code of Conduct. This is through both training and readily available accessible materials including Followmont Transport's policies and procedures which influences our behaviour towards Modern Slavery - these include our:

- Code of Conduct
- Modern Slavery Policy
- Whistle Blower Policy
- Equal Opportunity Policy
- Chain of Responsibility Policy
- Health and Safety Policy
- Risk Management Policy

The management, development and review of these policies sit with relevant departments including Compliance, Fleet, Legal, People and Safety, they are regularly reviewed and updated where necessary.

Our Future

Followmont Transport will continue to use data to make informed decisions and assessments on how we can continue to review and assess the risk of modern slavery. To build on the above actions, in 2024 Followmont Transport will:

- Continue to train key decision makers to expand knowledge and understanding of our social commitments.
- Provide refresher training on Code of Conduct, Equal Opportunities and Reporting to all team members.
- Conduct a detailed review of our offshore suppliers to ensure continued compliance.
- Undertake spot checks of current vendors to ensure compliance with our Code of Conduct and to identify any risk associated.

This statement was approved by the Board of Followmont Transport Pty Ltd in their capacity as principal governing body of Followmont Transport Pty Ltd on 15 December 2023.



Mark Tobin
Managing Director and CEO
December 2023