

Modern Slavery Statement

Financial Year Ended 30 June 2025

Northline Partnership (Northline)

Prepared in accordance with the Commonwealth of Australia Modern Slavery Act 2018.

Reporting Entity

Northline Partnership is an Australian-based and privately owned global logistics organisation. The partners of Northline Partnership are Australian companies.

Northline Partnership is the managing entity for all organisations that form the Northline group. Operational management is centralised across all entities.

Partnership details are:

ABN: 18 677 809 229

Level 3, 68 King William Street, Kent Town SA 5067

Ph: 1300 722 534

Main Activity: Freight forwarding service - air, road, rail, sea or water

Website: www.northline.com.au

Management Statement

Modern slavery is a growing and complex problem for businesses. It describes situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom.

It is an umbrella term for a number of serious exploitative work practices that represent violations of human rights. Without limitation, modern slavery may occur in the form of trafficking in persons, servitude, forced labour, child labour, debt bondage, unlawful underpayment, poor working conditions, and deceptive or coercive practices when recruiting for labour.

Northline is committed to strong governance, ethical conduct, transparency, and respect for human rights. These principles are embedded within our values and Code of Conduct. We expect the same commitment from all business partners and suppliers, consistent with the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

Northline is committed to maintaining a culture of legal compliance, ethical sourcing and respect for human rights. Northline works with its stakeholders, including throughout its supply chain to address issues relating to acts of modern slavery, and will be conducting activities to identify, prevent and remedy such acts.

This Modern Slavery Statement is prepared by Northline Partnership (Northline) pursuant to the Commonwealth Modern Slavery Act 2018 (the Act). It outlines the steps taken by Northline during the financial year ending 30 June 2025 to assess and address the risks of modern slavery within our operations and supply chains.

Structure and Operations

Northline provides national and international freight management, warehousing, distribution and project logistics services across diverse sectors including mining, oil and gas, manufacturing, and retail.

Established in 1983, Northline operates 13 branches across mainland state capitals and key regional centres and maintains connections to more than 100 international agents. We employ staff across Australia and engage a significant subcontractor network across all states and territories.

Northline supports a range of charitable and community programs aimed at improving the health, wellbeing, and resilience of Australian communities.

Modern Slavery Risks in Our Operations and Supply Chains

Supply Chains

Northline expects suppliers to uphold ethical labour practices and maintain processes to ensure modern slavery is not present in their operations or supply chains. While our direct risk of modern slavery is considered low, we recognise that risks may exist deeper within multi-tier global supply chains, particularly where goods are sourced from overseas.

Our supply chain includes Australian subcontractors, national and regional agents, and various suppliers of goods and services. Risk assessment outcomes are summarised below:

- Major Suppliers such as
 - Software products, network infrastructure, IT and business systems applications, services and support.
 - Network, Infrastructure & Telephony
 - Major transport and operational equipment
 - Professional business services – legal, banking and finance
 - Utilities
- Major Transport Suppliers
- Local Pickup and Delivery (PUD) Transport Suppliers
- Minor Suppliers
 - Ancillary equipment and consumables for use in our operations, PPE & uniforms, office supplies and equipment
 - Facilities Maintenance and Site Services

International Agents

Our international network supports global logistics services across all transport modes. While international agents are an essential component of our offering, varying international labour standards create some level of risk. We assess the likelihood of modern slavery occurring within this network as Unlikely but possible.

Assessment of Risk of Modern Slavery Practices

Modern Slavery Risk	Inherent Risk Level
<p>Northline Employees There is no risk of Modern Slavery occurring in our direct operations.</p> <p>Summary All Northline employees are inducted on commencement of employment, which includes an overview of Modern Slavery and our Modern Slavery statement. A police check and visa check (if applicable) are conducted. All Northline workers are paid at or above Industry Awards under full contracts which meet modern slavery requirements. Northline does not engage in, permit, or benefit from any form of forced labour, child labour, or exploitative work practices and does not withhold visas. Recruitment and onboarding processes include the provision of the Fair Work Information Statement, reinforcing awareness of workplace rights and obligations. Northline employees are free to withdraw from any employment relationship, subject to previous notice with reasonable length. The SMETA audit conducted in November 24 by Sedex on behalf of one of our major customers included some or all Labour Standards, Health & Safety, Environment and Business Ethics. This audit verified our above practices and noted that</p> <ul style="list-style-type: none"> • The management was very supportive and cooperative during the audit process. They provided access to every area in the facility. In addition, they provided all the requested documents with transparency. Furthermore, they granted the auditors the opportunity to conduct the employee interviews confidentially. • Full access to the facility was given, and all records, documents and employees were made available. No bribes or threats were evident. There was no evidence found that documents or records were inauthentic or inaccurate. The Business Code of Conduct & Sustainability and related HR policies are endorsed at the highest level and cover human rights impacts and issues. This and other significant HR policies are introduced at induction, and training records are found to verify this. 	<p>Most uncommon, very unlikely and unusual for an incident to occur. LOW.</p>
<p>Critical Suppliers</p> <ul style="list-style-type: none"> • Of major business services such as software products, network infrastructure, IT and business systems applications, services and support. • Of major transport and operational equipment • Of professional business services – legal, finance, <p>Summary These major providers are large reputable Australian based companies which are reporting entities in their own right. These providers have low risk profiles.</p>	<p>Most uncommon, very unlikely and unusual for an incident to occur. LOW.</p>
<p>Major Transport Suppliers We engage a number of transport suppliers, both road and rail, which provide significant linehaul services to Northline.</p> <p>Summary These major transport providers are also large reputable Australian based companies which are reporting entities in their own right. These providers have low risk profiles.</p>	<p>Most uncommon, very unlikely and unusual for an incident to occur. LOW.</p>
<p>Local Pickup and Delivery (PUD) Transport Suppliers</p> <ul style="list-style-type: none"> • Regular city-based Owner-Operators • Regular city-based Contractors <p>These suppliers are contractors engaged directly by Northline to perform city-based transport services and either own and drive their own vehicles, or own vehicles and employ drivers.</p> <p>Summary These companies are engaged by Northline under a contract or work agreement, and we consider to be at very low risk of contributing to or being linked to modern slavery exploitations with this group of contractors. These providers have low risk profiles.</p>	<p>Not to be reasonably expected that an incident would occur. LOW.</p>



<p>Minor Suppliers A wide variety of other goods and services from a diverse range of suppliers are engaged by Northline including large multinational or Australia wide organisations, Australian based suppliers of varying sizes who source some or all their finished products or raw materials for those products from overseas, and Australian based SME's which provide services to Northline such as office cleaning, facilities maintenance and so on.</p> <p>Summary We consider Northline to be at some risk of contributing to modern slavery through association with some of these suppliers whom source products, or raw materials for products, from overseas.</p>	<p>Not to be reasonably expected that an incident would occur. LOW.</p>
<p>International Agents Our international network transports, stores, tracks and delivers freight, by road, rail, sea and air across the globe, and seamlessly connects into our domestic network. International agents are engaged by Northline to contribute to our international service offering.</p> <p>Summary We consider to be at some risk of contributing to modern slavery through association with some of these international agents based overseas.</p>	<p>Capable of happening, other circumstances being equal. LOW - MEDIUM.</p>

Actions Taken to Address Modern Slavery Risks

During the reporting period, Northline continued to strengthen its modern slavery framework, including:

- **SMETA Audit November 2024**
 - Findings raised in the above audit were actioned and approved by auditors.
 - Developed and implemented a transparent and accessible mechanism that effectively allows confidential and anonymous reporting, monitoring and investigation of any fraudulent or unethical business practices without fear of reprisals towards the reporter. A poster was prepared with a QR code for our Whistleblower Procedure and communicated to all branches and posted on noticeboards.
 - Improved our process for monitoring excessive work hours of our employees.
 - Management controls for monitoring 7 day and 7 day plus work periods.
 - Weekly consecutive workdays exception report.
 - Excessive hours daily check in procedure.
 - Improved our process to review actual wages paid to agency workers to ensure workers are recruited legally and fairly, including conducting appropriate due diligence to verify that any third-party employment agencies or other recruitment brokers are following ethical practices.
- **Risk and Opportunities Register**
 - Improved to include specific social governance risks both within our business and in our supply chain.
- **Supplier Code of Conduct**
 - Issued to all new suppliers with acknowledgement requested to confirm their compliance and understanding of Northline's requirements and expectations
 - Our Supplier COC covers human trafficking, forced labour, ethical conduct, child labour, deceptive recruitment, debt bondage, and domestic servitude.
- **Modern Slavery Statement**
 - Issued to all new suppliers and included in our induction program for all new employees.
- **Whistle Blower Procedure**
 - Presented to all new suppliers with their acknowledgement of compliance and understanding of Northline's requirements and expectations.



- **Procurement and Purchasing Procedure**
 - Reviewed and upgraded our procedure to include clear determination of Northline needs and expectations of suppliers.
 - Critical Supplier review meetings including disclosure of any modern slavery incidents or issues.
- **Internal Audit Program**
 - Review and update to include audit of risk areas identified in our Risk and Opportunities Register.

Consultation and Training

Throughout the reporting period, all owned and controlled entities were actively consulted as part of the preparation of this statement and in the development and implementation of initiatives to mitigate modern slavery risks.

- **Employees**

Northline provides awareness training to our staff on the risks of modern slavery, both in induction and on an ongoing basis. Education and awareness of potential risks of modern slavery will enable our staff to raise any concerns of the existence of modern slavery in our supply chain and within our own business. Our training program evolves and improves as we include findings or issues from our supplier review meetings and our internal audits. Annual refresher training will be provided that ensures our staff are appropriately kept informed and up to date.
- **Suppliers**

Our Supplier Code of Conduct and Modern Slavery requirements are to be discussed at contract or purchase order confirmation, and such requirements are included in contract and purchase agreements.

Assessing Effectiveness

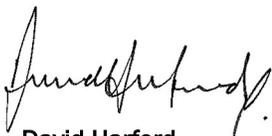
Northline monitors the effectiveness of its actions through incident reporting, supplier feedback, and internal review processes.

During the reporting period, no notifications or issues relating to modern slavery were identified. Northline will continue to remain vigilant and strengthen its oversight as risks evolve.

A review of our Risk Assessment process and recirculation to our International Agents in the new year will further enhance our visibility of modern slavery risks within our overseas-based partners.

Approval

This statement was approved by all partners of Northline Partnership on 19 December 2025.



David Harford
For the Northline Partnership