

Joint Modern Slavery, Forced Labour, and Child Labour Statement 2025

Australia | Canada | United Kingdom

1. Introduction

CEVA Logistics (and all its operating subsidiaries, referred to herein as “CEVA” and/or “Company”), a world leader in third-party logistics, provides global supply chain solutions to connect people, products and providers all around the world. Headquartered in Marseille, France, CEVA Logistics offers a broad range of end-to-end, customized solutions in contract logistics and air, ocean, ground and finished vehicle transport in 170 countries worldwide thanks to its approximately 110,000 employees.

Within this Statement CEVA is committed to respecting and valuing human rights laws and highest ethical standards on a global scale. Operating ethically and respecting employees, customers, and stakeholders are fundamental core values at the heart of CEVA's corporate culture.

In 2025, CEVA continued to support the United Nations Global Compact as part of CMA CGM Group, upholding the United Nations 2030 Sustainable Development Goals. CEVA remained actively involved in advancing these goals through participation in Global Compact working groups, the Observatory for Responsible Purchasing (ObsAR), and the Council of Europe's Business and Human Rights network.

This Statement is published to fulfill CEVA's reporting obligations under the following legislation for the reporting period 1 January 2025 to 31 December 2025:

- United Kingdom Modern Slavery Act 2015;
- Australian Modern Slavery Act 2018;
- Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

This Statement has been prepared with reference to the international reporting template on modern slavery, forced labour, and child labour jointly issued by the United Kingdom, Australian and Canadian governments. Although the United Kingdom, Australian and Canadian legislation use varying terminology (the United Kingdom and Australia using the term “modern slavery” while Canada uses “forced labour” and “child labour”) “human rights” references to risks in this Statement should be understood as risks of modern slavery, forced labour and child labour. Where helpful, this Statement also addresses environmental matters relevant to CEVA's wider human rights due diligence.

The Statement applies to the following reporting entities:

Australia (these entities collectively are referred to as “CEVA ANZ”):

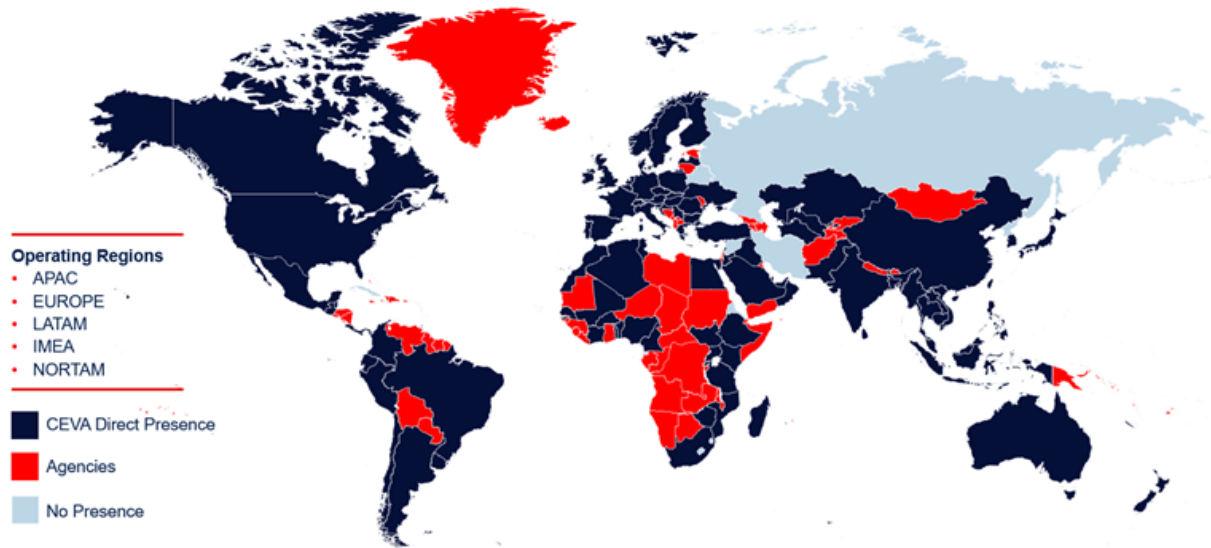
- CEVA Logistics (Australia) Pty Limited (ABN 63 008 438 239);
- CEVA Freight (Australia) Pty Limited (ABN 58 000 820 075);
- CEVA Air and Ocean (Australia) Pty Limited (ABN 91 055 370 575); and
- Antrak Logistics Pty Limited (ABN 73 072 041 402).

Canada (this entity is referred to as “CEVA Canada”): CEVA Air & Ocean Canada Inc.

United Kingdom (these entities collectively are referred to as “CEVA UK”):

- CEVA Logistics Limited
- CEVA Freight (UK) Limited
- CEVA Air & Ocean UK Limited
- CEVA Ground Logistics UK Limited

2. Company Overview and Supply Chains



CEVA is a leading provider in third-party logistics, offering integrated, end-to-end logistics solutions across multiple countries, including Australia, Canada, and the United Kingdom.

CEVA Logistics has a broad geographic footprint covering over 170 countries with over 1,700 locations. We have a strong presence in North America and Europe, but also in high-growth markets, including China, Southeast Asia, the Middle East and Latin America.

Around the world, CEVA leverages on its sector-focused expertise, global and local resources, and advanced technologies to deliver a complete spectrum of supply chain services:

- Air & Ocean Freight
- Ground & Rail Freight
- Contract Logistics
- Project Logistics Solutions
- Finished Vehicle Logistics
- Lead Logistics (4PL)
- Customs
- Fiscal Representation
- Event Logistics Solutions
- Value Logistics Services

For further details on our business and organizational structure, visit our website: www.cevalogistics.com.

CEVA's supply chain consists of the external service providers it relies on to deliver its logistics services. These include, but are not limited to, transport subcontractors (road, ocean, air, rail, finished vehicle logistics, etc.), customs agents, and recruitment agencies supplying temporary workers – all assessed as direct (tier-1) suppliers. CEVA's current visibility extends primarily to this tier-1 level. Knowledge of indirect suppliers remains limited, and is assessed where substantiated information is available through sector studies, country risk data, information from screening tools or alerts raised via the [Ethics & Compliance Helpline](#).

In accordance with applicable laws, (subsidiary) companies, shareholders, customers, and business partners must implement the defined mandatory legal requirements. Human rights at CEVA are assessed, mitigated, and comprehensively controlled through CEVA's global Corporate Social Responsibility (CSR), Quality, Health, Safety and Environment (QHSE), Procurement Department, Human Resources, and Ethics and Compliance programs.

Through CEVA's lean culture and Operational Excellence, the Company addresses the increased demand for operational efficiency and flexibility. CEVA's ability to structure operations around customers' KPIs and robust industry experience help the Company to stay focused on specific logistics needs, deliver value-added services, and run its business in an environmentally conscious way.

3. Policies and Commitments

CEVA continues to strive to clearly communicate its policies and expectations to its customers, third-party suppliers, and agents. As a global logistics company, CEVA does not inherently produce or manufacture products. In providing logistics services, it is imperative to ensure employees and third parties are alert to the relevant human rights legislations and are aware of CEVA's approach to the identification and prevention of potential violations in its operations and supply chain. Our policies are continuously reviewed and updated to align with international human rights standards:

- **[CMA CGM's Human Rights policy](#)**, applicable to CEVA, sets the Group's overarching commitment to respecting and promoting human rights throughout its activities and value chain. The Policy addresses the following areas: health and safety at work; working time; discrimination and equal opportunities; workplace harassment and violence; wages and benefits; the health and livelihoods of local communities; freedom of association and collective bargaining; modern slavery, human trafficking and child labour; land acquisition and the rights of indigenous peoples; security personnel; privacy; and whistleblowing mechanisms and access to remedy.
- **[One CEVA Code](#)** supports the Company's employees in maintaining the highest standards of conduct and ethical behaviour including when operating and managing its supply chain.
- **CEVA's Human Rights Compliance Program (HRCPP)** is a risk-based program that ensures compliance with ethical standards and legal requirements, embedding the highest standards recognized in the main human rights international conventions and acts.
- **Forced and Child Labour Rules & Principles**, adopted in 2025, provide guidance on identifying, preventing, and reporting all forms of forced and child labour.
- **CEVA's Supplier Compliance Covenants**, including a strengthened human rights clause, updated in 2025, sets out the ethics and compliance minimum standards that CEVA expects from its suppliers and subcontractors.
- **[CEVA's Sustainable Procurement Charter](#)**, including a strengthened human rights clause, updated in 2025, outlines the principles that are in effect to establish ethical and sustainable business relationships with its suppliers and subcontractors. In particular, the Charter expressly prohibits the charging of recruitment fees to workers.
- **Speaking Up** (see also Section 6 [Complaints & Speaking Up Channel](#)): CEVA encourages employees, customers, and partners to report any concerns related to its operations or supply chains, including human rights issues. The company provides a confidential [Ethics & Compliance Helpline](#), which is available 24/7 in multiple languages and enabling anonymous reporting on any issues.

In addition, CEVA considers environmental risks that might lead to human rights violations. For example, CEVA is committed to a program of decarbonization as the company aims to reach net zero by 2050.

Innovation must always incorporate the concepts of acting for people, planet, and fair trade that are central to [CEVA's sustainability strategy](#). Sustainability runs alongside everything we do at CEVA, which means ensuring that we make the right improvements, in the right way ([CSR Report 2025](#)).

We expect all employees, suppliers, and business partners to take these principles of our corporate culture into account. CEVA communicates its human rights expectations to suppliers and subcontractors through formal contractual documentation, including but not limited to the Supplier Compliance Covenants and the Sustainable Procurement Charter. Compliance with these requirements is supported through the supplier risk management process described in Section 4.

4. Due Diligence

4.1. Governance and Oversight

CEVA's due diligence processes regarding business partners include comprehensive supplier risk management, integrating social factors such as human rights compliance. Suppliers are assessed for human rights risks and are required to meet contractual obligations to ensure adherence to international human rights standards. CEVA has a risk-based third-party due diligence program to ensure that high risk third parties operate in compliance with all applicable laws, including in relation to human rights.

CEVA's Procurement Department engages in a thorough and risk-based supplier selection process to screen high-value new potential and existing suppliers. For existing suppliers, CEVA also periodically requests responses to questionnaires, and / or independent certifications confirming their compliance with human rights standards. If a new supplier does not meet CEVA's standards, a contract is not signed, or corrective actions are agreed. In the event that a risk of violation or an actual violation is identified at a direct supplier, CEVA takes appropriate remedial action, including direct engagement with the supplier, implementation of corrective action plans, and, where necessary, review of the contractual relationship. Since 2024, CEVA has a dedicated sustainable purchasing manager and a software tool to enhance and automate the control and monitoring of its suppliers and subcontractors.

CEVA Ethics and Compliance Department supports the Company in identifying and mitigating compliance risks, including human rights and environment. The Global Trade Compliance (GTC) team uses specialized tools for screening and risk monitoring and includes human rights in its scope and due diligence process. A dedicated Human Rights Officer (HRO), appointed in 2024, was fully operational throughout 2025. The HRO is responsible, in particular, for:

- drafting and updating CEVA's human rights policies and procedures;
- designing, coordinating and supporting the roll-out of human rights training programmes;
- conducting and coordinating social audits of CEVA sites and, where appropriate, of direct suppliers;
- updating the CEVA human rights risk mapping, in close coordination with the CMA CGM Group Vigilance team;
- leading or supporting investigations into alleged human rights breaches and contributing to remedial measures;
- supporting third-party due diligence processes, including the integration of human rights criteria in procurement;
- engaging in internal and external consultations with affected stakeholders, experts and peer companies, including through participation in UN Global Compact working groups, the Observatory for Responsible Purchasing (ObsAR) and the Council of Europe's Business and Human Rights network;
- and other relevant business functions as needed.

In addition to these global and corporate-level measures, locally CEVA ANZ has a dedicated Compliance Sub-Regional Committee, responsible for identifying and coordinating CEVA ANZ's response to modern slavery risks.

CEVA's human rights due diligence is implemented through a cross-functional approach, involving the Human Rights Officer, the Ethics and Compliance Department, the CSR Department, the QHSE Department, and Human Resources, in line with the CMA CGM Group's Vigilance Plan governance structure. Further details regarding QHSE and CSR functions are outlined in the [CMA CGM Group's Vigilance Plan 2025](#) and in the [Group's CSR Report 2025](#).

4.2. Risk Analysis

In 2025, CMA CGM Group, together with CEVA Logistics, continued the global risk mapping initiated in 2024 with the support of an external consulting firm, covering human rights, environment, and health & safety.

The methodology is the following:

Risks are identified and analysed on the basis of sector-specific studies, country risk data drawn from international databases, and interviews conducted with operational teams. The identification and assessment of risks focuses on five key criteria:

- nature of the activity and business sector risks inherent to the industry and operating environment;
- stakeholder vulnerability: the exposure of workers and surrounding communities;
- geographical context and countries of operation: high-risk areas based on local social, environmental, and governance factors;
- nature of business relationships;
- types of goods and services purchased: risks specific to each procurement category.

Risk levels assessment is based on a process focusing on two key factors: the likelihood of an event occurring and the severity of the potential impacts associated with that event.

Severity is assessed by taking into account the scale, scope and irremediability of the potential adverse impacts.

Assessment of inherent risk levels across risk profiles



This methodological approach is aligned with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and relies on human rights risk assessment criteria, based on the United Nations Guiding Principles on Business and Human Rights.

The risk analysis covers CEVA’s own business operations and its direct suppliers. Risks related to indirect suppliers are assessed where substantiated knowledge of potential violations is obtained. The analysis takes into account the nature and scale of CEVA’s activities.

The risk mapping covers seven CEVA Logistics risk profiles: (1) sea freight, (2) rail freight, (3) road freight, (4) air freight, (5) warehouses, (6) offices, and (7) non-trade procurement. Each profile was assessed both in CEVA’s own business area and within its tier-1 supply chain. Further details on the methodology are provided in the CMA CGM Vigilance Plan 2025. The findings of the risk analysis were reported to CEVA’s senior management.

The following risks were identified as priority risks for CEVA Logistics, including for its United Kingdom, Australian and Canadian operations:

Most salient risks		
Health & Safety	Psychological risk	Own operations White & blue collars
	Occupational health & safety	Own operations Direct suppliers Blue collars
	Security of staff	Own operations Blue collars
Human Rights	Working hours	Own operations Direct suppliers White and blue collars
	Living wage	Own operations Direct suppliers Blue collars
	Forced labour linked to temporary workers and recruitment agencies	
Environment	Climate change	Own operations Direct suppliers
	Depletion of resources	

4.3. Preventive Measures

To address the priority risks identified in Section 4.2 and strengthened its procedures for detecting and preventing human rights violations, CEVA has implemented the following measures (health & safety and environmental measures are described in Joint CEVA Logistics Statement on Human Rights and Environmental Protection 2025 available on CEVA's website):

CEVA strengthened its procedures for detecting and preventing **forced labour and child labour risks**, which are aligned with international standards and are applicable to all employees, including temporary workers.

These procedures are intended to ensure that high-risk situations are identified promptly and that appropriate corrective measures are implemented. In parallel, the company updated its human trafficking compliance plan and rolled out specific training to raise awareness among relevant employees about legal obligations and best practices.

In 2025, CEVA conducted a review of labor laws in the Asia-Pacific region, covering issues such as forced labor, child labor, working hours, non-discrimination, vacations, and standards applicable to recruitment agencies. In performing this work, CEVA Logistics developed a structured social audit methodology to assess hiring practices and working conditions.

The outcome of a social internal audit carried out in a selected Asian market highlighted recruitment agencies as a priority focus area in order to mitigate potential risks to the **human rights of temporary workers**.

Based on these findings, CEVA reinforced its supplier requirements, particularly for recruitment agencies, by implementing the following initiatives:

- adding new questions relating to human rights to prequalification questionnaires;
- strengthening human rights clauses in service contracts;
- updating its Sustainable Procurement Charter to incorporate more stringent human rights and working conditions requirements;
- revising CEVA's Supplier Compliance Covenants to include an updated human rights clause applicable to all third parties;
- implementing a global training program for buyers that presents applicable legal and contractual human rights requirements and responsible sourcing practices.

CEVA Logistics has rolled out several initiatives aimed at identifying any potential deviations from **living wage** principles. Since 2023, a number of studies have been conducted in various countries in which the Group does business, leading in more than 20 countries being certified by the Fair Wage Network.

In 2025, CMA CGM Group initiated a study of **working hours** at select international depots in order to verify the hours worked by blue-collar employees. The study is expected to be completed in 2026.

Further details are outlined in the [CMA CGM Group's Vigilance Plan 2025](#) and in the [Group's CSR Report 2025](#), published annually as part of CMA CGM's sustainability initiatives.

5. Training & Awareness

In 2025, the CMA CGM Group renewed its mandatory online human rights training for employees. This training covers the definition of human rights, the risks of human rights violations in business settings, the importance of respecting human rights across the Group, and the vigilance expected in reporting any identified violations. The program is designed to be delivered on an annual basis. Over 90% of white-collar employees successfully completed this training.

In 2025, all buyers were trained on applicable legal and contractual human rights requirements and responsible sourcing practices.

In addition, CEVA Logistics has incorporated human rights considerations into its mandatory onboarding training for new employees. It also provided training sessions in India for HR teams, managers, and other professionals to introduce fundamental human rights principles and equip them with the learning tools necessary to share these principles with operational teams.

To mark International Human Rights Day on December 10, 2025, CEVA Logistics conducted an internal communication campaign spotlighting key concepts, commitments, available resources, and the whistleblowing hotline accessible to all.

6. Complaints & Speaking up Channel

CEVA encourages all its employees, customers, and other business partners to report any concerns related to direct activities or CEVA's supply chain. This includes any circumstances that may give rise to an enhanced risk of human rights or environmental violations. CEVA maintains a helpline and web-based reporting system, which allows individuals to report in the local language on any issue – [Ethics & Compliance Helpline](#).

Reporting of complaints offers the option to report anonymously. The identity of the reporting person remains confidential even if such a person is disclosing their personal data within the report. Receipt of any incoming report is always confirmed to the reporting person. The reporting and investigation of the incident are properly controlled and documented.

The process of handling reports and managing investigations is confidential to ensure impartiality.

Based on the internal guidelines of CEVA, which are defined in the "Speaking Up & Retaliation Prevention" guidelines and the "Speaking Up" section in the [One CEVA Code](#), reporting persons do not have to fear any negative consequences or retaliation as a result of their report. This also applies if it turns out that the matter described in the report is unsubstantiated. CEVA's reporting procedure is based on respect, confidentiality, and protection of personal data.

In Australia, Canada and the United Kingdom, as well as in other countries where CEVA has a presence, upon receiving a report regarding a human rights and/or environmental standards violation, CEVA takes action to assess the report, conduct an investigation if warranted, prevent/stop the violation, prevent further violations, and provide remediation. Such measures may include but are not limited to, consequences under labor law, review of business relationships and/or contractual basis, and other internal and external improvement processes.

In accordance with section 3(e) of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, CEVA has considered measures to remediate the loss of income to the most vulnerable families that may result from any steps taken to eliminate the use of forced or child labour. CEVA's remediation approach is guided by the UN Guiding Principles on Business and Human Rights: where a situation of forced or child labour is identified, CEVA seeks to engage with affected workers and their representatives before taking any action that could result in loss of income, and endeavours, where possible, to identify support measures in coordination with relevant stakeholders, so as to avoid causing harm to the workers and their families it seeks to protect.

In 2025, CEVA ANZ received an alert related to human rights violations by its subcontractors. CEVA investigated, found wrongdoing by several subcontractors and terminated its partnership with the latter.

In 2025, no complaint relating to human rights, including modern slavery, forced and child labour, was received in Canada and the United Kingdom.

Further details regarding whistleblowing reports are outlined in the [CMA CGM Group's Vigilance Plan 2025](#).

7. Key Performance Indicators (KPI)

CEVA has established KPIs to assess the effectiveness of its efforts in human rights and CSR issues in its business and supply chain. These indicators are defined based on the UN Global Compact's 10 principles and 17 Sustainable Development Goals and the Global Reporting Initiative (GRI) criteria. These indicators are reviewed regularly to ensure continuous improvement and include, for example:

- the number and type of reports received via the Ethics & Compliance Helpline per year: see [Section 6](#);
- the percentage of employees who have completed mandatory training on Ethics & Compliance policies per year: more than 90% (2025), see also Section 5;
- CEVA received a Gold Medal score of 81/100 for its 2025 rating from EcoVadis, the world's largest provider of business-to-business corporate social responsibility (CSR) and sustainability ratings. CEVA's overall score represents an increase of five points from 2024 and a 17-point increase since 2023, placing the company in the top 1 percent among logistics industry leaders and the top 3 percent worldwide. The assessment evaluated CEVA's CSR performance in four key categories: Environment, Labour and Human Rights, Ethics and Sustainable Procurement.

As a result, CEVA has enhanced its ability to identify and address potential human rights violations and ensure that its employees are well-informed and vigilant about ethical practices.

8. Documentation and Reporting

CEVA prepares a report once a year on identified risks and potential violations of human rights in its own business operations and/or (in)direct suppliers, as well as the measures taken to prevent/minimize/eliminate the risk or violation. Where appropriate, new preventive measures are also defined for the future.

The Statement is published on the CEVA website (www.cevalogistics.com) and is available free of charge. It will, in addition, be:

- submitted to the Australian Modern Slavery Register;
- submitted to Public Safety Canada.

CEVA also reports under human rights legislation in other jurisdictions:

- German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG);
- French Duty of Vigilance Law.

9. Conclusion and Future Measures

In 2025, CEVA demonstrated its strong commitment to human rights across all its operations, in the United Kingdom, Australia, Canada and internationally. Ensuring the protection of human rights remains

a top priority, and CEVA continuously strives to create an ethical and responsible business. By fostering transparency and accountability, CEVA acknowledges that respecting human and environmental rights is essential to maintaining trust with our employees, business partners, and stakeholders.

Year-on-year progress: Compared with the 2024 reporting period, the 2025 reporting period is characterised by:

- continued roll-out of the global risk mapping covering human rights, environment and health & safety;
- adoption of the Forced and Child Labour Rules & Principles;
- strengthening of CEVA's Supplier Compliance Covenants and Sustainable Procurement Charter;
- refreshed mandatory human rights training campaign delivered to white-collar employees;
- incorporation of human rights considerations into its mandatory onboarding training for new employees; etc.

Despite the progress achieved, CEVA acknowledges that challenges remain, in particular in fully mapping and monitoring compliance across its extended supply chain, including with respect to indirect suppliers and recruitment agencies in high-risk jurisdictions. The complexity of CEVA's global operations, spanning 170 countries, also limits the pace at which risk assessment and audit programs can be systematically rolled out. Addressing these challenges will require continued investment in risk assessment tools, supplier engagement, and cross-functional collaboration, as reflected in the planned initiatives for 2026 set out below.

Building on our efforts and recognizing the ongoing importance of human rights and the environment in our global operations, CEVA is planning the following initiatives:

- updating its human rights procedures to align with evolving best practices;
- introducing a global risk assessment and supplier analysis tool;
- strengthening supplier engagement activities;
- conducting targeted social audits on sites;
- providing annual online mandatory training campaigns on Human Rights;
- providing targeted human rights training for white-collar employees;
- providing targeted human rights training for blue-collar employees;
- continuing efforts to protect the environment by minimizing emissions and expanding our use of sustainable energy solutions to achieve our net zero target by 2050.

CEVA will continue to update its policies and procedures as required to ensure that the Company maintains a high level of integrity and respect in its business operations as well as in its supply chain. For CEVA, respecting human rights is an essential part of sustainable business operations and a continuous process that should always be improved.

10. Final Provision

The statement comes into force with immediate effect. We review this statement annually, or on an *ad hoc* basis if deemed needed, and update it if new risks emerge or processes change.

This statement was developed in consultation with, and approved by, CEVA's local, regional and global Head Office Compliance Committees. At the local level, this included CEVA ANZ representatives from Compliance, Legal, Human Resources, QHSE, Finance, Executive Management, Procurement and IT departments. Final approval was given by the relevant Boards of Directors of the CEVA entities covered by this Statement, and the Global Head Office. Monthly Compliance Committee meetings are held to support the implementation, monitoring, and improvement of compliance processes, including actions to mitigate modern slavery risks.

For questions and comments on this statement or other human rights or environmental issues, please contact our [Ethics & Compliance Helpline](#).

This Statement has been approved by the Boards of Directors (or equivalent governing body) of each of the reporting entities listed in Section 1, in accordance with:

- United Kingdom Modern Slavery Act 2015 (Section 54 (6));
- Australian Modern Slavery Act 2018 (Sections 14 and 16);
- Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (Sections 11 and 13).

Signed for and on behalf of the reporting entities:

CEVA ANZ:

- CEVA Logistics (Australia) Pty Limited (ABN 63 008 438 239);
- CEVA Freight (Australia) Pty Limited (ABN 58 000 820 075);
- CEVA (Air and Ocean) Australia Pty Limited (ABN 91 055 370 575); and
- Antrak Logistics Pty Limited (ABN 73 072 041 402).

Name: Felipe TURRA

Title: Business Unit Management Director, Australia – New Zealand, duly authorised by the principal governing bodies of the Australian reporting entities

CEVA Canada: CEVA Air & Ocean Canada Inc.

In accordance with the requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. I have the authority to bind CEVA Air & Ocean Canada Inc.

Name: Frédéric FONTAN

Title: Managing Director for CEVA Canada reporting entity

CEVA UK:

- CEVA Logistics Limited
- CEVA Freight (UK) Limited
- CEVA Air & Ocean UK Limited
- CEVA Ground Logistics UK Limited

Name: Paul FARR

Title: Managing Director for CEVA UK reporting entities

Signed by:

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