

Joint CEVA Modern Slavery Statement 2024

1. Introduction

CEVA Logistics Group (and all its operating subsidiary companies, referred to herein as "CEVA" and/or "Company"), a leading provider in third-party logistics, successfully provides and operates transportation and global supply chain solutions thanks to its 110,000 employees, operating in more than 170 countries.

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

During 2024, 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 groups and aligning with the Group's annual "Communication on Progress".

Within this Modern Slavery Statement ("Joint Statement") under the Commonwealth Modern Slavery Act 2018 or any other law or legislation applicable to our Group of companies, we at CEVA have committed ourselves to uphold the highest ethical standards.

This is a Joint Statement for the reporting period 1 January 2024 to 31 December 2024.

The Joint Statement applies to the following reporting entities:

- 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).

2. Organizational Structure and Business Operations

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

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.

During the reporting period, CEVA's relevant company structure in Australia was as follows:

CEVA Pty Limited, which wholly owns:

- CEVA Logistics CLS (Australia) Pty Ltd (dormant)
- CEVA Logistics (Australia) Pty Limited (reporting entity)

CEVA Freight (Australia) Pty Limited (reporting entity), which wholly owns:

- Logistics Link Pty Limited (dormant)

CEVA Air and Ocean (Australia) Pty Limited (reporting entity), with no subsidiaries

CEVA Air and Ocean International SE (France), which wholly owns:

- CEVA Air and Ocean (Australia) Pty Limited.

CEVA (Air and Ocean) Singapore Pte Limited, which wholly owns:

- Antrak Logistics Pty Limited (reporting entity)

These entities collectively are referred to as "**CEVA ANZ**".

Additional information:

- On February 29, 2024: CMA CGM acquired all shares of Bolloré Logistics SE.
- On December 20, 2024: CMA CGM transferred all Bolloré Logistics SE shares to CEVA LOGISTICS SA.

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 Joint 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.

3. Policies and Supply Chain Relationships

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.

- **CEVA's Human Rights Compliance Program (HRCP)** is a risk-based program that ensures compliance with ethical standards and legal requirements. It sets clear expectations for employees, customers, and high or limited compliance risk suppliers, which are required to formally commit to these principles through [CEVA's Supplier Compliance Covenants](#) and [Sustainable Procurement Charter](#), which were updated in 2024.

To uphold these standards, CEVA partners only with reputable recruitment agencies that meet strict ethical criteria, ensuring workers are sourced responsibly and in compliance with national, international labour standards, collective bargaining agreements and [Fundamental International Labour Organization Conventions](#).

- [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.
- **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.
- [Code of Ethics](#) (CMA CGM Group) applies to all CMA CGM Group employees and demonstrates a commitment to upholding the highest standards of business ethics, personal integrity, and compliance across all business relationships, in accordance with international standards.
- [Third-Party Code of Conduct](#) (CMA CGM Group) applies to all business partners, including suppliers, and establishes minimum ethical standards based on international guidelines. It commits partners to respecting all internationally recognized human rights, including, but not limited to, the prohibition of forced labour and modern slavery.

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 2024](#)).

We expect all employees, suppliers, and business partners to take these principles of our corporate culture into account.

4. Due Diligence & Risk Assessment

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's Procurement Department engages in a thorough and risk-based supplier selection process to screen high-value and/or high risk 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. If a new supplier does not meet CEVA's standards, a contract is not signed, or corrective actions are agreed. In 2024, CEVA appointed a dedicated sustainable purchasing manager, and deployed a software tool to enhance and automate the control and monitoring of its suppliers and subcontractors.

Whilst the majority of CEVA ANZ's suppliers are based in Australia, and fall into low-risk categories, the company has recognised that certain parts of its operations and supply chains may pose a higher risk of exposure to modern slavery practices. For example, labour recruiters have been identified as a higher-risk group due to the nature of their activities. To address this, CEVA ANZ ensures that only reputable Australian labour recruiters are engaged.

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 Ethics and Compliance supports the Company in identifying and mitigating compliance risks, including human rights. The Global Trade Compliance (GTC) team includes human rights in its scope and due diligence process, and appointed a dedicated Human Rights Officer (HRO) in 2024. CEVA has established several reporting mechanisms, such as anonymous reporting, for employees to report, among others, human rights concerns, which are diligently investigated. In 2024, the GTC team continued to use specialized tools for screening and risk monitoring, and to remain up-to-date with any legislation.

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.

In 2024, the CMA CGM Group, together with its subsidiaries, including CEVA, initiated a global risk mapping exercise with the support of an external consulting company. This risk mapping focuses on three key topics: Human Rights, Environment, and Health & Safety. The process is expected to be completed in 2025.

Further details of due diligence efforts are outlined in the [CMA CGM Group's Vigilance Plan 2024](#), which is published annually in alignment with CMA CGM's and CEVA's compliance with the French Duty of Vigilance law. Additionally, more details on CEVA's due diligence efforts can be found in the [Group's CSR Report 2024](#), published annually as part of CMA CGM's sustainability

initiatives.

CEVA earned a Gold Medal and an overall score of 76/100 from EcoVadis in its 2024 sustainability performance assessment—placing CEVA in the top 1% overall for the logistics industry.

5. Training & Awareness

All employees take part in the global online mandatory training campaigns. For example, in 2024, over 90% of white-collar employees successfully completed the Group Mandatory Training Campaign, which covered different topics, including Human Rights and Climate Change.

In 2024, CEVA also launched the Golden Rules Initiative, aiming at promoting appropriate handling of diversity and human rights in everyday work across all Contract Logistics (CL) employees. The initiative remains ongoing.

Employees of CEVA (Air and Ocean) Australia Pty Ltd and Antrak Logistics Pty Limited completed anti-bullying and sexual harassment training locally.

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 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 2024, CEVA ANZ did not receive any complaint or alert related to human right violations, including modern slavery.

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;
- the percentage of employees who have completed mandatory training on Ethics & Compliance policies per year.

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 annual report is published on the CEVA website and is available free of charge.

CEVA also reports under human rights legislation in other jurisdictions:

- The United Kingdom's Modern Slavery Act 2015;
- German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG);
- French Duty of Vigilance Law;
- Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

9. Conclusion and Future Measures

In 2024, CEVA demonstrated its strong commitment to human rights across all its operations, both locally and internationally. Ensuring the protection of human rights remains a top priority, and the CEVA continuously strives to create an ethical and responsible business. By fostering transparency and accountability, CEVA acknowledges that respecting human rights is essential to maintaining trust with our employees, business partners, and stakeholders.

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

- Updating its human rights procedures to align with evolving best practices;
- Introducing an additional risk assessment and supplier analysis tool;
- Strengthening supplier engagement activities;
- Providing targeted human rights training for blue-collar employees;

- Finalizing the Group-wide Risk Mapping initiated by the CMA CGM Group, covering human rights, environment, and health & safety topics;
- Launching several awareness activities related to World Quality Day, World Cleaning Day, and World Health & Safety Day.

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 is an essential part of sustainable business operations and a continuous process that should always be improved.

10. Contact

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

11. 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.

In accordance with section 14 of the Modern Slavery Act 2018, this Joint Modern Slavery Statement was approved by the principal governing body of the Responsible Entities being:

- CEVA Logistics (Australia) Pty Limited;
- CEVA Freight (Australia) Pty Limited;
- CEVA Air and Ocean (Australia) Pty Limited; and
- Antrak Logistics Pty Limited.

NAME: Guy Andrew MEREDITH

TITLE: Managing Director for all Reporting Entities

Signed by:
A blue ink signature of Guy Andrew Meredith.
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