

Modern Slavery Statement 2019

CEVA Logistics AG (and all its operating subsidiaries, referred to herein as "**CEVA**") is committed to respecting and valuing human rights on a global scale. Operating ethically and respecting employees, customers and stakeholders are fundamental core values at the heart of CEVA's corporate culture.

The Commonwealth *Modern Slavery Act 2018 (Commonwealth Act)* and the *Modern Slavery Act 2018 (NSW)* were passed by the Australian and NSW Parliaments on 29 November 2018 and 21 June 2018 respectively. The Commonwealth legislation came into force on 1 January 2019 and while the NSW legislation was due to commence on 1 July 2019, it is not yet in force and is currently subject to Parliamentary review. The Commonwealth Act establishes a Modern Slavery Reporting Requirement ("**Reporting Requirement**") for certain large businesses and other entities in the Australian market.

Prior to the establishment of the Acts in Australia, the United Kingdom *Modern Slavery Act* came into effect on 29 October 2016 putting a new focus on preventing slavery and human trafficking. Pursuant to the Act's provisions, this Modern Slavery Statement outlines the analysis and steps CEVA has taken to prevent human trafficking and modern slavery in its global business and locally in Australia.

Joint modern slavery statement and process of consultation

This is a joint modern slavery statement made under section 14 of the Commonwealth Act for the reporting period 1 January 2019 to 31 December 2019. The statement is made by the following entities:

- CEVA Logistics (Australia) Pty Ltd;
- CEVA Freight (Australia) Pty Limited, which wholly owns CEVA Logistics (New Zealand) Limited and it in turn wholly owns Logistics Link Pty Ltd.

Each reporting entity has consulted with each entity it owns/controls as appropriate for the operations and supply chains of that entity, for example by preparing the statement and taking the actions referred to in this statement together or by notifying the relevant stakeholders of each entity that this statement was being prepared and providing an opportunity to respond.

Countries of Operation and Supply

CEVA is a leading global logistics company and its' Australian arm (comprising CEVA Logistics (Australia) Pty Ltd, CEVA Freight (Australia) Pty Ltd and Logistics Link Pty Ltd) ("**CEVA ANZ**") currently operates in all Australian States and Territories. CEVA ANZ operates nationally which provides contract logistics and freight management services to customers. With over 1,300 employees, over 100 locations and combined storage space of over 1,200,000m² with warehouse capabilities, ground transport, freight management, vehicle logistics services and value added services, CEVA ANZ offers integrated, end-to-end logistics solutions to deal with the complexity of today's supply chains.

Organisational Structure, Operations and Supply Chains

Through CEVA' s lean culture and Operational Excellence, we address increased demand for operational efficiency and flexibility. Our global coverage allows us to serve customers anywhere around the world. Our

ability to structure operations around customers' KPIs and robust industry experience helps us stay focused on specific logistics needs and deliver value-added service. Through CEVA's Control Towers around the world, we control and provide visibility on the flow of goods and information. We run our business in an environmentally conscious way, and all these together help us optimise cost and performance throughout customers' supply chains.

This Modern Slavery Statement applies to the activities and operations of CEVA ANZ and its affiliates and their respective supply chains:

CEVA Logistics (Australia) Pty Ltd:

Activity	Description of Services
Warehousing	Logistics services for 3PL warehousing operations, variety of storage options, stand-alone (dedicated) and multi-user (shared) site options, depot management (manned and unmanned), national state based spares network, emergency call out/after-hours call centre, customer pick up and value added services
Transport and Distribution Services	Comprising: <ul style="list-style-type: none"> - Ground Transport, which includes the national line haul network, vehicle storage and processing, national distribution services, capital city milk run and courier network; and - Vehicle Logistics, which includes the transport of finished vehicles (car carrying), national line haul network, national distribution services and capital city network.
Value Added Services	Control tower, reverse logistics, claims processing warranty processing, returns processing, call centre functions, night key entry service, kitting and assembly, packaging engineering and supply, quality control processes, project build (i.e. store fit outs), 24/7 break fix callout, general consultancy services for supply chain, networks and warehouse design.

CEVA Freight (Australia) Pty Ltd:

Activity	Description of Services
Airfreight Services	Freight forwarder, comprising cost effective consolidation of freight for international air shipments, including highest priority shipments, maximum flexibility across all lanes and sizes.
Ocean Freight Services	Freight forwarder, comprising shipments of full container load (FCL) or less than container load (LCL) freight management services and ocean charter, and project solutions.
Customs Brokerage	National brokerage team in Australia and New Zealand with large support team, in-house brokerage operations in Sydney, Melbourne, Brisbane, Perth, Adelaide, Auckland, Wellington and Christchurch. All brokers are Quarantine Accredited and fully compliant with Australian Quarantine, New Zealand MAF, Imported Foods regulations and requirements, including management and compliance with Australian Customs bonded 77G warehouse in all major cities, compliance with all customs and associated bodies and ISO 9001 accredited.

Domestic Transport	Comprising ground transportation services from depot to port.
Value Added Services	Comprises assessment of landed costings, electronic invoicing, consultancy services (i.e. compliance audits and valuation). CEVA holds the following accreditations: <ul style="list-style-type: none"> - Australian Quarantine and Inspection Service (AQIS) - International Federation of Information Processing (IFIP).

Logistics Link Pty Ltd (trading as ANL Logistics):

Activity	Description of Services
Export	Includes booking, local transport, loading, warehouse and fumigation, customs clearance, consolidation, track and trace, Incoterms - Ex Works (EXW)/Free on Board (FOB)/Delivered Duty Paid (DDP).
Import	Customs clearance, quarantine facilities, unloading, warehousing, fumigation, deconsolidation, transportation of FCL, LCL and air, track and trace, pick and pack orders.
Sea Freight Services	ANL Logistics are part of the third largest container shipping line in the world being CMA CGM and leverages an extensive network and frequent sailings along with competitive pricing and space guarantees
Road Freight Services	Full range of transport services including conventional FCL and LCL same or next day delivery, side loader FCL delivery, drop trailer and shuttle operations, project cargo transport on extendable and drop deck trailers.
Rail Transport Services	ANL Logistics offers rail solutions on a wide range of freight corridors to move cargo to its destination quickly and efficiently.
Air Transport Services	Through strategic alliances, we offer air freight worldwide with a reliable and professional service.
Customs Clearance	Advice on tariff listing, valuation and regulatory advice, customs entry auditing, duty drawbacks, duty refunds, landed costings, shipment monitoring and status reporting
Warehousing	Warehousing services from general to reefer storage and provides full visibility of status of goods in the warehouse with inventory and vendor management capability
Packing/Unpacking	Container packing and unpacking for dry and reefer cargoes, palletised, hand pack and unpack, slip sheeting, maximizing stowage utilizations and product integrity solutions, packing of machinery and over dimensional cargo to specialized equipment like flat racks, bolsters and open tops, fumigation and steam cleaning for second hand machinery and car imports, 77G bonded warehouse facilities for FAK cargo and chiller and frozen cross docking

Risks of modern slavery, actions taken to address risks and assessing the effectiveness of actions

CEVA Policies and Supply Chain Relationships

CEVA continually strives to clearly communicate our human rights policies and expectations to our customers, third party suppliers, and agents. As a global logistics company, CEVA does not inherently produce or

manufacture products, but is a service provider of choice. In providing industry-leading logistics services, it is imperative we ensure our employees, customers, and stakeholders are aware of the relevant human trafficking legislation, as well as CEVA's internal policies that promote human rights and the fight against the proliferation of human trafficking and modern slavery.

CEVA's established Human Rights Compliance Program ("**HRCP**") is an important cornerstone of our compliance program. It is a risk-based program, focused on goals that are designed to eliminate human trafficking and achieve compliance with CEVA's Code of Business Conduct, the United Nations Guiding Principles on Business and Human Rights, U.S. Government regulations and the Acts.

CEVA's HRCP clearly communicates expectations and standards in maintaining ethical business practices and the promotion of human rights to our employees, customers, and suppliers. These standards and expectations are incorporated into Compliance Covenants, which are acknowledged by CEVA 's high risk suppliers and agents. Additionally, the CEVA Code of Business Conduct, which is published on the CEVA website, is illustrative of CEVA's continued commitment to promoting an ethical corporate environment and complying with all laws, including those prohibiting human trafficking, slavery, forced labour, child labour, and unfair wages. Mutual respect and fair treatment of all is a cornerstone of CEVA's corporate culture.

Due Diligence

As part of its' overall global compliance program, CEVA's Compliance and Ethics ("**C&E**") team routinely conducts audits and reviews, on-site and remotely, addressing several regulatory program areas. C&E has incorporated the HRCP into these compliance audits and reviews to identify and address human trafficking and forced labour risks in our global supply chain. During most site visits, CEVA compliance personnel will review risks and red flags with local HR management, and will explore any potential human rights issues or questions with HR.

Auditing

Further, CEVA has a comprehensive third party due diligence program, which is a dedicated risk-based program utilized to ensure that the high risk third parties that CEVA conducts business with operate compliantly with all applicable laws (including corruption and human trafficking) . The incorporation of human trafficking questions into this third party due diligence process has allowed CEVA more insight into where risks lie, and how our high-risk third party agents and suppliers are dealing with them. CEVA also employs a global restricted party screening policy where third parties can be screened to identify whether they are restricted parties or designated human rights violators. If screening confirms restricted party status of a third party, CEVA will not conduct business with that third party. Any dealings with restricted parties shall be conducted in accordance with U.S. Export Administration Regulations.

Training

Currently, all CEVA managers and a selected employee population are required to complete an annual C&E training that has incorporated elements of the HRCP to include awareness, red flags, and reporting concerning human trafficking and forced labour. Additional human rights training is provided to employees when warranted as a result of the compliance audits. CEVA requires all staff within CEVA (including CEVA ANZ) to complete training on modern slavery as a module to CEVA's training program and this is completed annually.

CEVA's modern slavery training covers:

- our business's purchasing practices, which influence supply chain conditions and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline;
- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within CEVA;
- what external help is available, for example through the Modern Slavery Helpline, CEVA's HRCP and Labour Abuse Authority and "Stronger Together" initiative;
- what messages, business incentives or guidance can be given to suppliers and other business partners and contractors to implement anti-slavery policies; and
- what steps CEVA should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from CEVA's supply chains.

Risk Assessment and Continued Risk Management

CEVA does not currently use any third parties to assist in mapping our supply chain, but has an experienced Global Trade Compliance ("**GTC**") team that identifies and mitigates regulatory trade compliance risks throughout the global organization. GTC has included human trafficking in its risk profile, and will continuously identify risks and gaps pertaining to the HRCP, and in CEVA's supply chain. The HRCP policies and procedures, as well as "red flags", are published on CEVA's internal website, and are accessible to all employees. CEVA has established several reporting mechanisms, such as anonymous reporting, for employees to report human trafficking and forced labour concerns. GTC diligently investigates any reports in these areas. CEVA also continues to monitor the regulatory landscape for human trafficking and forced labour regulations, and promotes awareness of the global issue internally and externally.

Relevant policies

CEVA operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

Whistleblowing policy: CEVA encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of CEVA. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. CEVA's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. CEVA maintains a hotline and web-based reporting system, which allows individuals to report anonymously if desired in local language on any compliance concerns including concerns relating to labour practices or breach of human rights.

Employee Code of Conduct: CEVA's Code of Conduct makes clear to employees the actions and behaviour expected of them when representing CEVA. CEVA strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

Recruitment and Selection Policy: CEVA uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency. CEVA is committed to preventing the use of slavery in our business and our supply chain and encourage employees to look out for signs of slavery and report to relevant manager immediately, eg., {a) physical and psychological abuse; {b) restricted movement; {c) poor living conditions; and {d) lack of personal belongings, such as their passport.

CEVA uses reputable employment agencies to source labour and always verifies the practices of any newly appointed agency prior to accepting workers from that agency, including compliance with relevant labour hire licensing laws.

Performance indicators

CEVA has reviewed its key performance indicators (KPIs). As a result, CEVA is:

- requiring all staff, supply chain managers and HR professionals to complete CEVA' s Global Compliance Training comprising a module on modern slavery on an annual basis;
- developing a system for supply chain verification whereby CEVA evaluates potential suppliers before they enter the supply chain;and
- reviewing its existing supply chains whereby CEVA evaluates all existing suppliers.

Awareness-raising programme

As well as training staff, CEVA has raised awareness of modern slavery issues by distributing flyers to staff and placing posters across CEVA's premises and circulating a series of emails to staff.

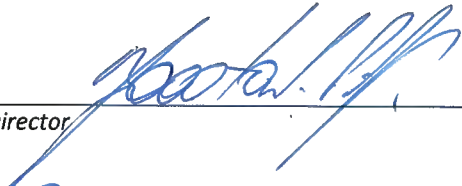
The flyers and emails explain to staff:

- the basic principles of the Acts;
- how employers can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within CEVA; and
- what external help is available, for example through the Modern Slavery Helpline.

Conclusion

CEVA does not tolerate any violations of human rights laws by our employees and has established remedial measures contained in the HRCP that include suspension and/or removal of employees found in violation. CEVA will continue to update our policies and procedures as required to ensure that we maintain a high level of integrity and respect in our business operations as well as our supply chain.

In accordance with section 14 of the Modern Slavery Act 2018 (Cth), this joint modern slavery statement was approved by the Directors of CEVA Logistics (Australia) Pty Ltd and CEVA Freight (Australia) Pty Ltd on 30 March 2021.



Director

30. March. 2021

Date

CEVA Logistics (Australia) Pty Ltd



~~Director/Company Secretary~~

~~(please delete whichever is not applicable)~~



Director

30. March. 2021

Date

CEVA Freight (Australia) Pty Ltd



~~Director/Company Secretary~~

~~(please delete whichever is not applicable)~~



UK Modern Slavery Act Statement – 2019

Encompassing the calendar year, 1 January 2019 through 31 December 2019

As one of the world's leading non-asset-based supply chain management companies, CEVA is committed to respecting and valuing human rights on a global scale. Operating ethically and respecting employees, customers, and stakeholders are fundamental core values at the heart of CEVA's corporate culture.

On October 29, 2016, the United Kingdom Modern Slavery Act ("Act") came into effect, putting a new focus on preventing slavery and human trafficking. Pursuant to the Act's provisions, the following statement presents the analysis and steps CEVA has taken to prevent human trafficking and modern slavery in its global business.

CEVA Policies and Supply Chain Relationships

CEVA continually strives to clearly communicate our human rights policies and expectations to our customers, third party suppliers, and agents. As a global logistics company, CEVA does not inherently produce or manufacture products, but is a service provider of choice. In providing industry-leading logistics services, it is imperative we ensure our employees, customers, and stakeholders are aware of the relevant human trafficking legislation, as well as CEVA's internal policies that promote human rights and the fight against the proliferation of human trafficking and modern slavery.

CEVA's established Human Rights Compliance Program ("HRCP") is an important cornerstone of our Compliance program. It is a risk-based program, focused on goals that are designed to eliminate human trafficking and achieve compliance with CEVA's *Code of Business Conduct*, the *United Nations Guiding Principles on Business and Human Rights*, U.S. Government regulations, and the Act.

CEVA's HRCP clearly communicates expectations and standards in maintaining ethical business practices and the promotion of human rights to our employees, customers, and suppliers. These standards and expectations are incorporated into Compliance Covenants, which are acknowledged by many of CEVA's suppliers and agents. Additionally, the CEVA Code of Business Conduct, which is published on the CEVA website, is illustrative of CEVA's continued commitment to promoting an ethical corporate environment and complying with all laws, including those prohibiting human trafficking, slavery, forced labor, child labor, and unfair wages. Mutual respect and fair treatment of all is a cornerstone of CEVA's corporate culture.

Due Diligence, Auditing, and Training

As part of its overall global compliance program, CEVA's Compliance and Ethics ("C&E") team routinely conducts audits and reviews, on-site and remotely, addressing several regulatory program areas. C&E has incorporated the HRCP into these compliance audits and reviews to identify and address human trafficking and forced labor risks in our global supply chain. During most site visits, CEVA compliance personnel will review risks and red flags with local HR management, and will explore any potential human rights issues or questions with HR.

Currently, all CEVA managers and a selected employee population are required to complete an annual C&E training that has incorporated elements of the HRCP to include awareness, red flags, and reporting concerning human trafficking and forced labor. Additional human rights trainings are provided to employees when warranted as a result of the compliance audits.

Further, CEVA addresses corruption risks, to include human trafficking, in our third party due diligence program, which is a dedicated risk-based program utilized to ensure that the third parties that CEVA conducts business with operate compliantly with all applicable laws. The incorporation of human trafficking questions into this third party due diligence process has allowed CEVA more insight into where risks lie, and how our high-risk third party agents and suppliers are dealing with them. Further, during 2019, human trafficking became one of the top issues that customers inquired about with CEVA, so not only does CEVA have information about internal initiatives to fight modern slavery, but has also been able to benchmark with our customers on what other companies globally are doing to combat human rights violations. CEVA also employs a global restricted party screening policy, whereby third parties can be screened to identify whether they are restricted parties or designated human rights violators. If screening confirms restricted party status of a third party, CEVA will not conduct business with that third party.

Risk Assessment and Continued Risk Management

In 2019, CEVA Compliance & Ethics underwent its annual global risk assessment, wherein every CEVA regional cluster received an assessment questionnaire, and provided feedback on a number of compliance matters, including human trafficking issues. Responses were received from all CEVA clusters, and all CEVA cluster managing directors are aware of human trafficking as a major compliance topic.

CEVA does not currently use any third parties to assist in mapping our supply chain, but has an experienced Global Trade Compliance (“GTC”) team that identifies and mitigates regulatory trade compliance risks throughout the global organization. GTC has included human trafficking in its risk profile, and will continuously identify risks and gaps pertaining to the HRCP, and in CEVA’s supply chain. The HRCP policies and procedures, as well as “red flags”, are published on CEVA’s internal website, and are accessible to all employees. CEVA has established several reporting mechanisms, such as anonymous reporting, for employees to report human trafficking and forced labor concerns. GTC diligently investigates any reports in these areas. CEVA also continues to monitor the regulatory landscape for human trafficking and forced labor regulations, and promotes awareness of the global issue internally and externally.

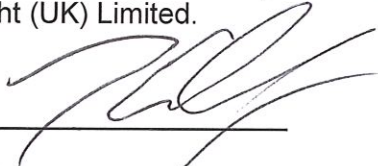
Whistleblower System

CEVA maintains a hotline and web-based reporting system, which allows individuals to report anonymously if desired in local language on any compliance concerns including concerns relating to labor practices or breach of human rights.

Conclusion

CEVA does not tolerate any violations of human rights laws by our employees and has established remedial measures contained in the HRCP that include suspension and/or removal of employees found in violation. CEVA will continue to update our policies and procedures as required to ensure that we maintain a high level of integrity and respect in our business operations as well as our supply chain.

This statement has been approved by the Board of Directors of CEVA Group plc, CEVA Logistics Limited and CEVA Freight (UK) Limited.



Signature
James Gill, Member of the Board of Directors
CEVA Group plc

10/03/20
Date



Signature
Christopher Walton, Member of the Board of Directors
CEVA Logistics Limited and CEVA Freight (UK) Limited

