

**Bluestar Global Logistics**  
**Modern Slavery Statement 2022**



**Introduction:**

Bluestar Global Logistics recognizes the responsibility of understanding and respecting human rights of all people without any discrimination and we are committed to preventing and addressing any risks of adverse human rights impacts linked to our operations and supply. As part of our commitment to support human rights, we take a stand against modern slavery and human trafficking within our operations and beyond.

This Modern Slavery Statement (this "statement") is made under the Modern Slavery Act 2018 (Cth) ("the Act"). It sets out the actions Bluestar Global Logistics Pty Ltd "The Company" took to assess and manage modern slavery risks in its operations for the financial year ending 30<sup>th</sup> June 2022. This is Bluestar's Global Logistics' first statement under the Act.

**Reporting Entities:**

The reporting entities covered by this statement are

- Bluestar Global Logistics ABN 42 141 578 234.
- The Trustee for Bluestar Logistics – MK'S UNIT TRUST ABN 19 757 335 147
- Bluestar Logistics Australia Pty Ltd ABN 67 473 890 545

Bluestar does not own or control any other entities.

**Principles:**

We do not tolerate any form of modern slavery in any area of the business or supply chain. We expect the same zero-tolerance approach to any form of modern slavery from our contractors and suppliers. We will take steps to address any issues with them, seek to drive improved standards and, if necessary, terminate the business relationship.

We are committed to tackling instances of modern slavery through practical risk assessment and third-party due diligence. We are also committed to raising our employees' and contractors' awareness to identify cases of modern slavery. Collaborate with them and other stakeholders to achieve best practices.

**Operations and Structure:**

We are headquartered in Melbourne, Australia, with offices in Erskin Park, NSW, Acacia Ridge, QLD, Cavan, SA and Welshpool, WA. The Company also provides international sea and air

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freight, cross-trade shipments, customs brokers and tariff advice. The Company has over 230 company employees spread out across five states.

Warehouse: storage of customer's goods, inbound/outbound orders and inventory management, amongst other value-added services.

Transport: A versatile fleet from vans to B-Doubles, Bluestar Global Logistics arranges transportation for everything from loose cartons to palletized freight.

Contractors: The owner-driver network is an essential part of our supply chain. Contractors provide all transport and cartage services.

**Supply Chains:**

The main categories of goods and services that Bluestar Global Logistics obtains through its supply chains are:

- Cleaning services for our offices and facilities
- Bluestar has relationships with more than a hundred contractors for transport and logistics services.
- Suppliers of goods to Bluestar Global Logistics that are not for resale, such as office stationery, PPE and promotional products.
- Suppliers of professional services to Bluestar Global Logistics that are not resale, such as training, consulting, insurance and financial products.
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**Risks of Modern Slavery Within Bluestar Global Logistics Operations and Supply Chains:**

Bluestar Global strictly complies with all the National Employment Standards and other relevant employment legislation in Australia and any other country or territory in which it may conduct business.

All full-time and part-time Australian personnel are offered employment contracts that adhere to or exceed all the standard conditions set out by the relevant Australian laws. Part-time and fixed-term personnel within Bluestar Global Logistics are provided with the same pro-rata contractual entitlements as full-time and permanent personnel. If these are not offered, The Company ensures that it has legally and objectively justifiable grounds. All Bluestar Global Logistics personnel are offered an appropriate remuneration package.

Bluestar Global Logistics considers its primary exposure to modern slavery risks exists within its supply chains. We have considered the extent to which we may contribute to, cause or be

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linked to modern slavery risks in our supply chains. Through this process, we have identified the following key risk areas:

- The use of transport and logistics workers engaged by third-party suppliers
- The working conditions and terms of employment of cleaners who supply cleaning services to our offices and facilities.

**Actions Taken To Address and Identify Modern Slavery Risks:**

Bluestar Global Logistics is committed to preventing modern slavery within its business and supply chains. The Company endeavours to minimize the risk that such practices might occur within its business or within the companies of any organization that supplies goods and/or services to Bluestar Global Logistics. The Company understands that this requires an ongoing review of both its own internal practices and those of its supply chain partners.

Due Diligence:

- Bluestar Global Logistics senior leadership team undertakes a biennial review of Bluestar Global Logistics policies and practices on identifying modern slavery within its organization and supply chains.
- The Company will conduct staff surveys on an anonymous basis to give personnel a voice on their individual engagement, their department and Bluestar Global Logistics as a whole.
- The Company carries out due diligence to ensure modern slavery is both recognized and reported within its supply chain. The Company has a review process to perform biennial compliance assessment of a sample of key carrier and supplier partners, with modern slavery included in the specified criteria.
- Bluestar Global Logistics will be developing a whistle-blower policy that encourages reporting any potential wrongdoing. The Company has a senior leadership team to whom all concerns regarding modern slavery may be addressed.
- Bluestar Global Logistics is developing a structured induction process. All employees and contractors will be made aware of all Bluestar Global Logistics policies relating to the standards of behaviour that are required from them.

Remediation:

- Where an existing supplier is found to have failed to meet Bluestar Global Logistics expectations in relation to modern slavery practices, it will take remedial steps such as directly engaging with the relevant supplier, undertaking an audit and where the breach is severe and cannot be remediated through other actions, terminating the engagement.

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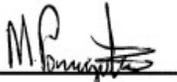
**Other Actions:**

To ensure the effectiveness of the actions taken by Bluestar Global Logistics in combating modern slavery, Bluestar Global Logistics endeavours to:

- Ensure action is taken in response to any reports of modern slavery within its supply chains
- Seek written confirmation from suppliers during the annual compliance audit and onboarding process.

**This statement relates to the 2021/2022 financial year and has been approved by the Board of Bluestar Global Logistics Pty Ltd.**

 Recoverable Signature

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Michael Panagiotou  
Director - Chief Operations Officer  
Signed by: a66df08d-093c-4d2c-8684-01789e59aed2