



Tasman Cargo Airlines MORDERN SLAVERY STATEMENT for the YEAR 2025

A letter from CEO

On behalf of the Board of Tasman Cargo Airlines (TCA), I am pleased to submit our Modern Slavery Statement for Financial Year 2025, which has been prepared in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

During the 2025 financial year, we made progress on our continued commitment to play an active role in combating modern slavery in our operations and supply chains. Since releasing our inaugural statement, we have pursued year-on-year improvements in our capabilities to identify, assess and address modern slavery risks and assess the effectiveness of these actions.

Tasman Cargo Airlines is committed to operating responsibly to protect the rights of our employees, contractors, supply chain workers, customers, and the communities in which we operate. This aligns to our values of ensuring safe and inclusive working environments, trusting, respectful and collaborative relationships and ensuring our people are valued and empowered.

Internal anti-modern slavery capability uplift activities were also impactful and included improving our governance and policy framework, most notably by publishing our Supplier Code of Conduct. We also continued to build awareness across all areas of the business.

Looking ahead, our goal is to continue building upon the foundations we have laid, with a focus on driving tangible impact in both our operations and supply chain. We are committed to working closely with our suppliers and stakeholders to mature our current capability and demonstrate our commitment to improvement.

In 2026, we will continue to strengthen our modern slavery risk mitigation and management processes and work closely with our suppliers and stakeholders to enhance capability, transparency and accountability.

This statement was approved by Tasman Cargo Airline's Board on 29th June, 2026.



Kim Rasmussen

CEO – Tasman Cargo Airlines

Introduction

This Modern Slavery Statement is made by Tasman Cargo Airlines Pty Ltd (TCA) in accordance with the Modern Slavery Act 2018 (Cth). TCA is an Australian-based Air Operator's Certificate (AOC) holder delivering dedicated freighter operations primarily utilising Boeing 767 aircraft. Services are provided under contractual arrangements, including ACMI (Aircraft, Crew, Maintenance and Insurance) or 'wet lease' structures with global logistics partners. Tasman Cargo Airlines has a zero-tolerance approach to Modern Slavery.



Tasman Cargo Airlines is committed to acting ethically and with integrity in all business dealings and relationships and to implementing and enforcing effective systems and controls to ensure Modern Slavery is not taking place anywhere within its own business operations or supply chains. Tasman Cargo Airlines is further committed to ensuring transparency in its approach to tackling Modern Slavery throughout its business and supply chains, consistent with Tasman Cargo Airlines disclosure obligations under the Modern Slavery Act.

The prevention, detection and reporting of Modern Slavery in any part of the business and supply chains is the responsibility of all those working for it or under its control. Employees, who also include contractors, are encouraged to raise concerns with the Compliance Office about any possible Modern Slavery breaches in any part of Tasman Cargo Airlines supply chains or business, at the earliest possible stage.

Tasman Cargo Airlines expects the same high standards from all its contractors, suppliers and other business partners. Tasman Cargo Airlines processes will include specific prohibitions against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude, whether adults or children, and expect vendors and suppliers to hold their own suppliers to the same high standards

Structure, Operations and Supply Chains

TCA operates as a specialised cargo airline headquartered in Australia. TCA was incorporated in 1996 as Asian express Airlines Pty and later changed its name in 2008 to Tasman Cargo Airlines Pty Ltd. TCA shareholding comprise of 51% shares held by two Australian individuals and an Entity, while 49% shares are owned by Deutsche Post AG GmbH.

The organisation provides domestic and international cargo services and relies on a combination of internal operations and outsourced specialist aviation services.

Operational activities include aircraft operation, crew management, safety and regulatory compliance, and oversight of contracted engineering and ground handling services.

TCA's supply chains include aircraft lessors, Maintenance Repair and Overhaul (MRO) providers, aircraft component suppliers, ground handling organisations, fuel suppliers, catering providers, IT and aviation systems providers, and professional service firms. Many suppliers operate in complex global supply chains with multiple tiers.



Following a thorough review of our supply chain throughout the reporting year, we have identified several areas where there is potential exposure to modern slavery risks:

1. Supply of Office Stationery Items: These products often originate from regions where labor practices may not always comply with international standards.

2. Supply of Uniforms: The textile and garment industry is known to be at risk of modern slavery, particularly in countries with less stringent labor regulations.

3. Supply of Computer and IT Related Products: The electronics supply chain is complex, with several stages that may involve labour exploitation.

4. Ground Handling Services: These services frequently employ labour, which can be vulnerable to poor working conditions and exploitation.

5. Supply of Parts and Services from Sub-Vendors: Some of our sub-vendors operate in areas where the risk of modern slavery is medium to high, necessitating closer scrutiny.



While we have carried out this analysis and identified these potential risks. Our commitment moving forward includes delivering robust processes to address these risks, enhancing supplier due diligence, and engaging with stakeholders to foster a supply chain free from modern slavery practices.

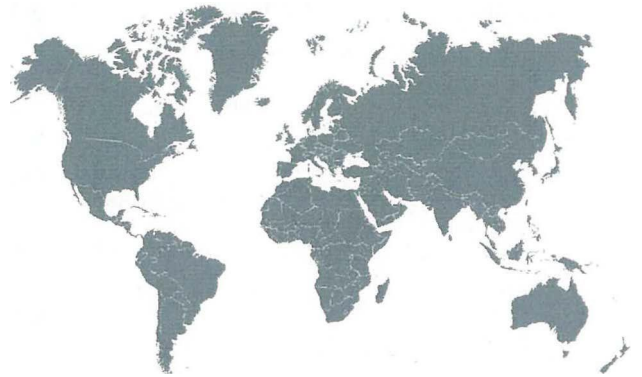
We are dedicated to continuously improving our approach and have established a clear plan to implement effective measures to mitigate these identified risks. This will involve collaborating with industry experts, conducting regular audits, and providing training to our procurement teams to ensure ethical sourcing practices are upheld across our supply chain.

Risks of Modern Slavery Practices

Modern slavery refers to the potential for exploitation through the form of human trafficking, forced labour or child labour.

Modern slavery risk factors refer to workforce or operational characteristics of a supplier or industry that may elevate the vulnerability of workers to modern slavery practices.

TCA recognizes that modern slavery risks may arise both within its operations and throughout its supply chains.



Operational risk within Australia is considered low due to strong regulatory frameworks, however risks may arise through contracted labour arrangements.

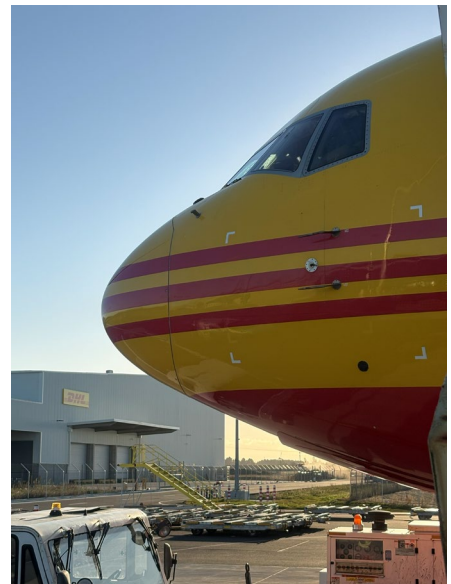
Supply chain risks are higher and include:

- MRO providers with complex subcontracting chains
- Ground handling services that are labour-intensive and may involve vulnerable workforces
- Aerospace manufacturing supply chains with limited visibility beyond Tier 1 suppliers
- Office supplies and uniforms for staff involving cross-border labour sourcing

Geographic risks also exist where suppliers operate in jurisdictions with weaker labour protections or higher reliance on migrant labour.

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Actions Taken to Assess and Address Risks

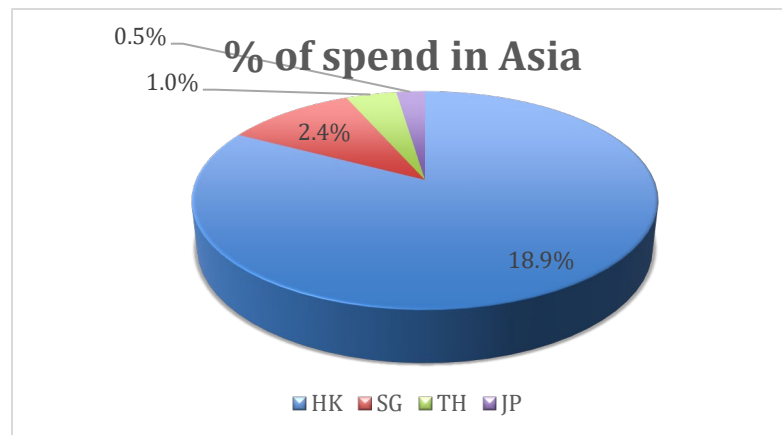
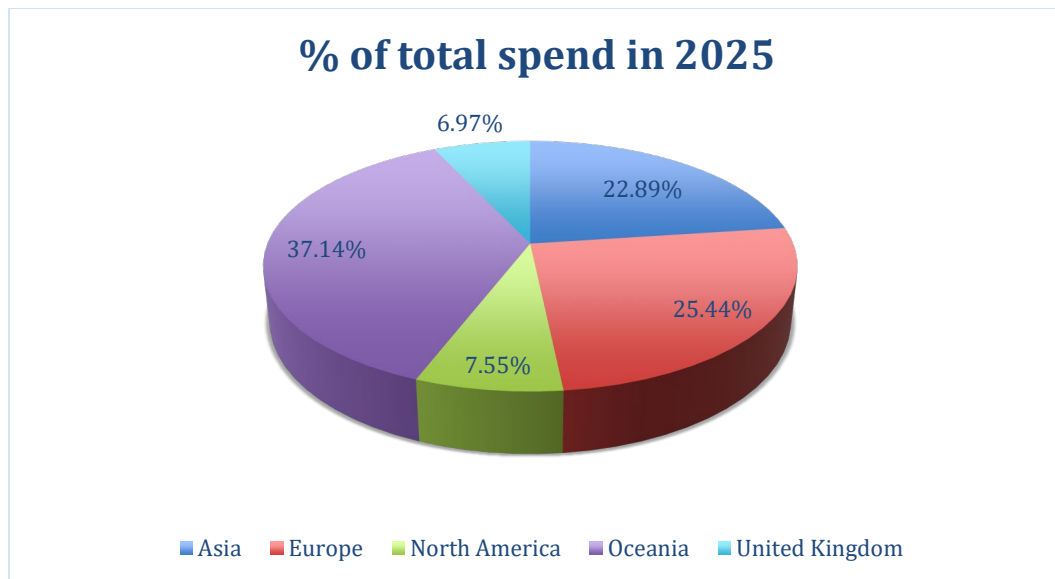
During the 2025 reporting period, TCA continued to develop and implement measures to identify, assess and address modern slavery risks.

Key actions included:

- Conducting risk-based supplier assessments focusing on aviation-specific risk areas such as MRO and aircraft parts providers
- Incorporating modern slavery and labour standard clauses into the supplier code of conduct.
- Increasing internal awareness among procurement and operational staff.
- Reviewing existing supplier arrangements for potential risk indicators although there will always be an inherent risk in dealing with overseas suppliers due to low visibility on how they procure their products or services.



Please also see below charts that show the breakdown by region of our suppliers spend by region in 2025. Please note that in ASIA majority of our spend is concentrated in Hong Kong due to operational requirements.



Most of our supplier spend is from countries who have their own modern slavery compliance acts. As per the above chart majority of our supplier spend is from the North America, Europe & Oceania region. These regions have extensive rules and regulations around modern slavery thus reducing our risk of dealing with non-compliant vendors, however there is inherent risk of non-compliance as we do not have access to supply chains of these vendors.

TCA has a comprehensive set of procurement and compliance policies and processes surrounding Vendors. Supplier Code of conduct sign off, Due Diligence Questionnaire Assessments, Monthly Denied party screenings are all various activities carried out to ensure that TCA remains compliant with the corporate governance policies and local as well as international laws. The results of these assessments are reviewed and monitored on quarterly basis by the Compliance Office to take necessary actions to mitigate risks.

Training is a continuous part of keeping all employees aware of the policies to ensure that TCA remains aware of the legal and corporate requirements and fulfils responsibilities accordingly. The training results are shared with the Compliance Office, Audit & Risk Committee and the Board of directors.

TCA performs internal assessment of the effectiveness of compliance and procurement processes, embedded in our business processes. The assessment is performed annually and the results are reviewed by Compliance Office, Audit & Risk Committee and if required Board of Directors.



In addition, TCA has a dedicated email to review and assess any reports of potential breaches or risks of breaches of any compliance matter (compliance@tasmancargo.com) plus an anonymous reporting form for anyone to report corporate compliance incidents.

Next steps for TCA is to actively engage with our vendors to understand their supply chain and how they comply with the requirements of rules and regulations around modern slavery that are applicable in their respective countries.

Consultation

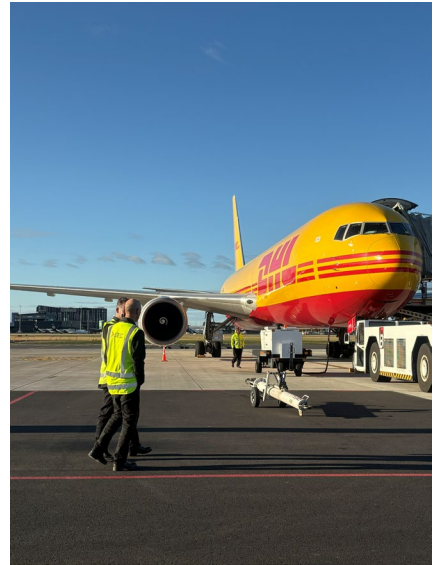
This statement has been developed in consultation with relevant internal stakeholders, including operational management, engineering oversight, procurement, finance, and senior leadership. These teams contribute to identifying and managing modern slavery risks across the business.

Future Commitments

TCA understands and respects the need for vigilance in respect to Modern Slavery and as a result continues to review and develop policies and processes to ensure that no instances of modern slavery are present within its business and across its operations.

TCA is committed to continuous improvement and plans to expand its policy framework further to mitigate potential modern slavery risks in its operations and supply chain

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Endorsed and Approved

This statement has been approved and fully endorsed by the Chief Executive Officer, and Board of Directors to Tasman Cargo Airlines on 29th June, 2026.



Kim Rasmussen, CEO Tasman Cargo Airlines



Gary Edstein (Jun 29, 2026 16:42:36 GMT+10)

Gary Edstein, Director Tasman Cargo Airlines



Sin Man Kwan, Director Tasman Cargo Airlines

TCA Modern Slavery Return 2025

Final Audit Report

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