

**Tasman Logistics  
Services Pty. Ltd.**

**MODERN  
SLAVERY  
STATEMENT**

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**FY2022 - 23**



## Reporting Entities and Structure

Tasman Logistics Services Pty Ltd (ABN 37 103 193 979) is an Australian private company, providing end to end transport and logistics solutions, including warehousing and storage solutions, to clients in Australia. The company is registered at 513 Mt Derrimut Rd, Derrimut VIC 3030. The company does not own or control other entities.

This statement has been published in accordance with the Modern Slavery Act 2018 (Cth) (Act). It identifies the steps the company took to identify, assess, mitigate, and remediate modern slavery risks in its operations and supply chains during the year ending 30 Jun 2023 (F23). All amounts are expressed in Australian dollars unless another currency is indicated.

This is the company's first modern slavery statement. The company became a reporting entity at the end for F23 when the annual revenue between July-22 – June23 reached \$103 Million.

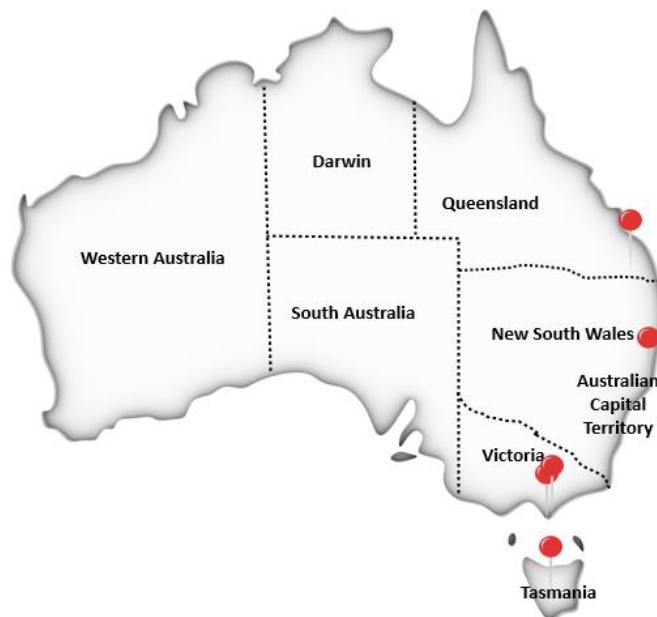
## Operations and Supply Chain

### Our operations

We operate five transport, warehouse and logistics operations sites across Victoria, New South Wales, and Queensland. We also operate a repair workshop in Yarraville, Victoria, and a Trans-Bass forwarding facility in Invermay, Tasmania. All our warehouses, workshops and service facilities are leased.

In F23, our permanent workforce across these facilities was 75, with workforce composition of 66% male and 33% female. We also directly engaged 125 non-permanent workers including through seasonal and contract arrangements. An additional 46 temporary workers were engaged through external labour hire agencies.

Figure 1: Tasman Logistics Services' sites across Australia





Our key services across Australia include:

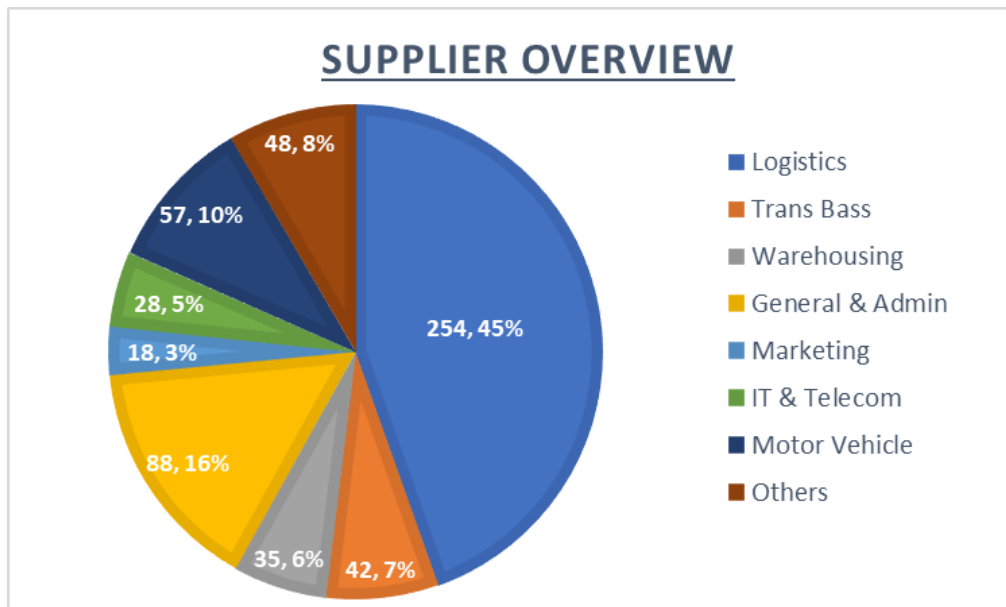
- **Trans-Bass forwarding:** specialised freight forwarding connecting the transportation of goods between Victoria and Tasmania.
- **Local full load transport services:** transporting entire loads, optimising delivery times, and providing a localised solution for businesses seeking streamlined logistics for their products.
- **Interstate full load and pallet lead services:** the movement of entire loads and palletised shipments for businesses.
- **Warehousing and storage services:** management of warehouse facilities totalling more than 150,000 square meters across Melbourne, Brisbane, and Sydney.
- **Contract logistics:** collaboration with clients to tailor specific logistics solutions.
- **Project logistics:** we leverage our expertise in addressing even the most demanding transportation requirements.

## Our Supply Chain

In F23, we engaged 570 suppliers to support our nationwide operations. Our supplier spent in F23 was \$63.4 million. All suppliers engaged were based in Australia, however we recognise that their supply chains likely extend overseas and that our extended supply chain is likely to have modern slavery risks.

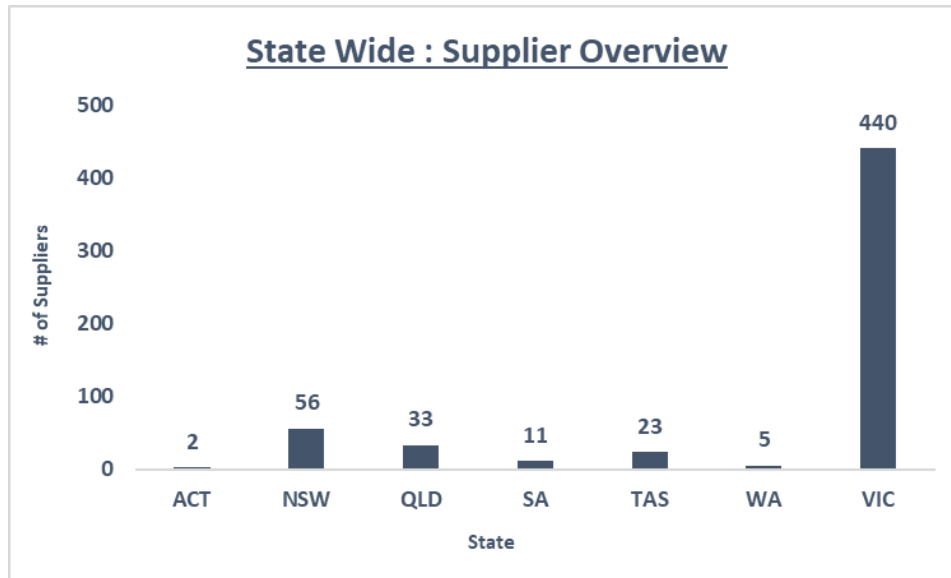
We engaged a range of products and services categorised under logistics, administration, motor vehicle costs, Trans-Bass costs, warehousing, marketing, and technology and telecommunications.

Figure 2: Tasman Logistics Services' supplier network, based on total number of suppliers





The state-wide supplier spread is as below:



## Risks of modern slavery in our operations and supply chain

Modern slavery is a severe crime and abuse of fundamental human rights. We recognise that modern slavery is prevalent across domestic and global supply chains, and there are unique risks within the transport and logistics sector. Modern slavery refers to a range of crimes including but not limited to human trafficking, forced labour, deceptive recruiting, and debt bondage. We also acknowledge that modern slavery is an extreme form of exploitation, and other forms of mistreatment such as underpayment, harassment, and excessive reductions can escalate to slavery like conditions.

We engaged a third-party consultant to help us prepare this Statement and advise on the most common risks in the logistics industry in line with the cause, contribute and directly linked framework of the UN Guiding Principles on Business and Human Rights.

### Operations risk

We consider the risk of Tasman Logistic causing modern slavery in its operations to be low risk. Permanent and non-permanent staff are engaged through employment contracts, which address the Australian employment standards and meet these requirements at an absolute minimum.

We acknowledge that by engaging temporary workers through labour hire agencies, we are engaging in a higher risk model because we do not have a direct employment relationship with these workers. There are cases in Australia where labour hire firms withheld personal documents and payslips, made excessive reductions to worker's pay, and used threats of deportation against people who raise grievances.

We acknowledge that we may contribute to modern slavery if we engage labour hire agencies that do not maintain the highest standard of record keeping and ethical conduct.



## Supply Chain risk

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As we engage with contractors and suppliers across Australia, who's further supply chain may extend across the Asia-Pacific, we acknowledge there is risk that we could be directly linked to modern slavery through our purchasing. Some common higher risk products in the logistics and transport industry value chain include:

- **Tyres:** natural rubber sourced from Southeast Asia has a higher risk of exposure to forced labour or child labour.
- **Uniforms:** materials such as cotton has been linked to child labour in upstream sourcing. In addition, textile manufacturing commonly involves women and girls who are particularly vulnerable to deceptive recruiting and may end up working excessive hours in unsafe working conditions.
- **Property services:** cleaning and maintenance contractors in Australia are recognised as being more vulnerable due to a lack of oversight and other common exploitative practices like withholding wages, excessive overtime, and threats of deportation. This can present as debt bondage or forced labour.
- **Labour hire agencies:** as discussed above labour hire agencies may try to exploit workers through excessive or illegitimate fines, heightening the risk of debt bondage.

## Actions taken during the reporting period

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As stated above, the company became a reporting entity at the end for F23 when the annual revenue between July-22 – June23 reached \$103 Million. Accordingly, no actions were taken to assess and address modern slavery risk, including due diligence and remediation processes. We have engaged a third-party consultant to advise on our modern slavery response in the upcoming reporting period. We aim to establish governance structures and review our policy settings as foundational steps to inform and embed a comprehensive modern slavery risk mitigation response.

As we begin this process, we will maintain our supplier due diligence procedures and encourage workers to report any unfair or inappropriate behaviour they witness onsite to their manager or Director in the company.

Our executive management team in collaboration with our legal, finance, human resource and operations teams will work collectively to ensure a company-wide responsibility in our business.

## Assessing the effectiveness of our response

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As mentioned above, the company became a reporting entity at the end for F23 when the annual revenue between July-22 – June23 reached \$103 Million. Accordingly, in line with the UNGPs on Business and Human Rights, we will establish appropriate governance and policy settings as a first step. As we are at the beginning of our journey, at this time, we have not undertaken any actions to assess the effectiveness of. We will work closely with our third-party consultant to develop a framework and indicators as we implement risk mitigation actions.



## Final Comments and Approval

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We acknowledge that modern slavery is a complex challenge, we welcome the opportunity to promote safe and fair work for all people and will endeavour to continuously improve over time alongside our suppliers.

**This statement is signed by Ivan Vanis in his role as the Chief Executive Officer of Tasman Logistics Services Pty Ltd on 12-Dec-2023**

**This statement was approved by the Board of Tasman Logistics Services Pty Ltd on 12-Dec-2023**

DocuSigned by:  
*Ivan Vanis*  
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*Ivan Vanis*

*Chief Executive Officer of Tasman Logistics Services Pty Ltd*

*12 Dec 2023*



## Appendix

Australian Commonwealth Modern Slavery Act 2018 reporting criteria	Modern Slavery Statement section and page reference
<b>Mandatory Reporting Criteria 1 &amp; 2:</b> Identify the reporting entity and describe its structure, operations, and supply chain.	Page 2-3
<b>Mandatory Reporting Criteria 3:</b> Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls.	Pages 4-5
<b>Mandatory Reporting Criteria 4:</b> Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes.	Pages 5
<b>Mandatory Reporting Criteria 5:</b> Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks.	Page 5
<b>Mandatory Reporting Criteria 6:</b> Describe the process of consultation with any entities the reporting entity owns or controls. (Only applicable to joint statements).	Tasman Logistics do not own or control any other entities and therefore this criterion is not applicable.
<b>Mandatory Reporting Criteria 7:</b> Any other relevant information	This is the company's first modern slavery statement. The company became a reporting entity at the end for F23 when the annual revenue between July-22 – June23 reached \$103 Million.