



Modern Slavery Statement 2023

Bolloré Logistics Australia Pty Ltd, and Antrak Australia Logistics Pty Ltd, jointly referred to as ("**BLX**") are 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 BLX' corporate culture. BLX is part of a larger affiliated network of companies within the Bollore Logistics Group, with Bollore Logistics SE as the mother company based in Paris, France, herein after referred to as ("**the Bollore Group**"). The Bollore Group is currently in the midst of a large-scale merger and acquisition, whereby CMA CGM has acquired the Bollore Group. The Ceva Logistics Group (a major freight forwarder and logistics company) is also owned by CMA CGM ("**Ceva Logistics**"). The Bollore Group is merging with Ceva Logistics at the moment, as such BLX is currently in the process of adapting all rules, policies and procedure applicable within Ceva Logistics. As such the 2024 Modern Slavery Statement will be a collaborated statement between BLX and Ceva Logistics, who at that point in time would have completed the formal merger and integration.

The Commonwealth *Modern Slavery Act* 2018 ("**Modern Slavery Act**") was passed by the Australian Parliament on 29 November 2018 and came into force on 1 January 2019. Pursuant to the Modern Slavery Act's provisions, this Modern Slavery Statement outlines the analysis and steps **BLX** has taken to prevent human trafficking and modern slavery in its global and local business in Australia.

TABLE 1 – MANDATORY CRITERIA

Mandatory Criteria	Section in statement	Page
Identify the reporting entity	Joint modern slavery statement and process of consultation	1
Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls	Joint modern slavery statement and process of consultation	2
Describe the reporting entity's structure, operations, and supply chains.	Organisational Structure, Operations and Supply Chains	2
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Risks of modern slavery	3
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	Actions taken to address risks of modern slavery	4
Describe how the reporting entity assesses the effectiveness of these actions	Assessing the effectiveness of actions taken	5



JOINT MODERN SLAVERY STATEMENT AND PROCESS OF CONSULTATION

This is a joint Modern Slavery Statement ("Statement") made under section 14 of the Modern Slavery Act for the reporting period 1st January 2023 to 31st December 2023.

The Statement is made by the following reporting entities in accordance with the Modern Slavery Act:

Bolloré Logistics Australia Pty Ltd referred to herein individually as ("BL AU"); and

Antrak Australia Logistics Pty Ltd referred to herein individually as ("Antrak")

During the reporting period, the relevant company structure in Australia was:

Bolloré Logistics Singapore Pte Ltd, which wholly owns:

- Antrak

Bolloré Logistics SE, which wholly owns:

- BL AU

Process of consultation

Due to the integrated nature of our operations, BLX takes an enterprise-wide approach to its modern slavery response. Accordingly, the Statement has been prepared in consultation with stakeholders across BLX, including Procurement, Corporate Affairs, Legal, Human Resources, Governance, Risk and Assurance, and Compliance. This statement has also been prepared through a process of consultation with and endorsement by the BLX Compliance Committee, the Bolloré Logistics ASPAC Regional Office in Singapore (to align with the Bolloré Group's Compliance principles) and overall approval by the Boards of Directors

Organisational Structure, Operations and Supply Chains

The Bolloré Group is a leading global logistics company operating in more than 146 countries around the world. BLX, currently operates in NSW, Victoria, Queensland, South Australia and Western Australia providing contract logistics and freight management services to customers, both nationally and internationally. Antrak specializes in international freight forwarding projects, i.e. in mining and other industrial projects, with end to end solutions. It has 22 employees. BL AU offers integrated, end-to-end freight forwarding and logistics solutions to deal with the complexity of today's supply chains and has around 300 employees.

Through BLX's operational excellence, it address increased demand for operational efficiency and flexibility. The global footprint allows BLX to serve customers anywhere around the world. BLX's ability to structure operations around customers' KPI's coupled with extensive industry experience provides value-added service to our customers. BLX runs our business in an environmentally conscious way, which help it optimise cost and performance.

Below is an overview of BLX's key business areas and their respective operations and supply chains:

Bolloré Logistics Australia Pty Ltd and Antrak Logistics Australia Pty Ltd, provide similar services as set out below:



Activity	Description of key services and supply chains
Warehousing	BL AU offers 3PL warehousing with dedicated and shared storage. Manages customer facilities, emergency services, pick-up, and value-added services. Key suppliers include labour hire from time to time, MHE, equipment, and maintenance companies. Uses Australian suppliers and lease facilities nationwide. Antrak offers incidental warehousing ad hoc as needed.
Domestic Transport & Distribution Services	Ground Transport, including national haul network and distribution. Uses local contractors across states in Australia. International transporters may be utilised depending on end to end solutions provided. Mostly it will be arranged within the Bollore Group network, with suppliers already vetted by our sister companies. Vehicles are mostly supplier through contractors, with limited few owned by BL AU.
Value Added Services	BL AU operates reverse logistics, e-commerce, logistics engineering and supply, quality control processes, robotics, picking and packing, luxury product wrapping and engraving, VIP delivery service. All of the logistics value added services are performed by local staff working at our offices in Australia. We hold licenses for customs clearance and certifications for industry related activities, like ISO, GDP Healthcare, TAPA, AACA Accreditation, Department of Agriculture Approved Arrangement, SEDEX, SMETA 4 and IATA Air Cargo Transportation. Antrak holds the following accreditations - Air Cargo transportation (IATA), Aviation Transport Security Regulations 2005 Accreditation (AACA). Independent contractors stationed at project sites.
Back Office Functions	Support functions are handled internally by local departments, with support via the Bollore Group in Singapore and France. Bollore Group support functions are also provided, in Manila, Singapore and France.
Airfreight Services	BLX consolidate national and international air shipments cost-effectively with major air carriers, with highest priority deliveries, maximum flexibility across all sizes and routes, partnering with large air carriers.
Ocean Freight Services	We manage full container load (FCL) or less than container load (LCL) shipments, including ocean charters and project logistics, in collaboration with large, global shipping lines and ocean carriers.
Customs Brokerage	BL AU manages customs operations nationwide, BL AU brokers are fully accredited.

BLX engages a range of suppliers to deliver its services to clients and manage our various office locations. These include professional services such as legal, accounting and insurance services, IT services, coupled with administrative services such as property maintenance services, cleaning services, providers of stationary, office equipment, uniform suppliers and catering services. The major suppliers of BLX though consist of road transporters, carriers (air and shipping lines) as well as landlords of various premises rent. Lastly BL AU uses recruiting agencies on an ad hoc basis to fill certain fixed term employment contracts. Antrak engages with independent contractors (whom are individuals and not entities) to provide site management services in the countries where projects are still in progress.



RISKS OF MODERN SLAVERY

BLX does not currently use any third parties to assist in mapping potential modern slavery risks in its global operations and supply chains. However, BLX has experience in export control that identifies and mitigates regulatory trade compliance risks throughout the global organization. BLX has included human trafficking in its Compliance risk analysis and will continuously identify risks and gaps pertaining to its Human Rights Charter, Modern Slavery Framework and global supply chains. Appropriate action will be taken for any identified risks.

Locally, BLX has a dedicated Compliance Sub-Regional Committee that is responsible for identifying and coordinating BLX's response to modern slavery risks.

Whilst most of BLX's suppliers are based in Australia and are considered to be part of lower risk categories of modern slavery practices, BLX has identified that some parts of its operations and supply chains may be at a higher risk of having modern slavery practices. BLX has also commenced implementation to address some of these risks as set out below:

Labour Recruiters, by their very nature labour recruiters hold somewhat of a higher risk pertaining to modern slavery as they provide labour to companies, however we ensure to only use reputable Australian labour recruiters.

Smaller sized suppliers, since these suppliers usually do not have Compliance and HR Delegates/Directors appointed to manage the risk pertaining to modern slavery or otherwise put robust Frameworks, Policies and Procedures in place. Due diligence have not been completed on smaller sized Suppliers. Major suppliers though have been vetted in terms of basic employment law compliance

Suppliers dealing in the African landscape: Antrak handles various projects in Africa. Antrak ensures to only appoint reputable Suppliers (i.e. transporters) in Africa and these contracts with transporters are vetted by Legal Departments. Risk is further mitigated by Antrak placing an independent contractor in country at the project locations, to manage and monitor the entire project (including Compliance and HR processes).

Most suppliers have not undergone specific Modern Slavery focused due diligence, however this process has recently been implemented. However BLX has always vetted bigger Suppliers based on annual spent, by enforcing strict compliance with the general broader scope of Compliance Due Diligence policies rolled out by the Bollore Group, which includes a basic human rights analyses. The Bollore Group at head office level, audits compliance with the current Bollore Group Due Diligence policies applicable to suppliers annually.

As a business, we are committed to continuously improving our processes and practices to respond to potential risks of modern slavery practices in our operations and supply chains.

GENERAL ACTIONS TAKEN TO ADDRESS RISKS OF MODERN SLAVERY

Relevant BLX Policies

BLX continually strives to communicate our principles on human rights protection to our customers, third party suppliers, and agents. In providing industry-leading transport and logistics services, it is imperative we ensure our employees, customers, and stakeholders are aware of the relevant human trafficking legislation, as well as BLX's internal policies that promote human rights and the fight against the proliferation of human trafficking and modern slavery.

Additionally, the Bollore Group operate the following policies that describe its approach to identifying and reducing the risk of modern slavery and human trafficking in its operations and supply chains:



- **The Bolloré Group Code of Conduct:** The Code of Conduct is published on BLX's websites. The Code of Conduct is illustrative of BLX'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 BLX's corporate culture.
- **Whistleblowing policy:** BLX encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of BLX. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. BLX's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. BLX maintains a web-based reporting system, which allows individuals to report anonymously if desired, on any compliance concerns including concerns relating to labour practices or breach of human rights. BLX is committed to preventing the use of slavery in our business and our supply chains and encourages employees to look out for signs of slavery and report them to a relevant manager immediately, e.g., (a) physical and psychological abuse; (b) restricted movement; (c) poor living conditions; and (d) lack of personal belongings, such as their passport.
- **Local Recruitment/Procurement Policy:** BLX 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, including compliance with relevant labour hire licensing laws.
- **Local Modern Slavery Framework:** This new Framework (Policy) has been formulated and implemented within BLX to set out the parameters within which our Suppliers and employees must act in order to combat Modern Slavery risks. Deviation from these measures will result in termination of the applicable relationships.
- **Category based Supplier Risk Analysis:** A risk analysis of the major suppliers of BLX per categories was concluded by BLX's Procurement, HR, Legal and Compliance, Administration and Finance Departments, which revealed that our major Suppliers are not within the high risk category pertaining to Modern Slavery Risk.

Due Diligence

BLX has recently formulated a Due Diligence Modern Slavery Questionnaire, which BLX has commenced rolling out to Suppliers for completion. This was done in order to better assess the risks and identify gaps pertaining to Modern Slavery in future.

Auditing

Currently all of BLX's major suppliers have undergone the general Compliance Due Diligence process, which is audited internally by the Bolloré Group. Internal risk analysis was done by BLX for its major groups of suppliers, as aforesaid.

Requirement for suppliers to sign Service Level Agreement

BLX commenced the process by which it requests the suppliers to enter into BLX's standard Supplier Agreement, which includes a comprehensive Modern Slavery Addendum. This provides amongst others for a commitment by suppliers to combat Modern Slavery and that they will comply with BLX's risk assessments to be done. The suppliers also commit to stay within the ambit of national and international laws.

Requirement for supplier contracts to be reviewed by Legal

BLX has established a process whereby all supplier contracts are required to be reviewed by the Legal and Operational teams before they can be entered into.



Training

Most Antrak employees have been trained on basic Human Rights. A comprehensive set of Modern Slavery training material has been prepared for training needs, which training is to be executed during the following year.

Continued Risk Management through reporting mechanisms

BLX shall align with the Ceva Logistics' continued risk management protocols going forward.

ASSESSING THE EFFECTIVENESS OF ACTIONS TAKEN

BLX will be under the same rules and processes of Ceva Logistics. A Risk and Governance Committee within Ceva is responsible for assessing the effectiveness of actions to address potential modern slavery risks. The Risk and Governance Committee conducts audits of the various initiatives being implemented to mitigate modern slavery risks. The Risk and Governance Committee will continue to identify and monitor potential modern slavery risks and take appropriate action in response.

Based on BLX's preliminary brief review of our processes for reducing the risk of modern slavery practices in our operations, the risks appears to be on the lower scale due to the Australian landscape which is not ranked as high risk and the suppliers BLX generally utilize within the industry, are well reputable, with no negative press releases reported upon. Major suppliers have undergone the basic supplier due diligence process. Sanctions screenings are conducted on any external parties we engage in business which should - automatically block any entities which transgress modern slavery and human right regulations. Going forward the analysis will be more robust and conducted in deeper depth.

OUR YEAR AHEAD

In 2025, BLX shall:

Strengthen our Modern Slavery Framework in terms of implementation thereof in a more robust way.

Align overall with Ceva Logistics' Modern Slavery processes, policies and procedures, which are quite advanced and have been in place for a few years. More particularly BLX shall:

Gradually implement and extend the Moderns Slavery specific Due Diligence to all Suppliers.

Undergo Ceva Logistics' Compliance and Ethics routine audits and reviews of suppliers, conducted on-site and remotely, addressing several regulatory program areas. Adhere to the Ceva Logistics' processes to ensure visibility over the contractual arrangements with contractors and sub-contractors in ground transport services. Such suppliers are asked to sign a Service Level Agreement, which set out robust Modern Slavery requirements and auditing rights.

Align with the Modern Slavery training and awareness creation already in operation within Ceva Logistics.

Align with the Ceva Logistics' continued risk management protocols.

Assessing the effectiveness of actions taken will be done in better detail, having implemented more risk mitigation steps going forward.



CONCLUSION

The Bollore Group, including BLX in particular, do not tolerate any violations of human rights laws by our employees, contractors and suppliers and has established remedial measures to address any issues that arise. The Bollore Group, in particular BLX will continue to improve its processes for identifying and responding to potential modern slavery risks to ensure that we maintain a high level of integrity and respect in our business operations as well as our supply chains, both locally and overseas.

In accordance with section 14 of the Modern Slavery Act 2018 (Cth), this joint modern slavery statement was approved by the principal governing body of BLX on (date).

SIGNATURE: Thibault JANSSENS

NAME: Thibault Janssens

TITLE: CEO Bollore Logistics Australia Pty Ltd and Antrak Logistics Pty Ltd

DATE: 28 June 2024