



VISA GLOBAL LOGISTICS



MODERN SLAVERY STATEMENT

United Global Logistics Pty Ltd ACN: 144 641 154
Consolidated entity for trading company VISA Global Logistics Pty Ltd

Modern Slavery Statement

United Global Logistics Pty Ltd, as a private company in Australia with subsidiaries in Europe, Asia, New Zealand and the United States is subject to the Modern Slavery Act 2018 (Cth) ('Act') that commenced operation on 1 January 2019. The Act requires reporting entities subject to the Act, to produce an annual modern slavery statement. Our first annual statement, for the financial year ended 30 June 2020 is due on 31 March 2021.

Structure and Operations

Founded in 1982, United Global Logistics is one of Australia's largest privately-owned international freight forwarding companies and operates an extensive global network across 55 locations in more than 15 countries including the following locations: New Zealand, Germany, Italy, Spain, Netherlands, Belgium, Turkey, India, Singapore, Indonesia, Malaysia, Thailand, Vietnam, Myanmar, China, Hong Kong & the United States.

United Global Logistics employs over 400 people in Australia and 1000 worldwide. Within Australia, United Global Logistics provides a fully integrated logistics solution including forwarding, clearance, warehouse, distribution and value-added services. We also provide a range of freight forwarding services in our global locations.

Supply Chain

Our supply chain includes the purchase of shipping line services, and of products and services needed for the business' day-to-day operations including office supplies, employment and training of staff, external legal advice, leasing of rental space, IT infrastructure and support services and travel. Within Australia and New Zealand our supply chain also includes the purchase of PPE to support our transport and warehousing divisions including the purchase of trucks trailers and forklifts. United Global Logistics' Finance & Administration, and People & Culture teams have various policies in place that support our day-to-day operations to ensure all staff and suppliers (including any agencies who provide labour) meet VGL's core values.

Modern Slavery Risks

Due to our nature as a global entity we note that our business operates in high-risk geographical locations. This risk however is significantly reduced by the nature of the labour performed within our global operations, performing service-only functions.

We have also assessed a low risk regarding the use of labour hire firms. Given however, that these firms are only being engaged within Australia and New Zealand, we have assessed the risk as low.

We also note various transactional risks within our supply chain particularly through the sourcing of IT supplies and equipment manufacturing.

Actions Taken to Assess and Address the Risk of Modern Slavery

As part of our approach to assessing and addressing any modern slavery risks, we have compiled the below action points to address over the next financial year.

Particular steps we will undertake include:

1. Assessing the potential modern slavery risks in our operations and supply chains with emphasis on high risk geographical locations and business transactions on an annual basis
2. Developing and reviewing company policies on modern slavery in operations and supply chains
3. Developing training for staff in modern slavery requirements
4. Preparing to conduct due diligence on local and global supply chains
5. Reviewing supplier contracts and our current supplier code of conduct to ensure they contain terms that are consistent with the Act
6. Taking steps to address any potential modern slavery risks identified and
7. Setting up a program to measure effectiveness through performance monitoring.

Assessment & Effectiveness of our Actions

Given that we have assessed the risks within our organisation as low, our priority is to work with current and future suppliers to monitor the steps they are taking to assess and address modern slavery risks.

Part of the assessment will also include tracking the actions we take over the next financial year based on the above listed action points.

Consultation Process with Entities Owned or Controlled

We have notified our global partners regarding requirements under the Modern Slavery Act and will endeavor to extend and implement similar actions and policies across our global entities.

Other Relevant Information

We are committed to operating our business lawfully and ethically and in only working with suppliers that are aligned to our values. As part of our Supplier Code of Conduct, we expect our suppliers to operate in accordance with all applicable laws including those prohibiting human slavery and slavery like practices, human trafficking and child labour. We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and staff inclusion and diversity.

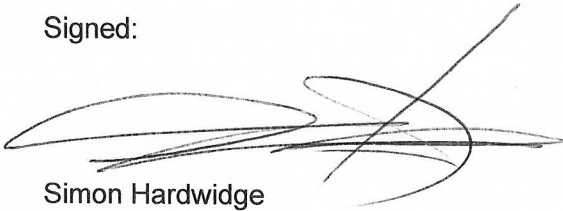
UGL maintain an Employee Code of Conduct which sets out certain standards of behaviour to assist its directors, officers, employees, and contractors in proper ethical and legal decision making when representing UGL and performing their day to day duties. Our Code is provided to all employees upon commencement of employment. Employees are required to comply with this Code of Conduct and UGL's other policies at all times.

Over the next reporting period we will further review UGL's practices and policies and update as necessary.

Statement

This Modern Slavery Statement was approved by United Global Logistics' Board of Directors on March 2, 2021

Signed:



Simon Hardwidge
Director