

Ofload Modern Slavery Statement 2024



Introduction

Ofload (Digital Services Australia IV Pty Ltd ACN 633 652 749) is committed to operating responsibly and upholding human rights within our business operations and supply chain. We recognise the risks of modern slavery and human trafficking within the transport and logistics industry, and we are dedicated to taking meaningful steps to prevent and mitigate these risks. This statement outlines our actions to address modern slavery during the financial year ending 31/12/2024 and our ongoing commitments to ethical business practices.

Our Business and Structure

Ofload is a digital freight forwarder that optimises truck utilisation to reduce waste and improve sustainability in the transport sector. We work with shippers and carriers across Australia, with a particular focus on supporting owner/operator carrier partners in making informed decisions about their fleets. Our platform connects carriers with freight opportunities, enabling more efficient and transparent logistics operations. Ofload's wholly-owned subsidiary, MF Freight Pty Ltd, operates under the same contractual obligations and policies as Ofload.

Ofload's registered office is 155 Clarence Street, Sydney NSW 2000. As of the end of the financial year, Ofload has 129 employees. The majority of these employees are based in Sydney or Melbourne offices. All Ofload employees have agreed employment contracts that are compliant with relevant employment laws. Ofload, through an employer of record company (Deel), works with international team members. There are 15 such team members who consist of Customer Service Representatives and Software Engineers. Deel is an internationally recognised entity for global employment compliance.

Our Supply Chain

Our supply chain encompasses several distinct categories that support our operations as a digital freight forwarding platform. Our primary supply chain consists of approximately 180 small and medium-sized trucking businesses operating as sub-contractors across Australia, with a particular concentration of carriers along the east coast of Australia. These carriers range from independent owner-operators to larger transport companies who provide freight services.

To support our digital platform operations, we maintain relationships with various technology service providers, infrastructure partners, and cloud service providers who are essential to maintaining our platform capabilities. These technology suppliers include both Australian and international providers.

Our broader supply chain includes professional services providers such as accounting, legal, and consulting firms, as well as suppliers of office facilities, cleaning services, and general business equipment. The majority of our suppliers across all categories are based in Australia, though some of our technology infrastructure providers operate globally

All Ofload sub-contractors are engaged under agreed freight rates and terms and conditions. We also engage with technology providers, infrastructure partners, and service suppliers to support our operations. Given the nature of our industry, we acknowledge that there are potential risks of labour exploitation, particularly in subcontracting arrangements, extended supply chains, and third-party service providers.

Risks of Modern Slavery in Our Operations and Supply Chain

During this reporting period, we conducted a structured assessment of modern slavery risks across our operations and supply chains, considering how we might cause, contribute to, or be directly linked to modern slavery practices. Our assessment identified the following key risk areas:

Transport Industry Operations and Labour Practices: Our assessment identified that the trucking sector presents specific modern slavery risks, particularly regarding working conditions and payment practices. Key vulnerabilities include:

- The widespread use of subcontracting arrangements in the transport industry;
- The presence of migrant workers who may be more vulnerable to exploitation;
- The existence of debt bondage related to financing for equipment needed to operate in the transport industry; and
- The geographic dispersion of our carrier network, which can make oversight challenging.

Technology Supply Chain Risks: While our technology suppliers are predominantly established companies, we recognise potential risks in the broader technology supply chain, particularly regarding hardware manufacturing and raw materials sourcing.

Geographic Risk Factors: While most of our direct operations are in Australia, we work with international technology providers and maintain offshore customer service operations through Deel in regions where labour rights protections may vary.

Our Approach to Addressing Modern Slavery

Ofload is committed to implementing policies and practices that prevent modern slavery in our business and supply chain. During this reporting period, we maintained our foundational approach through contractual obligations requiring compliance with fair labour standards and modern slavery laws in our supplier agreements and in our Supplier Code of Conduct.

Recognising the need to strengthen our response to modern slavery risks, we have developed plans for the next reporting period to enhance our approach through:

- Updating our existing policies to better address modern slavery risks;
- Implementing targeted training programmes for our employees and carrier partners; and
- Creating clear processes for reporting and addressing any modern slavery concerns identified.

We acknowledge that we are in the early stages of our modern slavery response and are committed to making meaningful progress in implementing these initiatives during the next reporting period.

Measuring Our Effectiveness

During this reporting period, we have begun developing our approach to measuring effectiveness. Our current monitoring activities focus primarily on our transport operations, where we have the most direct relationship with our supply chain partners. This includes monitoring and investigating any reported driver fatigue and work hour breaches as per our Chain of Responsibility safety management system.

Given that our operations involve 129 employees across Sydney and Melbourne offices, plus 15 international team members engaged through Deel, we recognise the need for a comprehensive approach to measuring effectiveness across our entire organisation.

For the next reporting period, we plan to enhance our effectiveness measures by:

- Establishing key performance indicators to track implementation of our planned modern slavery initiatives;
- Developing a process to assess supplier compliance with our contractual requirements;
- Creating regular reporting mechanisms on modern slavery risk management; and
- Implementing a structured review process for our modern slavery approach.

We recognise that measuring effectiveness is crucial for meaningful progress, particularly in the transport industry where complex subcontracting arrangements can make oversight challenging. We will continue to develop our capabilities in this area, with a particular focus on our identified risk areas in transport operations.

Consultation

Ofload (Digital Services Australia IV Pty Ltd) owns one subsidiary, MF Freight Pty Ltd. Both entities operate under the same contractual obligations and compliance systems, sharing office locations in Sydney and Melbourne, as well as integrated management structures.

During the preparation of this statement, consultation occurred through our shared management team and integrated operational processes. This consultation was facilitated by our co-located operations and unified management approach, ensuring consistent understanding and implementation of our modern slavery obligations and processes across both entities.

While not part of our formal consultation requirements under the Modern Slavery Act, we maintain regular engagement with our network of carriers, shippers, and industry stakeholders which helps us assess our modern slavery commitments. This broader engagement helps inform our understanding of modern slavery risks within the transport and logistics sector.

Conclusion

At Ofload, we recognise that addressing modern slavery is an ongoing responsibility. During this reporting period, we have focused on understanding our risk profile and maintaining our foundational contractual controls, particularly within our transport operations where we have identified our most significant modern slavery risks.

We recognise that addressing modern slavery requires sustained commitment and a systematic approach to improvement. Our priorities for the next reporting period include, but are not limited to, strengthening our due diligence processes and enhancing our modern slavery compliance framework.

We are committed to working collaboratively with our carriers, suppliers, and industry partners to promote ethical practices and fair working conditions throughout our sector.

This statement was approved by the board of Digital Services Australia IV Pty Ltd in their capacity as the principal governing body of Ofload on:

Signed: 
Geoffroy Henry
Director and CEO
26 June 2025

This Modern Slavery Statement is made pursuant to the Australian Modern Slavery Act 2018 (Cth) and reflects our commitment to upholding human rights within our operations and supply chain.