



MODERN SLAVERY POLICY STATEMENT

Section 1

Reporting Entity

This statement is prepared by Mattben Pty Ltd, trading as Freight Lines Group (FLG), in accordance with the Commonwealth of Australia Modern Slavery Act 2018 (the Act).

Freight Lines Group (FLG) is an Australian-owned and operated logistics company. This document outlines the measures FLG implemented during the financial year ending 30 June 2024 to address risks related to modern slavery.

FLG is committed to ethical business practices and collaborates with like-minded organisations to minimise the risks of modern slavery within its operations and supply chain. Our expectations for business partners include:

- Conducting due diligence on their labor practices and implementing compliance systems to eliminate modern slavery.
- Upholding human rights and addressing any adverse impacts linked to their activities.
- Continuously improving processes to identify, prevent, and mitigate risks of human rights violations.

Section 2

Structure, Operations and Supply Chain

FLG specialises in regional transport and logistics solutions in Western Australia, prioritising safety, reliability, and cost-effectiveness. Established in Esperance during the 1960s, FLG now operates depots in Albany, Geraldton, Kalgoorlie, Ravensthorpe, Denmark, and Perth, employing 210 staff and engaging numerous subcontractors across the region.

Section 3

Risk of Modern Slavery Practices

The Australian Government defines modern slavery as severe exploitation involving coercion, threats, or deception to deprive individuals of freedom. FLG acknowledges that its diverse operations and supply chain may present varying levels of modern slavery risk.

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FLG Operations

All FLG employees work under voluntary, compliant employment contracts aligned with National Employment Standards. FLG prohibits forced labour and fosters diversity and ethical labour practices.

FLG Supply Chain

FLG's supply chain includes subcontractors, agents, and other suppliers, primarily Australian-based. While the risk of modern slavery within these partnerships is considered low, scrutiny remains essential.

Examples of supplier categories include:

Transport Services: Pickup and delivery contractors engaged through work agreements; these are deemed to be low risk.

Non-Transport Services: Providers of goods and services such as IT support, office cleaning, and facilities maintenance, some of whom may source materials internationally, warranting closer examination.

Section 4

Actions Taken to Address Risks of Modern Slavery Practices

FLG has advanced its modern slavery risk mitigation through several initiatives:

- *Supplier Risk Assessment:* Evaluated major partners based on factors such as industry, products and services, geographic locations, and workforce models.
- *Supplier and Contractor Confirmation:* Developing a modern slavery questionnaire for suppliers and contractors to affirm their practices align with ethical standards.
- *Supplier Code of Conduct:* Established guidelines mandating that suppliers operate without coercion or forced labour and adhere to ethical and environmentally responsible practices.
- *Supplier Agreements:* Integrated modern slavery clauses into formal agreements with suppliers.
- *Employee Awareness:* Modern slavery awareness training is planned for all employees during the 2024/25 financial year, including whistleblower procedures for reporting concerns.

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Section 5

Assessing Effectiveness

During this reporting period, our focus was to gain a better understanding of our modern slavery risks and how such risks may be present in our operations and supply chains. At this early stage, we are unable to adequately assess the effectiveness of measures we have undertaken. However, we have commenced and will continue to work on developing frameworks and processes to ensure we can review the effectiveness of the actions we are taking to assess and address modern slavery risks in our operations and supply chains.

Section 6

Consultation with other entities

There are no related entities either owned or controlled requiring consultation to produce a joint modern slavery statement.

Section 7

Further Commitments

FLG aims to further reduce modern slavery risks by:

- Monitoring supplier responses to self-assessment questionnaires.
- Developing frameworks to evaluate the effectiveness of current measures.
- Providing modern slavery training for key employees involved in procurement.
- Updating procurement and purchasing policies as needed.

This modern slavery statement was approved by the **Board of Directors of Mattben Pty Ltd** (trading as Freight Lines Group), the principal governing body of the reporting entity, on **22 December 2023**, in accordance with section 13(2)(a) of the Modern Slavery Act 2018 (Cth).

The statement is signed by a responsible member of the entity.

Michael Harding
Managing Director, Mattben Pty Ltd

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