



# Modern Day Slavery Statement 2022

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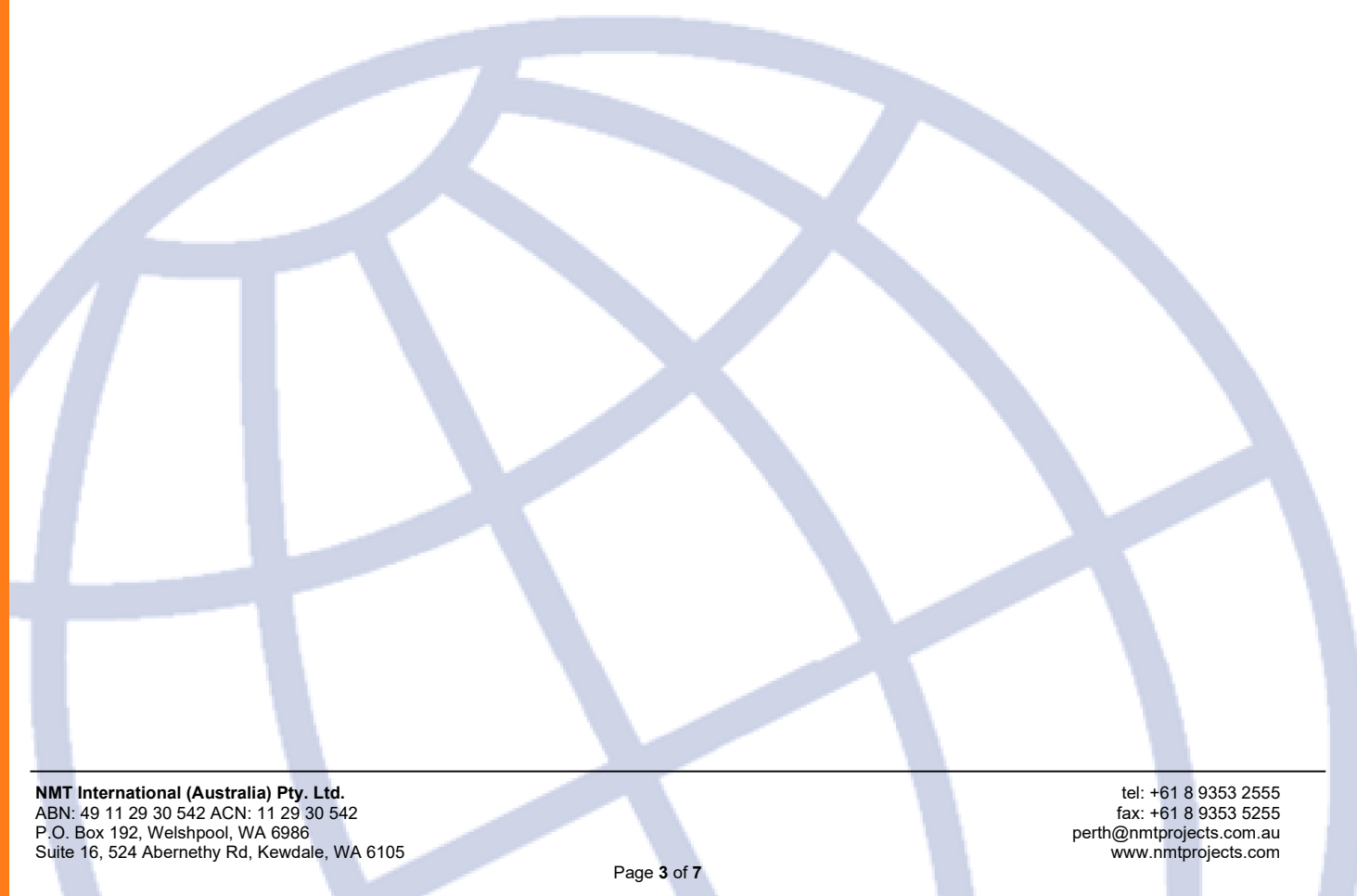
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## 1.0 SOCIAL RESPONSIBILITY

NMT has developed social procurement guidelines to assist engagement with ethical, inclusive, and sustainable suppliers and embed social procurement principles within NMT standard procurement practices.

NMT will use best endeavours to do business with ethically, environmentally, and socially responsible suppliers, and will seek to influence the supply chain in this regard.

The Australian Modern Slavery Act 2018 requires NMT to report annually on the risks of modern slavery in our operations and supply chains, the actions taken to address those risks and the effectiveness of those actions.

The Act requires NMT to demonstrate actions being taken to address the risks of modern slavery in our supply chains.

By setting explicit standards and expectations of suppliers and educating and working with suppliers to address risks in their business, NMT is demonstrating a commitment to equality and sustainability at the foundational level and establishing our position as a leader in this field.

Integrity is at the core of everything we do. We are committed to conducting business with the utmost honesty, transparency, and fairness. We aim to make a positive difference to the communities in which we work and live. Through sustainable practices, ethical business conduct, community engagement, and stakeholder collaboration, we strive to make a positive impact on the world around us.

## 2.0 MISSION STATEMENT

Through our continuously expanding network and highly skilled personnel, NMT Projects aims to further enhance our support for our valued clients through personal contact and assistance in all levels of shipment preparation and planning enabling them to achieve the best possible solution and most cost-effective handling of their goods.

NMT Projects' continuous search for improvement by creating innovative logistics solutions reflects our focus on providing the highest level of expertise for optimal customer satisfaction'.

## 3.0 CORE VALUES

### People

Our greatest asset working as a unified team. Our employees, clients and suppliers shared knowledge and resource achieving excellence.

### Safety

Wellbeing of people, environment, and communities safeguarding sound financial results for wholly involved.

### Integrity

Accountability in compliance and confidentiality, whilst maintaining a high level of risk assessment and reporting for sustainability for all concerned.

## 4.0 OVERVIEW

NMT caters to a wide range of industries that require specialised logistics solutions for complex and large-scale projects the world over.

Each of these industries has unique logistical challenges and by working closely with our clients to understand their specific requirements, NMT provides tailored transportation and freight management services, ensuring timely delivery of equipment and materials, all whilst offering comprehensive project coordination to support successful project execution.

We have invested heavily in the latest technology, ensuring every job is completed safely and to the highest possible standard.

As a Tier 1 3PL service provider, NMT is routinely trusted to manage and deliver complex and exciting projects the world over.

## 5.0 DUE DILLIGENNCE

NMT aims to engage with suppliers and clients with similar values and behaviour standards. We seek to do business with suppliers that respect a safe, fair, and sustainable workplace. Our supplier onboarding aims to understand the minimum standards met in the areas of labour and human rights, non-discrimination, bullying and harassment.

All Suppliers have read and understood the terms and conditions of NMT and accepted conditions of business. We endeavour to work closely and support our suppliers to meet regulations and legislative requirements including work health safety, environment, and quality assurance.

## 6.0 MODERN SLAVERY RISK FRAMEWORK

NMT Modern Slavery framework is based on a risk management approach with the objective of ensuring compliance and continual improvement. We have implemented policies and procedures to enforce ethical and legal practices in alignment with our values.

### Operational Risks

Due to the nature of NMT business and structure all employees are based locally and are professionally and technically qualified. Modern slavery risks are perceived to be low within our business based on the nature of services supplied.

### Supplier Relationships

Maintaining supplier relationships through good communication and robust contract management has been very important during this period. NMT needs suppliers to be able to carry on business to support our continuing operations. NMT has not observed any significant changes in supply chain or increased modern slavery risks within our operations.

## 7.0 IMPROVEMENT STRATEGIES

NMT's suppliers are annually reviewed through our audit and compliance system with any significant findings investigated. Audit findings and lessons learnt will continue to improve on NMT compliance management.

NMT procurement process and strategy is to promote alignment in ethical sourcing and business who are willing to provide transparency in the provision of information and records.

Through review of labour-intensive works and contracting arrangements NMT has managed to implement the following detail in our servicing contracts:

- Contractors must not subcontract the whole or part of their work without the prior written approval of the principle's representative, other than to pre-approved subcontractors.
- Will be fully responsible for the works, omissions, and defaults of its subcontractors and any part of the works.

## 8.0 LOOKING FORWARD

NMT will continue to strengthen our commitment and reduce Modern Slavery risk within our supply chain and subcontracting services. We will continue to review and improve our processes and framework through our compliance management and reinforce due diligence.

NMT has a range of ongoing practices to anti-Modern Slavery including:

- Whistle Blower / Anti – Bribery and Corruption and Modern Slavery Policies
- Social Procurement Guidelines
- Purchasing contracts and restrictions on sub-contracting works including reporting requirements and information relating to labour hours and pay rates
- Supplier auditing and compliance management

## 9.0 CONSULTATION PROCESS

NMT International hold an annual board meeting for all Directors and Management on our operational risk, organisational structure, supply chain review and effectiveness. The team participates in a workshop and leadership seminar where incorporated views of the business are addressed ensuring accurate consistent representation of the current business model.

## 10.0 DIRECTORS APPROVAL

This Statement was approved by all partners and Directors of NMT International on the 14<sup>th</sup> of September 2023 and signed by Janis Arlidge in her role as Chief Executive Officer.

Janis Arlidge  
CEO  
14<sup>th</sup> September 2023

## **11.0 NMT RELATED POLICIES**

COR-POL-001\_0 – Whistle Blower Policy

COR-POL-002\_0 – Anti- Bribery and Anti-Corruption Policy

HR-POL-003\_0 – Workplace Bullying, Discrimination and Harassment Policy

HR-POL-004\_0 – Modern Slavery Prevention Policy

**END OF DOCUMENT**

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