



TASMAN LOGISTICS
SERVICES



MODERN SLAVERY STATEMENT

FY 24-25

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OVERVIEW: HOW WE HAVE ADDRESSED THE MANDATORY REPORTING CRITERIA

The Australian Modern Slavery Act 2018 (Cth) establishes mandatory reporting criteria for reporting organisations. The table below outlines where in this statement we have addressed the mandatory reporting requirements under the Act:

Mandatory reporting criteria		Section in this statement	Page number
Mandatory Reporting Criteria 1 & 2	Identify the reporting entity and describe its structure, operations, and supply chain.	<ol style="list-style-type: none"> 1. Reporting entities and operations 2. Our operations and supply chain 	5 - 8
Mandatory Reporting Criteria 3	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls.	<ol style="list-style-type: none"> 3. Supply chain risk assessment 4. Risks of modern slavery in our operations and supply chain 	9 - 11
Mandatory Reporting Criteria 4	Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes.	<ol style="list-style-type: none"> 5. Actions taken during the reporting period 	12 - 13
Mandatory Reporting Criteria 5	Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks.	<ol style="list-style-type: none"> 6. Assessing the effectiveness of our response 	14 - 15
Mandatory Reporting Criteria 6	Describe the process of consultation with any entities the reporting entity owns or controls. (Only applicable to joint statements).	<ol style="list-style-type: none"> 7. Consultation 	16
Mandatory Reporting Criteria 7	Any other relevant information	<ol style="list-style-type: none"> 8. Our future actions 	17



HIGHLIGHTS OF FY 2024-25



95% coverage of modern slavery trained Line Manager



Zero modern slavery related complaints



Continued alignment with FY24 supply chain risk assessment



100% tier 1 suppliers based in Australia and New Zealand



Reviewed existing policies for alignment



20% suppliers signed the contractual obligations





1. REPORTING ENTITIES AND OPERATIONS

Tasman Logistics Services Pty Ltd (TLS) (ABN: 37 103 193 979) is an Australian organisation that is privately owned and operates under the control of the Tasman Global Group Pty Ltd (ACN : 672 682 094). As the Tasman Global Group does not directly engage in any business activities, this statement is submitted by Tasman Logistics Services. This is TLS’s third consecutive modern slavery statement, with an annual revenue exceeding the threshold of \$100 million in the reporting year.

TLS specialises in providing comprehensive transport and logistics solutions, including warehousing and storage services, provided to clients across Australia. The company is registered at **513 Mt Derrimut Rd, Derrimut VIC 3030**, and does not own or control any other business entities.

This statement is published in compliance with the Modern Slavery Act 2018 (Cth) (the Act) and outlines the steps the company has undertaken to identify, assess, mitigate, and remediate modern slavery risks in its operations and supply chains during the financial year ending 30 June 2025 (FY25). All amounts stated in this statement are in Australian dollars unless otherwise indicated.

TLS’s business activities span across Australia, offering a wide range of logistics solutions tailored to meet diverse needs. The main business activities of TLS include:



Trans-Bass forwarding in Tasmania, ensuring seamless and efficient transportation across the Bass Strait.



Local full load transport services, catering to various freight requirements within states.



Interstate full load and pallet load services for broader reach across Australia.



General warehousing and storage services offer secure and flexible options for inventory management.



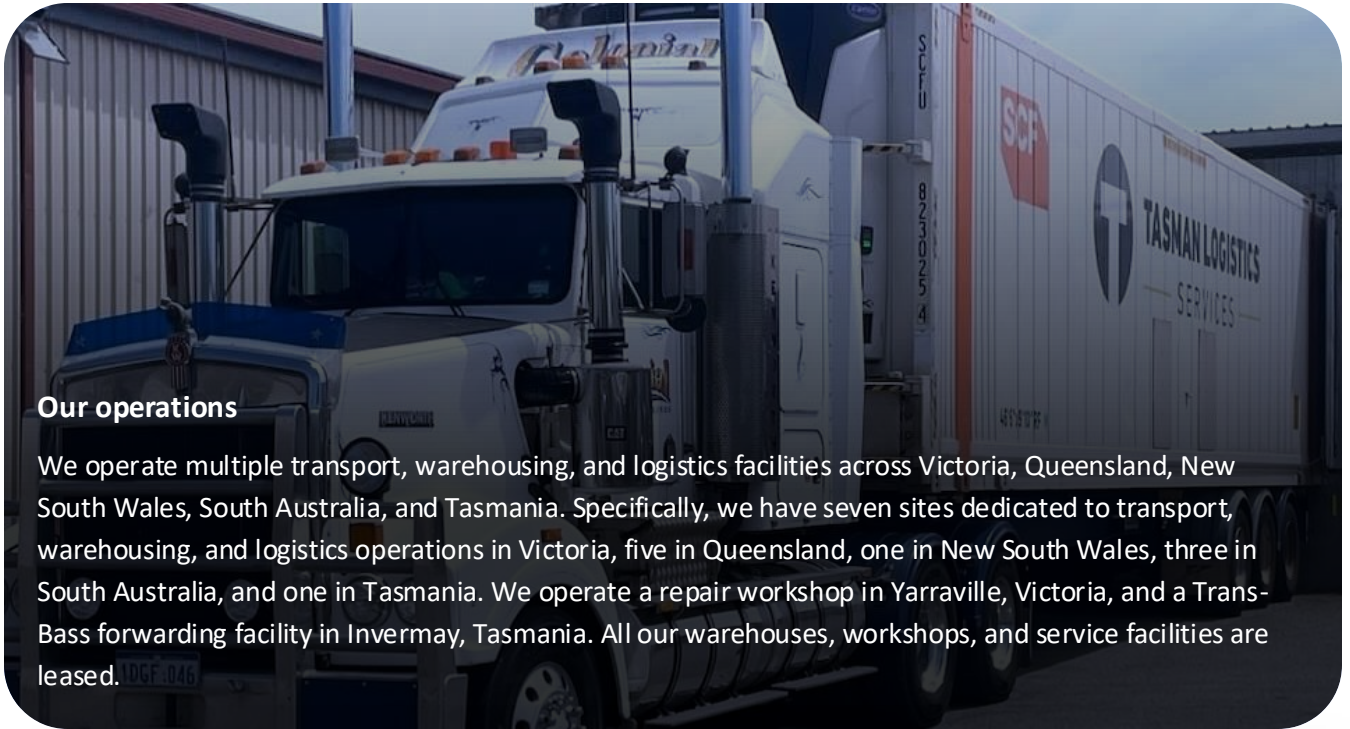
Contract logistics (3PL, 4PL), providing end-to-end supply chain solutions that enhance operational efficiency.



Project logistics, where we manage complex logistics requirements for large-scale projects, ensuring timely and cost-effective delivery.



2. OUR OPERATIONS AND SUPPLY CHAIN



Our operations

We operate multiple transport, warehousing, and logistics facilities across Victoria, Queensland, New South Wales, South Australia, and Tasmania. Specifically, we have seven sites dedicated to transport, warehousing, and logistics operations in Victoria, five in Queensland, one in New South Wales, three in South Australia, and one in Tasmania. We operate a repair workshop in Yarraville, Victoria, and a Trans-Bass forwarding facility in Invermay, Tasmania. All our warehouses, workshops, and service facilities are leased.

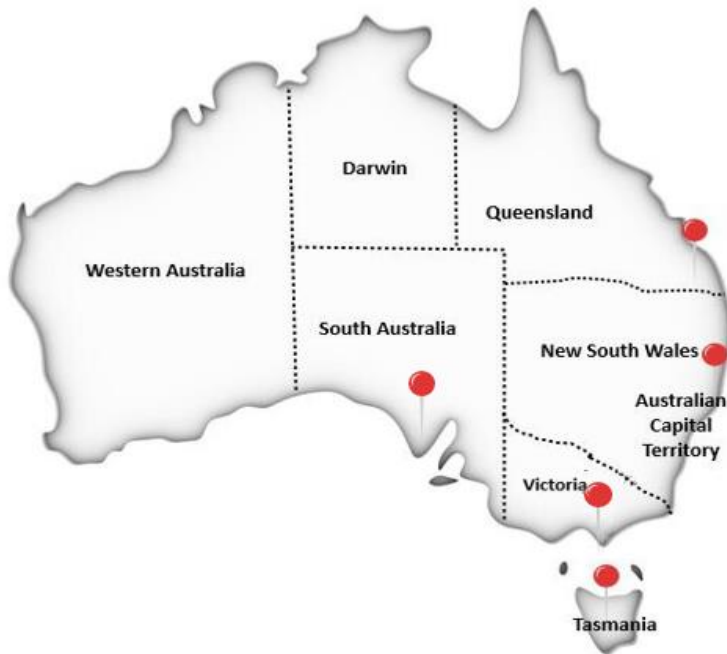


Figure 1: Our Presence

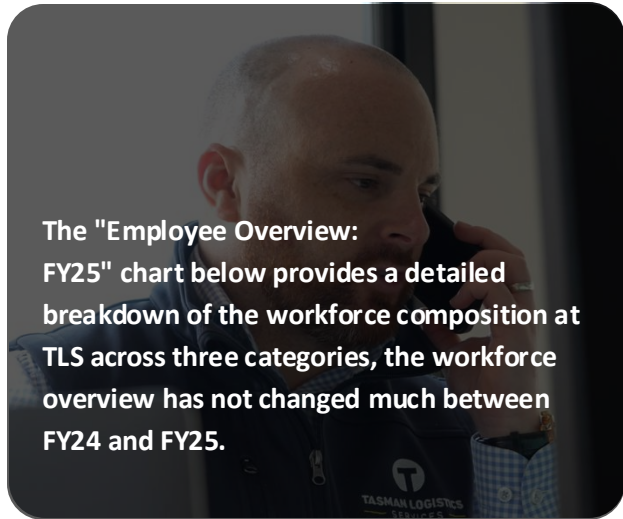
In FY25, TLS maintained a substantial workforce across its operational facilities, comprising permanent employees, seasonal and contract workers, and additional temporary labour sourced through external labour-hire agencies. This blended workforce model reflects the operational realities of the transport and logistics sector, where demand fluctuates based on customer volumes, peak periods, and freight scheduling requirements.

In FY25, our permanent workforce across these facilities consisted of 488 employees. We also directly engaged 127 non-permanent workers through seasonal and contract arrangements.

Furthermore, we relied on an additional 129 temporary workers provided through external labour hire agencies.



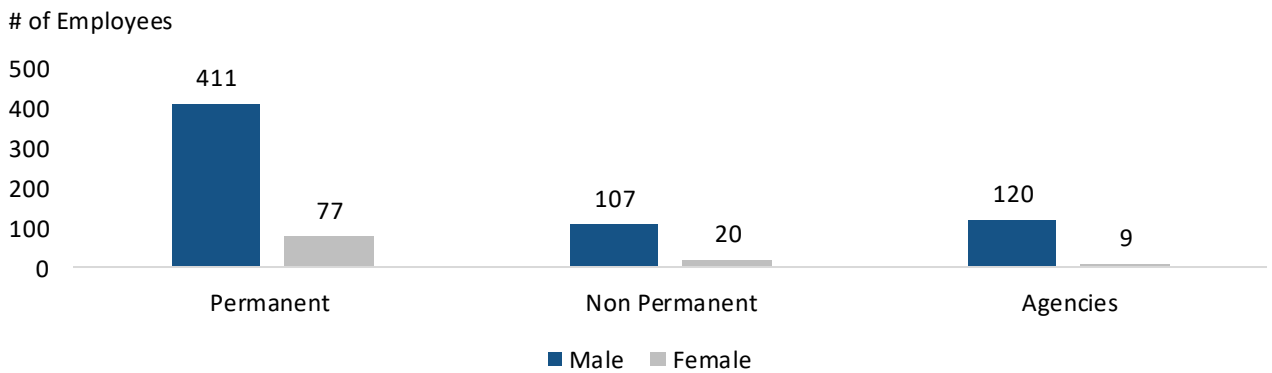
WORKFORCE OVERVIEW



The "Employee Overview: FY25" chart below provides a detailed breakdown of the workforce composition at TLS across three categories, the workforce overview has not changed much between FY24 and FY25.

This section details the workforce composition at TLS, categorised into three distinct groups: permanent employees, non-permanent and agency workers. It provides insights into the distribution of roles, gender representation, and the nature of work performed within each category. The analysis highlights the balance between stable, long-term roles and the flexibility offered by agency employment, along with the associated risks and opportunities for improvement in workforce diversity and ethical practices.

Figure 2: Employee Overview : FY25



Permanent

There are 411 permanent male employees and 77 permanent female employees. The significant number of permanent employees suggests a stable workforce with potentially lower risks of modern slavery, as permanent employment typically offers better job security and legal protections. The employees in this category primarily involves general management, operations managers, compliance, fleet controllers, mechanics, permanent drivers, sales team, finance team and administration.



Non-Permanent

The non-permanent workforce can be associated with higher risks of modern slavery due to the temporary nature of their employment. Temporary workers often face greater vulnerabilities, such as job insecurity, and less protection under labour laws. However, we strictly adhere to all applicable employment laws in Australia. The workers in this category primarily are the sub-contractor drivers.



Agencies

The company has engaged with 23 labour hire agencies, employing 120 male and 9 female employees. Agency workers are often at higher risk of exploitation, as they might be subject to less stringent oversight and protections from the company compared to directly hired employees. This category requires careful scrutiny to ensure that labour practices comply with modern slavery regulations and ethical standards. The nature of work in this category primarily involves warehouse labour, forklift drivers and reach stacker drivers.



OUR SUPPLY CHAIN

\$ 106.1
Million
Annual Spent

99.8%
Suppliers Located in
Australia

In FY25, we engaged **656 suppliers** to support our nationwide operations, representing a total procurement spend of **\$106.1 million**. As shown in Figure 3, the majority of expenditure related to transportation services (86.8%), reflecting the core nature of our business. Additional spending included maintenance and repair of motor vehicles (4.2%), recruitment and labour-hire services (4.1%), tyres (1.8%), warehousing services (1.7%), and information technology (1%), supporting operational performance, workforce capability, fleet safety, and digital efficiency. Some very low spend categories are garments (0.1%) and cleaning (0.2%).

Sector, industry or purchase category	# of Suppliers
Tyres	23
Maintenance and repair of motor vehicles	151
Transportation	347
Recruitment & hiring	23
Warehousing	47
IT Services	36
Garments	15
Industrial Cleaning	14

Figure 3: Procurement spend in FY25

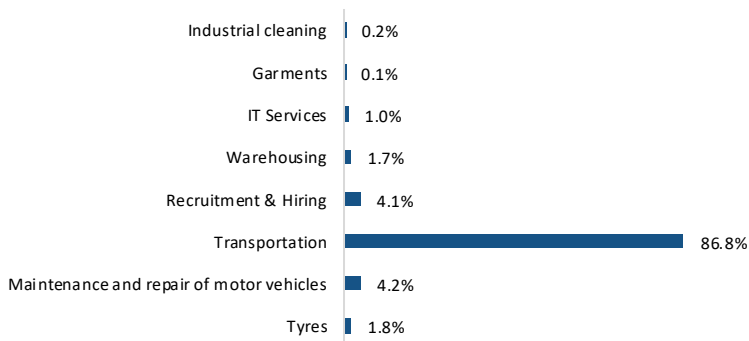
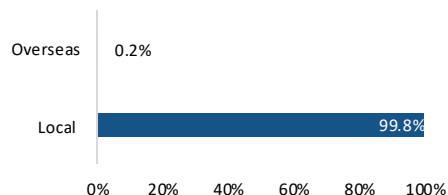


Figure 4: Suppliers overview by location

In the reporting year TLS had only 1 supplier from overseas (New Zealand)

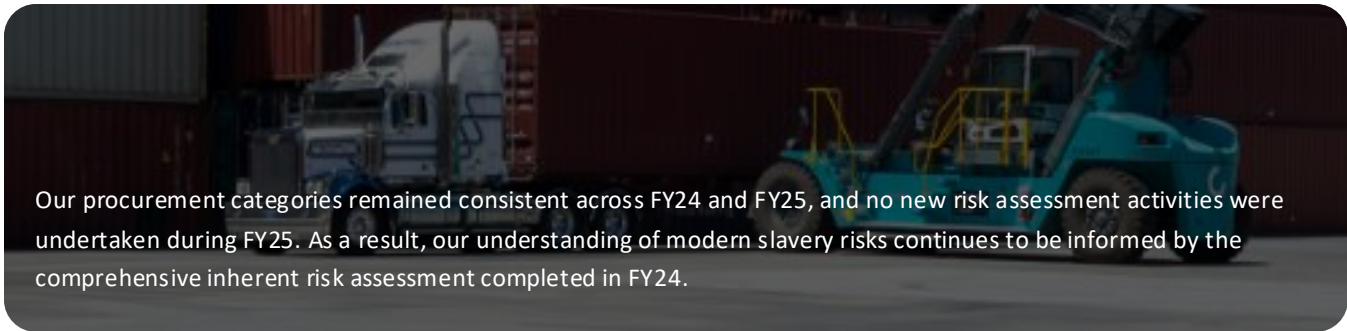


Majority suppliers we directly engaged with were based in Australia, which reduces the likelihood of direct exposure to modern slavery within our immediate commercial relationships. However, we recognise that many of these suppliers source goods, labour, and services from international supply chains, where modern slavery risks are more prevalent. This includes areas such as transport subcontracting, vehicle parts and tyres manufacturing, labour-hire pathways, and ICT hardware production. The products and services procured across our supply chain provide a clear direction for assessing modern slavery exposure and inform our ongoing due diligence, supplier engagement, and efforts to enhance transparency across the broader supply network.

Our major procurement categories in FY24 and FY25 remained consistent, with no new high-risk categories introduced during this period. We continued to source almost entirely from Australian suppliers, with only one overseas supplier based in New Zealand—a jurisdiction broadly similar to Australia in regulatory standards and considered low risk. As a result, our overall risk profile did not materially change, and our focus remained on managing the inherent risks already identified within our existing supplier base.



RISKS OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAIN



Our procurement categories remained consistent across FY24 and FY25, and no new risk assessment activities were undertaken during FY25. As a result, our understanding of modern slavery risks continues to be informed by the comprehensive inherent risk assessment completed in FY24.



Although the nature of our operations and procurement activities did not undergo significant structural changes during FY25, we continue to observe inherent risks across our direct operations and direct procurement. These risks are moderated by Australia’s strong regulatory environment, formal employment arrangements, and mature labour standards. Together, these factors provide a stable operating context and help maintain a consistent risk profile year-on-year.

However, **potential exposure persists within deeper tiers of our supply chain**, specifically in procurement categories where materials are globally sourced or labour models involve subcontracting or lower-skilled workforces. These areas, outlined in table 1 “Procurement Categories, Example Risk Exposure & How Risk May Manifest”, include tyres, maintenance and repair, transportation services, recruitment and hiring, garments, cleaning services, warehousing, and IT services. These categories present elevated inherent risks due to complex supply chains, limited visibility over subcontracting arrangements, and known global vulnerabilities associated with manufacturing and labour-intensive sectors.

Table 1: Procurement Categories, Example Risk Exposure & How Risk May Manifest

Procurement Category	Example Risk Exposure	How the Risk May Manifest
Tyres	Upstream risks in rubber harvesting and manufacturing, including child labour, unsafe working conditions, and low-wage factory environments in high-risk countries.	Suppliers unable to trace rubber origin; absence of certifications; extremely low pricing; long working hours in factories; limited transparency across supply chain tiers.
Maintenance & Repair of Motor Vehicles	Use of apprentices, migrant workers or low-skilled labour; informal subcontracting; inconsistent compliance with award wages and WHS standards.	Underpayment of apprentices; unsafe workshop conditions; excessive overtime during peak periods; lack of contracts; unclear employer/employee relationships.
Transportation (Subcontracted Transport Operators)	Owner-drivers under economic pressure; use of migrant or temporary drivers; potential for unfair contract terms or unsafe working hours.	Drivers working long shifts without breaks; fatigue risks; deductions reducing take-home pay; drivers sleeping in vehicles; limited visibility into subcontractor employment conditions.



RISKS OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAIN (CONT.)

Procurement Category	Example Risk Exposure	How the Risk May Manifest
Recruitment & Hiring (Labour Hire Providers)	Recruitment of temporary, migrant or vulnerable workers; cash payments; lack of proper documentation or safe working conditions.	No payslips; wages below award; withholding of identification documents; recruitment fees deducted from wages; workers reluctant to report concerns due to visa status.
Warehousing	Low-wage, manual-labour workforce; potential use of labour hire; limited supervision during night shifts; high reliance on migrant workers.	Workers not receiving minimum entitlements; unsafe manual handling; inadequate training; excessive overtime; confusion about employment relationships due to layered subcontracting.
IT Services	Global electronics manufacturing risks (forced labour, unsafe conditions); offshore software support in high-risk regions using low-wage labour.	Lack of transparency in hardware supply chains; inability to verify labour conditions for offshore support roles; suppliers unable to provide modern slavery documentation or certifications.
Garments / Uniforms	High inherent risk in textile and garment production, particularly in countries with known issues regarding forced labour, child labour, unsafe factories, and excessive overtime.	Factories without auditing; workers facing long hours, low wages, and unsafe conditions; inability to trace cotton origins; subcontracting to undisclosed facilities; absence of certifications (e.g., WRAP, Fair Trade).
Cleaning Services	Outsourced cleaning is recognised as a high-risk sector due to use of low-paid, migrant or temporary workers, often hired through subcontracting arrangements.	Underpayment; cash-in-hand work; excessive workloads during night shifts; workers lacking proper induction or safety training; unclear employment contracts; fear of speaking up due to visa insecurity.



The table above summarises the key procurement categories, their example risk exposures, and how these risks may manifest in practice. The comprehensive risk assessment completed in FY24 continues to underpin this analysis and remains the foundation of our modern slavery risk management approach. It highlights the procurement areas that warrant ongoing attention and continue to guide our review, monitoring, and engagement activities.



In practical terms, FY25 represents a consolidation year, where the organisation maintained its controls and procurement practices but did not expand its risk assessment activities. This reinforces the need for enhanced supplier due diligence and deeper tier mapping in future periods to strengthen transparency and mitigation efforts.



RISKS OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAIN (CONT.)

Baseline Risk Assessment Summary

We carried out an inherent risk assessment of our supply chain in FY24 by prioritising key categories of our direct suppliers in the previous year as outlined below. This targeted approach allowed us to more effectively identify and address modern slavery risks within our operations. Our risk assessment follows a three-step process that uses a scoring system to classify risk levels across several factors.

Sector and industry risks

Consider whether there is a high prevalence of modern slavery in the particular industry or sector.



Product and services risks

Consider whether there is a high prevalence of modern slavery associated with the particular good or service



Geographic risks

Consider whether there is a high prevalence of modern slavery in the location that the production or service is sourced or produced from



Supply chain model risks

Consider whether the nature of the supply chain model likely to be involved carries a greater risk of modern slavery



Upstream exposure was identified in categories where natural rubber and manufactured consumables may originate from higher-risk regions. **UNGP (United Nations Guiding Principles on Business and Human Rights)** linked analysis highlighted potential modern slavery risks across several procurement categories — particularly tyres, recruitment services, vehicle maintenance and warehousing — driven by subcontracting and labour-hire practices.



Overall, while direct operational risk remains low due to strong labour laws and established Australian suppliers, the global nature of supply chains presents inherent risks within deeper tiers. A structured three-step scoring framework (spend, supplier volume and sector characteristics) was applied to classify inherent risk levels and support clear prioritisation of future due diligence activities.



ACTIONS TAKEN DURING THE REPORTING PERIOD

Building on the foundations established in FY24, where the business undertook its first structured modern slavery risk assessment and implemented key controls, the organisation continued to demonstrate its commitment to addressing modern slavery risks by maintaining awareness and capability across its workforce.

During FY25 the following actions were taken:

Action 1

Modern Slavery Training

We strengthened internal capability by delivering competency-based Modern Slavery training to a broader group of line managers. The training is mandated every two years, with 12 managers trained in FY24 and a further 4 trained in FY25, bringing completion to 16 of 17 line managers. The program focuses on the practical realities of their roles and equips them with the skills to identify, manage, and escalate potential modern slavery risks.

The training:

- › Built operational awareness of how modern slavery risks may present within day-to-day activities and across our supply chain.
- › Clarified individual responsibilities, reporting obligations and the appropriate escalation process for concerns.
- › Reinforced our organisational commitment to ethical labour practices and compliance with the Modern Slavery Act 2018 (Cth).

Action 2

Began Implementation of Contractual Controls

In FY24, we strengthened our approach by developing contractual clauses that require our suppliers to commit to mitigating modern slavery risks, and these controls are now being incorporated into all new and renewed third-party and subcontractor agreements from FY25. While the rollout has so far reached approximately **20% of our suppliers**, most of whom are small trucking subcontractors, it represents a genuinely positive step forward. For the first time, our subcontractor agreements clearly set expectations around ethical conduct and risk mitigation, helping us lift standards in a way that is practical, supportive, and aligned with our commitment to responsible sourcing.

Key elements of our contractual controls to guide expectations and manage supply chain risk

- ▶ **Prohibited practices:** Suppliers are contractually obligated to do all things required or necessary to mitigate or reduce modern slavery risks in their operations and supply chains and maintain compliance with the Modern Slavery Act 2018 (Cth).
- ▶ **Supplier due diligence expectations:** Subcontractors must assess and manage modern slavery risks within their own operations and supply chains, promptly report any suspected breaches, and undertake remedial actions requested by TLS.
- ▶ **Monitoring and audits:** TLS may conduct audits to review compliance, including access to documents, premises, and personnel. Suppliers are required to fully cooperate.
- ▶ **Consequences of non-compliance:** Failure to comply or to take corrective action may result in immediate termination of the supplier contract.



ACTIONS TAKEN DURING THE REPORTING PERIOD

While we had hoped to progress several additional modern slavery actions from the previous year, we were only able to make limited progress in FY25. The business has been under high strain throughout the year, with significant restructuring and important corrections across both management and the broader business structure. Much of our focus and resources were therefore directed toward stabilising operations, strengthening internal processes, and realigning the organisation. Although some actions were delayed, these changes have created a more solid foundation, and the business is now better positioned to continue advancing its modern slavery commitments going forward.

Governance Structure

Emphasis on Stability and Continuity: Our governance structure for modern slavery remained stable in FY25, providing consistent oversight and accountability. Even without structural changes, the governance arrangements continued to guide the organisation's approach to risk identification, supplier engagement and compliance activities.

Throughout the year, we maintained regular leadership reviews, monitored procurement categories and ensured that modern slavery remained a standing consideration in operational and procurement decisions.

Figure 5: Our Modern Slavery governance structure in FY25





ASSESSING THE EFFECTIVENESS OF OUR RESPONSE

Despite meaningful progress, FY25 was a year of consolidation rather than expansion. Significant organisational restructuring, resource constraints, and operational realignment slowed the pace of several planned modern slavery initiatives. However, the corrective actions undertaken throughout the year have strengthened the operating environment, resulting in more aligned and better-governed internal processes, clearer roles and responsibilities, and a business that is now better positioned to deepen supplier engagement, enhance due diligence practices, and progress outstanding commitments in FY26.

During FY25, TLS continued to embed the foundational controls established in prior years and undertook several activities to monitor the effectiveness of our modern slavery approach. As our program remains in an early stage of maturity, our assessment focused on evaluating whether existing processes are operating as intended and identifying opportunities for improvement. Key elements included:

Monitoring Training Reach and Capability



We reviewed participation in our competency-based modern slavery training delivered to line managers during the reporting period. Attendance levels, feedback and post-session discussions indicated increased awareness of risk indicators, reporting pathways and the practical role of line managers in identifying human rights related concerns. This confirmed that training is building baseline capability within key operational roles.

Tracking Implementation of Contractual Controls



We assessed the application of updated modern slavery clauses within newly executed supplier contracts. Approximately 20% of active suppliers are now contracted under revised terms, demonstrating progress in extending expectations through our supply chain. This provides a measurable indicator of uplift, though we acknowledge further expansion is required to strengthen overall coverage.

Reviewing Procurement and Risk Insights



We evaluated procurement activity to confirm that our supplier categories remained consistent with FY24 and that no new high-risk categories emerged. As no additional risk assessments were undertaken in FY25, our effectiveness review relied on the FY24 inherent risk assessment, supplier spend analysis and any new operational insights gathered throughout the year.



ASSESSING THE EFFECTIVENESS OF OUR RESPONSE (cont.)

As our program continues to mature, we are increasingly focused on testing whether our controls are operating as intended and identifying practical opportunities for improvement. This includes reviewing the clarity of our processes, monitoring how consistently our expectations are applied across the business, and assessing the responsiveness of our teams and suppliers when issues arise. These insights help us refine our approach and ensure our actions are delivering meaningful outcomes in managing modern slavery risks. Further key elements included:

Governance Oversight and Incident Monitoring

Our existing governance arrangements—including senior leadership oversight and defined escalation pathway continued to function during the reporting period. No modern slavery incidents or substantiated complaints were identified, and no concerns were raised through internal reporting channels. While the absence of incidents is encouraging, we recognise that low reporting can also reflect limited visibility and reinforces the need to broaden future supplier engagement.



Identifying Opportunities for Improvement

The effectiveness review highlighted several areas for enhancement, including expanding supplier onboarding checks, increasing contractual coverage, improving visibility into deeper tiers of the supply chain and developing more structured metrics to track progress over time.



Grievances and Reporting Channels

TLS maintains accessible reporting channels to ensure that employees, contractors, and labour-hire personnel can raise concerns confidentially and without fear of retaliation. Grievances, including those related to potential modern slavery risks, can be reported through our internal reporting line, directly to management, or via the dedicated email channel outlined in our onboarding materials. These mechanisms are communicated during induction and reinforced through contractor briefings to ensure all workers are aware of how to seek help or report an issue. We are committed to ensure all grievances are reviewed promptly, with appropriate follow-up and escalation where required.







CONSULTATION

As the organisation operates as a single Australian entity with a centralised management and governance structure, consultation during FY25 primarily took place through internal collaboration between key functional areas, including procurement, operations, human resources, and finance. Inputs were also gathered from key internal stakeholders from modern slavery working group, legal, and compliance teams. Responsibility for modern slavery compliance and reporting sits with the executive leadership team, supported by relevant operational leads.


Given the significant internal restructuring and realignment undertaken during the reporting period, consultation efforts focused on:




Ensuring leadership awareness of modern slavery obligations.



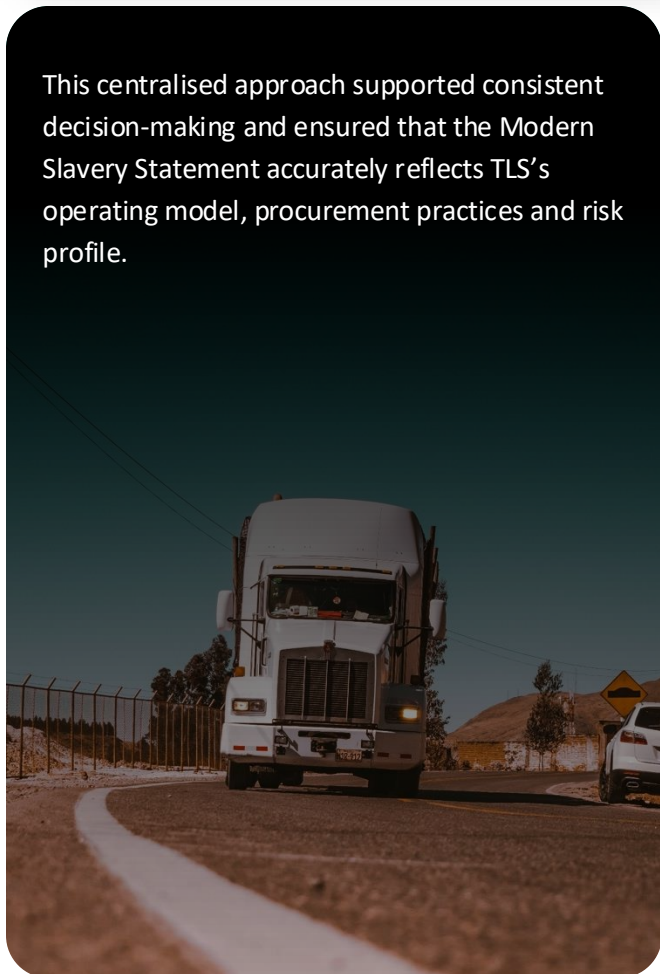
Validating the status of actions undertaken during FY25.



Confirming the accuracy of procurement and operational information.



Aligning modern slavery reporting with revised governance and business structures



Our approach to effective consultation:

Consultation remains a critical component of TLS’s modern slavery governance framework. Throughout FY25, we engaged closely with relevant internal teams and functional leads to ensure that our Modern Slavery Statement accurately reflects operational practices, procurement activities, and workforce arrangements across the business. This collaborative approach supports consistent understanding, enables informed decision-making, and ensures that the actions outlined in this Statement align with the day-to-day realities of our operations. An internal review process, supported by an external consulting firm, was conducted to refine the Statement’s content, validate data and confirm alignment with operational practices.

Following this collaborative review, the Statement was endorsed by senior management to ensure consistency with company policies and compliance with the Modern Slavery Act 2018 (Cth) ahead of publication.



OTHER INFORMATION:

ACTIONS WE INTENDED TO TAKE IN UPCOMING YEAR

As the business stabilises following restructuring, we are committed to progressing the next phase of our modern slavery risk management program. Our planned focus areas for FY26 include:



Supplier engagement and assessment

The committed action to engage major suppliers through a Supplier Assessment Questionnaire was not completed in FY25 due to prolonged technical issues with our existing platform, Rapid Global, which helps train and manage suppliers and contractors. These system limitations prevented the assessment from being rolled out as planned. To strengthen our approach moving forward, we have now committed to transitioning this activity to the **EcoVadis platform**. EcoVadis assessments will be issued to our top five high-risk suppliers by December 2025, providing a more robust and credible method for evaluating supplier practices and monitoring modern slavery risks.



Establishing KPIs

We intend to develop and implement targeted KPIs to measure the effectiveness of our modern slavery initiatives. These indicators will support improved monitoring, performance tracking, and internal reporting, enabling a more structured approach to evaluating progress.



Communicating the whistleblower policy

We will explore effective mechanisms to share the company's whistleblower policy and complaint channels with suppliers identified as higher risk, supporting transparency and ethical reporting pathways.



Prioritising high-risk sectors

We will deepen our understanding of risk within extended supply chain tiers by focusing on higher-risk procurement categories, particularly those involving natural rubber, vehicle maintenance, and warehousing. This will enable more targeted engagement and mitigation efforts.



Contractual controls

We commenced this work in FY25 and made progress with 20% suppliers, and from FY26 onward, contractual clauses requiring suppliers to commit to mitigating modern slavery risks will be incorporated into all new and renewed third-party agreements. This will strengthen accountability and reinforce our expectations across the supply chain.



New anonymous reporting channel

We are also working on introducing a new anonymous reporting channel, accessible via QR code, to make it easier for workers and suppliers to raise concerns confidentially.



APPROVAL AND SIGNATURE

Principal Governing Body Approval

This Modern Slavery Statement was approved by the Board of Tasman Logistics Services and the principal governing body as defined by the Modern Slavery Act 2018 (Cth)3 (“the Act”) on 9th December 2025.

Signature of Responsible Member

This statement is signed by Craig Morris in his role as the Chief Executive Officer and representative of the Board of Tasman Logistics Services Pty Ltd on 10 Dec 2025.

DocuSigned by:

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Craig Morris

as Chief Executive Officer and representative of the Board



THANK YOU

