



# **Modern Slavery Statement**

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## Introduction

This statement is prepared and issued by Direct Couriers to be pursuant with the Australian Modern Slavery Act 2018. The following will outline the risks of modern slavery, and the preventative measures taken within the company for the financial year ending in 30 June 2020. Unless otherwise specified, references to “Direct Couriers”, “we”, “us” or “our” refers to Direct Couriers (Aust.) Pty. Ltd, divisions, and affiliates.

## Structure, Operations and Supply Chain

Direct Couriers is structured as a private company that operates in the freight and logistics industry, providing a wide spectrum of courier and taxi-truck delivery services on a local, interstate and international scale. Over forty years, we have expanded across Australia with branches in Sydney, Melbourne, Brisbane, Perth and Adelaide, and Auckland in New Zealand. Our company employs over 170 office personnel and engages with approximately 850 sub-contract drivers across the country. We have a large fleet of vehicles for deliveries varying from motorbikes and cars to vans, utes, trucks and semi-trailers. Direct Couriers clients differ across various industries including: E-retailers, Healthcare, Automotive, Mining, Distributors, Printing and more. At Direct Couriers, we strive to continually provide a service level above the expectation of our customers, and to provide a happy and prosperous environment for our staff and subcontractors.

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*Modern Slavery and Human Trafficking of any kind is not welcome nor tolerated by Direct Couriers. We will continue to take the necessary precautions to limit the risk of this issue occurring within, or having any association with our company.*

**- Barry Reichman,  
Managing Director**

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## **Our Approach**

At Direct Courier we take the risk of modern slavery seriously and endeavor to have no association with perpetuating this issue. As a company, we are aware of the alarming rates in which modern slavery occurs in our society and acknowledge that we must be due diligent in our policies and practices to reduce the risk. This is achieved through our operational, reporting and governance of issues relating to modern slavery.

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## **Our Policies and Governance**

### **Human Rights Policy**

Our Human Rights Policy provides Direct Couriers employees with the fundamental rights of dignity and respect. We are committed to identifying, preventing and mitigating any infringement of human rights that are resulted from or caused by our business' operations.

The following policies are accessible by all employees (management, office personnel, warehouse and drivers) through the Direct Couriers online staff network. These policies are guided by both our company values and the international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

#### ***Forced Labour and Human Trafficking***

Direct Couriers prohibits the use of all forms of forced labour, including slave labour and any form of human trafficking.

#### ***Child Labour***

Direct Couriers prohibits the hiring of individuals that are under 15 years of age for positions in which hazardous work is required.

#### ***Work Hours, Wages and Benefits***

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Direct Couriers compensates employees competitively relative to the industry and local labour market. We operate in full compliance with the Australian Fair Work and Industrial Relations Commission's employment laws such as the National Employment Standards (NES).

### **Workplace Security**

Direct Couriers is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

### **No Retaliation and Whistleblower Policy**

The No Retaliation and Whistleblower policy encourages employees to raise questions and report any violations that conflict or breach company policies. An employee's concerns, in regards to the Human Rights Policy being breached, can be reported confidentially to management, the Human Resources department and externally to governing bodies (Fair Work Ombudsman, the Police, AFP, ASIC, APRA, Dept of Home Affairs). Direct Couriers is clear on their policy that no employee will have reprisal or retaliatory action taken against them for reporting concerns. This complies with the Corporations Act 2001 (Corporations Act) to protect whistleblowers that come forward. Through this policy, it is our aim to encourage employees to report any human rights issues that relates to modern slavery by providing legal rights and protection. In response, Direct Couriers is committed to investigating, addressing and responding to the concerns of employees and to taking appropriate corrective action for violations.

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## Risk Assessment

The following risk assessment was conducted internally with a team of cross divisional staff. Direct Couriers operates in the Freight and Logistics industry, making our company relatively high risk for modern slavery with majority of our drivers being sub-contracted labour. The findings from this investigation found that these sub-contracted drivers are the main risk of modern slavery within our company. This risk has been heightened as a result of COVID-19 affecting the hours and employment type of sub-contract labour.

To help mitigate and minimize the risk of modern slavery, our sub-contract drivers have access to our Human Rights and Whistleblower Policy upon contract of carriage with Direct Couriers. These policies outline the rights of our workers and encourage any breaches of human rights to be reported internally or externally. In addition, we will be providing reminders for sub-contract labour to be aware of their rights through internal communication with driver management and through divisional meetings. It is Direct Couriers aim moving forward that there is an open and honest dialogue in regards to the company's stance on modern slavery.

The values of Direct Couriers can be found for the public and clients through this Modern Slavery Statement being published onto our website.

([www.directcouriers.com.au](http://www.directcouriers.com.au)).

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## Moving Forward

At Direct Couriers, we promise to fulfil our ethical, legal, and moral obligation to reduce the risk of modern slavery occurring within our company. We aim to achieve this by ensuring transparency in our values and actions in regards to this issue, both internally with our workers and externally with clients. Our company understands that modern slavery is a complex issue and will continuously strive towards developing effective strategies to reduce the likelihood through our business' activities, both consciously and unconsciously. This statement will be reviewed annually to further investigate potential risks.



A handwritten signature in black ink, appearing to read "Barry Reichman".

*Barry Reichman*  
*Managing Director*

A handwritten signature in black ink, appearing to read "Garry Yovich".

*Garry Yovich*  
*Director - National Sales*