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C O U R I E R S

Modern Slavery Statement

Introduction

This statement is prepared and issued by Direct Couriers pursuant to the Australian Modern Slavery Act 2018 (“AMSA”). 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 2022. Unless otherwise specified, references to “Direct Couriers”, “Direct Couriers Group”, “we”, “us” or “our” refers to Direct Couriers Group Pty. Ltd, subsidiaries, divisions, and affiliates. This Statement was approved on 26 August 2021 by the Direct Couriers Board on behalf of all reporting entities in the Direct Couriers Group. The Statement in its entirety has been signed by the Managing Director, Mr. Barry Reichman.

“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**

Structure, Operations and Supply Chain

Direct Couriers is structured as a private company that operates in the transport, freight and logistics industry, providing a wide spectrum of courier and taxi-truck delivery services on a local, interstate and international scale as well as refrigerated transport services. Over thirty-eight years, we have expanded across Australia with branches in Sydney, Melbourne, Brisbane, Perth and Adelaide, and Auckland in New Zealand. Our company employs over

220 office personnel and engages with over 1200 company and 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. Our mission is to provide a happy and prosperous environment for our staff and subcontractors.



Our Approach

At Direct Couriers we take the risk of modern slavery seriously and endeavour 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 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.

What is Modern Slavery?

The AMSA defines modern slavery to include slavery, servitude, forced labour, debt bondage, forced marriage, trafficking in persons, deceptive recruiting for labour or services and the worst forms of child labour.

Modern slavery is a real risk globally, including in developed markets. We know that we could face a risk of involvement in modern slavery through our value chain, including through our suppliers. Freedom from slavery is a human right and we incorporate our work on preventing and addressing any involvement in modern slavery into our broader human rights programme.

Our employees, contractors and suppliers are required to follow our policies and standards including our company polices:

- Human Rights
- Employment
- No Retaliation and Whistle-blower
- Selecting Suppliers (internal document)
- Suppliers (external document)

The above documents, developed with reference to core international standards, imply that we reject any form of child labour or slavery and prohibit the use of forced or bonded labour.

Our Policies and Governance

Human Rights and Employment Policies

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

Our company policies are accessible by all employees (management, office personnel, warehouse and drivers) through the Direct Couriers online staff intranet and internet. 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 Labour

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 18 years of age for positions in which hazardous work is required.

Work Hours, Wages and Benefits

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 Whistle-blower Policy

The No Retaliation and Whistle-blower 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 e.g. Fair Work Ombudsman, the Police, AFP, ASIC, APRA and The 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 whistle-blowers 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.

Training

Our employees and subcontractor drivers are our first line of defence in identifying and helping us address any instances of modern slavery. It is imperative they understand the key signs of modern slavery, particularly those colleagues most likely to be exposed to it. We are able to raise awareness through our employee and driver's online competency-based Driver Induction Training.

Risks

Our risks of involvement in modern slavery include the risk of causing modern slavery by employing people in conditions that do not meet appropriate standards or by engaging younger workers, such as apprentices in hazardous work. Direct Couriers has identified

subcontractor labour and temporary agency workers as the main area, where there is a risk that human trafficking and modern slavery could occur. We are committed to work with contractors, suppliers, business partners and agencies to ensure that they are open and transparent in their activities and are compliant with the AMSA. Because the nature of our services engages people from a variety of cultures, beliefs and backgrounds, we understand we could unknowingly contribute to modern slavery if any of our employees or contractors engaged exploited people in a local community for services, such as domestic, child labour and or forced labour. We also understand the risk of being directly linked to modern slavery through our customer and supplier relationships.



To help mitigate and minimize the risk of modern slavery, our subcontract drivers have access to our Human Rights and Whistle-blower 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 provide reminders for subcontractors to be aware of their rights through internal tool box communications. 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 on our website (www.directcouriers.com.au).

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 group. 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 and suppliers. 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.



Barry Reichman

Managing Director

1 July 2021