

MONDIALE VGL



MODERN SLAVERY STATEMENT

Mondiale VGL Group Ltd
Parent entity for trading companies Mondiale VGL Pty Ltd and MFS Logistics Pty Ltd

Modern Slavery Statement

Mondiale VGL Group Limited, is a private company in New Zealand acting as the parent company of the Plasia Holdco Pty Ltd Australian consolidated group and MFS Logistics Pty Ltd, both private companies in Australia. Plasia Holdco has subsidiaries in Europe, Asia, New Zealand and the United States and MFS Logistics Pty Ltd has subsidiaries in Asia.

This statement is a joint statement covering the following reporting entities:



Key

- Australian reporting non-trading entities under the Modern Slavery Act 2018 (Cth) ('Act')
- Australian reporting trading entities under the Modern Slavery Act 2018 (Cth) ('Act')
- Foreign entities not reporting under the Modern Slavery Act 2018 (Cth) ('Act')

Plasia Holdco, Plasia Bidco, United Global Logistics and Australian trading entities Mondiale VGL (collectively known as **Mondiale VGL Pty Ltd** for the purpose of this statement) and MFS Logistics are subject to the Modern Slavery Act 2018 (Cth) ('Act') that commenced operation on 1 January 2019. The Act requires reporting entities subject to the Act, to produce an annual Modern Slavery Statement. This statement covers the financial year ended 30 June 2021 and is due on 31 December 2021. We have considered how to lodge this statement and have determined that a joint statement is appropriate given the synchronicity of our policies, practices and many of our suppliers.

Structure and Operations

Mondiale VGL Pty Ltd is one of Australia's largest privately-owned international freight forwarding companies and operates an extensive global network across 55 locations in more than 15 countries including the following locations: New Zealand, Germany, Italy, Spain, Netherlands, Belgium, Turkey, India, Singapore, Indonesia, Malaysia, Thailand, Vietnam, Myanmar, China, Hong Kong & the United States.

The Company employs over 400 people in Australia and 1000 worldwide. Within Australia, the Company provides a fully integrated logistics solution including forwarding, clearance, warehouse, distribution and cartage. We also provide a range of freight forwarding services in our global locations.

MFS Logistics Pty Ltd is incorporated and registered in Australia as a private company. The head office of the MFS group of companies is located in Auckland, New Zealand. Its principle activities include sea and air freight forwarding, clearance, and third party logistics and warehousing solutions.

At the end of the reporting period, MFS employed 95 employees in locations across Australia. The MFS group of companies employed 600 employees in other countries, including in New Zealand, China and the Philippines.

On 24 March 2021 United Global Logistics and Mondiale Freight Services Ltd in New Zealand merged under a new ultimate parent company Mondiale VGL Group Ltd located in New Zealand.

Supply Chain

Our supply chain includes the purchase of shipping line services, and of products and services needed for the business' day-to-day operations including office supplies, employment and training of staff, external legal advice, leasing of rental space, IT infrastructure and support services and travel. Within Australia and New Zealand our supply chain also includes the purchase of PPE to support our transport and warehousing divisions including the purchase of trucks, trailers and forklifts. Mondiale VGL Group's Finance & Administration, and People & Culture teams have various policies in place that support our day-to-day operations to ensure all staff and suppliers (including any agencies who provide labour) meet Mondiale VGL's core values.

Modern Slavery Risks

Due to our nature as a global entity we note that our business operates in high-risk geographical locations. This risk however is significantly reduced by the nature of the labour performed within our global operations, performing service-only functions.

Mondiale VGL and MFS may be at risk of involvement in modern slavery because some work performed by suppliers may be performed remotely, at sea and outside of normal business hours, including at night. This makes it more difficult to oversee the performance of work and working conditions.

We have assessed the risk regarding the use of labour hire firms. Given that these firms are only being engaged within Australia and New Zealand, we have assessed the risk as low.

We also note various transactional risks within our supply chain particularly through the sourcing of IT supplies and equipment manufacturing.

Our group has arms-length commercial relationships with its suppliers. This means that its suppliers may be engaged in modern slavery practice and MFS is not aware of that fact.

Actions Taken to Assess and Address the Risk of Modern Slavery

As part of our approach to assessing and addressing any modern slavery risks, we have completed the following action points over the financial year.

1. Completed an assessment of the risks, policies and practices of Mondiale VGL Pty Ltd and MFS Logistics Pty Ltd as part of the merger and assessed whether there were any material differences in our policies or how we operate.
2. Completed due diligence within our organisation to determine areas where further governance or policies require implementation.
3. Conducted due diligence on local and global supply chains through the use of surveys and reviews of available supplier policies and practices. We have predominately targeted our larger suppliers and those in assessed risk areas for review.

We have also compiled the below action points to address over the next financial year.

Particular steps we will undertake include:

1. Developing a global policy on modern slavery in operations and supply chains
2. Developing training for staff in modern slavery requirements both in Australia and overseas
3. Continue to conduct due diligence on local and global supply chains
4. Reviewing supplier contracts and our current supplier code of conduct to ensure they contain terms that are consistent with the Act
5. Taking steps to address any potential modern slavery risks identified and
6. Setting up a program to measure effectiveness through performance monitoring.

Assessment & Effectiveness of our Actions

Given that we have assessed the risks within our organisation as low, our priority is to work with current and future suppliers to monitor the steps they are taking to assess and address modern slavery risks.

Part of the assessment will also include tracking the actions we take over the next financial year and regularly reviewing our current actions.

Through the use of questionnaires provided to suppliers and global controlled entities we are also able to identify any areas which need further attention internally and develop policies and solutions to decrease the risks of modern slavery in these areas. We are also able to work with suppliers to check how they are progressing any actions they have put in place to address modern slavery risks.

Consultation Process with Entities Owned or Controlled

We have notified our global partners regarding requirements under the Modern Slavery Act and have endeavored to extend and implement similar actions and policies across our global entities.

As part of the preparation of this joint statement and of the merger this year, We did an assessment of the various similarities and differences between our trading entities when it comes to suppliers and policies. As part of the assessment it was determined that our policies, practices and suppliers pre-merger were very similar and only minor changes were required to synchronise our policies.

Mondiale VGL Group Ltd consulted with key officers of both Mondiale VGL Pty Ltd and MFS Logistics Pty Ltd in the preparation of this statement. The Directors of both companies and the CEO were made aware of the preparation of this Statement and were afforded the opportunity to provide their input.

Other Relevant Information

Our entities went through a large restructuring event on 24 March 2021 as a result of a merger between United Global Logistics and Mondiale Freight Services Ltd. Part of this process has included streamlining policies and practices used by the various entities. This process remains ongoing, but from an Australian perspective has mostly involved integrating MFS into existing structures within Mondiale VGL Pty Ltd.

We are committed to operating our business lawfully and ethically and in only working with suppliers that are aligned to our values. As part of our Supplier Code of Conduct, we expect our suppliers to operate in accordance with all applicable laws including those prohibiting human slavery and slavery like practices, human trafficking and child labour. We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and staff inclusion and diversity.

Mondiale VGL and MFS maintain an Employee Code of Conduct which sets out certain standards of behaviour to assist its directors, officers, employees, and contractors in proper ethical and legal decision making when representing UGL and performing their day to day duties. Our Code is provided to all employees upon commencement of employment. Employees are required to comply with this Code of Conduct and all other policies at all times.

Over the next reporting period we will further review the groups practices and policies globally and update as necessary.

Statement

This Modern Slavery Statement was approved by Mondiale VGL Group Ltd's' Board of Directors on 23 December, 2021

Signed:



Edward Conway
Director
Mondiale VGL Group Ltd