



## **MODERN SLAVERY STATEMENT**

### **FY25 (1<sup>st</sup> July 2024 – 30<sup>th</sup> June 2025)**

Slavery and Human Trafficking remains a hidden yet dangerous problem within our global society. We all have a responsibility to be vigilant in recognising and responding to the risks, however small, in our business and in the wider supply chain.

Australia Post Global eCommerce Solutions have always been keen to deliver comprehensive training to all of our staff on the topic of human rights. As a company, we aim to encourage every employee within our business to be vigilant, ensuring any concerns are reported to Senior Management and acted upon with immediate effect.

#### **About APG**

APG eCommerce Solutions is one of the leading suppliers of cross border e-commerce delivery solutions.

With an established presence in key global trade lanes, including Asia, Europe and the USA, APG provides end-to-end logistics solutions to a portfolio of iconic global e-commerce merchants.

We offer a unique delivery experience thanks to our bespoke platform that combines Australia Post's unrivalled last-mile capabilities with a strong partnership network of postal operators and best in class e-commerce delivery companies.

#### **Our Supply Chain**

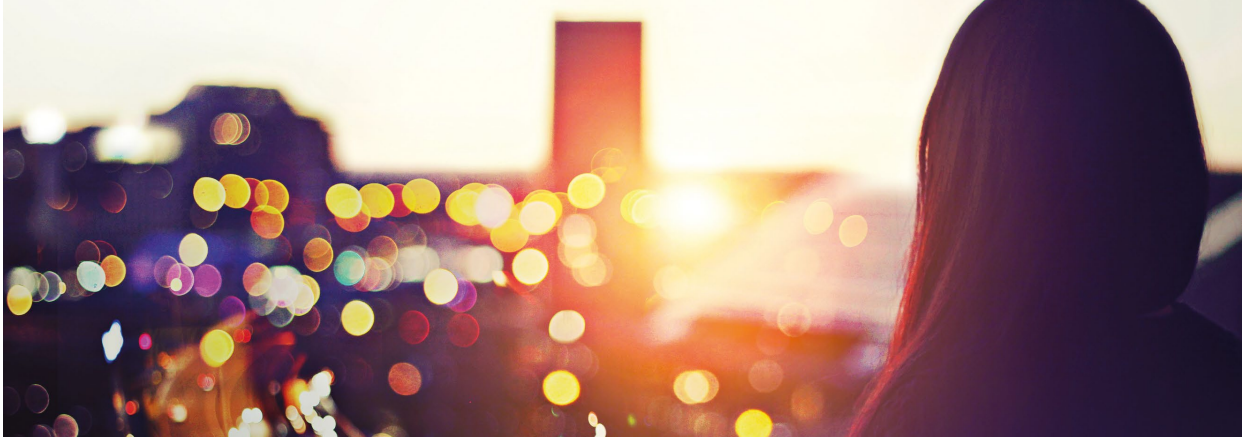
At APG eCommerce Solutions, we always ensure to engage with our suppliers on a regular basis via a multitude of channels. We continually monitor our suppliers on all aspects and in the case of finding any gaps, we work with them to set plans to amend the policies.

We are very aware of the potential risks of Human Trafficking and Modern-Day Slavery across the supply chain, and no matter how small these risks may be, we are taking active steps to identify and correct them as quickly as possible.

#### **Actions**

APG have raised employee awareness on the risks of Modern-Day Slavery and Human Trafficking by providing internal online training via our Code of Conduct. We will continually review our training platform on a regular basis ensuring that all employees understand the evolving risks as they undergo their day to day roles and are aware of the help and support that will be provided to them if they were to report any suspected incidents that they observe.

We also have systems in place to encourage the reporting of concerns and the protection of whistle blowers. We have a steadfast commitment to equal opportunities, an intolerance of discrimination



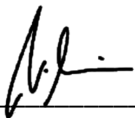
and harassment and are dedicated to maintaining a workplace that is free from discrimination on the basis of race, sex, colour, religion, or age, to name just a few, or any unjust or unfair practices.

#### **Next Steps**

APG will continue to strive towards maintaining high standards of ethical standards across our global network and beyond. We will look to build on our current action points to provide greater understating of the risks associated through increased training opportunities.

#### **Approvals and Signatures**

This statement is made in accordance with section 54 of the Modern Slavery Act 2015, Transparency in Supply Chains and Article 4 of the United Nations *Universal Declaration of Human Rights*. This statement will be reviewed annually by the Directors of the Company.



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**Signed on behalf of Australia Post Global eCommerce Solutions**

**Name: Jui-i Lim**

**Position: Chief Executive Officer**