

# SIMON

## National Carriers

### Modern Slavery Statement - 2025



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## **Modern Slavery Statement**

In accordance with the Modern Slavery Act 2018, this statement outlines the steps that Simon National Carriers has taken, and is continuing to take, to assess and reduce risks of modern slavery within our business and our supply chain, and our plans for review and improvement.

### **Introduction:**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Simon National Carriers recognises that it has a responsibility under the Modern Slavery Act to take a strong approach to reject any forms of modern slavery and human trafficking.

We are committed to promoting ethical business practices and policies that protect workers from being abused and exploited, both in our own business and our supply chain. Simon National Carriers is committed to limiting the risk of modern slavery occurring in our business, ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chain.

We expect our employees and our suppliers to share our commitment to help ensure modern slavery does not exist in our business and our supply chain.

### **Who we are:**

Officially incorporated in 1973, Simon National Carriers is amongst the largest privately owned national freight companies operating in Australia. What we are today is a product of our proud history.

Our origins date back to 1926 when Morgan Hugh Simon established Simon Pty Ltd, a family operation specialising in timber and hardware. The development of timber treatment and an electric pole supply division in 1960 prompted the company's move into the transport industry.

Today, Simon National Carriers continues to provide specialised interstate transport services and offers customers a diverse range of capabilities in warehousing, project logistics, and dedicated fleet in all areas of Australia. The company is partially owned by the Simon family following the sale of 75% of the shares in the company to Senko Group of Japan in April 2024. There is potential for the remainder of the shares to be sold in late 2027.

### **Our supply chain:**

We have a relatively simple supply chain. We procure goods and services needed for our business's day-to-day operations from many contracted and preferred suppliers operating in Australia. Our supply chain arrangements include suppliers from the following key areas:

- Corporate and Operational Procurement - The goods and services procured include equipment, stationery, uniforms, recruitment, staffing including labour hire, and information technology.
- Capital and Property Works – The goods and services include transport machinery materials and equipment and transport machinery-related services.

Our long-term strategic relationships with key suppliers provide stability in our supply chain and procurement processes.

### **Identifying Risks of Modern Slavery:**

In 2023, Simon National Carriers undertook a high-level risk assessment of our key suppliers of goods and services. Our review of suppliers focused on the type of goods and services delivered, i.e., uniforms, stationery, mechanical goods and machinery, rather than defined by the annual expenditure.

### **Our operations:**

We believe there is no risk of modern slavery in our directly employed workforce, as the labour market in Australia is highly regulated, strict regulations apply to staff in the transport sector, and the presence of industry award classifications. Various policies such as our 'Workplace Violence, Bullying, Sexual and Other Harassment Policy' and our 'Equal Opportunity Policy' detail processes and communication pathways for employees to disclose misconduct in our business and supply chain without recrimination.

### **Our supply chain:**

A significant number of our supplier's operations are based in Australia. We believe these suppliers have a lower risk of modern slavery occurring in their supply chains, as their operations are Australian based, they are required to comply with the Modern Slavery Act within their own supply chains.

However, our procurement activities do include purchasing goods and services from suppliers who provide potentially high-risk products, such as uniforms and staffing through agencies and sub-contractors.

Having established an initial baseline understanding for our first year of modern slavery reporting, we continue to map out our key suppliers and service providers. This enables us to undertake risk assessments of any modern slavery risks, or potential risks, within our supplier's operations and supply chains.

Potential high-risk suppliers are requested to complete a Modern Slavery Supplier Questionnaire. The responses we received from our identified high-risk suppliers indicated they have implemented adequate steps to mitigate modern slavery risks, their responses also indicated that their organisations required that their supply chains follow an ethical sourcing policy.

The results of the Modern Slavery Supplier Questionnaire did not indicate the need for any further actions at this point in time.

### **Our governance framework:**

Simon National Carriers has a strong corporate governance framework and as part of our commitment to informing our employees and suppliers in modern slavery risks, we undertook a review of our standard procurement agreements and procurement processes to ensure that we have sound governance processes in place to meet our modern slavery compliance. In summary our review included the following activities:

- Publication of our Modern Slavery Policy
- Introduction of our Supplier Code of Conduct Policy

**Future Developments:**

In our upcoming reporting year, we aim to continue to revise and develop our approach to modern slavery compliance to build capacity within our business to monitor and act on modern slavery risks.

**Awareness Raising Program:**


Simon National Carriers aims to raise awareness and strengthen our understanding of the risk of modern slavery within our business and our supply chain by:

- Employees: Online Education Learning Module – we have developed and implemented an annual online education tool to provide employees information on and their role in eliminating modern slavery in our workplace and our supply chain. We will continue to require this training to be undertaken annually and will review its accuracy annually.
- Suppliers: Simon National Carrier’s online contractor induction program will be updated to include the following:
  - o Pre-qualification section: Modern Slavery Supplier Questionnaire will be uploaded for completion by suppliers.

**Corporate governance:**

Simon National Carriers will continue to review our policies and procedures to ensure that we have sound governance processes in place to meet our modern slavery compliance requirements. Simon National Carriers will conduct reviews of policies to ensure the inclusion of modern slavery clauses where required to increase employee awareness of the risks of modern slavery in our business and our supply chain.

BOARD APPROVAL - This statement has been approved by Simon National Carriers board of directors.

Signed:   
Date: 8/7/25