18 December, 2020

Modern Slavery Statement

This statement is made pursuant to the Australian Modern Slavery Act 2018 (the Act) and constitutes Kuehne & Nagel Australia Pty Ltd. modern slavery statement for the financial year ending December, 2019.

This statement was approved by the members of the Board of Kuehne & Nagel Australia on 17th of December 2020.

We are committed to improving our practices to combat modern slavery including eight types of serious exploitation: human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, child labour, and deception recruiting for labour or services in our supply chains or in any part of our business.

We are a leading provider of logistic services and have over 13 locations and approximately 600 employees in Australia. Our company comprises of three key business units Seafreight, Airfreight, Contract Logistics and five key functions: HR, IT, QSHE, Finance and Sales.

Our vision is to be the most respected forwarding and logistics company. The vision, together with our Ethics and Compliance program is designed to ensure that we comply with all legal and regulatory requirements as well as with our internal regulations and other rules of professional conduct.

We have a zero tolerance to slavery and human trafficking within our business and supply chains and contractors company with our ethics we have in place a supply chain compliance programme which requires all of our suppliers to sign up to and comply with the Kuehne and Nagel Supplier Code of Conduct. As part of the Supplier Code of Conduct, suppliers agree not to use forced, indentured, involuntary or child labour and agree to uphold internationally proclaimed human rights of workers. We take compliance with our Supplier Code of Conduct seriously and any breach allows us to terminate our relationship with a supplier immediately.

Our due diligence practices include ensuring that through our supplier onboarding and ongoing audit processes continuously identify, assess and review our existing and new suppliers; report, share and review findings and learnings within our senior managers; and will annually issue a modern slavery statement and respond to any allegations.

Kuehne & Nagel Pty Ltd
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This Company is an individual member of the International Federation of Freight Forwarders Associations (FIATA). Unless otherwise agreed in writing by an officer of the Company, all transactions with the Company are subject to the FIATA Model Rules for Freight Forwarding Services as adopted by this Company (copies are available anytime from the Company upon request), which, in certain cases, exclude or limit the Company's liabilities. Generally the Company's liability for loss of or damage to goods is limited to 2 SDR per kg of the concerned goods, liability for delay is limited to the remuneration for the affected services, and liability for other type of loss is limited to SDR 10,000 for each incident. Further to those limitations the Company's liability shall in no event exceed a total annual aggregate of SDR 500,000, unless mandatory law stipulates otherwise.

Those steps form part of our contract management system and senior management responsibilities. Our audit processes are conducted both internally and externally and on an annual basis. Through our compliance programs, authority matrix, procurement practices and financial audit processes we ensure regularly to undertake these steps and review.
In order to identify specific risks of modern slavery in addition to internal training within our business and supply chains, we have undertaken risk assessment for this reporting period. The risk assessment identified the following key risk areas: (1) use of agency and seasonal workers; and (2) use of 3rd party suppliers for the transport distribution network of our clients products within Australia.

In order to ensure compliance in these key risk areas, we have in place a Supplier Management Tool and the quality review process can support the requirements that includes a rigorous and due diligence procedure, which means that we only deal with reputable organisations who share our zero tolerance to modern slavery. We have undertaken a recent review of our supplier onboarding and monitoring processes and have come up with 2 key recommendations that we will implement during the next reporting period.

Identifying modern slavery is a universal issue and there is a mechanism in place for employees to report any risks of trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deception recruiting for labour or services, as at the date of this statement, no reports have been received.

We will continually review our actions and will take all further necessary steps to continue the prevention of modern slavery in our business and supply chains.
This statement applies to Kuehne & Nagel Australia Pty. Ltd.

Bjoern Johansson
Managing Director – Kuehne & Nagel Australia
Board Chairman, Kuehne & Nagel Australia

Dated: 18 December 2020

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