

CTI Logistics (CTI) is committed to eliminating all aspects of modern slavery within CTI's operations and supply chains.

Modern slavery covers a broad scope of unfair, unethical and illegal practices, and can include:

- Forced labour - bonded, indentured, not able to cease engagement
- Deprivation of civil liberties
- Human trafficking
- Child labour (under 15 years)
- Debt bondage, recruitment "fees", retention of documents
- Unfair wage practices - deductions, fines, excessive hours, etc
- Unsafe working conditions

CTI will provide training to CTI employees and subcontractors to build awareness and understanding of modern slavery and how to detect it within the company and its supply chains.

CTI encourages all employees to report any evidence of modern slavery practices, either within CTI or CTI's supply chain, to your Manager or CTI's Whistleblower system.

CTI has a grievance procedure in place to deal with reports of modern slavery practices. Any reports of modern slavery practices will be treated seriously and investigated promptly, confidentially and impartially.

Disciplinary action will be taken against anyone who knowingly implements or condones modern slavery practices within CTI. Discipline may involve a warning, counselling, demotion or dismissal depending on the circumstances. Incidents that may also be criminal behaviour will be dealt with and reported accordingly.

CTI will engage with any suppliers it suspects may be implementing modern slavery practices with the objective of mitigating those practices. If a satisfactory outcome cannot be achieved, CTI will change to other compliant suppliers.

CTI supports the objectives and requirements of the *Modern Slavery Act 2018 (Cth)* and will submit annual Modern Slavery Statements in accordance with the Act. As inputs into the Modern Slavery Statements CTI will conduct risk assessments and compliance audits. CTI's suppliers are required to participate in these audits and any non-response may be taken as evidence of non-compliance, subjected to further investigation and handled accordingly.

The Company's modern slavery policy is published on the Company's web site www.ctilogistics.com.

Bruce Saxild:
(CTI Director)



Date: 20 May 2020

Controlled By	IMS Management Committee	IMS Group	Corporate
Document ID	POL-0050	Page	1 of 1
Issued By	IMS Management Committee	Coverage	CTI Logistics
Date of issue	20 May 2020	Version	1.2