

Cargo Crew – Modern Slavery and Human Rights Policy

1. Commitment

Cargo Crew recognises modern slavery in all its forms as a severe violation of human rights. We are committed to respecting and promoting human rights across our operations and global supply chain and ensuring that modern slavery is not taking place in our business or among the partners we work with.

This policy confirms Cargo Crew's commitment to:

- Identify, assess, and address risks of modern slavery in our operations and supply chain;
- Provide or support remedy where our actions may cause or contribute to adverse human rights impacts;
- Work collaboratively with suppliers, stakeholders, government bodies and expert organisations to continuously improve our approach over time;
- Align our practices with the Australian **Modern Slavery Act 2018 (Cth)**, the **UN Guiding Principles on Business and Human Rights (UNGPs)**, and international labour standards.

Modern slavery is a complex, global issue. Cargo Crew acknowledges the role our industry plays in sourcing textiles, manufacturing apparel and uniforms, and therefore the importance of rigorous oversight, transparency, and responsible purchasing practices.

2. Scope

This policy applies to all individuals working for or on behalf of Cargo Crew, including:

- Employees, directors and officers
- Contractors and labour-hire staff
- Consultants and volunteers
- Suppliers, factories, subcontractors, logistics partners and any entity within our supply chain

All suppliers and representatives are expected to adhere to this policy and support its effective implementation.

3. What is Modern Slavery?

Modern slavery refers to situations where coercion, threats, deception or abuse of vulnerability are used to exploit people and undermine their freedom. This includes where a person cannot refuse or leave a situation due to intimidation, violence, debt bondage or manipulation.

Forms of modern slavery include:

- Human trafficking

- Slavery and slavery-like practices
- Servitude
- Forced or compulsory labour
- Bonded or indentured labour
- Forced marriage
- Deceptive recruitment for labour or services
- Child labour

These practices are illegal in Australia and incompatible with Cargo Crew's values.

4. Developing and Maintaining This Policy

Cargo Crew reviews this policy annually or sooner if regulatory or operational changes require it. The Head of Production & Ethical Sourcing and The Human Resource Manager are responsible for ensuring its alignment with:

- Cargo Crew Supplier Code of Conduct
- Cargo Crew Supplier Agreement
- Employee Code of conduct
- Equal Employment, Anti-Discrimination, Bullying and Harrasment, Flexible Workingm Leave, Paid Parenta Leave, Performance Management Policies
- OHS Policy
- Recruitment Policy
- ESG & Sustainability Commitments
- Regulatory requirements and stakeholder expectations

Policy amendments require sign-off from senior management.

5. Approach to Assessing and Addressing Risk

Cargo Crew takes a risk-based and continuous improvement approach to identifying modern slavery risks. This includes:

5.1 Supply chain mapping & risk assessment

- Mapping Tier 1 suppliers and progressively mapping beyond Tier 1 for higher-risk categories (e.g., fabric mills, trims, packaging).
- Using country risk indices, product risk (e.g., cotton, embroidery, garment production), workforce demographics (e.g., migrant labour), and certification status to identify elevated risks.
- Building long-term relationships with suppliers to ensure ongoing compliance and improvement
- Engagement with industry groups to stay informed on best practices

5.2 Due diligence of suppliers

Cargo Crew evaluates new and existing suppliers through:

- Pre-qualification questionnaires
- Third-party audits or certifications (e.g., SMETA, BSCI, WRAP, OEKO-TEX Standard 100 for materials)
- Site visits
- Contractual commitments to our Supplier Code of Conduct and Supplier Agreement
- All new suppliers must complete a pre-qualification questionnaire and provide evidence of compliance with labour, safety and modern slavery standards before onboarding.

5.3 Responsible purchasing practices

We acknowledge that our forecasting, timelines, pricing and quality expectations can influence supplier working conditions. Cargo Crew aims to:

- Provide realistic lead times and forecast so vendor can plan their production line accordingly
- Avoid last-minute changes that increase labour risk
- Partner closely with suppliers to support continuous improvement

5.4 Monitoring

Cargo Crew conducts monitoring via:

- Annual supplier reviews and audits
- Audit follow-ups and corrective action plans
- Ongoing communication through our production and sourcing teams
- Internal risk reporting to senior leadership

6. Roles and Responsibilities

- **Senior Leadership/Directors:** ultimate accountability for human rights risks and compliance
- **Head of Production & Ethical Sourcing and HR Manager:** policy owner, risk oversight, reporting, training
- **Production & Development Teams:** day-to-day supplier engagement, audit follow-up, identifying risks
- **Employees:** required to report concerns relating to potential breaches
- **Suppliers:** must comply with Cargo Crew's Minimum Standards, Code of Conduct and Supplier Agreement and corrective action expectations
- **HR Manager:** overseeing internal training, grievance management, and ensuring ethical recruitment.

7. Available Grievance Mechanisms

Cargo Crew encourages all employees, suppliers and workers in our supply chain to report any concern relating to modern slavery through the following channels:

- Immediate Manager and/or the Senior Leadership Team at Cargo Crew

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- Head of Production & Ethical Sourcing (result of a third-party audit,) and Human Resource Manager (Cargo Crew grievance mechanism)
- Supplier employees can raise concerns with visiting auditors, or visiting Cargo Crew team members
- Existing workplace grievance mechanisms (offshore suppliers)

Reports may be made anonymously and without fear of reprisal.

Any breach of this policy may lead to disciplinary action or review of supplier relationships.

8. Remediation

When modern slavery risks or impacts are identified, Cargo Crew is committed to responding quickly and appropriately. This may include:

- Working directly with the supplier on a corrective action plan
- Partnering with third-party specialists, NGOs or worker-representation bodies
- Ensuring the affected person's immediate safety and wellbeing
- Supporting remediation measures such as repayment of recruitment fees, reinstatement of rights, or referral to local authorities where appropriate
- All investigations will commence promptly, and corrective actions will be agreed with suppliers and monitored until fully resolved.

Cargo Crew prioritises the needs and rights of affected individuals in all remediation actions.

9. Related Policies and Procedures

This policy should be read in conjunction with:

- Cargo Crew Supplier Code of Conduct
- Cargo Crew Supplier Agreement
- Employee Code of conduct
- Equal Employment, Anti-Discrimination, Bullying and Harassment, Flexible Workingm Leave, Paid Parenta Leave, Performance Management Policies
- OHS Policy
- Recruitment Policy
- ESG & Sustainability Commitments

10. Document Control

- **Policy Owner:** Head of Production & Ethical Sourcing
- Policy sign off: Cargo Crew Executive Team
- **Review Frequency:** Annual
- **Version Control:** Maintained within Cargo Crew's Governance System
- **Next Review Date:** 12 months from approval or earlier if needed

11. Approval

Signed by:

Matt Blashki

CEO, Cargo Crew

Date: 20/01/2026

