



SILK
LOGISTICS
HOLDINGS

Modern Slavery Supplier Code of Conduct

Silk Logistics Holdings Limited

ACN 165 867 372

Document History

Version	Summary of Amendments	Approved by	Approval date
1.0	New Modern Slavery Code of Conduct	Board of Directors	February 2023
2.0	Annual Review	Board of Directors	16 February 2024

Other Policy Details

Key Information	Details
Approval Body	Silk Logistics Holdings Limited Board of Directors
Key Stakeholders	Silk Logistics Holdings Limited Board of Directors Executive Leadership Team
Responsibility for Implementation	Chief Executive Officer General Counsel
Policy Custodian	General Counsel
Next Review Date	16 February 2026
Reference Policies	Statement of Values Whistleblower Policy Anti- Bribery and Corruption Policy Modern Slavery Code of Conduct

Legislative and Regulatory Framework

Authority	Law, Resolution or Regulation
Australian Government	Corporations Act 2001 (Cth) (" Corporations Act ")
	Modern Slavery Act 2018 (Cth) (" MSA ")
ASX Corporate Governance Council	ASX Corporate Governance Principles and Recommendation (2019) (" ASX Principles ")

1. Introduction

- (a) Silk Logistics Holdings Limited ACN 165 867 372 and its subsidiaries (collectively referred to as the **Company**) is committed to limiting the risk of modern slavery occurring within its own business, infiltrating its supply chains or through any other business relationship.
- (b) The Company has adopted a principle-based governance framework designed to promote responsible management and conduct of our company across a range of disciplines. We expect that our service providers and suppliers and members of their supply chain (to the extent applicable in delivery of our goods and or services), share this view and implement and comply with these principles in their own practices.

2. Application

- (a) The suppliers to the Company, at a minimum must comply with all relevant laws. Further to this, our Supplier Code of Conduct provides clarity on our expectations of our existing and future suppliers.
- (b) The expectations in this Code are not intended to alter or override suppliers' legal, regulatory and contractual obligations and Suppliers' contracts may contain obligations or requirements that are not set out in, or are additional to, this Code. The Company also expects Suppliers to communicate this Code to its own suppliers, subcontractors and related entities who contribute to or support it, in supplying goods or services to the Company so they are also aware of, and can comply with, the Code.

3. Labour and Human Rights

We expect our suppliers to:

- (a) Take reasonable efforts to ensure that businesses in their supply chain do not engage in such Modern Slavery practices.
- (b) Declare in a timely manner to the Company any known risks that may exist within the supply chain that may contribute to Modern Day Slavery. This includes slavery, forced labour, wage exploitation, involuntary servitude, debt bondage, human trafficking, and other slavery-like exploitation.
- (c) Commit to providing an equal opportunity workplace that is non-discriminatory, diverse, inclusive and respectful, and free from harassment and abuse.
- (d) Comply with all local and national laws and regulations in relation to human rights, discrimination, harassment, and bullying.

Respect all workers' workplace rights and entitlements, and comply with all relevant workplace laws, regulations, and instruments, including properly paying employees, giving employees their entitlements, recognising the right of employees to be members of trade unions, and allowing employees to report violations, misconduct, and grievances without fear of retribution.

- (e) Not engage in any conduct which is inconsistent with recognised international human rights, including as outlined in the United Nations' Guiding Principles on Business and Human Rights.
- (f) A copy of this Code will be available on Company's website.

4. Monitoring and Assessment

All new suppliers will be asked to confirm that they have read and understood our Modern Slavery Code of Conduct (referred to as **Supplier Code**). Suppliers participating in a formal Request for Proposal process will be required to answer a series of questions to identify their compliance to the Code. Where non-compliances are identified we expect our suppliers to develop remediation plans with realistic timeframes to resolve all outstanding risks and communicate them directly to the Company.

5. Code of Conduct Breaches

Concerns about suspected or actual breaches of this Supplier Code may be raised by contacting:

- Procurement: simon.mackenzie@silklogistics.com.au; or
- the General Counsel .

Suspected or actual breaches of this Supplier Code can also be escalated in accordance with our Whistleblower Policy.

6. Review

The Board will review this Policy every two years or as often as it considers necessary to ensure it remains effective and meets the best practice standards and the Company's needs.

The Supplier Code cannot be amended without approval from the Board.

The Supplier Code will be available on the Company's website within a reasonable time after any such updates or amendments have been approved.