



POLICY NAME	MODERN SLAVERY POLICY
POLICY / VERSION NO.	POL014 VERSION 2
EFFECTIVE DATE	20 MARCH 2024
POLICY OWNER	EXECUTIVE LEADERSHIP TEAM

## **OVERVIEW**

DSE Transport and its subsidiaries (collectively referred to as **DSE**) are committed to conducting business ethically, transparently and responsibly to ensure all areas of our operations, supply chains and connected networks, are free from any form of modern slavery.

## **SCOPE**

This policy applies to all individuals working for or on behalf of DSE, including employees (permanent and casual), temporary staff, subcontractors and their employees, and consultants.

## **PRINCIPLES**

DSE respects ethical labour practices and values and promotes diversity. Consistent with these principles, DSE takes a zero tolerance approach to any form of human rights abuses as defined by the Commonwealth Modern Slavery Act 2018 in its operations or supply chain.

## **DEFINITION**

Modern slavery encompasses criminal offences relating to deprivation of civil liberties, human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage, deceptive recruitment for labour or services, and child labour. Modern slavery risks do not extend to unlawful practices (such as wage underpayment) that do not otherwise have elements of slavery, servitude or debt bondage. However, the way that an entity reports on modern slavery risks may impact other adjacent obligations, particularly for the purposes of compliance with labour and immigration legislation.

## **RESPONSIBILITIES**

DSE understands the Modern Slavery Act 2018 (Cth) that commenced operation on 1 January 2019. The Act requires reporting entities subject to the Act, to produce an annual modern slavery statement. Whilst DSE does not have reporting obligations relating to the risk of modern slavery in its operations and supply chain, DSE nevertheless commits to the following steps in its business practices:

- Assessing the potential modern slavery risks in our business.
- Developing and reviewing company policies on modern slavery.

- Developing training for staff in modern slavery requirements.
- Reviewing supplier contracts to ensure they contain terms that are consistent with the Act.
- Taking immediate steps to address any potential modern slavery risks identified.

DSE will continually evaluate and identify controls to combat modern slavery within its business and within the industry more broadly, and will maintain this Policy to address these risks.

### **POLICY BREACHES**

Individuals that are found to act in a manner that breaches this policy and procedure will be subject to disciplinary action. Such breaches are considered extremely serious in nature and may result in dismissal.

The DSE Whistleblower policy is in place for the protection of individuals who wish to raise any breaches without fear of repercussion.

**Ryan Howison**  
*Managing Director*