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Toll Holdings Ltd
ABN 25 006 592 089

Modern Slavery Act Statement

Toll Group

Toll Holdings Limited (Australian registered Company Number 006 592 089 and its subsidiaries (the Toll Group of Companies "Toll") is the Asia Pacific region's leading provider of logistics services employing approximately 40,000 people across some 1,200 locations in more than 50 countries.

Toll provides customers across the globe with an enormously diverse range of transport services and logistics solutions. Toll's business is organised into the following 5 divisions:

1. **Toll Global Forwarding** - provides a full suite of international freight forwarding and advanced supply chain management services. Its service offering ranges from complex supply chain solutions through to port-to-port freight forwarding movements.
2. **Toll Global Logistics** - specialist contract logistics division, which provides a broad range of sophisticated transport, warehousing and value-added services around the Asia Pacific region
3. **Toll Resources and Government Logistics**- experienced logistics division which services the Oil & Gas, Mining & Resources and Government & Defence industries.
4. **Toll Global Express** - provides express freight within Australia and globally via a network of operations and agencies across the Asia Pacific region. It also offers a broad range of business logistics solutions including cash logistics services, data and document management, and recruitment services.
5. **Toll Domestic Forwarding** - specialises in domestic road, rail and sea freight forwarding within Australia and New Zealand.

Toll invests time and expertise in ensuring that it makes a positive contribution in all of the jurisdictions in which it operates. To that end, we have developed a range of company policies, including in the areas of business ethics, workplace relations, occupational health & safety and environmental management. Toll considers that, on the whole, this suite of policies provides the appropriate environment so that we work to live up to our ethical standards and do not knowingly allow human slavery or abuse to enter our business or supply chain.

Specifically, Toll's Ethical Employment Policy provides that:

- **Human Rights**

We respect the rights and interests of the communities in which we operate and the individuals with whom we interact. Toll will treat all employees (and business partners) with respect and dignity and will not use corporal punishment, threats of violence or other forms of abuse, physical coercion or harassment on any individual, nor condone such conduct in connection with any aspect of its business.



- **Forced and Child/Youth Labour**

Toll will play a positive role in helping to eliminate forced and child labour by ensuring the employment of personnel meets with relevant local legislation and Labour Conventions. Toll will not employ any person in a particular country who has not yet reached the older of:

- a) the minimum age for admission to employment or work; or
- b) the minimum age for completion of compulsory schooling.

In any event, Toll will not employ a person that has not yet reached the age of 15.

Toll will not condone or engage in any form of forced labour or child labour in connection with any aspect of its business. Toll will also not condone the use of any form of forced or child labour by any other third party on a Toll site.

- **Freedom of Assembly and Association**

Toll recognises each employee's right to be, or not to be, a member of or to be represented by a union or labour organisation and to partake in lawful activities to pursue the interests of the member group.

- **Diversity & Equal Opportunity**

Toll recognises and values the contributions of people with varying capabilities, experience and perspectives. Toll has developed a Diversity & Equal Opportunity Policy which supports that we are committed to creating a workplace where all employees feel encouraged and free to bring a variety of approaches and ideas. Behaviour relating to discrimination, harassment, bullying, victimisation, vilification and violence is not tolerated or accepted at Toll.

- **Employment Conditions**

Toll will, at a minimum; comply with all local employment and wage legislation including locally legislated benefits. Toll endeavours to compensate both male and female employees on the principle of equal pay for equal work.

These commitments are also set out in our *Group's Code of Practice*, which can be found here:

<http://www.tollgroup.com/code-practice>

Toll has a *Toll Group Supplier Code of Practice* which includes the requirement to comply with all employment laws and ethical labour policies. A copy of the Supplier Code can be found here:

<http://www.tollgroup.com/stakeholder-codes-of-conduct>

Toll's Policies are supported by Toll's compliance framework, which comprise the following:

1. Compliance reporting – regular compliance reporting is provided by management to Toll's Board of directors and Board committees.
2. Staff training - Toll provides training to its staff to reinforce compliance with Toll's Ethical Employment Policy. The training is required to be conducted with new and existing staff.



3. Audit and Assurance - Toll undertakes an Internal Audit and Assurance program which evaluates control and compliance processes on a risk basis. Depending on the risk assessment, such audits may include compliance with regulatory risks and company policy associated with labour laws, working hours, employee pay levels, and adherence to employee 'right to work'/work permit requirements.
4. Incident monitoring and escalation - Toll operates a global Disclosure Hotline which enables employees and contractors to report suspected misconduct anonymously and via an independent reporting line. All reported allegations are reviewed and appropriate investigations conducted, that include learnings, corrective actions and disciplinary action.

Toll will continue to review and update its policies, practices and procedures as required to maintain appropriate safeguards against any mistreatment of persons involved in its supply chain or its business.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015(UK) and constitutes Toll's slavery and human trafficking statement for the financial year ending on 31 March 2016. Enquiries should be directed to Toll's Chief Compliance and Security Officer on compliance@tollgroup.com.

A handwritten signature in black ink, appearing to read "Bernard McInerney". The signature is stylized and somewhat cursive.

Bernard McInerney
Group Director Corporate Business Services.
28 September 2016

