

Modern Slavery Statement

Introduction

TVS SCS Australia Holdings Pty Ltd (TVS SCS) and its subsidiaries (namely TVS SCS (Aust) Pty. Ltd.) are committed to preventing acts of modern slavery and human trafficking from occurring within the business and its supply chain. TVS SCS requires its suppliers to adopt and enforce the same standards that it promotes in combatting modern slavery in order to adhere to the obligations and the intent of the Modern Slavery Act 2015 ('the Act').

This statement is made voluntarily and constitutes TVS SCS's slavery and human trafficking statement for the financial year ending 28 February 2021.

Our Organisation

TVS SCS conducts its core business in Oceania through the TVS SCS (Aust) Pty. Ltd. and TVS SCS New Zealand Pty. Ltd. brands.

TVS SCS's business is focused on the following areas:

- International supply chain activities;
- Import and export sea and air freight forwarding;
- Customs clearance and consultation;
- Export documentation;
- 3PL warehousing; and
- Transport/cartage.

We encompass over 45 owned operating locations in 15 countries across Asia, Oceania and Europe and employ over 1000 staff worldwide.

Our Policy on Slavery and Human Trafficking

TVS SCS is committed to ensuring that no instance of modern slavery or human trafficking occurs in our supply chain or in any part of our business. Should such an event ever occur, a zero-tolerance approach will be taken towards the offender.

TVS SCS engages only with trusted business partners as part of its core business, with the aim of upholding high standards in our trading globally and ensuring that TVS SCS is not part of any slavery or human trafficking chain.

Our Supply Chain

In order to deliver our services to customers and business partners, TVS SCS's supply chains source foreign currency from global banking institutions or other reputable foreign exchange providers in the locations where TVS SCS does business.

Operating effectively as an agent with no physical assets in the freight forwarding sector means that the risk of modern slavery or human trafficking taking place in our supply chain is likely to be low as we engage only with trusted, reputable service providers in international supply chain activities. Nevertheless, we understand the importance of combatting slavery and human trafficking, and fully acknowledge our duty to take steps to tackle the issue.

Irrespective of the services TVS SCS receives from a supplier, we insist that their obligations in respect of modern slavery and human trafficking must be to the same high standards as our own.

Due Diligence Process

In order to identify and mitigate risk:

- We have completed a risk assessment to identify whether there is any risk of modern slavery or human trafficking taking place in our business or through our supply chain
- We have reviewed all relevant policies and procedures to ensure appropriate reference and governance is in place across the business regarding modern slavery
- All TVS SCS locations are operated by staff contractually employed by TVS SCS, who undertake employment screening, and whose records are kept in the relevant regional HR office. Where temporary or contracting staff are employed, this is done through reputable recruitment firms
- Every geographical location we do business in is operated by a Country Manager, who is a resident in that location. All Country Managers report either directly or indirectly to a member of the Senior Leadership Team, ensuring appropriate oversight across the business. The expectations of business behaviour are clear and regularly reinforced.
- Our ERP has embedded a 'Denied Party Screening' function that will identify and automatically disenable trading with any parties on the global database with dubious connections to criminal activities, extremists and human traffic offenders.
- TVS SCS holds long-standing arrangements for its key suppliers that it enters into contractual agreements with, conducting appropriate supplier due diligence at the commencement of any such arrangement
- It is the expectation of TVS SCS that all companies we choose to do business with have suitable modern slavery and human trafficking policies in place
- TVS SCS has a whistle-blower policy in place, which is designed to encourage and protect those staff members who identify unacceptable activity and feel unable to escalate through traditional hierarchical channels.

Recruitment

TVS SCS uses only specified, reputable employment agencies and recruitment methods to source labour. We ensure appropriate controls are in place to ascertain that employees have the right to work and are therefore protected by employment legislation. This includes checking right-to-work documents, visas and passports.

We do not employ individuals that would be considered as 'child workers'. Young and inexperienced workers may be employed or given work experience, but they are subject to the rights and protections that we afford all workers.

Basic rights, which we expect all workers to enjoy as direct or indirect employees of TVS SCS, include:

- The right to a reasonable wage
- The right to a safe working environment
- The right to an appropriate level of annual leave and cover for periods of sickness
- The freedom to complain directly via our whistle-blower hotline if they believe they are not being fairly treated or have any other concerns.

Training

All Directors and Senior Leadership Members have been briefed on training needs, and we provide training to all relevant members of staff.

Approval procedure

This statement, which will be reviewed annually and updated as required, has been reviewed by key stakeholders, senior management, and has been approved by our Board of Directors.

Signed: James Payne, Managing Director & CEO

A handwritten signature in black ink, appearing to read 'James Payne', with a horizontal line above it.