



2025
**Modern Slavery
Statement**

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Australia Post acknowledges the Traditional Custodians of the land on which we operate, live and gather as a team, and recognises their continuing connection to land, water and community. We pay respect to Elders past, present and emerging.

Purpose and scope

This Modern Slavery Statement (Statement) was prepared by the Australian Postal Corporation (Australia Post), ABN 28 864 970 579, under the *Modern Slavery Act 2018* (Cth) (the Act). Its preparation followed the consultation and approval process outlined in Section 6.

The Statement is a joint statement made on behalf of the reporting entities during the financial year ending 30 June 2025 (reporting period). A list of reporting entities is provided in the Appendix.

The Statement outlines the actions taken by Australia Post to address modern slavery risks within our operations and supply chains throughout the reporting period.

Modern Slavery definition

Guided by the Attorney General’s Department of the Australian Government¹, we² define modern slavery as situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Practices of modern slavery may include human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage, and the worst forms of child labour.

We recognise that while issues such as deceptive recruitment, underpayment of wages and entitlements, and substandard labour conditions may not constitute modern slavery in themselves, they are still harmful and may sometimes indicate modern slavery or unethical sourcing practices.

- 1

<https://www.ag.gov.au/crime/people-smuggling-and-human-trafficking/modern-slavery>
- 2

The Australian Postal Corporation and the listed reporting entities are commonly referred to as ‘we’, ‘us’ and ‘our’ in this Statement.

Mandatory reporting criteria

The table below provides how the mandatory reporting criteria outlined in the Act are addressed in this Statement:

Criteria	Reference in this Statement
Identify the reporting entity	Section 1 Appendix
Describe its structure, operations and supply chains	Section 2 Section 3
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	Section 2 Section 3
Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	Section 4
Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	Section 5
Describe the process of consultation with any entities the reporting entity owns or controls	Section 6
Any other relevant information	Section 7

Section 1

Message from the CEO

At Australia Post, we focus on delighting our customers and communities, supporting each other and creating a sustainable future. As we continue to modernise our business, our commitment to protecting human rights remains central to how we operate. We believe everyone – whether part of our team, extended workforce, or supply chains – deserves to be treated with dignity and respect.

Australia Post is committed to preventing modern slavery and taking reasonable steps where possible to put right any adverse human rights impacts in our operations and supply chains.

Combatting modern slavery is complex and requires a sustained and coordinated effort across business, government, and the broader community.

Our Ethical Sourcing and Modern Slavery Working Group brings together team members from across the organisation to identify, assess and where needed, respond to risks and matters of concern, ensuring we’re in compliance with our Group Modern Slavery Standard. This cross-functional collaboration is essential to embedding human rights considerations into our everyday operations.

Since 2010, we have been proud signatories to the United Nations Global Compact, which continues to provide a valuable platform for learning and sharing best practices.

Our commitment to continuous improvement is underpinned by our enterprise strategy, which outlines our plan to deliver a sustainable future that benefits all Australians. This is supported by our sustainability work programs, which guides our efforts to enhance supply chain transparency, traceability, and ethical sourcing.

In the last financial year, we focused on enhancing our supplier risk management framework, improving the visibility of goods and services supply chains, and developing training materials for team members and our extended workforce.

We recognise that addressing modern slavery is not a one-off task – it requires ongoing focus. As part of this, Australia Post supports the Australian Government’s efforts to assist the business community in tackling modern slavery and is committed to playing our part.

We will continue to take a people-centred approach, prioritising the wellbeing of those most vulnerable to exploitation. This Statement outlines its progress to date and reaffirms our commitment.

This Modern Slavery Statement was approved by the Australia Post Board of Directors on 13 November 2025.

Paul Graham
Group CEO & Managing Director



Key progress

- Formulated a standard ethical sourcing and modern slavery contract clause, articulating our human rights commitments and minimum requirements.
- Established a standard operating procedure with mandatory due diligence activities for our Tier 1¹ suppliers of print and packaging products.
- Enhanced Group Procurement’s approach to managing supplier risk by obtaining insights into our Tier 2² goods not for resale suppliers.
- Developed bespoke modern slavery training material for team members and the extended workforce.
- Participated in the Sedex Service Provider Assessment Project Advisory Group and contributed to refining relevant audit methodology.

1

Tier 1 is defined as goods and services suppliers with direct trading relationships with Australia Post. Our definition of suppliers’ tiering is guided by the Commonwealth Modern Slavery Statement 2023–24.

2

Tier 2 goods supplier is defined as a finished goods manufacturing facility (site) that produces goods into their final form. Tier 2 services supplier is defined as an entity that directly engages workers who provide services to Australia Post.

Who we are



Our approach

At Australia Post, we believe that everyone should be treated with dignity and respect. We do not tolerate unfair or inhumane treatment of people.

We are committed to adhering to internationally recognised human rights principles, including the Ten Principles of the United Nations Global Compact, to which we have been a signatory since 2010.

We recognise that addressing modern slavery requires more than making commitments. Where adverse human rights impacts are identified and our activities have caused or contributed to those impacts, we take reasonable steps, where appropriate, to remediate and work with relevant entities and individuals to address them.

Through collaborating with stakeholders and continuous learning from peers, we commit, through transparency, risk assessment, and actions, to addressing modern slavery risk and adopting ethical sourcing practices.



What we do

As Australia's postal service for more than 200 years, we continue to meet the evolving expectations of our customers and communities and deliver a better tomorrow.

Australia Post is one of Australia's most trusted brands. We connect communities across the country and beyond, delivering essential services, supporting local economies and creating meaningful careers for our team members.

As a self-funded Government Business Enterprise (GBE), we have both commercial and community service obligations. Any profit we earn is either used to pay a dividend to our shareholder (the Australian Government) or reinvested in our assets and services.



Our purpose and values

Throughout our history, our social purpose and commitment have remained constant, as building a more sustainable future and serving our customers and communities continue to be our focus.

We have a large and diverse workforce, creating jobs across the country, including through our Licensed Post Offices and Delivery Partners.

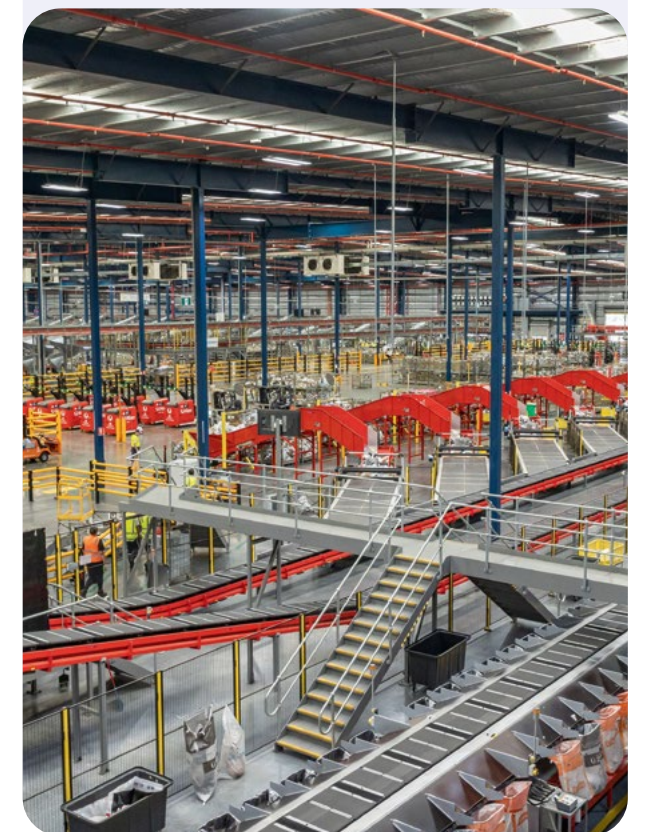
Our TIES values – Trust, Inclusivity, Empowerment, and Safety – underpin everything we do: the services we deliver, the products we provide, and how we behave and communicate with each other and our customers.

During the reporting period, we continued to deliver on our "Post26" enterprise strategy, which sets out three key imperatives: supporting each other, delighting our customers and communities, and creating a sustainable future.



Business structure

With our national support centre in Melbourne, the Australia Post Group includes the Australian Postal Corporation and reporting subsidiaries and shareholdings, as detailed in the Appendix.



2025 highlights

Financial

\$9.45 billion
revenue

\$18.8 million
profit before tax

\$371.9 million
capital investment

\$158.8 million
business efficiencies

Team ¹

64,000+
total workforce

143
team member nationalities

3%
identifying as Aboriginal and Torres Strait Islander people

6.5%
living with disability

31.7%
culturally diverse team members

38.1%
female senior managers

¹ Including employees, community postal agents, licensees and contractors.

Operations ¹

4,118
post offices ²

3,454
Licensed Post Offices and Community Postal Agents

919
parcel locker banks

11,821
street posting boxes

5,176
electric delivery vehicles, electric bicycles, and electric motorcycles

¹ Operation is defined as activity controlled by Australia Post.
² The total number of retail outlets includes seven locations serviced by a mobile post office van operating in the Toowoomba area.

Supply chains ¹

4,463
suppliers to the Australia Post Group

4,343
suppliers supplying goods and services

120
suppliers supplying Retail Merchandise for resale

¹ Supply chain is defined as the provision of goods and services by direct and indirect suppliers to Australia Post.

\$3.02 billion
in Group Procurement spend ¹

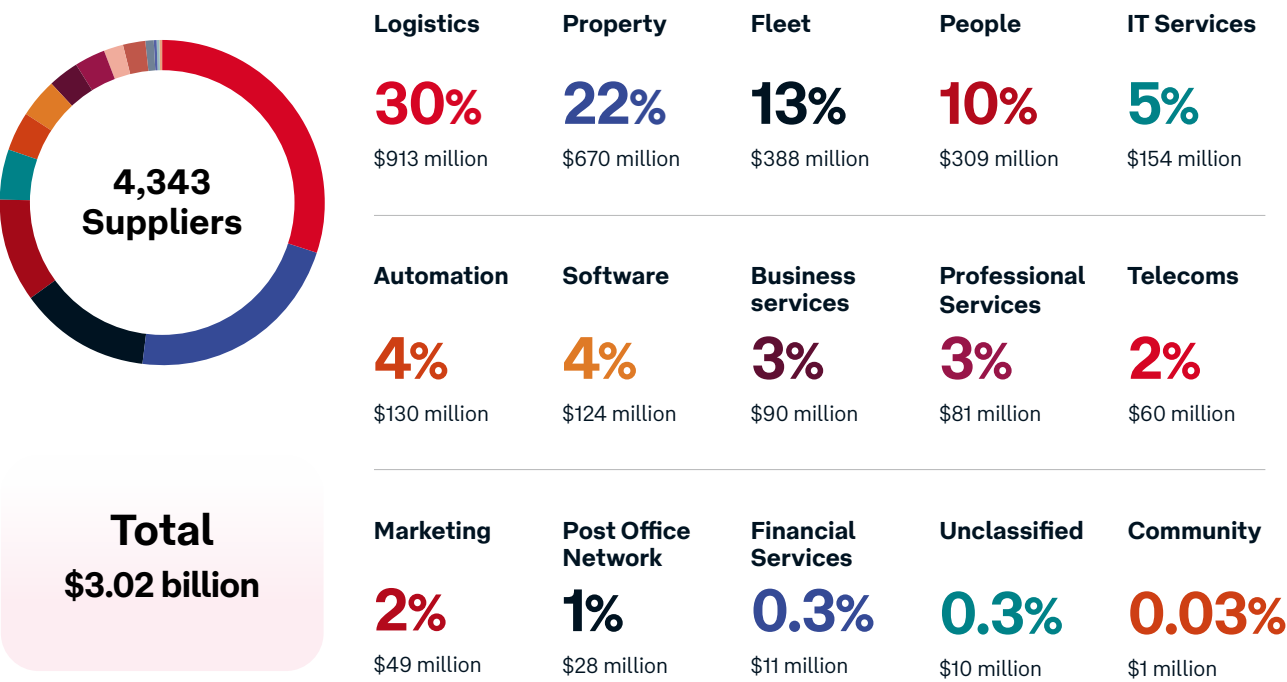
¹ Excluding Mail Contractors (Last Mile), Non-Addressable, Retail Merchandise, Medical Expenses, Workers Compensation, Tolls, Vehicle Registration, Sponsorship, Police Certificate Costs, and Corporate Credit Card spend.

\$63.3 million
Retail Merchandise spend

Group Procurement breakdown ¹

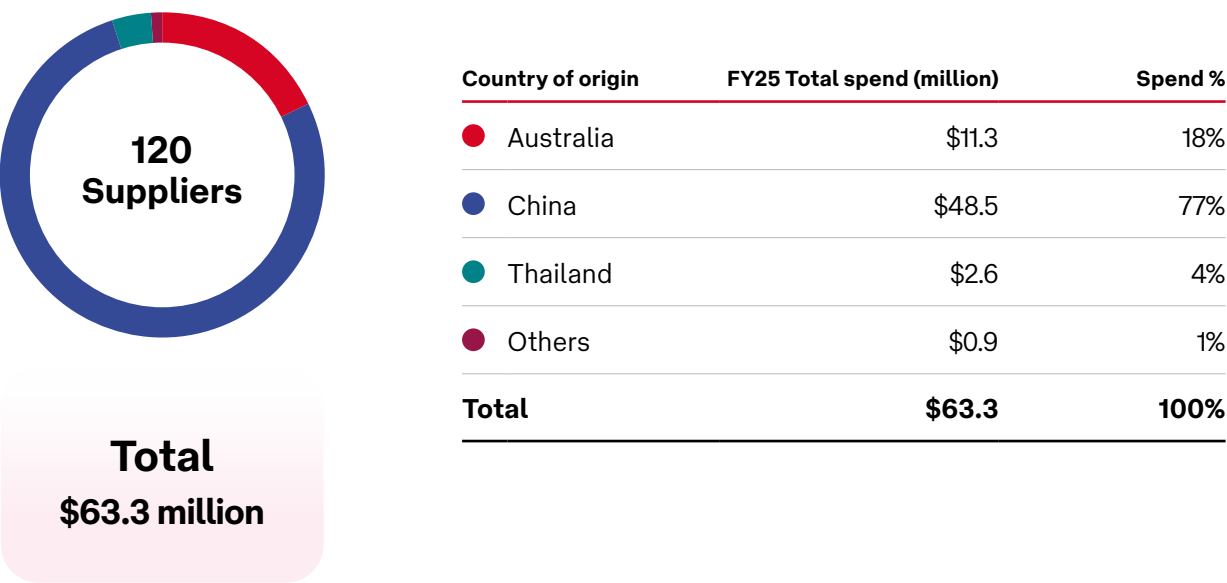
Spend by category

¹ Supply chain is defined as the provision of goods and services by direct and indirect suppliers to Australia Post.



Retail Merchandise breakdown

Spend by country of origin



Risks

Overview

At Australia Post, modern slavery risk represents not only a risk to the business, but also to the people we directly engage, those in our supply chains, and those we indirectly engage in our operations. When risks are identified and their cause analysed, we act to mitigate them.

Our approach to manage risk encompasses:

- Considering the Commonwealth Guidance¹ and focusing on factors such as country, industry, product, and vulnerable population.
- Leveraging our membership with Sedex, a widely used ethical trade service provider, to inform our approach to suppliers’ risk rating and social compliance performance.
- Engaging in multi-stakeholder forums and networks, as well as benchmarking against practices adopted by peers.
- Utilising cross-functional mechanisms, such as the Ethical Sourcing and Modern Slavery Working Group, to consider emerging risks, share good practice and coordinate efforts.
- Strengthening governance, improving supply chain visibility, uplifting human rights due diligence, and building the capacity of team members and the extended workforce.

¹ Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities:
https://modernslaveryregister.gov.au/resources/Commonwealth_Modern_Slavery_Act_Guidance_for_Reporting_Entities.pdf

Risk identification, cause analysis and action highlights

Due to having a direct line of sight and appropriate controls in place at a business level, we consider the risk of modern slavery occurring among our directly employed team members to be low. For people indirectly engaged, we continued our work in the following focus areas within our operations and supply chains, where risks may be elevated due to various factors.

Focus area	People at potentially higher risk	Potential cause	FY25 mitigation action highlights
Operations			
Licensed Post Offices (LPOs), Community Postal Agents (CPAs)	Workers engaged by the LPOs and CPAs	The workplaces are not operated by us and some are remote, leading to reduced visibility and a lack of operational control.	<ul style="list-style-type: none">• Providing access to human resources advice, monthly workplace law newsletters, eLearning content and self-assessment checklists.• Engaging a third-party provider to carry out proactive and reactive workplace law compliance assessments.
Australia Post Delivery Partners	Drivers engaged by the Delivery Partners	Fluctuating demand creates high mobility of workers.	<ul style="list-style-type: none">• Embedding requirement to comply with the Supplier Code of Conduct in standard contracts.• Limiting the layers of subcontracting.• Conducting due diligence activities, including visa status and police records checks, as well as assessments on work health and safety, underpayment, and sham contracting
StarTrack Delivery Partners	Drivers engaged by the outside hire companies and agents	Fluctuating demand creates high mobility of workers.	<ul style="list-style-type: none">• Not allowing Delivery Partners to subcontract.• Conducting due diligence activities, including visa status and police records checks, as well as assessments on work health and safety, underpayment, and sham contracting.
Linehaul companies	Drivers engaged by the linehaul companies	The workplaces are not operated by us, leading to reduced visibility and a lack of operational control.	<ul style="list-style-type: none">• Embedding requirement to comply with the Supplier Code of Conduct in standard contracts.• Conducting risk assessments during the contracting phase on eligible suppliers.

Focus area	People at potentially higher risk	Potential cause	FY25 mitigation action highlights
Services supply chains			
Service not for resale – cleaning, waste	Workers engaged by Tier 2 suppliers under our Tier 1 facility management service supplier, to provide services at Australia Post facilities.	Work is often performed in less visible areas and outside normal business hours. Workers of vulnerable backgrounds are more likely to work in these two industries. ¹	<ul style="list-style-type: none">• Working with our Tier 1 supplier and following an established program to onboard and manage workplace law compliance and modern slavery risks of Tier 2 suppliers.• Requiring Tier 2 suppliers to attend mandatory training and onsite inductions.
Service not for resale – guarding, labour hire	Workers engaged by labour hire and guarding service suppliers to provide services at Australia Post facilities.	Fluctuating demand creates high mobility of workers. Workers of vulnerable backgrounds are more likely to work in these two industries. ²	<ul style="list-style-type: none">• 100% of labour hire suppliers and 50% of guarding companies have joined Sedex as a supplier member. Both categories of suppliers will remain a focus for the next reporting period.• Guarding – Requesting service suppliers to disclose the number of guards and freight screeners serving Australia Post.
Goods and services not for resale supply chain			
Major construction and solar	Workers engaged by the head contractors of major construction projects. Workers engaged by factories that manufacture the solar panels and their components.	Subcontracting in the industry results in reduced visibility and a lack of operational control. Complex supply chains of solar panels exacerbate the lack of visibility and make tracing raw materials challenging.	<ul style="list-style-type: none">• Major construction – Embedding the requirement to comply with the Supplier Code of Conduct in standard procurement terms and conditions.• Major construction – Following established areas of work, covering site safety, site conditions responsibility, work health and safety, environmental compliance, and payment-related compliance.• Solar – Embedding a modern slavery clause in the contract with our Tier 1 supplier and requesting the solar panel suppliers to present a traceability report.
Goods supply chains			
Goods for resale – Retail Merchandise	Workers engaged by Tier 2 suppliers (finished goods manufacturing facilities), with whom we do not have a direct trading relationship.	Reduced visibility and operational control of suppliers beyond Tier 1.	<ul style="list-style-type: none">• Embedding the requirement to comply with the Supplier Code of Conduct in standard terms and conditions.• Simplifying our range and supplier network to reduce risk exposure.
Goods for resale – Print and Packaging Hub	Workers engaged by Tier 2 suppliers, with whom we do not have a direct trading relationship.	Reduced visibility and operational control of suppliers beyond Tier 1.	<ul style="list-style-type: none">• Embedding requirements relating to Sedex membership and SMETA social compliance audit in standard contracts.• Obtaining visibility of Tier 2 suppliers on Sedex and their social audit history.
Goods not for resale – selected categories	Workers engaged by Tier 2 suppliers in certain product categories (e.g., electric vehicles, uniforms, personal protective clothing).	Reduced visibility and operational control of suppliers beyond Tier 1.	<ul style="list-style-type: none">• Embedding the requirement to comply with the Supplier Code of Conduct in standard procurement terms and conditions.• Enhancing our supplier risk management framework to improve the visibility of suppliers beyond Tier 1.

¹ <https://humanrights.gov.au/our-work/business-and-human-rights/projects/tackling-modern-slavery-and-labour-exploitation>
² <https://www.labourhireauthority.vic.gov.au/latest-news/cancelled-refused-conditions-imposed-the-lha-is-tackling-exploitation-in-the-security-industry/>

Actions

Our journey so far

Our actions regarding ethical sourcing and modern slavery can be categorised into four pillars of work: governance and accountability, traceability and due diligence, monitoring, remediation and grievance mechanism, and capacity building and engagement.

2020

- First published Statement
- COVID-19 response
- Modern Slavery Standard (policy) introduced
- Supplier assessment rollout

2021

- Improved supplier assessment approach
- Response and remediation plan
- Red Flag training
- Business risk analysis
- Property audit

2022

- Accelerated and refined risk management of Retail Merchandise
- Enhanced decision making for higher risk suppliers
- Scaled up and enhanced staff training
- Fully articulated modern slavery risks including controls and required actions

2023

- Strengthened Working Group membership
- Enhanced focus on incident response and remediation
- Commenced Tier 2 supplier assessments
- Delivered updated Red Flag training

2024

- Expanded the Group Modern Slavery Standard to include ethical sourcing and human rights remediation
- Piloted due diligence with uniform suppliers for deeper supply chain insights
- Initiated a database for ethical sourcing with supplier and audit details
- Assessed training needs to address capacity gaps
- Partnered with community organisation to strengthen modern slavery response
- Created a Charter for the Ethical Sourcing and Modern Slavery Working Group

2025

- Clearly and consistently communicated expectations through the creation of model ethical sourcing and modern slavery contract clauses
- Enhanced supplier risk management practice in sourcing goods not for resale products
- Established a standard operating procedure with mandatory due diligence activities for our Tier 1 suppliers of print and packaging products
- Developed bespoke modern slavery eLearning for team members and the extended workforce

Governance and accountability

Strong governance and clear accountability are the foundation of our approach. At Australia Post, we are guided by internationally recognised principles, governed by organisational policies and procedures, and we enforce them through contracts and agreements with external parties. We hold not only ourselves accountable but also the entities and individuals within our goods and services supply chains.

Internationally recognised principles

Organisational policies and procedures

Contracts and agreements

Name of the relevant principle/ policy/procedure/document	How they strengthen governance and emphasise accountability
The Ten Principles of the United Nations (UN) Global Compact ¹	We remain committed to the principles of the United Nations Global Compact, the world's largest voluntary corporate citizenship initiative, in alignment with our shareholders' objectives of good governance of GBEs.
Ethical Trading Initiative Base Code ²	We are a supplier/buyer member of Sedex and in the process of onboarding Tier 1 and Tier 2 focus area suppliers onto the platform. Going forward, we will continue to request visibility of social audits, primarily using the SMETA (Sedex Members Ethical Trade Audit) methodology based on the ETI Base Code.
Our ethics: how we do things at the Australia Post Group ³	Our code of conduct, <i>Our Ethics</i> , embodies our commitment to addressing modern slavery.
Group Modern Slavery Standard ⁴	The Standard functions as a standalone policy document on modern slavery. It aligns with relevant principles and policies and governs our procedures.
Supplier Code of Conduct ⁵	The Code sets out the minimum expectations for our suppliers, including the requirement to ensure that no modern slavery occurs and that their operations comply with recognised national and/or international standards.
Procurement policy, supplier risk management framework, and a standard operating procedure at the Print and Packaging Hub	The policy, framework, and procedure govern how we procure goods and services.
Whistleblower Policy and Guidance ⁶	The Policy and Guidance provide a grievance reporting mechanism for individuals both within and outside our business.
Standard contracts with the Delivery Partners of Australia Post and StarTrack	The contract requires our Delivery Partners to comply with the Supplier Code of Conduct and limits the layer of subcontracting.
Standard terms and conditions for Retail Merchandise and Group Procurement	The standard terms and conditions require our Tier 1 suppliers of goods and services to comply with the Supplier Code of Conduct.
Master Services Agreement (MSA) at the Print and Packaging Hub	The MSA mandates Sedex registration and SMETA audit requirements for suppliers beyond Tier 1.
Ethical sourcing and modern slavery model clause	The model clause articulates our commitment and minimum requirements of the individuals and entities in our operations and supply chains.

1 <https://unglobalcompact.org/what-is-gc/mission/principles>
2 <https://www.ethicaltrade.org/eti-base-code>
3 https://auspost.com.au/content/dam/auspost_corp/media/documents/our-ethics-booklet.pdf
4 https://auspost.com.au/content/dam/auspost_corp/media/documents/group-modern-slavery-standard.pdf
5 https://auspost.com.au/content/dam/auspost_corp/media/documents/supplier-code-of-conduct.pdf
6 https://auspost.com.au/content/dam/auspost_corp/media/documents/our-ethics-and-whistleblower-information-sheet.pdf



CASE STUDY

Operationalise our human rights commitment

As part of our commitment to the internationally recognised human rights principles, the Print and Packaging Hub (PPH) leverages knowledge gained about industry good practice, bringing not only our Tier 1 suppliers but also their factories on the social compliance journey.

During the reporting period, we established a standard operating procedure where suppliers of the PPH are required, under their contracts with Australia Post, to grant visibility of their factory data, including historic social audit reports, audit findings, and evidence of corrective actions upon request.

By strengthening governance, we meet our commitment to the ETI Base Code by mandating that all suppliers must provide a copy of their SMETA 4-pillar audit, an industry-leading social auditing methodology. When the factories go through SMETA audits, the auditor assesses their performance against the ETI Base Code and helps individual supply chain sites improve their labour standards¹.

We recognise that the ethical sourcing journey does not stop at embedding contractual clauses and reviewing factory audits. In the coming reporting periods, we will gradually implement the requirement of remediating visible non-conformances and continue to work with our suppliers to continuously improve our practice.


1 <https://www.sedex.com/blog/sedex-introduction-to-labour-management/>

Traceability and due diligence

Without insights into operations and supply chains and conducting appropriate due diligence activities, even the best policies only live on paper. Australia Post operates within intricate, multi-tiered supply chains where related risks are heightened by indirect contractual relationships, geographic dispersion, and language barriers.

We recognise that in many cases the manufacturing facilities and service suppliers are not operated by us. We do not have direct relationships with them, and engaging our contractual suppliers is a time-consuming exercise that requires ongoing effort.

During the reporting period, we obtained the following insights and conducted relevant due diligence activities in the focus areas.

**OPERATIONS – FOCUS AREAS**

› **Licensed Post Offices (LPOs), Community Postal Agents (CPAs)**

Traceability-related insights
7,726 team members engaged by 3,454 Licensed Post Offices and Community Postal Agents.

Key due diligence activities
Conducting police checks on licensees before onboarding and their employees at appropriate times.

› **Australia Post Delivery Partners**

Traceability-related insights
Approximately 12,000 Delivery Partners, Deliver Partners' employees, contractors and subcontractors engaged.

Key due diligence activities
Delivery Partners are required to complete police checks and right-to-work checks before engagement.

› **StarTrack Delivery Partners**

Traceability-related insights
Approximately 1,610 Delivery Partners and personnel engaged.

Approximately 480 outside hire companies and agents engaged.

Key due diligence activities
Delivery Partners, outside hire companies and agents are required to complete police and right-to-work checks before engagement.

› **Linehaul companies**

Traceability-related insights
17 companies mapped, with no subcontracting allowed.

Key due diligence activities
Eligible companies are risk-assessed by Group Procurement during the contracting phase using the Sedex inherent risk tool.

**SERVICES SUPPLY CHAIN – FOCUS AREAS**

› **Service not for resale – cleaning, waste**

Traceability-related insights
We have one Tier 1 facility management supplier that manages the below services for us.

Cleaning
Six Tier 2 suppliers and 666 subcontractors, with approximately \$46 million in annual spend.

Waste
Four Tier 2 suppliers and 204 subcontractors, with approximately \$7.5 million in annual spend.

Key due diligence activities
Both categories of suppliers are following an established compliance framework that includes annual validation, monthly supplier performance meetings, and mandatory reporting-related requirements.

› **Service not for resale – guarding, labour hire**

Traceability-related insights

Guarding
Two suppliers engage 325 guards and freight screeners, with approximately \$23.6 million in annual spend.

Labour Hire
Ten suppliers engage 7,902 workers, with approximately \$119 million in annual spend.

Key due diligence activities

Guarding
One supplier has joined Sedex, while the other supplier follows its own internal policies and processes to ensure compliance.

Labour Hire
100% of the labour hire service suppliers have joined Sedex, and 100% have completed the self-assessment questionnaire.

**GOODS AND SERVICES NOT FOR RESALE SUPPLY CHAIN – FOCUS AREAS**

› **Major construction and solar**

Traceability-related insights

Major Construction
41 head contractors¹, covering 42 projects with approximately \$28 million in annual spend.

Solar
We source solar panels and related goods and services through one supplier and have mapped one upstream solar panel supplier.

Key due diligence activities

Major Construction
All contractors are required to sign the standard agreement with a modern slavery clause embedded.

Contractors of individual projects are required to follow a purchase order schedule covering modern slavery obligations.

Solar
Embedding a modern slavery clause in the contract with our Tier 1 suppliers and requesting the solar panel supplier to submit a traceability report.

¹ As of August 2025, there are 41 head contractors on the national supplier panel, not all of which are actively being utilised.



GOODS SUPPLY CHAIN – FOCUS AREAS

› Goods for resale – Retail Merchandise

Traceability-related insights

120 Tier 1 suppliers, with approximately \$63.3 million in annual spend.

Key due diligence activities

We are planning to better understand suppliers’ maturity levels in managing social compliance in the upstream supply chains.

› Goods for resale – Print and Packaging Hub

Traceability-related insights

55 Tier 1 suppliers, with approximately 60 Tier 2 suppliers and \$52 million in annual spend.

Key due diligence activities

Leveraging the newly created standard operation procedure to obtain visibility of Tier 2 suppliers on Sedex and their social audit history.

› Goods not for resale – selected categories

Traceability-related insights

Three uniform and protective clothing Tier 1 suppliers, with 25 Tier 2 suppliers mapped.

Five electric vehicle and related parts Tier 1 suppliers, with 14 Tier 2 suppliers mapped.

Key due diligence activities

Enhancing our supplier risk management framework and supplier assessment workflow to improve visibility of the supply chain beyond Tier 1.

CASE STUDY

Enhanced supplier risk management framework

During the FY25 reporting period, the Australia Post Group Procurement team achieved a significant milestone in its modern slavery risk maturity journey with the formal rollout of the expanded supplier risk management framework. This enhancement has improved our ability to gain visibility deeper into our goods and services supply chains, particularly beyond Tier 1 suppliers.

The expanded framework mandates, for suppliers pre-screened as medium or high risk for modern slavery, the collection of Tier 2 supplier data, including the identification of manufacturing facilities by SKU/product ID, completion of Self-Assessment Questionnaires (SAQs), and the undertaking of social audits. Australia Post continued its use of the Sedex SAQ and SMETA methodology as its preferred approach to supplier assessment.

To support this uplift, a bespoke module was developed within Australia Post’s Governance, Risk and Compliance (GRC) platform. This module enables the structured recording and management of Tier 2 supplier relationships at scale, with integrated linkages to Tier 1 contracted supplier records. This capability has strengthened our due diligence processes and enhanced our ability to monitor and respond to modern slavery risks across multiple tiers of the supply chain.



Monitoring, remediation and grievance mechanism

Monitoring and remediation

Key monitoring and remediation highlights in the reporting period are outlined below. In the future, we will continue to improve our approach to meet our legal obligations and community expectations. Meanwhile, business units in the following focus areas continue to conduct monitoring and remediation activities.

Focus area	Highlights
Operations	
Licensed Post Offices (LPOs), Community Postal Agents (CPAs)	Conducting 115 compliance assessments, among which 70 were closed, 22 with issues identified and remediated, and 23 under assessment. None of the issues met the definition of modern slavery.
Australia Post Delivery Partners	Conducting approximately 150 audits on Delivery Partners per year, covering pay rates, sham contracting, right-to-work, and superannuation entitlements.
StarTrack Delivery Partners	Conducting work health and safety review audits at cadence on Delivery Partners, and conducting compliance audits on outside hire companies and agents.
Services supply chain	
Service not for resale – cleaning, waste, guarding, labour hire	Initiating a SMETA auditing program targeting service suppliers and providing them with additional support.
Services not for resale – major construction	Following the established structure of work covering site safety, site responsibility, work health and safety, environmental compliance, and payment-related compliance.
Goods supply chain	
Goods for resale – Print and Packaging Hub	Reviewing social audits and conducting tours at high-risk suppliers’ sites in offshore locations.
Goods not for resale – selected categories	Obtaining visibility of social audits history of Tier 2 suppliers (among the 39 uniform, protective clothing, electric vehicle and related parts, nearly 50% have either a SMETA audit or a BSCI audit in place).

Grievance mechanism

Whistleblowing matters are generally received via our ethics and whistleblower mechanism, which is publicly available and managed by a third party. Complainants can either call the hotline or go online to lodge a complaint¹.

Upon receipt of the complaint, we assess the matter to determine whether it meets the criteria for a protected disclosure under the relevant whistleblower legislation and then triage the matter for investigation.

During the reporting period, 184 complaints were made through the hotline. The vast majority of these were assessed to not meet the protected whistleblower criteria, and there were no modern slavery red flags or any issues that met the definition of modern slavery.

Where complaints are substantiated, we act under applicable agreements and follow company policies.

1 Australia Post Group Our Ethics and Whistleblower Reporting Service: <https://australia.deloitte-halo.com/whistleblower/website/auspost>

Section 4

Capacity building and engagement

Capacity building

A comprehensive training program remains integral to our commitment, and our approach encompasses online training and education sessions for stakeholders.

During the reporting period, we delivered an ethical sourcing and modern slavery deep dive session to team members in finance and procurement, emphasising our human rights commitments and the impact of our procurement practices. Group Procurement team members also received training on the expanded modern slavery risk component of the supplier risk management framework, to facilitate gaining deeper visibility of Tier 2 suppliers and their social audits.

In addition, we formulated two modern slavery eLearning modules, targeting directly employed team members and the extended workforce, to enhance their ability to detect and report red flags. Both modules will be launched in the next reporting period.

Engagement

We continued our participation in the United Nations Global Compact Network Australia Modern Slavery Community of Practice, where we shared learnings with peers and stayed abreast with industry and legislative trends. In late 2024, we facilitated a worker engagement session, which was joined by our frontline cleaners. During the session, the workers provided the Australian Red Cross with feedback regarding its online content related to migrant worker support. In addition, we participated in the Sedex Service Provider Assessment Project Advisory Group and contributed to refining relevant audit methodology. We expect to pilot the SMETA audits among selected goods and services suppliers in the next reporting period.

Section 5

Effectiveness

The Ethical Sourcing and Modern Slavery Working Group is a key mechanism for ensuring the effectiveness of our approach. It facilitates concerted planning and assigns accountability for taking action. The purpose of the Working Group is to lead a business-wide effort to assess and address modern slavery risks across our operations and supply chains.

The Working Group met quarterly during the reporting period. We will continue to review the effectiveness of our actions and improve our approach through the Working Group and its periodic meetings.

Section 6

Consultation

The Group Sustainability Office prepared this Statement, while the members of the Ethical Sourcing and Modern Slavery Working Group, including those from Group Procurement, Retail Merchandise, Print and Packaging Hub, retail network, delivery network, security, property, employee relations, risk, and legal, contributed to the preparation and review of the Statement.

The Audit and Risk Committee endorsed the Statement before its approval by the Board of Directors.

Section 7

Additional information and next steps

At Australia Post, we are committed to continuously improving our approach to assessing and addressing modern slavery risks. We recognise that this requires an ongoing commitment and collaboration with stakeholders. Through the Working Group, we will continue to adopt good practice where appropriate and report progress.

Key priorities for FY26:

1

Review and refresh the Group Modern Slavery Standard.

2

Seek improved alignment in conducting supplier human rights due diligence across focus areas.

3

Obtain deeper insights into our Tier 2 goods and services supply chains through the SMETA audit pilot.

4

Prepare and deliver information sessions to key stakeholders, including procurement, whistleblower case management team, and our Tier 1 suppliers.

Appendix

The following wholly owned subsidiaries¹ are registered in Australia with an annual consolidated revenue of over \$100m during the reporting period, thus meeting the Act's definition of a reporting entity.

List of reporting entities:

- Star Track Express Pty Limited ACN 001 227 890
- Star Track Express Holdings Pty Limited ACN 106 690 153
- Star Track Express Investments Pty Limited ACN 002 454 533
- Australia Post Global eCommerce Solutions (Aust) Pty Ltd ACN 612 954 784
- Australia Post Transaction Services Pty Ltd ACN 116 164 286
- AP Global Holdings Pty Ltd ACN 609 953 504
- AP International Holdings Pty Ltd ACN 110 171 723²
- AUX Investments Pty Ltd ACN 146 824 919

1 Australia Post Global eCommerce Solutions (UK) Limited, a wholly owned subsidiary registered in the United Kingdom, is required to report under the Modern Slavery Act 2015 (UK) and is not a reporting entity for the *Australian Modern Slavery Act 2018* (Cth).

2 Through Australia Post's wholly owned subsidiary, AP International Holdings Pty Ltd, we have established and hold a 49% interest in an international joint venture with China Post (China Post Logistics Company Limited) called Sai Cheng Logistics International Company Limited.

