



Modern Slavery Statement

SpeedX recognises Modern Slavery may take many forms and is committed to eliminating the risk of Modern Slavery practices within our businesses, supply chain and other business partners.

"SpeedX" when used in this statement mean the entities of SpeedX Pty Ltd (Australia), SpeedX Limited (UK) and SpeedX Inc (USA).

1. Organisation Structure

Headquartered in Sydney, Australia with offices in the UK and the USA, our commitment to ethical standards within our organisation, supply chain and those of our business partners is overseen through a centralised global Procurement and HR function. We maintain that strong adherence to local and international standards as well as regulatory compliance supports good industry practice.

2. Business Policies

A commitment to eliminating Modern Slavery is enshrined in our business culture and Code of Conduct and we expect the same standard from our business partners.

3. Business Practices

SpeedX has implemented a number of initiatives to eradicate Modern Slavery including the development of a robust framework for assessing the risk of Modern Slavery practices within our organisation, its suppliers and other business partners.

Recognising the important role employment plays in overcoming inequality, SpeedX has adopted work practices and policies to support employees who may otherwise feel marginalised.

SpeedX conducts regular staff remuneration compliance reviews and limits the supply of labour from third parties. In the limited circumstances where labour is supplied by third parties, suppliers are required to complete a Modern Slavery Questionnaire and demonstrate a commitment to eradicating Modern Slavery.

SpeedX has completed a Modern Slavery Risk Assessment for critical suppliers based on industry sector, geography and the nature of the commodity supplied and applies a tailored approach to minimising the risk of Modern Slavery practices within its supply chain including the use of supply chain mapping and modern slavery questionnaires.

SpeedX is currently undertaking a Modern Slavery Risk Assessment with respect to commercial partners other than suppliers.

4. Training

All SpeedX employees are required to read and acknowledge the SpeedX Code of Conduct, which includes topics related to human rights and Modern Slavery. Staff responsible for overseeing and implementing initiatives to eliminate Modern Slavery within SpeedX's operations and supply chain are provided with additional training facilitated by third party organisations.