



2026

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.

Section 1

Purpose and scope

This Modern Slavery Statement (Statement) was prepared by the Australian Postal Corporation (Australia Post), ABN 28 864 970 579, under the *Australian Modern Slavery Act 2018* (Cth) (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 2026 (reporting period) and contains forward-looking statements. A list of reporting entities is provided in the Appendix.

Modern Slavery definition

Aligned with the Attorney-General's Department of the Australian Government¹, we define modern slavery as situations where offenders use coercion, threats, or deception to exploit victims and undermine their freedom. Practices of modern slavery can 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 may still cause adverse human rights impacts and may sometimes indicate modern slavery or unethical sourcing practices.

¹ <https://www.ag.gov.au/crime/people-smuggling-and-human-trafficking/modern-slavery>

Mandatory reporting criteria

The table below sets out 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

Message from the CEO

Australia Post is focused 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 guided by our Post30 Strategy, which builds on the progress achieved through Post26 and sets out our plan to respond to the rapidly changing environment, while maintaining our purpose of delivering a better tomorrow. Our sustainability work programs support this by strengthening supply chain transparency, traceability and ethical sourcing.

Over the past year, we launched the 2030 Sustainability Framework to strengthen our focus on transport emissions, advance circularity and support our path to Net Zero emissions by 2050. We also increased supply chain visibility, worked with suppliers to address human rights issues through social audits, and helped business partners identify and understand modern slavery risks.

We recognise that addressing modern slavery is not a one-off task – it requires ongoing focus. Australia Post supports the Australian Government's efforts to assist the business community in tackling modern slavery and remains 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 our progress to date and reaffirms our commitment.

This Modern Slavery Statement was approved by the Australia Post Board of Directors on 24 and 25 August 2026.

Paul Graham
Group CEO & Managing Director



Progress in addressing modern slavery risks

- Increased visibility of factories producing Australia Post Retail Merchandise private label products and of cleaning service suppliers that directly engage workers.
- Engaged logistics partners and promoted the use of the Sedex platform to enhance supply chain transparency and strengthen human rights due diligence practices.
- Completed a Sedex Members Ethical Trade Audit (SMETA) pilot and worked with suppliers to address findings identified through independent social compliance audits.
- Strengthened modern slavery awareness and capability through targeted engagement with frontline delivery network teams, procurement personnel and suppliers.

Who we are



Our approach

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

We are committed to upholding 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 where our activities have caused or contributed to those impacts, we take remedial actions to the extent possible and work with relevant entities and individuals to address them.

By engaging with stakeholders and continuing to learn from peers, we strengthen our ethical sourcing practices and support efforts to eliminate modern slavery.



What we do

As one of Australia’s most trusted brands, we connect communities across Australia and beyond by delivering essential services, supporting local economies and creating meaningful careers.

We are committed to maintaining high standards of corporate governance, which is essential to our long-term performance and success. We maintain a comprehensive system of practices designed to provide appropriate levels of governance, disclosure and accountability.



Our purpose and values

Throughout our history, our purpose and commitment have remained consistent: to serve our customers and communities while helping build a more sustainable future.

We have a large and diverse workforce that creates jobs across Australia and beyond, including through our Licensed Post Offices, Delivery Partners and our presence overseas.

Our TIES values—Trust, Inclusivity, Empowerment and Safety—guide everything we do, from the services and products we provide to how we work and communicate with each other and our customers.



We are committed to identifying, assessing and addressing modern slavery risks across our operations and supply chains.



Business structure

For the purposes of this Statement, the Australia Post Group comprises the Australian Postal Corporation, its reporting subsidiaries and shareholdings, as detailed in the Appendix, with its national support centre based in Melbourne.



2026 in review

In 2026, Australia Post continued to operate at significant scale, supported by a large workforce, national network and broad supplier base across goods and services.

Financial

\$9.83 billion
revenue

\$31.8 million
profit before tax

\$2 billion
articles delivered

\$413.3 million
capital investment

Team

64,000+
total workforce

2.9%
Indigenous team member representation

7.3%
team members living with disability

33.6%
culturally diverse team members

40.5%
female senior managers

Supply chains

Approx
\$3.18 billion
spend through 607 suppliers governed
by Group Procurement¹

Approx
\$3.87 million
spend on Retail Merchandise private label
and Australia Post branded products
through 14 suppliers

Approx
\$38 million
spend on Print and Packaging Hub products
through 48 suppliers

¹ Excluding Retail Merchandise, Last Mile Delivery, Non-Addressable (toll payments, government charges, regulatory payment and others), spend under \$250k threshold, and credit card related spend.

Network

4,100
Post Offices

3,439
Licensed Post Offices and
Community Postal Agents

1,510
parcel locker banks

11,632
street posting boxes

6,832
electric delivery vehicles (eDVs), electric
bicycles and electric motorcycles

Group Procurement



Total suppliers
governed
607



Total spend¹
\$3.18 billion

¹ Excluding Retail Merchandise, Last Mile Delivery, Non-Addressable (toll payments, government charges, regulatory payment and others), spend under \$250k threshold, and credit card related spend.

Logistics	Property	Fleet	People	IT Services
30.5%	21.5%	11.4%	11.0%	4.3%
\$972 million	\$685 million	\$363 million	\$349 million	\$137 million
Automation	Software	Business Services	Professional Services	Telecoms
4.3%	5.3%	2.3%	4.7%	2.0%
\$138 million	\$167 million	\$72 million	\$151 million	\$64 million
Marketing	Post Office Network	Financial Services	Unclassified	
1.3%	1.0%	0.3%	0.1%	
\$43 million	\$32 million	\$9 million	\$2 million 16 suppliers	

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, we work to understand their causes and take appropriate action to prevent, mitigate and address them.

Our approach to managing risk encompasses:

- Considering 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, working with our suppliers to take reasonable steps to remediate identified harm, and building the capacity of key cohorts.

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	FY26 mitigation action highlights
Operations			
Licensed Post Offices (LPOs), Community Postal Agents (CPAs)	Workers engaged by LPOs and CPAs	The workplaces are not operated by us and some are remote, leading to reduced visibility and a lack of operational control.	• Where appropriate, providing access to human resources advice, monthly workplace law newsletters, eLearning content and self-assessment checklists ¹. • Engaging a third-party provider to carry out proactive and reactive workplace law compliance assessments ².
Australia Post Delivery Partners	Drivers engaged by Delivery Partners	Fluctuating demand creates high mobility of workers.	• Updating standard contracts to require compliance with the Supplier Code of Conduct in standard contracts. • Strengthening our contractual requirements regarding 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 as and by our Delivery Partners	Financial vulnerability, language barriers, limited understanding of contractual arrangements, or reliance on intermediaries to access delivery work may increase susceptibility to inappropriate third-party influence over contract arrangements.	• Limiting the layers of subcontracting and conducting due diligence activities where appropriate.
Linehaul companies	Drivers engaged by linehaul companies	The workplaces are not operated by us, leading to reduced visibility and a lack of operational control.	• Embedding the requirement to comply with the Supplier Code of Conduct in standard contracts. • Conducting risk assessments during the contracting phase on eligible suppliers. • Introducing the Sedex platform to suppliers and reviewing their modern slavery related policies.

1 Access to listed materials is accessible to LPOs only.
2 Compliance assessment covers LPOs only.

Focus area	People at potentially higher risk	Potential cause	FY26 mitigation action highlights
Services supply chain			
Cleaning, waste, and sanitary bins collection	Workers engaged by suppliers beyond Tier 1 ¹ 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 industries ².	• 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 ³ suppliers. • Requiring Tier 2 suppliers to attend mandatory training and onsite inductions. • Onboarding Tier 2 suppliers on Sedex, completing the Self-Assessment Questionnaire on a regular basis and participating in SMETA audits where appropriate. • Increasing the visibility of Tier 3 ⁴ cleaning suppliers.
Guarding, freight screening, labour hire	Workers engaged by guarding, freight screening, and labour hire service suppliers identified on the supplier panel 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 industries ⁵.	• Requesting suppliers to complete the Self-Assessment Questionnaire on a regular basis and participating in SMETA audits where appropriate.
Major construction	Workers engaged by the head contractors of major construction projects	Subcontracting in the industry results in reduced visibility and a lack of operational control.	• Embedding the requirement to comply with the Supplier Code of Conduct in standard procurement terms and conditions. • Applying established workstreams covering site safety, site conditions, work health and safety, environmental compliance, and payment-related compliance.
Goods supply chain			
Goods not for resale – selected categories ⁶	Workers engaged by Tier 2 suppliers in selected categories (e.g., electric vehicles, uniforms, personal protective clothing)	Reduced visibility and operational control of suppliers beyond Tier 1.	• Embedding the requirement to comply with the Supplier Code of Conduct in standard procurement terms and conditions. • Onboarding Tier 2 suppliers on Sedex, completing the Self-Assessment Questionnaire on a regular basis and participating in SMETA audits where appropriate.
Goods not for resale – solar panels	Workers engaged by factories that manufacture the solar panels and their components	Complex supply chains of solar panels exacerbate the lack of visibility and make tracing raw materials challenging.	• Embedding a modern slavery clause in the contract with our Tier 1 supplier and requesting the solar panel suppliers to present a traceability report.
Retail Merchandise private label and Australia Post branded products	Workers engaged by Tier 2 suppliers, with whom we don't have a direct trading relationship	Reduced visibility and operational control of suppliers beyond Tier 1.	• 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. • Onboarding Tier 2 suppliers on Sedex, completing the Self-Assessment Questionnaire on a regular basis and participating in SMETA audits where appropriate.
Print and Packaging Hub	Workers engaged by Tier 2 suppliers, with whom we don't have a direct trading relationship	Reduced visibility and operational control of suppliers beyond Tier 1.	• Embedding requirements relating to Sedex membership and SMETA social compliance audit in standard contracts. • Onboarding Tier 2 suppliers on Sedex, completing the Self-Assessment Questionnaire on a regular basis and participating in SMETA audits where appropriate.

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 Australian government's definition.
2 <https://humanrights.gov.au/our-work/business-and-human-rights/projects/tackling-modern-slavery-and-labour-exploitation>
3 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.
4 Tier 3 cleaning supplier is defined as an entity or individual who has a directly trading relationship with the Tier 2 suppliers.
5 <https://www.labourhireauthority.vic.gov.au/latest-news/cancelled-refused-conditions-imposed-the-lha-is-tackling-exploitation-in-the-security-industry/>
6 Australia Post branded products only.

Actions

Our journey so far

We address ethical sourcing and modern slavery risks through four interconnected pillars: governance and accountability; traceability and due diligence; monitoring, remediation and grievance mechanisms; and stakeholder engagement and capability building.



Improved supplier assessment approach

Response and remediation plan

Red Flag training

Business risk analysis
Property audit

2021



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

2022



Strengthened Working Group membership

Enhanced focus on incident response and remediation

Commenced Tier 2 supplier assessments

Delivered updated Red Flag training

2023



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

2024



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

2025



Increased visibility of factories producing Australia Post Retail Merchandise private label products and of cleaning service suppliers that directly engage workers

Engaged logistics partners and promoted the use of the Sedex platform to enhance supply chain transparency and strengthen human rights due diligence practices

Completed a Sedex Members Ethical Trade Audit (SMETA) pilot and worked with suppliers to address findings identified through independent social compliance audits

Strengthened modern slavery awareness and capability through targeted engagement with frontline delivery network teams, procurement personnel and suppliers

2026

Governance and accountability

Strong governance and clear accountability underpin 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.

	Name of the relevant principle/ policy/procedure/document	How they strengthen governance and emphasise accountability
Internationally recognised principles	The Ten Principles of the United Nations 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 Government Business Enterprises.
	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 methodology based on the ETI (Ethical Trading Initiative) Base Code.
Organisational policies and procedures	Our Ethics: How we do things at the Australia Post Group ³	Our code of conduct, Our Ethics, embodies our commitment to addressing modern slavery.
	Group Modern Slavery Standard ⁴	The Standard functions as a standalone document on modern slavery. It aligns with other relevant principles and policies and governs our procedures.
	Supplier Code of Conduct (Code) 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, including 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.
Contracts and agreements	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 subcontracting layers.
	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 functions as a template, articulating our commitment and minimum requirements of the individuals and entities in our operations and supply chains.

1 The Ten Principles | UN Global Compact (<https://unglobalcompact.org/what-is-gc/mission/principles>)
2 ETI Base Code | Ethical Trading Initiative (<https://www.ethicaltrade.org/eti-base-code>).
3 Our Ethics: How we do things at the Australia Post Group (https://auspost.com.au/content/dam/auspost_corp/media/documents/our-ethics-booklet.pdf).
4 Group Modern Slavery Standard (https://auspost.com.au/content/dam/auspost_corp/media/documents/group-modern-slavery-standard.pdf).
5 Supplier Code of Conduct - effective 24 June 2024 (https://auspost.com.au/content/dam/auspost_corp/media/documents/supplier-code-of-conduct.pdf).
6 Our Ethics and Whistleblower Reporting (https://auspost.com.au/content/dam/auspost_corp/media/documents/our-ethics-and-whistleblower-information-sheet.pdf).

Traceability and due diligence

Traceability and due diligence are critical to identifying, assessing and addressing modern slavery risks. Australia Post operates within complex, multi-tiered goods and services supply chains, where risks can be heightened by indirect contractual relationships, geographic dispersion and language barriers.

We recognise that many manufacturing facilities and service providers within our supply chains are not operated by Australia Post and may sit beyond our direct contractual relationships. Building visibility and influence beyond Tier 1 suppliers requires ongoing engagement and a risk-based approach to due diligence.

During the reporting period, we strengthened our understanding of goods and services supply chains beyond Tier 1 suppliers and undertook targeted due diligence activities across the following focus areas.

	Traceability-related insights ¹	Key activities
Operations		
Licensed Post Offices (LPOs), Community Postal Agents (CPAs)	Approximately 12,400 active employees across 2,666 Licensed Post Offices and 766 Community Postal Agents	Conducting police checks ² on licensees before onboarding and their employees at appropriate times
Australia Post Delivery Partners	Approximately 15,300 Delivery Partners and workers engaged by Delivery Partners supported delivery services across the Australia Post network	Drivers and other relevant personnel performing delivery services are required to complete police and right to work checks before commencing work
StarTrack Delivery Partners	Approximately 1,650 Delivery Partners and personnel engaged. Approximately 370 outside hire companies and agents engaged	Delivery Partners, outside hire companies and agents are required to complete police and right-to-work checks before engagement
Linehaul companies	17 companies mapped, with no subcontracting allowed without our written consent	Introducing the Sedex platform to suppliers and reviewing their modern slavery related policies

1 All insights are based on data collected as of end of June 2026.
2 Compliance assessment covers LPOs only.

Traceability-related insights¹

Key activities²

Services supply chain

Cleaning, waste, and sanitary bins collection	We have one Tier 1 facility management supplier that manages the below services for us. Cleaning • Six Tier 2 suppliers with approximately \$53.7 million in annual spend • Approximately 116 Tier 3 suppliers mapped Waste • Four Tier 2 suppliers and 136 Tier 3 suppliers, with approximately \$7.25 million in annual spend Sanitary bins collection • One Tier 2 suppliers and ten Tier 3 suppliers, with approximately \$0.95 million in annual spend	Onboarding Tier 2 suppliers on Sedex, completing the Self-Assessment Questionnaire on a regular basis and participating in SMETA audits where appropriate. 55% of Tier 2 suppliers joined Sedex and completed Self-Assessment Questionnaire.
Guarding, freight screening, labour hire	Guarding and freight screening Two suppliers engage 319 guards and freight screeners, with approximately \$31.4 million in annual spend. Labour hire Ten suppliers identified on the supplier panel engage with approximately \$113.7 million in annual spend.	Requesting suppliers to complete the Self-Assessment Questionnaire on a regular basis and participating in SMETA audits where appropriate. 100% of suppliers joined Sedex and completed Self-Assessment Questionnaire.
Major construction	17 head contractors, covering 61 projects with approximately \$33 million in annual spend.	Head contractors are required to sign the standard agreement with a modern slavery clause embedded. Head Contractors of individual projects are required to follow a purchase order schedule covering modern slavery obligations.

¹ All insights are based on information provided by suppliers and data collected from Sedex as of end of June 2026.
² Sedex-related activities reflect completion status as of 30 June 2026.

Traceability-related insights

Key activities

Goods supply chain

Goods not for resale – selected categories¹	Three uniform and protective clothing Tier 1 suppliers, with 24 Tier 2 suppliers mapped. Three electric vehicle and related parts Tier 1 suppliers, with four Tier 2 suppliers mapped.	Requesting Tier 2 suppliers to complete the Self-Assessment Questionnaire on a regular basis and participate in SMETA audits where appropriate. 96% of Tier 2 suppliers joined Sedex and completed Self-Assessment Questionnaire.
Goods not for resale – solar panels	We source solar panels and related goods and services through one supplier and have mapped one upstream solar panel supplier.	Embedding a modern slavery clause in the contract with our Tier 1 supplier and requesting the solar panel supplier to submit a traceability report.
Retail Merchandise private label and Australia Post branded products	Ten Tier 1 suppliers mapped with approximately \$3.87 million in annual spend.	Requesting Tier 2 suppliers to complete the Self-Assessment Questionnaire on a regular basis and participate in SMETA audits where appropriate. 94% of Tier 2 suppliers joined Sedex and completed Self-Assessment Questionnaire.
Print and Packaging Hub	Approximately 43 Tier 1 suppliers and 52 Tier 2 suppliers mapped with \$38 million in annual spend.	Requesting Tier 2 suppliers to complete the Self-Assessment Questionnaire on a regular basis and participate in SMETA audits where appropriate. 96% of Tier 2 suppliers joined Sedex and completed Self-Assessment Questionnaire.

¹ Australia Post branded products only.

Monitoring, remediation and grievance mechanism

Monitoring and remediation

Monitoring and remediation are critical to assessing the effectiveness of our controls and addressing identified issues. During the reporting period, business units across the focus areas outlined below continued to undertake monitoring and remediation activities where appropriate.

We also commenced periodic reviews of Sedex Members Ethical Trade Audit (SMETA) reports for selected goods manufacturing facilities and service providers. Where audit findings were identified, we worked with our Tier 1 suppliers to support corrective actions, monitor progress and close findings.

This approach helps strengthen supplier accountability, improve transparency and support continuous improvement across our supply chains.

Highlights	
Operations	
Licensed Post Offices (LPOs), Community Postal Agents (CPAs)	84 assessments ¹ commenced during FY26 of which 29 are now closed off, 55 still under assessment. None of the issues met the definition of modern slavery.
Australia Post Delivery Partners	Approximately 150 Delivery Partners were assessed per year, covering pay rates, sham contracting, right-to-work, and superannuation entitlements.
StarTrack Delivery Partners	Work health and safety reviews were conducted across the Delivery Partner network, and outside hire companies and agents are included in compliance assessment activities where appropriate.
Services supply chain ²	
Cleaning, waste, and sanitary bins collection	One Tier 2 supplier participated in SMETA audit, with six findings pending remediation.
Guarding, freight screening, labour hire	Two suppliers participated in SMETA audits, with eight findings remediated and another eight pending remediation.
Major construction	Monitoring against established controls covering site safety, site conditions, work health and safety, environmental compliance, and payment-related compliance.
Goods supply chain ³	
Goods not for resale – selected categories ⁴	33 suppliers participated in SMETA audits, with 65 findings remediated.
Retail Merchandise private label and Australia Post branded products	16 suppliers participated in SMETA audits, with 14 findings remediated.
Print and Packaging Hub	35 suppliers participated in SMETA audits, with 133 findings remediated.

¹ Compliance assessment covers LPOs only.
² Remediation is defined as a finding being closed by a third-party auditor on Sedex.
³ Ibid.
⁴ Australia Post branded products only.

CASE STUDY

SMETA audit pilot program

During the reporting period, we completed a SMETA audit pilot program to strengthen our understanding of modern slavery risks in higher-risk areas of our goods and services supply chains.

As part of the program, financial support was provided to six suppliers in Australia and overseas to undertake SMETA audits across selected goods and services categories. The pilot included six initial audits and two follow-up onsite audits.

Working with Sedex, our audit partners and participating suppliers, we supported audit readiness, reviewed findings and developed corrective action plans. The pilot covered suppliers across labour hire, waste, security, electric vehicles, uniforms, and print and packaging, spanning Australia, Taiwan and China.

Insights from the pilot have informed enhancements to our approach to ethical sourcing, supplier due diligence and remediation. The program will continue during the next reporting period, with a focus on addressing audit findings, strengthening supplier capability and expanding assurance activities across higher-risk supply chains.



Grievance mechanism

Whistleblower matters are generally received via the Australia Post Group Our Ethics and Whistleblower reporting service, which is publicly available and managed by a third party. Individuals can either call the hotline or go online to lodge a complaint ¹.

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.

Last year, 274 complaints were made through the reporting service. A large portion of these complaints were assessed as not meeting the criteria for a protected whistleblower disclosure. Complaints raised via this channel will be investigated regardless of how they are assessed. In circumstances where complaints are substantiated, appropriate action is taken in accordance with relevant company policies and procedures or with applicable agreements as they relate to our extended workforce.

During the reporting period, there were no modern slavery red flags or any issues that met the definition of modern slavery.

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

Capacity building and engagement

Capacity building

Building awareness and capability remains an important part of our approach to managing modern slavery risk. Our training program includes online learning and targeted education sessions designed to help team members, suppliers and business partners identify and respond to potential modern slavery risks.

During the reporting period, we delivered three in-depth modern slavery information sessions to three key cohorts:

- 1. Team members from our delivery network, personnel from an external provider who conduct Australia Post Delivery Partner assessments, and our team members who handle grievance reporting; and
- 2. Goods suppliers and our team members who perform procurement functions and manage related categories; and
- 3. Services suppliers and our team members who oversee facility management and our logistics partners.

In addition, we launched two modern slavery eLearning modules which are automatically assigned via our Learning Management System (LMS) to key roles across the enterprise to Australia Post team members and Post Office Licensees to enhance their ability to detect and report modern slavery red flags.

CASE STUDY

Modern slavery information sessions

During the reporting period, we delivered three one-hour modern slavery information sessions tailored to key internal and external stakeholder groups: delivery network team members and personnel involved in Delivery Partner assessments and grievance handling; goods suppliers and procurement personnel; and services suppliers and team members responsible for facilities management and logistics partnerships. A total of 187 participants attended the sessions.

The sessions were designed to strengthen capability to identify, manage and escalate modern slavery risks. Participants explored how modern slavery risks can arise through complex supply chains, subcontracting arrangements, labour hire practices and vulnerable worker groups. Practical examples were used to highlight common warning signs, including poor record keeping, unauthorised subcontracting, excessive working hours, underpayment, restrictions on worker freedom and barriers to raising concerns.

Supplier-focused sessions also reinforced expectations under our ethical sourcing framework, including supplier standards, modern slavery contract clauses, audit rights, grievance mechanisms and the importance of visibility

beyond Tier 1 suppliers. Participants were encouraged to strengthen governance, due diligence, supplier engagement and remediation processes where heightened risks are identified.

These sessions helped build awareness of modern slavery risks and strengthened the capability of key stakeholders to identify concerns early and take appropriate action.



Engagement

During the reporting period, we continued our participation in the United Nations Global Compact (UNGC) Network Australia Modern Slavery Community of Practice, where we shared lessons with peers and stayed abreast of industry and legislative trends.

In addition, we participated in the consultation workshop with the Attorney-General's Department and provided input to UNGC's written submissions as part of the consultation to strengthen the *Modern Slavery Act 2018* (Cth).

We also joined the Sedex Buyer Member Session to connect with other Sedex members, the ASEAN¹ -Australia Counter Trafficking initiative, and a survivor and advocate against modern slavery, and to share what we learned from piloting SMETA audits in our service supply chain.

¹ Association of Southeast Asian Nations.

Effectiveness

During the reporting period, the Ethical Sourcing and Modern Slavery Working Group remains a key mechanism for ensuring the effectiveness of our approach. It facilitates concerted planning and assigns accountability for 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. We will continue to review the effectiveness of our actions and improve our approach through the Working Group and its meetings.

Consultation

The Group Sustainability Office prepared this Statement, while the members of the Ethical Sourcing and Modern Slavery Working Group, including those from 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.

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.

Priorities for Financial Year 2027

- 1

Continuing to increase the visibility of high-risk service supply chains beyond Tier 1 suppliers.
- 2

Expanding the social compliance audit program to cover a broader cohort of suppliers.
- 3

Strengthening mechanisms to identify, escalate and respond to potential modern slavery concerns.
- 4

Enhancing supplier due diligence and remediation processes to support continuous improvement.

Appendix

The following wholly owned subsidiaries meet the Act’s definition of a reporting entity with an annual consolidated revenue of over \$100 million during the reporting period:

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 723¹
 - AUX Investments Pty Ltd ACN 146 824 919
 - Australia Post Global eCommerce Solutions (UK) Limited²
- 1

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.
- 2

The entity is a wholly owned subsidiary registered in the United Kingdom.

