Transport Law Compliance Policy

K&S Freighters Pty Ltd (ACN 007 544 390) and the K&S Group of companies (collectively *K&S*) transport operations (by road, rail and sea) and all of its employees are governed by numerous transport laws. Transport laws include but are not limited to matters relating to fatigue management, speeding, mass, dimension, load restraint, vehicle / equipment standards, maintenance and dangerous goods requirements. K&S recognises that transport laws are designed to protect road users (including K&S employees), Australia's road and rail infrastructure and the environment.

All parties in the supply chain are equally accountable and responsible and must take positive steps to prevent a breach of the laws. The actions, inactions and demands of all parties in the supply chain can have a significant impact on heavy vehicle safety and can cause or contribute to road safety breaches unless all reasonably practicable steps have been taken to prevent a breach.

It is recognised that drivers are not the only party responsible for ensuring road transport safety. All parties in the transport chain of responsibility including the consignor, packer, loader, consignee, manager and driver can be held responsible for a breach of the compliance and enforcement laws.

K&S recognises that as an important party in the chain of responsibility, it has an obligation to assess the risks associated with its transport operations and to ensure that its transport operations are performed in a safe manner and in compliance with all relevant transport laws.

K&S allocates resources to ensure that employees:

- are aware of their transport law obligations; *and*
- have available to them training, supervision, support systems, equipment, and procedures to enable them to comply with those obligations.

Supervisors and managers are provided with training and support systems to allow them to fulfill their responsibility to ensure that employees under their control comply with all relevant transport laws.

K&S will also work with its customers and sub-contractors to assist them to understand and comply with their transport law obligations as parties within the chain of responsibility.

K&S is committed to complying with all relevant transport laws in the course of its transport operations. K&S does not tolerate breaches of transport laws by employees in the course of their employment. Employees who breach transport laws and/or ignore training and applicable operating procedures designed to ensure compliance with transport laws:

- may be exposed to personal liability imposed by transport law enforcement authorities; *and*
- may receive formal warnings or be dismissed in the case of serious breaches.

Sub-contractors who breach road laws may also be exposed to liabilities imposed by transport law enforcement authorities and/or have their services terminated by K&S.

K&S will not compromise on safety and aims to be an industry leader in achieving transport law compliance outcomes. It is the responsibility of all employees with involvement in transport operations at all levels to demonstrate ongoing commitment to this charter through personal action and participation.

Paul Sarant
Managing Director / CEO

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