

## Crane Worldwide Logistics Modern Slavery Statement

### Introduction

This statement is made pursuant to [Section 54 of the U.K. Modern Slavery Act 2015](#) (the "Modern Slavery Act") and [Section 16 of the Australian Modern Slavery Act 2018 \(Cth\)](#). It also includes disclosures required under the [California Transparency in Supply Chains Act](#) and [Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act](#).

It sets out the steps taken by **Crane Worldwide Logistics LLC**, its affiliates, and subsidiaries, including **Crane Worldwide Logistics (Australia) Co. Pty Ltd** (collectively, "Crane Worldwide Logistics," "we," "us," or "our"), to identify, prevent, and address modern slavery and human trafficking risks within our business operations and supply chains.

Crane Worldwide Logistics is committed to conducting business in a legal, ethical, and socially responsible manner, fostering a culture of compliance with applicable laws, rules, and regulations, including those relating to human rights. This commitment extends to our relationships with employees, contractors, agents, and suppliers.

We recognize that modern slavery is a pervasive global concern that can exist in any industry or region. As such, we take a proactive approach to assessing and addressing risks to human rights across our operations and supply chains.

### 1. Structure, Operations, and Supply Chains

Crane Worldwide Logistics is a global leader in supply chain and logistics services, providing tailored solutions to address our clients' logistics challenges. Headquartered in Houston, Texas, Crane operates from over 120 locations across 30 countries, offering services including ocean freight, air freight, customs brokerage, and contract logistics.

Our U.K. operations are located in Aberdeen, London, Birmingham–Midlands, and Manchester, and our Australian operations include offices and warehouse facilities in Perth, Brisbane, Melbourne, Darwin, Karratha, and Adelaide.

Crane Worldwide Logistics (Canada) provides logistics and freight-forwarding services but does not act as importer of record for goods. However, because we coordinate international transport on behalf of clients, we assess modern slavery risks associated with supplier-provided services connected to shipments entering Canada.

Our supply chains are complex and geographically broad due to the diverse nature of our services. While we do not purchase raw materials or commodities directly, we rely on a global network of suppliers that provide transportation, warehousing, and technology services essential to our operations.

## **2. Policies and Governance**

Crane Worldwide Logistics has implemented a suite of policies and initiatives designed to promote ethical conduct and compliance with laws relating to human rights and modern slavery, including:

- **Code of Business Conduct:** Sets zero-tolerance standards against human trafficking, forced or involuntary labor, and child labor, requiring all employees, contractors, and suppliers to uphold legal and ethical labor practices.
- **Compliance Hotline:** Available internationally to employees and suppliers for anonymous reporting of suspected illegal, unethical, or non-compliant behavior, including modern slavery concerns.
  - Phone: 1-844-787-0312
  - Website: [craneww.ethicspoint.com](http://craneww.ethicspoint.com)
- **Vendor Adherence to the Code of Conduct:** Requires all direct suppliers to comply with applicable labor, human rights, and anti-slavery laws.
- **Policy Statement Related to Slavery and Human Trafficking:** Affirms our commitment to respect and uphold international human rights principles.
- **Terms and Conditions of Purchase:** Require suppliers to comply with all applicable laws, including those related to slavery and human trafficking.
- **Non-Retaliation Policy:** Prohibits retaliation against any person who reports concerns in good faith.

These policies are regularly reviewed and updated by our Global Compliance Department to maintain alignment with applicable laws and evolving best practices.

## **3. Risk Identification and Assessment**

Crane Worldwide Logistics recognizes that certain parts of our supply chain—such as subcontracted transport providers, warehousing services, and third-party labor suppliers—may carry higher risks of modern slavery due to factors such as geographic location, recruitment practices, and use of temporary labor.

To identify and manage these risks, our Global Trade Compliance Department conducts vendor vetting and re-evaluation on a biannual basis, which includes supplier questionnaires, sanctions screening, and risk assessments.

Risk profiles are periodically reviewed to identify new or emerging risk areas based on geography, supplier type, and industry factors.

#### **4. Due Diligence and Risk Mitigation Actions**

We take the following steps to assess and address the risks of modern slavery within our operations and supply chains:

- Implementing and enforcing policies that prohibit forced labor and human trafficking.
- Requiring suppliers to acknowledge and adhere to our Code of Conduct and Terms and Conditions.
- Including compliance expectations in contractual agreements.
- Providing access to our Compliance Hotline for anonymous reporting of concerns.
- Investigating any reported or suspected incidents of modern slavery.

#### **4A. Remediation**

Crane Worldwide Logistics is committed to ensuring that any identified instances of forced labour, child labour, or human trafficking within our operations or supply chains are addressed promptly and responsibly. If a case is identified, we will take appropriate remedial action, which may include:

- working with the supplier to develop corrective action plans;
- increasing monitoring and verification activities;
- suspending or terminating non-compliant suppliers; and
- supporting affected workers through legitimate and ethical channels, consistent with international human rights guidance.

Crane Worldwide Logistics ensures that all remedial measures are designed to avoid further harm and to promote long-term improvement.

#### **4B. California Transparency in Supply Chains Act (CTSCA) Disclosures**

Crane Worldwide Logistics makes the following disclosures in accordance with the California Transparency in Supply Chains Act:

- **Verification:** Crane evaluates suppliers for compliance with laws relating to forced labour and human trafficking through supplier questionnaires, vetting procedures, and periodic risk assessments.
- **Audits:** Crane does not currently conduct independent, unannounced audits, but continues to assess whether such audits are necessary based on supplier risk.

- **Certification:** Crane requires suppliers to comply with all applicable laws regarding forced labour and human trafficking, as outlined in our Terms and Conditions and Code of Conduct.
- **Internal Accountability:** Employees and suppliers who violate our human rights or ethics policies may be subject to disciplinary action, including termination of employment or business relationships.
- **Training:** Crane provides training to employees with procurement, compliance, or supply chain responsibilities to help them identify and address risks of modern slavery.

## **5. Measuring Effectiveness**

Crane Worldwide Logistics is committed to assessing the effectiveness of our actions through measurable indicators.

We currently track (and will continue to monitor) the following metrics:

- Percentage of suppliers that have acknowledged our Code of Conduct.
- Number of employees trained on human rights and modern slavery awareness.
- Number of supplier assessments or re-vetting activities conducted per year.
- Number of reported compliance cases investigated and resolved.

These indicators are reviewed annually by the Global Compliance Department to evaluate progress and identify areas for improvement.

## **6. Consultation with Controlled Entities**

Crane Worldwide Logistics prepared this statement in close consultation with its subsidiaries and controlled entities, including Crane Worldwide Logistics (Australia) Co. Pty Ltd and Crane Worldwide Logistics UK Ltd. Our consultation process is structured, ongoing, and designed to ensure alignment across entities with different operational footprints and risk profiles.

During the reporting period, the Global Compliance Department coordinated with Regional Directors of Compliance and local leadership teams to review and update modern slavery practices and disclosures. This process included:

- Engagement with key personnel, including the Director QHSSE Customs & Trade Compliance, EMEA (based in London Heathrow), the Director Operations Excellence (based in Perth), the Finance Manager (based in Perth), and senior management representatives from U.K. and Australian operations.

- Quarterly compliance meetings, during which regional teams provided feedback on emerging risks, supplier performance, and local operating conditions.
- A dedicated Modern Slavery Working Group comprising representatives from Global Compliance, Human Resources, Operations Excellence, and regional leadership teams, who jointly reviewed draft statements and contributed written and verbal feedback.
- Direct feedback loops, where insights from the Australian operations—such as increased attention to subcontracted labor and warehousing practices—were incorporated into supplier vetting and risk assessment processes.
- Tailored consultation based on risk exposure, with operational entities subject to deeper engagement and administrative or corporate entities receiving proportionate consultation based on their lower inherent risk.

This structured approach ensures that the perspectives of operational, regional, and functional stakeholders are reflected across the Crane Worldwide Logistics group.

## **7. Training and Awareness**

Crane Worldwide Logistics provides regular compliance and ethics training to employees globally.

Training includes guidance on identifying indicators of modern slavery and understanding employees' responsibilities to report potential concerns.

The Code of Conduct is made available on our company website and is provided to all employees upon hire.

## **8. Continuous Improvement**

Crane Worldwide Logistics is committed to continuous improvement in identifying and addressing modern slavery risks. Future initiatives may include:

- Expanding supplier self-assessment tools,
- Enhancing training modules for procurement, operations, and warehouse teams,
- Strengthening regional review mechanisms through the Modern Slavery Working Group, and
- Collaborating with industry peers to share best practices.

We will continue to review and update our policies and practices to ensure alignment with international standards and evolving expectations.

## **9. Approval, Attestation, and Publication**

This statement constitutes Crane Worldwide Logistics' U.K., Australian, California, and Canadian Modern Slavery Statement for the financial year ending **December 31, 2025**.

It has been approved by **CWL Holdings, LLC**, the sole member of Crane Worldwide Logistics LLC, on **January 16, 2026**. It will be reviewed, updated, and approved annually to maintain continuous compliance and reflect changes to our operations, risk profile, or regulatory requirements.

The statement will be published on [Crane Worldwide Logistics' corporate website](#) and submitted to the [Australian Government Modern Slavery Register](#).

### **Canadian Required Attestation**

In accordance with section 11 of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, I, Jared Crane, Chief Executive Officer of Crane Worldwide Logistics LLC, attest that I have reviewed the information contained in this report and, to the best of my knowledge, it is true, accurate, and complete in all material respects. I make this attestation in my capacity as a corporate officer of the entity.

Jared Crane  
Chief Executive Officer  
Crane Worldwide Logistics LLC  
Date: January 16, 2026

