

Stockwells.

ESG

2026/27 EDITION





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About Stockwells

For more than 55 years, Stockwells has been helping clients navigate the complexities of global logistics with confidence. As a proudly Australian-owned business, we continue to evolve alongside the industries and communities we serve, delivering tailored freight, customs, warehousing, and transport solutions built on trust, expertise, and long-term partnerships.

At Stockwells, sustainability is not a standalone initiative—it is embedded into how we operate, make decisions, and support our stakeholders. We recognise that our responsibility extends beyond the supply chain to the environments, communities, and people that contribute to our success. Through our Environmental, Social and Governance (ESG) framework, we are committed to creating positive and lasting impact while continuing to drive business growth and innovation.

Throughout 2025/26, we strengthened this commitment by expanding environmental initiatives, increasing support for charitable and community organisations, investing in leadership development, and enhancing workplace wellbeing programs. We continued partnerships with organisations including Greenfleet, Currumbin Wildlife Hospital, NASCA, Friends with Dignity, Mater Dei, Lions Clubs Australia and National Seniors Australia, while encouraging greater employee participation through volunteering and community engagement activities.

Innovation remains a key driver of our progress. By embracing technology, data-driven decision-making and emerging AI capabilities, we are improving operational efficiency, reducing waste, enhancing customer experiences, and supporting more sustainable business outcomes. At the same time, we continue to invest in our people through leadership pathways, wellbeing initiatives, diversity and inclusion programs, and a workplace culture that values collaboration, accountability and respect.

As our Director of Sales & Marketing, Angela Gambell, reflects:

“There is no immediate fix to the challenges we face, but by embracing innovation and projects that positively impact people, communities, and the planet, we contribute to meaningful change. As Albert Einstein said, ‘We cannot solve our problems with the same thinking we used when we created them.’”

As we look ahead, our focus remains clear: to continue strengthening our ESG performance, supporting our stakeholders, and building a more resilient, sustainable future for our business, our communities, and the generations that follow.

Becoming Changemakers, Now

FoIn 2026, Stockwells continues to strengthen its position as a responsible and forward-thinking leader within the logistics industry. As global supply chains become increasingly complex and regulatory expectations intensify, our focus has been on embedding a culture of compliance, accountability, and continuous improvement across every level of the organisation.

The freight and logistics sector is experiencing heightened scrutiny, with greater regulatory oversight and more frequent and rigorous audit requirements than ever before. In response, Stockwells has proactively enhanced its compliance framework, ensuring that our systems, processes, and people are aligned with evolving industry standards. This includes strengthening internal controls, reinforcing mandatory training, and increasing visibility across risk management and reporting structures. Our commitment is not only to meet these expectations, but to lead by example—ensuring our clients, partners, and stakeholders can rely on a business that operates with integrity, transparency, and discipline.

At the same time, we remain deeply committed to the broader principles that define our ESG strategy. Throughout 2026, we have continued to support our chosen charities and community partners, maintaining long-standing relationships while encouraging increased staff participation in volunteering and fundraising initiatives. These partnerships reflect our belief that meaningful impact is achieved through consistency, engagement, and shared purpose.

As we move forward, Stockwells remains committed to being a changemaker—embracing the challenges of a more regulated environment while continuing to deliver positive outcomes for our people, our clients, and the planet.

Our Mission

Stockwells continually adapts to the ever-changing needs of the international freight industry. Through innovation and expertise, we deliver solutions, consulting, and guidance that set the standard for excellence. Our mission is to lead Australian freight with a commitment to trust, collaboration, and shared success.

We believe in long-term partnerships built on respect and understanding—relationships that thrive through time and effort.

Our clients are more than customers; they are part of the Stockwells family, united by mutual success and a commitment to progress.

Our Core Values

Reliability | Stockwells ensures consistent performance, proactive planning and transparent communication despite the dynamic and unpredictable nature of the freight industry.

Collaboration | Working closely alongside every client, Stockwells builds enduring partnerships and offers tailored guidance to solidify shared success.

Integrity | Stockwells commitment to honesty and transparency, both in communications and the ESG space, fosters trust, emboldens our family values and expounds a dedication to people and the planet.



Stakeholder Engagement

We will ensure that those we engage with are of the same mindset and are advocates for positive environmental and sustainable outcomes.

Through the below segments, Stockwell International have outlined exactly how we keep our Stakeholders engaged through the business.

EMPLOYEES

- On-boarding Program
- Training & Development
- Yearly Performance Reviews
- Internal Communications (Newsletters)
- Workshops
- Team diversity days
- Employee Assistance Program
- Social Media

CUSTOMERS

- News Alerts
- Quarterly Business Reports
- Workshops & Inhouse Training
- Case Studies
- Blogs
- Videos
- Industry Training
- Social Media

SUPPLIERS & CONTRACTORS

- Emails & Industry News
- Online Resources
- Social Media

COMMUNITY

- Corporate Gifts
- Event Sponsorships
- Volunteering
- Donations
- Fundraising Events
- Diversity Days

ENVIRONMENTAL



Our Commitment to a Greener Future

At Stockwells, sustainability remains at the heart of our operations. We continue to engage in programs and initiatives that align with our vision of building a responsible, environmentally conscious business.

Building on Our Previous Efforts

In the 2024/25 & 2025/26 financial year, we strengthened our environmental partnerships and introduced impactful initiatives. This included:

- A total of \$25,000 donation to Currumbin Wildlife Hospital to establish mature trees for their Koala Rehabilitation Exercise Enclosure at Eco-Parklands in Currumbin. This facility supports the growing number of koala admissions requiring soft release, allowing rehabilitated koalas to prepare for life back in the wild.
- A \$5,000 donation to Greenfleet, contributing to the planting of 0.5 hectares of native vegetation at Ledcourt in Central Victoria. This milestone site, located on the lands of the Jadwadjali & Djabwuring people, adjoins the Grampians National Park and provides habitat for platypus, kangaroos, wallabies, echidnas, emus, and other native species. Additionally, we have donated \$22,649 to offset 1,029 Tonnes of Carbon Offset for our clients which equates to 1 Hectare of native landscape to be restored.

Participation in Greenfleet's revegetation project at Ngulambarra, VIC, where approximately 1,000 native trees and shrubs were planted in a 100-year protected forest.

In line with our commitment to a greener future, we have also expanded our focus on employee-led environmental and community initiatives. Across 2026, we have seen a meaningful increase in staff participation in volunteering activities, including environmental regeneration projects, community programs, and charity-led initiatives. This growing engagement not only strengthens our impact on the communities and environments we support, but also reinforces a culture of shared responsibility within our organisation—where our people are empowered to contribute directly to positive environmental outcomes beyond their day-to-day roles.



"By contributing to sustainable, environmental, and social practices today, we ensure Stockwells remains a company that is responsible and respectful of the planet, the environment, and our communities."

– Nicole McLean, Director



Expanding Our Impact in 2026/27

Building on these foundations, we achieved even more in the 2026/27 financial year:

Currumbin Wildlife Hospital Partnership

- We continued our support by donating an additional \$10,000, reinforcing our commitment to wildlife conservation and rehabilitation. Bringing our total support for the Parkland Soft Release Enclosure project to \$25000.

Greenfleet Partnership

- We offset an additional 1,029 tonnes of carbon on behalf of our top-tier clients—equivalent to planting 1,645 trees. We also joined a client planting day at Lucas Heights, NSW, helping revegetate the local environment with native plants and shrubs.

Fleet Fuel Efficiency Commitment

- As part of owning our own fleet of trucks, we have prioritized fuel efficiency. We've invested in and implemented the latest technology and planning tools to optimize fleet movements and reduce fuel consumption. Through these measures, Stockwells aims to reduce fuel impact by 5% by 2028, ensuring our transport operations align with our sustainability goals.

Waste Reduction Initiatives

- Stockwells maintained its focus on reducing waste across all offices and yards through dedicated recycling, paper & cardboard, and landfill programs.

Air Travel Carbon Offsetting

- We committed to offsetting all CO₂ emissions from staff air travel, further reducing our environmental impact.

Sustainable Warehousing Practices

- Our warehouses now use recyclable shrink-wrap and packaging, embedding sustainability into our supply chain.

Reusable Battery Program

- Through our partnership with Chaarg, all offices transitioned to reusable and rechargeable batteries, reducing single-use waste.

These initiatives complement our ongoing sustainability measures, including solar-powered premises, energy efficiency programs, and paperless office practices.

Our Goals

We aim to remain focused on our current green initiatives and build on those initiatives that we believe are the most impactful.

Most notably our initiative to offset ours and our clients CO2 emissions through tree planting, which not only regenerates but as the trees continue to grow, they increase their ability to offset CO2 for many years into the future. The future is what we are looking to make better so it is a big focus here at Stockwells.

Environmental

- Track emissions baseline (yearly to establish baseline offsets)
- Track and Trace for clients to have emissions calculators

Social

- Leadership Pathway participation
- Employee retention / engagement improvements

Governance

- Annual review of risk framework and succession planning
- 100% compliance training



SOCIAL



Our Clients

For a company to have a strong social awareness as part of their company ideology and practice. Stockwells have established strong internal policies and procedures that uphold our belief systems whilst also ensuring we operate as a top tier business.

One of the newest processes that our team has implemented is the Customer Experience Program. This multi-faceted program ensures our clients are receiving the best care and service available to them. How we achieve this goal is through our detailed onboarding process and follow up tools including:

- Onboarding process
- Regular client satisfaction surveys
- In-house training and training handbooks
- Trained Key Account Managers

The landscape of logistics is forever changing & often moving faster than ourselves and our customers. We understand that each supply chain is unique and therefore create individual solutions & partnering with each customer.

The customer experience starts with our sales team where we collate the details, pain points, what's working & ensure we understand the full scope. Whilst quoting is important, it is only a small % of the cycle. Our sales team provide an initial solution & then pass the customer onto the onboarding team and a Key Account Manager for one-on-one attention.



“We have found all of Stockwells staff to be extremely diligent, professional and friendly.

[They are] always striving to ensure we are given the best possible rates in a very fluctuating market.

Our long-term partnership with Stockwells is held in very high regard & we thank them for their continued support.”

-Cameron, General Manager, Packing Goods Industry

Our Community Commitment

At Stockwells, we believe that strong community engagement is a cornerstone of who we are as a business. As a privately owned Australian company, we take pride in giving back to the communities we work within—supporting initiatives that make a meaningful difference across diverse areas, including environmental sustainability, health and chronic conditions, domestic violence prevention, senior advocacy, and more.

Our commitment extends beyond corporate giving. We actively encourage and support our staff in their own charitable efforts, fostering a culture of care and responsibility that reflects our values.

Key Community Initiatives

NASCA (National Aboriginal Sporting Chance Academy)

NASCA provides holistic support to young Aboriginal and Torres Strait Islander people, helping them pursue education and a self-determined future. Since 2024, our Marketing and ESG Coordinator has travelled to the Northern Territory to partake in the NT Volunteer Program with NASCA. She has visited and spent a week in the communities of Canteen Creek (Owairtilla) in 2024 and Epenarra (Wutunugurra) in 2025 & 2026. Through this program she has helped work within the school running programs, assisting with school learning & participating in sports.



National Seniors Australia - Broadbeach Branch

This not-for-profit advocates for the rights of Australian seniors, addressing issues such as pension poverty, aged care, and cost of living. In 2025, Stockwells reaffirmed its support by increasing our monthly donation to \$450 for the Broadbeach branch. These funds support their Home Assistance Initiative and provide prizes for monthly meetings with members.



Our Community Commitment

Friends with Dignity



A national charity dedicated to improving the lives of adults and children impacted by domestic violence. Stockwells is proud to be their official 'Moving Partner', assisting with the transportation of donated goods to furnish safe new homes for women and children escaping violence. Stockwells has committed to donating up to \$10,000 worth of transport services.

Mater Dei



- A cause close to the Stockwell family's heart, Mater Dei supports babies, children, and young adults with intellectual disabilities through education and therapy services. Our ongoing support helps provide innovative programs for families and carers.

Immune Deficiencies Foundation Australia (IDFA)



- IDFA advocates for Australians living with immunodeficiency. Stockwells contributes by supporting events such as Circus Quirkus, which brings joy to children facing medical challenges, underprivileged circumstances, or protective custody.

Lions Club International



- For over a century, Lions have served communities worldwide. Stockwells proudly supports Lions Club events, including the World Festival of Magic, a family-oriented show that brings communities together.

Type 1 Foundation Australia



- The organisation is a not-for-profit charity dedicated to raising awareness of Type 1 Diabetes through education in schools, medical practices, and the wider community. Stockwells proudly supports the organisation through a fundraising luncheon led by Director David Meiers, who has been hosting these events for the past four years.

Beyond these partnerships, Stockwells regularly contributes to a wide range of fundraising efforts and charitable causes.

Supporting Local Sport

We are also proud sponsors of local sporting clubs and groups, including junior and senior rugby league teams and AFC players. These partnerships help foster community spirit and encourage healthy, active lifestyles.



Our People

At Stockwells, our people are central to our success and the delivery of consistent, high-quality service to our clients. As a family-owned business, we are committed to fostering a supportive, accountable, and high-performing workplace where employees feel valued, respected, and equipped to succeed.

We recognise that a sustainable business is built on the strength, capability, and wellbeing of its workforce. Our approach focuses on creating an environment that supports employee development, encourages long-term career growth, and promotes a culture of collaboration, safety, and continuous improvement.

Workplace Wellbeing & Support

Stockwells is committed to supporting the wellbeing of our employees both personally and professionally. Through our Employee Assistance Program (EAP), employees have access to confidential counselling services, leadership coaching, and specialist support resources.

We continue to promote a positive and inclusive workplace culture through wellbeing initiatives, team engagement activities, and a strong focus on work-life balance. These initiatives are designed to support mental health, improve engagement, and ensure our people are supported in managing the demands of a dynamic logistics environment.

Developing Our People

We are committed to building capability across our organisation by investing in the ongoing development of our workforce. This includes providing opportunities for skills development, cross-functional learning, and exposure to broader business operations to strengthen both technical and commercial capability.

As part of this commitment, Stockwells has implemented a structured Leadership Pathway program, designed to identify and support high-potential employees as they progress towards leadership and other critical roles within the business. The program focuses on developing key competencies including decision-making, accountability, strategic thinking, and operational leadership.

Succession Planning & Career Pathways

The Leadership Pathway program supports our broader approach to succession planning by creating a clear and sustainable pipeline of future leaders. By prioritising internal development and promotion, Stockwells aims to reduce key-person dependency, retain institutional knowledge, and ensure continuity across critical business functions.

Employees are provided with clear career pathways and development opportunities aligned to both individual capability and business needs. This approach not only supports long-term workforce sustainability, but also reinforces employee engagement, retention, and alignment with Stockwells' values and service standards.

Diversity, Inclusion & Culture

Stockwells is committed to fostering a diverse and inclusive workplace that values different perspectives, backgrounds, and experiences. We believe that diversity strengthens decision-making, enhances problem-solving, and better reflects the needs of our clients and communities.

We promote a culture of respect, fairness, and accountability across all levels of the organisation, ensuring that our people feel supported and empowered to contribute meaningfully to the business.



GOVERNANCE



Accountability

All board members agree to support, adhere to and advocate for the elements always outlined as our guiding ESG principles.

All board members have agreed to set the example in their area of management and to act as the teachers to those that require guidance. They agree at all times to report and act on risks & be advocates to educate & provide solutions for improvement.

Some of our strategies for our managers include:

- Toolbox meetings for safety.
- KPI monthly reporting which include our ISO & ATT benchmarks.
- Education on data safety & client privacy.

As an Australian Trusted Trader our management and staff are also bound by mandatory reporting which requires yearly criminal history checks. Our ISO accreditation ensures procedures are sound, continually improved and audited yearly.

Transparency

The board and management are provided financial report at the end of every month. Any issues relating to risk, conflict or performance are discussed and minute'd at board and management meetings.

All financials are audited by an outside entity to also ensure all is above board and transparent.

General staff are kept abreast of financial performance, staff projects both environmental, safety, community or other through an in-house Newsletter aimed at providing opportunities for ideas and other requirements we may be missing at the board or management level.

Fairness & Responsibility

The management at Stockwell's are making sure that as leaders we are setting the example and are abiding by our ESG's guiding principles. Our treatment of each other, our peers and our clients and their communities is reflected in staff and client retention. We ensure and encourage direct feedback and open communication from all staff at all levels. We remain committed to an open-door policy and promoting good relations through all our interactions whether these are internal or external stakeholders.

Social Responsibilities

All board and management understand that as a large business with well-known branding that social responsibility is not only important to the brand but to the clients that choose to work with us and the staff that choose to work for us.

We work with many groups to ensure we are "giving back", contributing to and impacting those that benefit from corporate involvement. These groups range from environmental, community and diversity projects.

Compliance & Continuous Improvement

As an ISO certified company, compliance is second nature to our board. All our policies are reviewed every 6 months given the fluid nature of our business. Every year we engage in round table discussions to ensure staff remember and are adhering to certain policies and procedures that could affect them directly or personally.

Procedures are also reviewed almost monthly as transport and freight are always changing, these changes are shared with our external stakeholders fortnightly in the form of a News alert. Any procedure update is recorded as a KPI measure and updated in the structure of the procedure documents.

We are an industry that is extremely regulated and making sure our staff are trained is one of our guiding principles. We are not only protecting our staff, our company, the environment but we are also protecting our clients and their communities.

As a part of our KPIs for staff and management we include all aspects of compliance, risk and safety, financial or commercial due diligence to ensure we are always reviewing and receiving on the ground feedback to all of these elements.

Risk Management

As with safety this industry is heavily weighted down by risk, therefore our risk management has formed a part of our staff and management KPI's. This is followed up by a very thorough procedure for monthly reporting and providing solutions & performance reviews to any risk found or experienced. We follow this up with toolbox meetings for relevant areas of high risk and as a section in our internal newsletter (Cargo Chronicles) to all staff.

Our risk management extends to our clients with respect to container unpacks, warehouse movements, on the ground inspections for risks at laydown areas and ensuring 3rd party warehousing, whether they are contracted by Stockwell's, or our clients, have an appropriate risk profile completed as a part of our own due diligence.

All risks are reported through KPI's and discussed and minute' d at our management and board meetings.

Succession Planning & Leadership Capability

Succession planning forms a key component of Stockwells' governance and risk management framework, supporting business continuity, leadership resilience, and long-term organisational sustainability. As part of our broader business strategy, we are actively focused on identifying critical roles, reducing key-person dependency, and strengthening internal capability pipelines to support future operational and leadership requirements.

A core enabler of this approach is our Leadership Pathway program, which has been designed to guide and develop our people towards leadership and other critical roles within the business. Through structured capability development, mentoring, and exposure to strategic and commercial decision-making, the program supports the identification and preparation of high-potential employees for progression into future roles. This ensures that succession planning is not theoretical, but embedded into the way we develop and manage our workforce.

This integrated approach strengthens governance by ensuring continuity of leadership, preserving institutional knowledge, and aligning future leaders with Stockwells' values, compliance obligations, and client service standards. Succession planning and leadership development are reviewed as part of ongoing management and strategic discussions, reinforcing accountability and long-term organisational resilience.

Governance Framework & Oversight

Stockwells maintains a structured governance framework to support effective oversight, accountability, and informed decision-making across the business. Responsibility for governance sits with senior leadership and is reinforced through regular management and board-level discussions, where financial performance, operational risks, compliance obligations, and strategic priorities are reviewed.

Our governance approach is underpinned by a commitment to transparency, ethical conduct, and continuous improvement. This includes independent financial oversight, adherence to regulatory requirements such as Australian Trusted Trader obligations, and the ongoing review of internal policies, procedures, and controls to ensure they remain fit for purpose in a dynamic operating environment.

Key areas of governance focus include risk management, compliance, data security, and business continuity planning. As part of this, Stockwells continues to strengthen its approach to succession planning and leadership development to reduce key-person risk and support long-term organisational resilience. This ensures that governance is not only focused on current performance, but also on sustaining capability and leadership into the future.



Security & Data Protection

At Stockwells, the importance of maintaining a secure workplace and system is of upmost importance. Chief Information Officer has outlined the ways in which we ensure the security and data protection of our clients and business.

They are as follows:

1. Electronic Access Control.

All our offices, warehouses and yards are a FOB Swipe access system along with intercoms and secured entry. These systems manage access control and is used to generate alarms on the perimeter doors. As well as calling back to base to a 24\7 security team. These systems are supported by maintenance contracts to ensure the functionality. Brisbane, Melbourne, and Sydney sites are managed internally by the CIO and IT support however the sales office is managed by the building management at the site.

Individual cards are issued by the CIO and IT support for our managed sites and by the building management for the Gold Coast Sales site.

Good communications exist between the Human Resource (HR) Department and the CIO, to ensure notification in the event of the termination of an employee. This is to ensure a thorough offboarding and return of the swipe access.

2. Closed Circuit Television Systems.

The three warehouse and yard facilities currently have approximately 78 cameras across them on an NX Witness CCTV system.

The CCTV system can be accessed by the guards onsite, Upper management and Admin staff. No record is currently kept of access to footage recorded on the hard drive, but images can only be downloaded and stored by the CIO, IT Support and the CEO.

The CCTV covers the following areas:

- a. Head Office: Reception, Lunchroom, yard perimeter, warehouse entries and exits as well as all warehouse isles and external areas. Total 38 cameras.
- b. Melbourne: All external entry and exit points are covered, internal warehouse and loading zones. Total 15 cameras.
- c. Brisbane. The entire facility has extensive CCTV coverage with the container packing area, yard perimeter, reception, warehouse entries and exits. Total 25 cameras.

3. On-boarding.

All applicants undergo reference checks of previous employers, we also conduct police checks via the National Crime Check portal to check for a criminal history. Depending on the role there may be a requirement for licence and misc. card checks (e.g. truck drivers). During the onboarding process new staff will be given appropriate access to internal systems and swipe access to the facilities they work in. They will be given company policies and procedures to read and sign and a guided tour as well as introductions to the staff.

Security & Data Protection

4. Off-boarding.

There is an off-boarding checklist which their supervisor must follow, then HR and IT are informed. It includes a requirement for all equipment and swipe access to be returned, as well for IT and to remove all access privileges both electronic and physical.

With recent cyber-attacks affecting the shipping industries we bring focus to our policies surrounding business continuity cyber safety & ongoing investments in protecting our business & our clients.

Cyber Security, SMB1001 and Essential 8 Roadmap

This roadmap is designed to address critical vulnerabilities identified in a recent cybersecurity audit and to guide the company through a phased approach to improving its defences over time.

The current focus is on key priority areas that are essential for maintaining and advancing our cybersecurity strategy. This program is a pivotal element of our medium-term plan, aimed at reducing human-related risks and building a security-conscious culture across the organization. Our IT team are current working on increasing our SMB1001 standard from silver to platinum as well as completing the final pieces of the Essential 8 Level 1.

Security Awareness Training Program

Overview

The implementation of a Security Awareness Training Program is a critical component of our medium-term cybersecurity strategy. The goal is to equip all employees with the knowledge and tools necessary to recognize and respond effectively to cyber threats. In today's landscape, where human error remains one of the leading causes of security breaches, empowering staff through education is essential to reducing vulnerabilities.

Benefits

- **Reduction in Phishing-Related Incidents:** Phishing is one of the most common and successful methods used by cybercriminals to infiltrate organizations. By conducting regular phishing simulations, employees will become better equipped to identify and avoid phishing attempts. For example, organizations that have implemented similar programs have seen a significant reduction in the number of successful phishing attacks, often by as much as 70% within the first year.
- **Building a Security-Conscious Culture:** Continuous training fosters a culture of security awareness, where employees are not only vigilant but also proactive in protecting the organization's assets. This culture is crucial for sustaining long-term cybersecurity resilience.
- **Compliance and Risk Management:** Regular security awareness training is also vital for meeting regulatory compliance requirements. It ensures that we adhere to industry standards, reducing the risk of non-compliance penalties and enhancing the company's reputation with clients and partners.

Security & Data Protection

Timeline and Implementation

- End of August 2024: Launch of a managed phishing simulation campaign. This initial phase will assess the current level of awareness among employees by simulating real-world phishing attempts. The results will provide baseline data that will be crucial for tailoring the subsequent training programs.
- September 2024: Enrolment of all employees in an online cybersecurity training platform. The training modules will cover key topics such as identifying phishing emails, secure password practices, and safe internet browsing habits. This training will be mandatory and tracked to ensure full participation across the organization.
- October 2024 and Beyond: Based on the results from the initial phishing simulations and the completion of the online training, a comprehensive plan for ongoing cybersecurity training will be developed. This plan will include regular phishing simulations, quarterly refresher courses, and targeted training sessions for high-risk roles. The continuous monitoring and assessment of these initiatives will allow us to adapt and enhance our security awareness efforts as needed, ensuring that the organization remains vigilant and well-prepared against evolving cyber threats.
- January 2026 and Beyond: Simulations and Training being run monthly and High Risk accounts being provided additional training. Established Silver Tier SMB1001 as well as 90% completion of Essential 8 Level 1. Vulnerability scanning being conducted monthly along with Operating system and application patching weekly.

Security Framework and Controls Ongoing Review

Overview

In the long-term phase of our cybersecurity roadmap, the focus shifts towards aligning the organization's cybersecurity practices with recognized industry standards. Specifically, the implementation of the Essential 8 framework at Maturity Level 1 is a strategic priority. The Essential 8, developed by the Australian Cyber Security Centre (ACSC), outlines key strategies to mitigate cybersecurity incidents, providing a robust foundation for managing and reducing risk.

Benefits

- Structured Risk Management: Implementing the Essential 8 framework provides a structured approach to managing and mitigating cyber risks. By focusing on these eight strategies, we can systematically address its most significant vulnerabilities, ensuring comprehensive coverage of potential threats.
- Enhanced Security Posture: The Essential 8 framework is widely recognized for its effectiveness in improving an organization's overall security posture. Achieving Maturity Level 1 means that we will have implemented baseline security controls, which significantly reduces the likelihood and impact of cyber incidents.
- Compliance and Stakeholder Confidence: Adhering to the Essential 8 framework not only ensures compliance with industry best practices but also bolsters stakeholder confidence. Clients, partners, and regulatory bodies will recognize Stockwell International's commitment to maintaining high standards of cybersecurity, which is critical for sustaining trust in the global logistics industry.

Security & Data Protection

Current Achievements

We have already made significant progress by achieving two critical components of the Essential 8 at Maturity Level 1:

- **Regular Backups:** The organization has established a reliable backup process, ensuring that critical data is securely stored and can be recovered quickly in the event of a cyber incident.
- **Multi-Factor Authentication (MFA):** MFA has been successfully implemented across key systems, providing an additional layer of security to prevent unauthorized access.
- **Partial Achievement in Patching Applications and Operating Systems:** We have made progress in patching applications and operating systems, reducing vulnerabilities. However, further work is needed to fully meet the standards required for Maturity Level 1, particularly in ensuring that all systems are patched promptly and consistently.
- **Patching Applications and Operating Systems:** We are currently patching applications and operating systems, reducing vulnerabilities weekly.
- **Application Lockdown:** This is the final step we are working on to completion of the Essential 8 and locking to have this completed before the end of 2026.

Timeline and Implementation

August 2024 – November 2024: The immediate focus will be on achieving full compliance in the following areas:
Patching Applications and Operating Systems: Strengthening and refining the existing patch management processes to ensure that all applications and operating systems are patched in a timely manner, closing any remaining gaps.

1.1. Application Whitelisting: Implementing application control on servers and desktops to prevent the execution of unapproved or malicious programs.

1.2. Configure Office Macro Settings: Securing Office macro settings to prevent the use of potentially malicious macros, which are a common vector for malware.

1.3. User Application Hardening: Reducing the attack surface by disabling or restricting features in user applications that are commonly exploited by attackers.

November 2024 - January 2025: **Restrict Administrative Privileges:** Tightening controls over administrative privileges to ensure that only necessary personnel have access to critical systems, and regularly reviewing these privileges to minimize risks.

February 2025 – January 2026: Simulations and Training being run monthly and High Risk accounts being provided additional training. Vulnerability scanning being conducted monthly along with Operating system and application patching weekly.

January 2026 and Beyond: Ongoing monitoring and refinement of all Essential 8 strategies to maintain at a Maturity Level 1 standard. Implementation of Application Lockdowns and begin planning for potential advancement to higher maturity levels as the organization's cybersecurity needs evolve.

Security & Data Protection

Ongoing Processes

The below items are referenced from the original Cybersecurity Roadmap and continue to be a recommended set of processes to implement, monitor and review.

Continuous Improvement and Monitoring:

- Importance: Ensures the cybersecurity strategy remains effective and relevant in the face of rapidly evolving cyber threats.
- Benefits: Maintains a proactive stance in cybersecurity, adapting to new threats and technologies.

Employee Training and Engagement:

- Importance: Encourages continuous learning and vigilance among employees regarding cybersecurity.
- Benefits: Creates a resilient organizational culture capable of responding effectively to cybersecurity challenges.

Ongoing Risk Assessment:

- Importance: Identifies emerging threats and vulnerabilities in a timely manner, allowing for proactive mitigation.
- Benefits: Ensures sustained protection against cyber threats, preserving business integrity and customer trust.

Technology Updates and Upgrades:

- Importance: Keeps security measures current and effective against sophisticated cyber threats.
- Benefits: Protects against vulnerabilities in outdated software and hardware, reducing the risk of security breaches.

Regular Audits and Compliance Checks:

- Importance: Ensures adherence to cybersecurity policies and regulatory requirements, identifying areas for improvement.
- Benefits: Enhances accountability, ensures legal compliance, and builds stakeholder confidence in the organization's cybersecurity measures.

Code of Ethics

We are in a constantly changing business, and we make many decisions every day, and the right thing to do is not always clear. Our code can help us make decisions that earn and build trust with our associates, customers, and staff. Our code reinforces that Stockwells is committed to complying with the laws and regulations in all office locations, no matter where we operate.

We build trust when we make decisions consistent with our core Values and Ethics and take responsibility for our actions. Being ethical means doing the right thing even when no one is watching.

- Follow the law
- Know our code and live our values
- Act in the best interest of Stockwells and their customers
- Lead by example
- Recognise and avoid conflicts of interest
- Don't misuse inside information
- When in doubt, reach out

We take our business responsibility seriously, and our customers expect quality customer service and environmentally sound, compliant, and safe processes. We have high internal standards, and we expect the same from our suppliers.

We aim to:

- Compete fairly
- Never engage in bribery
- Keep accurate records
- Follow international and government trade rules
- Use data and technology respectfully and ethically
- Source responsibly
- Protect the environment
- Give back to our community



Summary



Our guiding principles which have been laid out in detail throughout this ESG can be defined through the following points:

Environmental & Biodiversity – All management & staff to upholding our targets, green policies, support our green projects and always be responsible green leaders.

Social Justice – All management commit to being leaders & educators in line with our internal & external strategies, to better impact our stakeholders internal & external communities.

Diversity, Equality, and Inclusion – All management agree to uphold policies, strategies and to always lead by example.

Governance – To be transparent with all aspects of the business and to work within all reportable guidelines. We strive to be a risk-free business through strategies, policies, on-going assessment & continuous improvement benchmarks.

It's through these guiding principles Stockwells will continue to deliver on the goals and objectives we have outlined as well as continue to grow as industry leaders.

This ESG report has been read and signed off by the Stockwells Board of Directors. The Board of Directors agree to uphold the goals and statements outlined within this report.

David Stockwell

Angela Gambell

Nicole McLean

Wayne Rylands

David Meiers