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A message from Group CEO, Anthony Jones



Hi everyone,

I trust that you are all well as we are now on the home straight to the end of the year, only two months to go and we will ring in 2021.

Turbulence continues across the globe due to the impacts of the pandemic and we are still experiencing second and third wave events, most notably in the Northern Hemisphere. With hope of a potential vaccine, we look forward to stability returning during next year.

On a local front, it was great to see the initial easing of the Victorian stage 4 lockdowns. To all of our Victorian-based teams, thank you for your patience and strength in enduring the significant duration of stage 4 lockdowns, your efforts have definitely been rewarded with great results recently - five straight zero new infection days. We look forward to the further easing of the ring of steel and 25km radius restrictions in the coming week along with the impending re-opening of the NSW/VIC border.

Our Group's response to the pandemic from a health and safety point of view has been first class. I am extremely proud of the fact that as a Group, our sites remain COVID-19 free, which is simply an amazing effort given we continue to operate 24/7 across our operations. On the theme of safety, we continue to trend well as a Group across our lead metrics however, I am still concerned about the level of injuries and High Risk Incidents (HRI) across our business.



Whilst we have seen marked improvement, we continue to see incidents occurring where our control and barrier mechanisms have failed, so please ensure vigilance at all times to our Critical Risk Controls and procedures. These controls keep you safe and remember, there is no job more important than your safety, if in doubt check it out. Stop and Take 3.

Our financial metrics continue to see lumpy results across our Group's portfolio, the impacts on our Autocare and C3 Australia businesses continue to be the largest felt with consumer behaviour and sentiment, and most recently trade bans and delays behind the major declines.

In positive news, our LINX Intermodal Terminal in Enfield, NSW is enjoying some significant growth in demand and volumes leading up to the end of year peak period and C3 Australia has now commenced our first Tasmanian forestry contract with Forico - a great achievement for all involved, well done. Our NZ businesses, Pedersen Group and C3, are experiencing reasonable results across the board. Although these are still definitely down on prior years, the businesses are stable and focused on securing new contracts and delivering key technological platforms such as COM3Ts.

Our Group is getting on with delivering our vision for the future, during the October Board meeting myself and the lead team delivered and received endorsement from the Board on our strategic plan. This reaffirms our vision for LINX Cargo Care Group and provides shareholder support to deliver that vision. We will share more details in the coming months.

Thank you once again for your commitment to our Group through what has been a significantly trying period on so many fronts, stay safe.

Anthony



AFLW | LINX CCG partnership evolves

As part of LINX CCG's AFLW partnership and Industry Insights Program, our LINX and Autocare sites in Brisbane hosted players **Hannah Dunn** and **Tori Groves-Little** from the Gold Coast Suns AFLW team.

With our General Manager, HR Operations, **Cecilia Milinkov** as their chaperone, they started the day with a visit to our LINX operations. Hosted by LINX Business Operations Manager, **Jaron Smith** and Shift Manager, **Jim Glazbrook**, the players toured a PCC (Pure Car Carrier) vessel, learnt

about lashing, how the vehicles are secured and watched our employees move the cars as part of their stevedoring operations.

During the tour the players met LINX operational employees, **Vanessa Pellatt** and **Cara Megee**. Together, they exchanged stories about their career paths and compared the challenges of playing a sport that is traditionally male dominated and working in a male dominant industry/occupation.



Following lunch, the players visited the Autocare Vehicle Processing site where they were hosted by Autocare Operations Manager, **Eddie Glennon** and talked to Autocare employees, **Lisa Macdonald** and **Krystle Hudson**. Many of our employees are big fans of AFLW and had a lot of stories to share with Hannah and Tori.

Afterwards, the players toured the Autocare vehicle processing facilities where they learnt about our major customers and the service we provide them. The players had the opportunity to inspect some of the cars,

including the newly released Toyota Yaris, enabling them to get a taste of our daily operations.

Thank you to our teams for hosting Hannah and Tori and giving them an insight into our industry and operations. We were proud to showcase our businesses and highlight our diverse career opportunities. We look forward to the next session of our *Industry Insights Program* where the players will have the opportunity to meet and chat with some of our Group's female leaders.

Photos: Albert Perez, AFL Photos





POWERED BY PEOPLE



LINX CCG Enables New Transport Avenue to Central West with LINX Intermodal Terminal Expansion

LINX has recently enabled a new arterial avenue for Australia's grain farmers in NSW's Central West with the expansion of services from the LINX Intermodal Terminal at Enfield. Partnering with CWLT Logistics, we now have new services between Sydney and Bathurst, with Forbes next in line.

As part of the Terminal's expansion, LINX has opened on-site fumigation services to streamline the process from ports to rail and reduce traffic, while enabling aligned service provider ACFS Port Logistics (ACFS) to undertake rural and regional tailgate inspections at the terminal.

"The LINX Intermodal Terminal is becoming a one-stop shop for Australia's supply chain backbone, enabling greater sustainability, reduced traffic and improved rail access between the Central West and Sydney," said Executive General Manager Customer & Business Development, Carlo Cutinelli.



Left: David Rollason, NSW Transport Manager, Right: Ben Katette, Autocare Services Truck Driver

Getting to know you... Autocare Truck Driver Ben Katette

How long have you been with Autocare Services?

I joined Patricks in August 2008 and about 26 of us started as drivers on the same day. Only myself and Peter Theobald are the last of the Mohicans. So 12 years.

What were you doing prior to joining Autocare Services?

I was a security guard for 14 years.

What does Home Safely Every Day mean to you?

Home Safely Every Day means to me, no matter how stressful or difficult the job can get (which isn't that often) you can pull up stumps, walk away, get home to your family and come back the next day, no worries at all.

How do you Act Like you Own It?

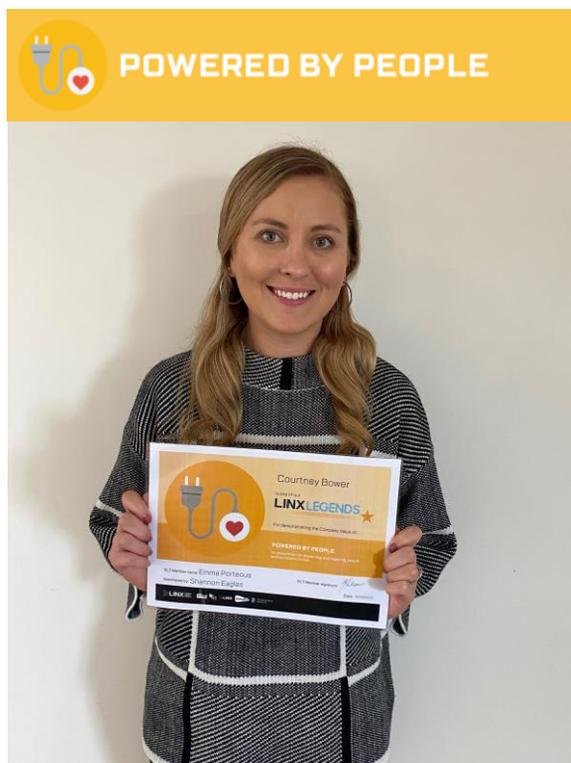
I Act Like I Own It by treating every vehicle like it's my own and having plenty of pride in how my duties are performed. The way I see it, every vehicle is going to be SOMEONE'S pride and joy.

What impresses you about the Autocare Fleet and especially the new Kenworths?

Through operating five or six different trailers and prime movers over my time, our fleet has come on in leaps and bounds. I'm very impressed with the maintenance of our fleet by our maintenance team and how Autocare strive to improve safety standards and new improved equipment. I have been driving Kenworths for nine years and am very happy with them.

What does the future hold for you?

The future holds for me security, fun and wealth. I remember as a boy, I saw a car carrier and said to my mum "I want to drive one of those." So in a way, I am living my dream and I'm pretty good at it too. I am not going anywhere.



Courtney Bower - Communications Team Intern

As part of her university studies, Courtney joined the Communications team as an intern for three months to learn about communications in our industry. Her primary focus was co-ordinating the **Wellbeing Conversations** campaign.

Courtney supported our teams to deliver a campaign that was aimed to reach all employees, across Australia and New Zealand. Using her creative suggestions, strategic thinking and technical skill, Courtney prepared a comprehensive plan, assisted in executing that plan through tailored communications and gathered analytics to produce an evaluative report.

Courtney's eagerness to learn and desire to support the team, even staying longer than required to see out the completion of the campaign, is why Courtney is a *Powered by People* LINXLegend. Her bubbly personality and 'can do' attitude will be missed.



Community sponsorship - Under 16s Wiradjuri Goannas

LINX is a proud sponsor of the Under 16s Wiradjuri Goannas Women's Rugby League team who play in the Western NSW competition. Now in its third season, the club brings together players from across the Western NSW Region to play in a local competition.

We are eager to see how the team progresses throughout the season.





Around LINX CCG

Our operational teams experience some of nature's simple, beautiful moments. Check out these great snaps:



**Pedersen Group's
Kinleith, Tokoroa, in New
Zealand**



**LINX Intermodal Terminal in
Enfield NSW**



C3 AUS in Portland VIC



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