



Americold Australia Pty Ltd Modern Slavery Statement

Introduction

The Modern Slavery Act 2018 (Cth) (the Act) defines ‘modern slavery’ as including eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour.

This is the second Modern Slavery Statement (Statement) for Americold Australia Pty Ltd and its reporting entities as defined under the Act (collectively Americold). We are part of Americold Realty Trust, the world’s largest publicly traded real estate investment trust (REIT) focused on the ownership, operation, acquisition and development of temperature-controlled warehouses.

In our Statement, we outline the steps we have taken to identify, manage and mitigate the risks of modern slavery in our operations and supply chain, and discuss the frameworks and processes in place to ensure ongoing compliance with the *Modern Slavery Act 2018 (Cth)*.

We believe good governance is key to building our business long term. Our opposition to human slavery is part of our overall management philosophy and governing principles with respect to acting with the highest ethical standards. Business performance is never more important than ethical business conduct.

About our business

The Americold entities that are considered reporting entities under the Act are as follows:

Americold Australia Pty Ltd	ACN 116 962 219
Americold Australian Holdings Pty Ltd	ACN 117 491 291
Icicle Australia Property Pty Limited	ACN 605 994 107
Americold Logistics Limited	ACN 004 902 998

In Australia, Americold’s network of cold storage warehouses is an integral part of the national supply chain, connecting food producers, processors, distributors and retailers to the end consumer.

Americold also provides a full service solution to the quick service restaurant (QSR) sector. This involves working with the customer’s supply chain teams and performing the initial buying function, receiving stock from suppliers, taking ownership for the goods on arrival and on-selling it to stores in a direct to store delivery model.

Our structure, operations and supply chains

Americold Australia Pty Ltd provides cold storage warehouse services to customers across Australia. The premises from which we provide these services are owned by other entities in the Americold group, and these land-holding entities are a party to our agreements with customers for the limited purpose of providing storage space.

Americold is the premier provider for temperature-controlled supply chain infrastructure for grocery retailers in Australia, and services major international quick-serve restaurant (QSR) and food manufacturers in the region.

For the day to day operation of our business providing cold storage warehouse services, we are required to procure a range of products and services, including (but not limited to):

- agency labour
- materials handling equipment
- transport services
- information technology equipment and services

Risks of modern slavery in our operations and supply chains

Our global Code of Business Conduct and Ethics specifically addresses modern slavery risk. Americold is committed to combatting slavery and human trafficking and to acting with integrity in all its dealings, relationships, supply chains and recruitment. We expect the same high standards from all its associates, suppliers, contractors, recruiters and those with whom we do business.

We understand and acknowledges that the level of risk of modern slavery is influenced by a range of factors, and that some aspects of our supply chain carry a higher risk than others. As the operation of our reporting entities is limited to Australia, we consider that the risk is minimised.

We acknowledge that our key risk areas relate to agency labour and procurement of QSR products. We expect our agency labour providers to operate within Australian law, and we work closely with our agency labour suppliers to ensure that we our wages and conditions meet with the requirements of all relevant legislation and enterprise bargaining agreements.

Our terms and conditions of purchase include a clause that requires our suppliers to comply with the Modern Slavery Act, as well as a clause that gives Americold the right to audit and assess the supplier for said compliance. Our formal supplier agreements have been updated to include equivalent clauses. We are in the process of updating our creditor application forms to include a declaration of commitment to compliance with the *Modern Slavery Act 2018 (Cth)*.

We have detailed our assessment and management of modern slavery risk in two specific areas of our supply chain – labour management, and in our QSR business – as follows:

Minimising modern slavery risk through labour management

Americold has approximately 1750 employees in Australia, of whom approximately 550 employed through labour hire agencies. We recognise the risk of modern slavery practices in any

organisation that has such a high number of employees, but we work to minimise the risk of modern slavery in our labour management by ensuring that we comply with Australian workplace legislation, maintaining focus on employee health and safety, and cooperating with employee representatives including trade unions.

Every Americold Associate contributes to the success of our business. As a company, we are committed to safety, employee development and employee wellbeing, and our policies and internal systems are designed to help us achieve this ongoing commitment. This also assists in our goal of minimising the risk of modern slavery in our workplace – we are constantly working to ensure that our employees are appropriately rewarded for their work and that their workplace is a safe environment.

We utilise software systems that manage employee working hours. The software ensures that employee's working hours are recorded to ensure that they are paid correctly, and aid employee safety and wellbeing by setting set minimum breaks between shifts, and flagging employees working unusually long hours.

Americold works closely with trade unions to ensure ongoing compliance with our enterprise bargaining agreements (EBAs). We have different EBAs for each Americold site. The requirement under Australia law is EBAs will be applied if it's terms are more beneficial than those of the relevant legislation – we note that recent changes to Australian workplace law have not impacted Americold as we were already applying the more generous terms of our EBAs. We further note that the terms of our EBAs apply to labour hire staff as well as direct employees of Americold.

Managing modern slavery risk in our QSR business

Americold has been helping key quick service restaurant (QSR) customers with their supply chain solutions for over 22 years. With an emphasis on people, Americold builds very strong relationships with its QSR partners with experienced teams, well versed on the dynamic and fast-paced QSR franchise environment.

The Americold QSR model is a full service solution, working with the customers supply chain teams who still maintain the initial purchasing and sourcing function. Americold then performs the rebuying function, receiving stock from suppliers, taking ownership for the goods on arrival and on-selling it to stores in a direct to store delivery model. Consequently, the selection and monitoring of suppliers of QSR Products is managed by our QSR customers.

Americold currently buys and on-sells AU\$475 million worth of goods to its QSR customers in Australia servicing over 1,095 stores in the network, picking over 13,500,000 cartons annually. With a key focus on, order fill, accuracy and customer service our number one goal is to provide the stores with a great experience when a delivery arrives.

Americold's QSR model links into the wider Americold network. It is supported by the framework of the largest temperature controlled logistics solution in the world. This link ensures that the QSR network is at the forefront of new technology, adherence to compliance and safety and warehouse best practices.

To service our QSR customers, we procure a range of products including (but not limited to):

- poultry
- meat
- breads
- ice cream
- flour
- seasoning and spices
- sauces & condiments
- food packaging
- cleaning supplies

Our key QSR customers engage in diligent efforts to assess and manage risks in their supply chain which are significant when dealing with the supply of food products. Although we do not nominate these suppliers (they are chosen by our QSR partners), we do contract with them directly and include modern slavery compliance clauses in our terms.

Actions taken to assess and address modern slavery risks

Americold provides training to employees on the Modern Slavery Act, the risks of modern slavery practices in our supply chain, and the importance of working to minimise any ongoing risk by recognising risk in our supplier relationships. Our global corporate [Code of Conduct](#) specifically prohibits activities that are in breach of modern slavery laws. Associates receive training on compliance with the Code of Conduct, and we monitor compliance with the Code through these trainings, by investigating all complaints received through our anonymous hotline and other reporting channels, and via our internal controls framework. Through our global operation, Americold complies with the United States Foreign Corrupt Practices Act, the UK Modern Slavery Act 2015, and other applicable laws. We require that our suppliers and their employees, agents, and subcontractors share the same high standards of ethics and integrity. Our Supplier Code of Conduct outlines our core company principles and describes the requirements for our suppliers to establish and maintain for a business relationship with Americold. Further information is available in our [Environmental, Social and Governance report](#).

Implications of COVID-19

In what was the second year of COVID-19, Americold continued to protect the integrity of the cold chain while ensuring the health and safety of our associates. From an associate perspective, Americold continued to follow all country, state, and local guidance regarding social distancing and associate/visitor screening. The Americold COVID-19 Response Team, comprising company leadership from across sites and functions, stayed intact for the duration of 2021. We continued to provide guidance and support to our associates, as well as regular communication on company-specific COVID-19 protocols.

The future of modern slavery compliance at Americold

We recognise that in a large company and growing company with a complex and diverse supply chain, the risk will always exist, but we can combat it by robust assessment and compliance processes. We recognise the need to continuously build on our understanding, oversight and management of modern slavery risks in our operations and supply chains. We look forward to reporting on our enhanced assessment and compliance processes in 2023.

This Statement was approved by the Directors of Americold on 12 July 2022.

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