

# Modern Slavery Statement

## Dalrymple Bay Coal Terminal Pty Ltd

This statement covers the activities of Dalrymple Bay Coal Terminal Pty Ltd (ACN 010 268 167) (DBCT P/L) for the period of 1 July 2024 to 30 June 2025.

This statement has been prepared in accordance with the requirements in the *Modern Slavery Act 2018* (Cth) (**MS Act**) and sets out the actions DBCT P/L has taken, and will take, to assess and address modern slavery risks in our operations and supply chains.

A Modern Slavery Working Group has been established within DBCT P/L for some years. The objectives of the Modern Slavery Working Group are to ensure the establishment and implementation of a Modern Slavery Policy, to educate our employees and supply chain to assist us to address the modern slavery risks associated with our operations and supply chain, and to measure our management of modern slavery risks against identified metrics.

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### About us

#### ***Our operations***

Established in 1981, DBCT P/L is based at the Port of Hay Point, 38km south of Mackay in North Queensland.

DBCT P/L is jointly owned by a group of Queensland's key coal producers – DBCT P/L does not own or control any other entities. Under a commercial agreement with Dalrymple Bay Infrastructure Limited (DBI), DBCT P/L operates and maintains the Dalrymple Bay Coal Terminal (**Terminal**). The Terminal itself is owned by the Queensland Government and is leased to DBI.

DBCT P/L facilitates the export through the Terminal of predominantly high-grade metallurgical coal from the Bowen Basin to steel manufacturing markets all over the world. The Terminal operates 24 hours a day, 365 days a year. It is an extensive operation that has a maximum export capacity of 85Mtpa.

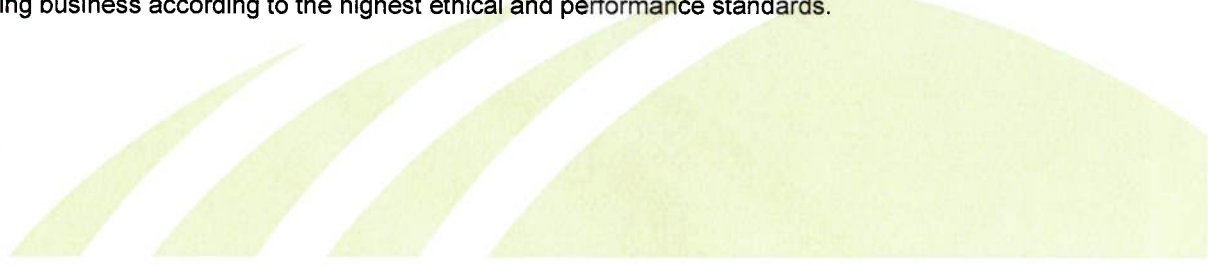
We engage approximately 460 employees and a similar number of contractors. The actual number of contractors will vary depending on the activities being undertaken at the Terminal at any one time.

#### ***Our commitments***

DBCT P/L is one of the largest employers in the Mackay region and has a proud history of assisting our people in developing the skills and trades that will help them succeed in well-paying jobs in the sector (whether that be with DBCT P/L or elsewhere) or other manufacturing or skilled roles.

Our commitment in that regard recognises our role in creating a sustainable and prosperous future for our local community. We also recognise the broader impact that our operations have beyond our local community.

We are strongly committed to sustainability and as part of our Sustainability Strategy – Handling with Care (which we have jointly published with DBI) we are focussed on fostering meaningful partnerships and conducting business according to the highest ethical and performance standards.



Ensuring sustainable procurement is one of the focus areas of our Sustainability Strategy – Handling with Care and our modern slavery strategy forms a key part of that commitment.

### ***Our industrial arrangements***

DCBT P/L's operations and maintenance employees are covered by the *Dalrymple Bay Coal Terminal Pty Ltd Bulk Handling Enterprise Agreement 2023*, and DBCT P/L engages with the AWU, AMWU and ETU, which are the unions that cover DBCT P/L's front-line employees.

DBCT P/L's direct workforce is also supplemented by a labour hire provider, Protech GPS Pty Ltd (**Protech**), whose employees are covered by the *Protech Coal Export Terminal Agreement 2023*. We recognise the vulnerabilities in labour hire arrangements and work closely with Protech to ensure its workforce receive fair pay, conditions and treatment.

### ***Our principal supply chain***

DBCT P/L does not own, nor does it use or consume, the coal that is exported through the Terminal. The relevant coal producers retain ownership of the coal, and each has direct dealings with the ships that transport the coal to relevant purchasers (or other intermediaries). DBCT P/L does not contract with the shipping companies, the purchasers or end consumers.

In addition, DBCT P/L has contractual relationships with Daltug Pty Ltd (**Daltug**), which operates the tugboats responsible for hauling coal ships to and from the Terminal. Daltug's employees are covered by the *Daltug Pty Ltd Enterprise Agreement* and are also shareholders in the business. That agreement also covers the AMOU, AIMPE and MUA, which are the unions that have coverage of employees in the marine hauling industry. DBCT P/L continues to consult with Daltug about mitigating supply chain risks.

### ***Our ancillary supply chain***

Our operations are supported by a range of generally long-term supply and service relationships that we have in place with local manufacturers and distributors. The main types of goods and services that DBCT P/L procures are:

- (a) plant and equipment, and associated parts and tools;
- (b) fuel, energy and utilities;
- (c) general industrial and manufacturing of plant and equipment;
- (d) structural remediation works;
- (e) work uniforms and personal protective equipment; and
- (f) information technology and professional services.

## **Modern slavery risks**

DBCT P/L fully embraces the MS Act and, as noted above, sustainable procurement forms part of our published Sustainability Strategy – Handling with Care.

We undertook assessments of modern slavery risks in our operations and supply chains over the reporting period to identify any connection to modern slavery practices. We based these assessments on a range of matters, including where supply chain participants are based (both within Australia and outside of Australia) and contracting models. Following these assessments, we identified that areas for us to focus on include our uniform supply chains and use of labour hire.



Overall, our operations and supply chain have a low potential for modern slavery risks. Our risk profile is summarised in the table below.

Supplier/producer	Risk assessment
<b>Labour hire</b>	<p><b>Low to Medium</b></p> <p>DBCT P/L has a long-standing relationship with Protech, its primary labour hire provider.</p> <p>We actively monitor and engage with Protech in relation to these matters to ensure the workforces receive fair conditions, pay and treatment. Protech has in place a Modern Slavery and Human Trafficking Statement that was provided in the last reporting period</p>
<b>Tugboat services</b>	<p><b>Low</b></p> <p>Daltug's employees have the benefit of being represented by sophisticated industrial associations and are covered by an enterprise agreement approved by the Fair Work Commission. Additionally, all Daltug's employees are also shareholders in the company.</p>
<b>Uniforms and personal protective equipment</b>	<p><b>Medium</b></p> <p>The uniforms and personal protective equipment that DCBT P/L supplies to its employees and labour hire workers is sourced from reputable Australian-based distributors.</p> <p>However, some of those products are manufactured overseas. For example, in the case of female work shirts, DBCT P/L's distributor sources products from NCC Apparel who manufacture the shirts in Fiji.</p> <p>We have identified that in some cases, the manufacturers who we do not directly contract with may be based in geographical areas with vulnerable populations or be involved in high risk business models. We continue to monitor this closely.</p> <p>DBCT P/L continues to liaise with its main Australian distributor to provide evidence of how the overseas manufacturers manage the modern slavery risks in their supply chain. This is discussed further below.</p>
<b>Fabrication services</b>	<p><b>Low to Medium</b></p> <p>DBCT P/L engages metal fabrication services from Australian-based providers. We have identified that one provider, All Metal Solutions Pty Ltd, engages some workers from developing countries.</p> <p>DBCT P/L representatives met with AMS this reporting period to discuss its awareness and monitoring of modern slavery obligations. This is discussed further below.</p>
<b>Suppliers of plant, equipment and tools</b>	<p><b>Low</b></p> <p>We have not identified any particular products in our supply chain in which modern slavery is particularly prevalent. The majority of our capital plant and equipment (for example, conveyor belts) is manufactured in Australia by established companies with long-standing relationships with DBCT P/L.</p>



	We raised modern slavery with one of our crane providers, Universal Cranes. They use their own labour hire services from time to time. We asked Universal Cranes to consider modern slavery risks as part of that process.
<b>Professional services</b>	<p><b>Low</b></p> <p>DBCT P/L engages professional services from a range of Australian based providers in relation to information technology, whistleblowing hotline, financial services, insurance and legal services. We do not typically engage any professional services outside of Australia.</p>

## **Actions to assess and address risk**

### ***Contracting and tendering***

We have continued to ensure that new DBCT P/L supply and services contracts contain a modern slavery clause that require our partners to ensure that they monitor the modern slavery risks in their business and provide us with rights to obtain related information.

We include a modern slavery clause in our standard Purchase Order terms and conditions. This ensures that modern slavery is a focus in the engagement of all suppliers, regardless of the nature or commercial value of the engagement. In this clause, supply partners warrant that they have not and will not engage in conduct which contravenes modern slavery laws.

All contractors are required to comply with DBCT P/L's policies on modern slavery and take appropriate action to mitigate, remediate and reduce the risks within their business. In addition, if required under modern slavery laws, contractors must:

- implement their own policies, procedures and training in relation to modern slavery; and
- require their suppliers to implement binding guidelines for ethical behaviour and compliance with modern slavery laws.

Through provisions in DBCT P/L's Purchase Order conditions and supply and services contracts, DBCT P/L has the capacity to investigate suspected breaches by contractors of modern slavery laws or DBCT P/L's modern slavery policies.

Our standard modern slavery contract terms also continue to be rolled out as DBCT P/L renews its older supply and service contracts, where appropriate.

### ***Ongoing engagement with contractors and suppliers***

We have continued to engage with our contractors to highlight and mitigate the risk of modern slavery in our supply chain. Modern slavery continues to be a standing agenda item in our meetings and performance reviews with contractors.

For DBCT P/L's top tier contractors, biannual senior sponsor meetings are held. Modern slavery risks and control measures are addressed at these meetings.

All Metal Solutions Pty Ltd (**AMS**) was identified as one of our providers for fabrication services that has a large proportion of visa holders as workers, and as a smaller company, may not have a detailed understanding of the modern slavery regime in Australia. DBCT P/L representatives met with AMS to confirm its awareness of modern slavery obligations, provide evidence of its compliance and encourage voluntary modern slavery reporting.

We will continue to liaise with AMS and seek information about its supply chain practices.

### ***Buying local***

We continue to be committed to doing what we can to support the Mackay community and take our social responsibility to the area where we work, very seriously. As part of this, DBCT P/L is committed to doing what we can to source plant, equipment and tools locally.

Our tender evaluation process continues to reflect DBCT P/L's strong preference for locally made products and our procurement team keeps this front of mind.

### ***Our uniform supplier***

DBCT P/L has ongoing and close relationships with our uniform suppliers, including Ojema Group Pty Ltd trading as Totally WorkWear in the aim of ensuring the employment conditions and practices that apply in their overseas manufacturing facilities are properly identifying and managing the risks of modern slavery. DBCT P/L also communicates with Totally Workwear to identify potential risk from producers who supply their raw materials, and their country of origin.

Representatives from DBCT P/L's Supply and People & Culture teams met with Totally Workwear this reporting period to specifically discuss modern slavery. Evidence was requested to confirm its merchandise suppliers comply with modern slavery requirements. This was provided during the reporting period.

During the next reporting period, we will continue to monitor this risk.

### ***Policies and procedures***

During the reporting period, DBCT P/L had several policies and procedures that complement the MS Act's objectives, including its:

- Modern Slavery Policy – the purpose of this policy is to ensure that goods and services purchased through our supply and value chains are ethical and eradicate or minimise modern slavery risks. The policy provides information and guidance to our personnel on how to recognise and deal with modern slavery issues and sets out the responsibilities of our personnel, operations and suppliers in observing and upholding our position on modern slavery.
- Sustainability Strategy – Handling with Care (see further above) – this outlines DBCT P/L's approach to the environment, business performance, community partnerships, and people.
- Health, Safety, Environment and Quality Policy – this notes DBCT P/L's commitment to continual improvement and ensuring compliance with all applicable laws and standards. Included in this Policy is guidance for ensuring that DBCT P/L's employees, subcontractors, suppliers, and consultants are trained and competent, and are aware of their responsibilities and accountabilities in respect of those applicable laws and standards.
- Code of Conduct – this outlines conduct guidelines that all workers must observe, as well as our core values of integrity, courage, accountability, respect, excellence, and initiative.
- Grievance policies and Whistleblowers Regime – these provide mechanisms for workers to raise concerns. In particular, our Whistleblowers Regime provides a confidential, external hotline to enable persons to raise issues.

### ***Modern Slavery Working Group***

During the last reporting period our Modern Slavery Working Group continued to meet regularly and monitor the modern slavery risks in our operations and supply chain. This Group has executive, procurement and human resources representation which will provide information to the Board and Chief Executive in relation to modern slavery where necessary.

Among other things, the Group is also responsible for assisting the business to ensure that it continues to manage the risks identified in this statement and for identifying any additional steps that might be taken to monitor the compliance of our supply chain partners.

DCBT P/L is committed to ensuring the risk of modern slavery is effectively managed and this includes maintaining the systems and commitments we have created in the previous years.

To action this commitment DBCT P/L's Modern Slavery Working Group reviews:

- Current risk ratings to ensure any changes to risk are reported and actioned.
- Modern Slavery Policy – to confirm that it is up to date and is being effectively implemented.
- Training – to make sure that regular training on modern slavery is occurring and track attendance numbers to identify the percentage of the workforce who are trained in identifying and managing modern slavery risks.
- Contracts – to maintain the commitment that all new service and supply contracts will have modern slavery clauses embedded.
- Geographic and industry trends – to identify any known 'hot spots' which have a high risk of modern slavery practices.

## **Education**

In addition to educating our supply chain partners during review meetings, we continue to invest in training our workforce in relation to modern slavery and social licence.

Along with other sustainability matters, modern slavery continues to form part of our Compliance Training which updates relevant employees on a range of regulatory and legal matters. This training was last delivered in July 2024. Additional compliance training regarding respectful and safe workplaces has been rolled out in May and June 2025 where a refresher on modern slavery was provided.

Modern slavery content is also included in the training delivered as part of DBCT P/L's induction process.

A more detailed training program continues to be rolled out as specific targeted training for relevant employees, on an ongoing basis. During this reporting period, targeted training was delivered to DBCT P/L's Executive Leadership Team and Management Leadership Teams.

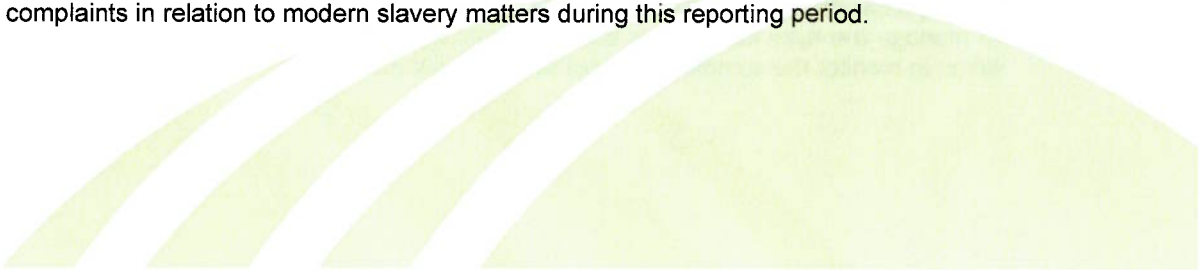
The modern slavery content in DBCT P/L's training program was reviewed and updated during this reporting period to ensure it remains current.

## **Measuring our success**

In our last statement we committed to the following actions, which we have achieved:

- Our Modern Slavery Working Group continues to meet regularly to support the business to identify and manage modern slavery risks.
- We continued to liaise with our supply chain partners and review contractual arrangements for modern slavery compliance.
- We continued to implement our Modern Slavery Policy.
- We continued to train and educate our staff in relation to modern slavery risks.
- We continued to review metrics to assist us to assess the impact of our modern slavery risk management to enable us to measure our success.
- We continued to raise modern slavery at performance meetings with our supply chain partners, with modern slavery becoming a standing agenda item with our supply chain partner.
- We reviewed our risk ratings for key contractors.

We have also monitored grievance and whistleblower matters (to the extent possible) and we are not aware of any complaints in relation to modern slavery matters during this reporting period.



The key performance indicators that have been measured in current reporting periods are as follows:

- The number of contracts with suppliers that contain modern slavery provisions. Our review confirmed that more than 90% of all operative supply contracts contain modern slavery provisions.
- The percentage of identified employees who have completed training on modern slavery.
- Any grievances or other complaints regarding modern slavery. None were identified.

In the next reporting period, our goals are as follows:

- DBCT P/L is planning a vendor seminar to its major suppliers. Modern slavery obligations will be included as part of the content presented.
- Our Modern Slavery Working Group will continue to meet bi-annually to support the business to identify and manage modern slavery risks.
- We will continue to liaise with our supply chain partners and review contractual arrangements for modern slavery compliance.
- We will continue to implement our Modern Slavery Policy.
- We will continue to train and educate our staff, when relevant, in relation to modern slavery risks.
- We will continue to review metrics to assist us to assess the impact of our modern slavery risk management to enable us to measure our success.
- We will continue to raise modern slavery at meetings with our supply chain partners, when relevant.

This statement was approved by the Board of Directors of DBCT P/L, in its capacity as principal governing body of DBCT P/L, on 28 October 2025.

A handwritten signature in blue ink, appearing to read 'Ken Moore', with a long, sweeping horizontal line extending to the right.

Mr Ken Moore  
Chairman of the Board – DBCT P/L



