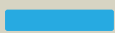


# MODERN SLAVERY STATEMENT 2020



## INTRODUCTION

Modern slavery is estimated to affect more than 40 million people worldwide in the form of forced labour, debt bondage, human trafficking and child slavery to name a few. Of these forms, forced labour is the most prevalent, with an estimated 25 million people affected in many countries, including Australia.

At ARTC, we strongly believe that all people around the world have the right to live free from exploitation. We are committed to doing our part to ensure that slavery in any form does not occur within our supplychain.

This document outlines our approach to preventing slavery within our supply chain. We will review and update our Modern Slavery Statement annually.

## OUR BUSINESS

Established in 1998, ARTC is one of the largest freight rail network owners in Australia.

We operate and maintain 8,500km of the national rail network across five different states – NSW, Victoria, Queensland, WA and SA.

We are an integrated manager of critical Australian infrastructure comprising:

- The Hunter Valley heavy-haul coal network
- The Interstate mainline network (intermodal and general freight)
- The construction and operation of Inland Rail.

We employ more than 1,600 people in 30 regional and city-based locations around Australia, and we manage the transit of around 450 trains per day on our network.

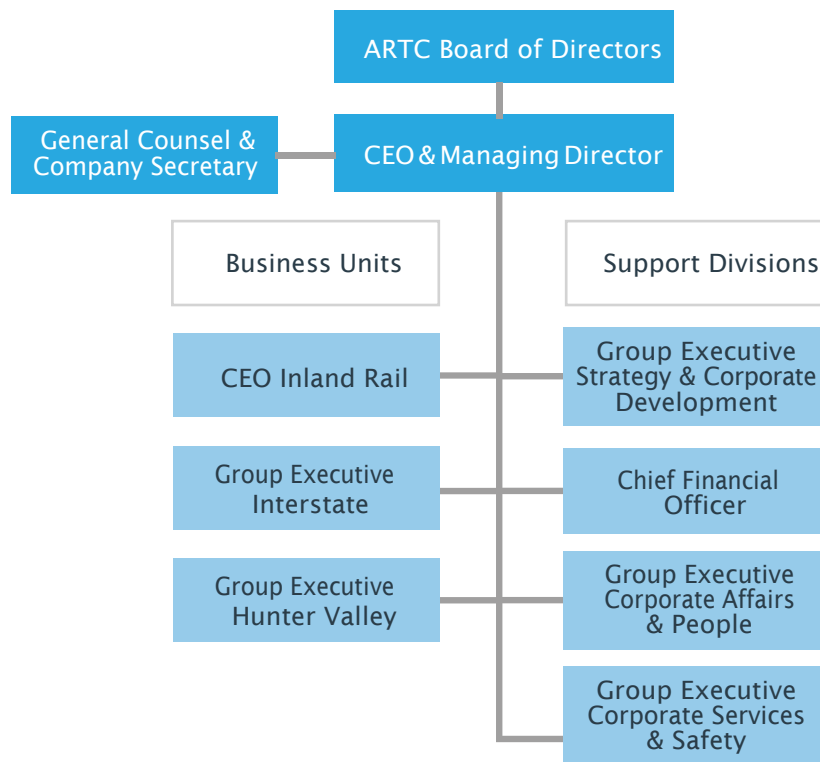


## Structure

We are a company incorporated under the Corporations Act.

Our shares are owned by the Commonwealth of Australia, represented by the Minister for Infrastructure, Transport and Regional Development, and the Minister for Finance.

We are governed by a Board of Directors appointed by the Shareholder Ministers.



## Supply chain

ARTC’s supply chain comprises the provision of goods and services to allow us to maintain and improve the national rail infrastructure that we are responsible for. Our procurement activities take place in Australia and our suppliers are predominantly Australia-based, with some goods and services also sourced from the US and Europe.

Our major areas of supplier spend are rail infrastructure costs, including rail sleepers, turnouts, electrical components, labour and civil construction works.

Importantly, all activities undertaken by ARTC – including appropriate standards for doing business with ARTC and principles of conduct and behaviour – are governed by our Statement of Business Ethics and our Code of Conduct.

## RISK MANAGEMENT & CONSULTATION

Due to the nature of our business, risk management – especially regarding the safety and wellbeing of our employees and contractors – is extremely important.

ARTC is committed to continually improving and upholding our policies and procedures to make sure we only source from suppliers who meet our pre-qualification requirements. This helps ensure we only do business with ethical suppliers who look after their employees and sub-contractors.

Over the next 12 months, ARTC will be completing a review of our supply chain to identify areas of high risk.

## TRAINING

Modern slavery awareness training has been developed for ARTC employees and is being rolled out across the organisation. Over the next 12 months, all relevant employees will be required to complete this training and annually thereafter.

## KEY AREAS OF ACTION

To bring to life our commitment to remove slavery from our supply chain, ARTC commits to undertaking the following activities:

- A more detailed risk analysis of our supply chain to identify areas of risk in relation to modern slavery
- Review/amend supply contract templates and to ensure all our suppliers are made aware of, and are compliant with, Australia's modern slavery legislation
- Update our supplier pre-qualification process to request information and evidence of compliance to modern slavery legislation
- Refine our procurement policies to make them relevant with reference to modern slavery (manual, code of conduct/ethics)
- Provide awareness training for our people to ensure all relevant employees are familiar with modern slavery requirements.

## Assessing effectiveness

To ensure our activities are effective, we also commit to:

- Periodic auditing of suppliers who provide services considered to be high risk in relation to modern slavery
- Non-compliance reported to senior management with remediation steps applied, including termination of supply with immediate effect as appropriate
- Ongoing review of training and awareness of our relevant employees
- Ongoing engagement and consultation with stakeholders to prevent slavery within our supply chain.

## FUTURE COMMITMENT

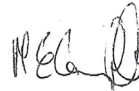
ARTC remains dedicated to upholding and further strengthening practices to continuously reduce any exposure to slavery and human trafficking risks.

Over the next year, our focus will be on:

- Ongoing assessment of all new and existing suppliers to identify areas of risk or further review and action
- All relevant employees completing modern slavery awareness training
- Updating all relevant contracts, policies and processes
- Continuing to progress supplier pre-qualification activities incorporating a risk categorisation for modern slavery.

This statement is made pursuant to the Australian Modern Slavery Act 2018 (Cth) and has been approved by the ARTC Board.

Signed,



**Mark Campbell**  
**Chief Executive Officer and Managing Director**  
May 2020