

This Statement is a joint Modern Slavery Statement for AGIG for the reporting period 1 January 2020 - 31 December 2020









Contents

- 1 Message from the CEO
- 2 Introduction
- **8** Vision and Values
- 10 The risks of modern slavery in our operations and supply chain
- The actions we have taken to assess and address the risks
- 18 How we assess the effectiveness of actions taken
- 21 Sign-off

Message from the CEO

Ben Wilson Chief Executive Officer

Welcome to our inaugural Modern Slavery Statement. At AGIG, we recognise that businesses have a role to play in ensuring that human rights are respected within business operations and supply chains. This Statement provides an overview of how we address modern slavery risks in our business, workforce and extended supply chains.

Our Vision and Values guide everything we do as a business. We aim to achieve top quartile performance on Delivering for the Customer, being a Good Employer and being Sustainably Cost Efficient. Our values of Trust, Respect, One Team and Perform drive our culture and how we behave. We act with integrity, we do the right thing and act in a safe and professional manner. In living out our values, we base our health and safety framework on the Zero Harm Principles that apply to all personnel. Providing a safe environment for our people is our key priority. This philosophy extends to site-based operational staff, contractors and office-based staff – we believe everyone should be safe at work.

Over the last year, our approach to addressing modern slavery focused on understanding risks, engaging with our teams and suppliers and collaboration with relevant stakeholders. We have made progress with internal policy uplift, education and awareness, carrying out due diligence activities, amending procurement contracts to include robust anti modern slavery provisions and establishing a working group made up of cross-practice area specialists tasked with implementing sustainable modern slavery risk mitigation across our business. We acknowledge that there is more work to be done in this continually evolving field and we are committed to continuous improvement in order to achieve our vision of being socially responsible, and ultimately, being Australia's leading gas infrastructure business.

BenWhon

Ben Wilson, Chief Executive Officer







Introduction

This modern slavery statement (Statement) is prepared and submitted in compliance with the Modern Slavery Act 2018 (Cth) (the Act). In accordance with section 14 of the Act, this Statement is a joint statement covering the reporting period 1 January 2020 to 31 December 2020, submitted by Australian Gas Infrastructure Holdings Pty Ltd (AGIH) for the following reporting entities (as that term is defined in the Act) within the AGIG group of companies (AGIG):

Australian Gas Infrastructure Holdings Pty Ltd ABN 22 120 456 573
Australian Gas Networks Holdings Pty Limited ABN 24 169 818 026
Australian Gas Networks Limited ABN 19 078 551 685
Australian Gas Networks (VIC) Pty Ltd ABN 73 085 899 001
Multinet Gas Distribution Partnership ABN 53 634 214 009
DBNGP (WA) Transmission Pty Limited ABN 69 081 609 190
DBNGP Holdings Pty Limited ABN 16 110 721 081

In this statement, unless expressly mentioned otherwise, references to AGIG, the Company, we, us and our, refer to the reporting entities collectively, their subsidiaries and controlled entities. This statement does not cover our non-controlled nor non-operated joint venture operations.

AGIG is opposed to modern slavery and human trafficking and will not knowingly conduct business with parties that engage in modern slavery or human trafficking practices. Modern slavery includes servitude, slavery, forced labour, forced marriage, child labour, debt bondage, deceptive recruiting for labour or services and human trafficking. We believe that modern slavery does not occur in isolation. It often forms part of the modern supply chain and is exacerbated by other complex challenges such as discrimination, country based catastrophe, corruption, weak rule of law, poverty and pandemics such as COVID-19. Occurrences of modern slavery are not tolerated at AGIG.





Highlights from 2020

- We formed an internal working group to lead our modern slavery approach
- We updated our Fraud and Corruption Prevention and Whistleblowing Policy to specifically address our zero tolerance for modern slavery
- We updated our standard procurement contracts to include anti-modern slavery provisions
- We carried out desktop due diligence of our supply chain to identify risks of modern slavery in our operations and supply chains
- We consulted with our related companies and energy industry peers

A quick guide to our Statement

Requirement of the Act	Our Statement
Identify the reporting entity, section $16(1)(\alpha)$	Introduction I page 2
Describe the reporting entity's structure, operations and supply chains, section 16(1)(b)	About AGIG I page 4 - 5
	Our operations, Our corporate structure, Our workforce, Our supply chains I page 5-7
	Our Vision and Values I page 8
	Our role in the gas industry I page 9
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entity that it owns or controls, section 16(1)(c)	The risks of modern slavery in our operations and supply chain I page 10-14
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risk, including due diligence and remediation processes, section 16(1)(d)	The actions we have taken to assess and address the risks I page 15-17
Describe how the reporting entity assesses the effectiveness of these actions, section 16(1)(e)	How we measure the effectiveness of actions taken I page 18
Describe the process of consultation with any entities the reporting entity owns or controls and the entity giving the statement, section 16(1)(f)	Collaboration I page 19
Other relevant information (including COVID-19), section 16(1)(g)	Impact of COVID-19 pandemic I page 19-20
Details of approval by the relevant principal governing bodies, section 16(2)(b)	Sign-off I page 21



We are Australian Gas Infrastructure Group

One of Australia's largest gas infrastructure businesses

Our vision is to be the leading gas infrastructure business in Australia. We will achieve this by delivering for our customers, being a good employer and being sustainably cost efficient. We own and operate infrastructure that delivers gas to Australian homes, businesses and communities. We also deliver and store gas that supports the Australian economy - for power generators, mines and manufacturers. We have commissioned an Australian-first project in renewable hydrogen production in South Australia and are working towards delivering other renewable hydrogen projects across Australia.



Operates gas infrastructure (transmissior pipelines and storage) in Western Australia and the Northern Territory.



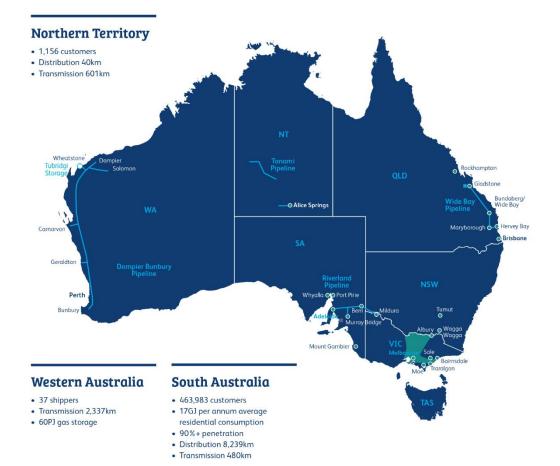
Operates gas distribution in Victoria.



Operates gas infrastructure (distribution and transmission pipelines) in Victoria, South Australia, Queensland, New South Wales and the Northern Territory.

AGIG builds and operates infrastructure across the country.

Our Operations



Queensland

- 107,517 customers
- 8GJ per annum average residential consumption
- 30%+ penetration
- Distribution 3,150km
- Transmission 314km

New South Wales

- 60,885 customers
- 39GJ per annum average residential consumption
- 90%+ penetration
- Distribution 2,005km
- Transmission 84km

Victoria

- 1,429,667 customers
- 52GJ per annum average residential consumption
- 90 % + penetration
- Distribution 21,562km
- Transmission 503km

Note: Penetration rate is an estimate of the percentage of homes connected to the gas in areas served by our networks

2+ million

Distribution customers as at 31 December 2020

VIC (MGN)	717,604
VIC (AGN)	712,063
SA	463,983
QLD	107,517
NSW	60,885
NT	1,156
TOTAL	2,063,208

Regulated Asset Base of \$8.63bn

- NSW 0.5 %
- QLD 5.7 %
- VIC (MGN) 15.6 %
- VIC (AGN) 20 %
- SA 20%
- WA 38.9 %

Note: Totals may not add due to rounding.





Our Corporate Structure

The reporting entities are managed by a single executive management team, supervised by separate Boards of Directors.

AGIH and its subsidiaries are Australian incorporated private companies with registered offices in Perth and Adelaide. AGIH is ultimately owned by a consortium made up of CK Infrastructure Holdings Limited, CK Asset Holdings Limited and Power Asset Holdings Limited.

AGNH and its subsidiaries are Australian incorporated private companies with registered offices in Adelaide (with the exception of one non-operational subsidiary that is incorporated overseas). AGNH is ultimately owned by CK Infrastructure Holdings Limited, CK Hutchinson Holdings Limited and Power Asset Holdings Limited.

For further information on our executive management team, corporate structure or ultimate ownership, please see our website: https://www.agig.com.au/

CK Infrastructure Holdings Limited, CK Asset Holdings Limited and Power Asset Holdings Limited are offshore foreign entities that do not need to report under the Act. However, CK Infrastructure Holdings Limited submits a modern slavery and human trafficking statement under the UK Modern Slavery Act 2015. To review the 2020 modern slavery statement of CK Infrastructure Holdings Limited please see:

https://www.cki.com.hk/english/PDF_file/sustainability/sustainability_policy/modern_slavery_and_human _trafficking_statement.pdf CK Infrastructure Holdings Limited also publishes a Human Rights Policy and Supplier Code of Conduct that expressly address modern slavery.

To review these policies please see:

https://www.cki.com.hk/english/sustainability/sustainability_policy/index.htm





Our workforce

We employ approximately 382 employees across Australia (on full time and part-time bases). The average age of AGIG employees is 38 years and 27.9% of our employees are female. We do not employ any staff under the legal age for work in Australia. We also have more than 1,600 contractors working for our business.



Our supply chains

Due to the nature of our operations and business, our supply chains are diverse, international and multitiered. We manage group procurement through a centralised procurement function and we manage our supplier base through collaboration between procurement, finance and asset management teams, working with legal advisors and contract owners.

On an annual basis, we contract directly with over a thousand suppliers. We require our direct suppliers to ensure that, in their supply chains, Australian suppliers are given full, fair and reasonable opportunity to supply goods or services that comprise part of or all of the goods and services delivered to us.

As set out in this Statement, we have undertaken due diligence that analyses the risks of modern slavery deep into our supply chain, down to ten tiers of suppliers. See page 10-14 for further information.



Our vision

To be the leading gas infrastructure business in Australia by achieving top quartile performance on our targets.







Delivering for customers

Public safety

Reliability

Customer service

A good employer

Health and safety

Employee engagement

Skills development

Sustainably cost efficient

Working within industry benchmarks

Delivering profitable growth

Environmentally and socially responsible

Our values

Drive our culture: how we behave and how we make decisions.









Perform

We are accountable to our customers and stakeholders, we are transparent on our performance and we deliver results. We continously improve by bringing fresh ideas and constructive challenge.

Trust

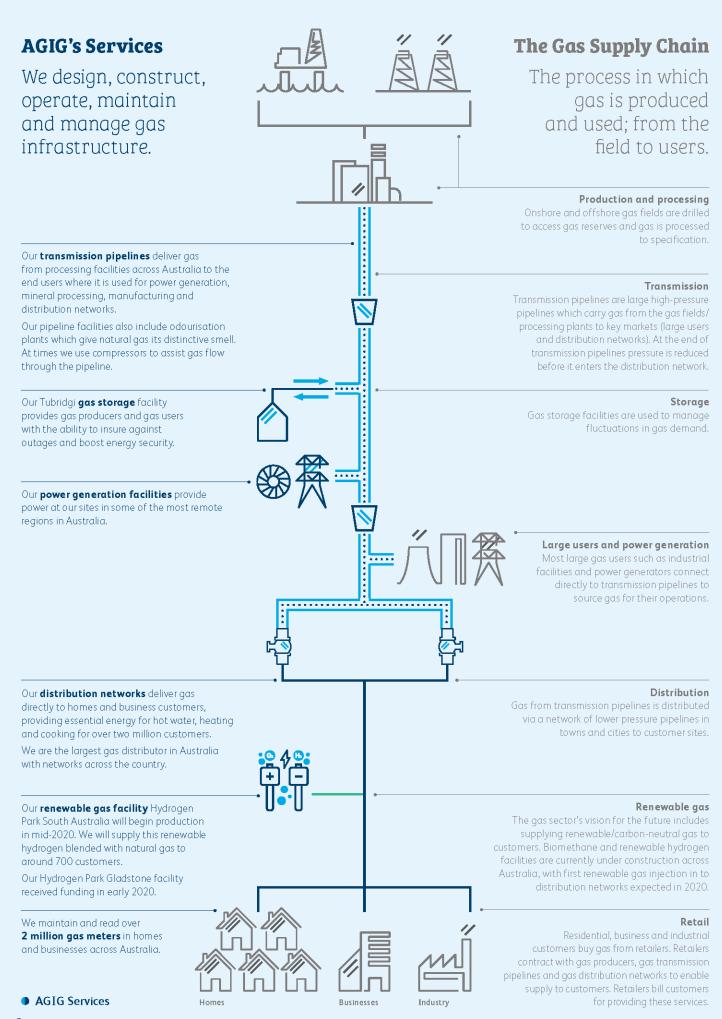
We act with integrity, we do the right thing, we are safe guardians of essential Australian infrastructure. We act in a safe and professional manner.

Respect

We treat our customers and our colleagues the way we would want to be treated, and we embrace and respect diversity.

One Team

We communicate well and support each other, and we are united behind our shared vision.





The risks of modern slavery in our operations and supply chain

To understand the risks of modern slavery practices in our operations and supply chains we have adopted a four step process:

- 1. Performed a desk-top analysis exercise, using publicly available sources¹ and information from our procurement teams, to identify the regions and industries that have the highest risks within our supply chain and operations;
- 2. Engaged with procurement teams at each of the reporting entities to consolidate annual spend data in order to understand how many suppliers we have, how much we spend with suppliers, the industries and types of goods and services procured and where our suppliers are located;
- Adopted a risk-based approach to prioritise our due diligence activities, applying a monetary threshold to our annual spend data and considering our ability to influence or use our leverage to drive change; and
- 4. Engaged an external consultant to perform a deep dive due diligence exercise, using our top 50 suppliers (by value) using proprietary technology to analyse ten tiers down the supply chain of each of those suppliers.

1 Resources used include:

Energy Procurement Supply Association publication:

https://epsaonline.net/media/uploads/white_papers/EPSA_Respecting_Human_

Rights_in_our_Supply_Chain.pdf

https://www.walkfree.org/projects/business-and-investor-toolkit/

https://www.responsiblesourcingtool.org/explorerisk

https://www.transparency.org/en/cpi#

https://knowthechain.org/



Applying these four steps, we have identified the following risks of modern slavery practices in our operations and supply chains:

In summary

At operational sites, owned and operated by AGIG, we have not identified any actual incidences of forced labour or servitude within the workforce comprised of our direct employees. Our governance framework, including the AGIG Equal Employment Opportunity Policy and Zero Harm Principles, Fraud and Corruption Prevention and Whistleblowing Policy, as well as our compliance with requirements of Australian law (particularly with regard to workplace health and safety and employment), minimise the risk of forced labour or servitude occurring. We have a strong culture of reporting workplace health and safety incidences. To date, no reports of incidences of modern slavery occurring on an AGIG operational site have been received.

Our due diligence found that there is a risk of modern slavery occurring indirectly in our supply chains. This arises from the breadth and depth of our supply chains that extend internationally (particularly into South East Asia, a high risk region), across a number of industries (particularly the high risk manufacturing and construction industries) with multiple tiers.

The modern slavery risk assessment undertaken uses a multi-regional input-output (MRIO) table developed by independent external consultants, Fair Supply Analytics Pty Limited, to map the supply chain of the industries and countries for each item of spend. The MRIO table links 15,909 sectors across 190 countries and holds raw data drawn from the UN's System of National Accounts and COMTRADE databases, Eurostat, IDE/JETRO, and numerous national agencies. This process identifies the inputs required from different industries in different countries around the world to produce the demand represented by the first tier. The methodology used maps the supply chain up to 10 tiers of inputs.

We set out below various plots illustrating our theoretical modern slavery footprint – note that none of the information contained in these plots (or this Statement) confirms the existence, or non-existence, of any actual incidence of modern slavery. These plots illustrate that our highest risk region is Australia, given over 62% of spend with our top 50 suppliers occurs within Australia.

Looking deeper, our due diligence finds that the highest risk of modern slavery in our supply chains occurs in the non-building construction industry, noting that in Australia this represents 52.8% of our spend. Our due diligence also illustrates that the highest risk of modern slavery occurs within the third tier of our suppliers' supply chains. These results help us to prioritise further due diligence efforts with Australian suppliers, particularly in the non-building construction industry, and to focus our risk mitigation efforts on reaching tier 3 of our suppliers supply chains.

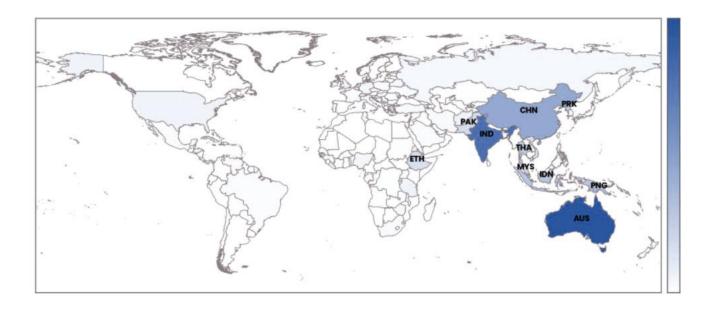


Risks by region

Our due diligence identified the countries with the highest risk of modern slavery, aggregated across the top 50 suppliers in our supply chain (based on the amount we spend with particular suppliers). The shaded countries indicate the top 10 risks.

Global Map

This plot indicates in what countries the greatest risk of slavery is found aggregated across your entire supply chain. The labelled countries indicate the top 10 risks.



The above image depicts Australia as a high risk region within our supply chain. This is driven by the fact that 62% of spend with the top 50 suppliers assessed are based in Australia.

The identification of the regions above as risk priority areas for the purpose of compliance with the Act does not confirm the existence or non-existence of modern slavery within the supply chains of suppliers or organisations carrying out business in those regions. However, identification of the regions as risk priority areas provides the basis for further due diligence we will undertake in future reporting periods.



Risks by industry

Our due diligence identified the following industries as the top 5 industries with the highest risk of modern slavery in their respective supply chains (based on the amounts that we spend with suppliers in the respective industries):

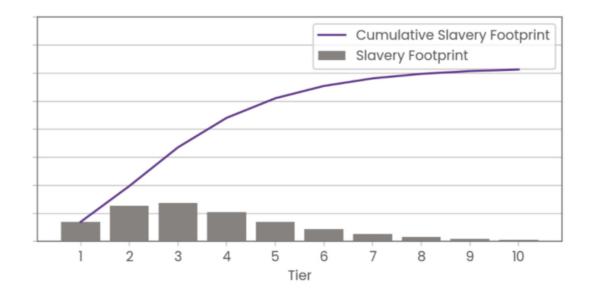
- 1. Non-building construction and civil works
- 2. Gas supply (maintenance, repair and operations works)
- 3. Business services (catering, cleaning, security, PPE, branded clothing supply and office stationery)
- 4. Computer and technical services
- 5. Iron and steel semi-manufacturers

Risks by tier of our supply chain

Our due diligence identified the following tiers of our supply chain as having the highest risk of modern slavery:

Risk by Tier

This plot indicates at what tier of your supply chain the greatest risk of slavery is found.



The graph above depicts the possible number of people working in slavery or slavery-like conditions plotted across the first ten tiers of our supply chains. This plot shows us that the greatest risk of modern slavery occurs within Tier 3 of our supply chains. It by no means illustrates a known population but is rather an extrapolation to identify modern slavery risks for the purposes of compliance with section 16(1)(b) of the Act.

Note that the risks by region, tier and industry and accompanying graphs/plots above were developed by independent external consultants, Fair Supply Analytics Pty Limited.





Risk factors

In undertaking our desk-top analysis, we considered the following factors known to exacerbate modern slavery risk:

- Issues associated with region:
 - Lack of regulation or enforcement agencies
 - Poor track records on corruption and human rights
 - Prevalence of criminal organisations
- Issues associated with industry:
 - Vulnerable workforces (low skilled, temporary jobs, poverty, migrants)
 - Long and complex supply chains
 - Labour intensive industry
 - Weak labour regulations
- Issues associated with the supplier
 - Prevalence of labour issues or controversies (eg delayed payments, failure to meet labour regulations, discrimination of employees)
 - High use of third party recruitment agencies
 - Procurement practices such as cost cutting, tight deadlines, demand for cheaper goods and services.





The actions we have taken to assess and address the risks

In this reporting period, we have focused attention on internal policy uplift, raising awareness and education of employees, adopting anti-modern slavery clauses in our template procurement contracts, forming an internal working group to ensure collaboration across the reporting entities within AGIG and used industry resources and publically available information to assess our risks and ensure our approach to addressing those risks is aligned with industry. See further information about some of these activities below.

Modern Slavery Working Group

We formed a modern slavery working group made up of 5 cross-practice area experts from across the reporting entities. The mandate of this group is to guide the business in its approach to ensuring modern slavery reporting compliance, as well as ensuring a cohesive and streamlined implementation of our modern slavery activities across the business.

Policy Uplift

AGIG is committed to the highest standards of conduct and ethical behaviour in all our business activities and to promoting and supporting a culture of honest and ethical behaviour, corporate compliance and good corporate governance. We reflect these commitments in our Fraud and Corruption Prevention and Whistleblowing Policy that is approved by the AGIG Board.

During the reporting period, we updated the Fraud and Corruption Prevention and Whistleblowing Policy to include references to and a restatement of AGIG's zero tolerance of modern slavery.



In the AGIG Fraud and Corruption Prevention and Whistleblowing Policy, AGIG provides a grievance mechanism for employees, contractors and suppliers to confidentially raise concerns about unethical conduct such as modern slavery. We encourage reporting to support a culture of honest and ethical behaviour, corporate compliance and good corporate governance. During the reporting period, 0 reports of modern slavery concerns were reported to the grievance hotline.

Changes to AGIG Standard Terms and Conditions of Contract

AGIG has incorporated a new clause in our standard procurement contract templates and standard purchase order terms and conditions, as follows:

Modern Slavery

In the performance of its obligations under this Agreement, the Service Provider must and must ensure that each of its subcontractors take reasonable steps to ensure that there is no Modern Slavery in the Service Provider's or its subcontractors supply chains or in any part of their business.

The Service Provider represents and warrants that neither the Service Provider nor any of its officers, employees or other persons associated with it:

- a. has been convicted of any offence involving Modern Slavery; and
- b. is not the subject of and has not been the subject of any investigation, inquiry or enforcement proceedings by any governmental, administrative or regulatory body regarding any offence or alleged offence of or in connection with Modern Slavery.

The Service Provider shall notify the Owner as soon as it becomes aware of any actual or suspected Modern Slavery in a supply chain which has a connection with this Agreement.





Future actions we intend to take

We intend to take a continuous improvement approach to assess and address modern slavery risk. In future reporting periods we intend to:

- Update our employee Code of Conduct to incorporate AGIG's zero tolerance for all forms of modern slavery and to encourage awareness of and reporting of any instances where employees become aware of the possibility of modern slavery occurring;
- Develop and roll-out a supplier standard (Sustainable Procurement Policy) that applies to all suppliers and clearly states our expectations and zero tolerance of modern slavery;
- Amend our procurement policy to expressly state our zero tolerance for modern slavery and require compliance with the Sustainable Procurement Policy and update our tender Documentation to include modern slavery assessment as a consideration in contract award;
- Widen the scope of our due diligence to include a higher number of suppliers in deep due diligence;
- Engage with suppliers through self-assessment questionnaires and revise our procurement practices to ensure suppliers respond to those questions prior to being on-boarded;
- Increase our collaboration with sister companies and industry working groups; and
- Deliver modern slavery training to employees





How we measure the effectiveness of actions taken to assess and address the modern slavery risks

At AGIG, modern slavery issues are overseen by the Risk and Compliance Committees. Any high risk issues are reported to executive management and Boards. In the first reporting period, we have developed our approach to addressing modern slavery, and in subsequent reporting periods we will measure the effectiveness of the approach using the following key metrics:

- The number of modern slavery grievances reported to our reporting hotline;
- The number of employees who have completed training;
- The number of suppliers we engage with in relation to modern slavery;
- Collating and assessing the outcomes of suppliers' questionnaires for internal reporting;
- Tracking and reporting internally on suppliers or contracts where modern slavery concerns have arisen during the procurement or contract management process;
- Tracking and reporting internally on instances where action has been taken due to unacceptable modern slavery concerns, including in the procurement process, termination of supply arrangements or other actions; and
- Continued collaboration and sharing of information with sister companies in connection with Modern Slavery Act requirements.



Collaboration

This Statement was prepared jointly by the reporting entities. Each of the Risk and Compliance Committees of the reporting entities has approved the Statement and each of the relevant Boards has provided sign-off (see page 21 of this Statement).

We prioritise collaboration with our related entities and sister companies, in Australia and abroad, to share learnings and enhance collective effectiveness and impact. In future reporting periods, we hope to increase awareness and understanding among our employees and suppliers and join industry networks providing opportunities to share learnings and increase leverage and impact.



Impact of COVID-19 pandemic on our supply chains and workforce

The COVID-19 pandemic and lockdown exacerbated modern slavery risks globally. Vulnerable migrant worker populations are at greater risk of isolation, discrimination and lack of access to proper healthcare and information. Supply chain disruption exposed workers to fluctuating delivery timeframes, ramping up and down of production, and permanent losses of work opportunities in sectors and geographies. We managed the increased risks that the pandemic posed to already vulnerable parts of our supply chain by maintaining strong relationships with suppliers affected by COVID-19, attending to delay claims in a timely way as permitted under our existing agreements with suppliers, providing those members of our workforce that can perform their roles remotely with options to work from home and ensuring the safety of staff on sites through implementation of social distancing protocols, increasing hygiene requirements and facilities. One notable impact of the COVID-19 pandemic was the impracticability of carrying out on-site audit activities in relation to facilities occupied by our suppliers (due to the health and safety risks this could pose). In these circumstances, our process of desktop due diligence was helpful to ensure we could adequately assess modern slavery risks. As the impact of the pandemic continues to be realised, we will continue to monitor the impact on our suppliers and workforce and will report on this impact in future modern slavery statements.

For our employees, the 2020 year presented a unique set of working arrangements. In mid-March, our office-based staff across all states were directed to work from home in line with government COVID-19 restrictions. In uncertain and unprecedented times, effective engagement with our workforce was hugely important.



In supporting our staff to effectively work from home, our teams worked to provide:

- full roll-out of technology equipment and connection support for home offices, enabling staff to safely set-up a remote work space;
- HSE guides and procedures for safe ergonomic practices at home;
- HSE assessments of employee home workstations;
- mental Health support through our Employee Assistance Program;
- complimentary online group fitness training;
- weekly video updates from the CEO with COVID and business-specific updates; and
- distribution of 'care packages' to staff in Melbourne who endured a difficult and lengthy lockdown period.

Thankfully, the nature of our business model as a provider of critical services meant there were no job losses or reduction in hours for staff as a result of the pandemic.



Sign-off

This Statement was endorsed by the Risk and Compliance Committee and approved by the Board of Australian Gas Infrastructure Holdings Pty Limited on 10 June 2021.

SIGNATURE OF DIRECTOR:

Date: 22/6/21

This Statement was endorsed by the Risk and Compliance Committee and approved by the Board of Australian Gas Networks Holdings Pty Limited on 10 June 2021.

SIGNATURE OF CHAIRMAN:

Date: 25/6/2/









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MGN 1300 887 501 Mon-Fri, 9am to 5pm (AEST) multinetgas.com.au

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