

Port Authority of New South Wales Modern Slavery Statement

Reporting Period: FY25

Head Office: Level 4, 20 Windmill Street, Sydney NSW 2000

Contents

1	Introduction.....	3
2	Structure, Operations and Supply Chains	3
2.1	Structure.....	3
2.2	Operations.....	4
2.3	Supply Chains	6
3	Modern Slavery Risks	6
4	Actions	7
5	Assessment of Actions	8
6	Consultation Process	9
	Approval of Statement	9

1 Introduction

Newcastle Port Corporation trading as Port Authority of New South Wales (ABN 50 825 884 846) (**Port Authority**) is a reporting entity for the purposes of the *Modern Slavery Act 2018* (Cth) and is therefore required to prepare and publish an annual 'Modern Slavery Statement' (**Statement**) describing its actions to assess and address modern slavery risks in its operations and supply chains.

In accordance with section 16 of the *Modern Slavery Act 2018* (Cth), this Statement issued for the reporting period of FY25:

1. identifies and describes the structure, operations and supply chains of Port Authority;
2. describes the risks of modern slavery practices in the operations and supply chains of Port Authority;
3. describes the actions taken by Port Authority to address such modern slavery risks, including due diligence and remediation processes;
4. describes how Port Authority assesses the effectiveness of such actions;
5. describes the consultation process; and
6. (if applicable) includes any other information that Port Authority considers relevant.

The term 'modern slavery' is defined in section 4 of the *Modern Slavery Act 2018* (Cth), and is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. The Act defines modern slavery as including eight types of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services.

Port Authority is committed to taking reasonable steps to prevent, mitigate and address risks of modern slavery practices in Port Authority's operations and supply chains. Port Authority is also committed to ongoing improvement in its management of modern slavery risks.

2 Structure, Operations and Supply Chains

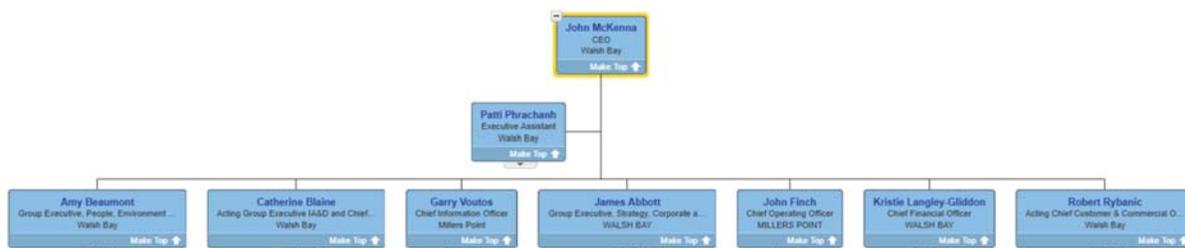
2.1 Structure

Port Authority is a state owned corporation constituted by section 6 of the *Ports and Maritime Administration Act 1995* (NSW) (**PAMA Act**), and operates in accordance with that Act and the *State Owned Corporations Act 1989* (NSW) and associated regulations.

At the time of this report, Port Authority's Board comprises of Chair, David Marchant, Dr Deborah Dearing, Justine Jarvinen, Kay Salvair Smith, Kristine Neill, Tom Laidlaw and Wayne Stokes. Port Authority employs approximately 398 people.

Port Authority's Executive team is set out in Figure 1, Organisational Chart.

Figure 1: Organisational Chart



Port Authority's principal objectives, which are derived from the *State Owned Corporations Act 1989 (NSW)* are:

1. to be a successful business and, to this end:
 - a. to operate at least as efficiently as any comparable businesses; and
 - b. to maximise the net worth of the State's investment in the State owned corporation;
2. to exhibit a sense of social responsibility by having regard to the interests of the community in which Port Authority operates;
3. where Port Authority's activities affect the environment, to conduct its operations in accordance with the principles of ecologically sustainable development contained in section 6(2) of the *Protection of the Environment Administration Act 1991 (NSW)*; and
4. to exhibit a sense of responsibility towards regional development and decentralisation in the way in which Port Authority operates.

(The *State Owned Corporations Act 1989 (NSW)* states that each of the above principal objectives is of equal importance.)

In addition to the above, Port Authority's principal objectives set out in the PAMA Act, are:

1. to promote and facilitate trade through its port facilities;
2. to ensure that its port safety functions are carried out properly;
3. to promote and facilitate a competitive commercial environment in port operations; and
4. to improve productivity and efficiency in its ports and the port-related supply chain.

2.2 Operations

Port Authority manages the navigation, security and operational safety needs of commercial shipping in the ports of Sydney (Port Jackson and Botany Bay), Port Kembla and the ports of Newcastle, Eden and Yamba in the State of New South Wales (**NSW**).

Its principal functions are set out in section 10 of the PAMA Act, being to:

1. establish, manage and operate port facilities and services in its ports
2. exercise the port safety functions for which it is licensed in accordance with its operating licence, and
3. facilitate and co-ordinate improvements in the efficiency of the port-related supply chain.

Port Authority's business is underpinned by the property assets which owns, controls or operates and by the management and control of shipping in accordance with the *Marine Safety Act 1998 (NSW)*, PAMA Act and its Port Safety Operating Licence (**PSOL**) issued to it by the NSW Minister for Transport under section 12(2) of the PAMA Act. The PSOL establishes the functions and standards to which Port Authority must meet to ensure navigational safety for international and interstate trading vessels in the ports and an appropriate response to marine emergencies. In fulfilling its functions and obligations, Port Authority's main undertakings are:

Logistics and Trade

- Promotion and facilitation of a competitive commercial environment in port operations;
- Trade facilitation;
- Support and facilitation of the passenger cruise industry;
- Facilitation and coordination of improvements in the efficiency of the port-related supply chain for the Hunter Coal Export Framework (HCEF); and
- Port promotion and marketing.

Navigation

- Shipping channels and navigation aids;
- Port communications and harbour control;

- Vessel traffic management;
- Emergency response;
- Security patrols; and
- Harbour Master.

Berth Services

- Common-user wharves;
- Passenger terminals; and
- Monitoring of port security.

Shipping

- Vessel arrival system and berth allocations;
- Advice on berthing requirements, i.e. pilots, tugs, lines, handling;
- Administering Dangerous Goods in port areas; and
- Port operational/e-commerce systems.

Pilotage

- Pilotage of vessels.

Port Assets

- Port estate management and property maintenance;
- Sites for cargo handling;
- Development planning; and
- Implementation of its Maritime Security Plans, in accordance with the *Maritime Transport & Offshore Facilities Security Act 2003* (Cth).

Port Safety and Environment

- Safe transfer of bulk liquids and dangerous goods;
- Emergency response to and subsequent investigations into marine accidents and incidents; and
- Emergency environmental protection services for marine pollution incidents.

Port Authority has the role of Harbour Master in all commercial ports in NSW. Each Harbour Master is appointed under section 85 of the *Marine Safety Act 1998* (NSW). The general functions of a Harbour Master are outlined in section 88 of that Act and can be summarised as having 'powers to direct and control the movement, entry and exit of vessels within port areas'. Port Authority is also the lead agency for responding to maritime incidents in coastal waters stretching from Fingal Head, Port Stephens, to Gerroa, south of Port Kembla.

Port Authority has a governance function under the Hunter Coal Export Framework and is a member of the Hunter Valley Coal Chain.

Port Authority owns and manages key NSW assets, including common user berths at Glebe Island and White Bay in Sydney Harbour and lands of community significance in Newcastle (Nobbys Head and Macquarie Pier). Port Authority also provides land on long-term lease adjacent to berths at Glebe Island.

Port Authority owns and manages cruise facilities at the Overseas Passenger Terminal (**OPT**) at Circular Quay, White Bay Cruise Terminal at Balmain and the cruise wharf and Welcome Centre in Eden.

Port Authority is subject to various pieces of legislation that provide rights and impose obligations affecting its governance processes and commercial and operational activities.

2.3 Supply Chains

In FY25 the vast majority of Port Authority's total spend related to categories with low risk of modern slavery such as inter-agency payments, professional services, insurance, utilities and fuel.

The balance of our expenditure with potentially 'high risk' of modern slavery includes security contractors, asset maintenance services, construction contractors, cleaning and waste services, telephone services, IT, plant and equipment, tug providers and fleet. Given our internal processes to source and engage these services, including that they are predominantly Australian suppliers, Port Authority considers its overall modern slavery risk to be low.

No issues were raised by the Anti-Slavery Commissioner regarding Port Authority's operations during FY25.

3 Modern Slavery Risks

For Port Authority there are six main sectors when considering Modern Slavery risk:

Supplier Sectors	Key Risk Factors to Consider	Risk Rating
Building and Construction	<ul style="list-style-type: none"> A risk that forced labour (including debt bondage) is used by the sub-contractors' suppliers, as there is commonly migrant labour employed in the construction industry, and migrant labour has been linked to increased level of forced labour; A risk of forced labour (and other forms of modern slavery) in the supply chains of the construction materials purchased and used by Port Authority's suppliers; A risk of exploitation of migrant labour in lower-skilled building and construction works undertaken by suppliers; A risk of exploitation and underpayment of labour via opaque intermediaries as is common in the Australian construction industry. 	Medium
Technology support & equipment	<ul style="list-style-type: none"> A risk of exploitation of migrant labour as is common in lower-skilled technology businesses, both in Australia and offshore; A risk of opaque intermediaries and complex sub-contracting with the technology servicing supply chain (especially offshore labour conditions); A risk of underpayment of labour as is common in Australian security and tech sector; and A risk of slavery conditions including underpayment and poor working conditions in the operations of upstream suppliers, from which Port Authority's suppliers source the raw materials for technologies. 	Medium
Facilities Management	<ul style="list-style-type: none"> A risk of exploitation of migrant labour, including underpayment as is common within the Australian facilities management and security services industry; A risk of forced labour (including debt bondage) or deceptive recruiting for labour or services is used by sub-contractors in delivery of facilities management services; and A risk that human trafficking exists within the labour supply chains of facilities management suppliers for provision of services to Port Authority, or to similar contractors. 	Medium

Supplier Sectors	Key Risk Factors to Consider	Risk Rating
Electrical, marine & maintenance	<ul style="list-style-type: none"> A risk of forced labour (including debt bondage) in the supply chains of electrical products sold and maintained by Port Authority's suppliers; A risk that underpayment of migrant workers within the supply chain of electrical products and maintenance, and in the direct payment from Port Authority's suppliers to their subcontractors; A risk that there is sham contracting within the operations of Port Authority's suppliers, and subsequent underpayment of fair wages to sub-contracted labour; and A risk of forced labour (and other forms of modern slavery) in supply chains of the materials used by suppliers in their delivery of services to Port Authority. 	Medium/ Low
Design & architectural services	<ul style="list-style-type: none"> A risk of exploitation of offshore labour in low-cost drafting practices; and A risk of underpayment and overwork of staff in Australian offices. 	Medium/ Low
Employee management	<ul style="list-style-type: none"> A risk of unfair employment conditions (e.g. excessive work hours, leave restrictions, confined or isolated working conditions, ability for employee to terminate at any time, deception relating to the conditions of employment); A risk of underpayment; A risk of discrimination, harassment, bullying or victimisation; and A risk of inadequate training or equipment required to perform their role (e.g. personal protective equipment). 	Low

The services provided to Port Authority that involve sub-contracting arrangements, present the highest risk of modern slavery as Port Authority has relatively limited oversight of the activities in those sub-contracting businesses.

No suppliers or spend sectors were considered to have a high risk of modern slavery.

4 Actions

Port Authority opposes all forms of modern slavery within its operations and supply chain - including forced or compulsory labour, trafficking in persons, debt bondage, deceptive recruitment practices and child labour.

We recognise the importance of having strong governance in place to assess and address modern slavery risks with a range of business processes to ensure ongoing compliance with the *Modern Slavery Act 2018* and raise internal awareness, including:

- Maintaining a modern slavery policy that is required to be complied with by staff and that allocates responsibilities to roles within Port Authority.
- Embedding prevention measures within our procurement and leasing / licensing procedures, including supplier / occupier declarations, contract warranties, and compliance with our Supplier Code of Conduct.
- Requiring staff to abide by and be trained in our Procurement Policy and Procedure, and Enterprise Risk Management Policy.
- Public disclosures via our Business Ethics Statement, Supplier Code of Conduct and Annual Modern Slavery Statement (all available on our website).
- Policies and procedures governing our recruitment and employment practices.

Port Authority is committed to ongoing improvement in managing modern slavery risks, including modern slavery grievance mechanisms through our whistle-blower policy and anonymous reporting hotline.

During FY25, Port Authority executed 2 Expressions of Interest, 31 Requests for Quote, 2 Request for Lease Proposals and 6 Requests for Tender. Port Authority then assessed proposed suppliers for modern slavery risks. This included seeking undertakings from relevant suppliers that the respondent, and its employees, contractors and consultants:

- comply with modern slavery laws and Port Authority's Supplier Code of Conduct; and
- respond to specific questions designed to assess modern slavery risks.

The responses were assessed as part of the evaluation process before award to the relevant supplier.

Additional actions taken during FY25 relating to the management of modern slavery include:

- development and publication of a Modern Slavery Policy;
- approval for centre-led model for procurement away from a decentralised, reactive model. Resources for centre-led model are being recruited for during FY25 which can lead to greater oversight and additional controls to minimise the risk of modern slavery activities in Port Authority's supply chain.
- internal review of the Office of the Anti-Slavery Commissioner's "Guidance on Reasonable Steps" and development of an action plan;
- review and update of the Supplier Code of Conduct to ensure modern slavery is appropriately addressed; and
- inaugural development of a Sustainability Report incorporating a section on modern slavery.

Actions to be completed over the next 12 months include:

- organisation-wide training on modern slavery risks;
- recruitment of additional Procurement team members to drive the implementation of the centre-led Procurement operating model;
- development of Supplier and Contract Management Policies;
- completion of a Supplier and Contract Management review to assist in the development of a framework for supplier categorisation
- introduction of supplier pre-qualification scheme;
- external engagement to assist in updating Modern Slavery risk assessments and mapping; and
- implementation of the Modern Slavery Model Contract Clauses.

No issues were raised by the Anti-slavery Commissioner during FY25 concerning the operations of Port Authority.

5 Assessment of Actions

There are a range of ways Port Authority can demonstrate how it assesses the effectiveness of its actions, including:

- Port Authority actively monitors its risks of compliance breaches, including under the Modern Slavery Acts through its Enterprise Risk Framework and Compliance Framework.
- Port Authority requires all proposed suppliers for services over \$50K to respond to a modern slavery questionnaire which is reviewed as part of the procurement process.
- Requiring contractors to obtain consent to subcontractors to enable due diligence to be carried out on the proposed subcontractors.
- Staff can report concerns via the internal "Speak Up" platform and whistleblower policy or through an anonymous reporting service managed externally. The anonymous reporting service is also available to external third parties.
- Port Authority is currently considering market sounding for external engagement to assist in ongoing proactive risk mapping in the supply chain.

6 Consultation Process

Port Authority's Modern Slavery Statement is prepared in consultation with the finance and legal divisions and the Audit and Risk Committee prior to being presented to the Board for approval.

Port Authority does not own or control any entities so consultation under criterion 16(1)(f) does not apply.

Approval of Statement

This Modern Slavery Statement has been approved by the Board of Newcastle Port Corporation trading as the Port Authority of New South Wales (ABN 50 825 884 846) on 25 November 2025.



John McKenna

Chief Executive Officer

for and on behalf of

Port Authority of New South Wales

Port Authority of NSW

PO Box 25

Millers Point NSW 2000

E enquiries@portauthoritiesnsw.com.au

W portauthoritiesnsw.com.au

© Port Authority of NSW