



Modern Slavery Statement

Financial Year ending 31 March 2022

dnata
catering

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A BETTER WORLD** 

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Our Reporting Entities

We consist of Alpha Flight Services Pty Ltd trading as dnata catering ABN 89 064 142 418 and its wholly owned subsidiaries:

1. dnata catering Australia Subsidiary 2 Pty Ltd ABN 34 003 836 440
2. dnata catering Australia Subsidiary 1 Pty Ltd ABN 35 003 530 685
3. Snap Fresh Pty Limited ABN 55 092 536 475; and
4. Alpha-ATS Pty Ltd ABN 98 094 789 796;

herein referred to together as "We", "Our", "Us".

This Modern Slavery Statement is made under the Australian Modern Slavery Act 2018 (Cth) and sets out the actions We have taken to assess and address modern slavery risks in Our operations and supply chains during the year ended 31 March 2022 (**Statement**).

Introduction

Modern slavery includes trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services (**Modern Slavery**). Modern Slavery is a criminal activity, a gross violation of fundamental human rights and a growing concern globally.

We are committed to preventing acts of Modern Slavery from occurring within Our own business or in any of Our supply chains, and expect the same high standards from all of Our contractors, suppliers and other business partners.

Organisation's Structure, Operations & Supply Chains

We are an in-flight catering provider and ready-made meal manufacturer. We form part of the group consisting of dnata, dnata World Travel and Emirates, together with their subsidiaries ("the Group") whose head office is located in Dubai in the United Arab Emirates. We have in excess of 1,500 employees in Australia and operate in most states and territories of Australia. As part of a global organisation with immense reach, We, as part of the Group, takes Our moral and ethical obligation to combat Modern Slavery very seriously.

Organisation Structure and Consultation Process

Our operations consist of fourteen commercial aviation catering centres at airport locations around Australia, an airport terminal lounge in Melbourne and a ready-made meal manufacturing facility located in Brisbane. These operations are supported, directed and managed by a centralised common management structure and common boards of directors.

For these reasons, We can make this statement as a 'collective mind' on a joint basis. In implementing measures to assess and address the risks of modern slavery practices occurring in our operations or supply chain, we often consult with the wider Group to ensure consistency with Group policies.

Our Supply Chains

A significant majority of Our suppliers are located within Australia. Our supply chain includes the following categories;

- aviation an airlines;
- bakery products;
- beverages
- cleaning & hygiene;
- confectionary and desserts;
- dairy;
- education & training;
- electrical;
- equipment & machinery purchase and maintenance;
- fleet purchase and maintenance;
- fruit and vegetable;
- government services;
- health services;
- internal;
- information technology;
- laundry services;
- logistics;
- office equipment and supplies;
- packaging;
- building and maintenance services;
- seafood, poultry & meat;
- professional services;
- recruitment and labour hire;
- security & fire services;
- telecommunications;
- travel;
- uniforms;
- utilities; and
- waste management.

A limited number of items including but not limited to merchandise and capital items are manufactured overseas before importation into Australia by Us. We circumvent our Modern Slavery risk through our supplier due diligence processes, described below.

Our Policies on Modern Slavery

We are committed to acting ethically and with integrity in all Our business relationships. The Group adopted an organisation-wide anti-Modern Slavery policy that advocates a zero-tolerance approach to Modern Slavery. As We are subsidiaries of the Group, we are required and proud to adhere to the Group's policies on Modern Slavery and Human Trafficking. A copy of the Group's policies on Modern Slavery and Human Trafficking can be found [here](#).

We are committed to ensuring that there is no Modern Slavery in Our supply chains or in any part of Our business. Our Modern Slavery and Human Trafficking Policy reflects Our commitment to acting ethically and with integrity in all Our business relationships and to implementing and enforcing effective systems and controls to ensure Modern Slavery is not taking place anywhere in Our supply chains.

Due Diligence Processes for Modern Slavery

We recognise that we cannot unilaterally solve the problem of Modern Slavery. To aid Our efforts, We have processes in place to assess risk, undertake due diligence and effect remediation. Our due diligence processes are supported by Our whistle-blower protection policy which encourages 'speaking out' against illegal and unsafe practices.

We are part of a Group that is continuously evolving and improving. As part of this journey, practices and procedures will be adapted over time as their effectiveness is periodically reviewed. Our current due diligence practices consist of getting to know Our suppliers through supplier onboarding procedures, identifying suppliers where there is a heightened risk of Modern Slavery and including in their agreements a contractual 'right of enquiry' for Modern Slavery due diligence. Our template supplier agreements also include Modern Slavery compliance obligations which require suppliers to to assess and address modern slavery risk in their operations and supply chains and adhere with all Modern Slavery laws. These processes are further supported by Our whistle-blower protection policy which assists and supports those who approach Us to identify potential Modern Slavery concerns.

Should We determine one of our suppliers may be engaging in Modern Slavery practices We will remove that supplier from our supply chain and, where appropriate refer the matter to the relevant authorities for further investigation.

Our Risk Areas

We acknowledge We operate in an industry where there may be increased risk categories of Modern Slavery in our supply chain due to the nature of Our suppliers that engage in the production, processing, packaging and transport of food and fibre*. Such categories may include:

PRODUCTION	<ul style="list-style-type: none">• Cocoa and coffee.• Direct source seasonal fruit and vegetables, seafood and flowers.
PROCESSING	<ul style="list-style-type: none">• Base skill processing labour.
PACKAGING	<ul style="list-style-type: none">• Raw materials such as paper and card.• Base skill packaging labour.
LOGISTICS & TRANSPORT	<ul style="list-style-type: none">• Truck drivers.
BUILDING SERVICES	<ul style="list-style-type: none">• Security, maintenance and cleaning.

In recognition of this heightened risk, we are committed to the actions described at the above sections headed "Our Policies on Modern Slavery" and "Due Diligence Processes for Modern Slavery" .

Further Steps & Recommendations

Our business strives for continuous improvement in all areas. During the financial year ended 31 March 2022, we established our Corporate and Social Responsibility Committee to pioneer corporate and social responsibility initiatives. Such initiatives will include the review and the development of an assessment for the effectiveness of Our current Modern Slavery policies and procedures. This is an evolving space and we are committed to doing our part.

Endorsement

This Statement has been approved by one or more resolutions of the board of directors, in their capacity as principal governing body for each of:

- Alpha Flight Services Pty Ltd trading as dnata catering ABN 89 064 142 418;
- dnata catering Australia Subsidiary 2 Pty Ltd ABN 34 003 836 440;
- dnata catering Australia Subsidiary 1 Pty Ltd ABN 35 003 530 685;
- Snap Fresh Pty Limited ABN 55 092 536 475; and
- Alpha-ATS Pty Ltd ABN 98 094 789 796.

This Statement is signed by Hiranjan Aloysius in his role as chief executive officer and board member of each of the entities noted above.



Hiranjan Aloysius
Chief Executive Officer
dnata catering, Australia

*Page 21 Modern Slavery: Risks, Rights and Responsibilities, A Guide for Companies and Investors a survey conducted by Australian Council of Superannuation Investors and conducted by KPMG.