



DP WORLD AUSTRALIA MODERN SLAVERY STATEMENT

FY 2025

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1. ABOUT THIS STATEMENT, DPWA AND OUR REPORTING ENTITIES

This Modern Slavery Statement has been prepared pursuant to the requirements of the *Modern Slavery Act 2018* (Cth) (**the Act**) by DP World Australia (Holding) Pty Ltd (**DPWA**) for itself as parent company and principal governing body of the DP World Australia Group of companies (**DPWA Group**), and on behalf of its reporting entities as defined under section 14 of the Act, which are listed below:

❖ DP World Australia (Holding) Pty Ltd	(ACN 147 892 715)
❖ DP World Australia (Finance) Pty Ltd	(ACN 147 893 285)
❖ DP World Australia Limited	(ACN 129 842 093)
❖ DP World Australia Container Parks Pty Ltd	(ACN 103 736 705)
❖ DP World Brisbane Pty Ltd	(ACN 130 876 701)
❖ DP World (Fremantle) Ltd	(ACN 009 106 763)
❖ DP World Melbourne Ltd	(ACN 000 049 301)
❖ DP World Sydney Ltd	(ACN 001 351 159)
❖ Silk Contract Logistics Pty Ltd	(ACN 006 444 355)

DPWA Group is part of the DP World Group, a global provider of ports, terminal services and smart logistics headquartered in Dubai, UAE. As a global business, DP World is committed to enabling the efficient flow of trade while acting ethically and with integrity. This includes ongoing efforts to identify and address risks of modern slavery within our operations and supply chains to help prevent such practices from occurring.

In Australia, the DPWA Group currently employs over 3,000 employees. Some of DPWA Group's notable controlled entities include:

❖ DP World Australia Landside Pty Ltd	(ACN 674 057 624)
❖ Silk Logistics Holdings Pty Ltd	(ACN 165 867 372)
❖ Rocke Brothers Pty Ltd	(ACN 100 735 469)
❖ Fremantle Freight & Storage Pty Ltd	(ACN 135 036 565)
❖ Secon Freight Logistics Pty Ltd	(ACN 619 650 609)
❖ DP World Contract Logistics (Oceania) Pty Ltd (formerly named '101Warehousing Pty Ltd')	(ACN 154 887 715)

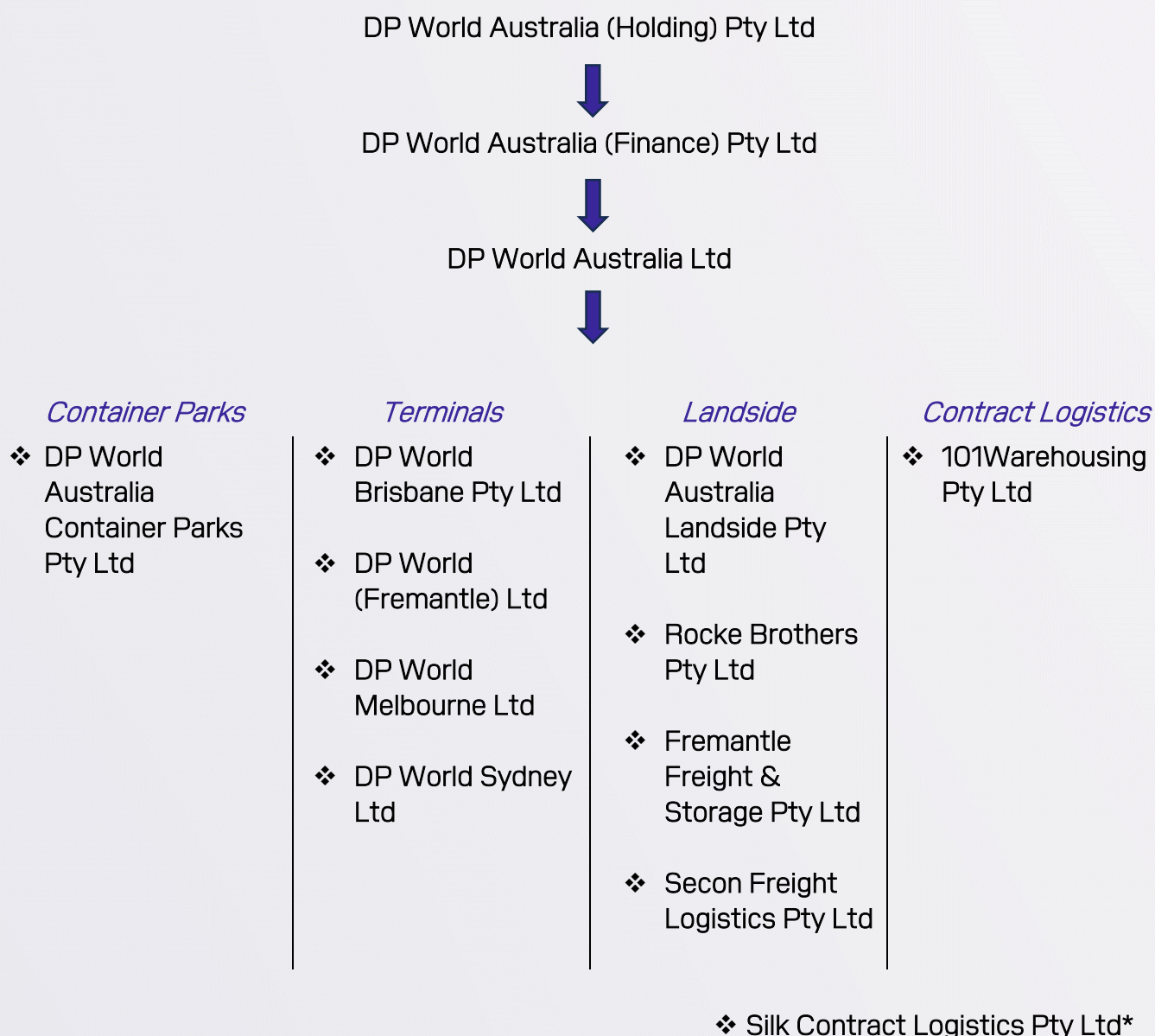
DP World Australia Limited has joint venture investments in AWH Pty Ltd (ACN 069 066 842), an agricultural warehousing and logistics business, and in 1-Stop Connections Pty Ltd (ACN 102 573 544) an innovative supply chain technology solution business. This statement does not cover these non-controlled joint ventures.

This statement covers the reporting period of 1 January 2025 to 31 December 2025 and is the sixth joint statement made by the DPWA Group. The mandatory criteria as outlined in section 16 of the Act have been addressed in this statement as per below:

MANDATORY CRITERIA FOR MODERN SLAVERY STATEMENTS		PAGES
1	Identify the reporting entity	3
2	Describe the reporting entity's structure, operations, and supply chains	4
3	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	6
4	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	6
5	Describe how the reporting entity assesses the effectiveness of these actions	8
6	Describe the process of consultation with any entities the reporting entity owns or controls	9
7	Any other relevant information	9

2. OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

DPWA is headquartered in Sydney at Level 40, 25 Martin Place Sydney NSW 2000, and has been operating for over 60 years, historically operating as Peninsular & Oriental Steam Navigation Company (P&O) before joining the DP World Limited Group in 2006. Its structure is as follows:



Traditionally, DPWA Group provided a comprehensive range of services across its Terminals and Container Parks business units across four maritime container terminals (located in Brisbane, Sydney, Melbourne, and Fremantle) and three container parks (located in Brisbane, Sydney and Melbourne), as well as recent addition Landside Logistics.

In August 2025, DP World Australia Limited acquired Silk Logistics Holdings Pty Ltd (then named ‘Silk Logistics Holdings Limited’, a public company listed on the Australian Securities Exchange) and its subsidiaries including Rocke Brothers, Fremantle Freight & Storage, Secon Freight Logistics, and 101Warehousing. Together, these entities have expanded DPWA Group’s capabilities in Landside (also referred to as ‘Port Logistics’) and Contract Logistics.

**Silk Contract Logistics Pty Ltd offered both Landside and Contract Logistics capabilities in 2025.*

Terminals

- In Fremantle, the terminal is in the principal port of Western Australia, at the mouth of the Swan River. It has 2 berths, a 646m quay line and 210m share zone, and a terminal area of 17.9ha.
- In Melbourne, our West Swanson terminal in the Port of Melbourne has 3 berths, 929m quay line, and a terminal area of 39ha and adjoins the West Swanson intermodal terminal site with direct rail facilities and our Melbourne Container Park.
- In Sydney, the terminal in Port Botany has 3 berths, 936m quay line, and a terminal area of 39ha. Close to Sydney's city centre and uniquely positioned adjacent to our Sydney Container Park, the terminal offers easy access to motorways and an on-dock direct rail link.
- In Brisbane, the terminal is located on Fisherman Island at the mouth of the Brisbane River and is a semi-automated terminal with 3 berths, 900m quay line, and a terminal area of 36ha.

Container Parks

- Melbourne Container Park has an area of 9.5ha and is the only fully integrated container park in West Swanson, combined with rail connectivity, and allows receipt by road and rail 24/7.
- Sydney Container Park consists of 3 park areas totaling 22ha and is open to receipt by road and rail 24/7, enabling convenient return of emptied import containers and collection of empty containers for export by road haulage, and rail transportation with connectivity linking Sydney metro and regional NSW train services.
- Brisbane Container Park has an area of 10.4ha to provide beneficial cargo owners and liners operating in Australia's east coast a one-stop-shop solution for storing and handling full and empty containers.

Landside Logistics

- DPWA's landside logistics business was incorporated in 2024, through which it offers its Yennora Distribution Centre, an intermodal facility located in Western Sydney with warehousing and storage capacity and rail connectivity linking directly to Port Botany.
- Road transport is also offered which caters to the transport of full and empty containers between ports, warehouses, distribution centres, and customer sites. Now with the acquisition of Silk Logistics Group, DPWA Group has expanded its Landside capability to enable provision of broader services including non-containerised transport, as well as geographic scope.

Contract Logistics

- With the Silk Logistics Group acquisition, DPWA Group provides specialised capabilities to support diverse customer requirements through its Contract Logistics offering, including multiple e-fulfilment warehouses and sites licensed for safe storage of dangerous goods and food-grade facilities.

Given the scale of its operations, DPWA works to identify and address modern slavery risks across its operations and supply chain and expects all parties in our supply chain to uphold the same commitment. Our dedicated procurement team engages mostly with suppliers registered and operating in Australia, however high-cost operating equipment such as quay cranes and movable equipment may be sourced from overseas in accordance with established procurement procedures. We source a broad range of goods and services to support our operations, including maintenance, fuel, infrastructure, technology, transport services, construction and labour services, and subcontractors.

DPWA Group recognises its critical role within its customers' supply chains, managing, storing, transporting and distributing a wide range of goods for customers across industries including agriculture, consumer goods, food and retail, with operations across multiple Australian states and nationwide distribution capabilities.

3. IDENTIFYING MODERN SLAVERY RISKS

DP World has an internal Human Rights Working Group to implement its human rights framework, with a key focus on identifying and eliminating modern slavery risks. The Working Group has identified three primary areas of higher risk across global operations: procurement activities, engagement of third-party contractors, and the potential misuse of DP World premises by external parties for human trafficking.

At a local level, risk identification is overseen by the DPWA Audit & Risk Sub-Committee of the Board, supported by governance forums including quarterly subsidiary board meetings and weekly senior management meetings, which provide channels for raising and assessing risk issues.

DPWA recognises that modern slavery risks may arise where there is limited visibility over customers or suppliers, a lack of transparency across supply chains, or low awareness of modern slavery obligations among partners and contractors. Additional risks may be present in relation to site security vulnerabilities that could enable unauthorised access or misuse of facilities, as well as the use of migrant labour, particularly where workers are engaged indirectly through labour hire providers or subcontracting arrangements.

4. DPWA ACTIONS TO ADDRESS MODERN SLAVERY RISKS

DP World's position on modern slavery is guided by its annually reviewed Modern Slavery and Human Trafficking Policy and reinforced through the Group's annual Modern Slavery and Human Trafficking Statement issued by the Chairman and CEO.

In response to the modern slavery risks identified in its operations and supply chains, DPWA has implemented the following measures to assess and address those risks:

Preventative measures in addressing modern slavery risks include:

- ❖ **Modern slavery training**

DPWA requires employees to complete induction and periodic refresher training on modern slavery to support awareness and the identification of potential risks within its operations and supply chains.

- ❖ **Employee status**

DPWA maintains recruitment and onboarding processes to verify that employees have a legal right to work and are engaged in accordance with applicable employment laws and standards, including visa checks where relevant. Where labour is sourced indirectly, DPWA engages reputable labour hire and recruitment providers that undertake appropriate screening and verification processes.

- ❖ **Employee wellbeing**

DPWA provides access to grievance mechanisms and support services, including an Employee Assistance Program, and promotes a "Speak Up" culture to encourage the reporting of concerns, including those relating to human rights.

- ❖ **Prioritising safety and a zero-harm approach**

DPWA maintains systems and controls to manage workplace health, safety and environmental risks, supported by dedicated teams and ongoing monitoring and review. These frameworks contribute to the broader identification and mitigation of risks within operational environments.

❖ **Ensuring security of premises**

DPWA implements site security controls, including access restrictions, monitoring systems and trained personnel, to mitigate risks associated with unauthorised access and the potential misuse of facilities, including for human trafficking.

❖ **Supplier screening**

DPWA applies risk-based due diligence processes in its procurement activities, including supplier onboarding procedures, self-assessment questionnaires and screening to identify potential modern slavery risks. Suppliers are required to comply with DPWA's policies and contractual provisions addressing modern slavery.

❖ **Contractual obligations with customers and other partners**

DPWA incorporates modern slavery provisions into agreements with customers and business partners, including obligations relating to compliance, notification of breaches and audit rights, to support the management of risks across its value chain.

❖ **Industry Collaboration**

DPWA recognises the role of collaboration in addressing modern slavery risks and, where appropriate, engages with relevant industry bodies and stakeholders, including suppliers and customers, to support awareness and the ongoing development of approaches to managing such risks.

Remedial measures in addressing modern slavery risks include:

❖ **Supplier management**

Where risks are identified, DPWA may require suppliers to implement corrective actions as a condition of engagement or continued relationship. DPWA reserves the right to suspend or terminate arrangements where material non-compliance with modern slavery obligations is identified.

❖ **Whistleblowing Policy & Hotline**

DPWA maintains an externally managed whistleblower program that enables employees and external stakeholders to report concerns, including suspected modern slavery, on a confidential and, where permitted, anonymous basis. Reports are assessed and investigated in accordance with established procedures, with protections in place against retaliation.

Actions taken in 2025 to assess and address modern slavery risks

During the 2025 reporting period, DP World progressed several initiatives to strengthen its approach to managing modern slavery risks, with a focus on enhanced risk visibility, governance and the integration of newly acquired operations.

A key development during the year was DP World Group's updated human rights risk mapping, which further refined the identification of higher-risk geographies, sectors and activities across global operations. This work has informed DPWA's understanding of priority risk areas and supports a more targeted approach to due diligence and risk management.

Enhancements to supplier governance continued to be embedded, including the rollout of strengthened supplier standards and procurement controls aligned with DP World Group requirements such as updated Vendor Code of Conduct. These measures reinforce expectations on labour practices and support more consistent risk identification through supplier onboarding and engagement processes.

During the reporting period, DPWA also focused on governance and oversight, supported by the continued role of DP World's Human Rights Working Group and local oversight through Board and management forums. These structures enable more structured escalation and monitoring of modern slavery risks.

In August 2025, DPWA acquired the Silk Logistics Group of entities. Following the acquisition, initial steps were undertaken to integrate these entities into DPWA's governance and risk management frameworks. This has included commencing alignment of policies, procurement processes and supplier engagement practices, as well as preliminary assessments to better understand Silk's operational and supply chain risk profile. Given the timing of the acquisition, integration activities remained ongoing at the end of the reporting period, with further work planned to embed DPWA's modern slavery risk management approach across these operations.

DPWA also continued to build internal capability through employee training and awareness initiatives and maintained operational controls in higher-risk areas such as site security and labour engagement. Mechanisms for raising concerns, including whistleblower channels, remained in place and accessible to employees and external stakeholders, supporting the identification and escalation of potential issues.

DPWA recognises the role of collaboration in addressing modern slavery risks and, where appropriate, engages with relevant stakeholders to support awareness and the ongoing development of risk management approaches.

5. ASSESSING EFFECTIVENESS

The DPWA Group assesses the effectiveness of its actions to address modern slavery risks through a combination of governance oversight, monitoring activities and continuous improvement processes. While the establishment of a dedicated local working group had previously been considered, DPWA continues to assess modern slavery risks and the effectiveness of its response through existing governance forums, supported by increased alignment with DP World Group human rights initiatives and risk assessment processes.

In evaluating the effectiveness of its measures, DPWA considers a number of indicators, including:

- Completion rates of mandatory modern slavery training and refresher programs, which are targeted at full participation across relevant employees.
- The incorporation of modern slavery provisions in standard contract templates and the review of third-party agreements to ensure appropriate alignment with DPWA's expectations.
- Outcomes of supplier due diligence processes and engagement activities, including assessment of supplier frameworks where relevant.
- The number and nature of concerns raised through whistleblower and other reporting mechanisms.
- Indicators of employee wellbeing, including feedback mechanisms and utilisation of support services such as the Employee Assistance Program.
- Engagement with relevant industry forums and stakeholders, which provides an opportunity to benchmark and inform DPWA's approach.

These inputs are used to inform DPWA's ongoing assessment of its modern slavery risk management framework and to identify areas for improvement, including the continued integration of newly acquired entities.

6. ANY OTHER RELEVANT INFORMATION

Following the acquisition of Silk Logistics Group in 2025, DPWA Group has expanded its capabilities to include Contract Logistics. DPWA recognises that this broader service offering introduces additional complexity into its operations and supply chains, including increased interaction with extended supplier networks, subcontractors and labour providers across warehousing, transport and distribution activities.

DPWA acknowledges that Contract Logistics operations may present distinct modern slavery risk considerations, particularly in relation to labour-intensive services, indirect workforce engagement and multi-tiered supply chains. As part of the ongoing integration of these operations, DPWA is working to enhance its understanding of these risks and progressively align Silk's practices with DPWA's existing governance, procurement and risk management frameworks.

7. CONSULTATION AND APPROVALS

DP World's Modern Slavery and Human Trafficking Policy and overall approach to modern slavery are applied consistently across the DP World Group. Within the DPWA Group, there is alignment in governance through shared directors and senior management, who have oversight of, and familiarity with, the Group's operations and supply chains.

This statement has been prepared in consultation with stakeholders of the reporting entities within the DPWA Group through cross-functional engagement across Legal, HR, Procurement and Operations teams, as well as relevant representatives of controlled entities. It has been approved by the Board of Directors of DP World Australia (Holding) Pty Ltd.

A handwritten signature in black ink, appearing to read 'Glen Hilton'.

GLEN HILTON

DP WORLD AUSTRALIA (HOLDING) PTY LTD
CHAIRMAN, BOARD OF DIRECTORS