



DP WORLD AUSTRALIA MODERN SLAVERY STATEMENT

FY 2024

TABLE OF CONTENTS

1. ABOUT THIS STATEMENT, DPWA AND OUR REPORTING ENTITIES	3
2. OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN	4
3. IDENTIFYING MODERN SLAVERY RISKS	6
4. OUR ACTIONS TO ADDRESS MODERN SLAVERY RISKS	7
5. ASSESSING EFFECTIVENESS	8
6. ANY OTHER RELEVANT INFORMATION	9
7. CONSULTATION AND APPROVALS	9

DP World Australia Modern Slavery Statement FY 2024

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 Australia Landside Pty Ltd	(ACN 674 057 624)
❖ 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)

The DPWA Group is part of the DP World Limited Group, a leading global provider of ports and terminal services and smart logistics headquartered in Dubai, United Arab Emirates. As a global group, DP World is dedicated to making trade flow better and changing what is possible for our customers and communities around the world.

At the core of our operations – we are committed to acting ethically and with integrity in all our business dealings, and as part of such commitment we strive to constantly identify risks of modern slavery that may exist within our operations and supply chain so that we can take measures to prevent such risks from occurring.

In Australia, the DPWA Group employs over 2000 employees. DPWA also has non-controlled 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 2024 to 31 December 2024 and is the fifth 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	7
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 per the following organisational chart:



DPWA provides a comprehensive range of services across four maritime container terminals (located in Brisbane, Sydney, Melbourne, and Fremantle) and three container parks (located in Brisbane, Sydney and Melbourne) and landside logistics.

The four terminals each operate under its own entity, while the three container parks operate under DP World Australia Container Parks Pty Ltd, and landside logistics operate under DP World Australia Landside Pty Ltd.

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 opened in 2024 and 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 under DPWA's landside entity which caters to the transport of full and empty containers between ports, warehouses, distribution centres, and customer sites.

Noting the scale of DPWA's operations, DPWA strives to identify and address modern slavery risks both within our own operations and within our entire supply chain and expect all parties in our supply chain to share this 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.

Goods and services may be procured from a range of suppliers across a variety of sectors including engineering, facilities, security, information technology, consulting services and administration supplies. In terms of goods, DPWA procures inter alia terminal equipment and parts, vehicles including prime movers and trailers, and protective personal equipment. In terms of services, these include subcontractor services, security personnel and other labour hire.

3. IDENTIFYING MODERN SLAVERY RISKS

DP World has established an internal Human Rights Working Group responsible for implementing its human rights framework. A key focus of this framework is the identification and elimination of modern slavery risks. The Working Group has identified three primary areas that present the highest potential risk to DP World's global operations: procurement practices; engagement of third-party contractors; and the potential misuse of DP World premises by external parties for human trafficking activities.

At the local level, the DPWA Audit & Risk Sub-Committee of the Board of Directors leads risk assessment and management in general. This is further supported by the quarterly board meeting of the operational subsidiaries of the DPWA Group and weekly senior management meetings which provide opportunities for risk concerns to be raised.

DPWA recognises that the following activities may present potential risks related to modern slavery within our operations or supply chain:

- Insufficient data collection on customers or suppliers, limiting DPWA's ability to properly assess their exposure to or involvement in modern slavery.
- Lack of transparency within the supply chains of our partners, customers, suppliers, or contractors, or a general unawareness among them of modern slavery regulations.
- Security vulnerabilities at DPWA premises that could facilitate stowaways or enable the use of such premises for human trafficking activities.
- The direct or indirect employment of migrant workers, particularly when engaged through labour hire firms or contractors.



4. DPWA ACTIONS TO ADDRESS MODERN SLAVERY RISKS

DP World's position on modern slavery is firmly guided by the annually-reviewed DP World Modern Slavery and Human Trafficking Policy and affirmed by the annual Modern Slavery and Human Trafficking Statement from DP World's Group Chairman and CEO.

Preventative measures in addressing modern slavery risks include:

- **Modern slavery training**
Employees are required to do induction training and annual refreshers on modern slavery to affirm and remind employees of DP World's stance on modern slavery and human trafficking and increase our employees' attunement to potential risks.
- **Employee status**
DPWA's recruitment and induction procedures ensure all employees are legally permitted to work in Australia and meet minimum employment standards, including conducting VEVO checks of directly hired visa holders. Many employees are engaged on fixed-term or casual contracts, with most casuals covered by Enterprise Agreements, which comply with the Fair Work Australia 'Better Off Overall Test' (BOOT) and rates well above those in the Modern Award. For indirect hiring, DPWA occasionally uses reputable recruitment agencies that conduct their own background and work eligibility checks.
- **Employee wellbeing**
'Speak Up' posters are displayed on DPWA sites and employees have access to the Employee Assistance Program providing support for health, well-being, and workplace or personal challenges.
- **Prioritising safety and a zero-harm approach**
DPWA operates in a high-risk environment which may expose personnel to various safety hazards. To manage these risks, we have dedicated human resources, industrial relations, and specialised work health and safety teams, including injury management and return-to-work support. Aligned with our Zero Harm commitment to ensure environmental protection and that everyone returns home safely—we uphold rigorous health, safety, and environmental standards, which include targeted field-based risk programs, safety initiatives, and ongoing internal and external audits of our risk controls.
- **Ensuring security of premises**
DPWA mitigates stowaway and security risks by requiring contracted security personnel to complete DPWA induction training, including anti-modern slavery content, and by enforcing strict access controls under approved Maritime Security Plans where applicable. Access to restricted zones are monitored by CCTV and limited to individuals with a valid MISC or those under escort.
- **Supplier screening**
DPWA's procurement team follows strict policies to identify risks early, requiring vendors to complete a modern slavery and human rights self-assessment during the tender process. Vendors progressing further must agree to DPWA's contractual terms, including compliance with anti-modern slavery clauses, audit rights, and relevant policies such as our Modern Slavery and Human Trafficking Policy and Code of Ethics.
- **Contractual obligations with customers and other partners**
DPWA incorporates its stance on modern slavery into agreements. Standard DP World customer agreements—like terminal services, carrier access, rail access, and container park agreements—include anti-modern slavery clauses, audit rights, and breach notification obligations.

Remedial measures in addressing modern slavery risks include:

- **Supplier Management**
Vendors that do not meet DPWA's modern slavery criteria during the tender process are given a chance to rectify issues or are excluded. Successful suppliers must comply with DPWA policies and contractual anti-modern slavery obligations, giving DPWA the right to enforce remedies in case of non-compliance.
- **Whistleblowing Policy & Hotline**
Anyone including employees, suppliers, and customers can confidentially report human rights concerns via our externally managed whistleblower hotline. Reports can be anonymous and are protected from retaliation. Access is available at 1800 953 936 or www.dpworld.com/whistleblowing-hotline.

Further actions taken in 2024 that contributed to the abovementioned measures include:

- Participation in a Boardroom Luncheon with the Office of the NSW Anti-Slavery Commissioner along with other corporations to discuss the subject and ways to mitigate risk.
- Support to the Mission to Seafarers (MtS) including participation at their Annual Parliamentary Luncheon and collaboration with others to support MtS with a new bus in Brisbane.
- Collaboration on a global level with DP World's internal Human Rights Working Group and as well as other DP World teams globally who work on modern slavery statements and initiatives in their own jurisdiction.
- Collaboration with local internal stakeholders including with commercial teams to review and discuss modern slavery contractual clauses and approaches when responding to customer tenders, and with HR team to discuss our policy and training accessibility.
- Increased employee wellbeing and safety efforts such as hosting wellbeing webinars and DP World's first Global Safety Day.

5. ASSESSING EFFECTIVENESS

Initially the development of a DPWA Anti-Modern Day Slavery Working Group was anticipated to support as a specific forum for assessing modern slavery related risk and the effectiveness of actions taken to address such risk. However, given the increased collaboration on a DP World Group level and similar risk considerations encountered by DPWA's counterparts globally, it seems sufficient at this stage that such assessments at the local level continue through the multiple avenues as highlighted in section 3 above.

In reviewing the effectiveness of our measures to prevent risks of modern slavery, DPWA relies on the following indicators:

- Completion rate of modern slavery training and annual refreshers which is aimed at 100%.
- DPWA contract templates should include anti-modern slavery clauses, and third-party contracts are reviewed to ensure similar provisions are in place. We also assess suppliers' and partners' modern slavery frameworks to ensure their alignment on the subject.
- Any concerns or complaints identified through the Whistleblowing Hotline.
- Regular assessment of employee wellbeing, for example, through employee evaluation surveys, levels of utilisation of DPWA employee benefits and the employee assistance program.
- External engagement in industry forums, which allows for discussion and comparison with our own policies and procedures.

6. ANY OTHER RELEVANT INFORMATION

DPWA's business expansion continues, in terms of pursuing both growth in existing capabilities as well as inorganic growth through acquisitions such as DPWA's pending acquisition of Silk Logistics. DPWA remains constantly mindful of the evolving risk profile in relation to modern slavery risks.

7. CONSULTATION AND APPROVALS

DP World's Modern Slavery and Human Trafficking Policy and general approach to modern slavery are consistent across all entities in the DP World Group. The Directors of the reporting DPWA Group entities include shared officeholders (some of whom also serve as senior management) and possess strong knowledge of DPWA's business operations and supply chains.

This statement has been prepared following cross-functional collaboration between, inter alia, our Legal, HR, Procurement and Operations teams; and has been approved by the Board of Directors of DP World Australia (Holding) Pty Ltd at its most recent board meeting, attended by all the directors of the entities covered in this joint statement.



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

GLEN HILTON

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