

Introduction

DP World Australia believes we play a significant role in the communities in which we operate. As a major employer, we know we can play a key role in improving people's lives, strengthening communities and protecting the environment. This means ensuring that slavery, servitude, forced labour and human trafficking is not tolerated in our operations or those of our customers and suppliers. This is a responsibility we take very seriously.

This inaugural joint statement is made by DP World Australia (Holding) Pty Ltd for itself as parent company and principal governing body of the DP World Australia Group of companies and on behalf of those entities constituting reporting entities pursuant to the *Modern Slavery Act 2018*.

This statement sets out the actions taken by DP World Australia Group (**DPWA**) to address modern slavery and human trafficking risks in our business and the supply chain over the financial year ending 31 December 2020.


1. Our structure and operations

DPWA is part of the DP World Limited group which is a global trade operation headquartered in Dubai, DPWA is headquartered in Sydney, Australia. DPWA are a leading container logistics business. DPWA operates container terminals, logistics parks and have strategic partnerships in warehousing and container management services.

DPWA has 1,800 employees across Australia and long-standing relationships with governments, shipping lines, importers, exporters, communities and others in the global supply chain.

In 2020, DPWA handled over 2.7 million TEU (twenty-foot equivalent units) across its portfolio. We worked with over 1000 suppliers with an annual approximate \$185 million supplier spend. The suppliers are located both in Australia and globally.

Operations

Area	Main Operations	Location
	Corporate, Management and Administrative services including: <ul style="list-style-type: none"> • Finance, Property & Procurement • Technology and Data • Legal • Commercial • Safety 	Terminal Head Office and Australian head office, Sydney

	<ul style="list-style-type: none"> • People 	
<p>PORTS AND TERMINALS</p> <p>DP World Brisbane DP World Fremantle DP World Melbourne DP World Sydney</p>	<ul style="list-style-type: none"> • Stevedoring terminal services including quayside and landside activities 	<p>Port Botany, Sydney West Swanson, Melbourne Fisherman’s Island, Brisbane Fremantle, Perth</p>
<p>LOGISTICS</p> <p>DP World Australia Logistics</p>	<ul style="list-style-type: none"> • Landside logistics park which includes container storage, fumigation, maintenance and repair. 	<p>Two landside logistics sites at Port Botany, Sydney</p>
<p>JOINT VENTURES</p> <p>AWH</p> <p>1-Stop</p>	<p>Warehousing, storage, handling and freight forwarding</p> <p>Vehicle Booking System</p> <ul style="list-style-type: none"> • Electronic Import Delivery Orders Security cards 	<p>16 facilities across all states</p> <p>Sydney, NSW</p>

2. Our supply chain

We seek to partner with suppliers whose ethical principles align with our own. Our Procurement department provides structured policies, procedures and guidelines across all our business units to effectively manage supply chains.

Modern slavery and human trafficking tender conditions and contract clauses have been included as part of our standard tender and contract documentation. Vendors in the tender process are required to complete a questionnaire that includes a modern slavery and human trafficking self-assessment.

All new customer and supplier contracts have modern slavery clauses.

We have a confidential, externally administered, whistleblowing hotline available to all DPWA employees and third parties which can be used to report suspected violations of human rights. All reporters are protected from retaliation in any form.

3. Areas of risk in our business and supply chains

DP World Limited has established a working group to address emerging issues across its global portfolio. This working group has identified procurement, third party contractors and the use of our ports by others for human trafficking purposes as the highest risk areas for DP World globally.

To mitigate these risks locally in Australia we have increased our oversight of and requirements for vendors and third-party contractors with respect to modern slavery and human trafficking.

Our Security team proactively works closely and supports law enforcement agencies to enhance supply chain security and prevent human traffickers from using DP World Australia's terminals and facilities. This includes continuously improving our overall security management systems, robust risk management programs and deploying innovative security technologies.

DPWA has raised its security benchmark by implementing and accrediting to ISO 28000 (Supply Chain Security Management System) and has deployed other security initiatives globally such as the Custom-Trade Partnership Against Terrorism (CTPAT), Authorized Economic Operator (AEO) and Container Security Initiatives (CSI).

4. Our policies and governance approach

Our commitment is to ensure that there is no modern slavery or human trafficking in any part of our business and are seeking to ensure that our supply chains are free from these issues.

Our approach is overseen by the DPWA Audit & Risk Sub Committee of the Board of Directors.

The Modern Slavery and Human Trafficking Policy sets out our approach to modern slavery and human trafficking both in our organisation and in relation to our suppliers and customers. The policy also clarifies the steps that any individual can take if they have concerns about the existence of any such incidents. Our policy is reviewed annually.

Other key policies which include provisions with respect to modern slavery and human trafficking are:

- Procurement Policies and Procedures, which sets out minimum criteria for DPWA's approved vendor list including provisions with respect to modern slavery, human trafficking and child/ forced labour.
- Company Standards and Conduct Policy and Procedure, and Whistleblowing Policy which set out employees' obligation to report suspected and known incidents of modern slavery and human trafficking, how to do so and the consequences for failing to do so; and
- Recruitment and Selection Policy, which includes a prohibition on use of child labour and withholding workers' original government-issued identification and travel documents, unless required by law.

In 2019, DP World Ltd became signatory to the United Nations Global Compact (UNGC) and its 10 principles, which encompass human rights, labour, the environment and anti-corruption. By signing the UN Global Compact, the DP World Group has committed to align its strategies and operations with these principles.

All policy compliance is monitored internally by management and independently assessed by Group Global Internal Audit.

5. Assessment and effectiveness of efforts

The Group's Enterprise Risk Management Framework, associated policies and procedures encompass mechanisms for each DPWA business unit to identify, assess and manage material risks to their business. Non-financial risks including modern slavery, environmental and social sustainability risks are included.

We are currently focusing on raising awareness amongst our employees, workers and contractors to understand the requirements of the Modern Slavery Act 2018 and providing the tools to flag potential issues.

6. Education and training

We developed and implemented an online Modern Slavery training module, this module starts with an overview of the policy. All DPWA email network users are required to complete this training at induction and then bi-annually. The training is mandatory.

7. FY 2021 – 2023 planned actions

The DPW Human Rights Framework and Risk Management Framework underpins DPWA Group’s zero tolerance of modern slavery.

Key areas of focus over the next 3 years will be:

1. Ensure all contracts contain modern slavery clauses;
2. Increase awareness of modern slavery throughout the supply chain we engage with;
3. Implement the self-assessment questionnaire more broadly;
4. Conduct DPWA supply chain risk mapping; and
5. Conduct random audits of Suppliers Modern Slavery policies.

8. Consultation and approvals

Reporting Entities

DPWA Group’s reporting entities are set out below.

DP World Australia (Holding) Pty Ltd DP World Australia (Finance) Pty Ltd DP World Australia Limited	
TERMINALS	LOGISTICS
DP World Melbourne Limited	DP World Australia Logistics Pty Ltd
DP World Sydney Limited	
DP World Brisbane Pty Limited	
DP World (Fremantle) Limited	

The Directors of the reporting DPWA Group entities comprise of common officeholders some of whom are also members of the senior management team. All have a deep understanding of the DPWA businesses, operations and supply chains.

This statement has been approved by DP World Australia (Holding) Pty Ltd’s Board of Directors.

Tiemen Meester
Group Chairman
5 May 2021