

# Modern Slavery Statement

Reporting Period: Financial Year Ending 30 June 2025



## 1. Introduction

This Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 (Cth) and outlines the actions taken by ACFS Port Logistics Pty Ltd (ACFS) to identify, assess and address risks of modern slavery within its operations and supply chains during the reporting period.

ACFS is committed to conducting its business in an ethical and responsible manner and recognises that modern slavery represents a serious violation of human rights. ACFS maintains a zero-tolerance approach to modern slavery practices and seeks to ensure that its business operations and supply chains operate in accordance with applicable laws and ethical labour standards.

## 2. Structure, Operations and Supply Chains

ACFS Port Logistics Pty Ltd is an Australian logistics and port services provider operating across multiple locations in Australia.

ACFS provides integrated logistics and supply chain services, including container logistics, transport services, warehousing and related operations.

ACFS employs a workforce comprising employees, contractors and labour hire personnel. In addition, ACFS engages a range of suppliers and service providers who support its operations.

ACFS's supply chains primarily include:

- transport and logistics service providers
- equipment suppliers and maintenance providers
- labour hire providers
- operational service contractors
- general goods and services suppliers

ACFS's supply chains are largely domestic, although certain goods, equipment or materials procured by suppliers may originate from international sources.

## 3. Modern Slavery Risks

ACFS recognises that modern slavery risks can arise in both direct operations and extended supply chains.

Within ACFS operations, potential risks may arise through labour hire arrangements or subcontracted services where third parties provide personnel to support operational activities. Within supply chains, modern slavery risks may arise where goods or services are sourced from industries or regions with elevated labour exploitation risks, or where subcontracting arrangements reduce visibility over labour practices.

ACFS acknowledges that the logistics and transport sector may present potential risks where labour hire arrangements, subcontracting and complex supply chains exist.

## 4. Actions Taken to Assess and Address Risks

During the reporting period, ACFS continued to implement measures designed to identify and address modern slavery risks across its operations and supply chains.

These measures include:

- maintaining policies that prohibit modern slavery practices within ACFS operations and supply chains
- requiring suppliers and contractors to comply with applicable laws and ethical labour practices
- incorporating contractual provisions requiring suppliers and contractors to comply with relevant labour and employment laws
- engaging with suppliers and contractors to promote awareness of ethical labour standards
- encouraging employees to report any concerns relating to unethical or unlawful practices

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ACFS has also implemented internal governance arrangements to ensure modern slavery risks are considered within procurement and supplier engagement processes.

## 5. Assessing Effectiveness

ACFS recognises the importance of monitoring the effectiveness of its actions to address modern slavery risks.

The effectiveness of these measures is assessed through ongoing review of policies, supplier engagement practices and internal governance processes.

ACFS will continue to review and strengthen its approach to modern slavery risk management as part of its broader corporate governance and risk management framework.

## 6. Consultation

ACFS consults internally across relevant business functions when identifying and addressing modern slavery risks.

Relevant internal stakeholders may include operational management, procurement personnel and People & Culture representatives to ensure that modern slavery risks are considered across workforce practices and supplier engagement activities.

## 7. Other Relevant Information

ACFS maintains policies that support ethical conduct and responsible business practices, including policies addressing workplace conduct, human rights and ethical labour standards.

ACFS is committed to continuously improving its policies, procedures and risk management practices to strengthen its approach to identifying and addressing modern slavery risks.

## 8. Approval

This Modern Slavery Statement has been approved by the governing body of ACFS Port Logistics Pty Ltd in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

Signed

A handwritten signature in blue ink, appearing to read "Wayne Morris".

Wayne Morris  
Chief Operations Officer  
ACFS Port Logistics Pty Ltd

Date: 23<sup>rd</sup> March 26