



# cabin services australia

## Modern Slavery Statement

*Financial Year ending 31 March 2023*

onata



## Our Reporting Entity

This statement is made on behalf of **Airline Cleaning Services Pty Ltd ACN 162 104 707**, trading as **Cabin Services Australia**, as a company within the Emirates Group. The reporting entity is referred to as **Cabin Services Australia** (or 'we', 'us', or 'our') pursuant to the *Modern Slavery Act 2018* (Cth) (**Act**). This statement is made in relation to the financial year ending 31 March 2023.

## 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.

Cabin Services Australia is committed to preventing acts of Modern Slavery and human trafficking from occurring within its own business or in any of its supply chains and expects the same high standards from all of its contractors, suppliers and other business partners.

## 1. Organisation Structure and Operations

- 1.1 We provide a comprehensive range of services, including but not limited to cabin cleaning, waste removal, linen supplies, wheelchair passenger offload, cabin inspection and aircraft disinfection services (which extend to cabin disinfection, cargo hold disinfection, passenger baggage disinfection and cargo shipment disinfection). These operations are supported, directed and managed by a centralised common management structure.
- 1.2 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.
- 1.3 We form part of the group consisting of dnata, dnata World Travel and Emirates, together with their subsidiaries (**the Emirates Group**) whose head office is located in Dubai in the United Arab Emirates. As a global organisation with immense reach, the Emirates Group takes its moral and ethical obligation to combat Modern Slavery seriously.
- 1.4 The Emirates Group is an international organisation with business interests in aviation, air services, education, retail, travel and hospitality. You can learn more about the Emirates Group on their website ([TheEmiratesGroup.com](http://TheEmiratesGroup.com)).
- 1.5 Within the Emirates Group, the dnata group of companies is collectively one of the largest air services providers in the world, serving over 300 airline customers in 37 countries. Its main activities include ground handling, cargo, travel, and flight catering services.
- 1.6 Cleaning Services Australia is owned by dnata Aviation Services Limited (a UK company) and specialise in the provision of ground handling and cargo services in Australia.
- 1.7 You can learn more about each of the ground handling and cargo components of the dnata business on dnata's website ([dnata.com](http://dnata.com)).



## 2. Our Supply Chains

- 2.1 A significant majority of Our suppliers are located within Australia. Key operations and supply chains, including where the highest risk of Modern Slavery could present itself, are described below (but not limited to):
- Cleaning Services – there is a potential risk of exposure to hidden labour exploitation and unfair recruitment practices from suppliers that provide products and services, including protective equipment.
  - Corporate Goods – we source goods from the textile industry. Depending on the jurisdiction of origin, these products could present a high risk of being manufactured via forced labour.
  - Laundry Services – engaging with suppliers in this industry may present a higher risk of exposure to Modern Slavery practices such as unethical recruitment and forced labour.
- 2.2 A number of items including but not limited to merchandise are manufactured overseas before introduction into Australia.
- 2.3 In order to manage the above risks, we assess our exposure to Modern Slavery through our supplier due diligence processes.

## 3. Actions Taken to Combat Slavery Risk

- 3.1 Cabin Services Australia further assesses and manages potential risks by maintaining consistent and high standards of due diligence and risk mitigation processes to monitor for and avoid Modern Slavery in all environments in which Cabin Services Australia operates in, including developing and implementing those policies, processes and actions discussed in sections 4 to 6 below.

## 4. Our Policies on Combatting Slavery

- 4.1 We are committed to acting ethically and with integrity in all our business relationships. The Emirates Group has adopted an organisation-wide Anti-Slavery and Human Trafficking policy that advocates a zero-tolerance approach to Modern Slavery. As we are part of the Emirates Group, we adhere to the Emirates Group's policy on Modern Slavery. A copy of the Group's policy on Anti-Slavery and Human Trafficking can be found on the Emirates Group website ([TheEmiratesGroup.com](http://TheEmiratesGroup.com)).

## 5. Due Diligence Processes for Combatting Slavery

- 5.1 We recognise that we cannot unilaterally solve the problem of Modern Slavery. However, 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.
- 5.2 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 our supplier onboarding procedures, identifying suppliers where there is a known heightened risk of Modern Slavery and considering appropriate measures to mitigate the risk.

- 5.3 Our current due diligence practices consist of getting to know our suppliers through our supplier on boarding procedures, identifying suppliers where there is a known heightened risk of Modern Slavery and considering appropriate measures to mitigate the risk and take remedial action as deemed appropriate (including termination of suppliers).

## 6. Effectiveness in Combatting Slavery Risks

- 6.1 In order to assess the effectiveness of its actions, each year Cabin Services Australia will evaluate the following:
  - 6.1.1 Ensure that all suppliers and subcontractors are aware of potential Modern Slavery risks and aim to commit to combat Modern Slavery within their organisation.
  - 6.1.2 Review and amend training materials and polices for our employees to promote awareness on the subject of Modern Slavery.

## 7. Further Steps

- 7.1 We are committed to continuous improvement to address the challenging and complex issue that is Modern Slavery.
- 7.2 Following our review of the effectiveness of the steps we have taken this financial year to ensure that there is no slavery in our business or supply chains, we intend to take the following further remedial steps to combat Modern Slavery in our operations and supply chains, namely:
  - Review our policies and procedures, including those relating to due diligence of suppliers.
  - Enhancing training programmes

This statement has been approved by one or more resolutions of the board of directors, in their capacity as principal governing body for Airline Cleaning Services Pty Ltd ACN 162 104 707.

This statement is signed by **Burt Sigsworth** in his role as board member of Airline Cleaning Services Pty Ltd ACN 162 104 707.

Signature:  .....

**Burt Sigsworth**

Managing Director

Cabin Services Australia / dnata

Date: 30.8.23 .....