

A.P. Møller - Mærsk A/S

Modern Slavery Statement 2023



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This statement is made in accordance with The Australian Commonwealth Modern Slavery Act 2018 on behalf of the following reporting entities:

- Maersk Logistics & Services Australia Pty Ltd (formerly known as Damco Australia Pty Ltd)
- Svitzer Australia Pty Ltd
- Svitzer Terminals Australia Pty Ltd
- Maersk A/S (Australia Branch)
- LF Logistics (Australia) Pty Ltd

The Statement provides an overview of Maersk's policies and due diligence processes relating to the risk of modern slavery¹ and should be regarded as complementary to the A.P. Møller - Maersk Sustainability Report 2023. Maersk is committed to respect human rights in line with the UN Guiding Principles on Business and Human Rights (UN Guiding Principles). A cross-functional working group representing A.P. Møller - Maersk and relevant companies owned or controlled by A.P. Møller - Maersk were actively engaged in developing the content of this Statement.

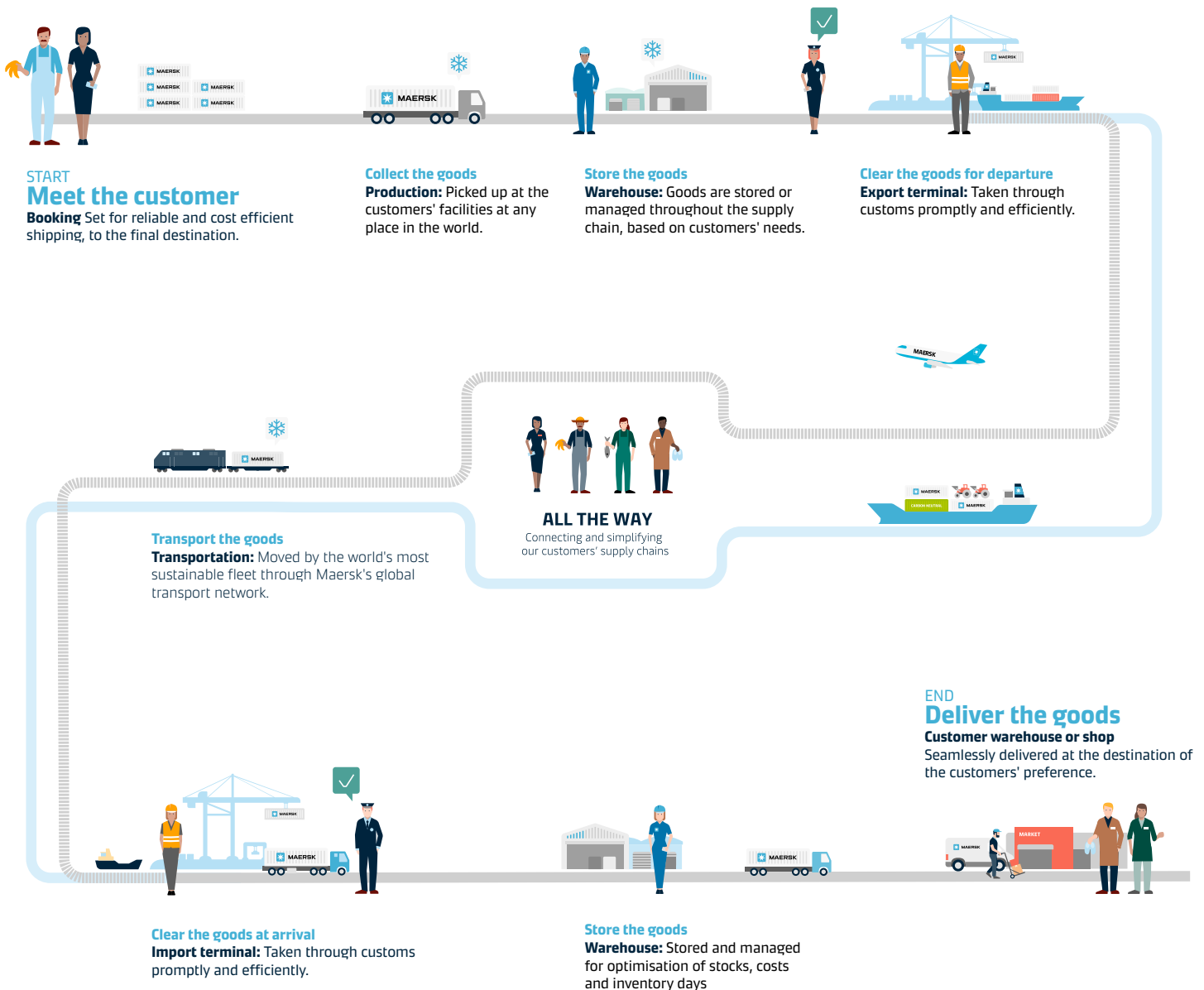
¹ Modern slavery refers to various forms of human rights violations which constitute criminal offences under multiple jurisdictions. Modern slavery is an umbrella term under the Modern Slavery Act 2018 (Cth) and encompasses slavery, servitude, the worst forms of child labour, forced or compulsory labour, human trafficking, debt bondage, slavery like practices, forced marriage and deceptive recruiting for labour or services.

Our Business

Our operations

Maersk is a global integrator of container logistics, aiming to connect and simplify our customers' supply chains and enable sustainable trade. We operate across more than 130 countries employing approximately 100,000+ people. Maersk is headquartered in Copenhagen, Denmark, and is listed on the Copenhagen Stock Exchange.

Our operations are illustrated below:



Our value chain

Maersk is committed to respecting human rights, which includes ensuring our activities do not cause or contribute to the use of modern slavery and avoiding being directly linked to such harm. As we progress on our Global Integrator strategy, we continue expanding the scope of our ambitions to ensure responsibility and sustainability in our supply chain. This is driven by a greater exposure to sustainability-related risks, opportunities, and responsibilities as we expand our landside activities. As an integral part of our customers supply chains,

we are also regularly engaging with our customers to support responsible business practices and help them deliver on their commitments to sustainability.

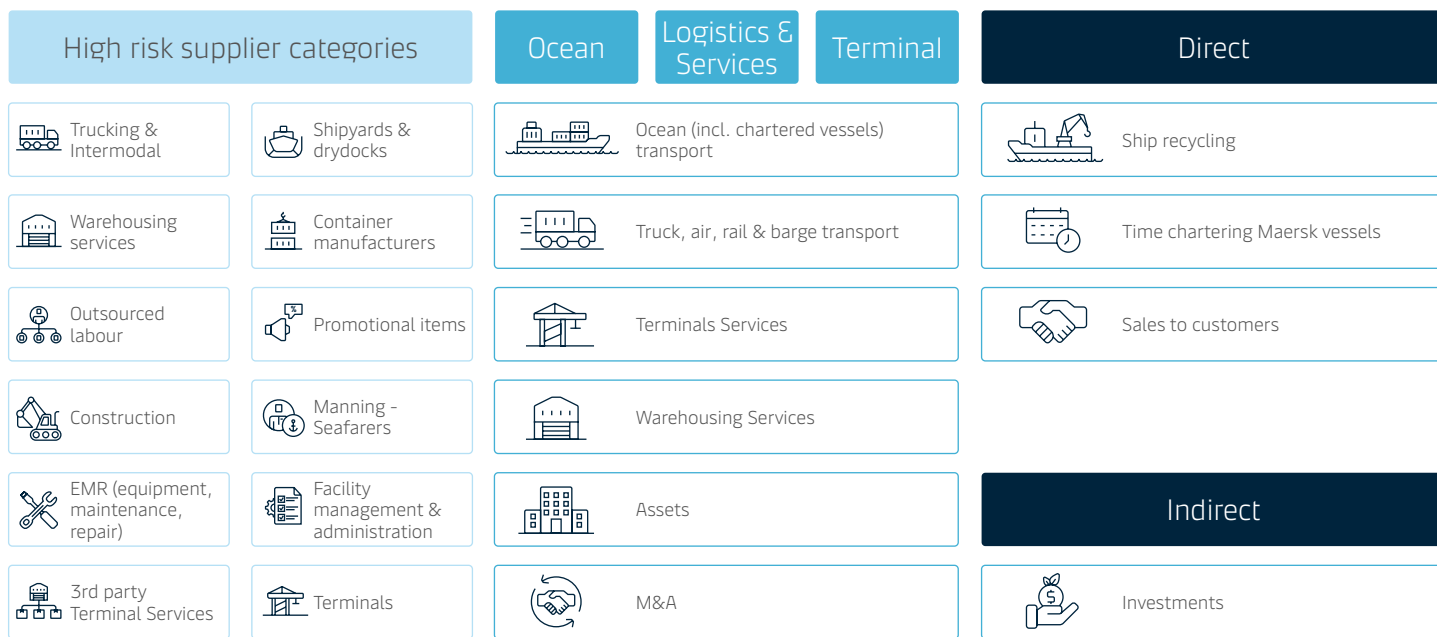
We rely on more than 41,000 suppliers including 5,100 high-risk suppliers in our global supply chains. Our high-risk suppliers are defined in 15 categories.

The main activities in our value chain are illustrated below:

Supply chain (Upstream)

Own operations

Downstream



Green fuels suppliers



Identifying modern slavery risks

In 2021, Maersk conducted a corporate-wide human rights assessment, together with external experts, with the purpose of mapping our most salient human rights impacts across the business and determining whether we have any gaps in our mitigating activities, in line with the UN Guiding Principles methodology. Most of the salient human rights risks are known and managed via internal management systems. The assessment results showed that Maersk's salient human rights risks are: working conditions in the supply chain, health and safety in the supply chain, violence and harassment at work, access to remedy, plus an emerging risk on impacts of climate change and decarbonisation - including the importance of a just transition.

Modern slavery risks within our business

The human rights assessment showed that we have a very low risk of modern slavery in our own operations. On working conditions in general (wages, benefits, and hours) there is low risk in our own operations, however, we can always strive to improve, for example, in limiting overtime hours and continuous focus on health and safety.

The human rights assessment also concluded that the risk of modern slavery is very low for seafarers in Maersk. Approx. 12,200 of our colleagues are seafarers, predominantly Indian and Philippines nationals. Due to the distinct nature of the seafaring profession, we are cognizant of the vulnerabilities that may exist. Maersk's central Marine People and Culture department ensures compliance with the Maritime Labour Convention and source 90% of Crew through a network of own local Manning Offices. All in-house Manning Offices and external recruitment agencies are subjected to annual audits.



Modern slavery risks within our supply chain

The human rights assessment showed that modern slavery risks in the supply chain can be present. For example, the use of migrant workers and contracted labour, recruitment and use of manning agencies in logistics and services sector including warehousing and trucking, catering and facilities management carries a higher risk. At Maersk, we identified 15 high-risk supplier categories (see value chain above). These high-risk supplier categories are prioritised for enhanced supplier due diligence, described further below.

In 2023, we continued to progress on addressing our prioritised salient human rights issues. We are further progressing towards ensuring human rights considerations are fully integrated into our due diligence processes and ESG governance mechanisms.

Managing modern slavery risks

Human rights in Maersk

Maersk, and its subsidiaries, is committed to conducting business in a responsible and upright manner and to respect human rights across our activities, in line with the UN Guiding Principles. Our commitment to respect human rights is described further in our [Human Rights Policy Statement](#). We have zero tolerance for forced or involuntary labour, human trafficking and other practices defined as 'modern slavery', which is outlined in the Maersk Code of Conduct and our Supplier Code of Conduct.

Governance

Building a strong human rights governance structure is a priority as we prepare for increased regulatory requirements. "Human rights" is one of the 14 categories in the Maersk ESG Strategy and is also embedded in several other ESG categories. Regular updates on human rights are provided to Maersk's Executive Leadership Team, as set out in our ESG Strategy governance framework. As human rights is an overarching topic, responsibility for managing particular issues lies with the respective functions with support from specific governance forums.

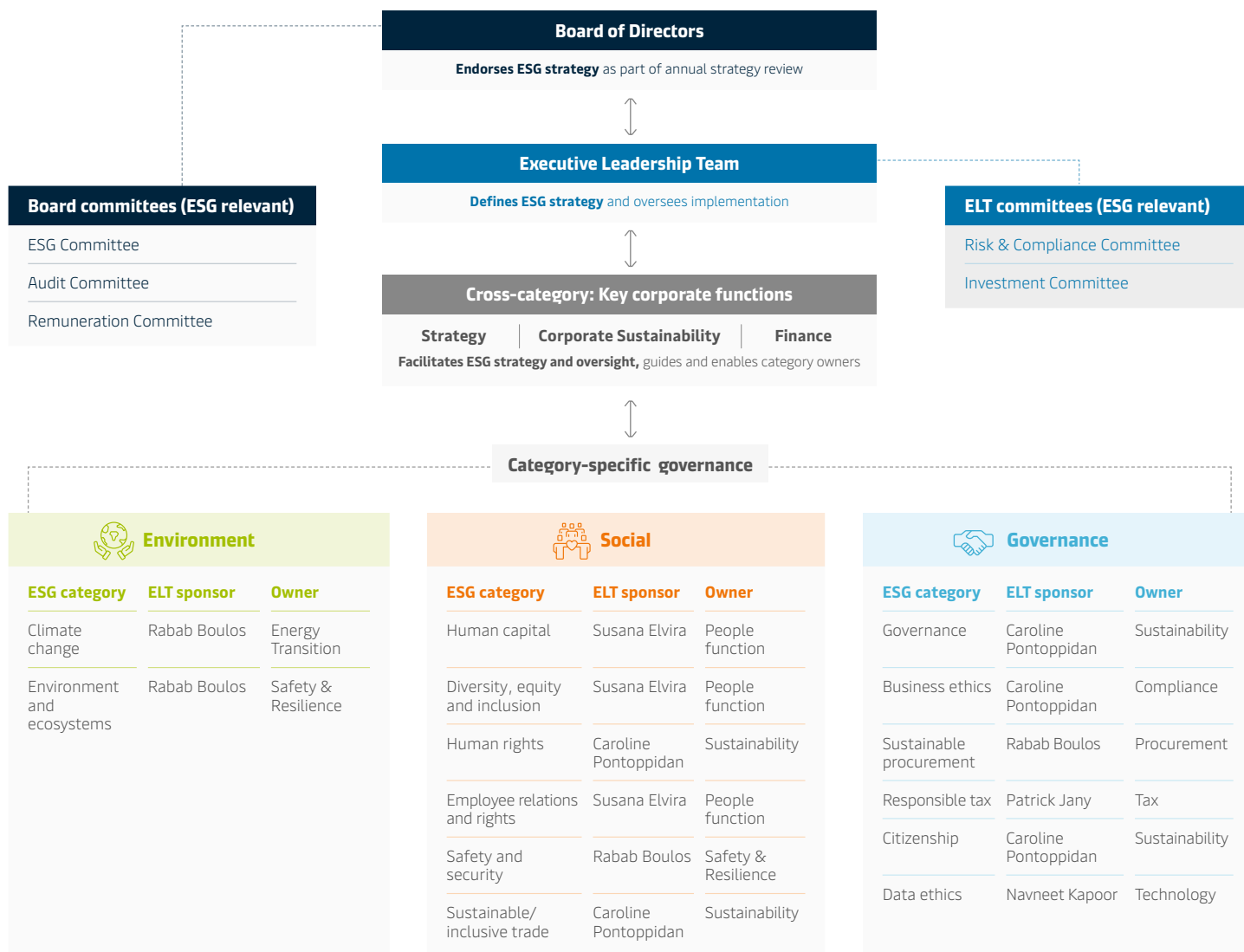


In 2023, we continued working with relevant internal governance forums to strengthen the incorporation of human rights within their scope.

At a local level within Oceania, Maersk has established the Area Risk & Compliance Committee (ARCC) which enables the oversight and management of risks specific to our operating

entities within Oceania, with defined pathways for escalation to the Executive Leadership Team. Membership of this committee includes the relevant directors from the various reporting entities and senior leaders from across the business. The committee meets on a quarterly basis and monitors modern slavery risks as relevant to our operations.

Governance of ESG in A.P. Moller - Maersk in 2023



Global Policies

A.P. Moller - Maersk Code of Conduct

The Code of Conduct outlines our standards, based on international standards, and governs how employees within Maersk engage with customers, authorities, colleagues, suppliers, the community and other stakeholders. Our commitment to responsible business practices including fair employment practices and employee relations is a core component. Responsibility for implementing the Code of Conduct lies with the Executive Vice President and Chief Corporate Affairs Officer, reporting to the Executive Board. Governance of Maersk global policies (Commit Rules) is anchored in the Risk and Compliance Committee, where two members of the Executive Leadership Team meet quarterly.

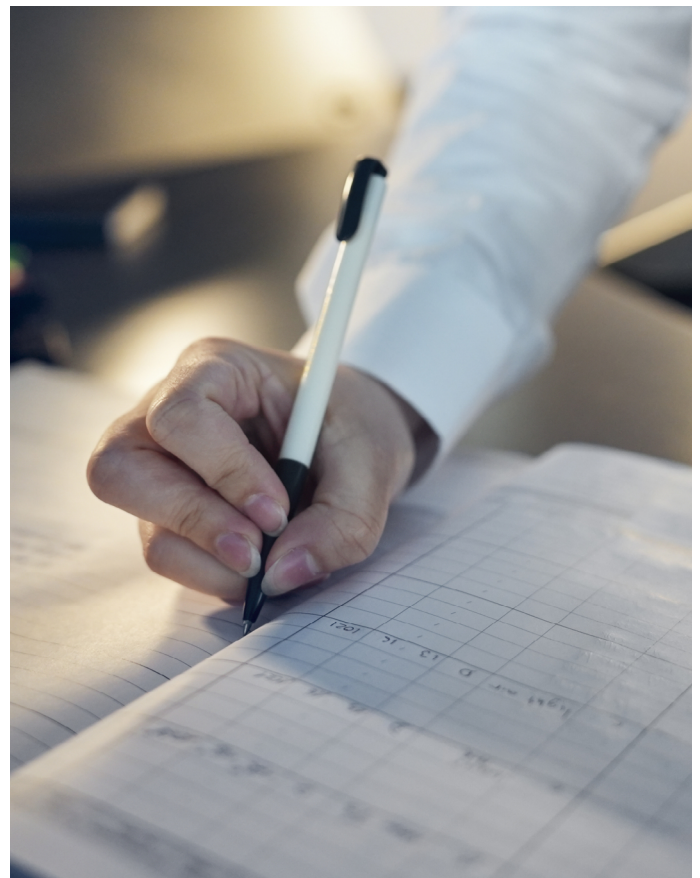
Commit Rule on Global Employee & Labour Relations

The Commit Rule on Global Employee & Labour Relations details our standards and sets out responsibilities in relation to implementing our commitment to respect fundamental labour rights and provide decent working conditions for our employees. The Commit Rule explicitly forbids the use of forced or involuntary labour. The Commit Rule is implemented across Maersk. Responsibility for monitoring the implementation of, and compliance with, the Commit Rule rests with the Maersk Global Labour Rights Council, reporting to the Executive Vice President and Chief People Officer. As part of labour rights due-diligence, monitoring is done via a company-wide bi-annual self-assessment survey. This survey is scheduled for 2024. In this survey there is focus on the fundamental labour rights of our own employees, but there is also attention for third-party employees. In case of any non-compliance issues, our business-entities will have to make action plans in order to close existing gaps and remediate in case any damage was done as a result of non-compliance.

Supplier Code of Conduct

The Maersk Supplier Code of Conduct describes expected business conduct by our suppliers, based on international standards. The Code is implemented through our global Sustainable Procurement programme (please see further

below). The Code, supported by the Supplier Code of Conduct Guidelines, sets out expectations concerning responsible business behaviour in the areas of health and safety, equal opportunity rights, compensation and working hours, child labour and forced or involuntary labour, freedom of association, anti-corruption and environment. The leaders of our businesses and the Leadership team of Asset Strategy and Strategic Partnership (which includes our procurement function) are responsible for implementing the Sustainable Procurement Programme, reporting to our Executive Board.



Commit Rule on Sustainable Procurement

In addition to the Code, The Commit Rule on Sustainable Procurement establishes the internal roles and responsibilities in the implementation of the Code and the Sustainable Procurement programme. The Commit rule details the contractual implementation of the Code, the requirement that high-risk suppliers acknowledge the Code, and how compliance with the same is to be assessed and followed up on.



Due diligence

Maersk is committed to respecting human rights in line with the UN Guiding Principles. We take a risk-based approach to our human rights due diligence activities and continuously strengthen key processes that enable us to identify and act upon actual and potential human rights risks in our operations and through our business partnerships.

We assess compliance with the Supplier Code of Conduct with suppliers in high-risk categories by conducting due diligence activities such as audits, self-assessments, and documentation reviews. In the past years we increased the number of onsite audits for logistics and service-suppliers, primarily related to third party workers in terminals and warehouses. Additionally, we conduct periodic reviews and follow-up audits. Our suppliers are also required to address any gaps against our Supplier Code of Conduct through a time-bound improvement plan in consultation with Maersk.

To ensure that Maersk is able to meet supplier due diligence requirements and effectively contribute to business accountability, Sustainable Procurement is working to embed ESG into our end-to-end procurement process. In 2023, we continued improving visibility into high-risk supplier ESG compliance by monitoring progress at the procurement category and regional level for supplier code of conduct acceptance, ESG assessments conducted and closing improvement plans.

Continued focus on third-party labour

We continue to work on ensuring that people working on our premises and performing tasks for us, but not hired by us directly, are offered working conditions that meet the standards in our Supplier Code of Conduct. Since 2019, we have focused specifically on working conditions for third party workers in trucking, warehousing and terminals as part of our sustainable procurement efforts. We have established a pre-qualifying self-assessment, and since 2021 applied an audit process for the trucking category in five locations, involving a collaboration between members of Maersk's local health, safety, security and environment teams and local procurement teams. In 2022, we developed specific Global Standards on Third-Party Labour to offer clear guidance on core labour standards and manage our expectations on suppliers of Third-Party Labour. In 2023, rolling out and enforcement of these standards commenced at APM Terminals on a pilot basis and the learning will be used to develop internal capacities across the organisation in 2024.

In Oceania a mandatory supplier prequalification of our suppliers against modern slavery requirements was introduced in 2023. As we move into 2024, our efforts will be focused on ensuring these are in place for our remaining suppliers.

Training

All employees must complete annual training in our Code of Conduct. In 2023, the completion rate was 92%. We experienced challenges in reaching all employees, particularly due to organisational changes. We are working to close this gap with a goal of 100% completion in 2024.

To support the implementation of our Supplier Code of Conduct, we also train our employees working with procurement activities via an online course on our sustainable procurement process and requirements. In 2023, 91% of the employees in scope completed the training.

Responsibility for making decisions with respect for human rights lies with all Maersk leaders, therefore building capability is critical to our commitment. In 2023, we continued human rights training with key functions and human rights owners.

Additionally, in 2024, Svitser has planned to roll out a training program in Australia compliant with the new Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022 (Cth) which covers code of conduct, sexual harassment, discrimination, EEO and modern slavery.

Similarly, Maersk has planned to engage expertise via external service provider CutItOut! to support us to comply with the positive duty under the Respect@Work laws and continue to build a safe, respectful & inclusive culture where everyone is comfortable to speak up about inappropriate conduct. A dedicated training is being rolled out to our Area Leadership team, all leaders and all employees.



Collaboration and stakeholder engagement

We partner with customers, suppliers and other networks to promote responsible business practices and increase leverage for change where possible. Stakeholder engagement informs our understanding of material issues and underpins the development of solutions and initiatives in our roadmap to deliver on ESG commitments and KPIs. On human rights issues, ongoing engagement with civil society and rightsholders is important for informing our approach, and we engage with rightsholders and their representatives including unions and local communities. Furthermore, Maersk works with its customers to support responsible business practices across all relevant sustainability areas. This includes sharing best practices, cross-industry collaborations as well as insights and advisory support on material issues. Across the ESG agenda, we are actively engaged in cross-industry partnerships and coalitions to set standards, develop solutions and drive common agendas. Maersk works with the International Transport Workers Federation (ITF) and has dialogue with them about our ESG Strategy and about specific labour rights risks (e.g. on harassment and supply chain due diligence).



Maersk Whistleblower System and Ombuds function

We take seriously any allegations that human rights are not respected in our operations or via our business relationships. Allegations can be reported by any person within or outside Maersk through our whistleblower system, available worldwide in more than 75 languages. It enables people to report concerns safely on all human rights issues, including human trafficking and forced or involuntary labour, child labour, and actions harming persons, their livelihood or properties, related to our operations, suppliers, contractors, third-party agents, and other business partners with a direct link to Maersk.

In 2021, Maersk introduced the internal Ombuds function as a neutral, independent, informal and 100% confidential function that will listen to and assist those employees who do not feel comfortable reporting concerns to human resources departments, line managers or posting to the whistleblower system, in resolving conflicts or concerns. It offers a voluntary and safe place for employees to seek guidance, voice concerns and discuss options for any work-related matter.

In 2023, the whistleblower system received 1154 reports. 80% of these are already closed.

In 2024, In Oceania campaigns will be delivered to increase awareness of the whistleblowing and ombudsman function within the business, to improve our ability to identify and manage any potential human rights issues.

Assessing our effectiveness

We continually assess the risks that our business causes, contributes, or is directly linked to adverse human rights impacts, and monitor the effectiveness of the processes and procedures to address these risks. One way that we measure the effectiveness of our policies and procedures in relation to the supply chain is to conduct audits and assessments, and related to that, follow up with improvement plans. For 2023 our supplier audit and assessment activities are detailed below.

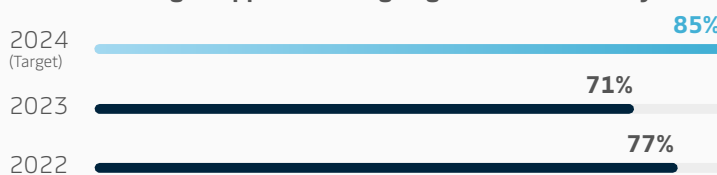
Focusing on our own company, one way we are measuring the effectiveness of our processes is via our biennial labour rights assessment. Every 2-3 years Maersk sends out an internal questionnaire to the business to gauge how effective the Commit Rule on Global Employee & Labour Relations is implemented, covering both our own employees and contracted staff. In 2021 we have conducted an assessment which showed that our labour rights issues are mainly related to working hours, discrimination, and compensation. We are addressing the challenges by direct engagement with local management, with training and tools for managers, strengthened workplace harassment incident processes, and with mechanisms such as the Maersk Whistleblower system and Ombuds function. The next self-assessment survey will take place in 2024, where we will continue our efforts to strengthen the labour rights due diligence process and gather actionable insights that will help address these issues in our business.

2023 performance towards our strategic targets

100% of suppliers (in scope) committed to the Suppliers Code of Conduct by 2024



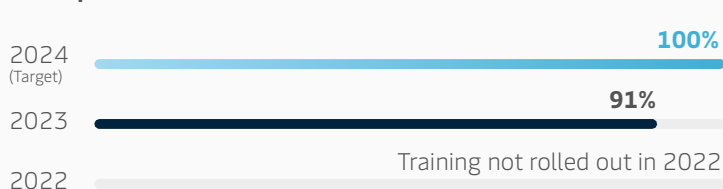
>85% of strategic suppliers undergoing ESG assessment by 2024



>80% of high-risk category suppliers with Improvement Plan successfully closed by 2024¹



100% procurement staff trained in Sustainable Procurement



In 2023, we saw a decrease in our strategic KPIs on supplier Code of Conduct and supplier ESG assessments. This is partly driven by a restructuring of our procurement function causing changes to our supplier management set-up. To address this our focus has been on our digital transformation and capability building within the new teams through faster adoption of the new sustainable procurement training.

Looking ahead

We are committed to respecting human rights, which includes ensuring our activities do not cause or contribute to the use of modern slavery and human trafficking and avoiding being directly linked to such harm. We will continue to improve and increase transparency on our progress, mitigating risks through our policies, procedures and engagement with stakeholders. Maersk acknowledges that this work is an evolving process, and we will track progress via our ESG Strategy, reported mainly through our website and annual sustainability report. Looking ahead, we are planning to:

- Scale up supplier engagement.
- Further develop and strengthen our human rights due diligence and disclosure on same.
- Implement procurement ESG platform to strengthen the global systems architecture for sustainable procurement .
- Integrate ESG further into procurement training.

- Continue strengthening our compliance programme by focusing on rolling out our Code of Conduct training to all targeted employees and digitalising our compliance reporting and internal compliance controls.
- Review the current company ESG Strategy and consider to adjust, strengthen and focus our approach based on changing circumstances and global developments including increased regulation on sustainability due diligence and reporting.

More information can be read in our [Sustainability Report 2023](#).



This statement was approved by the Boards of Directors of the reporting entities:

Maersk Logistics & Services Australia Pty Ltd (formerly known as Damco Australia Pty Ltd)

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Kylie Fraser
Director

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Date: 12 June 2024 | 00:39:57 PDT

Rahul Parmar
Director

Svitzer Australia Pty Ltd

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Michael Hill
Director



Maersk A/S (Australia Branch)

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LF Logistics (Australia) Pty Ltd

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Robert Charles
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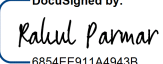
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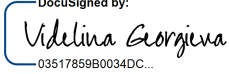
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Signer Events	Signature	Timestamp
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