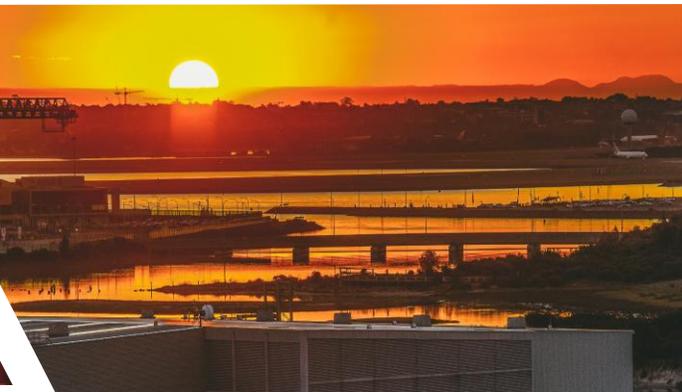




Patrick Terminals Modern Slavery Statement 2025



STATEMENT FROM THE CEO

Patrick Terminals recognizes the profound responsibility we hold to protect the dignity, safety, and freedom of each individual connected to our operations and supply network.

This, our sixth Modern Slavery Statement, details our approach and the steps taken in reaffirming our dedication to driving meaningful change. We are strengthening our internal systems, deepening our partnerships with suppliers, and continuously challenging ourselves to do better. Together, we strive to build a supply chain founded on respect, transparency, and shared humanity.

“At Patrick, we believe that ethical supply chains are not just a responsibility, they’re a reflection of who we are and the future we choose to build”

– Michael Jovicic



Modern Slavery Act 2018 (the Act)

This Statement has been prepared to meet the mandatory reporting criteria set out under the Modern Slavery Act 2018 (the Act). The table below identifies where each criterion of the Act is disclosed within sections of this Statement. Patrick has also taken the opportunity to consider the recommendations outlined in the Government’s response to the report of the statutory review of the Act. As of the date of this Paper the Government is leading two consultation streams in relation to the recommendations. Patrick has reviewed the recommendations for the upcoming period, has considered their incorporation and will continue to monitor for formal developments.

The Statement sets out the actions taken by Patrick Terminals to assess and address modern slavery risks in its operations and supply network during the financial year ended 30 June 2025.

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Identify the reporting entity	3
Describe the reporting entity’s structure, operations and supply network	4
Describe the risks of modern slavery practices in the operations and supply network of the reporting entity and any entities it owns or controls	5
Assessment of Modern Slavery Risks	6
Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	7
Describe how the reporting entity assesses the effectiveness of these actions & remediation process	8
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IDENTIFY THE REPORTING ENTITY

The reporting entity is PTH No 1 Pty Ltd (ACN 611 116 155), an Australian private company registered at Gate B105a Penrhyn Road Port Botany.

In this Modern Slavery Statement, a reference to “Patrick”, “Patrick Terminals”, “Group”, “we” and “our” includes those entities (as defined in the Corporations Act 2001 (Cth)) in which PTH No 1 Pty Ltd (ACN 611 116 155) has an equity interest (direct or indirect) of more than 50%.



All entities within the Patrick Group are subject to consistent risk management and governance practices, including with respect to addressing modern slavery and human rights risks. In developing this statement, we have actively consulted with all entities we control, with a particular focus on entities with high levels of procurement activities. Senior executives from all entities within the Patrick Group have been consulted to inform and contribute to the development of this statement.



Our Values

Take Ownership: Patrick expects its employees to own the choices they make and the results that follow. It expects the same of its suppliers.

Lead Change: Patrick leads by example in reducing its modern slavery by sharing its methods with suppliers. It looks for suppliers who are open to improve.

Tireless Pursuit of Outcomes: In the same way Patrick does itself, it expects its suppliers to work hard to reduce the risk of modern slavery.

Everyone Home Safely Everyday: Patrick expects its suppliers to care about their workers' physical and mental safety, just as it does.

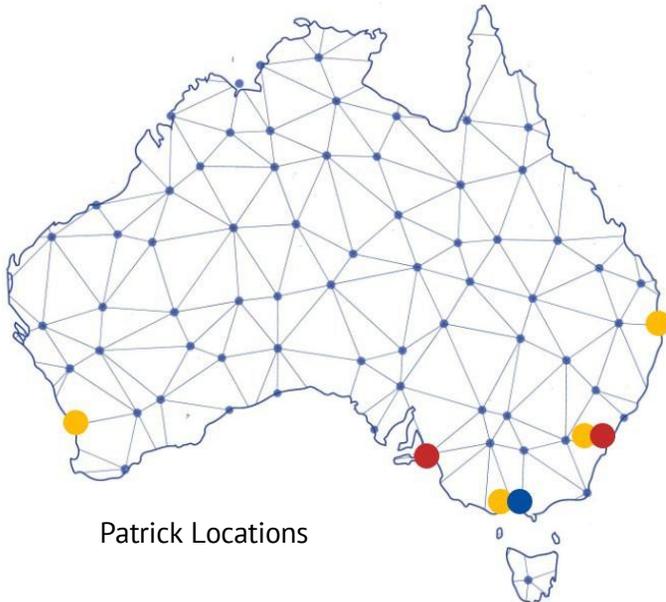
OUR STRUCTURE, OPERATIONS AND SUPPLY NETWORKS

Our Structure

Patrick Terminals is a leading container terminal operator with operations wholly in Australia.

Patrick Terminals is jointly owned by Qube Logistics (Australia) Pty Ltd (Qube) and Nitro TC No 1 Pty Ltd as trustee for Nitro Holdings Trust No 1 (Brookfield Consortium).

Our Operations



Patrick Locations

We handled **40%*** of container volumes at our ports of operation in the reporting period.
*approximately

We employ **1,300** people around Australia. We are compliant with all applicable State and Federal workplace legislation. Patrick's operational workforce is covered by an enterprise agreement. Patrick's management and corporate workforce are employed in accordance with applicable laws (including the Fair Work Act 2009 (Cth) and the Fair Work Regulations 2009 (Cth)) and industrial instruments, where relevant.

More information about Patrick Terminals can be obtained from our website at www.patrick.com.au.



- Patrick operates some of Australia's most technologically advanced container terminals at four strategically located ports around the Australian coast. Patrick's terminal network includes the Brisbane AutoStrad™ Terminal, Sydney AutoStrad™ Terminal, East Swanson Dock Terminal (Melbourne) and Fremantle Terminal.
- Patrick's National Operations Centre is a 24-hour nationwide vessel planning, vessel scheduling and customer support centre based in Melbourne. Patrick's corporate head office is in Port Botany.
- The Patrick Sydney AutoRail Terminal is a state of the art fully automated rail terminal jointly funded by NSW Ports that has increased rail capacity at Patrick Terminals – Sydney AutoStrad from 250,000 TEU to over 1 million TEU per annum when fully operational. Patrick's Adelaide Rail specialises in providing import and export rail access to the three major Melbourne terminals.

Our Supply Network

Patrick procures goods and services from a range of suppliers across a variety of sectors including property, utilities, construction and design, equipment and parts supply, cleaning and maintenance services, information technology, consulting services, office supplies, uniforms and PPE.

The bulk of Patrick's suppliers continued to be based in or sourced from low-risk countries in terms of modern slavery prevalence (e.g. Australia, Finland, New Zealand, Ireland, Singapore, Germany) and the majority of goods and services procured are not associated with elevated risks of modern slavery. Patrick has identified a small number of suppliers with higher inherent risk of modern slavery based on either the nature or source of goods they supply as set out in part 4 below. These suppliers are managed and monitored according to their risks as further detailed in the following criteria.

RISK BASED APPROACH

The Modern Slavery Act defines modern slavery as trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services and the worst forms of child labour.

Our assessment of modern slavery risks in our operations and supply network is based on the gold-standard 'continuum of involvement' set out in the United Nations' Guiding Principles on Business and Human Rights. The continuum establishes that companies can be involved in modern slavery in three ways: by causing, contributing to, or being directly linked to the harm.

Risk in Supply Network

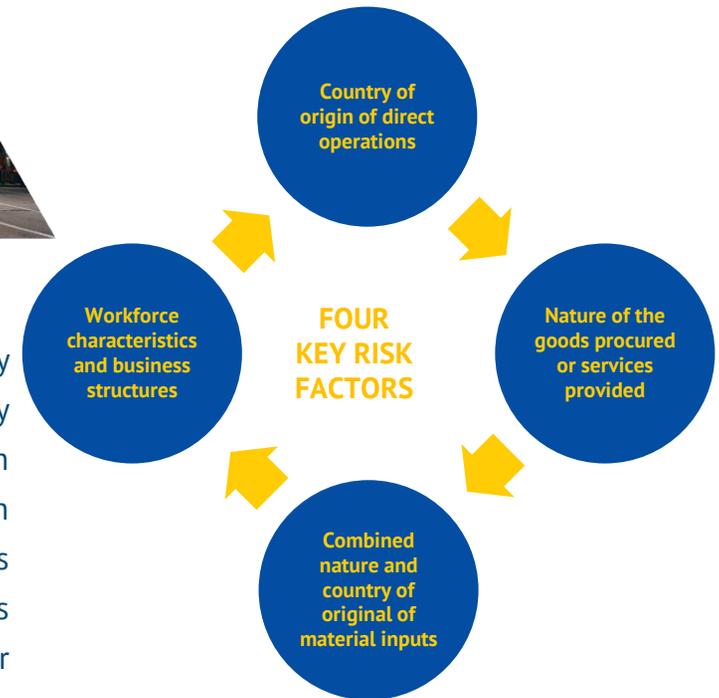
Patrick recognises the risk that it could be directly tied to modern slavery through our supply network. As a large procurer of goods and services, we have a significant role to play in increasing transparency and improving awareness of modern slavery risks in our supply network and in paving the way for continued improvement in addressing those risks. In particular, Patrick has sought to support our smaller suppliers to uplift their approach to managing and addressing modern slavery risks and we are committed to supporting their efforts to mitigate those risks where possible.

Patrick has continued to adopt a risk management-based approach to supplier engagements, recognising that the modern slavery risks relating to specific suppliers will vary depending on the four key risk factors.



Risk in Operations

Patrick prevents the risk of directly causing, or contributing to, harm by acting in line with clear policies which create a safe workplace free of modern slavery. These policies include Patrick's Modern Slavery Policy, Human Rights Policy and Code of Conduct. All our activities and employees are based in Australia.



Essential to this risk-based approach is our supplier due diligence program which is designed to identify those suppliers that may have higher inherent risk of to modern slavery by reference to the above risk factors, engage with those suppliers to better understand the nature of those risks and how they are identified and mitigated and finally monitor potential risk areas for ongoing improvements and if appropriate, provide support.

ASSESSMENT OF MODERN SLAVERY RISKS

Electronics
(laptops and
computers
and mobile
phones)

Garments
(uniforms
and PPE)

Cleaning
Services and
Products –
(terminal
cleaning
services)

Construction
services and
products –
(minor and
major works)

Augmented
Staffing
Services

Major
Equipment

Consistent with prior reporting periods, there are a small number of key suppliers in the identified sectors as having a higher inherent risk by reference to the four key risk factors.



In respect of these key suppliers, additional steps have been and will continue to be taken to address the higher inherent risk, including close assessment of policy and training programs and monitoring of compliance with the same, the inclusion of compliance with laws commitments in supply agreements, and audits conducted through site visits or interviews.

The balance of Patrick's top 100 suppliers are either:

- suppliers based in or sourcing from low risk countries; or
- suppliers based in higher risk locations but employing highly skilled labour only.

ASSESSMENT OF OPERATIONS

Patrick's operations are wholly domestic and focussed on servicing customers at its four container terminal facilities in Melbourne, Sydney, Brisbane and Fremantle. Patrick's workforce is either covered by enterprise agreement or contracted in accordance with applicable laws and (where relevant) industrial instruments. This structure is supported by Patrick's comprehensive training programs, which include modules related to modern slavery and human rights, a well socialised whistleblower policy and the availability of multiple internal reporting channels, as well as through an external hotline with an option for anonymity.

ASSESSMENT OF SUPPLY NETWORK

Patrick has developed a robust approach to assessing and mitigating the risk of modern slavery in its business operations and supply network. In the reporting period Patrick has continued to apply this multifaceted approach in a consistent manner. This includes embedding the procurement of goods and services under Patrick's standard Purchase Order terms and conditions or negotiated procurement contracts that include obligations to comply with applicable modern slavery legislation. As well as continuing to include modern slavery and human rights awareness content as part of our annual Behavioural Expectations training.

ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

Patrick Terminals is committed to playing a meaningful role in addressing modern slavery risks through:

Policies

- We have strong well articulated policies including established reporting mechanisms.
- Patrick has fully embedded the Patrick Modern Slavery Policy and Patrick Human Rights Policy into its business operations and supplier obligations.
- We have amended related policies such as the Patrick Procurement Policy and Patrick Code of Conduct to consistently incorporate the relevant principles and procedures.
- These policies are supported by the Patrick Whistleblower Policy which sets out clear processes and mechanisms for reporting issues of concern, including through external and anonymous reporting channels.

Contractual Commitments

- Patrick procures goods and services either under Patrick's standard Purchase Order terms and conditions or under tailored procurement contracts with key suppliers.
- Patrick ensures that both approaches are consistent in terms of requiring compliance with applicable laws and specifically requiring goods to be produced and services to be carried out in compliance with applicable modern slavery legislation. Patrick imposes positive modern slavery obligations on its suppliers in all relevant agreements.
- Updated key agreements to include these obligations including terminal cleaning services. In the case of certain higher inherent risk suppliers, Patrick has supported these compliance commitments with positive reporting obligations to increase transparency.

Training

- Tailored training and awareness sessions
- Across the reporting period, Patrick has again featured modern slavery and human rights awareness as part of its Behavioural Expectations training
- More than 1,088 people have completed the module with refresher training due in the coming period for the balance of employees.
- The training provides guidance on the range of mechanisms available for reporting issues of concern, including through external reporting services.

Targeted Risk Assessment

- Targeted risk assessment and supplier due diligence completed against new suppliers as well as its top suppliers.
- Patrick reviewed its suppliers in accordance with the risk-based approach enhanced for this reporting period as set out in this Statement.
- Suppliers identified as having a higher inherent risk by reference to the four key risk factors were asked to complete a questionnaire.
- The questionnaire was reviewed for changes from previous years and an analysis on overall supplier engagement and competency was performed.

Supplier engagement

- Strong engagement with our suppliers to support their responses to modern slavery.
- Patrick noted an uplift in process and willingness to support engagement on modern slavery mitigations across the supply network.

Stakeholder Engagement

- Recognising the importance of developing an engagement protocol with internal and external stakeholders to positively contribute to the remediation of modern slavery.
- Patrick will continue to approach this concept with a continuous improvement mindset.

ASSESSING THE EFFECTIVENESS OF OUR ACTIONS



Patrick continues to focus on raising awareness amongst officers, employees, contractors and suppliers to ensure comprehensive understanding of the risk factors associated with modern slavery as well as the requirements of the Modern Slavery Act. The adoption of sound procurement practices remains an ongoing priority with a focus on improved support tools for key employees and management.

In this reporting period Patrick has again reiterated the requirements of the Modern Slavery Policy and Human Rights Policy through its Behavioural Expectations training and has highlighted the Whistleblower Policy process as the key reporting channel for issues pertaining to Modern Slavery. Whilst there have been no complaints raised in this reporting period, Patrick is confident that the reporting mechanisms are clear and well understood. In the next reporting period Patrick intends to support its Whistleblower Policy with face-to-face training for eligible recipients of whistleblower reports to ensure all reports of serious misconduct (including potential modern slavery or human rights violations) are handled in accordance with Patrick's Whistleblower policy and applicable laws.

Patrick is actively seeking to add positive modern slavery obligations to a number of older supplier agreements. Patrick is continuing to strengthen its understanding of the practices of existing and new suppliers with higher inherent risk and Patrick considers that the continuation of this dialogue grounded in supplier partnership provides enhanced insights and effective opportunities for continuous improvements to be realised.

The table on the left sets out a summary of Patrick's Action Plan to monitor the progress of its continuing commitment to the Modern Slavery Policy and to further analyse the effectiveness of our actions.

LOOKING FORWARD

Continue to ensure a safe and modern slavery-free workplace for Patrick employees, and to train our employees about the risks of modern slavery

Continue to scale up our anti-modern slavery due diligence and processes

Continue to focus on and monitor closely suppliers of high-risk goods and service

Continue to help our suppliers to improve their own supply network due diligence

Look at ways to identify risks deeper into our supply network

Over the 2025-2026 financial year, Patrick will:

- ❖ Review the level of due diligence and oversight of Modern Slavery risks in our standard supplier management processes and if necessary amend it.
- ❖ Draw on third party expertise and cross-functional consultation to develop an engagement protocol with internal and external stakeholders to positively contribute to the remediation of modern slavery.
- ❖ Uplift its assessment of modern slavery risks into its enterprise risk framework board engagement (such as standing agenda items).
- ❖ Establish a cross-functional modern slavery working group comprising of senior management 'champions' which will report to the board.
- ❖ Undertake awareness raising activities.
- ❖ Update our Procurement Policy to incorporate clearer modern slavery prevention principles (in addition to our existing Modern Slavery Policy).
- ❖ Work hand in hand with our suppliers, we're always looking for better ways to help eradicate modern slavery.



This Modern Slavery Statement has been approved by the Patrick Terminals Board.

Victoria Moore
Company Secretary

Patrick Terminals November 2025

