



Americold Australia Pty Ltd Modern Slavery Statement

Introduction

This is the third Modern Slavery Statement (Statement) for Americold Australia Pty Ltd and its reporting entities as defined under the Act (collectively Americold). We are part of Americold Realty Trust, the world's largest publicly traded real estate investment trust (REIT) focused on the ownership, operation, acquisition and development of temperature-controlled warehouses.

In our Statement, we outline the steps we have taken to identify, manage and mitigate the risks of modern slavery in our operations and supply chain, and discuss the frameworks and processes in place to ensure ongoing compliance with the *Modern Slavery Act 2018* (Cth).

About our business

The Americold entities that are considered reporting entities under the Act are as follows:

Americold Australia Pty Ltd	ACN 116 962 219
Americold Australian Holdings Pty Ltd	ACN 117 491 291
Americold Logistics Limited	ACN 004 902 998

Our structure, operations and supply chains

Americold provides cold storage warehouse services to customers across Australia. The premises from which we provide these services are owned by other entities in the Americold group, and these land-holding entities are a party to our agreements with customers for the limited purpose of providing storage space.

For the day to day operation of our business providing cold storage warehouse services, we are required to procure a range of products and services, including (but not limited to):

- agency labour
- materials handling equipment
- transport services
- information technology equipment and services

Risks of modern slavery in our operations and supply chains

Americold is committed to combatting slavery and human trafficking and to acting with integrity in all its dealings, relationships, supply chains and recruitment. We expect the same high standards from all its associates, suppliers, contractors, recruiters and those with whom we do business.

We understand and acknowledges that the level of risk of modern slavery is influenced by a range of factors, and that some aspects of our supply chain carry a higher risk than others. As the operation of our reporting entities is limited to Australia, we consider that the risk is minimised.

We acknowledge that our key risk areas relate to agency labour and procurement of QSR products. We expect our agency labour providers to operate within Australian law, and we work closely with our agency labour suppliers to ensure that our wages and conditions meet with the requirements of all relevant legislation and enterprise bargaining agreements.

Minimising modern slavery risk through labour management

Americold has approximately 1750 employees in Australia, of whom approximately 550 are employed through labour hire agencies. We recognise the risk of modern slavery practices in any organisation that has such a high number of employees, but we work diligently to minimise the risk of modern slavery in our labour management. We utilise software systems that manage employee working hours - this software ensures that employee's working hours are recorded to ensure that they are paid correctly. It also aids employee safety and wellbeing by setting minimum breaks between shifts, and flagging employees working unusually long hours.

Americold works closely with trade unions to ensure ongoing compliance with our enterprise bargaining agreements (EBAs). We have different EBAs for each Americold site. The requirement under Australia law is EBAs will be applied if it's terms are more beneficial than those of the relevant legislation – we note that recent changes to Australian workplace law have not impacted Americold as we were already applying the more generous terms of our EBAs. We further note that the terms of our EBAs apply to labour hire staff as well as direct employees of Americold.

Managing modern slavery risk in our QSR business

Americold has been helping key quick service restaurant (QSR) customers with their supply chain solutions for over 23 years. With an emphasis on people, Americold builds very strong relationships with its QSR partners with experienced teams, well versed on the dynamic and fast-paced QSR franchise environment.

The Americold QSR model is a full service solution, working with the customers supply chain teams who still maintain the initial purchasing and sourcing function. Americold then performs the rebuying function, receiving stock from suppliers, taking ownership for the goods on arrival and on-selling it to stores in a direct to store delivery model. Consequently, the selection and monitoring of suppliers of QSR Products is managed by our QSR customers.

Americold currently buys and on-sells AU\$475 million worth of goods to QSR customers in Australia. Americold's QSR model links into the wider Americold network. It is supported by the framework of the largest temperature controlled logistics solution in the world. This link ensures that the QSR network is at the forefront of new technology, adherence to compliance and safety and warehouse best practices.

Our key QSR customers engage in diligent efforts to assess and manage risks in their supply chain which are significant when dealing with the supply of food products. Although we do not nominate these suppliers (they are chosen by our QSR partners), we do contract with them directly and include modern slavery compliance clauses in our terms.

The future of modern slavery compliance at Americold

We recognise that in a large company and growing company with a complex and diverse supply chain, the risk will always exist, but we can combat it by robust assessment and compliance processes. We recognise the need to continuously build on our understanding, oversight and management of modern slavery risks in our operations and supply chains. We look forward to reporting on our enhanced assessment and compliance processes in 2024.

This Statement was approved by the Directors of Americold on 22 December 2023.

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