



Australia's Largest Warehouse Provider.

**AWH PTY LTD
(ACN 069 066 842)**

MODERN SLAVERY STATEMENT FY20-21

1. INTRODUCTION

This Modern Slavery Statement is provided by AWH Pty Ltd (ACN 069 066 842) for the financial year 1 July 2020 to 30 June 2021 pursuant to its obligations under the Modern Slavery Act 2018 (Cth).

Respect for human rights is fundamental to AWH. AWH is committed to ensuring that people connected to its supply chain are treated with dignity and respect.

The Statement details the steps AWH has taken to assess modern slavery risks within its business and supply chains and the specific actions implemented over the financial year ending 30 June 2021 to help minimise those risks.

2. OUR STRUCTURE AND OPERATIONS

Formed in 1998, AWH was created as a joint venture of the wool handling operations of Elders and Landmark (Dalgety Wool) to provide economies of scale and a national footprint in warehousing and export wool services for Australia's two largest agri-businesses and the Australian wool industry.

By growing in both wool and diversifying its core business offering, the company expanded to become a major service provider to the cotton industry in 2006. AWH further increased its service offering with the commitment to becoming a national and international logistics and freight forwarding provider in 2007.

In 2014 Elder's sold their 50% shareholding to stevedoring and global logistics company DP World Australia. DP World Australia Ltd (ACN 129 842 093) and Landmark Wool Pty Ltd (ACN 076 744 619) are now joint shareholders.

AWH is now Australia's largest wool and independent cotton handler as well as being one of Australia's leading general warehouse and specialist logistics providers, with a comprehensive capability in storage, handling, inventory management and domestic/international transport and freight forwarding services for import, export and domestic distribution.

AWH has 371 employees across 16 locations throughout Australia and long-standing relationships with governments, shipping lines, importers, exporters, communities and others in the global supply chain.

AWH handles close to 1 million bales of wool annually. AWH also provides sale room services for the 3 national wool selling centres. When seasonal conditions allow, AWH also handles more than 1 million bales of cotton annually and utilises the skills of its specialist freight forwarding division, AWH Global, to manage the import/export coordination of wool and cotton fibre annually.

3. SUPPLY CHAIN

AWH's supply chain predominantly consists of customers requiring storage and handling services. In addition, our supply chain includes the physical premises we occupy, facilities we use (photocopiers, office supplies, etc.), maintenance contracts, software licences and IT infrastructure.



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4. AREAS OF RISK IN OUR BUSINESS

As a service provider whose workforce is employed solely in Australia, there is negligible risk of modern slavery within our direct business operations.

5. OUR POSITION ON MODERN SLAVERY

AWH is committed to providing a safe workplace and to limiting the risk of modern slavery within its own business and supply chains. Our approach is overseen by the AWH Executive Leadership Team and the AWH Board of Directors.

We seek to partner with suppliers whose ethical principles align with our own. All proposed agreements are subject to a detailed legal and commercial review.

AWH places significant importance on its published Values and Beliefs:

Respect: We have respect for each other and all those we deal with.

Integrity: We act honestly and with the highest ethical standards.

Accountability: We take responsibility for our actions, performance and results.

Reliability: We are a trusted partner, with professional and reliable staff who gives their best to provide high-quality service to meet different customer needs.

Courage: We have the courage to challenge, to make change and to stand up for what we believe is right.

Continuous Improvement: We challenge ourselves to find a better way.

We have a substantial suite of policies, procedures and guidelines to effectively manage supply chains. This includes:

Modern Slavery Policy: This policy sets out our approach to modern slavery and human trafficking both in our organisation and in relation to our suppliers and customers. The policy also clarifies the steps that any individual can take if they have concerns about the existence of any such incidents. Our policy is reviewed annually.

Whistleblowing Policy: This policy outlines the methods by which a person can report suspected legal or human rights violations. All whistleblowers are protected from retaliation.

Business Ethics & Conflict of Interest Policy: This policy establishes general guidelines for ethical behaviour during employment with AWH.

Contract Policy: This policy establishes general guidelines which must be followed when negotiating and entering into a contract on behalf of AWH. The purpose of the policy is to ensure that all risks associated with entering into a contract are effectively managed on behalf of AWH.

Delegation of Authority Policy: This is the principal policy under which the AWH Board delegates authority to the management of the company at levels which are considered



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appropriate to enable management to fulfill its responsibilities lawfully, commercially and with respect to avoiding modern slavery in the supply chain of the business.

Risk Management Policy: Organisations face internal and external influences that make it uncertain as to whether, when and to what extent they will achieve their objectives. The objective of this policy is to provide a framework to manage risk effectively.

Customer Corrective Action Request Policy: The purpose of this policy is to set out the instructions by which non-conformities and possible non-conformities in the company's processes or services that impact on or have the potential to impact on customers are captured, consolidated, reported on and corrected in a consistent and transparent manner.

Other relevant policies include: Discrimination Policy; Employee Code of Conduct; Discipline Policy; Recruitment and Selection Policy.

6. ASSESSMENT AND EFFECTIVENESS OF EFFORTS

All business risks and policy compliance are monitored internally by key members of Executive Leadership Team (CEO; CFO; General Counsel; General Manager, HR & Safety). Non-financial risks including modern slavery, environmental and social sustainability risks are included.

In the current financial year, a review of all policies and contracts will commence to ensure that, where appropriate, documents include provisions which address the issues of modern slavery, human trafficking and child/ forced labour.

We are currently focusing on raising awareness amongst our employees, workers and contractors to understand the requirements of the Modern Slavery Act 2018 and providing the tools to flag potential issues.

This statement has been approved by AWH Pty Ltd's Board of Directors.

A handwritten signature in blue ink, appearing to read 'Varsamidis', is positioned above the printed name.

Jason Varsamidis
Chairman of the Board
AWH PTY LTD

Dated: 27 October 2021