

This statement on  
**Modern Slavery 2023/2024**  
is made pursuant to  
the Modern Slavery Act 2018 (Cth) (Act)

This statement is a joint statement made on behalf of the following companies within the Emirates Group:

- dnata Pty Ltd ACN 615 994 495;
- Airport Handling Services Australia Pty Ltd ACN 615 994 502; and
- dnata Airport Services Pty Ltd ACN 098 319 790.

Together, these reporting entities are referred to as **dnata 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 2024.

## Opening Statement

dnata Australia is a value driven organisation and we have a zero-tolerance approach to Modern Slavery in all its forms. We are committed to developing processes to equip our employees with the knowledge to identify any signs of Modern Slavery.

We recognise the importance of increasing awareness in regards to Modern Slavery as it can take on many forms of human rights abuses and exploitative practices. We also recognise that Modern Slavery is a crime and a fundamental violation of human rights. We are committed to a transparent approach to business practices to help remove the risk of Modern Slavery throughout our supply chain.

## 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.

Recognising that every area of business has the potential to be impacted by this issue, the Group has implemented a policy for the prevention, detection, and reporting of Modern Slavery in its business and supply chains.

dnata 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 its contractors, suppliers, and other business partners.

## Organizational Structure, Operations and Supply Chains

We form part of the group consisting of Emirates, dnata, dnata World Travel and together with their subsidiaries (**the Emirates Group**) whose head office is 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.

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 our website, accessible [here](#).

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.

Airport Handling Services Pty Ltd and dnata Airport Services Pty limited are subsidiaries of dnata Pty Ltd, which is owned dnata Aviation Services Limited (a UK company) and specialises in the provision of ground handling and cargo services in Australia. You can learn more about each of the ground handling and cargo components of the dnata business on our website, accessible [here](#).

Our key operations and supply chains, including where we assess the highest risk of Modern Slavery to present itself, is described below:

- Cargo & Ground Handling Operations – In some areas of our operations, we rely on third party recruitment agencies. This could present a risk of exposure to hidden labour.
- Cargo & Ground Handling Operations – We source goods from the textile industry. Depending on the jurisdiction of origin, these products could present a higher risk of being manufactured via forced labour.

In order to manage the above risks, we assess our exposure to Modern Slavery through our supplier due diligence processes.

## Actions Taken to Combat Slavery Risks

dnata Australia assesses and manages the above potential risks by maintaining consistent and high standards of due diligence and risk mitigation processes. This allows us to monitor for and avoid Modern Slavery in all environments in which dnata Australia operates in, including developing and implementing those policies, processes and actions discussed below.

## Our Policies on Combatting Slavery

We are committed to acting ethically and with integrity in all our business relationships. The Emirates Group adopted an organisation-wide anti-Modern Slavery policy that advocates a zero-tolerance approach to Modern Slavery. As we are subsidiaries of the Emirates Group, we are required and proud to adhere to the Emirates Group's policy on Modern Slavery. A copy of the Group's policy on Modern Slavery and Human Trafficking can be found [here](#).

## Due Diligence Processes for Combatting Slavery

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.

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.

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).

## Training

The Emirates Group have developed e-Learning modules on the prevention of human trafficking and this training is being integrated and will be available for employees of dnata Australia who are customer facing and / or based at airports.

## Effectiveness in Combatting Modern Slavery Risks

In order to assess the effectiveness of its actions, each year dnata Australia will evaluate the following:

- Ensure that all suppliers and subcontractors are aware of potential Modern Slavery risks and aim to commit to combat Modern Slavery within their organisation.
- Review and amend training materials and policies for our employees to promote awareness on the subject of Modern Slavery.

## Further Steps to Prevent Modern Slavery

dnata Australia is committed to continuous improvement to address the challenging and complex issue that is Modern Slavery.

Following our review of the effectiveness of the steps we have taken this financial year to ensure that there is no slavery or human trafficking in our business or supply chains, we intend to take the following further remedial steps to combat slavery and human trafficking in our operations and supply chains, namely:

- Run an internal awareness campaign to increase understanding for employees.
- Continue to enhance training programmes and education on the subject.

This statement has been approved by one or more resolutions of the board of directors, in their capacity as principal governing body for each of:

- dnata Pty Ltd ACN 615 994 495;
- Airport Handling Services Australia Pty Ltd ACN 615 994 502; and
- dnata Airport Services Pty Ltd ACN 098 319 790.

This statement is signed by Burt Sigsworth in his role as board member of each of the entities noted above.

Signed,

A handwritten signature in black ink, appearing to read 'B. Sigsworth', written over a horizontal line.

**Burt Sigsworth**  
dnata Australia