



# FY23 MODERN SLAVERY STATEMENT

*Modern Slavery Act 2018 (Cth)*



# Acknowledgement of Country

We acknowledge the traditional owners of the Meanjin/Brisbane region and recognise their continuing connection to lands and waters. We pay our respect to all Aboriginal and Torres Strait Islander peoples of the places Brisbane Airport connects.



# INTRODUCTION

This is BAC's fourth Modern Slavery Statement and describes the activities undertaken by BAC in addressing the risk of modern slavery and human trafficking in our FY23 supply chain and operations, plus further activities planned for FY24.

In an increasingly complex and interconnected world, maintaining effective oversight and transparency over all potential sources of modern slavery in our operations and supply chain continues to be a focus. Public awareness on this issue and the community's expectations on organisations to understand and manage these risks effectively, continues to evolve and increase.

In FY23, BAC maintained its focus on addressing both existing and emerging risks in its supply chain and operations.

BAC's commitment to maintaining and continuously improving its practises to combat risks associated with modern slavery and human trafficking across BNE is underpinned by our core values:

- Collaboration;
- Communication;
- Courage; and
- Care.



# BRISBANE AIRPORT CORPORATION



A local, Queensland company



Operates Brisbane Airport, an award-winning hub



Proudly connects Australia to the world

## About us

Brisbane Airport Corporation Pty Limited (BAC), the operator of Brisbane Airport (BNE), is a private, unlisted Queensland company that proudly takes on the challenge of connecting Australia to the world and creating the future. Our passion and perseverance have cemented BNE as a crucial gateway for Queensland, a leading hub for Australia, and a source of pride for our communities. **BAC is creating a sustainable, world-leading Airport City that future generations trust and are proud of.**

## About this Statement

This Modern Slavery Statement (Statement) is made under s16(1) of the *Modern Slavery Act 2018* (Cth) (Act) and sets out the risks of modern slavery in BAC's operations and supply chain, the actions taken to assess and address those risks during the financial year, and how we assess the effectiveness of those actions.

The Statement covers the financial year ending 30 June 2023 (FY23). The Statement builds on our FY22 Statement by focussing on supply chain mapping, managing emerging risks in our supply chain and engaging with external agencies to raise awareness of the risk of human trafficking within our operations.

## Board Approval

The Statement was approved by the BAC Board of on 24 November 2023.

# GOVERNANCE

## Ownership

BNE is operated by Brisbane Airport Corporation Pty Limited, which is a proprietary company limited by shares. It is part of a consolidated group, with the ultimate holding company being BAC Holdings Limited (BACH), an unlisted public company.

The majority of BACH's shareholders are major Australian institutional investors, managing funds on behalf of many ordinary Australians.

19.6% is owned by Schiphol, Europe's third largest airport. Remaining shares are held substantially with Australian investment funds, although ultimate ownership is offshore.



## Ownership Structure\*

	26.6%
	25.0%
	20.0%
<b>Schiphol</b>	19.6%
	4.9%
	3.9%

\* Logos above reflect the investment managers representing the direct or indirect BACH shareholding in their respective portfolio.

# OUR BUSINESS



## AVIATION

Airside Operations  
Terminal Operations  
Aviation Development  
Airside Standards  
Marketing & Partners  
Aviation Commercial



## PROPERTY

Property Development  
Property Management  
Commercial Finance



## CONSUMERS

Retail & E- Commerce  
Parking & Transport  
Commercial Marketing

BAC's operating model is structured around three core business areas supported by enabler functions:

### OUR ENABLERS

#### Office of the CEO

Finance, Procurement & Technology

Human Resources

Aviation

Communications & Public Affairs

Governance

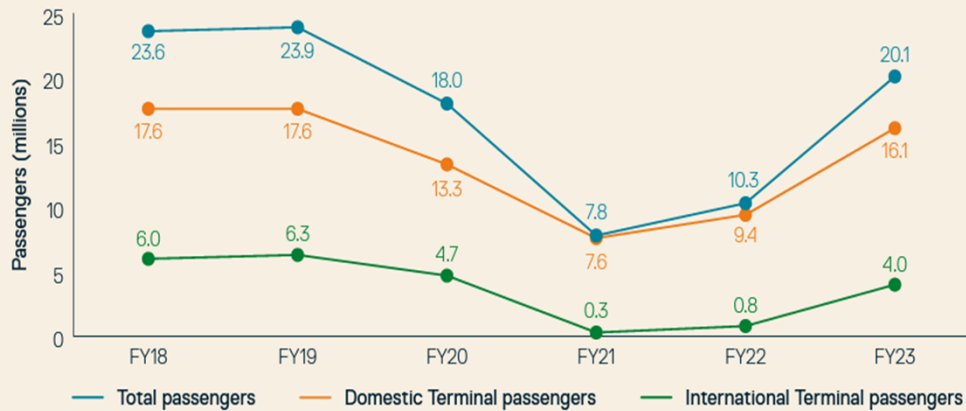
Commercial

Infrastructure & Planning

# OUR BUSINESS (CONTINUED)

## AVIATION

Brisbane Airport passengers per year



**84%**

Overall passenger restoration (FY23 vs FY19)

**91%**

Domestic passenger restoration (FY23 vs FY19)

**64%**

International passenger restoration (FY23 vs FY19)

### MORE THAN FOUR MILLION PASSENGERS USED THE INTERNATIONAL TERMINAL IN FY23

International travel continued to be in recovery phase. The year started at 49% of FY19 volumes for July, increasing to 77% for June 2023. Overall FY23 had 64% of FY19 international passengers. This was due to the gradual increase of capacity through the year as airlines continued to ramp up their aircraft fleets and airline operating crews.

#### PASSENGERS

**4,019,938**

↑ 385.6% vs FY22

#### SEATS

**4,984,308**

↑ 188.2% vs FY22

#### LOAD FACTOR

**80.7%**

↑ 32.8 pts vs FY22

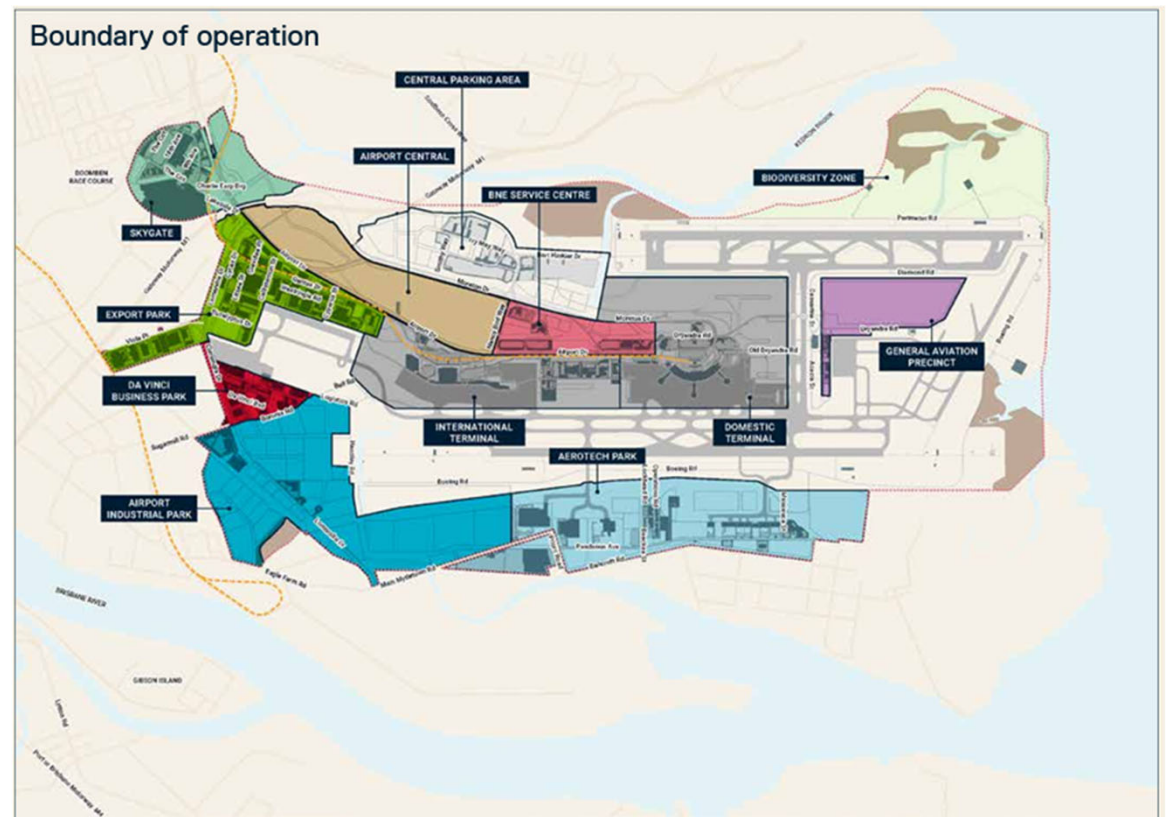
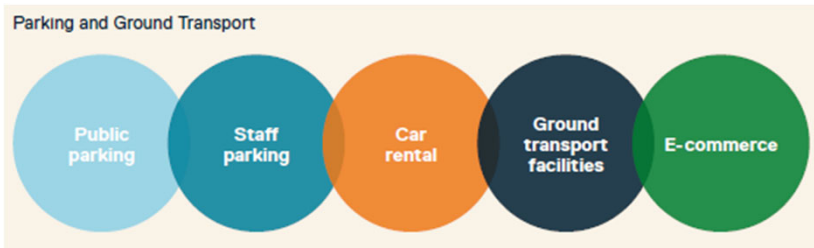
# OUR BUSINESS *(CONTINUED)*

## Consumers and Property

BNE Property is BAC's property division, responsible for guiding sustainable property development at BNE within BAC's overall 2,700-hectare lease holding. We have a large and varied tenant portfolio across the airport from a variety of market segments including industrial, commercial, retail, entertainment and aviation.

Property key metrics & achievements	
Industrial	Retail
121 tenants	530+ leases managed
450 hectares of land available for commercial development	\$680 million of retail sales across the airport Precincts
214 property leases	Duty Free contract renegotiated for 10 years
0.15 per cent vacancy rate	Car Parking - Two million users in FY23

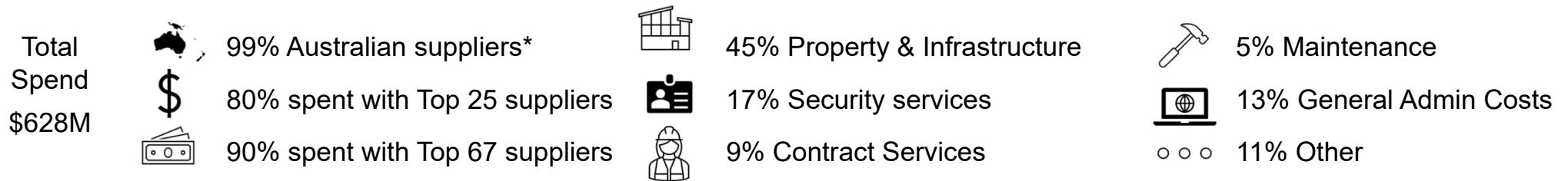
BAC's Consumers group also manages car-parking and ground transport, which provides the following services:





# OUR SUPPLY CHAIN

BAC's supply chain encompasses a diverse range of goods, works and services spanning many sectors. BAC is considered a management company, whereby we outsource key services to industry specialist. In FY23, we committed \$628 million with 870 suppliers. 31 fewer suppliers were utilised compared to FY22. The spend profile is highly concentrated with the top 25 vendors accounting for 80 per cent of total spend. 59 percent of suppliers make up just 1 per cent of the spend total.



\*Country location is based on the supplier address for the entity BAC deals with. BAC recognises many of its suppliers have an office in Australia but may be owned overseas.

BAC is committed to conducting all supply chain activities in compliance with local, federal and international laws and in an ethical, fair and transparent manner at all times.

In FY23, BAC did not identify any instances of Modern Slavery through our operations and supply chain, however we remain vigilant given the nature of our business and being a major point of entry and exit for Australia.



# RISKS IN OUR SUPPLY CHAIN



## Supply Chain Risks

BAC acknowledges that the risk of Modern Slavery in our supply chain is heightened due to the nature of the services and goods provided. BAC's service contracts are people centric, in that our suppliers provide a strong workforce to maintain airport operations and to carry out the required services. While some services, such as security and cleaning services, are unionised and the contracts are compliant to Fair Work Australia conditions, we acknowledge that whilst we have visibility on the direct labour provided, we do not have full visibility on the supply chain of our service providers. For example, we do not have oversight of their uniforms, PPE or technology procurement processes.

In FY23 a risk in BAC's supply chain was identified through a project to install rooftop solar panels across BAC's buildings. As part of BAC's Sustainability Strategy, generating green energy contributes significantly to BAC's sustainability targets, which is to achieve net zero emissions for scope 1 and scope 2 emissions by 2025.

It was identified that this environmental outcome needs to be balanced against the potential for modern slavery conditions in the manufacture of solar panels, specifically the source of supply for the input, raw materials for the panels, such as polysilicon. The solar energy industry is particularly vulnerable to forced labour in the Uyghur Region of Xinjiang, North-Western China.

Through the tender, BAC dived into multiple layers of the supply chain to ensure all inputs in the manufacturing process for solar panels, does not originate, or pass through, the Xinjiang province.

BAC will remain vigilant and continue to conduct an analysis of the tenderers' supply chain to assess and review strategies to address modern slavery risks.



Workers manually crush silicon in Jingang Circular Economy Industrial Park, Ili Prefecture, Xinjiang.  
Source: Kokodala News via Weixin.

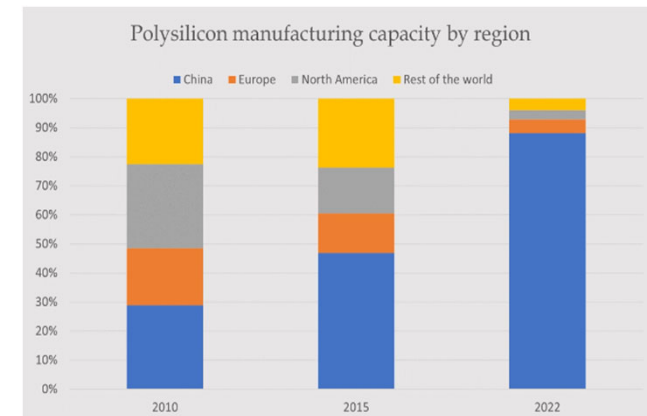
"So, if 50 per cent of the world's polysilicon is linked to modern slavery that means there's 50 per cent that isn't.

Source: "Forrest Group Walk Free warns of slavery threat in Australia's solar panel supply chains" [www.abc.net.au](http://www.abc.net.au) 24 May 2023

### Key points:

- Walk Free says 50 million people are living in modern slavery worldwide
- Australia imports \$26 billion a year of products that may have been made using forced labour
- Solar panels have become one of the goods most at risk of using modern slavery

Source: "Forrest Group Walk Free warns of slavery threat in Australia's solar panel supply chains" [www.abc.net.au](http://www.abc.net.au) 24 May 2023



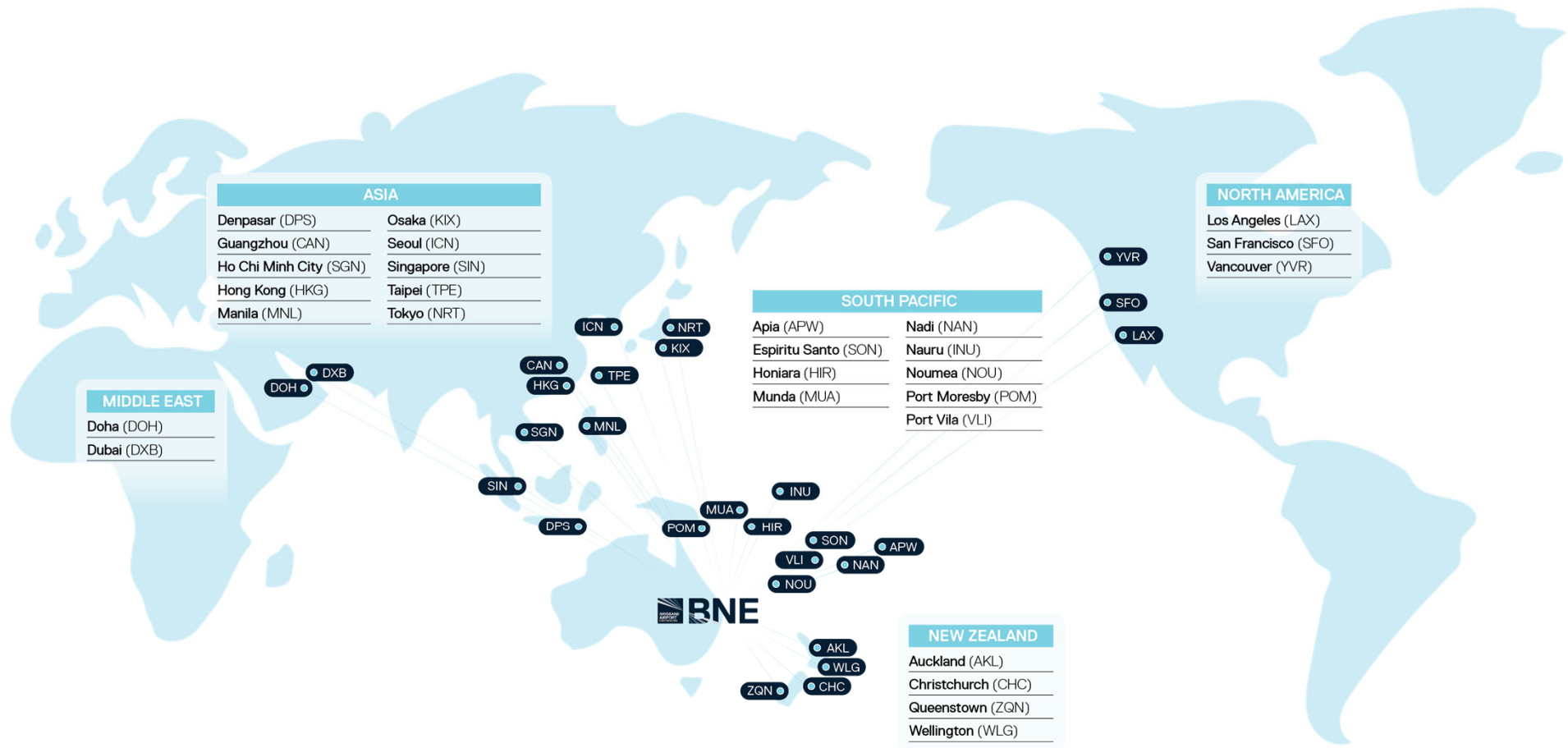
China's stranglehold over the renewable energy supply chain has surged. (Supplied: IEA)

Source: "How 'dark underbelly' and forced labour is helping to fuel Australia's love affair with cheap solar" [www.abc.net.au](http://www.abc.net.au) 17 11 May 2023

# RISKS IN OUR OPERATIONS



# DIRECT FLIGHTS TO 28 INTERNATIONAL DESTINATIONS

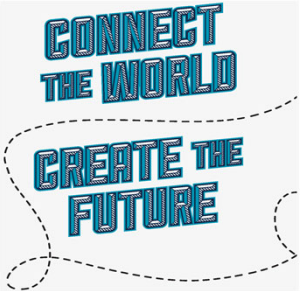


# Operational Risks

BAC's vision is to *Connect the World, Create the Future*. Connecting the world means connecting people, places, businesses, bringing together of family and friends and facilitating tourism, cultural exchange and economic activity. However, as a major international gateway, an airport is a potential entry and exit point for trafficked persons. Airports, airlines, security screening officers, retail staff, customs staff and indeed the whole aviation community play a vital role in fighting human trafficking. As an airport, our role is to support the law enforcement agencies on site, Australian Border Force, Australian Federal Police (AFP) and Queensland Police Service by raising awareness and training staff to spot the signs of potential human trafficking.

BAC has continued to engage with the Australian Federal Police to explore avenues to train front-line staff in human trafficking indicators. In FY22, it was intended to rollout training across the precinct, however AFP resources were redeployed, meaning this initiative was put on hold. This activity will form a large part of BAC's approach to combatting human trafficking in FY24 and beyond. A pilot program commenced in October 2023.

Traffickers misuse the speed and efficiency of aviation to transport victims who may be traveling undetected on aircraft and through airports



50 million people globally are living in modern slavery

Over 60% of victims are trafficked across international borders

## Key signs of potential human trafficking situations

- Is the person disoriented or confused, or showing signs of mental or physical abuse?
- Is the person fearful, timid, or submissive and do they avoid eye contact?
- Does the person show signs of having been denied food, water, sleep, or medical care?
- Does the passenger defer to another person to speak for him or her or someone who seems to be in control of the situation, e.g., where they go or who they talk to?
- Is the passenger (especially children) accompanied by someone claiming to be a parent or guardian who is in fact not related to the child?
- Is the passenger in control of his/her own travel documents?
- Does the person have freedom of movement?
- Is the passenger wearing appropriate clothing for route or destination weather?
- Is the person speaking of modelling, dancing, singing, hospitality job, etc. without knowing who will be meeting him/her upon arrival, and with few details about the job?

# ACTIONS TAKEN TO ADDRESS RISKS

BAC continues to engage with FRDM, a global tool which provides supply chain visibility through multiple tiers of supply chains. The tool provides the ability to filter the supply base by various factors such as risk profile, country, industry, category and level of data available. It also centrally manages the issuing and receiving of supplier modern slavery risk assessment questionnaires.

In FY23, BAC issued 23 Supplier Assessment Questionnaires to its highest risk suppliers, with review of the assessments on-going. Through these assessments, no instances of Modern Slavery have been detected.

The iterative categorisation of suppliers will continue to provide suppliers requiring assessments in FY24 with a progressive approach.

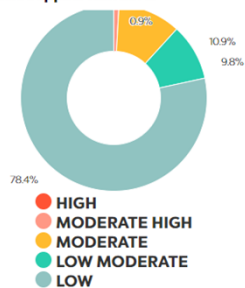
As mentioned under 'risks in our operations', engagement with the Australian Federal Police has provided insights into the risks of human trafficking and an opportunity to implement a coordinated training plan across the airport precinct.



PERCENTAGE OF SPEND AND SUPPLIERS ON FRDM



Tier One Supplier Risk Level



## Key areas of action in FY23

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>Issued 23 Supplier Assessment Questionnaires to highest risk suppliers</li> </ul> | <ul style="list-style-type: none"> <li>Developed Modern Slavery due diligence check through the tendering process</li> </ul> |
| <ul style="list-style-type: none"> <li>Developed and issued revised 3-year Modern Slavery Strategy FY23-FY25</li> </ul>  | <ul style="list-style-type: none"> <li>Submitted FY22 Modern Slavery Statement</li> </ul>                                    |
| <ul style="list-style-type: none"> <li>Reviewed and updated BAC Modern Slavery Steering Committee Charter</li> </ul>     | <ul style="list-style-type: none"> <li>Supply chain deep dive on Solar Installation project</li> </ul>                       |



# MODERN SLAVERY STRATEGIC PLAN 2023-2025

2023

2024

2025

<p><b>Governance</b></p>	<ul style="list-style-type: none"> <li>Develop treatment assessment ✓</li> <li>Review Steering Committee Charter ✓</li> <li>Review amended Modern Slavery Act and apply revisions to strategy when available</li> </ul>	<ul style="list-style-type: none"> <li>Public compliance statement submission</li> <li>Updated Modern Slavery Policy</li> <li>Updated Whistleblower Policy</li> </ul>	<ul style="list-style-type: none"> <li>Modern Slavery contract compliance role out</li> </ul>
<p><b>Due Diligence</b></p>	<ul style="list-style-type: none"> <li>Assess top 20 high risk suppliers through supplier questionnaire ✓</li> <li>Review of second tier risk rating ✓</li> </ul>	<ul style="list-style-type: none"> <li>Assess top 21 – 40 risk-rated suppliers</li> <li>Monitor supply chain updates</li> <li>Review risk rating for revenue partners</li> </ul>	<ul style="list-style-type: none"> <li>On-going assessment of suppliers based on updated risk review</li> </ul>
<p><b>Reporting</b></p>	<ul style="list-style-type: none"> <li>FY23 Public statement submission ✓</li> <li>FARM and Board update (Nov 2023) ✓</li> <li>ELT 6-monthly update ✓</li> </ul>	<ul style="list-style-type: none"> <li>FY24 Public statement submission</li> <li>FARM &amp; Board update (Nov 2024)</li> <li>ELT 6-monthly update</li> </ul>	<ul style="list-style-type: none"> <li>FY25 Public statement submission</li> <li>FARM &amp; Board update (Nov 2025)</li> <li>ELT 6-monthly update</li> </ul>
<p><b>Awareness</b></p>	<ul style="list-style-type: none"> <li>Explore partnership opportunities with airlines ✓</li> <li>Develop public awareness campaign ✓</li> <li>Refresher training for employees</li> </ul>	<ul style="list-style-type: none"> <li>Engage industry peers</li> <li>Deliver rolling awareness program to airport partners</li> </ul>	<ul style="list-style-type: none"> <li>Engage industry peers</li> <li>Deliver rolling awareness program to airport partners</li> </ul>

COMMUNICATION | COLLABORATION | COURAGE | CARE |

Policy | Contract Provisions | Supplier Code of Conduct | Supplier Assessment | BNE Precinct-wide Training | Compliance Statement



# ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

We recognise that Modern Slavery is a significant global challenge for business and society in general, and through our working group we are committed to an ongoing action plan to continually develop and implement our approach. This will include measuring the effectiveness of our actions and activities.

Continuing on from previous reporting periods, we continue to assess the effectiveness of our actions in the following ways:

- Reviewing the effectiveness of our Modern Slavery Policy, Whistleblower Protection Policy, Code of Conduct and Supplier Principles.
- Ensuring our supply chain remains under constant review through the use of a supply chain map for proactive supplier questionnaires and alerts functionality.
- Bi-monthly meetings of BAC's Modern Slavery Steering Committee.

Continuous consideration and monitoring of trends, processes and strategies within our industry to address modern slavery:

- Monitoring and actioning any cases reported through our Whistleblowing Policy and through BAC's confidential reporting service 'BACConfidential'.
- Continuing to engage and collaborate with our airport partners on site such as Australian Border Force, Australian Federal Police, Airlines and our security services provider to review results and identify any further actions required as our response to Modern Slavery will continue to evolve and grow.

## CONSULTATION WITH ANY ENTITIES THE REPORTING ENTITY OWNS OR CONTROLS

BAC does not own or control any other entities.

For more information about our business structure and strategy, our approach to sustainability and our operations, please refer to [our website](#).



Mr David Peever

BAC Board Chair

Date: 24 November 2023

# COMPLIANCE WITH MANDATORY REPORTING CRITERIA

	<b>Mandatory Criteria</b>	<b>Reference in this statement</b>
1.	Identify the reporting entity	Page 3-4
2.	Describe the reporting entity's structure, operations, and supply chain	Pages 5-9
3.	Describe the risks of modern slavery practises in the operations and supply chains of the reporting entity and any entities it owns or controls	Page 10-14
4.	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	Page 15
5.	Describe how the reporting entity assesses the effectiveness of these actions	Page 17
6.	Describe the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)	Page 17
7.	Provide any other relevant information	Page 16

# BRISBANE AIRPORT CORPORATION

Flight No.	Destination	Time
QF123	Sydney	10:00
QF456	Melbourne	11:30
QF789	Perth	13:00
QF101	Adelaide	14:30
QF202	Brisbane	16:00
QF303	Gold Coast	17:30
QF404	Wollongong	19:00
QF505	ACT	20:30
QF606	Launceston	22:00
QF707	Hobart	23:30

International Arrivals

