



Modern Slavery Statement

Reporting Period: 1 July 2019 – 30 June 2020

This Modern Slavery Statement sets out Patrick Terminals'¹ approach to addressing modern slavery risks in Patrick's operations and procurement supply chains during the financial year ended 30 June 2020.

It has been prepared in accordance with the requirements of the Modern Slavery Act 2018 (Cth) (the '**Act**').

1. Our Structure, Operations and Supply Chain

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).

Operations

Patrick's terminal network is based in Australia and includes the Brisbane AutoStrad Terminal, Sydney AutoStrad Terminal, East Swanson Dock Terminal (Melbourne) and Fremantle Container Terminal.

Details on the capability of each of Patrick's terminals is set out below.

Brisbane AutoStrad Terminal

Brisbane AutoStrad was opened in 2007 and was the first automated Container Terminal in Australia.

- 3 berths (Berths No 8, 9 and 10)
- 930m quay line
- 1.1 million TEU capacity
- 40ha (5,760 ground slots)
- 1,124 reefer plugs

¹ 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%.



Sydney AutoStrad Terminal

- 4 berths (Berths No 6, 7, 8, and 9)
- 1,400m quay line
- 1.6 million TEU capacity
- 63ha (7,100 ground slots)
- 800 reefer plugs

East Swanson Dock Terminal

- 3 berths (Berths No 1, 2 and 3)
- 885m quay line
- 1.5 million TEU capacity
- 40ha (6,530 ground slots)
- 1,000 reefer plugs

Fremantle Container Terminal

- 4 berths (Berths No 7, 8, 9 and 10)
- 766m quay line
- 0.6 million TEU capacity
- 22ha (3,500 ground slots)
- 400 reefer plugs

During the reporting period, Patrick handled around 35% of Australia's total container volumes nationally.

Patrick's head office is located in Port Botany, New South Wales and Patrick employs approximately 1,250 people around Australia. Patrick's operational workforce are covered by an enterprise agreement. Patrick's management / functional 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.

Procurement Supply Chain

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

Patrick seeks to do business with suppliers that have similar values and sustainable business practices, including those related to human rights. Patrick's standard contractual terms with



key suppliers includes a requirement that goods and services are provided or supplied in accordance with applicable laws.

2. Risk Management Based Assessment

Patrick recognises that as a large service provider and purchaser of goods and services, the business conduct and performance of our suppliers can have a significant impact on our own performance and reputation within the communities in which we operate. Accordingly, Patrick endeavours to take a risk management based approach to our supplier engagements, recognising that the modern slavery risks relating to specific suppliers will vary depending on their geographical location, sector, industry, the nature of the goods or services being supplied and company size.

Essential to this risk management based approach is our ability to identify, assess, mitigate and monitor potential modern slavery risk areas. To this end, we have developed processes to identify sectors and industries, goods and services, geographic locations and entities which may have a higher inherent risk of modern slavery. These designations have then been used to determine which suppliers to Patrick may have higher exposure to modern slavery risks than others and the appropriate responses to be taken by Patrick as a consequence.

3. Assessment of Modern Slavery Risks

Across the reporting period, Patrick has undertaken a comprehensive review of its operations and procurement supply chains to identify and assess the risks of modern slavery. Patrick's review assessed its own operations, as well as corporate and terminal suppliers based on industry, location, nature of goods and services procured and level of spend.

As a business with wholly domestic operations and with all employee arrangements either covered by enterprise agreement or contracted in accordance with applicable laws and industrial instruments where relevant, Patrick assesses the risk of modern slavery in its operations as low.

In respect of key suppliers, the majority of Patrick's key suppliers were assessed as low risk, across identified supplier categories including property, utilities, engineering and construction services and maintenance services provided by businesses located in Australia.

For a small number of supplier categories, Patrick continues to engage with suppliers to promote and better understand supplier approach to ethical business practices. These supplier categories include equipment manufacture, information technology goods and services and corporate support services with an international origin or presence, as well as certain facility services. Where appropriate, Patrick will take further steps to understand and reduce those risks.

Further details of the risk management based approach used to assess these risks and actions taken by Patrick are set out below.



4. Actions Taken to Address Modern Slavery Risks

In respect of key supplier categories of equipment manufacture, information technology goods and services and corporate support services with an international origin or presence, as well as certain facility services, Patrick seeks to include specific contractual commitments in relation to compliance with laws, which extends to modern slavery compliance.

Supply Agreements with key suppliers will be strengthened over time as new supply agreements are entered into and renewals occur in line with Patrick's updated Procurement Policy and Modern Slavery Policy. Patrick's standard Purchase Order Terms & Conditions have been updated to include obligations to comply with all laws and regulations applicable to the jurisdiction in which the relevant goods or services are made and supplied.

Patrick has also updated its online learning module to include awareness training on the risks of modern slavery and Patrick's obligations under the Act. This training is completed by all employees and forms part the mandatory Code of Conduct commitments made by our people. The training focuses on supporting employees to identify and reduce modern slavery risks and promptly report issues of concern. The training and underlying policies have a key focus on ensuring procurement processes address the risk of modern slavery and encourages our people to clearly communicate Patrick's requirements related to modern slavery when engaging with suppliers. Patrick's education efforts seek to encourage a culture of reporting, supporting our people to know what to do if modern slavery were to be identified in the procurement supply chain.

Patrick has implemented a detailed Modern Slavery Policy which expresses our commitment to addressing modern slavery risks. Following the introduction of the Act, Patrick also undertook a fulsome review of other policies and procedures which support the effectiveness of the Modern Slavery Policy.

Patrick has a comprehensive suite of policies and procedures in place to ensure that we effectively address modern slavery risks in our operations and supply chain. The requirements of these policies and procedures apply to all Patrick directors, officers, employees and contractors, and in respect of some policies, our key suppliers. Relevant policies and procedures include:

- Procurement Policy, which governs how we engage with suppliers, including due diligence, contractual negotiations, ongoing compliance management and audit. The policy has a strong focus on modern slavery risks;
- Patrick Code of Conduct, which confirms our expectation that all of our directors, officers, employees and contractors comply with applicable laws and act with honesty and integrity at all times;
- Anti-Bribery and Corruption Policy, which outlines Patrick's commitment to ensuring its employees conduct themselves lawfully and ethically, so as to avoid fraud, theft, misuse of their position or authority, breach of trust or other acts which are not deemed acceptable; and
- Whistleblower Policy, which provides support for employees to report suspected or known incidences of modern slavery (among other things).



These policies and procedures are reviewed regularly for currency and effectiveness.

5. Effectiveness of our Efforts

Patrick continues to focus on raising awareness amongst officers, employees, contractors and suppliers to ensure comprehensive understanding of the requirements of the Act and to provide the tools to identify and report potential issues. The adoption of sound procurement practices remains an ongoing priority.

Our Statement will be reviewed, updated and published annually to demonstrate Patrick's commitment to addressing modern slavery risks in its operations and procurement supply chain.

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

A handwritten signature in grey ink, appearing to read "jmc".

Victoria Moore
Company Secretary
Patrick Terminals
March 2021