



Modern Slavery Statement

Dalrymple Bay Coal Terminal Pty Ltd

This statement covers the activities of Dalrymple Bay Coal Terminal Pty Ltd (ACN 010 268 167) (DBCTP/L) for the period of 1 July 2021 to 30 June 2022.

This statement has been prepared in accordance with the requirements in the *Modern Slavery Act 2018* (Cth) (**MS Act**) and sets out the actions DBCT P/L has taken, and will take, to assess and address modern slavery risks in our operations and supply chains.

A Modern Slavery Working Group has been established within the organisation. The current purpose of the Modern Slavery Working Group is to ensure the establishment of a Modern Slavery Policy, education of our employees and supply chain to assist us to address the modern slavery risks associated with our operations and supply chain, and to measure our management of modern slavery risks against identified metrics.

About us

Our operations

Established in 1981, DBCT P/L is based at the Port of Hay Point, 38km south of Mackay in North Queensland.

DBCT P/L is jointly owned by a group of Queensland's key coal producers – we do not own or control any other entities. Under a commercial agreement with Dalrymple Bay Infrastructure Limited (**DBI**), DBCT P/L operates and maintains the Dalrymple Bay Coal Terminal (**Terminal**). The Terminal itself is owned by the Queensland Government and is leased to DBI.

DBCT P/L facilitates the export through the Terminal of predominantly high-grade metallurgical coal from the Bowen Basin to steel manufacturing markets all over the world. The Terminal operates 24 hours a day, 365 days a year. It is an extensive operation that has a maximum export capacity of 85Mtpa.

We engage approximately 380 employees and a similar number of contractors. The actual number of contractors will vary depending on the activities being undertaken at the Terminal at any one time.

Our commitments

DBCT P/L is one of the largest employers in the Mackay region and has a proud history of assisting our people in developing the skills and trades that will help them succeed in well-paying jobs in the sector (whether that be with DBCT P/L or elsewhere) or other manufacturing or skilled roles.

Our commitment in that regard recognises our role in creating a sustainable and prosperous future for our local community. We also recognise the broader impact that our operations have beyond our local community.

We are strongly committed to sustainability and as part of our Sustainability Strategy – Handling with Care (which we have jointly published with DBI) we are focussed on fostering meaningful partnerships and conducting business according to the highest ethical and performance standards.

Ensuring sustainable procurement is one of the focus areas of our Sustainability Strategy – Handling with Care and our modern slavery strategy forms a key part of that commitment.

Our industrial arrangements

DCBT P/L's operations and maintenance employees are covered by the *Dalrymple Bay Coal Terminal Pty Ltd Bulk Handling Enterprise Agreement 2020*, and DBCT P/L engages with the AWU, AMWU and ETU, which are the unions that cover DBCT P/L's front-line employees.

DBCT P/L's direct workforce is also supplemented by a labour hire provider, Global Product Search (**GPS**), whose employees are covered by the *Global Product Search Enterprise Agreement 2018*. GPS is the exclusive labour hire provider for DBCT P/L. We recognise the vulnerabilities in labour hire arrangements and work closely with GPS to ensure its workforce receive fair pay, conditions and treatment.

Our principal supply chain

DBCT P/L does not own, nor does it use or consume, the coal that is exported through the Terminal. The relevant coal producers retain ownership of the coal and each has direct contracts with the ships that transport the coal to relevant purchasers (or other intermediaries). DBCT P/L does not contract with the shipping companies, the purchasers or end consumers.

In addition, DBCT P/L has contractual relationships with Daltug Pty Ltd (**Daltug**), which operates the tugboats responsible for hauling coal ships to and from the Terminal. Daltug's employees are covered by the *Daltug Pty Ltd Enterprise Agreement*. That agreement also covers the AMOU, AIMPE and MUA, which are the unions that have coverage of employees (who are also shareholders in the business) in the marine hauling industry.

Our ancillary supply chain

Our operations are supported by a range of generally long-term supply and service relationships that we have in place with local manufacturers and distributors. The main types of goods and services that DBCT P/L procures are:

- (a) plant and equipment, and associated parts and tools;
- (b) fuel, energy and utilities;
- (c) general industrial and manufacturing plant and equipment;
- (d) work uniforms and personal protective equipment;
- (e) information technology and professional services.

Modern slavery risks

DBCT P/L fully embraces the MS Act, and as noted above, sustainable procurement forms part of our published Sustainability Strategy – Handling with Care.

We undertook assessments of modern slavery risks in our operations and supply chains over the reporting period to identify any connection to modern slavery practices. We based this assessment on a range of matters including where supply chain participants are based (both within Australia and outside of Australia) and contracting models. Following this assessment, areas for us to focus on include our uniform supply chains and use of labour hire.

Overall, our operations and supply chain have a low potential for modern slavery risks. Our risk profile is summarised in the table below.

Supplier/producer	Risk assessment
Labour hire	Low to Medium DBCT P/L has a long-standing relationship with GPS, its exclusive labour hire provider. We actively engage with GPS in relation to these matters.
Tugboat services	Low

	<p>Daltug's employees have the benefit of being represented by sophisticated industrial associations and are covered by an enterprise agreement approved by the Fair Work Commission. Additionally, all of Daltug's employees are also shareholders in the company.</p>
Uniforms and personal protective equipment	<p>Medium</p> <p>The uniforms and personal protective equipment that DCBT P/L supplies to its employees and labour hire workers is sourced from reputable Australian-based distributors.</p> <p>However, some of those products are manufactured overseas. For example, in the case of female work shirts, DBCT P/L's distributor sources products from NCC Apparel who manufacturer the shirts in Fiji.</p> <p>We have identified that in some cases, the manufacturers who we do not directly contract with may be based in geographical areas with vulnerable populations or be involved high risk business models. We need to monitor this closely.</p> <p>DBCT P/L has asked its main Australian distributor to provide evidence of how the overseas manufacturers manage the modern slavery risks in their supply chain. This is discussed further below.</p>
Suppliers of plant, equipment and tools	<p>Low</p> <p>We have not identified any particular products in our supply chain in which modern slavery is particularly prevalent. The majority of our capital plant and equipment (for example, conveyor belts) is manufactured in Australia by established companies with long-standing relationships with DBCT P/L.</p>
Professional services	<p>Low</p> <p>DBCT P/L engages professional services from a range of Australian based providers in relation to information technology, whistleblowing hotline, financial services, insurance and legal services. We do not typically engage any professional services outside of Australia.</p>

Actions to assess and address risk

Contractual obligations

We have continued to ensure that new DBCT P/L supply and services contracts contain a modern slavery clause that require our partners to ensure that they monitor the modern slavery risks in their business and provide us with rights to obtain related information. To facilitate this, we have been monitoring the number of contracts that include (or exclude) modern slavery terms. Our standard modern slavery contract terms also continue to be rolled out as DBCT P/L renews its older supply and service contracts, where appropriate.

Specifically, those contractual obligations provide DBCT P/L with the capacity to audit our supply chain partners to ensure that modern slavery practices are not present. If those partners fail to cooperate with such requests, then that will provide a basis for DBCT P/L to terminate their engagements (and the same applies in the event that evidence is discovered of modern slavery practices affecting those partners).

During this reporting period, DBCT P/L has continued to engage with our clothing provider (Totally Workwear) to understand how modern slavery risks are being managed on an ongoing basis and ensure that it is continuing to meet its contractual obligations specifically relating to clothing sourced by them from non-routine sources (as mentioned below).

Buying local

We continue to be committed to doing what we can to support the Mackay community and take our social responsibility to the area where we work very seriously. As part of this, DBCT P/L is committed to doing what we can to source plant, equipment and tools locally.

Our tender policies continue to reflect DBCT P/L's strong preference for locally made products and our procurement team keeps this front of mind.

Our uniform supplier

DBCT P/L has ongoing and close relationships with our uniform suppliers, including Ojema Group Pty Ltd trading as Totally Work Wear in the aim of ensuring the employment conditions and practices that apply in their overseas manufacturing facilities are properly identifying and managing the risks of modern slavery. DBCT P/L also communicates with Totally Workwear to identify potential risk from producers who supply their raw materials, and their country of origin.

Totally Work Wear continues to actively work with its suppliers to identify, assess and address modern slavery risks. Totally Work Wear has an Ethical Sourcing Policy which its suppliers must comply with. Further, most of its suppliers have their own ethical responsibility policy/guidelines/statement and some are accredited by Ethical Clothing Australia.

During the next reporting period, we will continue to monitor this risk.

Policies and procedures

During the reporting period, DBCT P/L had several policies and procedures that complement the MS Act's objectives, including its:

- Modern Slavery Policy – the purpose of this policy is to ensure that goods and services purchased through our supply and value chains are ethical and eradicate or minimise modern slavery risks. The policy provides information and guidance to our personnel on how to recognise and deal with modern slavery issues and sets out the responsibilities of our personnel, operations and suppliers in observing and upholding our position on modern slavery,
- Sustainability Strategy – Handling with Care (see further above) – this outlines DBCT P/L's approach to the environment, business performance, community partnerships, and people.
- Health, Safety, Environment and Quality Policy – this notes DBCT P/L's commitment to continual improvement and ensuring compliance with all applicable laws and standards. Included in this Policy is guidance for ensuring that DBCT P/L's employees, subcontractors, suppliers, and consultants are trained and competent, and are aware of their responsibilities and accountabilities in respect of those applicable laws and standards.
- Code of Conduct – this outlines conduct guidelines that all workers must observe, as well as our core values of integrity, courage, accountability, respect, excellence, and initiative.
- Grievance policies and Whistleblowers Regime – these provide mechanisms for workers to raise concerns. In particular our Whistleblowers Regime provides a confidential, external hotline to enable persons to raise issues.

Modern Slavery Working Group

During the last reporting period we formed a Modern Slavery Working Group. The Group meets twice a year and monitors the modern slavery risks in our operations and supply chain. This Group has executive, procurement and human resources representation which will provide information to the Board and Chief Executive in relation to modern slavery where necessary.

Among other things, the Group is also responsible for assisting the business to ensure that it continues to manage the risks identified in this statement and for identifying any additional steps that might be taken to monitor the compliance of our supply chain partners.

Education

In addition to educating our supply chain partners during review meetings, we are also investing in training our workforce in relation to modern slavery and social licence.

Specifically, training for managerial and procurement staff has been rolled out to help them identify, eliminate and reduce modern slavery risks within DBCT P/L's supply chain.

Along with other sustainability matters, modern slavery continues to form part of our Compliance Training which updates relevant employees on a range of regulatory and legal matters.

Review

DCBT P/L is committed to ensuring the risk of modern slavery is effectively managed and this includes maintaining the systems and commitments we have created in the previous years.

To action this commitment the DBCT P/L's Modern Slavery Working Group reviews:

- Current risk ratings to ensure any changes to risk are reported and actioned.
- Modern Slavery Policy – to confirm that it is up to date and is being effectively implemented.
- Training – to make sure that regular training on modern slavery is occurring and track attendance numbers to identify the percentage of the workforce who are trained in identifying and managing modern slavery risks
- Contracts – to maintain the commitment that all new service and supply contracts will have modern slavery clauses embedded.

Measuring our success

In our last statement we committed to the following actions, which we have achieved:

- Our Modern Slavery Working Group meets bi-annually to support the business to identify and manage modern slavery risks.
- We have developed and implemented a Modern Slavery Policy which entrenches our commitment to addressing modern slavery risks and driving accountability for ethical business practices.
- We have introduced Modern Slavery awareness training with programs specifically developed for both managerial and procurement staff.
- We continue to include modern slavery contract terms in new supply and service contracts that ensure both DBCT P/L and its goods and services suppliers are accountable for modern slavery risk management.
- On an ongoing basis we assess the effectiveness of our actions by reviewing our modern slavery processes. During the reporting period we have addressed this with participants in our supply chain and we have established our Modern Slavery Working Group to support further assessment going forward.
- We continue to raise modern slavery as a discussion item at performance meetings with our key supply chain partners.

We have also monitored grievance and whistleblower matters (to the extent possible) and we are not aware of any complaints in relation to modern slavery matters during this reporting period.

The key performance indicators that will be measured against in future reporting periods are as follows:

- The number of contracts with suppliers that contain modern slavery provisions.
- The percentage of identified employees who have completed training on modern slavery.
- Any grievances or other complaints regarding modern slavery.

In the next reporting period, our goals are as follows:

- Our Modern Slavery Working Group will continue to meet bi-annually to support the business to identify and manage modern slavery risks.
- We will continue to liaise with our supply chain partners and review contractual arrangements for modern slavery compliance.
- We will continue to implement our Modern Slavery Policy.
- We will continue to train and educate our staff, when relevant, in relation to modern slavery risks.
- We will continue to review metrics to assist us to assess the impact of our modern slavery risk management to enable us to measure our success.
- We will continue to raise modern slavery at performance meetings with our supply chain partners, when relevant.

This statement was approved by the Board of Directors of DBCT P/L, in its capacity as principal governing body of DBCT P/L, on 20 October 2022.

A handwritten signature in black ink, appearing to read 'Ken Moore', with a long horizontal flourish extending to the right.

Mr Ken Moore
Chairman of the Board – DBCT P/L