



IOR Terminals Group

Modern Slavery Statement

- Year ended 31 March 2023 (FY23')

Objective



This Modern Slavery Report 2023 for the financial year ended 31 March 2023 is made pursuant to the Modern Slavery Act 2018 (Act) by IOR Terminal Nominees Pty Ltd (“Parent”) and its subsidiaries (collectively the ‘IORT Group’, ‘IORT’ or ‘the Group’) which are reporting entities under the Act as detailed in Table 1 below :-

Entity	ABN	Status
IOR Terminal Nominees Pty Ltd	18 635 203 413	Active
IOR Supply and Trading Pty Ltd	66 155 097 242	Active
IOR Supply & Trading (Singapore) Pte Ltd	202113221E	Active
Port Bonython Fuels Pty Ltd	53 128 966 227	Active

Table 1 : IOR Terminal Nominees Pty Ltd and Group of Companies

Our Commitment

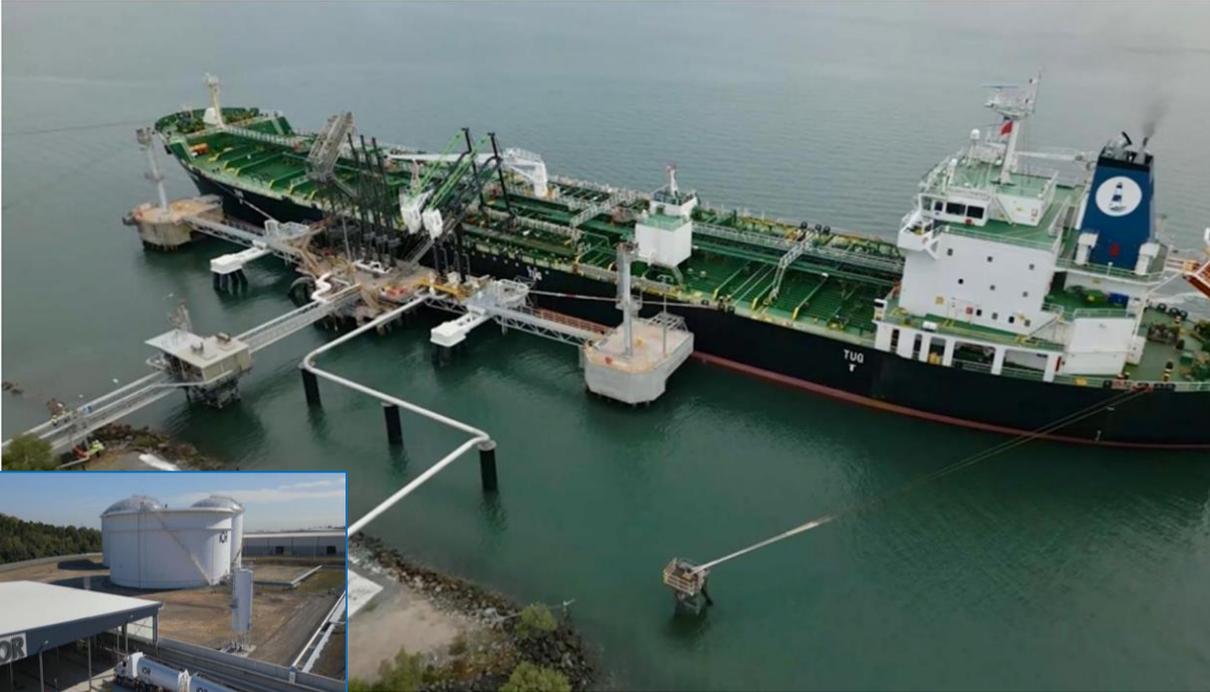
The commitment of the Group with regard to Modern Slavery risks is :-

- 1** *To oppose to all forms of modern slavery, servitude, compulsory labour, trafficking and related acts of exploitation against any person;*
- 2** *To respect ethical labour practices and is committed to taking appropriate action to address modern slavery risks, within its operations and supply chain as required under the Act ;*
- 3** *To comply with all local, state and federal legislation and regulations and conducts its business activities in alignment with its core values of integrity, teamwork, community, innovation and safety ; and*
- 4** *To work collaboratively with its employees, suppliers, contractors and customers that are aligned with its core values and have a similar mindset.*

Our Business



We are a fuel importing business operating independently as a supply and trading entity to meet market demands and provide energy security for our customers throughout Australia



Import Terminal at Port Bonython, SA



Import Terminal at Lytton Terminal, Brisbane

The Group has implemented several risk management initiatives in managing modern slavery risks :-

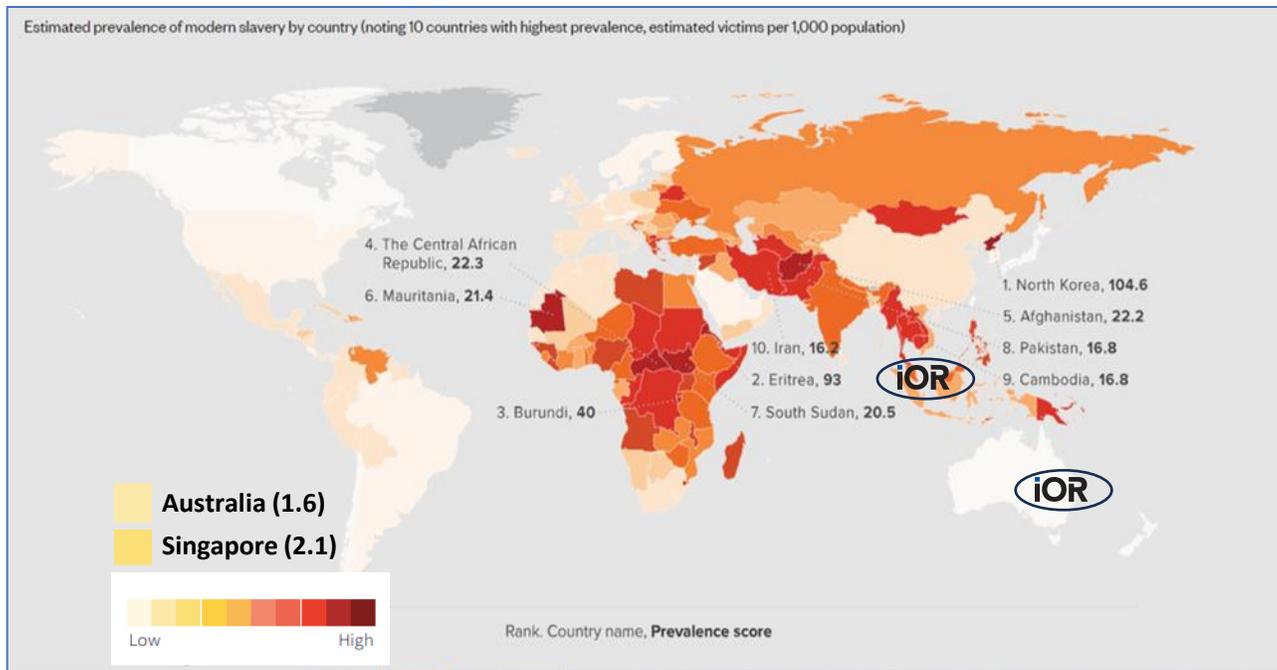
- **Staff employed** by the group are paid above the minimum wage. The Group has the Employment Code of Practice to ensure a respectful and lawful workplace.
- **Fuel Importation** : fuel is supplied by well respected international fuel majors, all listed on major international stock exchanges and operating to high ethical standards.
- **Fuel Transport** : fuel transport is contracted out to well-known and respected Australian transport companies.
- **Shared Services** : we currently have staff members in our Adelaide office, all employed at the above market wage conditions.
- **IT Services** are contracted out to well-known Australia IT consultancy companies.
- Other **procurement** and the associated risks are set out below :-
 - Safety equipment and uniforms; reputable Australian suppliers ; and
 - Stationery and office supplies : reputable Australian suppliers.
- In our **contractual arrangements**, we reserve the right to terminate any contractual agreement or partnership if there is a breach of our Modern Slavery Statement.

IOR Terminals Group – Risk Assessment



IOR Supply and Trading Pty Ltd imports diesel from Singapore, Middle East and Northeast Asia into Australia

Areas of Operations	Areas of Spend	Assessment	Risk Rating
	<ul style="list-style-type: none"> Fuel Importing 	<p>Diesel imports are from countries that have been identified as “low risk” for modern slavery</p> <p>Assessment is made during market screening and bid process – preference is given to well established suppliers, operating in low risk of modern slavery jurisdictions</p>	<p>Low</p> <p>Low</p>



- We have benchmarked modern slavery risk based on where we operate via the Prevalence score index.
- Under the Global Slavery Index (as at 2023), our operations are in Singapore and in Australia are considered low-risk countries based on prevalence scores of 1.6 (Australia) and 2.1 (Singapore). ⁽¹⁾
- We have assessed our risk as “Low” and notwithstanding the same, have embarked on initiatives to mitigate and reduce Modern Slavery risks.

1. Source : <https://www.walkfree.org/global-slavery-index/>

2023/4 Improvement Initiatives

Supply Chain

- Implementation of supplier due diligence during the bid /tender process.
- Inclusion of Modern Slavery clauses in contracts.
- Conduct high level supply chain mapping (based on geography/risk criteria) of supplier to identify potential risks areas.



Operations

- Development of a Modern Slavery Policy.
- Implementation of an improved reporting mechanisms via a 24/7, 365 days hotline.
- Regular engagement with fuel suppliers to be able to better understand business practices in its operations



Training

- Implementation of inhouse trainings for new hires and those involved in fuel supplier bid and tender process.
- Regular and periodic communications (email blasts) to internal staff on compliance.



- ❖ *The IORT Group is an independent fuel supply entity operating in Australia with a representative office in Singapore.*
- ❖ *The risk of modern slavery practices in the Group has been identified as “low-risk”.*
- ❖ *The Group will continue its plans to identify, reduce, mitigate and eradicate any modern slavery practices within its operations and supply chains.*

Approval

The Group Board of Directors have ultimate responsibility for governance and oversight of modern slavery risks and all reporting entities are controlled and operated through a single management team.

This joint statement was approved for and behalf of IOR Terminal Nominees Pty Ltd and each of the subsidiaries identified in Table 1 above by the Board of Directors of IOR Terminal Nominees Pty Ltd for the 31 March 2023 reporting period.



Stewart Morland
Managing Director



Ross Mackenzie
Executive Director

Date: 28 July 2023