

Vopak Terminals Sydney PTY Limited and Vopak Terminal Darwin PTY Limited

Modern Slavery Statement 2025

About this Statement

This Modern Slavery Statement (**Statement**) has been prepared in accordance with the requirements of the Australian Modern Slavery Act 2018 (Cth) (**Act**).

This Statement describes our approach and actions to manage Modern Slavery risks in our operations and supply chains during the financial year ending 31 December 2025 (**Reporting Period**), as well as our plans for future improvements.

We understand the intersecting risks of slavery and human trafficking within our industry and remain steadfast in our efforts to combat these crimes. Our approach includes raising awareness, protecting vulnerable populations, and continuously enhancing our processes to identify and mitigate modern slavery risks. Vopak stands firm in its mission to create a world where all individuals are treated with dignity and respect, and we invite our stakeholders to join us on this journey towards a more just and compassionate future.

We recognise that Modern Slavery may occur in many forms here in Australia such as slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services. We further recognise our obligation to exercise our responsibility to help minimise Modern Slavery practices in Australia.

About Vopak Terminals Sydney and Darwin

Aligned with Australian Modern Slavery Act 2018

Vopak Terminals Sydney and Vopak Terminals Darwin (Vopak) are committed to introduce a well-defined Modern Slavery risk management process, ensuring a qualitative review of the potential Modern Slavery risk across its operations and supply chain. We have:

- Performed a detailed assessment of our suppliers through a comprehensive risk assessment methodology that includes indicators that identify a potential Modern Slavery risk across our operations and supply chain, which are split across:
 - Geographic risks: regional and country risks
 - Category risk: products and services
 - Business model risk: type of business model
 - Salient risk: vulnerable populations
- Disclosed specific Modern Slavery risks and the actions within our global supply chain.
- Defined the effectiveness of our actions.

Our operations

Vopak Terminals Sydney and Darwin form part of the global terminal network of Royal Vopak, an independent infrastructure provider specialising in the storage and handling of essential bulk liquid products. Royal Vopak operates terminals in key port and industrial locations around the world and provides infrastructure solutions that support the safe and efficient movement of products across global supply chains. In Australia, both Vopak Terminal Sydney and Vopak Terminal Darwin are listed as 100% Vopak-owned terminals within Vopak's global portfolio.

Vopak Terminal Sydney, located in Port Botany, is a petroleum and Bitumen import and distribution terminal servicing the Sydney metropolitan area and regional New South Wales, while Vopak Terminal Darwin, located in East Arm, supports the import, storage and distribution of petroleum products, chemicals and other bulk liquids across the Northern Territory. Both terminals facilitate the receipt, storage and onward distribution of products via marine, and road transport infrastructure. The Sydney operation also distributes products via off site pipeline infrastructure to support the Sydney Kingsford Smith Airport Jet Fuel Supply as well as inland petroleum terminal product supply.

Vopak places a strong emphasis on safe, reliable and sustainable terminal operations, recognising its role in supporting critical supply chains and essential products. Its sustainability approach is guided by Royal Vopak's global sustainability framework, which focuses on protecting people's safety, health and wellbeing, reducing emissions to air, water and soil, managing waste and wastewater, and supporting the energy and feedstock transition through resilient and sustainable infrastructure. These principles are reflected across Vopak's terminals, including its Australian operations.

Our organisational structure

Vopak Terminals Sydney and Darwin operate as part of the Australian operations of Royal Vopak, with a governance framework aligned to Royal Vopak's global governance structure. This framework encompasses global policies and standards, as well as localised procedures and guidelines tailored to meet Australian regulatory and operational requirements.

Vopak Sydney employs 54 people and Vopak Darwin employs 18 people as of 31 December 2025. Both terminals employ personnel across operational, technical and administrative functions, comprising a mix of full-time and casual employees. In addition, third-party contractors are engaged for services such as engineering, cleaning and utilities.

This structure supports the implementation of policies that address modern slavery risks and ensures accountability across all levels of the organisation.

Reporting entity

Vopak Terminals Sydney Pty Limited (ABN 67 004 754 750) and Vopak Terminal Darwin Pty Limited (ABN 60 107 742 174) are wholly owned subsidiaries of Royal Vopak and qualify as a reporting entity under the Modern Slavery Act 2018 (Cth) for this reporting period.

Our supply chain

For the Reporting Period, Vopak's supply chain comprises of the following categories:

- Engineering
- Utilities
- Cleaning
- Construction Engineering
- Parts, material and consumables suppliers

During FY25, our major suppliers were domestic with a local subsidiary or primary base in Australia.

Modern Slavery governance and reporting

At Vopak, we have adopted a pragmatic and balanced approach to Modern Slavery governance, recognising the complexity of the issue and the need for effective, feasible solutions.

Our efforts align with the Modern Slavery Act regulatory requirements, ensuring consistency and accountability.

Vopak Sydney and Darwin Modern Slavery risks

We have conducted a comprehensive risk assessment of our operations and supply chains to identify areas which were more at risk of Modern Slavery practices for the Reporting Period.

In our operations

All employees are employed in accordance with the applicable labour laws of Australia, including in respect of minimum wages, hours of work, leave entitlements and safe working conditions. The main categories of activities undertaken by the Sydney and Darwin workforce include engineering and construction services, as well as operational activities associated with the storage and handling of bulk liquid products, including logistics support

Overall, we identified a moderate risk as the risk of Modern Slavery in our operations.

In our supply chain

In assessing the risk of Modern Slavery practices within our supply chain, several factors were considered, including:

- geographic risk,
- category risk (nature of goods and services),
- business model risk,
- industry/ sector risk, and
- salient risk (risk to vulnerable populations).

We have identified the following areas of potential Modern Slavery Risks:

- Engineering: low skilled workers, including casual, part-time and migrant workers engaged through subcontracting and technical service provider arrangements;
- Utilities: low skilled workers, including casual, part-time and migrant workers engaged across waste management, environmental, and facility services;
- Cleaning: low skilled workers, including casual, part-time and overseas student workers; and
- Construction Engineering: low skilled workers, including casual, part-time and migrant workers, as well as risks associated with subcontracting and offshore manufacturing within project-based works.
- Parts, material and consumables suppliers often with international supply chains

Based on the results of this assessment, a medium level of Modern Slavery risk has been identified within our supply chain.

Actions to assess and address Modern Slavery risks

Assessing our Modern Slavery risks

We have conducted our Modern Slavery risk assessment for the reporting period. We have analysed our supply chain data using a data analytics tool and performed a comprehensive review of our operations, including our policies and procedures. Additionally, we included interviews with key stakeholders.

No instances of Modern Slavery have been identified during the Reporting Period.

We are committed to continually improving our understanding of Modern Slavery risk exposure and will adapt our risk management approach, measurement of effectiveness, and actions accordingly.

Actions to address Modern Slavery risks

The following actions were undertaken by Vopak during the reporting period to address modern slavery risks within the organisation.

Governance and policy

Vopak maintains a range of policies and procedures that support ethical conduct and responsible business practices. These frameworks provide a foundation for managing modern slavery risks within the organisation. At present, a formal review of policies and procedures with specific reference to modern slavery has not been undertaken.

Training and awareness

Vopak recognises the importance of building awareness of modern slavery risks across the organisation. At present, a formal modern slavery training program has not been implemented.

Expanding the mandatory reporting criteria:

The Australian Government has committed to expanding the mandatory reporting criteria under the Modern Slavery Act to include more detailed disclosures regarding products, services, and suppliers—particularly those associated with high-risk regions. This initiative aims to enhance transparency around the origin of goods and services and to support entities in identifying and addressing potential Modern Slavery risks within their supply chains.

During the current reporting period, no instances of Modern Slavery were identified within our operations or supply chains. As such, while we acknowledge the importance of the expanded reporting requirements, no additional disclosures are required at this time.

We remain committed to continuous improvement in our due diligence processes. In line with the forthcoming changes, we will reassess our supply chain and procurement practices in the next reporting cycle. Should any relevant risks or findings emerge, they will be addressed and disclosed in our next Modern Slavery Statement, including reference to any high-risk regions, products, or suppliers as guided by the updated criteria.

Assessing effectiveness and looking ahead

Assessing effectiveness of our actions

Below we have included our assessment on each of the actions undertaken during the reporting period:

Area - Actions undertaken	Assessment of effectiveness
Governance and policy - We have established policies and procedures that support ethical conduct and responsible business practices across the organisation. These frameworks provide a foundation for managing modern slavery risks.	As this is Vopak's first year of reporting under the Modern Slavery Act, current frameworks provide a foundational baseline. Vopak recognises the opportunity to strengthen its existing frameworks by incorporating modern slavery considerations as part of future policy reviews and updates.
Our training and awareness – We have recognised the importance of building awareness of modern slavery risks across the organisation.	As this is Vopak's first year of reporting under the Modern Slavery Act, training and awareness remain at an early stage. Future initiatives are expected to support the embedding of awareness and responsibility across the workforce over time.

Looking ahead

We look to continue to improve our understanding of our Modern Slavery risk exposure which informs our approach to measuring the effectiveness of our actions.

Over the next 12 months, we will work on enhancing current systems, policies and procedures to more effectively combat Modern Slavery and evaluate the success of our initiatives. This will include:

Actions undertaken	New actions proposed for next reporting period
Modern Slavery awareness training across Vopak	Develop and implement mandatory Modern Slavery awareness training for all employees through Workday, with completion monitored annually.
Policies and procedures review	Full review of key current policies and procedures to make sure they include Modern Slavery concept.

Approval

This Statement has been prepared in consultation with the management team of Vopak Sydney and Darwin, approved by the Board of directors.

Signed by all Directors of the Company:

sign here
▶

Signed by:

DF6BE9E67AA340D...
SHELIZA ALI

30-Jun-2026 | 07:27 CEST

DATE

sign here
▶

DocuSigned by:

28C6ACF47E77463...
MATS DE GROOT

30-Jun-2026 | 08:14 CEST

DATE

sign here
▶

Signed by:

ACA8D092903F401...
PAUL KANTERS

30-Jun-2026 | 10:51 CEST

DATE

sign here
▶

Signed by:

7DDFBE432FA1464...
CHRISTOPHER ROBERT ROBBLEE

30-Jun-2026 | 10:57 CEST

DATE

Certificate Of Completion

Envelope Id: 076EDD6A-8DA8-8540-80A0-C678BC88B7A6

Status: Completed

Subject: VTA FY25 Modern Slavery Statement

Source Envelope:

Document Pages: 5

Signatures: 4

Envelope Originator:

Certificate Pages: 5

Initials: 0

Jay Deshapriya

AutoNav: Enabled

Westerlaan 10

Envelopeld Stamping: Enabled

Rotterdam, Rotterdam 3016 CK

Time Zone: (UTC+01:00) Amsterdam, Berlin, Bern, Rome, Stockholm, Vienna

jay.deshapriya@vopak.com

IP Address: 202.7.239.203

Record Tracking

Status: Original

Holder: Jay Deshapriya

Location: DocuSign

6/30/2026 7:13:03 AM

jay.deshapriya@vopak.com

Signer Events

Chris Robblee

chris.robblee@vopak.com

President

Security Level: Email, Account Authentication (None)

Signature

Signed by:

Chris Robblee
7DDFBE432FA14C4...

Timestamp

Sent: 6/30/2026 7:20:38 AM

Viewed: 6/30/2026 10:56:47 AM

Signed: 6/30/2026 10:57:41 AM

Signature Adoption: Pre-selected Style

Using IP Address: 119.234.84.165

Signed using mobile

Electronic Record and Signature Disclosure:

Accepted: 6/30/2026 10:56:47 AM

ID: 6e57dd21-1926-4225-b375-deb6396a5ba6

Mats de Groot

mats.de.groot@vopak.com

Managing Director

Vopak Terminals Sydney Pty Limited

Security Level: Email, Account Authentication (None)

DocuSigned by:

Mats de Groot
28C6ACF47E77463...

Sent: 6/30/2026 7:20:37 AM

Viewed: 6/30/2026 7:54:30 AM

Signed: 6/30/2026 8:14:54 AM

Signature Adoption: Pre-selected Style

Using IP Address: 203.41.84.102

Electronic Record and Signature Disclosure:

Accepted: 9/20/2023 2:43:51 PM

ID: 48c4d1be-7704-43b7-bee7-5d5894e163b1

Paul Kanters

paul.kanters@vopak.com

Director

Vopak terminals australia Pty Ltd

Security Level: Email, Account Authentication (None)

Signed by:

Paul Kanters
A6A8D692963F481...

Sent: 6/30/2026 7:20:36 AM

Viewed: 6/30/2026 7:43:38 AM

Signed: 6/30/2026 10:51:36 AM

Signature Adoption: Pre-selected Style

Using IP Address: 2a09:bac2:378:24f0::3ae:5b

Signed using mobile

Electronic Record and Signature Disclosure:

Accepted: 6/30/2026 7:43:38 AM

ID: 7a3a20ca-e68c-411a-8fae-245f81533494

Sheliza Ali

sheliza.ali@vopak.com

Manager Finance & Procurement

Vopak Terminals Sydney Pty Limited

Security Level: Email, Account Authentication (None)

Signed by:

Sheliza Ali
DF5BE9E57AA340D...

Sent: 6/30/2026 7:20:38 AM

Viewed: 6/30/2026 7:27:38 AM

Signed: 6/30/2026 7:27:52 AM

Signature Adoption: Pre-selected Style

Using IP Address: 202.7.251.7

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

In Person Signer Events

Signature

Timestamp

Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	6/30/2026 7:20:39 AM
Certified Delivered	Security Checked	6/30/2026 7:27:38 AM
Signing Complete	Security Checked	6/30/2026 7:27:52 AM
Completed	Security Checked	6/30/2026 10:57:41 AM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Vopak Global IT B.V. (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Vopak Global IT B.V.:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To advise Vopak Global IT B.V. of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at privacy@vopak.com and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Vopak Global IT B.V.

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to privacy@vopak.com and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Vopak Global IT B.V.

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;

ii. send us an email to arjan.ootjers@vopak.com and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Vopak Global IT B.V. as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Vopak Global IT B.V. during the course of your relationship with Vopak Global IT B.V..