



DP WORLD AUSTRALIA MODERN SLAVERY STATEMENT

FY 2022

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DP World Australia Modern Slavery Statement FY 2022

1. ABOUT THIS STATEMENT

This Modern Slavery Statement has been prepared pursuant to the requirements of the *Modern Slavery Act 2018 (the Act)* by DP World Australia (Holding) Pty Ltd (DPWA) for itself as parent company and principal governing body of the DP World Australia Group of companies (DPWA Group), and on behalf of its reporting entities as defined under section 14 of the Act. Our reporting entities are outlined on page 4.

DPWA has non-controlled joint venture investments in an agricultural warehousing and logistics business (AWH Pty Ltd) and in an innovative supply chain technology solution business (1-Stop Connections Pty Ltd). This statement does not cover these non-controlled joint ventures.

This statement covers the reporting period of 1 January 2022 to 31 December 2022 and is the third joint statement made by the DPWA Group.

MANDATORY CRITERIA FOR MODERN SLAVERY STATEMENTS		PAGES
1	Identify the reporting entity	3 - 4
2	Describe the reporting entity's structure, operations, and supply chains	5 - 8
3	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	9
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	10 - 14
5	Describe how the reporting entity assesses the effectiveness of these actions	16
6	Describe the process of consultation with any entities the reporting entity owns or controls	17
7	Any other relevant information (COVID Response)	17

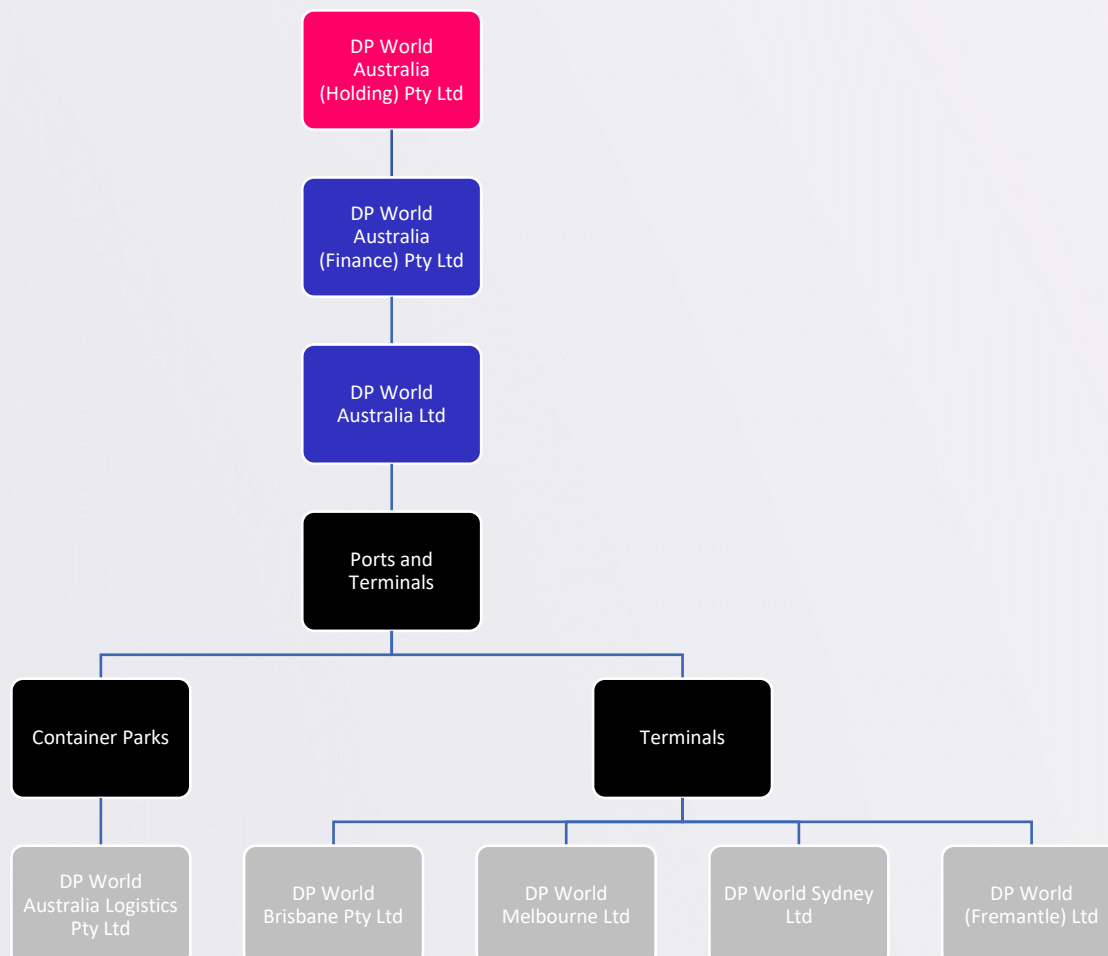
2. ABOUT DPWA AND OUR REPORTING ENTITIES

DPWA is an Australian company registered at Level 40, 25 Martin Place Sydney NSW 2000 Australia. DPWA is part of the DP World Ltd group, a leading global provider of smart logistics headquartered in Dubai, United Arab Emirates. As one of the largest container terminal and logistic park operators in Australia and employer of almost 2,000 employees, we aim to have a positive impact within the communities in which we operate and minimise any impact we have on the environment.

At the core of our operations is a commitment to acting ethically and with integrity in all our business dealings and relationships. As part of this commitment, we strive to constantly identify risks of modern slavery and human trafficking that may exist within our operations and supply chains and evaluate existing and potential new measures to prevent such risks from occurring.

Our DPWA Group of companies are listed below:

- DP World Australia (Holding) Pty Ltd
- DP World Australia (Finance) Pty Ltd
- DP World Australia Ltd
- DP World Australia Logistics Pty Ltd
- DP World Brisbane Pty Ltd
- DP World Melbourne Ltd
- DP World Sydney Ltd
- DP World (Fremantle) Ltd

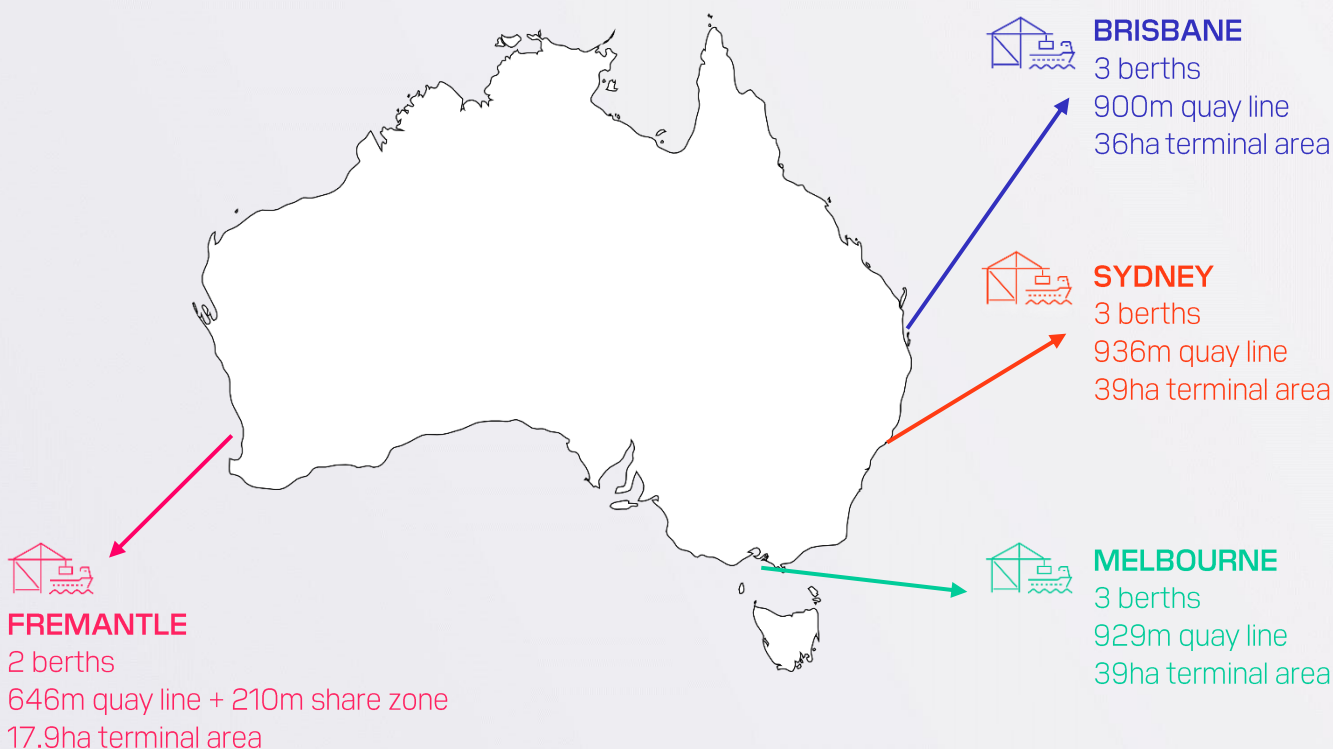


3. OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

DPWA is a key stevedore and logistics provider headquartered in Sydney, Australia and has been operating in Australia for over 60 years, having historically operated as Peninsular & Oriental Steam Navigation Company (P&O) before joining the DP World group in 2006. We regularly move over 10,000 Twenty-foot Equivalent Unit (TEUs) daily.

DPWA provides a comprehensive range of services across its maritime terminals and container logistics parks.

Terminals



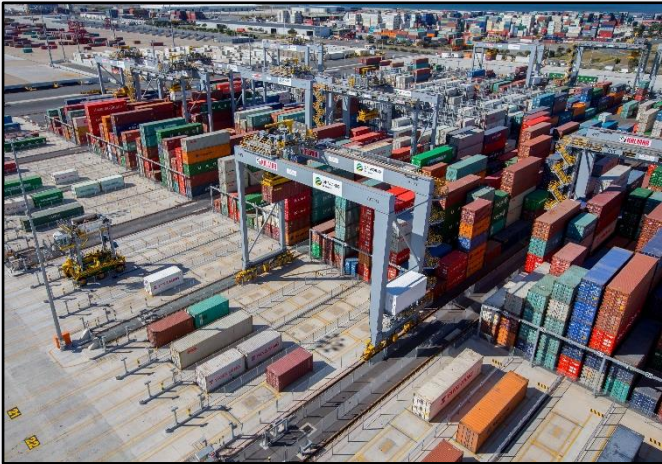
DPWA has four container terminals nationally, with one each in Brisbane, Sydney, Melbourne and Fremantle. Each terminal operates under its own entity: DP World Brisbane Pty Ltd, DP World Melbourne Ltd, DP World Sydney Ltd, and DP World (Fremantle) Ltd.

Our Brisbane Terminal is located on Fisherman Island at the mouth of the Brisbane River and is a semi-automated terminal with 3 berths, 900m quay line, and a terminal area of 36ha.

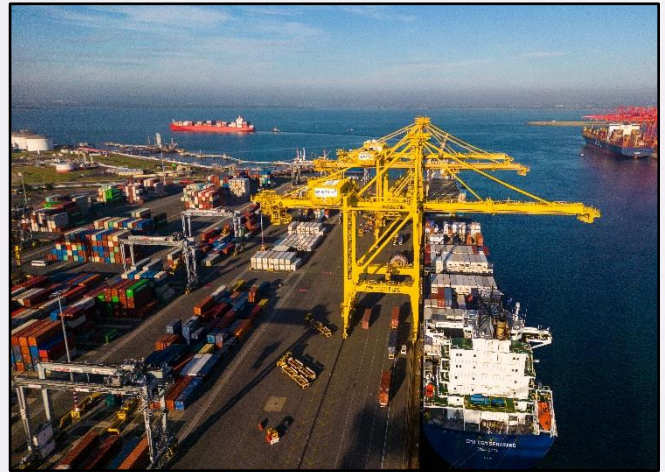
Our Sydney Terminal is in Port Botany, close to Sydney’s city centre and uniquely positioned adjacent to one of our container park businesses to offer our customers end to end supply chain solutions. Offering easy access to motorways and an on dock direct rail link, it has 3 berths, 936m quay line, and a terminal area of 39ha.

Our Melbourne Terminal is in the Port of Melbourne, Australia’s largest maritime hub, and is the largest DP World terminal in Australia. Adjoining the West Swanson intermodal terminal site with direct rail facilities and one of our container park businesses, it has 3 berths, 929m quay line, and a terminal area of 39ha.

Our Fremantle Terminal is in the principal port of Western Australia, at the mouth of the Swan River. It has 2 berths, a 646m quay line and 210m share zone, and a terminal area of 17.9ha.



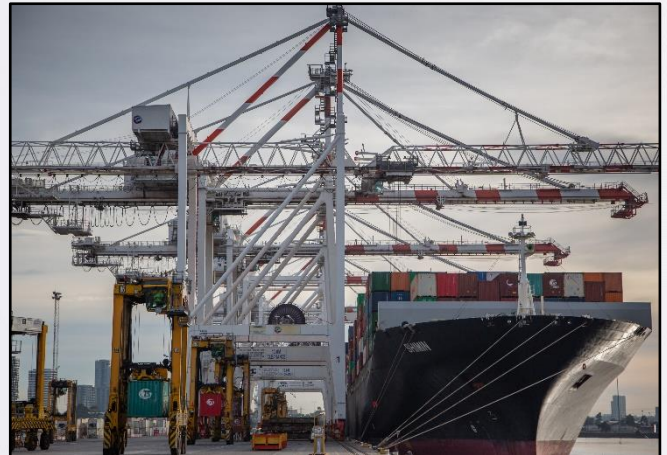
DP World Brisbane Terminal



DP World Sydney Terminal

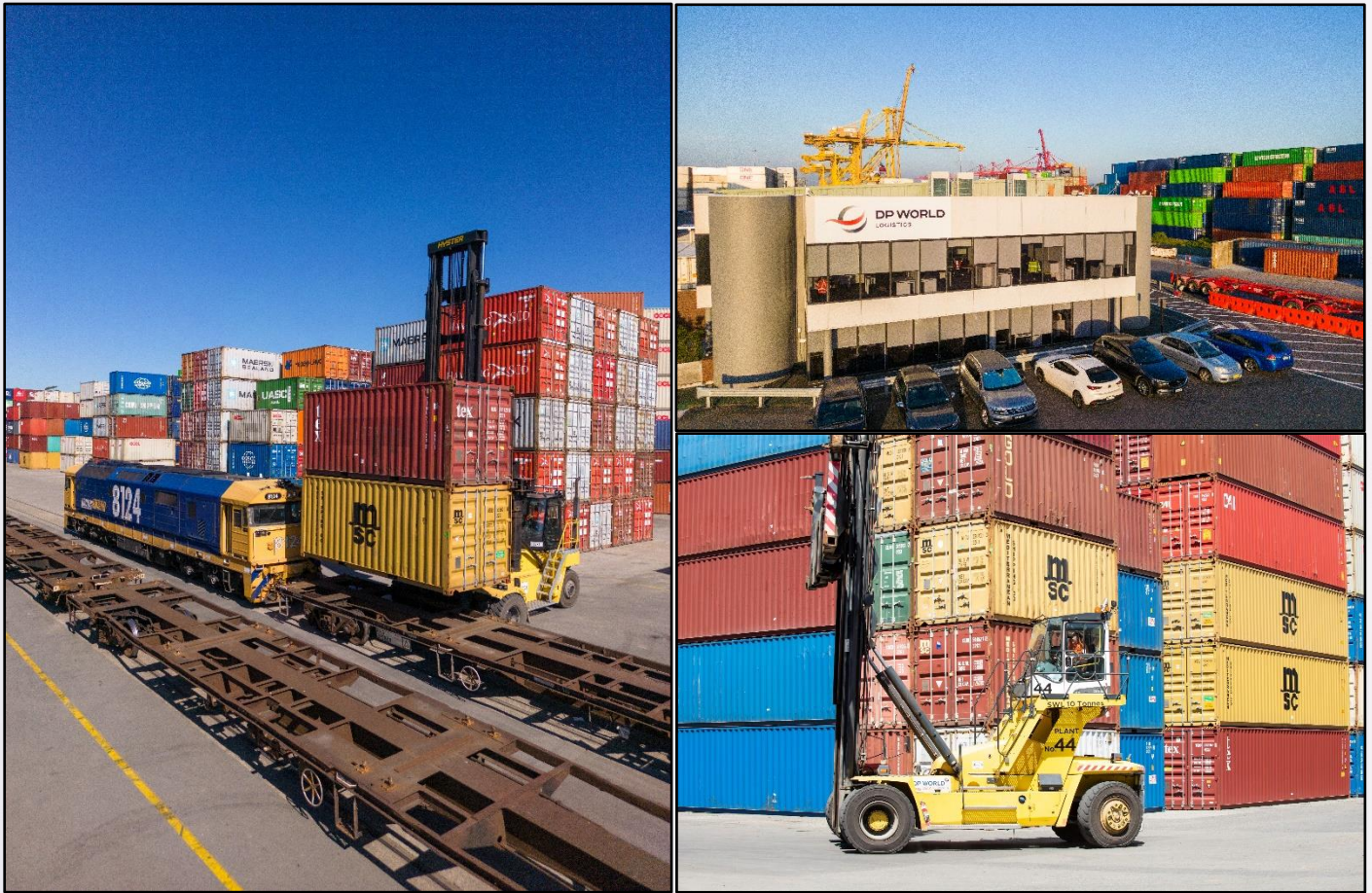


DP World Fremantle Terminal



DP World Melbourne Terminal

Container Parks



DPWA has two container park businesses, with one each in Sydney and Melbourne and operates as DP World Australia Logistics Pty Ltd.

Both parks are fully integrated with direct connectivity adjacent to our terminals and on-dock rail facilities to enable seamless movement of cargo from ship to shore, and vice versa. Services provided include laden and empty container storage and logistics, fumigation, wharf cartage services, and maintenance and repairs of empty containers for safe handling.

Our Sydney Container Park was established in 2017 and consists of 3 park areas totaling 22ha in Port Botany. Open to receipt by road and rail 24/7, it enables convenient return of emptied import containers and collection of empty containers for export by road haulage, and rail transportation with connectivity linking Sydney metro and regional NSW train services.

Our Melbourne Container Park was established in 2021 with an area of 9.5ha and is the only fully integrated container park in West Swanson, combined with rail connectivity. It also allows receipt by road and rail 24/7 and has a static capacity of handling 6,000 TEU.



Our Supply Chain

DPWA procures goods and services from a range of suppliers across a variety of sectors including facilities, engineering, transport, security, information technology, consulting services and administration supplies.

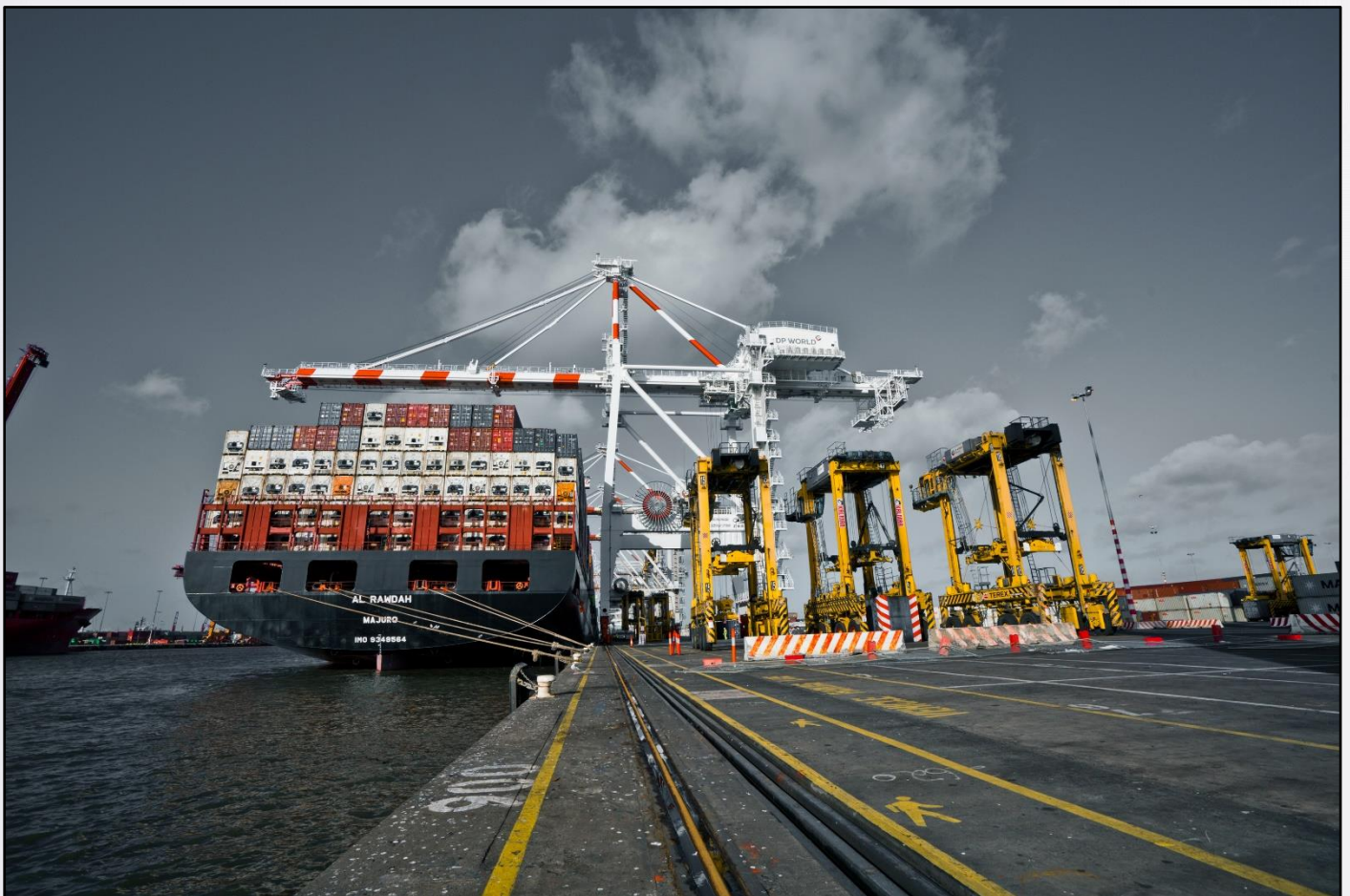
In terms of goods, DPWA mainly procures Ports and Terminal equipment and parts, vehicles including prime movers and trailers, and protective personal equipment.



In terms of services, DPWA mainly procures subcontractor services, security personnel and other labour hire.



Our procurement is led by our local DPWA procurement team, who engage mostly with suppliers registered and operating in Australia. High-cost operating equipment such as quay cranes and movable equipment are sourced internationally through DP World's global procurement process, where these items are predominantly sourced from China and Finland.



4. IDENTIFYING MODERN SLAVERY RISKS

As part of DP World's commitment to acting ethically and with integrity, we are committed to ensuring that our business and the supply chains within which we operate are free from risk of modern slavery and human trafficking. To solidify our commitment, DP World became a signatory to the United Nations Global Compact and its ten principles in 2019, which encompass human rights, labour, the environment, and anti-corruption. DP World aligns its strategies and operations with these principles and has an internal Human Rights Working Group implementing a human rights framework, within which the eradication of modern slavery is integral.

The Human Rights Working Group works to address emerging issues across our DP World's global portfolio and has identified that, in the context of modern slavery risk, the highest risk areas for the business globally are procurement; third party contractors; and the use of our ports by others for human trafficking purposes. DP World's engagement of Control Risks, a global risk consultancy firm, to conduct a whole of company risk review and assessment of DP World's management of modern slavery and human trafficking risks is another platform enabling identification of modern slavery risks in our business.

At a local level, a further risk identification exercise has identified the following activities as potentially encompassing modern slavery risks:

- Insufficient data capture of customer or supplier information
- Lack of transparency of customers or suppliers and their own supply chains
- Lack of awareness of customers or suppliers regarding regulations relevant to modern slavery
- Direct or indirect hire of migrant workers
- Stowaways and security breaches

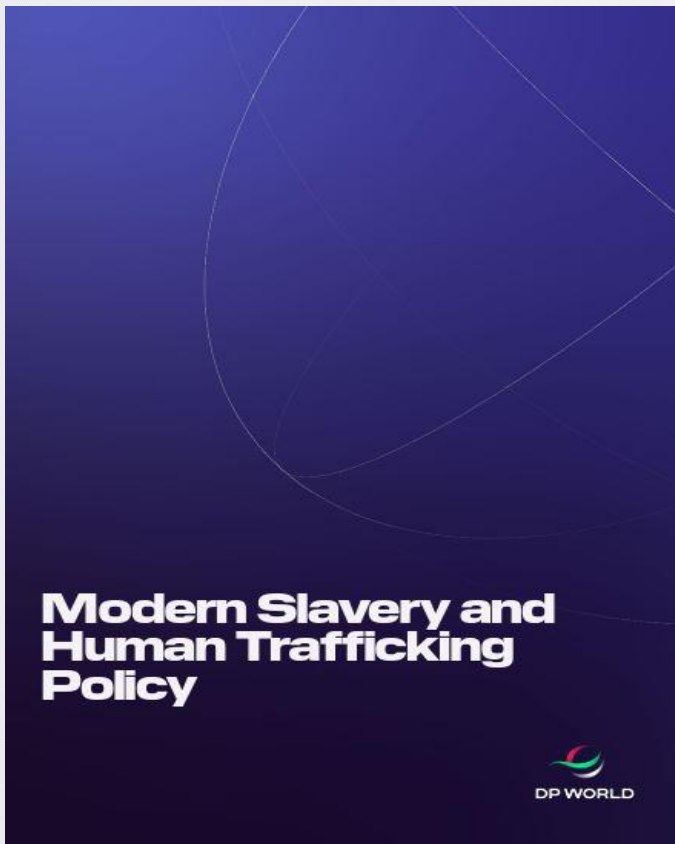
The DPWA Audit & Risk Sub Committee of the Board of Directors assesses risk management in relation to, inter alia, modern slavery risks. Following the formation of a Modern Slavery Working Group, there is now greater capacity to identify, evaluate and mitigate modern slavery risks specifically.

DPWA understands that supply chain risks can include customers and suppliers, extending to second and third tier suppliers and beyond. Accordingly, we have a clear expectation and requirement of our partners and suppliers that they share our commitment to acting ethically and with integrity, including to address modern slavery risks.



5. OUR ACTIONS TO ADDRESS MODERN SLAVERY RISKS

Modern Slavery and Human Trafficking Policy



The DP World Modern Slavery and Human Trafficking Policy is the key policy that outlines our approach to modern slavery and human trafficking risks both within our organisation and in relation to our suppliers and customers.

All DP World entities across the world apply this policy, which clarifies the steps that any individual can take if they have any concerns relating to modern slavery or human trafficking. This policy is subject to annual review, which enables regular evaluation of modern slavery risks and appropriate practices to address these risks.

The policy can be read online at:

<https://www.dpworld.com/australia/about-us/governance/policies>

Our DP World Group Chairman and Chief Executive Officer Sultan Ahmad Bin Sulayem has also released a Modern Slavery and Human Trafficking Statement which can be read online at:

<https://www.dpworld.com/modern-slavery>

Employee Status and Wellbeing

DPWA employs approximately 1,985 employees. We follow recruitment and induction policies and procedures which require that we ensure that all employees are eligible to work under Australian law and meet the minimum employment requirements. This includes conducting VEVO checks on direct hired employees with visas. At least 82% of our employees work under an Enterprise Agreement, which is in accordance with Fair Work Australia's 'Better Off Overall Test' (BOOT) guide, and under which the rates are significantly higher than the comparable Modern Award rates.

Approximately 41% of our employees are employed on a fixed-term or casual basis, with most casual employees being covered by Enterprise Agreement terms and conditions. DPWA occasionally engages the services of recruitment agencies for indirect hiring; however, we only use large reputable recruitment agencies who conduct their own background checks on candidates, including their right to work.

All employees complete a mandatory anti-Modern Slavery online learning module upon induction and a refresher course every year. Anti-modern slavery and Speak Up posters are displayed in multiple areas across all DPWA premises, as well as information on our employee assistance program known as the Coaching, Advice, Reassurance and Encouragement (CARE) Program designed to assist employees in improving their health and well-being and resolving personal or workplace challenges.

Safety and Security



DPWA understands that the industry we operate in is a high- risk environment in terms of considerable interaction between people and heavy equipment, loads and falls from heights which expose our people to a range of health and safety hazards. Accordingly, DPWA has a dedicated internal human resources and industrial relations team, as well as specialised teams focusing on work, health and safety issues such as any injury management and return to work specific for stevedores.

In line with our Zero Harm approach to ensure that the environment is protected and that everyone goes home safely, we maintain up to date health and safety environment standards, guidelines, and targeted field- based risk programs, and extensive safety promotion activities. Risks and control procedures are regularly audited internally and externally to ensure the safety of our people.

All DPWA terminals have an approved Maritime Security Plan approved by the Department of Home Affairs and are operated pursuant to Maritime Transport and Offshore Facilities Security Act 2003. Each terminal has a nominated Landside Restricted Zone (LRZ), access to which is controlled through the terminals access control system and monitored by CCTV systems. All employees, contractors and truck drivers must hold and clearly display a valid Maritime Security Identity Card (MSIC) to gain unescorted access to a terminal's LRZ or must otherwise be escorted at all times. Our security personnel are contracted and undertake DPWA induction training in addition to their employer's induction training, which includes an anti- modern slavery component.

In having the above measures, DPWA seeks to address modern slavery risks by providing a safer environment and working conditions for our employees (and anyone who attends our premises) and preventing stowaways and security breaches by ensuring quality security personnel who are capable of identifying and responding to such risks.

Supplier Management

As a global group, DP World has internal dedicated procurement teams both internationally and in DPWA with established policies, procedures and guidelines for effective supplier management. The following are policies and procedures that DPWA applies in our procurement process:

- DPWA Procurement Principles & Policy
- DPWA Anti- Bribery & Corruption Policy
- DP World Modern Slavery and Human Trafficking Policy
- DP World Group Procurement Policy
- DP World Vendor Code of Conduct
- Vendor Removal and Suspension Process

Beginning from the tendering stage, our potential vendor supplier partners are screened via our internal procurement policies and procedures. Our DPWA terms of tender is a precondition for potential vendors, who must complete a questionnaire that includes a modern slavery and human trafficking self- assessment. If the criteria are not satisfied, the vendor has the chance to remedy or is otherwise removed from the tender process.

Successful vendors must then agree to comply with DPWA's standard contractual terms to ensure that the goods and services they provide are supplied in accordance with applicable laws and that they comply with our specific anti- modern slavery clause, audit rights and breach notification obligations. In doing so, suppliers are also required to comply with DPWA policies and code of conduct which are also made available in the externally facing contractor management system.



Customer Relations

Our customers include shipping lines (container carriers), road and rail operators, and shippers, who are primarily engaged through one of the following agreement formats: terminal services agreement; carrier access agreement; rail access agreement; or container park agreement. All these template customer agreements contain an anti- modern slavery clause and require audit rights and obligations upon the customer to notify us of any breach of these provisions. We have found that many of our customers are aligned to our anti- modern slavery values. For example, most (66.67%) of our shipping line customers have their own anti- modern slavery framework and/or sustainable procurement policies, and many (55.56%) have also published modern slavery statements.

Whistleblower Hotline

At all times, any individual – employees, suppliers, customers, other third parties, etc. – can access our confidential, externally administered, whistleblowing hotline to report any concerns or suspected violations of human rights. Individuals making a report may remain anonymous and are protected from retaliation in any form. To access the Whistleblower Hotline, individuals can call 1800 953 936 toll free or visit the direct link at www.dpworld.ethicspoint.com.

Our Whistleblowing Policy can be read online at <https://www.dpworld.com/australia/about-us/governance/policies>.



The poster features the DP World logo in the top right corner. The main text reads "IF YOU SEE OR SUSPECT WRONGDOING" in bold black letters. Below this, a hand holds a red megaphone, with the words "SPEAK UP" written in large, bold, black letters as if being projected from the megaphone. The bottom section of the poster is dark blue and contains the following text: "Report your concerns, in confidence, anytime", "Toll-free number: 1800 953 936", and "Report directly: dpworld.ethicspoint.com". A QR code is located in the bottom left corner, and a colorful coral reef illustration is in the bottom right corner.

DP WORLD

**IF YOU SEE OR SUSPECT
WRONGDOING**

**SPEAK
UP**

Report your concerns, in confidence, anytime
Toll-free number: 1800 953 936
Report directly: dpworld.ethicspoint.com



Actions Taken in 2022

In 2022, DPWA continued working on ensuring robust anti- modern slavery clauses were included in our contracts and ensuring all employees received anti- modern slavery training as part of their induction when commencing their employment or as annual refresher. While some specific anti- modern slavery initiatives had been identified for implementation in 2022 in our last Modern Slavery Statement for the year 2021, much of 2022 for DPWA was focused on evaluating our internal structuring around our business diversification, part of which included a new head count with a core component being specific policy compliance.

A restructuring of our procurement team has created a new central national procurement structure which aides in enabling better focus on supplier management and connectivity with our global procurement team, for example, in implementing central recording of modern slavery evaluation outcomes of potential vendors, suppliers and partners. We note that our procurement systems also underwent changes to now integrate with our global procurement teams, and our tender system was updated to include a new modern slavery self-assessment category which captures modern slavery risk factors.

Modern slavery was an agenda item in DPWA Management Team meetings which discussed planning and objectives of the Modern Slavery Working Group and determined the appropriate members for its composition. There was also parallel discussion which articulated a plan to acquire more resources for better compliance management and support, including recruiting talent pursuant to a position description with a specific focus on, inter alia, anti-modern slavery policy compliance.



6. FY 2023 PLANNED ACTIONS

The following are some initiatives identified for 2023:



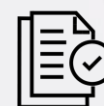
Establish agreed annual goals for the DPWA Anti- Modern Slavery Working Group and appoint an Anti- Modern Slavery Officer to lead the Working Group and track goal delivery.

Update security signage to better enhance security measures and promote DPWA position on and monitoring of modern slavery and human trafficking risk to prevent risk of any of our terminals, ports, container park, or other facilities being used by others for modern slavery or human trafficking purposes.



Update DPWA anti- modern slavery clauses for inclusion into our templates (and similarly embed into supplier or partner contracts where their templates are used), which include our whistle- blowing hotline number as part of further communication of our policies, etc.

Review of contracts where supplier or partner templates have been used and work towards ensuring a robust anti- modern slavery clause or DPWA's own anti- modern slavery clause is embedded.



Review and consult with three key suppliers identified with higher risk potential about their own anti- modern slavery training content and policies.

Engagement in wider industry forums to learn and discuss best practices in relation to anti- modern slavery to aid our regular evaluation of our own practices.



7. ASSESSING EFFECTIVENESS

The establishment of DPWA's Anti- Modern Slavery Working Group means there is now a specific platform for DPWA to conduct ongoing monitoring and assessment of the effectiveness of our actions in relation to the risk of modern slavery.

The below quantitative indicators assist us in assessing our levels of compliance with our stated goals:

- The completion rate of employees' anti- modern slavery training during their employment induction and annually thereafter are targeted to be 100%.
- The percentage of contract templates produced by DPWA that have anti- modern slavery clauses is targeted to be 100%.
- DPWA acknowledges that not all our contracting is done using our contract templates, and approximately 20% of our existing supplier contracts need to be reviewed to confirm the inclusion of anti- modern slavery and/or human rights clauses. This is an action planned for 2023 and will be a work in progress.
- The number of Whistleblower Hotline reporting related to modern slavery concerns, etc. is also a strong indicator of our anti- modern slavery position. DPWA encourages reporting of all modern slavery concerns and will continue to promote the existence of the Hotline and encourage reporting of any concerns.

DPWA also relies on the below qualitative indicators to assess the real impacts of our actions:

- Regular review of our anti- modern slavery and human trafficking policies and practices.
- Review of suppliers' and partners' position on modern slavery to evaluate their alignment with us including, for example, their anti- modern slavery framework (if any) and willingness to discuss modern slavery issues or collaborate on initiatives.
- Employee wellbeing and job satisfaction, assessed for example from employee evaluation surveys and levels of employee utilisation of DPWA employee benefits and assistance such as the CARE program.
- Comparison of best practices as discussed through engagement in industry forums, against our own policies and procedures in relation to modern slavery.



8. ANY OTHER RELEVANT INFORMATION

In 2022, DPWA still experienced the impacts of the COVID pandemic. Various distancing and cleaning protocols were in place for operational employees, and we continue to implement flexible work for non- operational employees. Our vaccine mandate also ensures ongoing safety of our people and about ability to maintain operational continuity.

DPWA is experiencing significant growth. While we focus on our expansion, we are continuously mindful of the evolving risk profile in relation to modern slavery risks. As we develop our Anti- Modern Slavery Working Group, we are confident that our restructured focus and capacity to address modern slavery risks will be able to adapt to our developing business and operational model.

9. CONSULTATION AND APPROVALS

Operating as an integrated group, our policies including our modern slavery and human trafficking policy are consistent across all entities in the DP World group structure.

The Directors of the reporting DPWA Group entities comprise of common officeholders some of whom are also members of the senior management team. All have a deep understanding of the DPWA businesses, operations, and supply chains.

This statement has been prepared following cross-functional collaboration between, inter alia, our legal, procurement, security and systems, and human resources and communications teams; and has been approved by DP World Australia (Holding) Pty Ltd's Board of Directors.



A handwritten signature in black ink, appearing to read 'Glen Hilton'.

GLEN HILTON

DP WORLD AUSTRALIA (HOLDING) PTY LTD
CHAIRMAN, BOARD OF DIRECTORS



DP WORLD