



**Americold Australia Pty Ltd  
Modern Slavery Statement  
(joint statement of Reporting Entities)**

**Introduction**

This is the fifth Modern Slavery Statement ('**Statement**') (for the reporting period 1 July 2024 – 30 June 2025) in respect of the Reporting Entities as defined under the Act.

This Statement:

1. Sets out the Americold structure, operations and supply chains (including how they interact with one another and the process of consultation between them) – (Criteria one, two and six).
2. Describes the risk of Modern Slavery in the operations and supply chains of Americold and sets out any identified risks of Modern Slavery in the operations and supply chains of Americold (Criteria three and four).
3. Describes the processes in place to identify, assess and address the identified risks (Criteria five).
4. Outlines how Americold assesses the effectiveness of risk and remediation processes associated with Modern Slavery (Criteria seven).

**Definitions**

For the purposes of this Statement the following definitions apply:

**Americold** means the Reporting Entities, their subsidiaries and any entities the Reporting Entities otherwise own or control as part of the Australian operations.

**Act** means the *Modern Slavery Act 2018* (Cth).

**Modern Slavery** has the same meaning as defined in the Modern Slavery Act 2018 (Cth).

**Reporting Entities** means the Americold entities that are considered reporting entities under the Act and are as follows:

Americold Australia Pty Ltd	ACN 116 962 219
Americold Australian Holdings Pty Ltd	ACN 117 491 291
Americold Logistics Limited	ACN 004 902 998

**About our business (including consultation)**

Americold is part of the Americold Realty Trust, which is a publicly traded real estate investment trust (REIT) focused on the ownership, operation, acquisition and development of temperature-controlled warehouses.

Americold offers comprehensive temperature-controlled and ambient storage solutions as well as distribution services to customers throughout various States of Australia including Queensland, New South Wales, Victoria, Tasmania, South Australia and Western Australia.

The directors and company secretary of each of the Reporting Entities are the same so the executive management team is continually aware of any risks, remediation or issues involved any one of the three Reporting Entities and any entities which are owned or controlled by the Reporting Entities.

Aside from the Reporting Entities, there are no other entities that are used substantively within the Australian operations. Each of the Reporting Entities are Australian registered corporations. Regardless of this, in preparation of this Statement, the directors of the Reporting Entities consulted with the relevant companies that the Reporting Entities own and control to develop this Statement.

### **Structure, operations and supply chains**

Americold Australia Pty Ltd currently is responsible for certain managerial tasks within the operations.

Americold Australian Holdings Pty Ltd owns several properties across Australia. This entity also leases a few sites across Australia on an as needs basis.

The operations section of our business is predominantly owned and administered by Americold Logistics Limited. In the current financial year, Americold's operations entity employees approximately 2543 associates across Australia of which approximately 1201 associates are employed via labour hire agencies with which Americold has arrangements in place. The Responsible Entities work concurrently to provide the Americold operations.

Customer supply agreements are generally entered into with both the Americold land and operations entities. Americold's customers are diverse and include food producers, retails and quick service restaurants.

Americold (via either or both of the Americold land and operations entities as the situation requires) also procures a range of products and services to maintain its daily operations, including (but not limited to):

- labour hire arrangements;
- materials handling equipment;
- transport services;
- facility and equipment repair and maintenance agreements; and
- information technology equipment and services.

These services are largely procured by the Americold operations entity.

### **Risks of Modern Slavery in our operations and supply chains (including identified risks)**

Americold prohibits Modern Slavery in its business including the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude.

Americold is committed to combatting slavery and human trafficking and to acting ethically and with integrity in all its business dealings and relationships and where possible, to ensure that there is no Modern Slavery in any part of its business or supply chain. Americold expects the same high standards from all of our its associates, suppliers, contractors, recruiters and those with whom we do business.

We understand and acknowledge that the level of risk of Modern Slavery is influenced by a range of factors, and that some aspects of our supply chain carry a higher risk than others. As the operation of our Reporting Entities are in Australia, we consider that the risk of Modern Slavery is, to a degree, minimised.

Americold is in the process of establishing an internal policy to deal with the existing and potential risks associated with Modern Slavery in the Americold operations. Further, regular training is proposed to be carried out within the Americold operations with relevant team members on Modern Slavery.

As part of Americold's updated Modern Slavery policy, Americold is proposing to conduct regular risk assessments across the Americold operations to identify any risks of Modern Slavery that may need to be addressed.

Americold has determined that our key risk areas remain as follows:

- a) our agreements with labour hire companies particularly relating to the pay and management of employees who are employed by the relevant labour hire provider;
- b) procurement of products for our quick service restaurant customers.

Over the next reporting period, Americold is determined to:

- c) either progress or formalise policies and procedures to assist in addressing the potential and existing risks to Modern Slavery; and
- d) implement training within the Americold operations to assist Americold associates with understanding those policies and procedures; and
- e) encourage the continued engagement between Americold and our suppliers and customers to identify any potential risks associated with Modern Slavery.

### **Risk Management and how risks are assessed and remediated**

Americold manages the risks associated with Modern Slavery across its operations in various ways, but it includes conducting regular risk assessments and also using software and other tools as appropriate to monitor compliance. Americold, where necessary, also has procedures in place which allow it to conduct certain investigations and due diligence on any customer or supplier that Americold may consider represents a higher risk of non-compliance of the Modern Slavery laws and then takes action which Americold considers appropriate to the relevant findings having regard to its internal policies and procedures.

Americold recognises that the assessment and monitoring of our risk management and remediation processes will be an ongoing and evolving process and as such Americold will continue to monitor the effectiveness of the risk management and remediation practices within our business.

For example, Americold utilises software systems that manage employee working hours - this software ensures that employee's working hours are recorded to ensure that they are paid correctly. It also aids employee safety and wellbeing by setting minimum breaks between shifts and flagging employees working unusually long hours. These systems are regularly monitored to ensure they are up to date and working correctly.

In relation to our key risk areas, Americold currently manages these as per the below:

#### *Managing Modern Slavery risk in labour hire agreements*

Americold recognises that there is risk of Modern Slavery in any organisation but more so in one which has such a high number of employees. We work diligently to minimise the risk of Modern Slavery in our labour management, particularly so far as it relates to our labour hire arrangements. This includes that we endeavour to include clauses in our agreements with our labour hire providers that enable us to request information and details on employees they recruit so that we can, if necessary, investigate any suspected non-compliance.

We expect our labour hire providers to operate in accordance with Australian laws. We work closely with our labour hire providers to ensure that the wages paid and conditions under the agreements with the labour hire providers meet the requirements of all relevant legislation, modern awards and any relevant enterprise bargaining agreements. If any investigation is required of our labour hire providers, our agreements with them allow this to occur and upon finalisation of the investigation Americold will determine what further action needs to be taken on a case-by-case basis having regard to its internal policies and practices.

Americold works closely with trade unions to ensure ongoing compliance with our enterprise bargaining agreements (EBAs). We have different EBAs for each Americold site. The requirement under Australia law is EBAs will be applied if its terms are more beneficial than those of the relevant legislation. We further note that the terms of our EBAs apply to labour hire employees as well as employees directly employed by Americold.

#### *Managing Modern Slavery risk in our quick service restaurant business*

Americold has been helping key quick service restaurant customers with their supply chain solutions for over 22 years. Americold builds very strong relationships with its quick service restaurant customers.

The Americold quick service restaurant model is a full service solution, working with the customers supply chain teams who manage the sourcing function. Americold then rebuys the products, receives the stock from suppliers, takes ownership of the products on arrival and on-sells the products to stores. Consequently, the selection and monitoring of suppliers of Americold's quick service restaurant customers is largely managed by our quick service restaurant customers.

Americold is supported by a framework of the largest temperature controlled logistics solution in the world. This link ensures that the quick service restaurant network is at the forefront of new technology, adherence to compliance and safety and warehouse best practices.

Our key quick service restaurant customers engage in diligent efforts to assess and manage risks in their supply chain which are significant when dealing with the supply of food products. Although we do not nominate these suppliers (they are chosen by our quick service restaurant partners), we do contract with them directly and include Modern Slavery compliance clauses in our terms and conditions.

### **The future of Modern Slavery compliance at Americold**

We recognise that in a large and growing company with a complex and diverse supply chain, the risk of Modern Slavery will always exist, but we can combat it by robust assessment, updating our internal policies and compliance processes. We recognise the need to continuously build on our understanding, oversight and management of Modern Slavery risks in our operations and supply chains. We look forward to reporting on our enhanced assessment and compliance processes in 2025.

This Statement was approved by the Directors of Americold on 16 October 2025.

Signed by:

*Richard Winnall*

**Richard Winnall**  
Director

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Signed by:

*Douglas Secombe*

**Douglas Secombe**  
Director

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