

Modern Slavery Statement 2023-24



1. Introduction

The *Modern Slavery Act 2018 (Cth)* (*Modern Slavery Act*) was introduced on 1 January 2019 as an important measure to address modern slavery, and provides the increased transparency and accountability required to protect workers and ensure the enforcement of ethical labour standards.

As a government trading enterprise in Western Australia, Fremantle Port Authority (trading as 'Fremantle Ports', ABN 78 187 229 472) is required to report under the *Modern Slavery Act*. This statement for the 2023-24 financial year is issued on behalf of Fremantle Ports and was approved by the Fremantle Ports Board by way of resolution on 13 November 2024.

Fundamentally, modern slavery is about people. 'modern slavery' is an umbrella term that is used to describe slavery and slavery-like practices including:

- human trafficking
- slavery
- servitude
- forced labour
- forced marriage
- debt bondage
- child labour
- deceptive recruiting for labour or services.

Fremantle Ports is committed to improving the understanding of modern slavery across its workforce, suppliers and contractors, and operations, as well as taking steps to mitigate modern slavery risks. This responsibility is reflected in our systems and processes, as well as our organisational values.

Preparing this statement provides an opportunity for us to reflect on our efforts, share our progress and identify where we can continue to improve.

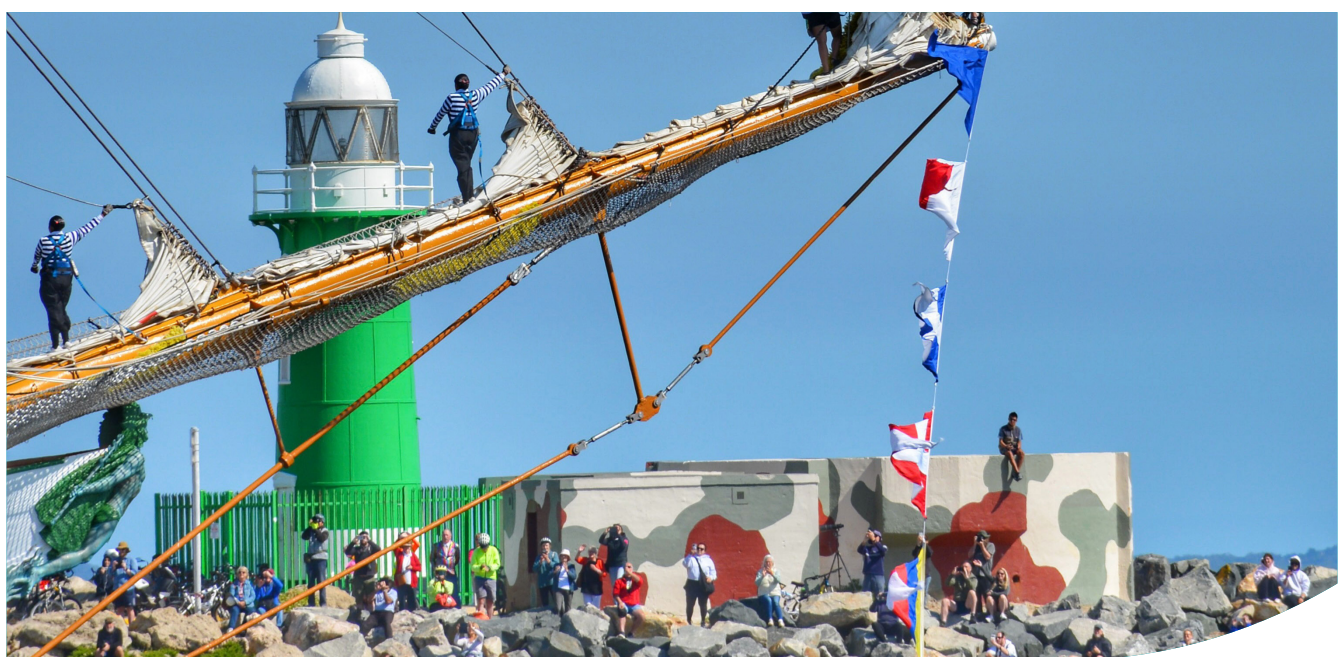
We are pleased to present our Modern Slavery Statement for 2023-24 and welcome any feedback. This statement is signed by Jodie Ransom.



A handwritten signature in black ink that reads 'Ransom'.

Jodie Ransom

Chief Executive Officer





2. Our Values

Fremantle Ports' Values are simple, but they drive everything we do and guide our behaviours and decisions. They are the essence of what is important to us, as we work together to deliver our goals.

Our Values are:

- **Collaboration** - we work together, building trusting relationships and consider the impact of our actions. We look for ways to contribute to a better future for our people, the communities and the environment
- **Accountability** - no matter where we work, our role or where we are from, we have standards to which we hold ourselves and each other accountable. We strive to make the right choices every time. We do what we say we are going to do and take responsibility for our actions
- **Respect** - we value each other and create an environment where everyone's voice is heard and respected
- **Excellence** - we strive for excellence in everything we do, to optimise performance and productivity. In doing so, we deliver for our teams, our customers, our organisation and ourselves. We learn from the past while embracing innovation and change.

The first letter of each value forms the word CARE, a fitting acronym for the Values that drive everything we do at Fremantle Ports.

3. Structure, operations and supply chains of the reporting entity

3.1 Structure

Fremantle Ports is a government trading enterprise, and its sole shareholder is the Government of Western Australia. It does not own or control any other entities.

Fremantle Ports operates under the Port Authorities Act 1999 (WA) and is the strategic manager of the Port of Fremantle. Our purpose is to facilitate trade for a more prosperous Western Australia.

Our governing body is a Board of Directors appointed by, and responsible to, the Minister for Ports WA. The Board sets the strategic direction for Fremantle Ports, agrees on goals for management and monitors the achievement of those goals. The Chief Executive Officer is appointed by the Board and is responsible for day-to-day management of Fremantle Ports.

3.2 Operations

The Port of Fremantle consists of the Inner Harbour, at the entrance to the Swan River in Fremantle, and the Outer Harbour, in Cockburn Sound at Kwinana.

The Inner Harbour handles more than 99 per cent of Western Australia's container trade. It also facilitates vehicle imports, cruise ships, non-containerised cargo including machinery and heavy equipment, steel, livestock, and scrap metal trade.



It also accommodates research, naval and specialist vessels or ships that are laid up.

Kwinana Bulk Jetty (KBJ) and Kwinana Bulk Terminal (KBT) in the Outer Harbour in Cockburn Sound handle bulk commodities including clinker cement, petroleum products, bitumen, fertiliser and sulphur. KBJ and KBT are owned and operated by Fremantle Ports, while separate facilities in Cockburn Sound are privately operated by Alcoa, bp and CBH Group.

Fremantle Ports provides and maintains shipping channels in Gage Roads and Cockburn Sound, navigational aids, seawalls and road and rail infrastructure within the port environs which allow port users to conduct their operations effectively.

Other services provided by Fremantle Ports include ship monitoring and scheduling, berth allocation, mooring, port communications, security, pilot transfer, hazardous cargo services, quarantine and waste disposal, property management services, stevedoring and bulk terminal receipt and dispatch.

Fremantle Ports operate predominantly according to a landlord port model that is common worldwide, and work hand in hand with private sector partners in the overall provision of port services. Private sector partners provide the following services pursuant to contractual arrangements and/or statutory licences issued by Fremantle Ports:

- containerised stevedoring
- non-containerised and bulk cargo stevedoring
- towage
- pilotage
- lines boats
- bunkering
- ship provisioning
- road and rail transport
- freight forwarding
- customs clearance and fumigation.

A 24/7 operation, Fremantle Ports is administered from its headquarters on Victoria Quay in Fremantle. It has a direct workforce of more than 370 people, however, the number working in the wider Port of Fremantle is in the thousands, creating significant employment and economic contributions locally.

3.3 Supply Chains

The main types of goods and services procured by Fremantle Ports in the reporting period fall within the following categories:

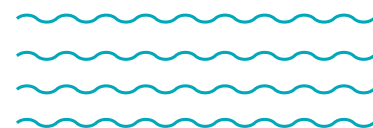
- port infrastructure
- industrial equipment and fleet
- facilities services
- business advisory services
- technology and data management.

Given the range of goods and services procured, Fremantle Ports has a variety of commercial arrangements with its suppliers. The most common arrangements in place are:

- service provider licences
- standing offer agreements
- one-off contracts.

During the 2023-24 reporting period, 97.69 per cent of Fremantle Ports' pre-qualified suppliers were Australian-registered entities. We acknowledge that, although a supplier may be based in Australia, the majority of their goods or commodities may be sourced from overseas.

4. Risks of modern slavery in global operations and supply chains



4.1 Risks

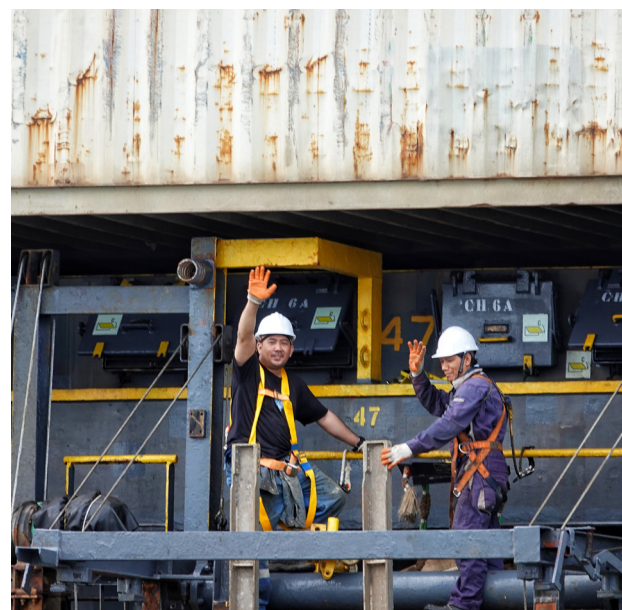
Our initial Modern Slavery Risk Assessment was undertaken in the 2019-20 reporting period. The purpose of the risk assessment was to identify how Fremantle Ports may cause, contribute to, or be directly linked to modern slavery practices through our operations and supply chains. The objectives of the risk assessment were to:

- reduce modern slavery in Fremantle Ports' supply chains and areas of influence
- identify opportunities to improve Fremantle Ports' policies, practices, and procedures in respect of modern slavery.

In the current reporting period, a comprehensive review of the modern slavery risks identified in the initial Modern Slavery Risk Assessment was undertaken by the Governance and Assurance team, with participation across the business. The following modern slavery risks were reviewed and updated:

- 1** Seafarers are exposed to modern slavery because of the actions of shipping lines and vessel owners, as well as by Fremantle Ports' own actions
- 2** Fremantle Ports is linked to modern slavery by procuring goods and/or services from suppliers, service providers and their subcontractors who may employ modern slavery practices
- 3** Fremantle Ports is linked to modern slavery due to inadequate monitoring of compliance of suppliers, service providers and tenants
- 4** Fremantle Ports is indirectly linked to modern slavery via the actions of stakeholders and service providers.

These risks are registered in Fremantle Ports' online Governance Risk and Compliance platform (CGR) which supports establishing the context for, identifying, analysing, evaluating, treating, monitoring and communicating risks associated with our business activities to reduce the likelihood of negative impacts and to maximise opportunities. Fremantle Ports' modern slavery obligations are also included in the CGR.



4.2 Actions taken

The reporting period was used to progress actions to address identified modern slavery risks in our operations and supply chains.

Procurement and contracting

During the reporting period, Fremantle Ports continued to focus on embedding appropriate means of obtaining information from its suppliers, especially high volume or value suppliers, in relation to human rights and modern slavery compliance.

In particular, tender packages were updated to request information regarding tenderers' procedures used to mitigate against the risk of modern slavery.

Additionally, Fremantle Ports updated its Code of Conduct to include an express commitment to its modern slavery responsibilities. Suppliers are obliged to adhere to this Code of Conduct, which is included in tender documentation.

Modern slavery questionnaires were also issued to high volume or value suppliers, with responses now collated and reviewed. The review of these suppliers confirms Fremantle Ports' assessment of a low risk of modern slavery.

The Procurement and Contract Management team continued work to embed modern slavery criteria in the contract risk assessment process.

Modern slavery related clauses have been added to procurement contract templates, as well as operating agreements, as they are renewed or negotiated. This will continue into the next reporting period as service provider arrangements are updated. A review of Fremantle Ports' due diligence process with respect to its tenants is also being undertaken.

The overall risk of modern slavery for tier one suppliers of Fremantle Ports is low (tier one suppliers are those that deal directly with Fremantle Ports). With 97.69 per cent of our total expenditure made through companies based in Australia, where strong regulation and good business governance prevails, the likelihood of forced labour or other means of slavery at a tier one level is extremely low.

Communication and training

During the reporting period there were discussions held at executive and management levels regarding Fremantle Ports' modern slavery commitments. Additionally, there was a specific focus on building staff awareness of modern slavery topics and seafarer welfare concerns.

Fremantle Ports acknowledges there is a need for regular communication to our workforce to increase awareness of modern slavery risks, with a Modern Slavery Communications Plan currently being prepared to document planned activities across the business, including regular updates to staff on modern slavery topics.

Fremantle Ports has also included modern slavery risks as a discussion topic at industry group meetings, to enable sharing of modern slavery experiences and concerns across the Western Australian port industry.

As noted above, the Fremantle Ports Code of Conduct has been updated to include an express commitment to its modern slavery obligations, which applies to everyone working at Fremantle Ports.



In October 2023, Fremantle Ports held its inaugural staff fundraising morning tea and briefing in support of seafarer welfare, to coincide with International Anti-Slavery Day. Further events are being considered to promote anti-slavery and fundraising.

Initial modern slavery training was rolled out to our people late last year, with general training now to be delivered to our workforce both on induction and then on an annual basis going forward. The new training is to be included in compliance learning for all new employees. 350 employees completed the training module in the last 12 month reporting period.

Work continued during the reporting period to refine the training offering, with specific training needs having been identified, following consultation across the business.

Finally, a procedure has been developed and communicated across the business to provide guidance to our workforce on how to respond to an issue of seafarer mistreatment or other concern for seafarer welfare.

Seafarer welfare

During the reporting period, we continued our commitment to seafarers through direct financial support of the Flying Angels via our Community Investment Program. A not-for-profit organisation, Flying Angels facilitates controlled shore leave by providing bus services to the Inner and Outer Harbour, as well as accommodation, social events, a chapel, chaplain services and phone cards to ship gangways to enable crew to keep in touch with family and friends while at sea.

Fremantle Ports also provides an avenue for employees to make donations directly to the Flying Angels through our online employee rewards and benefits portal, The Quay.

In the reporting period, Fremantle Ports, via its Harbour Master's Office, re-engaged with the Fremantle Port Welfare Committee. Fremantle Ports' Harbour Master chairs the Committee, which meets on a quarterly basis. The Committee is proposing to develop a new funding model to provide support to seafarers more generally, including weekend transportation for seafarers.

Under the current funding model Fremantle Ports has committed to increase its funding of seafarer welfare from previous years of approximately \$168,000 per annum. In the reporting period Fremantle Ports provided approximately \$210,000 towards seafarer transport, Christmas hampers for seafarers and support for International Seafarer's Day.

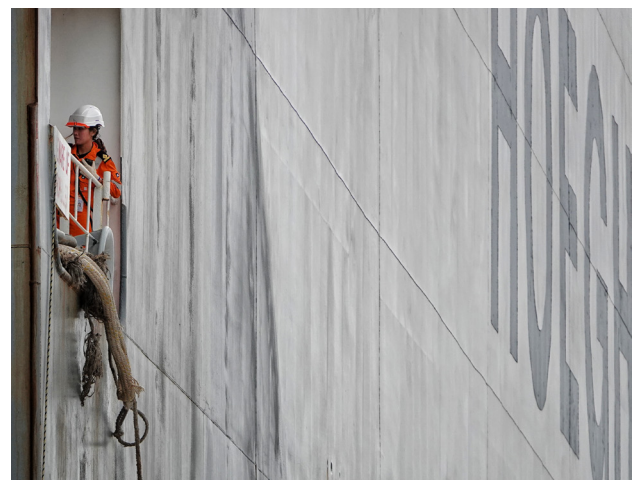
Personnel from the Fremantle Ports Harbour Master's Office conducted a number of routine inspections of ships in port during the year. These inspections also include a review of crew welfare. In the 2023-24 reporting period, there were no reportable events as a result of any inspections undertaken. Fremantle Ports has noted that on occasions when Flying Angels transport is unavailable for seafarers due to either funding or driver unavailability that some ship operators are reluctant to pay for shore leave transport. Fremantle Ports continues to explore alternate avenues to provide support for seafarers and communicate these needs to ship operators.

During the reporting period, Fremantle Ports continued to work with its pilotage service provider, Fremantle Pilots, regarding a voluntary initiative whereby the pilot informs the ship's captain that shore leave is available in the Inner and Outer Harbours. If the pilot discerns a reluctance by the captain or company to allow crew ashore, the matter is brought to the attention of the Australian Maritime Safety Authority for follow up and intervention. During the reporting period, there were no reports by pilots that required any intervention by Fremantle Ports.

Also, as noted above, a procedure has been developed and communicated across the business to provide guidance to staff on how to respond to an issue of seafarer mistreatment or other concern for seafarer welfare.

Complaints management

Fremantle Ports is conscious of the need to ensure there are various avenues available for concerns or complaints to be made about any matter (including but not limited to potential modern slavery concerns). We take complaints management seriously and know that our social licence depends on us responding effectively and quickly to stakeholder and public concerns. Public responders may make complaints, suggestions or give feedback through our external website. Complaints can be made anonymously. During the reporting period, there were no complaints received by Fremantle Ports in relation to modern slavery concerns.



5. Ongoing commitment

In addition to completing the actions outlined above, the Board of Fremantle Ports remains committed to the following:

- if Fremantle Ports becomes aware of allegations of cases where seafarers are subjected to modern slavery, we will work with federal regulators, the International Transport Workers Federation, the Flying Angel Club and Stella Maris to address those cases
- if Fremantle Ports identifies modern slavery in our supply chains, we will cease using those suppliers.

6. Assessing the effectiveness of our actions

Fremantle Ports' risk assessment process includes assessment of the effectiveness of the proposed actions and monitoring their implementation. Staff within the Governance and Assurance division assess the effectiveness of agreed actions through action monitoring and assurance activities, including via CGR.

Fremantle Ports has an online Governance Risk and Compliance platform (CGR) which supports establishing the context for, identifying, analysing, evaluating, treating, monitoring and communicating risks associated with our business activities to reduce the likelihood of negative impacts and to maximise opportunities.

7. Ongoing focus areas

Key areas of focus in the next reporting period will be to:

- approve and update the new training module and include the training in future compliance learning;
- continue to embed modern slavery clauses in contracts and tender documents;
- continue Fremantle Ports' efforts to improve seafarer welfare, including through participation in the Fremantle Port Welfare Committee; and
- investigate the viability of the Fremantle Port Welfare Committee's proposal for a new funding model to provide for seafarer welfare;
- continue to analyse and assess Fremantle Ports' tenderers to ensure those organisations do not provide modern slavery risk and to determine how to best conduct such assessments in Fremantle Ports' systems and processes.

