

IOR Terminals Group: Report on Modern Slavery



This Modern Slavery Report is made pursuant to the *Australian Modern Slavery Act 2018* by IOR Terminals (Port Bonython) Pty Ltd ("IOR Terminals") and its subsidiary Port Bonython Fuels Pty Ltd.

IOR Terminals respects ethical labour practices and is committed to eliminating the risk of modern slavery occurring within its own businesses, its supply chains or through any business relationships and/or partnerships.

IOR Terminals complies with all local, state and federal legislations and regulations and conducts their business activities in alignment with its values of honesty, integrity and respect for people. Accordingly, IOR Terminals seeks to work with suppliers, contractors and customers who are economically, environmentally, and socially responsible.

IOR Terminals does not tolerate the existence of slavery, servitude, compulsory labour, trafficking and related acts of exploitation against any human.

1. Reporting entity

The reporting entity is IOR Terminals (Port Bonython) Pty Ltd and its subsidiary company.

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

IOR Terminals is involved in the importation of diesel fuel into Australia through its Port Bonython Fuel Terminal and sale of such fuel to corporate wholesale customers.

Staff employed by the group are all adults and paid above the minimum wage. The group has the Employment Code of Practice to ensure a respectful and lawful workplace

3. Risk of modern slavery practices in the operations and supply chains of the reporting entity and any entities that the reporting entity owns or controls

The risk of modern slavery practices with IOR Terminals is assessed as low, as the Group seeks to do business with Suppliers and other third-parties that have similar values, ethics and sustainable business practices, especially in relation to human rights and modern slavery.

We understand that the social risk will vary depending on our customers and suppliers, their industry, location, and company size. Major supplies are sourced as follows:

- Fuel importation: fuel is supplied by well-respected international fuel majors, 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.
- Terminal operations: The operation of the Port Bonython Fuel Terminal is contracted out to Coogee (Port Bonython) Pty Ltd, part of the well-established

Coogee Chemicals group in Perth.

- Shared Services: We currently have staff members in our Adelaide office, all employed at above average market wages and 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.

4. Actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks

We ensure that our suppliers are reputable Australian or international suppliers with high ethical standards.

Modern Slavery clauses are included in our major procurement contracts and we review procurement contracts and mechanisms for any indication of unethical procurement with the aim of strengthening legal measures to ensure our partners warrant their conformity to Modern Slavery Legislation. We reserve the right to terminate any contractual agreement or partnership if there is a breach of our Modern Slavery Statement.

5. How the reporting entity assesses the effectiveness of such actions;

The effectiveness of these actions is assessed by means of:

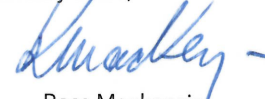
- Awareness of Modern Slavery obligations and sensitivity to any reports of issues in this regard with any of our suppliers;
- Conducting risk-based assessments to determine which areas of the business and supply chain are most at risk from modern slavery and ensure appropriate measures are in place to eliminate the risk; and
- Enquiries to major suppliers on a regular basis.

6. Process of consultation with any entities the reporting entity owns or controls or is issuing a joint modern slavery statement with

The IOR Terminals 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 statement for IOR Terminals (Port Bonython) Pty Ltd and Port Bonython Fuels Pty Ltd was approved by the board of Directors for IOR Terminals (Port Bonython) Pty Ltd as the parent entity on 22 January 2021;


Stewart Morland
Managing Director


Ross Mackenzie
Executive Director