

Mid West Ports Authority

Modern Slavery Statement

2023/24





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An aerial photograph of a coastal town at sunset. The sun is low on the horizon, casting a warm, orange glow across the sky and reflecting on the water. The town is visible in the distance, with buildings and infrastructure. In the foreground, a small boat is moving across the water, leaving a white wake. The water is a deep blue-green color.

1.0

Acknowledgement of Country

Mid West Ports Authority acknowledges and respects the Wilunyu, Nhanagardi and Naaguja peoples of this land and waters we stand on. Elders' past and present, the youth and Yama(t)ji people of the Mid West region who hold the stories and hopes for the future leaders.



2.0 Introduction

As a Western Australia Government Trading Enterprise, Mid West Ports Authority is required to report under *The Modern Slavery Act 2018 (Cth)* (**the Act**) which was introduced on 1 January 2019 as an important measure to address modern slavery. The reporting requirements provide increased transparency and accountability to protect workers and ensure the enforcement of ethical labour standards.

Modern Slavery is a term used to encompass slavery and slavery like practices, such as human trafficking, forced labour, debt bondage, servitude, forced marriage and the exploitation of children. Basically, any situation of exploitation where a person cannot refuse or leave because of threats, violence, coercion, deception, or abuse of power.

Addressing the issue of modern slavery is critical. However, with an ever more global economy, all countries have an increasing responsibility to review their purchasing practices to reduce the risks of modern slavery in supply chains, from the sourcing of raw materials to manufacturing, packaging, and transportation of goods.

Mid West Ports has prepared this modern slavery statement as pursuant to *Section 16* of the Act for the reporting period ending 30 June 2024. It addresses the mandatory requirements under the Act and outlines the steps we have taken to ensure the effective management of modern slavery risks in our operations and supply chains.

3.0

Our Values

Mid West Ports values underpin everything we do, providing a pathway for Board Members and Employees to act responsibly and ethically, with integrity, and to make decisions in the public interest and with good judgement. The values are:



Accountability

We deliver our very best in all we do, holding ourselves accountable for results.



Courage

We have the courage to continuously move forward, innovate, learn, and grow.



Integrity

We are consistently transparent, honest, ethical, and genuine.



Caring

We care about our colleagues, our organisation, our community, and our environment.



Collaboration

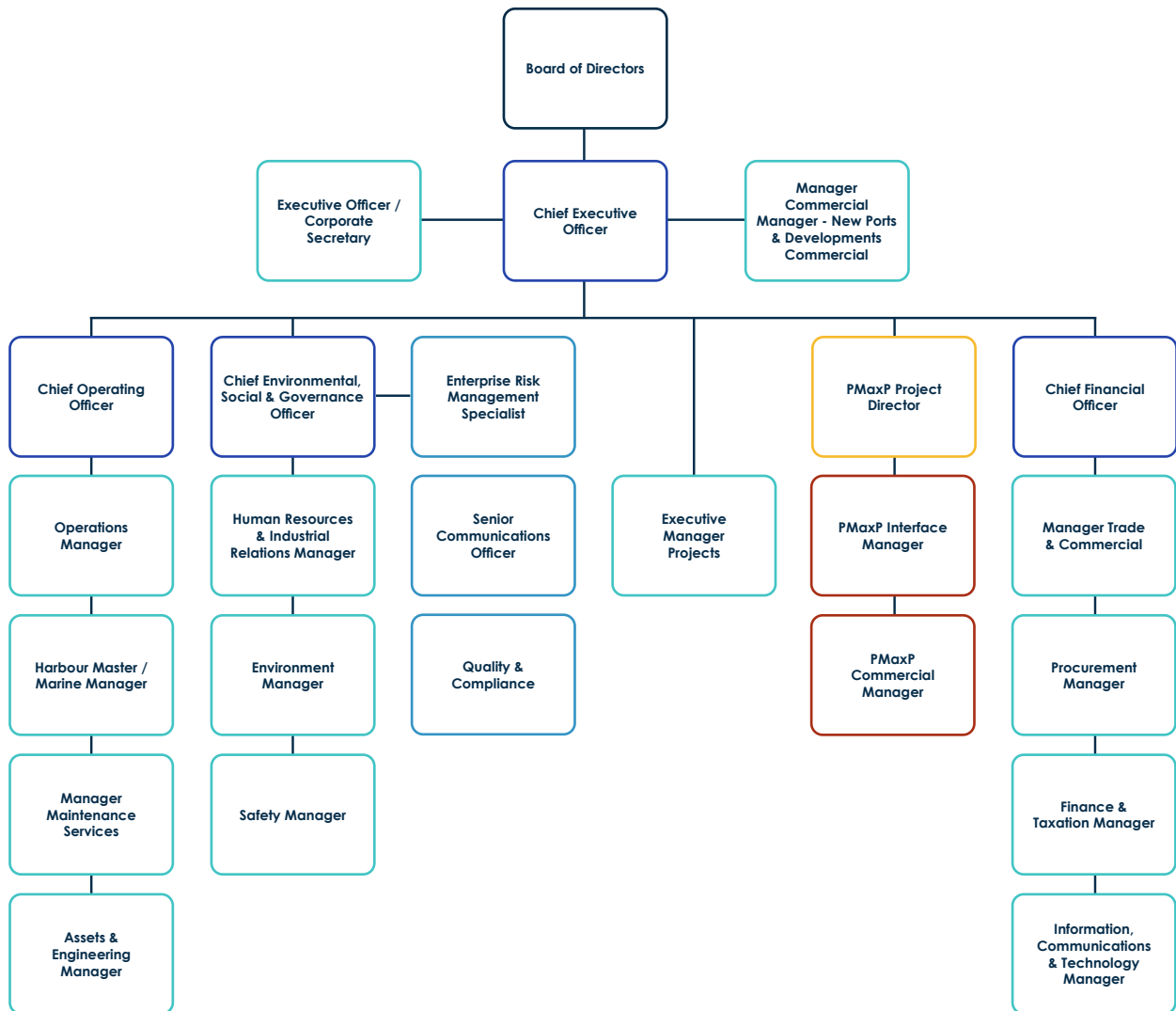
We bring the right people together to get the best result.

4.0

Our Business and Structure

Mid West Ports provides an essential service, connecting regional Australia to national and international markets as a specialist port catering to boutique and diverse operations. Located in Geraldton, 420km north of Perth, the gateway to northern Western Australia, Mid West Ports is established under *the Port Authorities Act 1999 (WA)* and is a Government Trading Enterprise with the Government of Western Australia being its sole shareholder.

An independent Board of Directors appointed by and responsible to the Minister for Ports, governs Mid West Ports overseeing the strategic direction and achievement of the authority. The CEO is responsible for the day to management of the operations, employs 165 people and has a base of 27 volunteers.



Mid West Ports Authority is governed by the Board of Directors appointed by the Minister for Ports. Mid West Ports controls operations at ports throughout the Mid West to facilitate growth and trade for the economic benefit of the State. Mid West Ports is responsible for the safe, secure, efficient and environmentally friendly operation of the ports.

MWPA Board
 Executive Team
 Leadership Team
 Current Positions
 New/Vacant Position
 Externally Contracted

5.0

Operations

Mid West Ports plays a key role in the local community, connecting regional Western Australia to the world. Located 420km north of Perth, in Geraldton, Western Australia, Mid West Ports operates as a Government Trading Enterprise (GTE). Its mission is to create a sustainable gateway for trade and tourism, supporting the Mid West region and the state's economy.

Mid West Ports provides vital port services that help local businesses reach national and international markets. Its focus is on safety, customer satisfaction and environmentally friendly operations. It handles a variety of cargo types, from iron ore and grain to industrial minerals and fuels.

The Port Maximisation Project (PMaxP) is currently being implemented to keep up with growing demand, preparing for increased activity over the next decade, with the development of major infrastructure enabling projects including the development of a new berth and a truck unloader.

The organisation manages seven commercial berths and various marine assets, which are essential for services such as vessel berthing, cargo handling operations, exports, imports, and cruise ship visits.

Mid West Ports also operates a four-track Rail Terminal, one track is privately owned, and the Port maintains the other three tracks, thereby providing a critical supply chain pathway. These services ensure the seamless and efficient movement of goods, supporting both local industries and the broader regional economy.

Mid West Ports owns the environmental licence for the Port of Geraldton holding the organisation accountable for environmental influence resulting from its operations. The Cooperative Bulk Handling (CBH) grain terminal is excluded from this licence; however, the Port works collaboratively with CBH in monitoring its operations.

Uniquely, Mid West Ports also manages Geraldton's Fishing Boat Harbour (FBH), a hub for the region's largest fishing industry, particularly the western rock lobster. The harbour provides mooring facilities, waste disposal, utilities and security services, supporting local fishermen, tourism operations and the boatbuilding and mining support industries.

Mid West Ports' responsibility extends over 83 hectares within the Port of Geraldton and an additional 6.9 hectares of leased land. Overseeing land use planning and lease areas to private sectors. In addition, 200 hectares of land is reserved for a future deep-water port at Oakajee.

In recent years, Mid West Ports has seen a rise in customer confidence, particularly in green energy and minerals. This projected growth will increase trade throughput and bring economic benefits to the region. The organisation is committed to boosting regional development by focusing on local procurement opportunities and strategic supplier relationships.

Mid West Ports continues to support cruise tourism in the region by providing port transit services, benefiting the local community.

Dedicated to giving back to the community, Mid West Ports supports local initiatives through grants and sponsorships, partnerships and events. In 2023/24, it continued its Reconciliation Action Plan journey, demonstrating its commitment to community cohesion.

Maintaining a secure port is crucial for safety and uninterrupted trade. Mid West Ports ensures the safe and efficient operation of the port through a combination of rigorous safety protocols, advanced technology and continuous staff training. The implementation of strict safety measures and regular review of procedures, minimises risks associated with port activities.

Ongoing employee training programs and simulated emergency response exercises ensure that the organisation adheres to all safety standards and maintains its ability to respond to any potential incidents. These comprehensive efforts enable the port to operate smoothly, safeguarding both people and assets while maintaining high productivity levels.

Mid West Ports is more than just a port operator; it is a vital part of the local fabric, contributing to the local economy and supporting regional development. Looking forward with optimism, it aims to strengthen connections between the Mid West region and the world.

6.0

Supply Chain

Mid West Ports procures good and services across several categories, including:



Port infrastructure



Industrial equipment and fleet



Facilities services



Business advisory services



Technology and data management

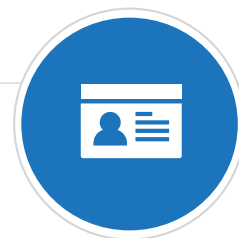
The contractual arrangements we have with our suppliers vary due to the wide range of goods and services procured across the business. The main types identified are:



One-off, short-term
procurement activities



Longer-term
contracts



Service provider
licences

Mid West Ports does acknowledge that even though a supplier may be based in Australia they may source goods and commodities from overseas.

7.0

Modern Slavery Risks

A Social Issues Risk Assessment including Modern Slavery was undertaken in 2023 and updated for the reporting period. The purpose of the Risk Assessment was to identify how Mid West Ports may contribute to, or be directly linked to modern slavery practices through our operations and supply chain.

The following risks were identified relating to Modern Slavery:



8.0

Actions Taken to Assess and Address Modern Slavery Risks

The reporting period was used to identify and progress actions to address the identified modern slavery risks in our operations and supply chains, including:



Seafarers:

Although vessel crews and the changeover of crews are not within Mid West Ports' responsibility, as standard practice, we report on ship crew movements and requests for medical assistance as required.

We work closely with the Geraldton Mission to Seafarers, supporting the provision of seafarer facilities and Internet for all vessels visiting our ports enabling seafarers to connect with friends, family, loved ones.

Mid West Ports provides a grievance mechanism through our website, that enables any grievances, issues or complaints to be managed.

As part of the process, Mid West Ports Authority is committed to working closely with the relevant authorities to assist in any alleged human rights infringement investigations, and support port users and proponents if modern slavery practices occur and assistance with the remediation process is needed.

A draft Human Rights Policy has been prepared for approval by Mid West Ports Board as part of addressing Modern Slavery risks.



Procurement:

As a service provider, Mid West Ports enters relationships (commercial and other) with a wide variety interested parties, such as external suppliers of goods and/or services, contractors, agents, customers, and others. Mid West Ports progressively, and continually, reviews its understanding and oversight of its goods and/or services providers, and their respective supply chains. Mid West Ports is progressing actions to address modern slavery risks in our procurement practices. A draft Supplier Code of Conduct has been prepared for approval and implementation.



Climate Change:

A climate change risk assessment undertaken by Mid West Ports identified risks and opportunities which led to the development a Net Zero Plan with actions assigned. Such as a vehicle replacement program, green energy, and other actions for implementation.



Workforce:

Mid West Ports is currently reviewing its recruitment and employment and industrial relations processes with appropriate policies, systems and procedures for engaging recruitment agencies and employing people are in place, ensuring that people are recruited honestly, and their work conditions are appropriate as well as their hours and pay.

Mid West Ports plans to provide modern slavery training across the organisation to create awareness and an understanding of our activities that could be linked to human rights violations. To ensure ongoing training, a Modern Slavery Training Module will be developed as minimum training requirements managed through the Learning Management System. All employees will be required to complete the training within 3 months of role commencement, with refresher training every two years.



Stakeholders:

Mid West Ports will undertake further work to understand the risks and actions with stakeholders in relation modern slavery.

Assessing the effectiveness of our actions

Mid West Ports will continue to review implementation and outcomes against actions alongside reviewing the risks of Modern Slavery within operations and supply chain as part of its Governance procedures, with quarterly reporting to the Audit, Risk and Governance Committee.

Consultation process

During the reporting period, the ESG working group, including the Chief ESG Officer, representatives from Risk, Quality, Safety, Environment and HR teams meet to discuss ESG outcomes including Modern Slavery.



9.0

Other Relevant Information

Complaints management:

Mid West Ports has an extensive feedback management process 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). Feedback is managed through an online system, with management including responding effectively and quickly to stakeholder and public concerns. Although Mid West Ports does provide feedback back to the party who raised any concerns, complaints can be made anonymously.

Ongoing commitment:

The Board and Executive of Mid West Ports is committed to addressing modern slavery and if made aware of any allegations of cases where seafarers are subjected to modern slavery, we will work with appropriate parties to address those cases

and any identified modern slavery within our supply chains we will cease using those suppliers.

Modern Slavery Act 2018 (Cth)

This modern slavery statement is signed by a responsible member of Mid West Ports Authority.

Noel Hart
Chair

Damian Tully
CEO

Administration

Document Custodian:	Chief ESG Officer
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