

TasPorts

MODERN SLAVERY STATEMENT

Financial Year 2024-25

OUR STRUCTURE

Tasmanian Ports Corporation Pty Ltd (ACN 114 161 938) (TasPorts) was established pursuant to the Tasmanian Ports Corporation Act 2005 and is wholly owned by the Tasmanian Government. TasPorts is a large proprietary company, responsible for eleven Tasmanian ports and the Devonport Airport. Over 99% of Tasmania's freight transits through these ports each year.

TasPorts' registered office is 90 Willis Street, Launceston in Tasmania 7250. TasPorts, Devonport Cradle Coast Airport and Capital Quarantine Services are business names registered to TasPorts.

TasPorts' wholly owned subsidiary company, Bass Island Line Pty Ltd (ACN 617 438 847) (**BIL**), operates the King Island shipping service. Bass Island Line is a registered business name of BIL.

King Island Ports Corporation Proprietary Limited (ACN 078 720 153) (**KIP**) is a wholly owned subsidiary of TasPorts. KIP's registered office is located at 285 Grassy Harbour Road, Grassy. KIP owns land at King Island but is otherwise a non-operating entity.

Similarly, Flinders Island Ports Company Pty Ltd (ACN 079 544 399) (**FIP**) is a wholly owned subsidiary of TasPorts. FIP's registered office is located at 48 Formby Road, Devonport. FIP is a non-operating entity.

A single consolidated description of TasPorts', BIL's, KIP's and FIP's actions to address modern slavery risks has been prepared on the basis that:

- TasPorts' employees manage the operations of BIL, KIP and FIP;
- TasPorts' policies and procedures also apply to BIL, KIP and FIP;
- TasPorts' Board of directors is the same as BIL's Board (as at 30 June 2025);
- TasPorts' Chief Executive Officer is the director of KIP and FIP. TasPorts' General Counsel/Company Secretary is also KIP's, FIP's and BIL's Company Secretary.

Accordingly, references in this statement to TasPorts include a reference to all of TasPorts' subsidiaries.

Southern Export Terminals Pty Ltd (ACN 616 370 775) (SET) is a joint venture company with 50% of its shares held by TasPorts and 50% of its shares held by Qube Ports Pty Ltd (ACN 123 021 492) (Qube Ports). SET operates a log export terminal at the Port of Hobart. TasPorts does not control SET and SET does not need to prepare its own Statement. However, TasPorts has reported on SET's operations and supply chains in this statement.

Consistent with TasPorts values of Care, Together and Share, TasPorts has a strong commitment to social responsibility. In formulating and delivering our business strategy we take into account our responsibility to the community, environment, our people, clients, suppliers and contractors.

This statement describes the actions by TasPorts to address modern slavery risks in our operations and supply chains during the financial year ending 30 June 2025.

TasPorts

OUR OPERATIONS AND SUPPLY CHAINS



OUR OPERATIONS

TasPorts is a vertically integrated organisation, providing a diverse range of operations and services around Tasmania. These include:

- provision and maintenance of essential port infrastructure, including berths, channels, wharves and landside assets;
- delivery of vital marine services around Tasmania, including pilotage, towage and vessel traffic services;
- supply of floating plant and equipment for marine engineering projects, construction and coastal haulage;
- provision of slipway and refuelling facilities;
- maintenance of community-use waterfront assets at Sullivans Cove, Stanley, Inspection Head and on King and Flinders Islands;
- ownership and operation of Devonport Airport;
- ownership and operation of the Burnie Chip Export Terminal;
- performing specific regulatory functions within port areas on behalf of Marine and Safety Tasmania and the Crown under a Deed of Agreement; and
- leasing its portfolio of land across the various ports and airport to a variety of tenants for various uses such as stevedoring, port related operations, community events, etc.

BIL

BIL provides a safe and reliable shipping service between Devonport and Grassy on King Island using the vessel *John Duigan*.

For cargo to/from Melbourne, BIL presently offers a transhipment service via Devonport utilising a Tasmanian owned company with a history of providing Bass Strait shipping services.

BIL commenced operations in April 2017 and caters for the carriage of containerised freight, break-bulk / out-of-gauge cargo, ISO Tanks, vehicle mobile units and livestock trailers.

SET

Through a joint venture with Qube Ports, SET operate a log export business at the Port of Hobart. SET commenced operating in January 2017.

TasPorts' main contribution to the joint venture is the provision of management, land, administrative services and port infrastructure.

Qube Ports is engaged as a subcontractor in relation to provision of services, including:

- Marshalling Services such as truck receival at the port, unloading of trucks at the port, log scaling and inventory management and load out of trucks to the vessel.
- Stevedoring services including loading of logs from trucks on to the vessel, lifting equipment and equipment for stowing of logs on the vessel.

Some of this work may be considered base skilled labour and at times casuals are also utilised.

OUR SUPPLY CHAINS

The main types of goods and services TasPorts procures fall within the following categories:

- **Infrastructure Projects** - design and engineering services, project management, construction.
- **Repair and Maintenance of Infrastructure and Assets** - vehicle maintenance, vessel repair and maintenance, wharf and infrastructure repair and maintenance, parts relating to maintaining, repairing and overhauling TasPorts' assets.
- **Utilities** - supply of electricity, gas, water, fuel and removal of waste.
- **Business Services** - business consultancy, IT equipment and software services, legal services, security services (berthing cruise ships, airport) and cleaning services.
- **Labour Hire** - for Burnie Chip Export Terminal and operations crew.
- **Port Equipment** - marine equipment and personal protective equipment (PPE).
- **Insurance.**

As at 30 June 2025, TasPorts had just under 340 employees, with 275 of these employees being full time, 31 part time and 32 casual. TasPorts had 54 contractors under labour hire agreements.



SET

SET has only a few suppliers as most supplies are incurred by the relevant joint venture parties to which the costs relate and as such most are captured by either TasPorts' or Qube Ports' supply chain analysis.

Qube Ports report on its supply chain and operations through its holding company's Modern Slavery Statement.

MODERN SLAVERY RISKS

EMPLOYMENT

TasPorts' senior management oversees all employment contracting which is conducted in accordance with all laws and awards. All employees' terms and conditions of employment are governed either by a contract of employment or an industrial instrument and are all paid above minimum wage.

TasPorts has an employee Code of Conduct and a Respectful Workplace Behaviours Policy that provides a framework for making decisions and engaging in behaviours that are ethical and appropriate. TasPorts' Whistleblowing Policy and Public Interest Disclosure Policy and Procedures aim to encourage employees to report wrongdoings by TasPorts by protecting those who make a disclosure from detrimental action. In this reporting period, TasPorts introduced a Grievance Policy and Procedure to provide guidance for employees on how TasPorts manages grievances, concerns, and complaints within the principles of procedural fairness.

Through its due diligence process TasPorts identified that it did not have supervision of third-party workforce terms and conditions of employment and noted this issue for review and improvement in future reporting years.

TasPorts has since issued supplier self-assessment surveys to several of its third-party labour hire providers that together supply the majority of TasPorts' labour hire to enable TasPorts to conduct a more thorough analysis of the modern slavery risk of these higher-risk suppliers.

TasPorts' labour hire providers did not provide TasPorts with labour in any of the four main high-risk categories.

TasPorts' largest third-party workforce provider advised that it did not have its own modern slavery policies in place, but did agree to comply with TasPorts' Modern Slavery Policy. This supplier indicated that they do not use any migrant or seasonal workers, and all employees are provided with written contracts in a language they understand. Further, the labour provided by this provider involves skilled labour.

Of the providers that returned surveys, the majority provided training to their staff on modern slavery as well as having formal grievance policies and procedures for workers to make complaints in relation to their work.

In the next reporting period, TasPorts will focus on ensuring labour hire personnel have completed compliance training, which includes modern slavery training, if they have not undertaken their own compliance training on each topic within the previous 12 months. This is a critical measure to evidence TasPorts is taking structured, preventative steps to meet our duties. The training will also align expectations reinforcing a culture of safety, respect, and integrity where everyone understands what is expected.

Despite the labour hire risk, TasPorts considers its risk of modern slavery practices within its workforce as low, as most of TasPorts' labour hire involves Tasmanian based skilled labour which reduces the risk of modern slavery in this area.

PROVISION AND DELIVERY OF SERVICES

TasPorts recognises that maritime ports are a potential entry point into Australia for trafficking of persons. However, TasPorts has comprehensive security control measures established to mitigate the risk of organised crime and criminal activities of such a nature in its ports and maintains strong working relationships with Border Protection Agencies.

TasPorts considers the occurrence of human trafficking occurring at its ports to be a low risk.

TasPorts also acknowledges that it is a known issue that crews on some vessels from other jurisdictions using a port may be forced to work in sub-standard conditions onboard vessels. TasPorts is aware of the Maritime Labour Conventions and encourages its employees to raise concerns in relation to the welfare of seafarers onboard the vessels, complaints made to them whilst onboard or whilst at the port and to report these incidents to the Australian Maritime Safety Authority (**AMSA**).

TasPorts runs a Port Welfare Committee which members include a number of port users and AMSA. The aim of the committee is to improve the welfare of seafarers at our ports.



SPONSORSHIP AND INDUSTRY SUPPORT ACTIVITIES

TasPorts supports local organisations, community events and projects that enhance marine safety, protect Tasmania's maritime heritage and environments, and contribute to the State's social and economic wellbeing.

Launched in early 2025, the Industry Support Program strengthens this commitment by addressing key challenges raised by Tasmanian industry bodies, with a focus on education, training and workforce development.

TasPorts also partners with an organisation supporting seafarer welfare across all major ports. Together, we improve oversight of seafarer treatment and help connect crews with essential support services, acknowledging the significant global challenges faced by seafarers today.

SUPPLY CHAINS

TasPorts paid 1,109 suppliers in the 2024/2025 reporting period. The majority of these suppliers are Tasmanian based and the remainder (excluding 15 suppliers) are Australian based suppliers (see chart below).

The 15 suppliers based outside of Australia involved:

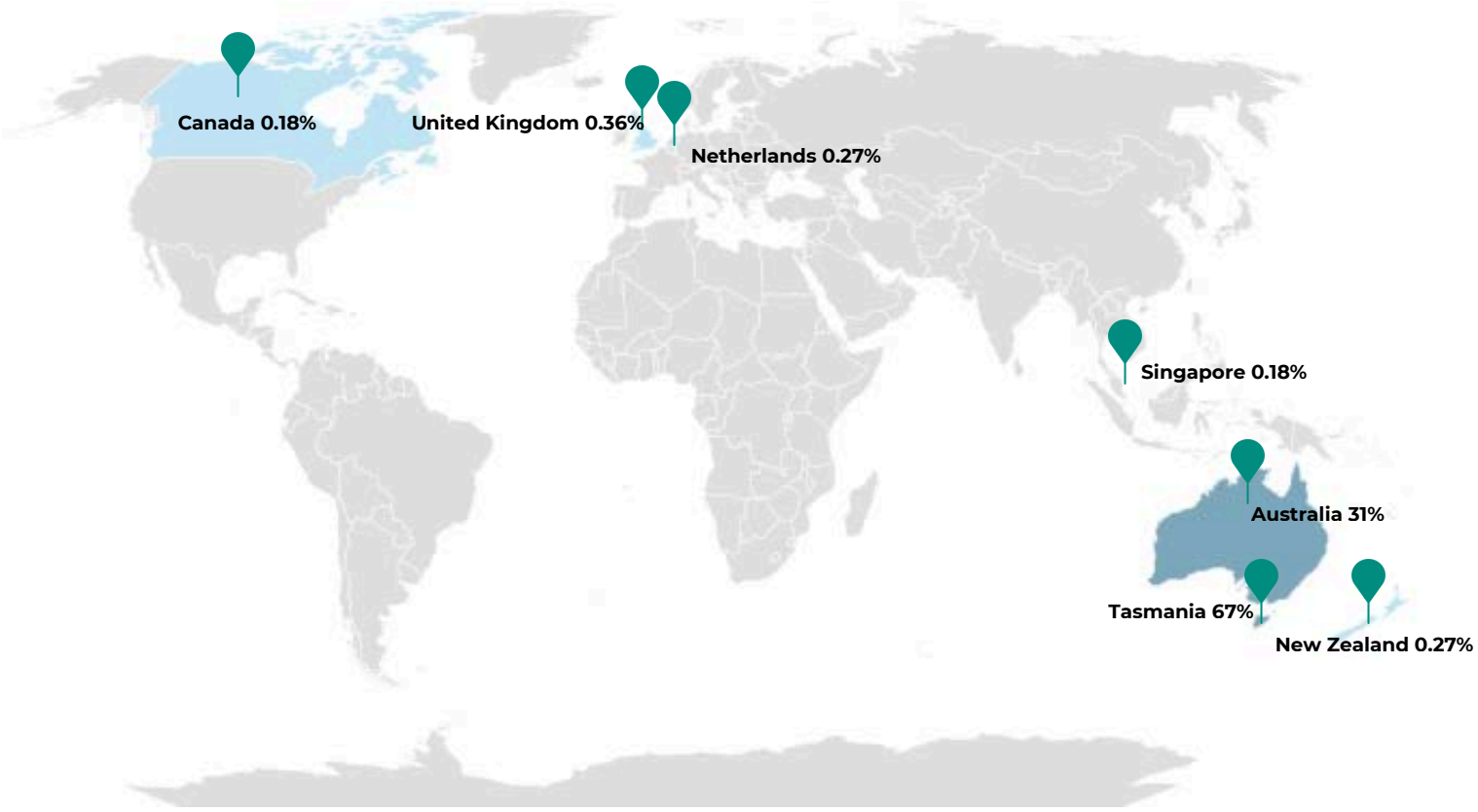
- 4 companies based in the United Kingdom;
- 3 companies based in the Netherlands;
- 1 company based in Norway;
- 2 company based in Singapore;
- 3 companies based in New Zealand; and
- 2 companies based in Canada.

Of the suppliers identified as being based overseas, TasPorts has assessed them as low risk due to the locations and the political, socio-economic and legal factors which are present in these countries which reduce the prevalence of modern slavery. Further, the goods and services purchased from these suppliers are within industries that are also lower risk involving skilled labour.

As a result of the supply-based risk assessment that was undertaken for Tas Ports in the financial year ending 30 June 2020 and Tas Ports' review of its new suppliers .

TasPorts was able to identify aspects of its supply chains and operations as posing the highest risks in relation to modern slavery.

The vast majority of agreements with our suppliers are project specific, short term arrangements. However, a large proportion of the agreements we enter into are with previously engaged suppliers.



SUPPLY CHAINS

TasPorts has identified the following areas of its supply chain as being at a higher risk to modern slavery practices:

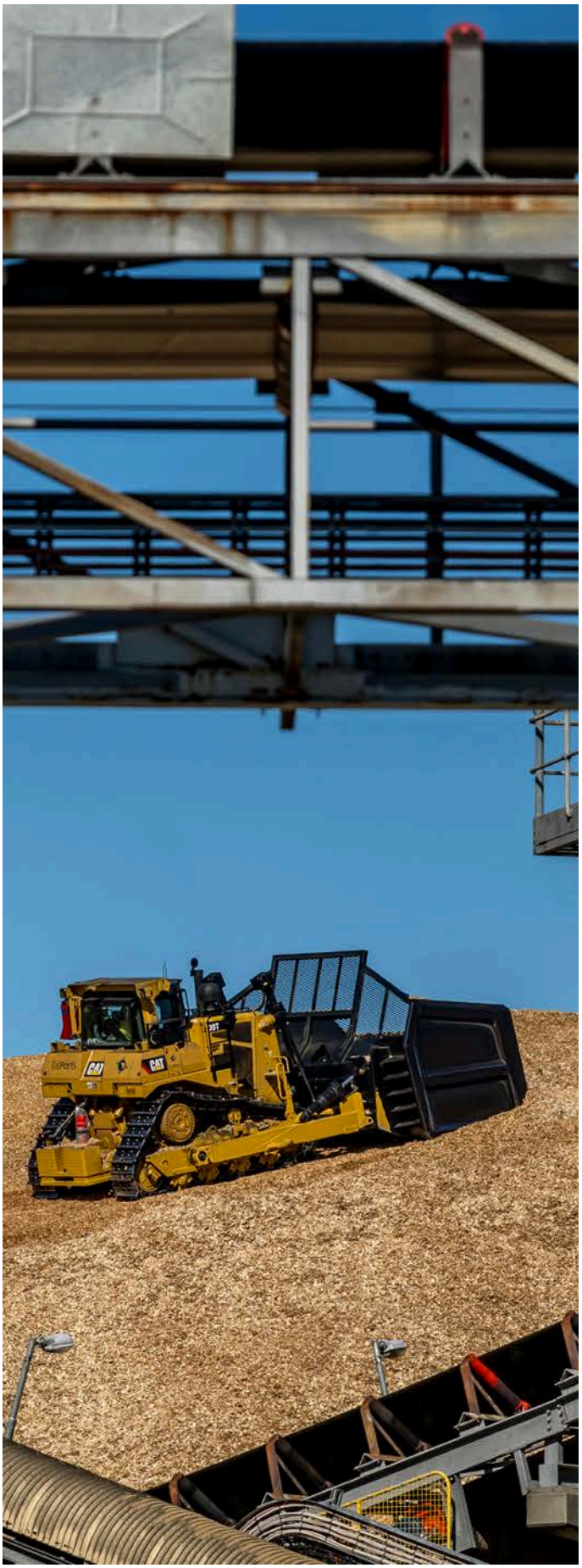
- maintenance, security and cleaning service providers due to the nature of the industry and lack of oversight of the terms and conditions of employment:
- purchase of
  - PPE;
  - parts of infrastructure projects;
  - IT equipment,

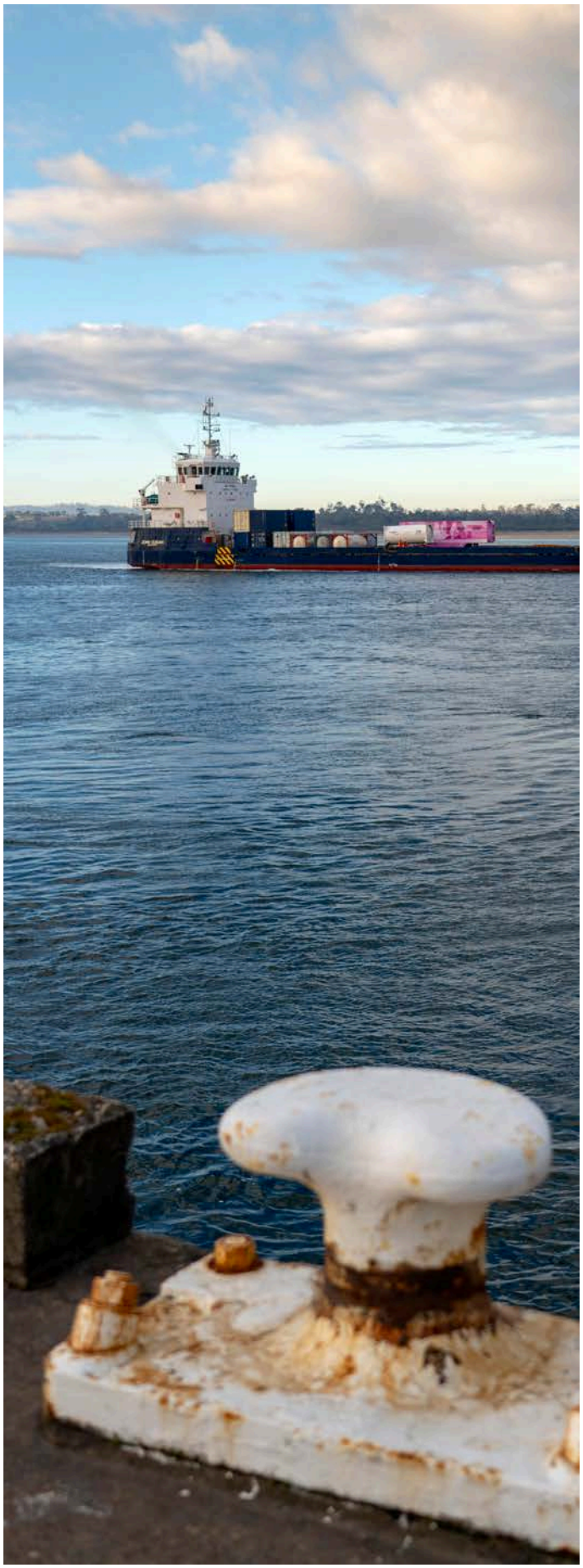
  due to the likely location of the manufacturing of these products;
- contractors on visas, as their dependency on employers for visa status, limited knowledge of rights, and fear of deportation make them vulnerable to exploitation and coercion;
- purchase of catering due to the nature of the sourcing of suppliers from the agriculture industry.

Despite these higher risk categories, TasPorts' suppliers were generally considered to be relatively low risk considering they are largely based within Australia.

However, TasPorts acknowledges that some of its direct suppliers may have suppliers that source products from overseas which poses a risk of modern slavery practices which may be difficult to address.

TasPorts is committed to working with our direct suppliers to identify and address this risk. It is intended that the policies and procedures we have implemented to help combat modern slavery may assist us in influencing further down our supply chain. For instance, our Supplier Code of Conduct requires our direct suppliers to encourage their suppliers to adhere to our Supplier Code of Conduct.





BIL

BIL paid 20 suppliers in the 2024/2025 reporting period. Most of BIL's suppliers were Tasmanian based with the remainder being Australian based.

TasPorts considers the main risk of modern slavery in BIL's operations and supply chains to be in relation to:

- the purchase of parts for the *John Duigan* which although purchased from Australian suppliers may be manufactured overseas; and
- the operation of its vessel which is contracted to a third party who employs an all Australian crew under an enterprise agreement. Further, all crew are required to obtain a Maritime Security Identification Card which includes an accredited background check from AusCheck to have access to a secure port facility.

SET

SET paid 7 suppliers in the 2024-2025 reporting period, all of which were Australian based. Two suppliers were regulatory bodies.

SET's highest risk suppliers are two waste management service providers. TasPorts issued a supplier survey to this service provided .

The service provider indicated that its employees were all provided with a contract of employment upon commencement and have access to their application enterprise or modern award. The service provider advised that it is required to prepare a Modern Slavery Statement, that it maps its supply chain and that it provides training to its employees on modern slavery.

TasPorts

ACTIONS TO CONTROL RISKS



ACTIONS TO CONTROL / ASSESS / ADDRESS THESE RISKS

ASSESSMENT OF SUPPLIERS

TasPorts' assessment of its supply chain and identification of the higher risk industries has enabled TasPorts to prioritise its due diligence processes. In the reporting year, TasPorts has continued to issue supplier self-assessment surveys to a selection of these high-risk categories.

The survey was designed to assess our suppliers' policies and practices on modern slavery to assist in the assessment of the likelihood of modern slavery practices occurring within particular suppliers' operations.

To date a third of these surveys have been returned. TasPorts acknowledges the importance of improving engagement and will look to implement initiatives in the next reporting period to increase the response rate to these surveys (including additional prompts and reminders and exploring digital tools to make the process more accessible). The main issues from these surveys are summarised in the following column.

Only 40% of suppliers provided details of their suppliers. The details were generally limited which reduced TasPorts' ability to assess its second and third tier suppliers.

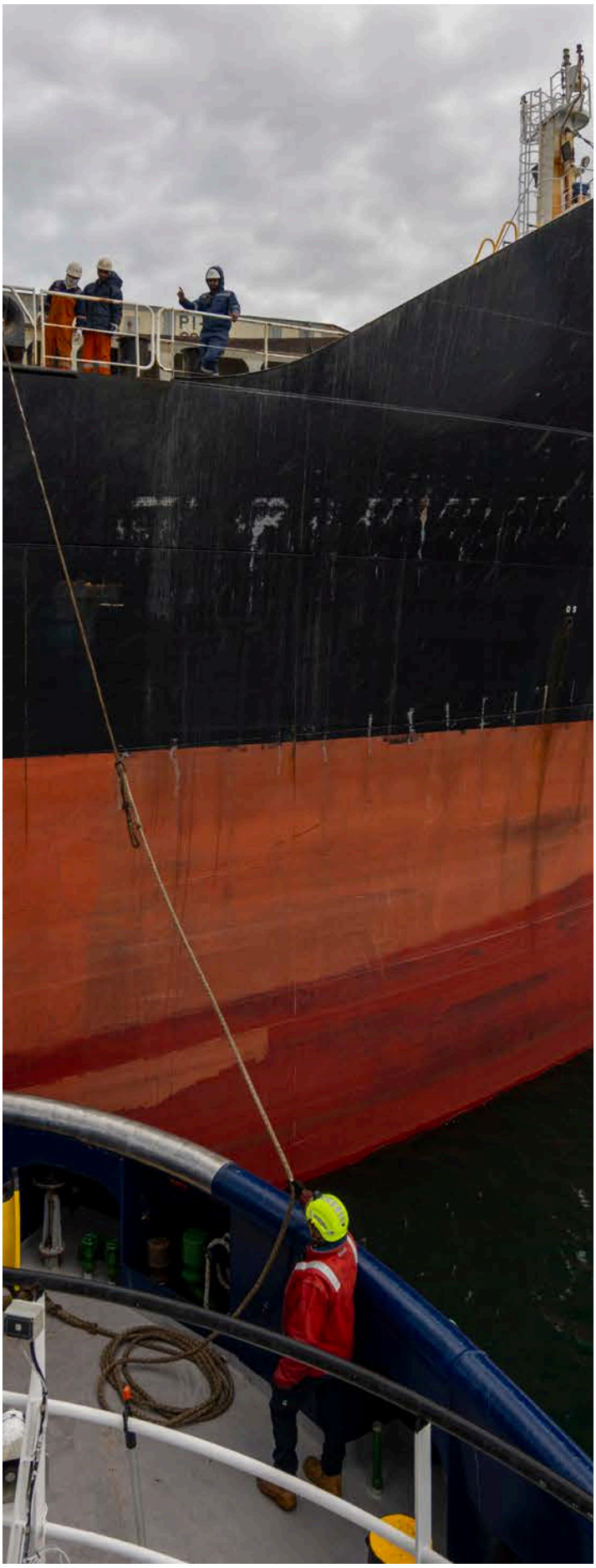
TasPorts' main PPE supplier has in previous reporting periods provided a list of where their supplies are sourced from which was largely from Asia.

This supplier confirmed that:

- their Tier One suppliers are required to confirm compliance with their ethical sourcing policy;
- that they conduct on-site audits with their suppliers;
- it holds a Certificate of Accreditation from Ethical Clothing Australia (which is an initiative aimed at assisting local textile, clothing and footwear businesses to ensure that Australian workers making their products receive their legal minimum wages and entitlements and are working in safe conditions.



- Based on the surveys returned by TasPorts' suppliers at the end of the reporting period.



TasPorts followed up with suppliers that did not return their surveys in the 2021-2022 financial year and to date, only two remain outstanding. In the next reporting period TasPorts will follow up the outstanding survey responses from this financial year together with those suppliers that returned surveys with unsatisfactory answers and continue to increase the number of surveys it issues to companies it identifies as having a potential modern slavery risk within its operations or supply chains.

Depending on the results of the survey, or if repeated attempts to obtain answers to the survey go unanswered, TasPorts will consider taking steps to terminate the relationship and if necessary, raise the issue with the appropriate authorities.

TasPorts' Vendor Form includes questions to assist with identifying new suppliers that may be at a higher risk of Modern Slavery practices in their organisation or supply chain. Depending on these answers, TasPorts will consider whether further due diligence is required on that supplier or whether not to engage with that supplier.

During the last reporting period, TasPorts engaged a new security service provider. The selected supplier offered a comprehensive breakdown of its hourly rates. This transparency reassured TasPorts that the supplier's workforce is appropriately compensated for their services.

Going forward, TasPorts intends to require similar rate breakdowns in contracts for higher-risk industries, ensuring that suppliers allocate sufficient resources to fairly remunerate their employees and reduce the risk of modern slavery in TasPorts' supply chains.

TasPorts is in the process of strengthening its procurement processes by incorporating modern slavery considerations into supplier evaluations. By the end of the next reporting period, it is intended that most Requests for Quotation Tender or Proposal include a dedicated schedule addressing modern slavery risks.

The detail required from tenderers will be dependent on the modern slavery risks associated with the proposed procurement. The schedule will form part of the evaluation criteria, ensuring that prospective suppliers demonstrate their commitment to identifying, managing, and mitigating modern slavery risks within their operations and supply chains.

WORKING GROUP

TasPorts' Modern Slavery Working Group which comprises representatives from various business departments, including finance, procurement, legal, communications, human resources and the Harbour Master's Office, ensuring a broad range of expertise and perspectives, met throughout this reporting period.

Key objectives of the group include:

- facilitate knowledge and experience sharing;
- promoting a unified, company-wide approach to modern slavery risk management;
- enhancing awareness of modern slavery across the organisation;
- evaluating the effectiveness of implemented actions.

The Working Group has continued identifying actions to improve TasPorts' response to Modern Slavery in its operations and supply chains.

These actions include:

- requesting pilots log any suspected Modern Slavery incidents in TasPorts' incident reporting system to ensure records are kept;
- issuing supplier surveys to key labour hire providers; and
- engaging in awareness activities such as viewing and discussing a documentary on the modern slavery impacts associated with battery production for electric vehicles.

The Working Group convened 3 times during this reporting period and is accountable to the General Counsel and Company Secretary.

UPDATED AGREEMENTS

TasPorts has updated its various supplier contracts to include a modern slavery clause requiring the supplier comply with our Supplier Code of Conduct, and notes that a material breach of the Supplier Code of Conduct will be considered a material breach of the relevant agreement. Suppliers are also required to warrant that they have not been convicted of any offence involving modern slavery.

TasPorts has negotiated the inclusion of a modern slavery clause into with its joint venture partner's Logistics Services Agreement between Qube Ports and SET, and also into its most recently negotiated customer contract, to mitigate the risk of modern slavery in SET's operations and supply chains.

The use of TasPorts' various ports is conditional on port users complying with TasPorts' Standard Terms and Conditions of Port Access which are available on TasPorts' website. These terms include a modern slavery clause enabling TasPorts to reject an application, or withdraw permission to access, its ports if it becomes aware of any contravention of modern slavery legislation by the owner, charterer and/or manager of the vessel unless they are able to demonstrate to TasPorts that the contravention has been remedied.

TasPorts has included a modern slavery clause in its lease of land at its various ports, as this was identified as a higher risk area due to the proximity of the location to the port. TasPorts has provided a number of its prospective tenants with information about modern slavery and the reason for the inclusion of the clause.



POLICIES AND PROCEDURES

TasPorts has a Modern Slavery Policy which applies to the entire organisation (including contractors engaged and undertaking work on behalf of TasPorts). The policy aims to eradicate modern slavery risks and provide information and guidance to our employees on how to recognise and deal with modern slavery issues.

TasPorts also has a Supplier Code of Conduct which prescribes a set of minimum standards for doing business with TasPorts and is available on its website at www.tasports.com.au/corporate.

The Supplier Code of Conduct enables TasPorts to check compliance with the requirements of the Supplier Code of Conduct and encourages its Suppliers to implement their own binding guidelines for ethical behaviour.

TasPorts has a number of other policies and procedures which are aimed at combating wrongdoing which will also have the effect of mitigating the risks of modern slavery within its operations and supply chains including:

- Whistleblower Policy;
- Fraud and Corruption Policy;
- Fraud and Corruption Procedure;
- Gifts, Benefits and Hospitality Policy;
- Public Interest Disclosure Policy and Procedure; and
- Conflicts of Interest Policy.

TasPorts' Whistleblowing Policy provides an avenue for past and present employees or any other person to anonymously report any wrongdoings including any concerns that they may have in relation to modern slavery. All reports of modern slavery would be fully investigated.

TasPorts' policies are available on its intranet and the Whistleblower Policy is available on the website.

In the next reporting period, TasPorts has arranged training for its employees and a number of its contractors on each of the policies set out above.

TRAINING

TasPorts has raised awareness within its business in relation to modern slavery by providing updates about the commencement of TasPorts' Modern Slavery Policy, Supplier Code of Conduct and the modern slavery clauses included in its various agreements. TasPorts has released articles and a training video on its intranet for all employees to view. This training video is still available on TasPorts' intranet.

Additional in person training with a port specific focus (including a list of potential signs of Modern Slavery on Vessels as well as how to report concerns about Modern Slavery on vessels) was included as part of TasPorts' HR & Governance Roadshow held in the last reporting year. TasPorts required all of its employees to attend the Roadshow training in person or watch a video of it and a record of attendance has been kept.

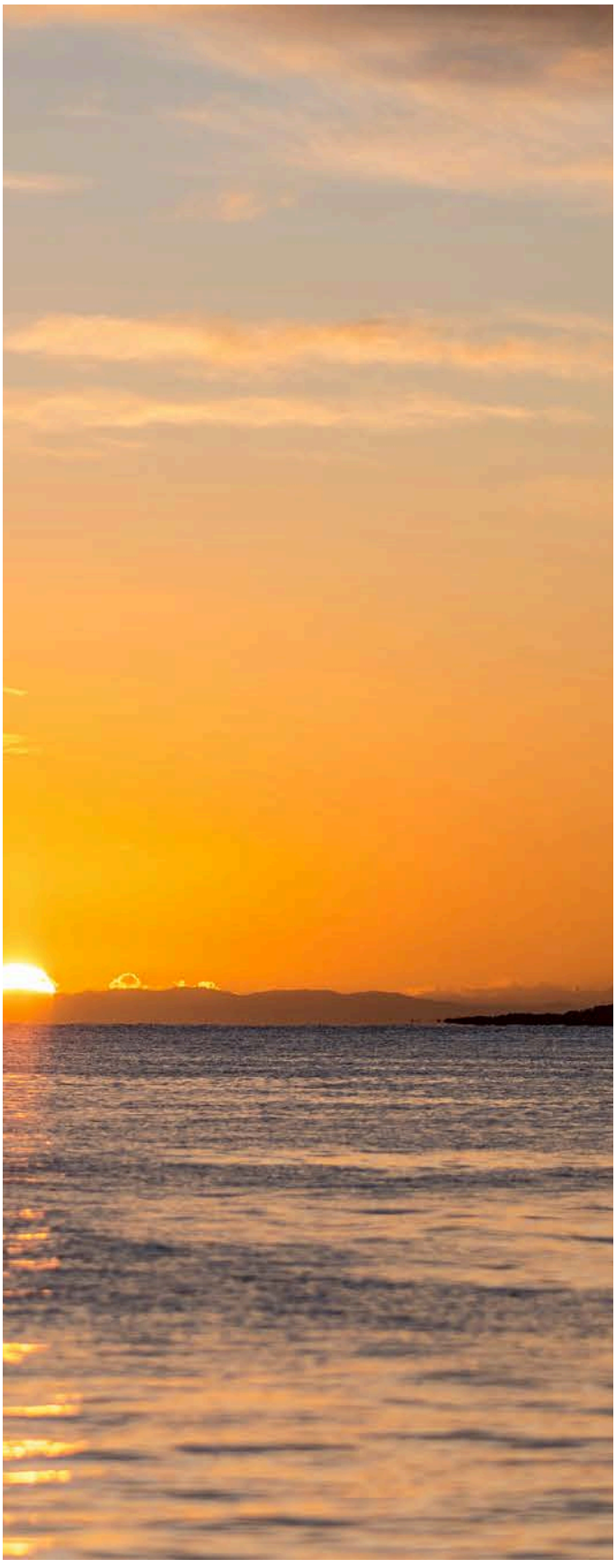
TasPorts recognises its ports are a potential entry point into Australia for trafficking people and that crews on board some vessels using its ports may be forced to work in sub-standard conditions. Considering this increased risk onboard vessels, TasPorts has ensured that all of its pilots have now viewed both the training video and also participated in the Roadshow training. TasPorts' Harbour Master has requested TasPorts' marine pilots report suspected incidents of Modern Slavery on board vessels in its incident managements system to ensure that incidents are followed up and records kept.

In this reporting period, TasPorts provided additional training for all employees and some contractors via a third party provider, to assist with identifying risks of modern in our operations and supply chains. This training requires employees complete a learning check throughout and at the end of the training. The course requires a set pass rate of 80% in order to obtain a certificate of completion.

As at 30 June 2025, 85% of employees had successfully completed the training. Employees that did not complete the training by 30 June 2025 will be followed up in the next reporting period. New employees are enrolled in this training and are required to complete it within the first month on commencing with TasPorts.



EFFECTIVENESS OF ACTIONS



TasPorts' Board has overall responsibility for ensuring that all those under its control comply with its Modern Slavery Policy.

The General Counsel/Company Secretary has primary and day-to-day responsibility for implementing TasPorts' Modern Slavery Policy, and for monitoring its use and effectiveness. The Policy, and TasPorts' internal control systems and procedures, will be subject to regular reviews to provide assurance that they are effective in countering modern slavery.

TasPorts' internal Audit Risk Management Committee (**ARMCo**) approves and reviews TasPorts' policies. The Modern Slavery Policy and Supplier Code of Conduct were reviewed in 2023 and are next scheduled for review in early 2026.

The results of the online compliance training indicate that the training was well understood however, TasPorts will continue to provide refresher training with a particular focus on high risk areas.

TasPorts will also conduct discussions with key employees to gain insights as to whether they believe that the policies, procedures and training are working to combat modern slavery in our operations and supply chains and to identify any risks that have not been addressed.

PROCESS OF CONSULTATION

The Modern Slavery Working Group, senior management from BIL, KIP, FIP and TasPorts were consulted in the preparation of this statement and the Company Secretary of each of TasPorts' subsidiaries is aware of the content of this modern slavery statement.

This statement has been approved by the Board of BIL, KIP and FIP and was endorsed by the Board of TasPorts on 18 December 2025.



Greg McCann
CHAIR



REGISTERED OFFICE

90 Willis Street, Launceston
PO Box 1060, Launceston, 7250

HOBART OFFICE

Level 5, Marine Board Building
1 Franklin Wharf, Hobart
GPO Box 202, Hobart, 7001

PORT OF HOBART

Port Tower Building, Hobart
GPO Box 202, Hobart, 7001

PORT OF BURNIE

Port Road, Burnie
PO Box 216, Burnie, 7320

PORT OF BELL BAY

Mobil Road, Bell Bay
Locked Bag 4
George Town 7253

PORT OF DEVONPORT

48 Formby Road, Devonport
PO Box 478, Devonport, 7310

DEVONPORT AIRPORT

Airport Road, Devonport, 7307

PORT OF STANLEY

Wharf Road, Stanley, 7331

FLINDERS ISLAND

Lady Barron, Flinders Island, 7255

KING ISLAND

285 Grassy Harbour Road,
Grassy, King Island
PO Box 341, Currie, King Island, 7256

TasPorts

TASMANIAN PORTS CORPORATE PTY LTD (TasPorts)

ABN 82 114 161 938
www.tasports.com.au
1300 366 742