

# Modern Slavery Statement and Policy

## INTRODUCTION

Victoria International Container Terminal (VICT) is a world-class automated container terminal operating in Australia, providing a safe, reliable cargo handling service to local and international customers.

VICT recognises the importance of addressing the risks of slavery and human trafficking within its business structure and commits to preventing and combating these risks in all its forms through its procurement supply chains. This Modern Slavery Statement sets out VICT's approach to addressing modern slavery risks and has been prepared in accordance with the requirements of the *Modern Slavery Act, 2018*.

## STRUCTURE AND OPERATIONS

VICT is a subsidiary of International Container Terminal Services Incorporated (ICTSI) - a global terminal operator based in Manila, the Philippines. ICTSI has 32 terminals, operating in 19 countries across 6 continents, that deliver an efficient, sustainable, and safe gateway for customers globally.

VICT is Australia's first fully automated container terminal, located at Webb Dock East in the Port of Melbourne. VICT operates a 35-hectare terminal with an annual capacity of 1,250,000 TEU and an additional 250,000 TEU's on full build. VICT has a straight berth of 660 metres, which can accommodate two large vessels with capacities of up to 8,000-12,500 TEUs at once. VICT will have a quay length of 731 meters at project completion and will be able to handle 2 x 14,000 TEU vessels.

VICT's core operational activity is to provide an end-to-end container service in turnaround time, for imports and exports utilizing state-of-the-art Ship to Shore Cranes (STS), Automatic Stacking cranes (ASC) and Automatic Container Carriers (ACC) and logistic partnerships.

VICT's workforce is comprised of approximately 250 employees, made up of Operational, Engineering and Management staff. Operational employees are covered by the Victoria International Container Terminal Enterprise Agreement, and include Waterside workers who complete the traditional stevedoring tasks, along with Control Room employees who operate the Quay Cranes remotely, using automation. Engineering employees are also covered by their own Enterprise Agreement. Management and administration-based employees are employed in accordance with applicable laws (including the Fair Work Act 2009 (Cth) and the Fair Work Regulations 2009 (Cth), and industry instruments, where relevant.

VICT is dedicated to upholding the highest ethical standards and ensuring that all individuals associated with our operations, including employees, contractors, suppliers, and customers, are treated with respect, dignity, and fairness. We are committed to complying with all applicable laws and regulations related to modern slavery and human trafficking.

## SUPPLY CHAIN

As an international container terminal, VICT has a complex global supply chain that involves various suppliers, contractors, and business partners. The risk of slavery and human trafficking may exist at any stage of our supply chain, including sourcing materials, transportation, and labour, which is why VICT seeks to partner only with suppliers whose ethical principles align with its own.

## ACTIONS TAKEN TO ASSESS AND ADDRESS THE RISK OF MODERN SLAVERY

VICT has established a Supplier Code of Conduct that explicitly prohibits modern slavery in all its form including forced labour, child labour, human trafficking, and debt bondage. The code sets out VICT's minimum requirements and expectations for our suppliers and business partners to ensure they operate in a manner that respects human rights, prevents modern slavery, and promotes fair and ethical practices.

Suppliers are required to develop and maintain their own processes to identify, manage and control relevant risks associated with its operations. These include supply chain risks and risks relating to labour and human rights, health and safety, the environment, business ethics and corporate governance.

To ensure compliance with VICT Supplier Code of Practice, suppliers are expected to:

1. Perform periodic evaluations of their facilities and operations, and the facilities and operations of their subcontractors; and
2. Co-operate openly and honestly with any VICT audit, assessment or review.

In addition, VICT's ability to identify and respond to human rights issues, is heavily reliant on our employees identifying and reporting potential breaches. Therefore it is vital they have a good understanding of what human rights and modern slavery issues through awareness training. This training is provided for procurement staff at induction, and then bi-annual and is mandatory. A grievance policy also exists for employees, customers and our business partners for reporting and addressing any concerns related to modern slavery.

## PERFORMANCE INDICATORS

VICT recognizes the importance of monitoring the effectiveness of its anti-modern slavery processes are, and over the next three (3) years will actively focus on the following areas:

1. Ensure all contracts contain modern slavery clauses;
2. Increase aware of modern slavery throughout the supply chain we engage with;
3. Implement a self-assessment questionnaire more broadly;
4. Conduct supply chain risk mapping; and
5. Conduct random audits of Supplier's Modern Slavery policies.

By implementing these measures and regularly reviewing our approach, VICT aims to continually improve its efforts to prevent and address modern slavery and human trafficking within its business operations.

  
Bruno Porchietto

Chief Executive Officer  
Victoria International Container Terminal Ltd  
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