



## Modern Slavery Policy Statement

Patrick is committed to respecting and upholding human rights and to conducting our business in compliance with all relevant Commonwealth and State laws, regulations and guidelines.

### Modern Slavery Policy Statement

Slavery, servitude, forced labour, child labour, debt bondage, human trafficking, deceptive recruitment practices and forced marriage (together 'Modern Slavery') will not be tolerated by Patrick under any circumstances, whether within our own business or in our supply chains.

As a stevedore with operations in each of Australia's major ports, Patrick considers the risk of Modern Slavery within our direct business operations to be low. Patrick, however, recognises that through our international customers and global supply chains, we may be indirectly exposed to the risks of Modern Slavery.

Accordingly, Patrick has implemented a Modern Slavery Policy (together with various accompanying policies and procedures) to ensure that Patrick complies not only with the *Modern Slavery Act 2018* (Cth), but also with relevant international standards, including the *UN Guiding Principles on Business and Human Rights*.

These policies and procedures apply to all of Patrick's employees, contractors, suppliers and customers.

### Preventing our involvement in Modern Slavery

Preventing and addressing our potential involvement in Modern Slavery is a key element of our ongoing commitment to running a safe, responsible and profitable business.

We set clear expectations that our employees, contractors, suppliers and customers should be alert to potential involvement in Modern Slavery and should proactively work to prevent it, or to promptly report and address it.

We know that making statements is not enough – accordingly, we have implemented a comprehensive, 'risk-management' based strategy which includes:

- ensuring that our personnel are familiar with and understand our expectations in relation to Modern Slavery, including by reading and understanding our Modern Slavery Policy;
- conducting training, where relevant, to enable our personnel to identify and prevent risks of Modern Slavery in our supply chains;



- reviewing our procurement and due diligence processes and each of our 'high risk' key supply contracts to ensure that appropriate Modern Slavery protections are included in contract wording (where required);
- ensuring appropriate management oversight of key customer and supplier engagements; and
- monitoring the effectiveness of our Modern Slavery Policy (and supporting policies and procedures) on an ongoing basis to ensure that Patrick remains in compliance with all applicable statutory requirements, including those set out in the *Modern Slavery Act 2018* (Cth).

Patrick's Modern Slavery Policy sits within the Delegations and Risk Management Framework of the Patrick HMS (Health, Safety and Environment Management System) and also supports our Code of Conduct, our Anti-Bribery and Corruption Policy, our Whistleblower Policy, our Procurement Policy and our Health, Safety and Environment Policy.

Patrick will also publish an annual 'Modern Slavery Statement' which complies with the requirements of the *Modern Slavery Act 2018* (Cth) and provides further details on our assessment of Modern Slavery risks in our operations and supply chains and the effectiveness of our efforts to address them.

Michael Jovicic