

Human Rights Policy

Port of Newcastle is committed to doing our part to promote human rights and identify and mitigate the risk of modern slavery in our operations and supply chains, and meeting our obligations under applicable laws and regulations, including the Modern Slavery Act 2018 (Cth) in a proactive manner.

PURPOSE

To outline Port of Newcastle's approach to promoting human rights and seeking to address the risk of Modern Slavery in our business and supply chain.

SCOPE

This policy applies to all persons working for or on behalf of Port of Newcastle in any capacity, including employees, directors, officers, contractors and consultants and any other third-party suppliers.

POLICY STATEMENT

Human rights, as defined by the United Nations (UN), are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Our Commitment

Port of Newcastle (PON) is committed to promoting and seeking to safeguard the human rights of our people, customers, suppliers and all stakeholders associated with our operations. We hold ourselves to high standards of human rights performance expectations throughout our operations and supply chain. Our commitment is evidenced through the following actions:

- We are proud signatories of the UN Global Compact.
- We are dedicated to screening 100% of our suppliers for modern slavery risks through a third-party modern slavery platform.
- We actively promote a culture of respect for human rights, diversity, equity, inclusion and Equal Employment Opportunity within our workforce.
- We collaborate with stakeholders to identify, comprehend, and mitigate negative impacts on human rights whilst promoting and seeking to safeguard human rights.

Our Approach to Human Rights

We strive to conduct our business in a manner that upholds the rights, dignity, respect and equality of all individuals we interact with and ensure PON complies with relevant legal and regulatory requirements. Our approach aims to align with internationally recognised human rights frameworks, including the United Nations Universal Declaration of Human Rights, the United Nations International Covenant on Economic, Social and Cultural Rights and the United Nations Declaration on the Rights of Indigenous Peoples.

We acknowledge that in certain circumstances, additional international human rights laws and voluntary principles may inform our decision-making process. In cases where national law conflicts with international human rights standards, we prioritise adherence to the latter to the greatest extent possible.

Human Rights Principles

We adhere to the following principles in our commitment to promoting human rights:

- Seeking to avoid causing or contributing to adverse human rights impacts and to promptly identify and address them if they occur.
- Working to prevent or mitigate adverse human rights impacts related to our operations.
- Continuously seeking opportunities to promote human rights within our operations and influence sphere.
- Complying with relevant local laws and regulations.
- Seeking to co-operate with relevant authorities to do so to respect and promote internationally declared human rights.



Rights of Indigenous Peoples

We respect the right of Indigenous peoples in accordance with the United Nations Declaration on the Rights of Indigenous Peoples. This includes the priority of Indigenous peoples having the right of self-determination, the right to participation in decision-making, the right to practice and revitalise their cultural traditions and customs and we aim for non-discrimination in all our engagements. We are committed to reconciliation through our endorsed Reconciliation Action Plan.

Diversity and Inclusion

PON fosters Equal Employment Opportunity and a diverse, inclusive workplace environment where diversity is celebrated, and all individuals feel valued and supported. We have implemented various programs to promote Equal Employment Opportunity, inclusion, diversity and equity, leadership accountability and striving for a culture of zero tolerance for discrimination based on protected attributes.

We treat everyone who works at PON fairly and without discrimination. Our employees, contractors and suppliers are entitled to work in an environment and under conditions that respect their rights and dignity.

Modern Slavery

Modern slavery describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Practices that constitute modern slavery can include: human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage and the worst forms of child labour. Modern slavery is a term used to describe serious exploitation.

At the Port of Newcastle we seek to promote anti-slavery. We aim to fulfil this, including by:

- actively raising awareness about modern slavery with our workers and suppliers;
- implementing systems and processes that seek to identify, evaluate and address modern slavery risks, including supplier screening tools and targeted contract provisions;
- implementing a Modern Slavery Taskforce that is empowered to address modern slavery risks in our supply chains and is resources and supported to undertake projects and initiatives to achieve positive change;
- encouraging our workers and suppliers to speak up where they suspect people's human rights are or may be violated;
- using our influence and relationships with suppliers and other businesses to appropriately respond to the threat of modern slavery;
- enhancing our governance and oversight of modern slavery risk through the Audit & Risk Committee and adopting principles of continuous improvement.

If we discover, or receive reports of suspected exploitation, we will seek to:

- help to protect victims or suspected victims and protect their interests;
- do what we can to work with and assist law enforcement to promptly and properly investigate and minimise any harm caused;
- take appropriate action in an attempt to address any identified gaps or shortfalls; and
- not tolerate inaction by suppliers if reports are validated or proven.

You can report suspected policy breaches under our Whistleblower Policy or directly to our CEO, CFO, or anonymously:

By calling: 1800263215
By visiting: www.integritycounts.ca/org/pon
By fax: 1-604-926-5668
In writing to: PO Box 91880 West Vancouver,
BC V7V 4S4 Canada

A handwritten signature in black ink, appearing to read 'Craig Carmody', written over a light blue circular background.

Craig Carmody
CHIEF EXECUTIVE OFFICER

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