

Modern Slavery Statement

Dalrymple Bay Infrastructure Limited

for the period ended 31 December 2022

Adopted by the Board on 27 June 2023

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Modern Slavery Statement¹

1. Acknowledgement of Country

Dalrymple Bay Infrastructure Limited acknowledges the traditional custodians of the lands on which the Dalrymple Bay Terminal and DBI's corporate office are situated, the Yuwibara people and the Turrbal and Jagera people. We pay our respects to their elders, past, present and emerging.

2. Overview

Dalrymple Bay Infrastructure Limited (ACN 643 302 032) (DBI), through its foundation asset, the Dalrymple Bay Terminal (DBT), aims to provide safe and efficient port infrastructure and services for producers and consumers of high-quality Australian coal exports. DBT, as one of the world's largest metallurgical coal export facilities, serves as a global gateway from the Bowen Basin and is a critical link in the global steelmaking supply chain.

Modern slavery describes a range of exploitative practices including human trafficking, servitude, slavery, forced labour, forced marriage, debt bondage and child labour. DBI is committed to operating ethically, treating people with dignity and respect and to taking steps to assess and address modern slavery risks within its business and within the supply chain it uses.

The Modern Slavery Act 2018 (Cth) (the Act) requires DBI to outline the risks of modern slavery in DBI's operations and supply chain, the actions taken during the financial period ended 31 December 2022 to minimise those risks and to outline a framework for the assessment of the effectiveness of its actions.

This Modern Slavery Statement is prepared pursuant to the requirements of the Act jointly by DBI, an Australian listed company headquartered in Queensland on its own behalf and on behalf of its subsidiary, Dalrymple Bay Infrastructure Management Pty Ltd (ACN 097 698 916) (DBIM), each a reporting entity for the purposes of the Act.

This is DBI's third Modern Slavery Statement and describes how DBI has identified and addressed modern slavery risks in its operations and supply chain in the reporting year commencing on 1 January 2022 and ending on 31 December 2022.

3. Structure

The Corporate Structure of the DBI Group is attached at Annexure 1 to this statement.

¹In this statement, unless expressly mentioned otherwise, references to DBI and the Group, the Company, we, us and our, refer to DBI and its 100% owned subsidiaries

4. Vision and Values

DBI is committed to living by our values, both within our operations and through engagement with stakeholders. DBI is committed to appropriate transparency in respect of our operations and supply chain so as to positively contribute to tackling the issues associated with modern slavery.

Our values are set out in DBI's Code of Conduct, and are summarised below:

Values

Respect

We respect our people and put their safety and welfare first.



Reputation

We demonstrate integrity and transparency in all that we do.

Accountability

We act like an owner as custodians of the business.

Quality

We collaborate and innovate to deliver quality.

Trust

We build strong relationships with our people, customers and stakeholders.

Stewardship

We are good citizens and consider our impact on the wider community and the environment.

5. Operations and Supply Chain

Operations

DBI is an Australian infrastructure company and asset manager that owns, through its wholly-owned subsidiaries, the 99-year lease of DBT located in North Queensland². DBT is a regulated multi-user export terminal with a nameplate capacity of 85Mtpa located within the Port of Hay Point, approximately 38 km south of Mackay and 900km north of Brisbane in Queensland. DBT is a globally significant export facility. Metallurgical coal is used to produce steel, an essential product in the world's industrialised economy, making DBT a critical link in the global steel making supply chain. Coal handled by DBT is exported to 25 countries, with key markets comprising large demand centres for export metallurgical coal, including Japan, South Korea, India and Europe.

The terms and conditions of access to the terminal are regulated by the Queensland Competition Authority under the 2021 Access Undertaking. DBT's Users who access DBT for coal-handling services include some of the world's largest mining companies and highly experienced coal producers who predominately export metallurgical coal from 18 mines in the Bowen Basin through DBT.

As the asset manager of DBT, the key functions DBI is responsible for are:



At 31 December 2022, DBI employed approximately 37 people, located both at the head office in Brisbane, and on site at the terminal at Hay Point.

The day-to-day operation and maintenance of DBT is outsourced to Dalrymple Bay Coal Terminal Pty Ltd (ACN 010 268 167) (the Operator) under an evergreen Operations and Maintenance Contract (OMC). The Operator is jointly owned by a number of Queensland's coal producers, who are a majority of DBT's users (by contracted tonnage). The Operator employs approximately 398 employees and a similar number of contractors, which varies depending on the maintenance works being undertaken at any one time.

² The lease is structured with a 50 year initial lease period (commencing on 15 September 2001) and a 49 year extension option at the option of Dalrymple Bay Investor Services Pty Ltd as trustee of the DBT Trust. The option to extend may be exercised at any time between September 2045 and September 2047.

**DBI is also responsible for other insurance such as for its motor vehicle and travel.

The key roles and responsibilities of the Operator are:



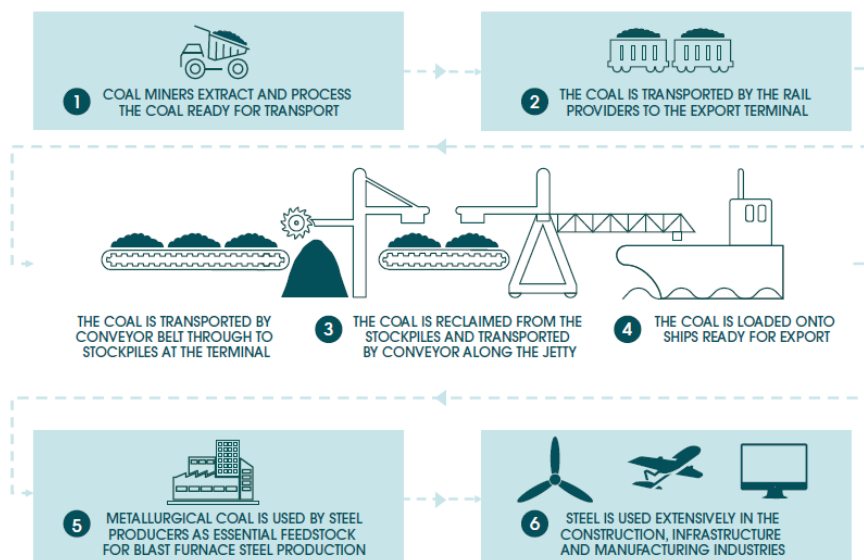
In this role, the Operator is responsible for the engagement of suppliers and procurement of goods and services to meet the day-to-day operational requirements of DBT.

Supply Chain

DBT is a globally significant export facility. Metallurgical coal is used to produce steel, an essential product in the world’s industrialised economy, making DBT a critical link in the global steelmaking supply chain and the global economy. Approximately 76% of coal shipped through DBT in 2022 was metallurgical coal.

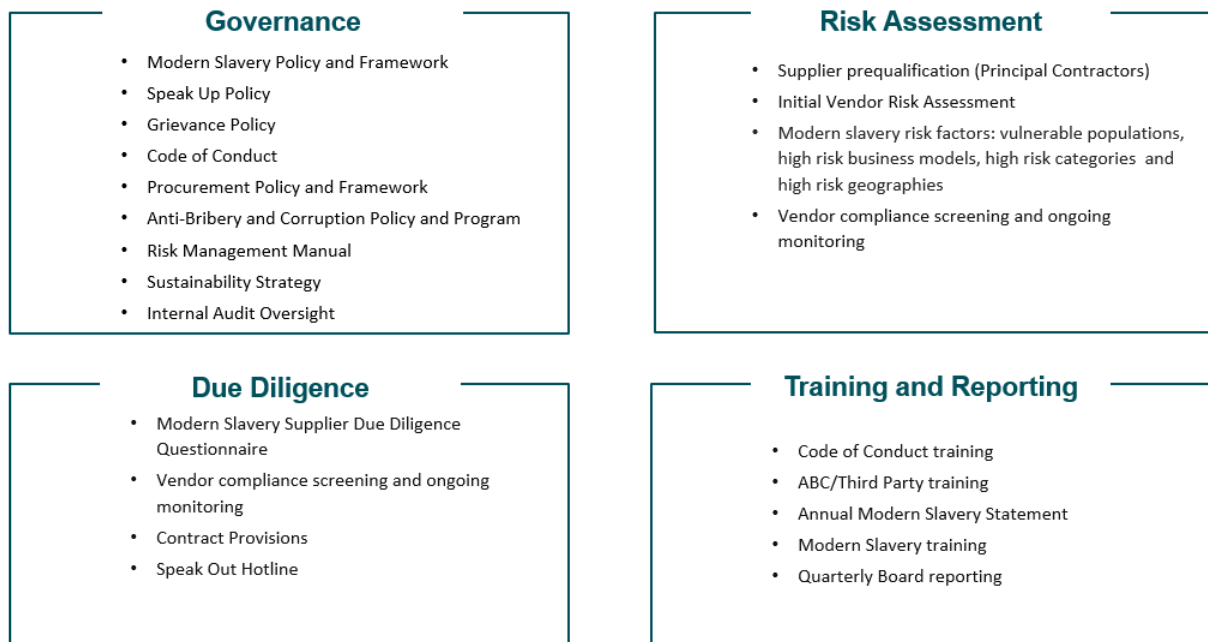
Neither DBI or the Operator own or consume the coal that is handled and shipped through DBT. Users contract with the rail haulage providers for transportation of coal from the Bowen Basin mines to DBT and retain legal ownership of the coal until it is loaded onto vessels. The coal is sold by DBT’s users to export customers who arrange contracts with vessel operators for marine transportation to ports of destination.

Figure 1 – Coal Supply Chain



6. DBI's Modern Slavery Framework – A Focus on Risk Assessment in 2022

To continue to tackle modern slavery risks, DBI operates under its Modern Slavery Policy and Framework to ensure a unified and consistent approach to the identification and management of potential modern slavery risks in our business and supply chain. The Modern Slavery Framework consists of four key focus areas: Governance, Risk Assessment, Due Diligence, and Training and Reporting as follows:



In the 2022 reporting period, we have focussed on improvements in DBI's Risk Assessment processes. To facilitate this, DBI engaged the assistance of an external consultant to undertake a re-assessment of modern slavery risk in its operations and supply chain, reviewing its current supplier portfolio. This review has enabled DBI to improve its vendor risk assessment processes and instil greater maturity of its modern slavery risk assessments going forward.

Under its new Modern Slavery Risk Assessment, DBI assesses supplier exposures to four key Modern Slavery Risk Factors:

- **Vulnerable populations** including people whose personal characteristics may lead them to be more susceptible to modern slavery, for example, migrant workers and base-skill workers.
- **High risk business models** involving third party labour arrangements or contractors.
- **Assessment of Product and Service Categories** where the potential for exploitative labour practices is more likely, for example, in manufacturing, and in services, such as cleaning and Information, Communications and Telecommunications (ICT) hardware.
- **High risk geographies** where DBI's activities intersect with known high-risk geographies, through its procurement of ICT hardware and in machinery used in construction and maintenance at the terminal.

7. Risks of modern slavery practices in DBI's operations and supply chain

DBI's assessment of modern slavery risk for the purpose of preparing this statement is of its direct suppliers of products and services in performing its key functions as an infrastructure manager and owner.

In performing its key functions, DBI works with approximately 180 suppliers who are predominately Australian based. DBI's procurement spend is spread across three overarching categories being DBI Corporate Operations and Corporate Goods and Services, Capital Works and Operations (including the Terminal Operator) and Professional Services.

These three categories of spend were analysed across the four Modern Slavery Risk Factors detailed above.

The risk assessment identified five sub-categories where DBI's supply chain may be exposed to potential higher modern slavery risks:

- Facilities management and services;
- Office equipment and merchandise;
- ICT hardware;
- Machinery and Equipment; and
- Construction and Maintenance.

When further assessing suppliers for modern slavery risks, we also use information collected in DBI's vendor onboarding processes, including systematised compliance screening which allow DBI to assess the risk associated with engaging a particular vendor. For example, DBI uses the services of an independent online compliance platform to screen potential vendors and to provide ongoing periodic monitoring.

In its direct supply chain, DBI's largest supplier is the Operator of DBT which has published its third Modern Slavery Statement in respect of its assessment of, and approach to minimising its modern slavery risks in its operation of DBT.

DBI's modern slavery risk assessment is summarised in Table 1 where we have included a comparative trend rating against each category. It can be seen that the Capital Works and Operations category has seen an increasing trend rise from 'low' to 'low to medium' for DBI's 2022 Modern Slavery Statement reflecting our reassessment of this category against the Modern Slavery Risk Factors which are evident in the construction and maintenance activities and machinery and equipment procurement and deployment.

Following our updated risk assessments in 2022, DBI has identified 14 of its suppliers to be prioritised for further due diligence as having either a high or medium risk assessment, having regard to their exposure to the Modern Slavery Risk Factors. All of these suppliers were issued DBI's Modern Slavery Due Diligence Questionnaire in Q2, 2023. DBI is continuing to engage with these suppliers where necessary to better understand our suppliers' response to modern slavery risks.

Having regard to the supplier risk assessment and DBI's subsequent due diligence activities, DBI considers that there is a low overall risk for the DBI Group to cause, contribute to, or to be directly linked to modern slavery through its operations and supply chain.

DBI's modern slavery risk assessment for its operations and supply chain is summarised in Table 1 below:

Category	Relevant Inherent High Modern Slavery Risk Areas/Industry	Relevant Modern Slavery Risk Factors	Risk Assessment	2022 Trend
DBI Operations and Corporate Goods and Services	Facilities Management Services Office Equipment and Merchandise ICT Hardware	Vulnerable Populations High Risk Business Models High Risk Product and service categories High risk geography	<p>Low</p> <p>As an asset manager with a small workforce employed solely in Australia, there is minimal risk of modern slavery within our direct business operations.</p> <p>All DBI employees have employment contracts in place detailing employment conditions and are in accordance with applicable laws.</p> <p>Applying the Modern Slavery Risk Factors implemented under our Modern Slavery Risk Framework, the key potential risks for DBI in its direct supply chain arise from:</p> <p>Procurement of workwear from an Australian supplier Office supplies; and ICT hardware,</p> <p>where there is limited visibility of labour conditions of workers and manufacturing supply chain inputs. In 2023, DBI will prioritise modern slavery due diligence of its apparel provider. While this supplier is a local supplier and DBI's spend is relatively modest, DBI will engage with this supplier to understand the potential for modern slavery risk.</p>	Stable
Capital Works and Operations	Machinery and Equipment Construction and Maintenance	Vulnerable Populations High Risk Business Models High Risk Product and service categories High risk geography	<p>Low to Medium</p> <p>DBI engages contractors to undertake the non-expansionary capital works for which DBI is responsible who are generally locally based (Mackay and/or Queensland) and whose employees are typically local to Mackay.</p> <p>Companies which tender for projects are pre-qualified across a range of areas, including safety management, anti-bribery and corruption practices. Modern Slavery screening of contractors includes additional due diligence of modern slavery risks arising where contractors have an offshore presence.</p> <p>Applying the Modern Slavery Risk Factors implemented under our Modern Slavery Risk Framework, the key potential risks for DBI in its direct supply chain arise from its purchase of construction and maintenance services and machinery and equipment.</p> <p>In 2023, DBI has commenced substantial new Non-Expansionary Capital Expenditure Projects for DBT (NECAP). DBI will require all prospective</p>	Up

Category	Relevant Inherent High Modern Slavery Risk Areas/Industry	Relevant Modern Slavery Risk Factors	Risk Assessment	2022 Trend
			<p>construction suppliers for its new substantial NECAP Projects to be reviewed for modern slavery risks at the tender phase including by completion of DBI's Modern Slavery Supplier Due Diligence Questionnaire.</p> <p>In addition, in 2023, DBI will prioritise certain current suppliers who have been reassessed to have a potential for higher modern slavery risk given their construction and maintenance activities.</p>	
Terminal Operator	Construction and Maintenance Machinery and Equipment	<p>Vulnerable Populations</p> <p>High Risk Business Models</p> <p>High Risk Product and service categories</p> <p>High risk geography</p>	<p>Low to Medium</p> <p>The Operator's operations and maintenance employees are covered by an Enterprise Agreement, and the company engages with the unions that cover front-line employees.</p> <p>The direct workforce is supplemented by a labour hire provider whose employees are also covered under an Enterprise Agreement. The Operator has a long relationship with its exclusive labour hire provider but recognises that labour hire arrangements may be open to exploitation.</p> <p>In 2023, DBI will require the DBT Operator to complete an updated Modern Slavery Due Diligence Questionnaire to facilitate DBI's further engagement with the DBT Operator on modern slavery risks. In addition to risks within DBI and the Operator's supply chain, DBI will engage further with the DBT Operator in relation to the monitoring of modern slavery risks relating to vessels shipping coal from DBT as outlined in "Other Relevant Considerations" below.</p>	Stable
Professional Services			<p>Low</p> <p>Suppliers in this category are predominantly based in Australia. Those that are not based in Australia were not identified as being from high-risk countries. Additional due diligence has been undertaken on corporate goods and services where modern slavery risks have been identified.</p>	Stable

8. Actions taken by DBI to assess and address these risks

Our Approach

DBI's Modern Slavery Statement outlines what actions DBI has taken in the reporting period to further identify and address modern slavery risks in DBI's operations and supply chain. The statement also demonstrates DBI's efforts to proactively embed modern slavery protections within DBI's policies, procedures, and processes in accordance with its Modern Slavery Policy and Framework.

Governance

More generally, DBI takes a proactive approach to governance and risk management and manages risk through Board-approved policies and procedures. Risk management is the responsibility of all DBI employees. DBI's risk management is supported by an overarching internal audit program. DBI's Corporate Governance Framework is designed to promote the responsible management and conduct of DBI including enabling the oversight of DBI's management of modern slavery risks.

Figure 2 – DBI's Corporate Governance Framework



DBI's commitment to managing modern slavery risks is supported by policies and processes that assist to identify, assess and mitigate risks of modern slavery. These include:

- Modern Slavery Policy and Framework
- Speak Up Policy
- Grievance Policy
- Code of Conduct
- Procurement Policy and Framework
- Anti-Bribery and Corruption Policy and Program
- Vendor Due Diligence and Risk Assessment

- Risk Management Manual
- DBT Sustainability Strategy

Reporting and Oversight

Modern Slavery reporting within DBI comprises reporting annually to DBI's Management and Board of Directors which provides an update on progress of DBI's actions to address modern slavery. In addition, issues and risks relating to modern slavery identified during the reporting period are raised periodically, as necessary with DBI's Risk Committee, the Compliance, Risk and Sustainability Committee and the DBI Board. In 2022, DBI did not receive any concerns related to modern slavery practices either through DBI's Speak Up processes or in correspondence with DBI's senior executives or the Board.

Due Diligence and Mitigating Strategies

DBI continues to mature its due diligence activities and mitigating strategies to address the potential for modern slavery risks in its day-to-day operations.

These include:

- **Initial & Annual Vendor Risk Assessments:** DBI undertakes vendor risk assessments to assess the nature and extent of any potential exposure to modern slavery risks in its vendors' operations and supply chains against the Modern Slavery Risk Factors. This may also include an assessment of the nature and extent of exposure to modern slavery risks and an assessment of the mitigation strategies that are in place.
- **Modern Slavery Supplier Due Diligence Questionnaire:** The purpose of the questionnaire is to assist DBI to understand the business practices of its suppliers (both existing and proposed) and to gauge the level of modern slavery risk associated with a particular vendor. Further Vendor Due Diligence including the Modern Slavery Supplier Due Diligence Questionnaire will be required to be completed by vendors where modern slavery risks are identified based upon DBI's Initial or Ongoing Risk Assessments having regard to relevant spend and categories, in accordance with the Modern Slavery Policy and Framework.
- **Ongoing vendor monitoring:** All vendors (approximately 180 as at 31 December 2022) are subject to ongoing monitoring through an external compliance monitoring provider as part of the Initial Vendor Risk Assessment and Ongoing Vendor Risk Monitoring. All alerts are reviewed to determine if the vendor risk rating should change or further due diligence undertaken.
- **Contract Provisions:** All of DBI's standard form contracts contain clauses specifically addressing modern slavery and the standards which DBI expects suppliers to adhere to and entitle DBI to request information regarding due diligence or information relating to the supplier's operation or supply chains.
- **Speak out hotline:** DBI maintains a Speak out reporting hotline for its employees, suppliers and other interested parties to anonymously report any matters relating to unethical business conduct or violation of laws (including modern slavery concerns). The Navex Global Hotline is available toll-free 24 hours a day, 7 days a week and may be accessed by phone or by the internet.

Modern Slavery Training

DBI is committed to improving the capacity of our people to understand, identify and manage the risks of modern slavery in our operations and across our supply chain. During 2022, 100% of DBI employees completed online Modern Slavery training aimed at building greater awareness of modern slavery risks and issues.

The training focused on:

- Defining modern slavery;
- Outlining the importance of being aware of modern slavery and human rights violations as a global citizen;
- Explaining why and how modern slavery occurs in supply chains and operations;
- Explaining how to comply with the requirements of the Australian modern slavery legislation;
- Outlining action taken to ensure transparency in supply chains and operations to investors and consumers; and
- Explaining the responsibilities as an employee and global citizen to take measures to prevent modern slavery and human rights violations.

Additionally, we delivered annual training to ensure our people understand DBI's Code of Conduct and the standards of behaviour that are acceptable at DBI. In 2022, 100% of employees completed the training and completed an annual Code of Conduct Compliance Attestation.

9. Other Relevant Considerations – Shipping and Our Customers in Bowen Basin Coal Supply Chain

Shipping and Logistics

The Modern Slavery Act requires companies to consider modern slavery risks in their supply chains and operations. Whilst DBI recognises that modern slavery risks related to shipping activities are high, due to the lack of visibility, regulation and monitoring of working conditions on vessels, shipping and logistics associated with coal exported from DBT is not considered to be part of DBI's supply chain.

Rather, coal is sold by DBI's customers, the DBT Users who mine coal, to export customers. These export customers are responsible for contracting directly with the vessel operators for marine transportation to ports of destination.

Neither DBI or the independent DBT Operator has any contractual relationship with vessel owners or coal exporters to facilitate a direct ability to influence the modern slavery performance of vessel operators. However, the DBT Operator implements a 3-part vetting process for acceptance of vessels at DBT designed to ensure good operating practices of shippers:

- Vessels must meet Rightship's quality standards;
- Vessels must comply with the provisions of the Operator's Vetting Questionnaire;
- Vessel acceptance is also conditional upon previous satisfactory loading performance at DBT.

The RightShip Vetting system is an internationally recognised third party ESG-focussed digital maritime platform which assesses and certifies vessels against minimum requirements for good operational practices, including safety, risk, sustainability and social welfare standards³.

In addition, all vessels loading at Australian Ports (including at the Port of Hay Point, within which DBT is located) are regulated by the Australian Maritime Safety Authority (AMSA). AMSA administers compliance under Australian Laws with the ILO Maritime Labour Convention 2006 (to which Australia is a signatory) under maritime regulations governing the welfare of seafarers, complaints procedures and which empowers AMSA to inspect vessels, refuse access or grant conditional entry to Australian ports where ships are not operated to meet minimum working condition requirement on vessels⁴.

³ Please refer to <https://rightship.com/technical-information?nid=91>

⁴ Please refer to <https://www.amsa.gov.au/vessels-operators/seafarer-safety/about-maritime-labour-convention-2006>

DBI will continue to work with the DBT Operator and other relevant stakeholders to ensure the right vetting framework is in place to monitor and report on modern slavery risks relating to shipping from DBT.

Our Customers

DBI's Users at DBT are cognisant of the modern slavery risks within their operations and supply chains with 75% of Users submitting modern slavery statements (representing approximately 95% of DBT Users by contracted tonnage⁵).

10. Other Relevant Considerations - Impact of COVID-19

DBI and the DBT Operator assessed the impact of COVID 19 on its operations and implemented a comprehensive COVID-19 response plan which supported continuity of DBT's operations and safety of the workforce while having limited operational impact on DBT and its users throughout the pandemic period in 2020 to 2022. Importantly, DBI has managed the issues arising from the COVID-19 outbreak and has continued to deliver on its business strategy without financial impact. DBI expects this to continue in 2023 enabling DBI to continue its efforts to assess and address its modern slavery risks as outlined in this statement.

11. Assessment of effectiveness of actions being taken to assess and address modern slavery risks

During the reporting period we continue to progress DBI's modern slavery initiatives as we continue to mature and enhance our response to modern slavery risks in DBI's operations and supply chain by:

Activity	2022 Status
Continuing to undertake the annual review of DBI's modern slavery risk assessment of its operations and supply chain.	Complete
Conducting an annual review of DBI's governance initiatives and Modern Slavery Policy and Framework to further integrate modern slavery risk assessment across DBI's operations and provide guidance about how DBI is to conduct its business to ensure the risks of modern slavery are minimised.	Complete
Undertaking compulsory annual modern slavery awareness training for all staff. In 2022, DBI had a 100% completion rate.	Complete
Undertaking compulsory annual Code of Conduct training and compliance certification for all staff. In 2022, DBI had a 100% completion rate for staff.	Complete
Continuing to assess new suppliers through DBI's onboarding processes and continuous screening of existing vendors.	Ongoing
Continued review and negotiation of DBI's construction and capital contracts to incorporate provisions which specifically address modern slavery risks on establishment, renewal or amendment of contracts over time. These contracts represented the material contracts for DBI's business in the reporting period.	Ongoing
Reporting provided as required under its Modern Slavery Policy and Framework to DBI's Management, Compliance, Risk and Sustainability Committee and the DBI Board in relation to DBI's progress on mitigating modern slavery risks in DBI's operations and supply chain.	Ongoing

⁵ As at 31 December 2022 based upon annualised contracted tonnage

DBI also recognises that a robust response to a complex issue like modern slavery requires a multi-year approach. In the 2022-2024 reporting periods, DBI expects to continue to review and enhance DBI's approach to identifying and addressing modern slavery risks including by:

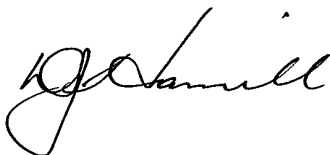
Activity	Status
Undertaking an external review of the effectiveness of DBI's supply chain risk assessments in the initial reporting periods.	Complete
Taking steps to Identify, assess and start to address (where applicable) risks identified in prioritised 2023 suppliers review.	Ongoing
Reviewing prospective suppliers for all substantial Non-Expansionary Capital Expenditure Projects for modern slavery risks at the tender phase and requiring completion of DBI's Modern Slavery Due Diligence Questionnaire reflecting the potential exposure of these suppliers to the Modern Slavery Risk Factors in the Machinery and Equipment and the Construction and Maintenance industries.	Ongoing
Continuing to monitor DBI's performance and effectiveness of its actions including by establishing key performance indicators (KPIs).	Scheduled
Continuing to consider new and existing policies and procedures for further opportunities to embed modern slavery risk considerations. In 2023, DBI will perform a review of DBI's Code of Conduct and Speak-Up Policy to further embed modern slavery risk governance.	Scheduled
Incorporating a review of DBI's modern slavery framework within DBI's Internal Audit Program (3 year program cycle).	Scheduled
Enhancing ongoing modern slavery awareness training across the organisation to further assist DBI staff to better understand and identify modern slavery risks in the work they perform and the third parties DBI engages with.	Scheduled

12. Consultation within DBI Group

As outlined in paragraph 2 above, DBI has prepared this joint statement for DBI and DBIM as reporting entities for the purposes of s14 of the Act. In addition to approval of the statement by the DBI Board, this statement was reviewed by the Company Secretary for DBI's subsidiaries (including DBIM), together with the Chief Executive Officer and the Chief Financial Officer, each of whom are common directors appointed to DBI's subsidiaries, including DBIM.

13. Board Approval

This statement was approved by the Board of Dalrymple Bay Infrastructure Limited on 27 June 2023.

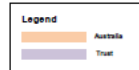


Hon. Dr David Hamill AM
Chairman
Dalrymple Bay Infrastructure Limited
27 June 2023

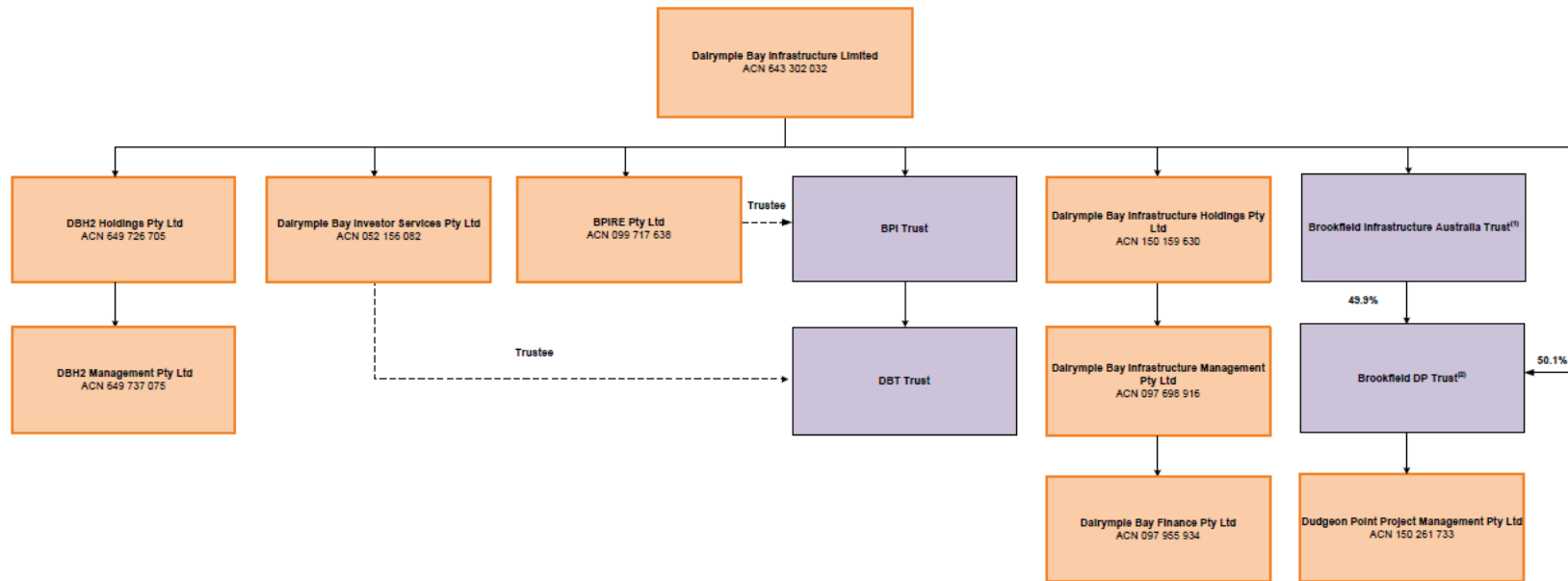
Annexure 1 Corporate Structure – DBI Group

Dalrymple Bay Infrastructure Holding Structure

As of 3 January 2023



NB: All interests are 100% unless otherwise specified



⁽¹⁾ BPIRE Pty Ltd acts as the trustee of the Brookfield Infrastructure Australia Trust.

⁽²⁾ BPIRE Pty Ltd acts as the trustee of the Brookfield DP Trust.