



## MODERN SLAVERY STATEMENT

### **1. Purpose**

This Statement is made under the Australian Modern Slavery Act 2018 (Cth) ("Act") for the financial year ending 31 May 2023 ("FY23") and is published on behalf of Ravensdown Shipping Services Pty Ltd ("RSS"): ABN 37 149 142 807, a privately owned company. RSS is jointly owned by Ravensdown Australian Holdings Limited and Paladare Pty Ltd

The Statement details the steps RSS has taken to assess modern slavery risks within its business and/or supply chains and practical steps to be taken to help minimise those risks. RSS is committed to maintaining high ethical standards in all of its business activities worldwide, providing a duty of care to all employees, clients and stakeholders. RSS does not tolerate modern slavery, human trafficking or any other form of forced labour and is committed to addressing any potential risk of modern slavery in its operations and supply chain to the extent it can.

### **2. Background/Structure**

RSS is an Australian Private company that is jointly owned and controlled by Ravensdown Australian Holdings Limited and Paladare Pty Ltd.

RSS is a Shipping Company domiciled in South Melbourne and commenced operations in February, 2011. It is the shipping arm for Ravensdown Limited (NZ) who imports to New Zealand some 800-900k mt of fertilisers per year. RSS's Primary trade is in cargoes to New Zealand sourced from worldwide origins complemented typically by logs and other cargoes exported from New Zealand.

RSS employs 13 people and is led by a proven team with extensive Chartering experience. Along with experienced operational and finance staff, RSS has continued to steadily and soundly grown their business base over the years.

### **3. RSS Operations and Supply Chain**

The RSS network provides bulk freight services to global customers as a vessel operator, in several industries including:

- Vessel Chartering – establishing long term commitments with established vessel owners.
- Port Agency Services - outsourced to established service providers, including Stevedoring services
- Marine Fuel Services – procured externally from registered fuel providers

RSS believes it can minimise (with a view to eliminating) modern slavery risks from our supply chain by educating our employees and supply chain providers and applying consistent and enforceable standards of conduct. RSS includes modern slavery risks as part of its risk assessment framework for our day-to-day operations.

We expect our suppliers, contractors and consultants to follow the standards we do, to not engage in any form of modern slavery and to adhere to relevant laws and regulations in the jurisdictions in which they operate.

We do not own or control any other entities.

#### **4. Modern Slavery Risks:**

Understanding the risks of modern slavery in our supply chain is a priority for RSS. The potential risks are most significant in the following categories of goods and services we procure.

- Vessel Chartering:
  - Whilst RSS does not employ seafarers directly, RSS acknowledges that modern slavery risks exist with the global maritime shipping industry due to the geographical remoteness of shipping and decreased visibility of working conditions.
- Port Agency Services.
- Marine Fuel Services.

We have relationships with external businesses globally and all of our suppliers must comply with all relevant legislation and international standards as relevant to their industry.

#### **5. Assessment of actions taken to address Modern Slavery Risks:**

During FY23 RSS identified the need to complete a modern slavery risk assessment across its supply chain, including an assessment of the effectiveness of RSS's current controls to address these risks and any additional actions required to address gaps. The potential exposure to modern slavery risk will be analysed, including how potential exposures are controlled, how effective those controls and actions are, and what improvement is required.

#### **6. Further actions to address Modern Slavery Risks:**

RSS recognises that modern slavery can occur, and as such continues to consider it as part of RSS's risk management framework - which addresses risk across all areas of the business. RSS is committed to the ongoing improvement of our understanding and approach to managing potential exposures to modern slavery risk, such as through contractual mechanisms, due diligence, company policies, training and awareness, open engagement with RSS's stakeholders and ongoing risk analysis.

During FY24, RSS intends to complete a key supplier assessment, with key findings emanating from the programme to be reviewed and any appropriate action taken to address any identified risks. RSS will incorporate relevant best practice modern slavery clause/s in their Contracts (including appointment letters) with suppliers. RSS intends to commence a key supplier review aimed at identifying potential modern slavery risks within these key stakeholders. At the date of this report, however, RSS is not aware of any modern slavery in its operations and supply chain.

RSS is committed to ensuring that modern slavery and human trafficking are not occurring within its operations and will continue to mitigate this risk. This will be reflected in the updated annual statement.

This Statement was approved by the principal governing body of the reporting entity, RSS, namely the Board of Directors of Ravensdown Shipping Services Pty Ltd, by resolution on 20/03/ 2024.

This statement is signed by Maximilian Peter Hugh Langham in his role as director of Ravensdown Shipping Services Pty Ltd.

A handwritten signature in blue ink, appearing to read 'Max M', followed by a long horizontal line.

Maximilian Peter Hugh Langham

Director of Ravensdown Shipping Services Pty Ltd