

Introduction:

Woodside Logistics Group are committed to upholding the Modern Slavery Act 2015 and ensuring that slavery and human trafficking do not take place in any part of its business or supply chains. Woodside Logistics Group acknowledge its responsibility to understand the risks of modern slavery and human trafficking within its operations, and the Group is committed to taking appropriate actions to prevent these practices. Woodside Logistics Group have implemented various measures to ensure that all aspects of its business are conducted in compliance with the Modern Slavery Act.

The Modern Slavery Policy has been developed and communicated to all employees, agency workers, apprentices, consultants, contractors, sub-contractors, suppliers and business associates. The Policy is available on the Company website.

Structure, Business and Supply chains:

The group now comprises of over 660 employees across five companies: Woodside Haulage, Woodside Distribution, Woodside Motorfreight, Woodside Tankfreight and Woodside Global, which cover road haulage, transport, freight forwarding and storage.

They are supported by our back office function and dedicated in-house IT, Marketing, HR, Finance, Quality and Health and Safety, Transport Planning, Customs and Excise support and Customer Service teams.

At our newly built headquarters in Ballynure, facilities include warehousing accredited to BRC Global Standards, cross-docking facilities, internal/external tank wash, maintenance and refurbishment workshops and vehicle parking. We have additional depots in Dublin, Liverpool and Preston, operating centres at Cairnryan and Heysham, and additional vehicles based at, or adjacent to, customers' premises in Ireland and the UK.

Our Commitment:

Our commitment to preventing modern slavery and human trafficking includes the following principles:

- **Compliance with applicable laws:** Woodside Logistics Group comply with all applicable laws and regulations related to preventing modern slavery and human trafficking, including the Modern Slavery Act 2015 and any other relevant legislation in the countries in which the Group operate.
- **Due diligence:** Woodside Logistics Group conduct due diligence to identify, prevent and mitigate any risks of modern slavery and human trafficking in its operations and supply chains. Woodside Logistics Group operate a supplier policy and maintains an approved supplier list. We conduct due diligence on all major suppliers before allowing them to become an approved supplier. This due diligence includes online searches and questionnaires which specifically require them to confirm that *they do not condone slavery or human trafficking in any form and support the introduction of the Modern Slavery Act*. Suppliers who are identified as displaying characteristics of a higher level of modern slavery risk are requested to provide further information, in order to determine whether appropriate policy and processes to identify and manage these risks are in place, and whether the level of due diligence they undertake and protection they afford their supply chain and employees is sufficient. We will continue to work closely with the supplier to remedy identified issues and put systems in place to ensure they meet our requirements and to also prevent issues in the future. If a supplier fails to adequately remediate the issue, the relationship would be re-evaluated and if necessary, terminated. Where potential modern slavery impacts are identified within a contract requirement, we will work with our suppliers to develop appropriate KPIs to monitor and manage performance in regard to these risks.

Editor (Issued / Reviewed by): Sarah Crowe	Owner (Approved by): Mark Grain	Version: 7 Last Update: 23 May 2024	Page 2 of 2
Documentation Classification *Strike through as applicable * Security Restricted / Unclassified		Uncontrolled if printed – latest version on the wserver	

- **Transparency:** Woodside Logistics Group are transparent about its efforts to prevent modern slavery and human trafficking, including reporting on its progress and any incidents of modern slavery or human trafficking that we identify or are made aware of. Woodside Logistics Group conduct its business in an ethical manner and have clear guidelines and policies on how its employees and suppliers are expected to act.
- **Collaboration:** Woodside Logistics Group work with its suppliers, industry peers, and other stakeholder to share best practices and promote the prevention of modern slavery and human trafficking. Woodside Logistics Group encourage and welcome any employees raising concerns about how colleagues are being treated, or practices within our business or supply chains, without fear of reprisals.
- **Zero tolerance:** Woodside Logistics Group have a zero-tolerance approach to modern slavery and human trafficking in its operations and supply chains. If we identify any instances of modern slavery or human trafficking, we will take immediate action to remediate the situation. We will not allow any person or company that we employ to work to any lower standard. We are committed to respecting the human rights of workers throughout our operations and supply chains and complying with laws and regulations. We also expect our partners to adhere to ethical business conduct consistent with our own and we are committed to working with them to fulfil this common goal. Woodside Logistics Group operate a robust recruitment policy, including conducting eligibility to work in the UK/ROI checks for all employees to safeguard against modern slavery and human trafficking or individuals being forced to work against their will, child labour or discrimination. We believe that it is our duty to protect human rights, and we will not tolerate any exploitation or abuse of individuals for any purpose.
- **Training:** Woodside Logistics Group provide periodic training to its employees to raise awareness of the risks of modern slavery and human trafficking. Employees are also provided with the staff handbook which contains various policies to address the risks to help increase education and awareness. It is also brought to the attention during the induction process. It is the employees' responsibility to familiarise themselves with the content of the policy and what to do if they suspect that modern slavery or human trafficking is taking place within our supply chains.
- **Policies:** Woodside Logistics Group has the following policies which further define its stance on modern slavery: Modern Slavery Policy; Group Corporate Social Responsibility Policy; Code of Conduct for Suppliers and Subcontractors, Service Providers and Suppliers; Contractor Code of Practice and the Recruitment Policy
- **KPIs:** Complaints will be logged via our confidential reporting system or through other sources, together with the actions taken. To the date of this statement, Woodside Logistics Group has had no identified instances of modern slavery. We take all concerns seriously and encourage employees, contractors, subcontractors, suppliers and stakeholders to report any suspicions of unethical activities, either directly or anonymously, without fear of retaliation.
- **Risk Assessment:** We will continue to review the effectiveness of our approach to reducing the risk of modern slavery and will continue to identify, monitor and assess any risk areas identified in our supply chain and we shall address these risks as appropriate.

Woodside Logistics Group acknowledge that modern slavery and human trafficking are complex and widespread issues that affect many industries, and we are committed to taking

Editor (Issued / Reviewed by): Sarah Crowe	Owner (Approved by): Mark Grain	Version: 7 Last Update: 23 May 2024	Page 2 of 2
Documentation Classification *Strike through as applicable * Security Restricted / Unclassified		Uncontrolled if printed – latest version on the wsserver	

proactive steps to identify and prevent any potential instances of modern slavery and human trafficking in our operations and supply chains.

The Board of Directors of Woodside Logistics Group is responsible for the full application of this policy. HR Manager is responsible for the day-to-day application.

Any concerns regarding human trafficking or modern slavery within our business should be reported to us at ethics@woodsides.com.



Mark Grain
Group Finance Director
On Behalf of The Board of Directors
Dated 23 May 2024

Editor (Issued / Reviewed by): Sarah Crowe	Owner (Approved by): Mark Grain	Version: 7 Last Update: 23 May 2024	Page 2 of 2
Documentation Classification *Strike through as applicable * Security Restricted / Unclassified		Uncontrolled if printed – latest version on the wserver	