



Modern  
Slavery  
Statement

2024/25

Mid West Ports Authority

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## Acknowledgement of Country

Mid West Ports acknowledges the Southern Yamatji Nation peoples as the Traditional Custodians of the lands and waters on which we operate in the Mid West region.

We pay our respects to Wilunyu, Nhanhagardi, and Naaguja Elders past and present, who carry the stories, culture, and hopes of future generations.

# 1.0 Introduction

## **As a Western Australia Government Trading Enterprise, Mid West Ports Authority is required to report under The Modern Slavery Act 2018 (Cth) (the Act).**

The Act was introduced on 1 January 2019 as an important measure to address modern slavery. The reporting requirements provide increased transparency and accountability to protect workers and ensure the enforcement of ethical labour standards.

Modern Slavery is a term used to encompass slavery and slavery like practices, such as human trafficking, forced labour, debt bondage, servitude, forced marriage and the exploitation of children. Basically, any situation of exploitation where a person cannot refuse or leave because of threats, violence, coercion, deception, or abuse of power.

Addressing the issue of modern slavery is critical. However, with an ever more global economy, all countries have an increasing responsibility to review their purchasing practices to reduce the risks of modern slavery in supply chains, from the sourcing of raw materials to manufacturing, packaging, and transportation of goods.

Mid West Ports has prepared this modern slavery statement as pursuant to Section 16 of the Act for the reporting period ending 30 June 2024. It addresses the mandatory requirements under the Act and outlines the steps we have taken to ensure the effective management of modern slavery risks in our operations and supply chains.





## 2.0 Our Values

Mid West Ports values underpin everything we do, providing a pathway for Board Members and Employees to act responsibly and ethically, with integrity, and to make decisions in the public interest and with good judgement. The values are:



### Accountability

We deliver our very best in all we do, holding ourselves accountable for results.



### Courage

We have the courage to continuously move forward, innovate, learn, and grow.



### Integrity

We are consistently transparent, honest, ethical, and genuine.



### Caring

We care about our colleagues, our organisation, our community, and our environment.



### Collaboration

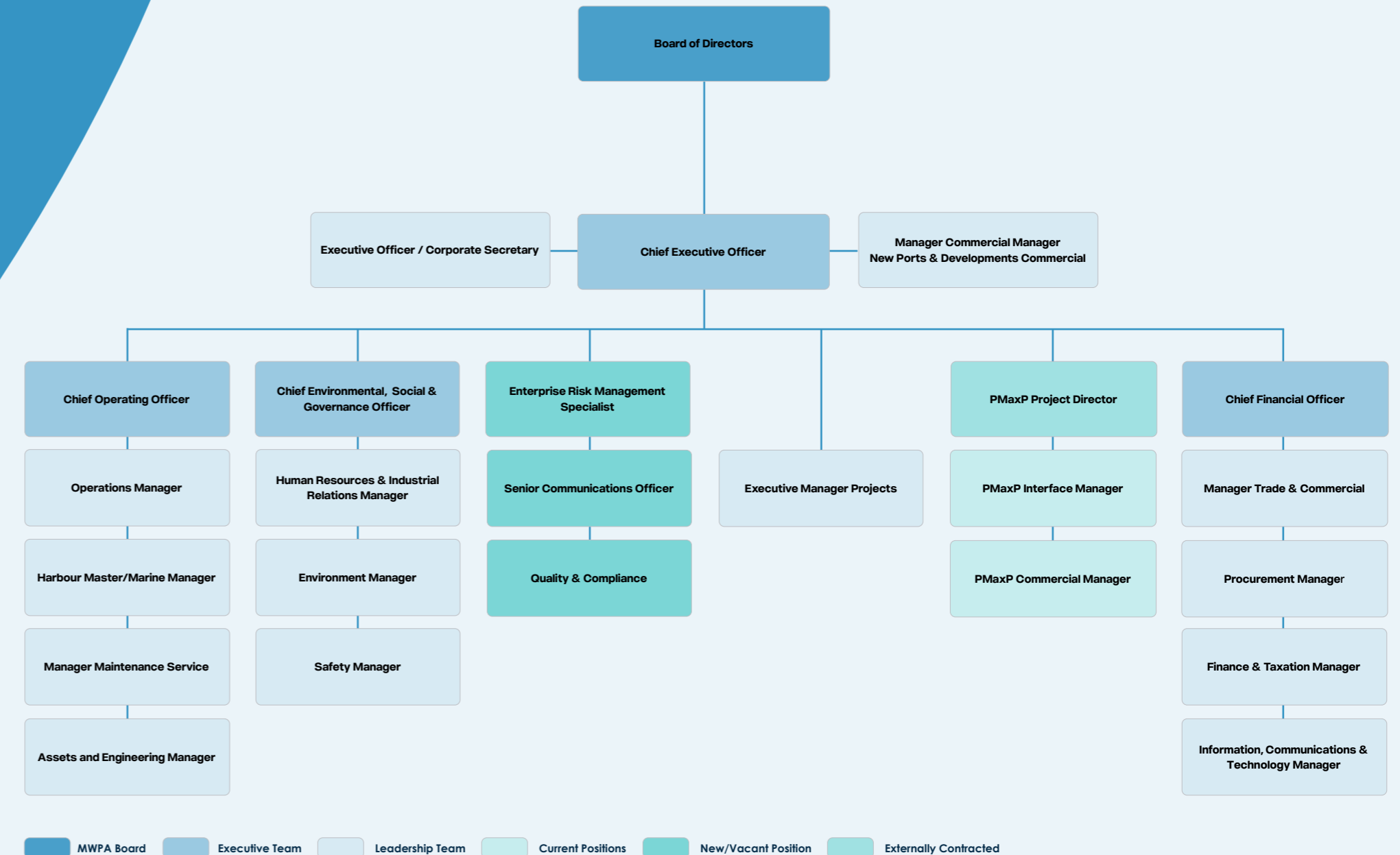
We bring the right people together to get the best result.

# Our Business and Structure

**Mid West Ports provides an essential service, connecting regional Australia to national and international markets as a specialist port catering to boutique and diverse operations.**

Located in Geraldton, 420km north of Perth, the gateway to northern Western Australia, Mid West Ports is established under the Port Authorities Act 1999 (WA) and is a Government Trading Enterprise with the Government of Western Australia being its sole shareholder.

An independent Board of Directors appointed by and responsible to the Minister for Ports, governs Mid West Ports overseeing the strategic direction and achievement of the authority. The CEO is responsible for the day to day management of the operations, employs 194 people and has a base of 30 volunteers.



## 5.0 Operations

### **Mid West Ports plays a key role in the local community, connecting regional Western Australia to the world.**

Located 420km north of Perth, in Geraldton, Western Australia, Mid West Ports operates as a Government Trading Enterprise (GTE). Its mission is to create a sustainable gateway for trade and tourism, supporting the Mid West region and the state's economy.

Mid West Ports provides vital port services that help local businesses reach national and international markets. Its focus is on safety, customer satisfaction and environmentally friendly operations. It handles a variety of cargo types, from iron ore and grain to industrial minerals and fuels.

The Port Maximisation Project (PMaxP) is currently being implemented to keep up with growing demand, preparing for increased activity over the next decade, with the development of major infrastructure enabling projects including the development of a new berth and a truck unloader.

The organisation manages seven commercial berths and various marine assets, which are essential for services such as vessel berthing, cargo handling operations, exports, imports, and cruise ship visits.

Mid West Ports also operates a four-track rail terminal, one track is privately owned, and the Port maintains the other three tracks, thereby providing a critical supply chain pathway. These services ensure the seamless and efficient movement of goods, supporting both local industries and the broader regional economy.

Mid West Ports owns the environmental licence for the Port of Geraldton holding the organisation accountable for environmental influence resulting from its operations. The Cooperative Bulk Handling (CBH) grain terminal is excluded from this licence; however, the Port works collaboratively with CBH in monitoring its operations.

Uniquely, Mid West Ports also manages Geraldton's Fishing Boat Harbour (FBH), which supports the regions largest fishing industry, particularly the western rock lobster. The FBH comprises of boat pens and a significant landholding with sites leased principally to businesses that support the local fishing, marine servicing and tourism businesses.





MWPA has approximately 89 hectares of land across the Port of Geraldton's main harbour, FBH and immediate surrounds.

MWPA is responsible for land use planning, and controls and acts as a landlord by leasing or licensing to the private sector. The private sector primarily owns and manages the assets on these lease sites.

There are currently 45 separate commercial leases, along with various licences, that generate revenue for MWPA. In addition, 200 hectares of undeveloped land is reserved for future development of a deep-water port at Oakajee that will support both future mine developments and the Oakajee SIA precinct for green energy projects.

This land constitutes a small portion of the total land requirements for future port development. MWPA has also received interest from several parties for alternative water and land access for renewable energy projects.

In recent years, Mid West Ports has seen a rise in customer confidence, particularly in the green energy and minerals sector. This projected growth will increase trade throughput and bring economic benefits to the region. The organisation is committed to boosting regional development by focusing on local procurement opportunities and strategic supplier relationships.

Mid West Ports continues to support cruise tourism in the region by providing port transit services, benefiting the local community.

Dedicated to giving back to the community, Mid West Ports supports local initiatives through grants and sponsorships, partnerships and events. In 2023/24, it continued its Reconciliation Action Plan journey, demonstrating its commitment to community cohesion.

Maintaining a secure port is crucial for safety and uninterrupted trade. Mid West Ports ensures the safe and efficient operation of the port through a combination of rigorous safety protocols, advanced technology and continuous staff training. The implementation of strict safety measures and regular review of procedures, minimises risks associated with port activities.

Mid West Ports is more than just a port operator; it is a vital part of the local fabric, contributing to the local economy and supporting regional development.

Looking forward with optimism, it aims to strengthen connections between the Mid West region and the world.

## 6.0 Supply Chain

Mid West Ports procures good and services across several categories, including:

- Port infrastructure
- Industrial equipment and fleet
- Facilities services
- Business advisory services
- Technology and data management

The contractual arrangements we have with our suppliers vary due to the wide range of goods and services procured across the business. The main types identified are:



**One-off, short-term procurement activities**



**Longer-term contracts**



**Service provider licenses**

Mid West Ports does acknowledge that even though a supplier may be based in Australia they may source goods and commodities from overseas.



# Modern Slavery Risks

**A Social Issues Risk Assessment including Modern Slavery was undertaken in 2023 and updated for the reporting period.**

The purpose of the Risk Assessment was to identify how Mid West Ports may contribute to, or be directly linked to modern slavery practices through our operations and supply chain.

**The following risks were identified relating to Modern Slavery:**



## Procurement

The procuring of goods/ services whereby suppliers and their subcontractors who may employ such practices and inadequate monitoring of supplier/service provider/ subcontractors/ leaseholders.



## Climate Change

Impacts of climate change resulting in displacement and environmental degradation of lands and homes.



## Seafarers

May be exposed due to actions of shipping lines and vessel owners.



## Stakeholders

Actions of Mid West Ports stakeholders.



## Workforce

Lack of awareness and understanding of modern slavery.





## 7.0

# Actions Taken to Assess and Address Modern Slavery Risks

The reporting period was used to identify and progress actions to address the identified modern slavery risks in our operations and supply chains, including:

### Seafarers:

Although vessel crews and the changeover of crews are not within Mid West Ports' responsibility, as standard practice, we report on ship crew movements and requests for medical assistance as required.

We work closely with the Geraldton Mission to Seafarers, supporting the provision of seafarer facilities and Internet for all vessels visiting our ports. This enables seafarers to connect with friends, family, loved ones.

Mid West Ports provides a grievance mechanism through our website, that enables any grievances, issues or complaints to be managed.

As part of the process, Mid West Ports Authority is committed to working closely with the relevant authorities to assist in any alleged human rights infringement investigations, and support port users and proponents if modern slavery practices occur and assistance with the remediation process is needed.

A draft Human Rights Policy has been prepared for approval by Mid West Ports Board as part of addressing Modern Slavery risks.

### Procurement:

As a service provider, Mid West Ports enters relationships (commercial and other) with a wide variety interested parties, such as external suppliers of goods and/or services, contractors, agents, customers, and others. Mid West Ports progressively, and continually, reviews its understanding and oversight of its goods and/or services providers, and their respective supply chains. Mid West Ports is progressing actions to address modern slavery risks in our procurement practices. A draft Supplier Code of Conduct has been prepared for approval and implementation.

### Climate Change:

Impacts of climate change can lead to the displacement of people and the environmental degradation of land. This can result in the loss of homes, putting people at risk of modern slavery. A climate change risk assessment undertaken by Mid West Ports identified risks and opportunities.

### Workforce:

Mid West Ports has policies, systems and procedures for engaging recruitment agencies and employing people in place. This ensures that people are recruited fairly, and their work conditions, including hours and pay, are appropriate.

Mid West Ports will provide modern slavery training across the organisation to create awareness and an understanding of our activities that could be linked to human rights violations. All employees will be required to complete the training within 3 months of role commencement, with refresher training every two years.

### Stakeholders:

Mid West Ports continues to undertake further work to understand the risks and actions with stakeholders in relation modern slavery.

### Assessing the effectiveness of our actions

Mid West Ports will continue to review implementation and outcomes against actions alongside reviewing the risks of Modern Slavery within operations and supply chain as part of its Governance procedures, with quarterly reporting to the Audit, Risk and Governance Committee.

### Consultation process

During the reporting period, the ESG working group, including the Chief ESG Officer, representatives from Risk, Quality, Safety, Environment and HR teams meet to discuss ESG outcomes including Modern Slavery.

# Other Relevant Information

### Complaints management:

Mid West Ports has an extensive feedback management process to ensure there are various avenues available for concerns or complaints to be made about any matter (including but not limited to potential modern slavery concerns).

Feedback is managed through an online system, with management including responding effectively and quickly to stakeholder and public concerns.

Although Mid West Ports does provide feedback back to the party who raised any concerns, complaints can be made anonymously.

### Ongoing commitment:

The Board and Executive of Mid West Ports is committed to addressing modern slavery and if made aware of any allegations of cases where seafarers are subjected to modern slavery, we will work with appropriate parties to address those cases and any identified modern slavery within our supply chains we will cease using those suppliers.

### Modern Slavery Act 2018 (Cth)

This modern slavery statement is signed by a responsible member of Mid West Ports Authority.



**Noel Hart**  
Chair



**Damian Tully**  
CEO

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