



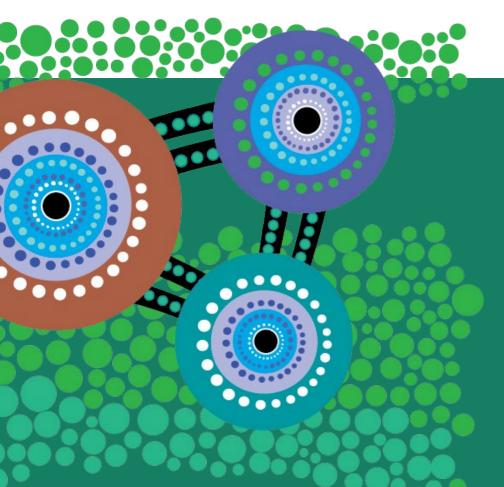






#### **Contents**

A Message from the CEO	01
Our Vision and Values	02
Introduction	03
Who We Are	04 - 05
Our Operations	06
Our Role in the Gas Industry	07
Quick Guide to Our Statement	30
Highlights from 2023	09
Our Corporate Structure	10
Workforce and Supply Chains	11
Modern Slavery Risks	12 - 15
The Actions Taken	16 -19
Sign Off	20



#### **Acknowledgement of Country**

Australian Gas Infrastructure Group acknowledges the Traditional Custodians of the lands upon which we live and operate, and we pay our respects to Elders past, present and emerging. We recognise Aboriginal and Torres Strait Islander peoples' historical and ongoing connection to land and waters, and we embrace the spirit of reconciliation.

Artwork from AGIG's Our Connection to Country, by Karen

Yorta Yorta Artist







#### Welcome to our Modern Slavery Statement for 2024

Across recent years, our business has grown and evolved. As a result, in 2024, we refreshed our Vision, Strategic Pillars and Values, to ensure these elements were inclusive and reflective of who we are today, and our goals for the future. Our refreshed Vision to deliver infrastructure essential to a sustainable energy future, is a strong statement of our ambition to continue to be a key partner for our customers in delivering the infrastructure needed to support them through the energy transition and beyond. Addressing modern slavery risks is crucial to achieving our Vision.

This Modern Slavery Statement provides an overview of how AGIG works to address modern slavery risks in our business, operations, workforce and supply chains.

In 2024, we created a dedicated role in the Contracts and Procurement group who's task it is to monitor vendor modern slavery compliance and investigate any suppliers that are considered high risk. In 2024, 97.2% of our suppliers were Australian based and, in accordance with the AGIG Sustainable Procurement Statement, wherever possible we include local, indigenous and small business in our procurement opportunities. We also continued to increase awareness through modern slavery training for our employees and the various due diligence tools used to enhance the supplier reviews undertaken by our Contracts and Procurement team.

AGIG is committed to continuing to improve our sustainable procurement practices in alignment with our Environmental, Social and Governance (ESG) targets.

Craig de Laine, **Chief Executive Officer** 

#### **Our Vision**

To deliver infrastructure essential to a sustainable energy future

#### Our Strategic Pillars **Our Values** Customer **Focussed Public Safety** We build Customer Experience Trust Cost Efficient A Leading **Employer** Health and Safety We are **Employee Experience Accountable** Skills Development **Operational** Excellence Profitable Growth We Benchmark Performance Care Reliability Sustainable **Communities Enabling Net Zero** We are **Environmentally Focussed** One Team Socially Responsible

#### Introduction

This Modern Slavery Statement (Statement) is prepared and submitted in compliance with the Modern Slavery Act 2018 (Cth) (the Act). In accordance with section 14 of the Act, this Statement is a joint statement covering the reporting period 1 January 2024 to 31 December 2024, submitted by Australian Gas Infrastructure Holdings Pty Ltd (AGIH) for the following reporting entities (as that term is defined in the Act) within the AGIG group of companies (AGIG):

- Australian Gas Infrastructure Holdings Pty Limited ABN 22 120 456 573
- Australian Gas Networks Holdings Pty Limited ABN 24 169 818 026
- Australian Gas Networks Limited ABN 19 078 551 685
- Australian Gas Networks (VIC) Pty Ltd ABN 73 085 899 001
- Multinet Gas Distribution Partnership ABN 53 634 214 009
- DBNGP (WA) Transmission Pty Limited ABN 69 081 609 190

In this statement, unless expressly mentioned otherwise, references to AGIG, the Company, we, us and our, refer to the reporting entities collectively, their subsidiaries and controlled entities. This statement does not cover our non-controlled nor non-operated joint venture operations.

AGIG is opposed to modern slavery and will not knowingly conduct business with parties that engage in modern slavery or other unethical business practices. We apply the Act's definition of "modern slavery" in our internal policies, practices and resources and our external Sustainable Procurement Standard, to communicate to all stakeholders our expectations regarding modern slavery risks.

This is our fourth Modern Slavery Statement. Our historical statements are available on <u>our website</u> and at <u>agig.com.au/publications</u>



#### We are Australian Gas Infrastructure Group.

One of Australia's largest gas infrastructure businesses.

We are Australian Gas Infrastructure Group (AGIG), one of Australia's largest gas infrastructure businesses and a key partner for our customers; delivering the infrastructure needed to support the energy transition today and, in the future.

Across every Australian mainland state, and the Northern Territory, our infrastructure delivers gas to homes, businesses and communities; and transports and stores gas that underpins the Australian economy for power generation, mines and manufacturers. We do this safely, reliably and in a cost-efficient manner for our customers.

Our business is actively participating in the energy transition by delivering the natural gas needed today and advancing solutions for the future. Since 2021, our Hydrogen Park South Australia facility, has been delivering blended renewable hydrogen to hundreds, then thousands, of homes. This facility demonstrates the reality of renewable gas – and now we're doing more. In 2024 we commenced production at our second facility, Hydrogen Park Gladstone. A third facility, Hydrogen Park Murray Valley, which upscales reach to 40,000 customers, is currently under construction.

Our Net Zero Ambition and emissions reduction targets outline our ongoing dedication to a sustainable energy future. We know that to deliver net zero ambitions in a timely, affordable and reliable way for all customers, a diverse range of energy supply is needed. We will continue to work with customers and stakeholders to deliver and develop the energy infrastructure solutions essential to lowering emissions – including through natural gas, renewable gas and carbon capture and sequestration solutions.

We strive to contribute more than safe and reliable energy supply in the communities we serve, by being a socially responsible organisation that leaves a long-term positive impact.

Our focus on customers and community could not be delivered without our most important asset: our people. The AGIG team comprises dedicated industry experts focussed on delivering operational excellence. AGIG strives to ensure the work environment is safe and inclusive, creating a culture that fosters success.





#### Dampier Bunbury Pipeline

DBP owns and operates Western Australia's principal gas transmission system the Dampier to Bunbury Natural Gas Pipeline. The Australian Gas Infrastructure Developments (AGID) Group operates unregulated transmission pipelines, gas processing, storage and small quantities of native gas production in Western Australia and the Northern Territory.

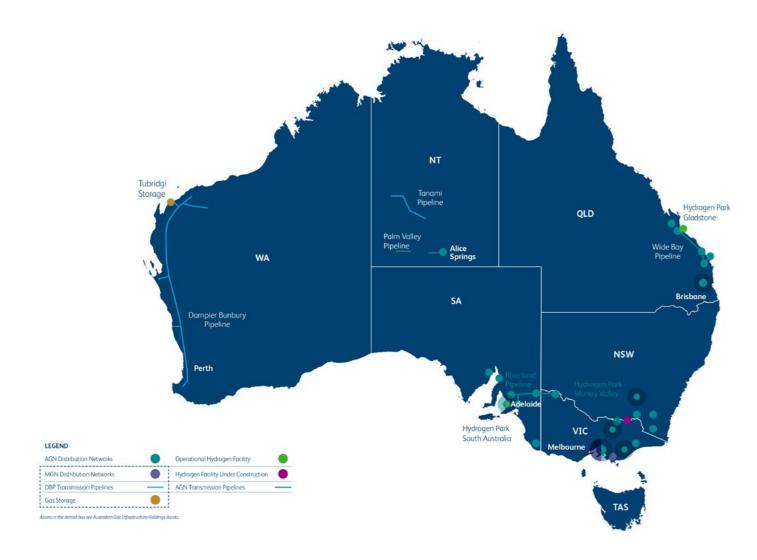


MGN owns and operates gas distribution in Victoria.



AGN owns gas infrastructure (distribution and transmission pipelines) in Victoria, South Australia, Queensland, New South Wales and the Northern Territory. It also owns and operates two renewable hydrogen production facilities, Hydrogen Park South Australia and Hydrogen Park Gladstone, with a third facility. Hydrogen Park Murray Valley, under construction in Victoria.

#### **Our Operations (2024)**



#### **South Australia**

- 486,973 customers
- 25,542TJ delivered in 2024
- Distribution 8,510km
- Transmission 479km
- Electrolysis 1.25MW

#### Victoria

- 1,478,042 customers
- 95,327TJ delivered in 2024
- Distribution 22,263km
- Transmission 501km

#### **New South Wales**

- 63,540 customers
- 5,016TJ delivered in 2024
- Distribution 2,079km
- Transmission 84km

#### **Oueensland**

- 112,422 customers
- 6.043TJ delivered in 2024
- Distribution 3,344km
- Transmission 314km
- Electrolysis 0.175MW

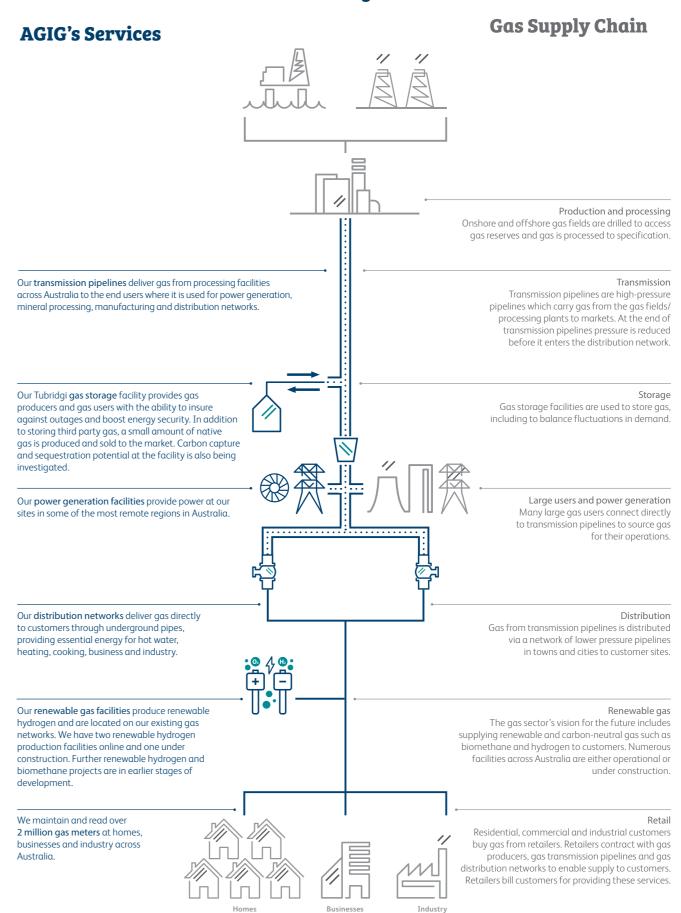
#### **Northern Territory**

- 1,190 customers
- 3,499TJ delivered in 2024
- Distribution 40km
- Transmission 601km

#### Western Australia

- 62 shippers
- 485,573TJ delivered in 2024
- Transmission 2,337km
- 60PJ gas storage

#### Our Role in the Gas Industry



2024 Modern Slavery Statement 07

#### **Quick Guide To Our Statement**

Requirement of the Act	Our Statement
Identify the reporting entity, section 16(1)(a)	Introduction   page 3
Describe the reporting entity's structure, operations and supply chains, section 16(1)(b)	Our Vision and Values   page 2 About AGIG   page 4 - 5 Our operations and Our role in the gas industry   pages 6 - 7 Our corporate structure, Our workforce, Our supply chains   pages 10 - 11
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entity that it owns or controls, section 16(1)(c)	The risks of modern slavery in our operations and supply chain   pages 12
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes, section 16(1)(d)	The actions we have taken to assess and address the risks   pages 16 Our approach to response and remediation   page 17 Future actions we intend to take   page 18
Describe how the reporting entity assesses the effectiveness of these actions, section 16(1)(e)	How we measure the effectiveness of actions taken   page 19
Describe the process of consultation with any entities the reporting entity owns or controls and the entity giving the statement, section 16(1)(f)	Collaboration   page 20
Other relevant information (including COVID-19), section 16(1)(g)	Impact of COVID-19 pandemic   page 19
Details of approval by the relevant principal governing bodies, section 16(2) (b)	<b>Sign-off I</b> page 20

#### **Highlights from 2024**

We did not receive any complaints or reports to our independent reporting hotline of modern slavery occurrences within our business or supply chains.

We met the objectives referred to in our 2023 Modern Slavery Statement ("Future actions we intend to take"), including:

- Implementing two new due diligence platforms.
- Created a specific role in the Contracts and Procurement team to monitor, manage and investigate any high-risk suppliers.
- Continued to educate and empower our internal procurement team to engage with modern slavery issues in procurement processes.
- Continued to supplement our external due diligence platforms for higher value contracts with the use of an additional self-assessment questionnaire during the onboarding process.
- Continuing to provide modern slavery training and awareness to staff with 419 staff completing training in 2024.

320
New AGIG' suppliers completed modern

slavery onboarding

100% compliance

With our Sustainable Procurement Statement



**97%** of suppliers are Australian based

### **Zero complaints**

or reports received to our independent reporting hotline of modern slavery occurrences within our business or supply chains Annual Modern Slavery Statement published

**08** 2024 Modern Slavery Statement **09** 



#### **Our Corporate Structure**

The reporting entities are managed by a single Executive Leadership Team (in previous Statements referred to as the executive management team), supervised by separate Boards of Directors.

Australian Gas Infrastructure Holdings Limited (AGIH) and its subsidiaries are Australian incorporated private companies with registered offices in Perth and Adelaide. AGIH is ultimately owned by a consortium made up of CK Infrastructure Holdings Limited, CK Asset Holdings Limited and Power Asset Holdings Limited.

Australian Gas Networks Holdings Pty Limited (AGNH) and its subsidiaries are Australian incorporated private companies with registered offices in Adelaide (with the exception of one non-operational subsidiary that is incorporated overseas). AGNH is ultimately owned by CK Infrastructure Holdings Limited, CK Hutchinson Holdings Limited and Power Asset Holdings Limited.

For further information on our executive leadership team, corporate structure or ownership, please see our website: <a href="www.agig.com.au/">www.agig.com.au/</a>.

CK Infrastructure Holdings Limited, CK Asset Holdings Limited and Power Asset Holdings Limited are offshore foreign entities that do not need to report under the Act. However, CK Infrastructure Holdings Limited submits a modern slavery and human trafficking statement under the UK Modern Slavery Act 2015. CK Infrastructure Holdings Limited also publishes a Modern Slavery and Human Trafficking Statement and a Sustainability Policy.

To review these policies please see:

CKI Modern Slavery and Human Trafficking Statement

CKI Human Rights Policy

**CKI Sustainability Policies** 





Qo's
36%
of AGIG
employees are
female

#### Workforce

#### Our People

AGIG employs over 517 staff across Australia on a full time and part-time bases.

The average age of our employees is 46.1 years with 36% of our workforce being female. We do not employ any staff under the legal age for work in Australia. We also have more than 1,380 contractors working for our business.

#### **Supply Chains**

Due to the nature of our operations and business, our supply chains are diverse, international and multitiered. Procurement is undertaken in collaboration with subject matter experts in various fields including finance, procurement, technical and asset management teams, working with legal advisors and contract owners as required.

On an annual basis, we contract directly with over 1,000 suppliers. In 2024, we engaged with more than 1,200 suppliers to provide goods and services to our business. All of our suppliers are required to comply with our Sustainable Procurement Statement, <u>available here</u> and at <u>agig.com.au/publications</u>.

We endeavour to contract with Australian based suppliers where possible and we typically contract on AGIG standard contract terms. AGIG's standard procurement contract templates contain contractual clauses that require our suppliers to ensure that modern slavery does not occur in their business, operations or supply chains.

10 2024 Modern Slavery Statement 2024 Modern Slavery Statement 11



# The risks of modern slavery in our operations and supply chains

AGIG employs two different external due diligence tools: Fair supply and Moody's, to monitor our modern slavery risks. We also utilise a Business Ethic questionnaire for higher value packages.

To understand the risk of modern slavery arising in our operations and supply chains we have two steps:

- We utilise two external modern slavery risk assessment platforms to analyse suppliers for the purposes of risk identification, verifying supplier self-assessment questionnaires and for providing further information to inform our procurement decisions. We continue to issue selfassessment questionnaires to suppliers upon onboarding to identify any risks with their business and/or supply chains.
- 2. Should any vendors present as high risk, we can utilise external consultants on an ad hoc basis over the course of the year to provide more detailed in-depth analysis to supplement the higher level information we receive from our external risk platforms or from the business ethics questionnaire to further inform our procurement decisions.

These processes are useful for informing procurement decision-making and briefing procurement personnel and our Executive Leadership Team. Consistent with previous reporting periods, whilst no reports of actual modern slavery have been identified, the understanding of risks associated with particular products and regions has continued to increase.

Mandurah Dawsville Channel, Western Australia
An area surveyed during our routine aeriel pipeline surveilland

#### Our Risk Based Approach to Modern Slavery

#### Risks by Region

Using the Fair Supply platform, our due diligence identified the countries with the highest risk of modern slavery, aggregated across all vendors listed on our supplier database (and is based on the amount we spend with particular suppliers). The shaded countries in figure 01 indicate the top risks.

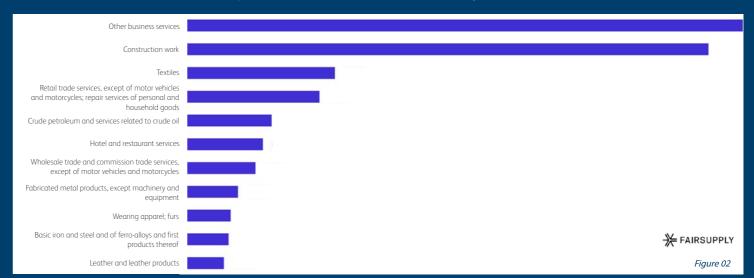
The regions noted as having the greatest risk are: Australia, India, China, and South-East Asia.



#### Risks by Industry

Our due diligence identified the following industries as the top four with the highest risk of modern slavery (based on the amounts that we spend with suppliers in the respective industries):

- Other business services (for example, software, IT, catering, cleaning, security, clothing supply and office stationery)
- Construction work
- Textiles
- Retail trade services (for example maintenance services of household goods)



The identification of the regions and industries (described above and in figure 01 and 02) as risk areas does not confirm the existence or non-existence of modern slavery within the supply chains of suppliers or organisations carrying out business in those regions or industries. Identification of these regions and industries was undertaken by external consultants, Fair Supply, for the purposes of reporting as required under the Act.

#### **In Summary**

Applying our two-step approach, we have identified risks of modern slavery in our operations and supply chains that are consistent with risks identified in previous years and reported in previous modern slavery statements submitted by AGIG. These risks are summarised below:

- At operational sites, owned and operated by AGIG, we have not identified any actual incidents of forced labour or servitude within the workforce comprised of our direct employees. Our governance framework, including the AGIG Equal Employment Opportunity Policy, Diversity, Equity and Inclusion Policy, and Zero Harm Principles, Fraud and Corruption Prevention and Whistleblowing Policy, as well as our compliance with requirements of Australian law (particularly with regard to workplace health and safety and employment), minimise the risk of forced labour or servitude occurring. We have a strong culture of reporting workplace health and safety incidents. To date, no reports of incidences of modern slavery occurring on an AGIG operational site have been received.
- Our due diligence found that there is a risk of modern slavery occurring indirectly in our supply chains. This arises from the breadth and depth of our supply chains that extend internationally, across a number of industries with multiple tiers.

- The regions and industries in our supply chain
  with the highest risk of modern slavery remain
  the same as reported in our 2023 Modern Slavery
  Statement. As outlined on page 13 the highest risk
  regions include Australia (as this is where the largest
  proportion of our spend occurs), China, Indonesia
  and India. The highest risk industries include:
  Other services (e.g. software, IT, catering, cleaning,
  security, clothing supply and office stationery) and
  Construction and civil works.
- While we predominantly source goods and services from Australia, it is often that the risk of modern slavery is higher in the second or third tier of supply chains as the raw materials or inputs used to produce goods that we procure, or to deliver services that we procure, are sourced from higher risk regions and industries (for example, manufacturing in regions identified as higher risk).

Note: none of the information contained in this Statement or obtained through due diligence confirms the existence, or non-existence, of any actual incidence of modern slavery.

#### **Risk Factors**

In undertaking our assessment and consistent with our approach in previous years, we continue to take into consideration factors known to increase modern slavery risk, including:

- Issues associated with international regions such as lack of regulation or enforcement agencies, bad track record with corruption and human rights, prevalence of criminal organisations, poor labour regulations and laws.
- Issues associated with industry such as, vulnerable workforces (low skilled, temporary jobs, poverty, migrants), long and complex supply chains, and labour intensive industries.
- Issues associated with the supplier such as, labour issues or controversies (such as delayed payments, failure to meet labour regulations, discrimination of employees) and use of state-sanctioned forced labour, high use of third-party recruitment agencies.
- Issues associated with procurement practices such as, cost cutting, tight deadlines, demand for cheaper goods and services.
- The ongoing international concern in relation to products that may be linked to Uyghur forced labour within the autonomous Xinjiang region.



Image on right:
Onslow Coastline, Western Australia.
An area surveyed during our routine aeriel pipeline surveillance

14 2024 Modern Slavery Statement 2024 Modern Slavery Statement 15

### The actions we have taken to assess and address the risks

During this reporting period, the actions we have taken to assess and address the risks include:

- We implemented two external risk assessment platforms that provide an independent, external database to enhance our ability to conduct supplier due diligence on a range of business ethics issues, including but not limited to modern slavery.
- Recruited for a specific role in the Contracts and Procurement team whose task it is to monitor vendor modern slavery compliance and investigate any high-risk suppliers.
- We continued to provide training and education to employees through internal modern slavery awareness training.
- We maintained the AGIG reporting hotline, which is a grievance mechanism for employees, contractors and suppliers to confidentially raise concerns about unethical business conduct such as modern slavery. We encourage reporting to support a culture of honest and ethical behaviour, corporate compliance and good corporate governance. During the reporting period no reports of modern slavery concerns were reported to the grievance hotline.



### Our approach to response and remediation

AGIG's approach to response and remediation of modern slavery incidents is based on the "Modern Slavery Response and Remedy Framework" prepared by Walk Free and Human Rights Resources and Energy Collaborative and the "Effective Modern Slavery Grievance Mechanisms" publication for business by Global Compact Network Australia.

As discussed earlier in this Statement, we have implemented a two step process to understand the risk of modern slavery in our operations and supply chains. This process helps us to identify and mitigate modern slavery risks and address them accordingly, for example by electing not to proceed with a potential supplier.

AGIG's approach to response and remediation depends on the context of the incident and an appropriate response will be assessed on a case-by-case basis, depending on the relevant facts. For example, if an instance of modern slavery is identified, AGIG will assess the harm (or potential harm) caused and AGIG's involvement in the incident (i.e., whether AGIG has caused, contributed to, or is directly linked to the harm, within the meaning of the UN Guiding Principles on Business and Human Rights).

AGIG believes that preventing harm to victims is of utmost importance. AGIG's response to modern slavery involves taking steps to actively make good and prevent future harm. The actions that may be taken in the event of a modern slavery incident may include: working with suppliers to improve practices and protect workers, developing corrective action plans, engaging with other relevant stakeholders (including local authorities if required) and in extreme cases where AGIG considers there is no appropriate alternative and workers will not be disadvantaged, may include terminating relationships.



16 2024 Modern Slavery Statement 2024 Modern Slavery Statement 17

### Zero

modern slavery grievances were reported to our reporting hotline in 2024

## Future actions we intend to take

The future actions we intend to take include:

- Re-assess AGIG's entire vendor database through the Fair Supply modern slavery risk assessment tool on an annual basis;
- Continuing to use the implemented external databases to conduct enhanced supplier due diligence on a range of business ethics issues, including but not limited to modern slavery;
- Efforts to ensure compliance with the Contracts and Procurement Policy and to ensure consistent procurement practices across the business;
- Increasing our awareness and efforts with staff to engage in meaningful discussion of modern slavery risks in areas outside of the workplace;
- Continuing to engage with suppliers through self-assessment questionnaires;
- Increasing our collaboration with sister companies and industry working groups; and
- Continuing to deliver modern slavery training to AGIG staff.



#### How we measure effectiveness of actions taken

At AGIG, we are committed to playing a role in ensuring that human rights are respected within business operations and supply chains. Our ESG Committee has oversight of modern slavery issues and is tasked with ensuring AGIG remains committed to continuous improvement in this area, in alignment with our ESG goals. For further information on our approach to ESG please view our report <a href="here">here</a> and at <a href="agig.com">agig.com</a>. <a href="agig.com">au/publications</a>

In our previous Modern Slavery Statements we reported on certain key metrics in order to measure the effectiveness of our actions and assess and address modern slavery risks. We set out in the table below the results for these metrics for 2024.

Based on the results reported below, we consider that our actions taken to assess and address modern slavery risks have been effective; however, as always, there is room for improvement. We will continue to report on these metrics in future Modern Slavery Statements to provide transparency on our progress.

Reportable Metric	
The number of modern slavery grievances reported to our reporting hotline	0
The number of employees that completed modern slavery training in 2024	
The number of instances where contracts have been terminated due to modern slavery concerns	0

#### COVID-19

The impacts of the COVID-19 pandemic continue to present modern slavery risks globally. As noted on page 16, we have implemented two external risk assessment platforms that strengthen our ability to conduct supplier due diligence on a range of business ethics issues, including but not limited to modern slavery.



18 2024 Modern Slavery Statement 19

#### Collaboration

This Statement was prepared jointly by the reporting entities. The ESG Committee of the reporting entities has recommended the Statement and each of the relevant Boards has approved and provided sign-off.

#### Sign off

This Statement was endorsed by the ESG Committee and approved by the Board of Australian Gas Infrastructure Holdings Pty Limited on Tuesday 27 May 2025.

SIGNATURE OF DIRECTOR:

This Statement was endorsed by the ESG Committee and approved by the Board of Australian Gas Networks Holdings Pty Limited on Tuesday 27 May 2025.

SIGNATURE OF CHAIR:







