

DP World is committed to keeping Australia's economy moving while resolving new enterprise agreement with CFMEU-MUA DIVISION

- Contingency strategies aim to ensure a steady flow of goods and reduce interruptions to Australia's supply chain, with an effort to lessen the impact on the Australian economy.
- DP World remains committed to securing beneficial agreement that ensures employees' welfare, company's long-term viability, and positive outcome for Australian economy.

Sydney, Australia, 29 September 2023: DP World, one of the world's leading logistics providers, acknowledges the decision of the CFMEU-MUA DIVISION to engage in industrial action. While recognising the right to freedom of association, DP World stresses the significant impact such actions have on the national economy and supply chain.

Committed to swift resolution

"We are committed to keep Australia's economy moving and minimise disruption, whilst we work to achieve a swift resolution on the enterprise agreement in the coming weeks," says Nicolaj Noes, Executive Vice President for Oceania, DP World.

"We remain dedicated to a cooperative and productive dialogue with CFMEU-MUA DIVISION. Parties have invested more than 90 hours in ongoing discussions to reach a national agreement," he adds.

Planning to minimise disruption

DP World has maintained transparent communication lines with partners and customers, updating them on the potential for disruptions and allowing them to make alternative arrangements if required. They are keeping all relevant stakeholders well-informed about the developments to mitigate the impact on the national supply chain.

Flexible and round-the-clock operations

Ensuring that DP World has a sustainable, consistent and productive workforce is critical to the functioning of the nation's supply chain.

"Work practices that ensure an even spread of availability across seven days is a critical element of catering to the flexible and round-the-clock operations of both our customers' and the nation's intricate supply chain – especially during peak periods such as the lead up to Christmas," says Noes.

One of the important changes that DP World needs to deliver is new rosters for its Operations and Maintenance teams working at their four terminals in Australia. DP World has proposed and advised of the introduction of new rosters to representatives of the CFMEU-MUA DIVISION and its employees. These rosters are designed to improve the flexibility in deployment of frontline resources to meet customer requirements.

"Shifting to a new roster model will enable us to better meet customer needs, adapt to changing vessel schedules, and align with industry expectations," explains Noes.

"Current rosters do not provide an even spread of availability across seven days per week to match our customers' needs, with the majority of weekend work falling to a single group of employees. Our goal is to establish a more balanced roster model, which will drive more certainty, minimise unexpected changes and ensure more equitable skills distribution. We understand that changes in work patterns can impact personal lives, but we are committed to ensuring a smooth transition by providing ample notice," says Noes.

Consistent work patterns, comparable pay

In the Stevedoring industry, rosters and employment terms have traditionally been designed based on shift durations, with salaries and award bonuses mirroring these roster designs.

DP World projects that with the suggested roster changes, employees maintaining similar work schedules as in the past will receive equivalent, and occasionally even higher, take-home pay compared to the current rostering system. In simple terms, no employee's base rate of pay will go backwards.

In the broader context, while there have been 28 meetings amounting to 118 hours of discussions, there seems to be a trend towards one-sided negotiations. There have been 363 claims made nationally by the CFMEU-MUA DIVISION. If the majority of these claims are agreed to, it would severely limit the efficiency of the Australian supply chain, with the ultimate cost being passed onto the Australian consumer.

Impact on the economy

Stevedores have emerged as an essential service in the post-COVID era. According to conservative projections, industrial action might result in potential economic damages of over \$11million daily across Australia. Moreover, these calculations don't encompass the secondary effects on Australian businesses, which may experience disruptions in serving their customers due to challenges in obtaining essential goods for their operations.

"Australia's national terminal network and its diligent workforce are admired globally. As the nation's gateway to the worldwide economy, our paramount goal is to ensure the uninterrupted flow of goods, benefiting every Australian worker and consumer.

"DP World is steadfast in its dedication to forging a win-win agreement with CFMEU-MUA DIVISION. Our focus lies in enhancing productivity, service delivery, and addressing the needs of our workforce. We earnestly request the union to partake in positive discussions to safeguard the wider Australian economic landscape and supply chain," Noes concludes.

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About DP World

Trade is the lifeblood of the global economy, creating opportunities and improving the quality of life for people around the world. DP World exists to make the world's trade flow better, changing what's possible for the customers and communities we serve globally.

With a dedicated, diverse and professional team of more than 106,500 employees spanning 73 countries on six continents, DP World is pushing trade further and faster towards a seamless supply chain that's fit for the future. In Asia Pacific, DP World employs more than 7,000 people, and has ports and terminals in 18 locations.

We're rapidly transforming and integrating our businesses -- Ports and Terminals, Marine Services, Logistics and Technology -- and uniting our global infrastructure with local expertise to create stronger, more efficient end-to-end supply chain solutions that can change the way the world trades.

What's more, we're reshaping the future by investing in innovation. From intelligent delivery systems to automated warehouse stacking, we're at the cutting edge of disruptive technology, pushing the sector towards better ways to trade, minimising disruptions from the factory floor to the customer's door.

**WE MAKE TRADE FLOW
TO CHANGE WHAT'S POSSIBLE FOR EVERYONE.**

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