

We hope this message finds you well. We are writing to update you on the recent developments in our negotiations with the Maritime Union of Australia (MUA) and the potential impact on our services.

Background of Negotiations

DP World has been engaged in facilitated bargaining sessions over six days with the MUA under the oversight of the Fair Work Commission. These discussions are critical, as they involve reviewing over 300 claims put forth by the MUA, which, if accepted, could significantly impact our operational costs, resource deployment flexibility, and decision-making processes.

Progress and Challenges

While some progress was made during these sessions, the MUA has maintained a majority of their initial claims without significant modification. This stance makes it challenging for us to ascertain the full implications of their demands. Our focus remains on making balanced decisions that consider the impacts on our operations, employees, and, importantly, you – our customers.

DP World's Stance

Our aim is to forge an agreement that reflects the current work environment, enabling us to operate seamlessly 24/7, ensuring the smooth flow of goods and services. Key areas we are focusing on include:

- Prioritising service delivery and adopting work practices that meet customer demands.
- Introducing roster flexibility for better skill availability across all shifts.
- Managing workforce absences promptly and fairly.
- Ensuring the right person is selected for each job and training opportunity.
- Enhancing productivity at each terminal.

Collective Bargaining Principles

These principles are designed to enhance productivity and optimize roster availability. They are crucial for modern, flexible operations that align with the demands of our customers and the nation's integrated supply chain.

Current Situation

Despite our efforts to reach an agreement, the MUA has shown limited willingness to adjust their claims in a manner that ensures operational certainty and reasonable cost implications. The ongoing Protected Industrial Action initiated by the MUA is a concern, especially given the potential impact on national supply chains and the broader economic context.

Moving Forward

In response to the continued Industrial Action, DP World has filed for a cooling-off period of 90 days in the Fair Work Commission. This step is aimed at halting the ongoing action and mitigating its impact on our business, our employees, customers like you, and the general public. We are optimistic that this period will provide an opportunity for constructive discussions without further disruptions.

Our Commitment to You

We understand the importance of our services in your operations and are committed to keeping you informed of any developments. Our team is working diligently to minimize disruptions and maintain the high level of service you expect from us.

We appreciate your understanding and continued support during this period. Please feel free to reach out to us with any concerns or questions.

Warm regards,

Ravi Sheshadri

Vice President - Commercial - Ports & Terminals - Oceania, APAC, DP World