

Modern Slavery: What suppliers and operators need to do?

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Modern slavery is a reality

- 49.6 million people live in modern slavery
- 25% of all victims of modern slavery are children



Modern slavery is closer than you think

Practices that constitute modern slavery can include:

- human trafficking
- slavery
- servitude
- forced labour
- debt bondage
- forced marriage, and
- the worst forms of child labour



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Key Requirements

- The Act requires a Statement to be created and registered on the Commonwealth Register
- The timing of submission is yearly depending on your financial reporting cycle
- The requirements of the statement are defined but not templated
- Each statement is public record and is measured by **mandatory criteria**:
 - a. Identify the reporting entity.
 - b. Describe the reporting entity's structure, operations and supply chains.
 - c. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls
 - d. 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.
 - e. Describe how the reporting entity assesses the effectiveness of these actions.
 - f. Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls
 - g. Any other information that the reporting entity, or the entity giving the statement, considers relevant.

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Looking ahead

The current themes of the Act as reported in the 2021 Commonwealth review include:

- Supporting the entities to understand their compliance obligations
- Awareness and promoting best practice
- Ensuring the Online register is active and the statements are compliant
- Ensure the public sector leads by example through assessing investments and procurement activities

The public records show the following National compliance:

 **7646**

Entities

indicative number of reporting
entities covered by statements

 **3**

Commonwealth

statements

 **5830**

Mandatory

statements lodged

 **775**

Voluntary

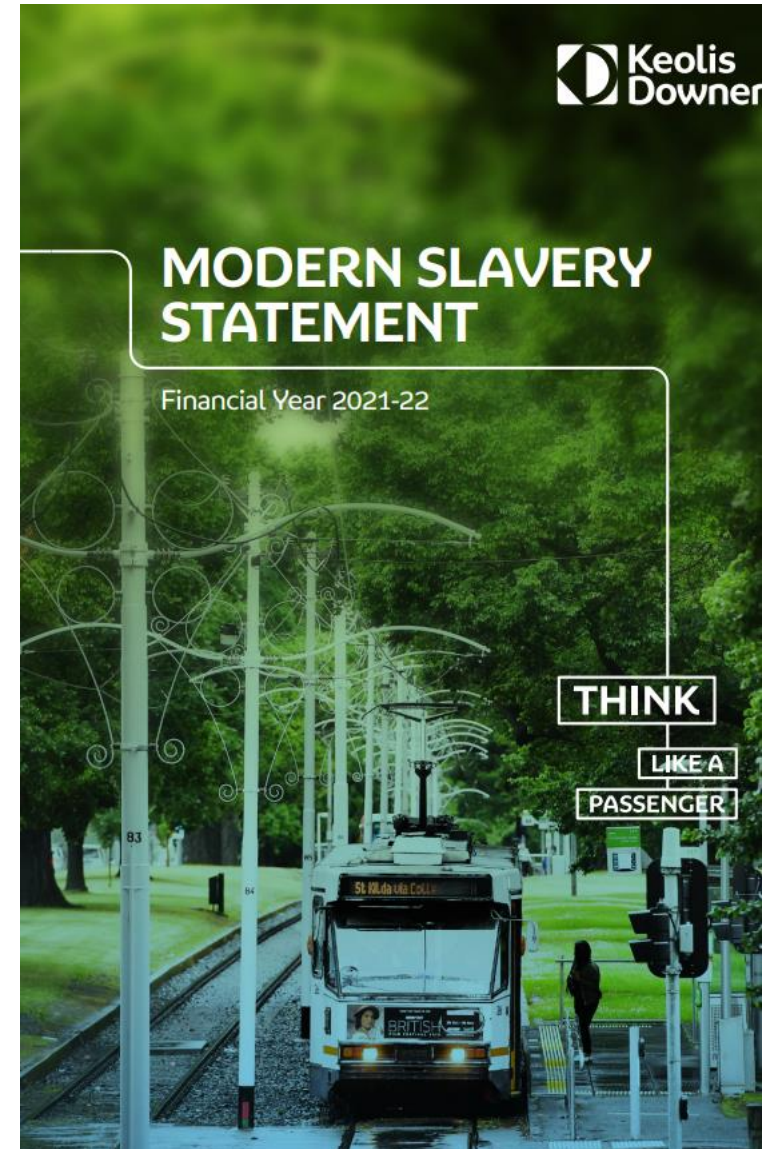
statements lodged

The Act is designed on a three year reporting cycle, the first full cycle is now complete and the Federal Government are undertaking the first legislative review cycle.

Our action

Our commitments include:

- Establishing one working group that covers all our modes and entities across Australia
- As an output, a yearly statement is created through the working group. Our current statement was registered late last year
- The launch of an E-Learning module & questions
- A statement included in Procurement Policies
- Creation of a Modern Slavery Questionnaire for our suppliers
- Supplier Code of Conduct
- Contract reference requirement for sub contractors
- Depot / Employee Induction & Employee Handbook update to include a statement of intent and to create awareness





THANK YOU