

# Supplier guide to understanding, identifying and addressing modern slavery

**This guide is developed to provide a high-level overview of Modern Slavery. Should you require further information, please contact Mission Australia's Integrity Hotline (1800 021 673)**

## **What is Modern Slavery?**

Modern Slavery is a hidden crime that affects millions of people around the world, even in Australia. It is a relationship based on exploitation where a person cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power.<sup>1</sup>

According to the Australian Federal Police, Australia is a known destination and source country for victims of human trafficking.

## **The Modern Slavery Act**

The Modern Slavery Act 2018 (Cth) requires all Australian businesses with an annual turnover of \$100m+ (reporting entities) to prepare an annual Modern Slavery Statement reporting on their efforts to assess and address modern slavery risks in their operations and supply chains. The Statement is made publicly available on the Australian Government's Modern Slavery Statements Register ([modernslaveryregister.gov.au](https://modernslaveryregister.gov.au)).

Mission Australia is a reporting entity under the Modern Slavery Act and is strongly committed to the eradication of modern slavery. An important element of our due diligence process is assessing potential risks across our supply chain. Even if your business is not required to report under modern slavery legislation, as a supplier to Mission Australia you may be asked to provide information on your business operations, policies/procedures and supply chain.

## The Modern Slavery Act 2018 (Cth) defines modern slavery as consisting of:



### Human Trafficking

Where a person is physically moved through deceptive means, coercion or force.



### Servitude

Where a person is deprived of personal freedom and is threatened if they stop working.



### Debt Bondage

Where a person is made to work to pay off a debt, but is not paid for their service.



### Deceptive Recruitment

Where a person is deceived about the type of work they will be doing.



### Forced Marriage

Where a person, regardless of age, is forced to marry without their consent.



### Worst Forms of Child Labour

Where a child is illegally traded for labour or sexual exploitation.



### Forced Labour

Where a person is involuntarily made to work under threat of penalty.

**As a supplier to Mission Australia, your support in assisting us to identify, address and mitigate modern slavery risks is very important and valued.**

## Sectors Most at Risk

The Global Slavery Index estimates there are ~41,000 individuals living in modern slavery in Australia.<sup>1</sup> The following sectors are identified as high risk for modern slavery:



Agriculture



Cleaning



Construction



Domestic Work



Food Services



Hospitality



Meat Processing

**If you operate in, or source goods/services from, any of these industries, your organisation may be at risk of encountering modern slavery.**

# Working with Mission Australia

**Mission Australia is committed to the lawful and socially responsible engagement of human labour, and we require the same standards of our Suppliers.**

Although your business may not be required to report under the Modern Slavery Act, as a condition of working with Mission Australia, we expect you to:

- Engage with your workers lawfully and integrate appropriate labour and human rights policies and practices into your business and broader supply chains.
- Commit to a work environment free from bullying, harassment, victimisation and abuse.
- Provide services in a manner consistent with any applicable human rights obligations.
- Ensure that:
  - a. All work is undertaken without coercion;
  - b. There is no use of any form of forced, bonded or indentured labour; and
  - c. You only engage workers who are the applicable minimum legal age.



## Supplier Code of Conduct and Modern Slavery Statement

**Visit Mission Australia's website for a copy of our Supplier Code of Conduct and our most recent Modern Slavery Statement**

## Actions You Can Take

Consider the following actions to develop your understanding of modern slavery and actions you can take to address it:

- 1 Awareness**  
Create awareness amongst your team by completing a free online modern slavery training course, such as the one offered by Anti-Slavery Australia.
- 2 Risk Assessment**  
Conduct a risk assessment across your supply chain – assess your suppliers to understand where the goods and services you purchase are coming from and identify any potential areas of risk.
- 3 Commitment**  
Develop a modern slavery policy outlining your commitment and actions in addressing modern slavery. Provide a copy of your modern slavery policy to your suppliers outlining your expectations.
- 4 Take Action**  
Take action if you identify and are unable to address/mitigate potential risks. See "Who to Contact".
- 5 Verify**  
Include steps in your procurement process to verify your suppliers before purchasing from them. Ask for copies of your supplier's commitment to respecting human rights. If they are unresponsive, or if their response is inadequate, consider looking for alternative suppliers who share your commitment.
- 6 Ask Questions**  
Investigate 'red flags' such as a supplier offering prices and/or lead times that are 'too good to be true'.
- 7 Stay Informed**  
Stay informed of updates and developments and seek to make small, incremental improvements – walkfree.org is a good resource.

# Identifying Modern Slavery

The following may indicate that a person is a victim of modern slavery:<sup>2</sup>

- There are indications that a person is being subjected to, or threatened with, violence in connection with their employment.
- A person is being confined or isolated in the workplace or only leaves at odd times.
- A person is distrustful of authorities.
- A person looks uneasy, unkempt or malnourished.
- A person is subject to less favourable working conditions than other employees because he/she comes from overseas.
- A person is in the control of another person and is not allowed to speak for themselves.
- A person does not understand the terms or conditions of his/her employment.



**Practices like substandard working conditions or underpayment of workers, while also illegal and harmful, are not considered to be modern slavery in and of themselves. However, they are potential indicators of modern slavery conditions.**

## Considerations When Sourcing from Overseas Suppliers

Some countries pose higher risks of modern slavery. If you source from overseas suppliers you should consider the following:<sup>3</sup>

Issue	Considerations
Legal Frameworks	Does the government have laws prohibiting all forms of human trafficking, including forced labor, slavery, or related offenses?
Child Protection	Does this country specify a minimum age for employment?
Labour Practices	What labour practices and protections are established by law (minimum wage, working hours and overtime provisions, occupational health and safety)?
Freedom of Association	Is freedom of association legally guaranteed? Are certain types of workers excluded from the right to form or join a union?
Migrant Worker Rights	Are migrant, domestic, seasonal, and informal economy workers included in the work and labor protections mentioned above?
Justice System	Do justice system institutions and procedures exist to assist victims of human trafficking?

# Where to Get More Information

Read more information on modern slavery at:



[Modern Slavery Act](#)



[Modern Slavery Statement Register](#)



[Anti-Slavery Australia](#)



[Walk Free \(Global Slavery Index\)](#)

## Who to contact

- Dial 000 if you, or the victim is in immediate danger.
- If you suspect modern slavery, contact the Australian Federal Police ([afp.gov.au](http://afp.gov.au))
- Mission Australia's Integrity Hotline:



[Integrity@missionaustralia.com.au](mailto:Integrity@missionaustralia.com.au)



1800 021 673

## References

<sup>1</sup> Walk Free - [www.walkfree.org/what-is-modern-slavery](http://www.walkfree.org/what-is-modern-slavery)

<sup>2</sup> Department of Home Affairs - [www.homeaffairs.gov.au](http://www.homeaffairs.gov.au)

<sup>3</sup> Responsible Sourcing Tool - [www.responsiblesourcingtool.org](http://www.responsiblesourcingtool.org)