

MODERN SLAVERY ACT SUPPLEMENTARY GUIDANCE: GOOD PRACTICE EXAMPLES OF MANDATORY REPORTING CRITERIA FOUR: *Describe the actions taken by the reporting entity to assess and address modern slavery risks.*

The Australian Border Force (ABF) has developed this supplementary guidance to demonstrate examples towards good practice, compliant and non-compliant responses to mandatory reporting criterion four ‘*Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address modern slavery risks, including due diligence and remediation processes*’. These examples relate to compliance in the first reporting cycle. All modern slavery statements must address all mandatory reporting criteria.

WHAT DOES THE MODERN SLAVERY ACT REQUIRE?



Mandatory reporting criteria four requires reporting entities to describe what actions they are taking to assess and address the risks of modern slavery practices occurring in their operations and supply chains.

If the reporting entity owns or controls any other entities then they also needs to describe the actions these entities are taking.



An entity's description should cover actions taken during the twelve month reporting period for the reporting entity. Actions that are taken after the end of the reporting period should be described in the entity's next statement.

The description of these actions must include information about due diligence and remediation processes. This means entities statements should explain what the reporting entity and any entities they own or control are doing to identify, prevent, mitigate and account for how they address their modern slavery risks.

*The Information in this guidance is not legal advice.

HYPOTHETICAL EXAMPLES TOWARDS GOOD PRACTICE RESPONSE**

Example 1:

Over this reporting period, we have made significant progress in implementing policies and actions to assist in addressing the modern slavery risks associated with our operations and supply chains. These include reviewing and where necessary updating due diligence procedures, introducing a requirement for statements and policies specifically related to Modern Slavery in Requests for Tender and Requests for Quotations; engaging more with suppliers on modern slavery issues and intensifying screening and qualification procedures; developing a clear method for identifying, assessing and classifying actual and potential human rights risks; and reviewing our internal whistle blowing channels to determine whether they sufficiently cover the issue of Modern Slavery.

OR

Example 2:

Our approach to modern slavery is group-wide. During this reporting period we developed a Human Rights Strategy. This was developed with support from all entities in our group based on feedback from staff member workshops and external human rights experts who we consulted. As part of the strategy development, we identified our main human rights risks which were labour rights; right to health and safety; right to equality and freedom from discrimination; Indigenous rights; cultural rights; and right to dignity and justice. We recognise that modern slavery risks are more likely to exist where human rights principles are not respected. Our strategy focuses on systems and processes to identify, prevent, mitigate and remedy actual or potential adverse human rights impacts under the areas of compliance, work culture, people and technology, governance, remediation and stakeholder engagement.

**These examples are illustrative of reporting that went beyond minimal compliance and towards better practice. As per our *Guidance for Reporting Entities*, entities should look to continually improve and build on their response each reporting period.

HYPOTHETICAL EXAMPLES OF A COMPLIANT RESPONSE

Example 1:

We have now implemented a modern slavery framework. This framework establishes our business's processes in respect to modern slavery and human trafficking concerns; the framework also provides staff with a list of actions to be taken if a case of modern slavery is identified.

OR

Example 2:

During our reporting period we have put in place the following measures, introducing our groups first Anti Modern Slavery Policy; revising and updating our internal policies; and reviewing supplier engagement processes and principles.

OR

Example 3:

We conducted the following actions this reporting period to address our modern slavery risks; Commenced a review of our Procurement contracts to include Modern Slavery clauses; updated our Supplier Code of Conduct and Sustainable Procurement Policy; developed and rolled out an Internal Modern Slavery online training module to staff and relevant stakeholders; and made our board and senior management aware of our Modern Slavery obligations.

HYPOTHETICAL EXAMPLES OF A NON-COMPLIANT RESPONSE

Example 1:

We have not taken any actions to assess or address modern slavery risks as we do not have any risks.

OR

Example 2:

Our internal due diligence procedures which have been in place since their creation in 2010 ensure there are no modern slavery risks in our operations or supply chains.

OR

Example 3:

[No evidence of this criterion being addressed in the statement]