

Central Queensland University Modern Slavery Statement

PERIOD: 1 JANUARY TO 31 DECEMBER 2025

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Introduction

This statement meets the University's reporting obligations under the *Modern Slavery Act 2018* (Cth). The Modern Slavery Act requires entities based, or operating, in Australia, which have an annual consolidated revenue equal to or greater than \$100 million, to report annually on the risks of modern slavery in their operations and supply chains, and actions to manage, lessen and where possible remove those risks.

Central Queensland University, trading as CQUniversity Australia, is committed to the prevention of slavery and human trafficking in all University activities and to ensuring our supply chains are free from slavery and human trafficking.

About Us

Central Queensland University, ABN 39 181 103 288, trading as CQUniversity Australia, is established by the *Central Queensland University Act 1988* (Qld). The University is located at 554-700 Yaamba Road, Norman Gardens, Queensland.

Founded in Rockhampton in 1967 as the Queensland Institute of Technology Capricornia, CQUniversity Australia was granted full university status in 1992, became Queensland's first dual sector university in 2014, and now has more than 34 000 students studying online and on campus across Australia.

OUR VISION

To be Australia's most accessible, supportive and engaged university, recognised globally for innovative teaching and research excellence.

OUR PURPOSE

To provide world-class, transformative education and research for our students, partners and communities across Australia and internationally.

OUR VALUES

Engagement

We recognise that authentic engagement with our communities, industries, stakeholders, and students is an inseparable feature of our social purpose.

Can Do

We have the skills, vision, and courage to achieve anything. We support one another to seize opportunities and overcome challenges.

Openness

As individuals and as a university, we build trust by acting with integrity and embracing open and honest dialogue.

Leadership

We value leadership as a quality embedded within every role at CQUniversity, and recognise that initiative, collaboration, accountability, and daring to be different define our success as leaders.

Inclusiveness

We value accessible education and training as an undeniable human right afforded to any person who aspires to it, anchored by a shared sense of equity, kindness, and humanity.

Our Structure

The University is governed by the Council of Central Queensland University as required by the *Central Queensland University Act 1998* (Qld). The Vice-Chancellor and President is the chief executive officer of the University. The University is structured into six Divisions, each headed by a Vice-President: Tertiary Education, Research, Indigenous Engagement, Student Success, and Corporate Services, and the Vice-Chancellor and President's Division.

OUR ENTITIES

As at 31 December 2025, the University had the following controlled entities:

- CQU Travel Centre Pty Ltd, ABN 84 067 862 391
- PT CQU Executive Business Training Centre (established in Indonesia, NIB 9120002743602)
- C Management Services Pty Ltd, ACN 088 415 829
- CQU Indonesia Holdings Pty Ltd, ACN 662 203 965
- Mask-Ed International Pty Ltd (dormant), ACN 151 764 046
- DataMuster Pty Ltd (dormant), ACN 625 765 942.

Further details about CQU Travel Centre Pty Ltd are provided in Appendix 2. Further details about PT CQU Executive Business Training Centre are provided in Appendix 3.

C Management Services Pty Ltd and CQU Indonesia Holdings Pty Ltd do not have employees or conduct business. Mask-Ed International Pty Ltd and DataMuster Pty Ltd are dormant and applications to de-register these companies were lodged with the Australian Securities and Investments Commission in December 2025.

Our Operations

CQUniversity is Queensland's only dual sector university. It delivers more than 250 programs, from short courses to higher degrees. Study areas include apprenticeships, trades and training, business and law, arts, education, humanities, community services, aviation, engineering and built environment, health, nursing, information technology, sport, science, environment, and work and study preparation.

The University values access and inclusion, with a diverse student cohort made up of some of the highest ratios of students from disadvantaged, mature age, First Nations and first-in-family backgrounds. As a pioneer in the delivery of distance education, CQUniversity continues to be a leader in online study with around half of the current student cohort made up of students studying off campus, many of whom are based in rural and remote areas. CQUniversity's accessible and flexible approach to learning and teaching and continued innovation in this space have provided opportunities for thousands of students to complete qualifications, regardless of their geographical location or personal circumstances.

This strong focus on participation has positioned CQUniversity as one of the largest universities based in regional Australia. It is one of the few universities with a nationwide reach. The University operates campuses in Adelaide, Brisbane, Bundaberg, Cairns, Emerald, Gladstone, Mackay, Melbourne, Rockhampton, Sydney and Townsville. Partnerships with Regional University Study Hubs also help to ensure that no matter where students are located, they have the opportunity to engage in world-class education. CQUniversity also has an international presence with a delivery site in Jakarta, Indonesia, offering executive and postgraduate education and training.

After more than half a century of collaborating with stakeholders in regional Australia, CQUniversity is a renowned research institution in several key disciplines and has a reputation as the benchmark leader for how universities should engage and collaborate with communities and industries. The University's applied research focus is oriented

towards impact and real-world outcomes, with the purpose of providing solutions to challenges and identifying new opportunities for advancement in regional Australia and beyond.

In addition to education and research programs, CQUniversity has a strong alumni community with more than 145 000 alumni across the globe. Graduates also have some of the best employment outcomes in Australia, with official data consistently indicating above average national undergraduate and postgraduate employment outcomes. Data released by the Quality Indicators for Learning and Teaching (QILT) also show that CQUniversity consistently outperforms most other Australian universities when it comes to the student experience and student support.

CQUniversity places a strong emphasis on social innovation and global outreach and fosters several key partnerships with communities, industry and government, both in Australia and overseas. This commitment to engagement and social advancement has led to CQUniversity's accreditation as Australia's first and only certified social enterprise university by Social Traders.

CQUniversity's unique vision for diversity, outreach, engagement, research, learning and teaching, and inclusiveness, combined with its growth aspirations and continued expansion of student success, research excellence, social innovation and community engagement, has led to recognition in several world university rankings, including the Times Higher Education and QS World University Rankings.

2025 AT A GLANCE

- Recognised as one of the **top 500** universities in the world by the *Times Higher Education* World University Rankings and QS World University Rankings
- **Ranked 25th** globally in the *Times Higher Education* Impact Rankings
- **Ranked 320th** in the world in the QS Sustainability Rankings
- Consistently ranked among the top universities in Australia for graduate employment and graduate starting salaries
- **50+ years** of experience delivering distance and online education
- Most expansive reach of any Australian university with **campuses in 11** locations and partnerships with Regional University Study Hubs across the country
- **250+ courses** available from short course and certificate level through to PhDs
- **34 461** students from 70+ countries
- **6675** international students
- **11 221** VET/TAFE students
- **671** Research Higher Degree students
- **2053** Indigenous students
- **20 422** students from regional/remote backgrounds
- More than **145 000** registered alumni across the globe
- **2,000+** staff
- More than \$3 million worth of donor-funded student scholarships available

EMPLOYEES AND REPRESENTATION

Our employees are employed directly, on a permanent, fixed term, or casual basis. Employees were located across Queensland, New South Wales, Victoria, and South Australia, reflecting the University's broad footprint.

The Central Queensland University Enterprise Agreement 2023 was in place for the reporting period. Employee rights are also protected through the University's comprehensive policy framework.

Our University Code of Conduct: *The Standards We Live By* sets the behavioural standards for everyone who works for, or on behalf of, the University. Our Code of Conduct (Code) provides guiding principles and standards requiring CQUniversity employees to work with integrity, diligence, honesty and respect to deliver the University's aim to be a great university. The Code reflects the commitment of our University to ensure fair and ethical behaviour in an institution dedicated to the pursuit of enquiry and academic excellence, engagement with people and ideas, and equity and diversity amongst our students and employees.

In delivering this commitment within a truly great university, we operate in accordance with our organisational values as well as abiding by the Federal and State ethics acts, the *Human Rights Act 2019* (Qld) and other relevant legislation, the Freedom of Speech and Academic Freedom Policy, and the Academic Board Position Statement – Academic Freedom. We do this not only because we are legally obligated to do so, but because it is right and just.

The Code applies to all employees and individuals affiliated with the University, including casual employees, honorary and adjunct appointments, consultants and contractors, volunteers, and members of the University Council and University boards and committees.

In addition, the following policy documents are the most relevant to preventing modern slavery in our operations:

- Code of Conduct for Research
- Complaints Policy and Procedure
- Conflict of Interest Policy and Procedure
- Employee Visa Policy
- Fraud and Corruption Control Framework
- Freedom of Speech and Academic Freedom Policy
- Procurement Policy and Procedure
- Public Interest Disclosure Policy and Procedure
- Recruitment and Selection Procedure
- Sexual Harassment and Gender-Based Harassment Prevention Policy and Procedure
- Workplace Harassment, Bullying and Unlawful Discrimination Policy and Procedure.

All employees participate in a Corporate Induction upon joining CQUniversity which covers their obligations under the Code of Conduct and the above policies. A biennial corporate induction refresher is required of all employees.

Our Supply Chains

Due to the breadth of services CQUniversity provides to its students and the community, our supply chain consists of a large range of suppliers across multiple procurement categories and in many countries. Overall, more than 91% of CQUniversity's expenditure in 2025 was within Australia. The largest categories of spend within Australia were building and construction, property leases, professional contractor services, student agents, student practical placement fees, capital equipment, and student health fees. This spending supported our core business of educating students across a national footprint in regional and metropolitan centres. The primary suppliers in these categories have been assessed as low risk.

External to Australia, the largest categories of spend were professional services, agent commission, and subscriptions and memberships. Much of this expenditure is supporting the recruitment of international students. It has been anticipated that overseas student recruitment is the primary area with potential for modern slavery to occur. These supply chains are reviewed and monitored accordingly, and it should be noted that many of these recruiters are sole agents. Our second greatest category carrying risk for modern slavery is professional services. CQUniversity continues to request suppliers complete the Queensland Government Modern Slavery self-assessment document; these are reviewed and recorded as they are received.

Our procurement model follows a hybrid structure with our purchasing and contractual agreements administered at the individual departmental level, with the procurement advice team and legal advice team providing an advisory, assistance, and compliance review role. Significant and strategic purchases are procured via formal tender processes through the Queensland Government VendorPanel platform, with engagements formalised via Queensland Government standard contracts or bespoke contracts reviewed by the procurement and legal advice teams. These tender processes are led by the department purchasing the goods or services with guidance, support, and approval by the procurement and legal teams. Where tenders are not required under our Procurement Policy and Procedure ("Routine Purchases"), CQUniversity utilises a mixture of Queensland Government Standing Offer Arrangements and Queensland Government contracts resulting from Request for Quotations, with governing terms managed via Queensland Government basic purchasing terms or short form contracts. All CQUniversity contracts include requirements to manage and report modern slavery in the suppliers' supply chains.

Furthermore, as part of our due diligence CQUniversity actively requests Australian suppliers to confirm their adherence to the Queensland Government Supplier Code of Conduct. Records of compliance are retained, with any identified non-compliances investigated and discussed with the Supplier for CQUniversity to understand their position, the reason for the non-compliance, and to make an informed decision before progressing.

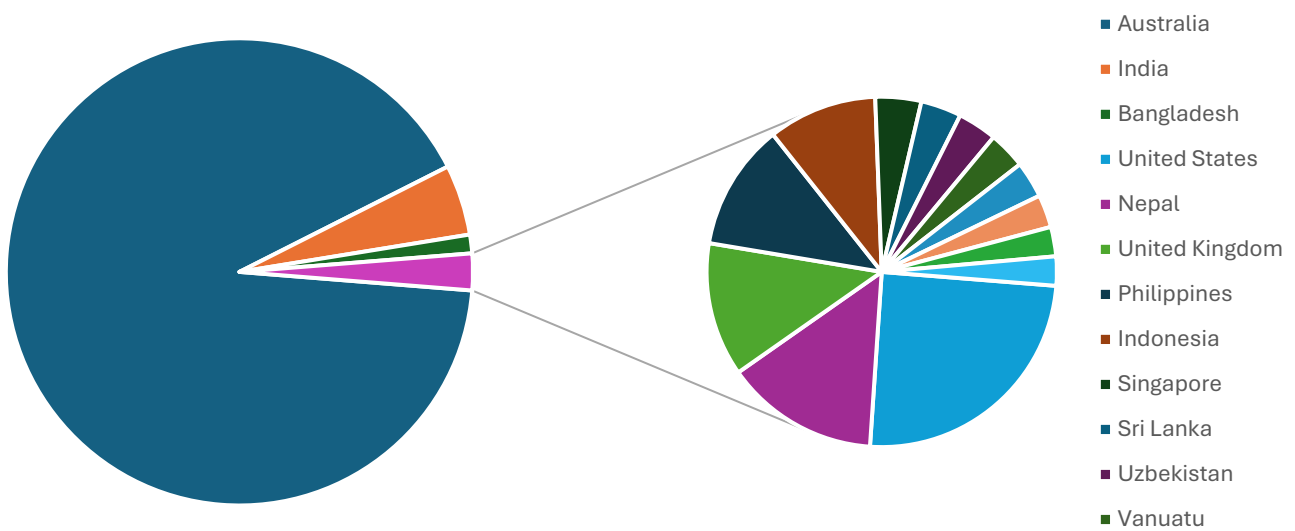
Modern Slavery Risk Assessment and Response

SUPPLY CHAINS

CQUniversity has several measures to detect potential modern slavery occurrences in our supply chains. During the tendering process, all respondent suppliers are required to complete and sign a statement identifying any previous breach of modern slavery laws in their business and supply chains. These statements are reviewed during the tender assessment and recommendation process to ensure compliance; non-compliant suppliers are managed in line with legislative requirements. All CQUniversity contracts include modern slavery provisions requiring our suppliers to represent and warrant that they conduct their business in a manner that is consistent with the Modern Slavery Laws and to notify us of any change to their compliance status or instances of modern slavery identified in their supply chain.

CQUniversity has analysed its supply chain locations and noted that over 90% of its expenditure occurs within Australia. Of those countries outside Australia where expenditure occurs, CQUniversity assesses organisational structures, the format of services or category of goods rendered, and where the goods/services originated from, to identify any potential Modern Slavery risks.

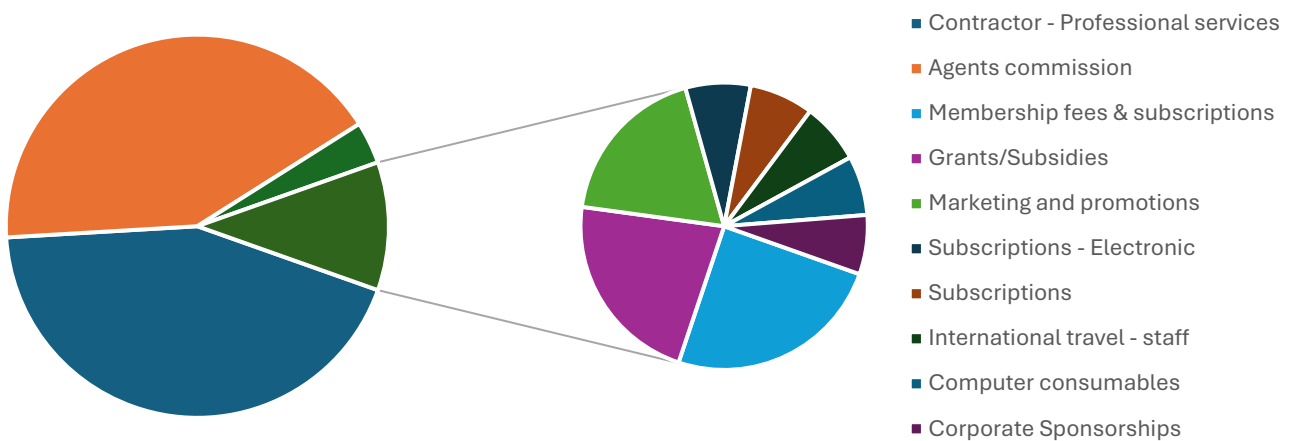
Expenditure by Country 2025



Note: Country expenditure less than \$100,000.00 (ex-GST) has been excluded

Of the expenditure occurring outside Australia, CQUniversity has identified the top categories and assessed them for the potential risk of Modern Slavery. Except for Professional Services, the top five categories are considered lower risk, and no instances of Modern Slavery were noted therein. Data for professional services occurring outside Australia was reviewed, with the type of goods or services rendered and the structure of the organisations providing the goods or services analysed. In all instances these were deemed low risk.

Expenditure Outside Australia, by Category 2025



Note: Category expenditure less than \$100,000.00 (ex-GST) has been excluded

CQUniversity will continue to monitor supply chains nationally and internationally as well as the categories therein for any trend shifts or risk increases.

STUDENTS

The University recognises that students, especially international students studying in Australia, may experience exploitation, substandard working conditions, and underpayment. Students are less likely to report such experiences due to their visa status, fear of reporting and consequences, and a general lack of awareness of

expected working standards in Australia. While substandard working conditions and underpayment are not classified as modern slavery, the University acknowledges the guidance provided that these practices may escalate into modern slavery if not addressed.

To ensure international students are aware of expected working standards in Australia and their rights, the University provides dedicated staff to support international students, information sessions during orientation, and workshops each term regarding life in Australia, scams, work rights, how to report issues, online articles, and a range of support campaigns. These efforts are supported by a third-party service provider who provides 24/7 crisis assistance, legal referrals, and real-time safety alerts.

Effectiveness of Actions and Looking Ahead

Effective systems and a strong policy framework are key to supporting the elimination of modern slavery generally, and in our operations and supply chains specifically.

Due to the nature of the goods and services we procure, the risk of modern slavery in our supply chain has been assessed as low. As a statutory body of the Queensland Government our procurement processes were already driven by government best practice, including the newly introduced Queensland Procurement Policy 2026, with a preference to support local and national industry. International engagement has primarily been for unique services that are not able to be provided nationally, with our risk appetite lending itself to extra compliance requirements for overseas suppliers.

Acknowledging the above risk profile, our primary areas of focus where Modern Slavery may occur are overseas recruitment agents and contractor professional services. Review of these areas of focus has been conducted with the following findings:

- a) our agents are primarily sole traders without employee structures,
- b) the professional services being rendered were generally either by:
 - i. well-established organisations with clear modern slavery processes, or
 - ii. other educational institutions such as universities.

Our Procurement Policy and Procedure includes requirements, explanations, and provisions of modern slavery compliance and is regularly reviewed. Our standard contractual agreements are those of the Queensland Government which include modern slavery provisions. Whilst we did not identify any instances of modern slavery in this reporting period, we will continue to work and collaborate with our supply chain to understand areas of underreporting. Continuing the trend since reporting commenced, no instances of modern slavery have been identified in 2025, and the affirmative statements of compliance continue to paint a picture of the market scape for us.

The University has grievance systems to receive and address reports of wrongdoing, including those that relate to modern slavery. During the reporting period, no complaints nor public interest disclosures were received by the University concerning modern slavery practices in the University's supply chains or operations.

STUDENTS

The effectiveness of student supports is measured through a range of feedback mechanisms and exit interviews. Results are analysed and opportunities for continuous improvement identified and implemented for the following term or year.

Consultation and Approval

Senior management and relevant employees of each active controlled entity assisted with the compilation of this Statement. The CQU Travel Centre Pty Ltd Board of Directors, in their capacity as principal governing body of the company, approved the company's information provided in Appendix 2 on 18 February 2026. The PT CQU Executive Business Training Centre Board of Commissioners approved the company's information provided in Appendix 3 on 19 February 2026, in their capacity as principal governing body of the company.

As set out in the *Central Queensland University Act 1998* (Qld), the Council of Central Queensland University is the governing body of the University, with the power to manage and control the University's affairs and property. Its primary role is to provide effective governance and oversight of the University's operations.

On 6 May 2026 the Council, in its role as principal governing body, approved this Statement for the year ending 31 December 2025 on behalf of the University and its controlled entities that are reporting entities pursuant to the *Modern Slavery Act 2018* (Cth).

The statement is signed by Professor Nick Klomp, Vice-Chancellor and President; a responsible member as defined by the *Modern Slavery Act 2018* (Cth).



Nick Klomp
Vice-Chancellor and President

Appendix 1: Definitions

Modern slavery: describes situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. Modern slavery includes eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour.

Trafficking in persons: the recruitment, harbouring and movement of a person for exploitation through modern slavery.

Slavery: situations where the offender exercises powers of ownership over the victim, including the power to make a person an object of purchase and use their labour in an unrestricted way.

Servitude: situations where the victim's personal freedom is significantly restricted and they are not free to stop working or leave their place of work.

Forced labour: situations where the victim is either not free to stop working or not free to leave their place of work.

Forced marriage: situations where coercion, threats or deception are used to make a victim marry or where the victim does not understand or is incapable of understanding the nature and effect of the marriage ceremony.

Debt bondage: situations where the victim's services are pledged as security for a debt and the debt is manifestly excessive or the victim's services are not applied to liquidate the debt, or the length and nature of the services are not limited and defined.

The worst forms of child labour: situations where children are:

- exploited through slavery or similar practices, including for sexual exploitation, or
- engaged in hazardous work which may harm their health, safety or morals, or
- used to produce or traffic drugs.

Deceptive recruiting for labour or services: situations where the victim is deceived about whether they will be exploited through a type of modern slavery.

Acknowledgement: These definitions, which expand upon those set out in the *Modern Slavery Act 2018* (Cth), are set out in the Commonwealth Modern Slavery Act 2018 – Guidance for Reporting Entities.

Appendix 2: CQU Travel Centre Pty Ltd

STRUCTURE

CQU Travel Centre Pty Ltd, ABN 84 067 862 391, is an Australian proprietary company limited by shares and a wholly-owned subsidiary of Central Queensland University. The Board comprises University Executives, a University employee, and a member of the University's governing-body. CQU Travel Centre Pty Ltd is a small business enterprise located on the University's North Rockhampton campus, Level 1, Commercial Centre, 554-700 Yaamba Road, Norman Gardens, Queensland.

OPERATIONS

CQU Travel Centre Pty Ltd, trading as The Travel Crew, provides corporate travel services to the University and other corporate customers, and leisure travel services to CQUUniversity employees and students and to the general public.

Employees

The Company's six employees (4.48 full time equivalent) are employed directly, on a permanent basis, in accordance with the National Employment Standard and the General Retail Award 2020. Wages paid are above the minimum set by the award. All employees are required to adhere to the company's employee agreement which sets the standards required of employees. This agreement provides guidance on the ethical and behavioural standards required.

SUPPLY CHAIN

CQU Travel Centre Pty Ltd works with a wide range of travel and tourism related suppliers and operators. They are predominantly based in Australia and are used for the provision of services such as accommodation, cruises, tours, flights, hire cars, and rail. Outside of our travel operations, the company acquires goods and services from local or national suppliers, such as for uniforms and stationery.

RISK ASSESSMENT AND RESPONSE

CQU Travel Centre Pty Ltd understands that there are a range of human right violations that constitute modern slavery risk and acknowledges that our operations and supply chain could be directly or indirectly linked to modern slavery practices. To mitigate the risk of the company directly or indirectly contributing to modern slavery, all attempts are made to use reputable, transparent industry partners, whose main business is located in Australia, where possible. The company does not have contracts with the travel service providers it uses, which limits the company's ability to impose anti-modern slavery requirements on those providers. All business dealings with employees, clients, suppliers, and the public are conducted professionally, legally, ethically, and with integrity at all times.

EFFECTIVENESS OF ACTIONS AND LOOKING AHEAD

The Australian Travel Industry Association, of which CQU Travel Centre Pty Ltd is a member, has committed to leading industry wide reform relating to modern slavery in the travel industry, and CQU Travel Centre Pty Ltd is working with them to exemplify a proactive approach to this complex and troubling topic.

CQU Travel Centre Pty Ltd will continue to monitor and improve policies, procedures, practices, and requirements for monitoring, assessing and implementing frameworks that address issues of Modern Slavery. We will ensure to the best of our ability that facilitated travel bookings and day-to-day interactions are not supporting modern slavery.

Appendix 3: PT CQU Executive Business Training Centre

STRUCTURE

PT CQU Executive Business Training Centre was established on 9 July 2019 under Indonesia law as a limited liability company. The company's governance structure consists of a Board of Commissioners, Board of Directors, and the General Meeting of Shareholders. Through two interposed entities, C Management Services Pty Ltd and CQU Indonesia Holdings Pty Ltd, CQUniversity is the sole shareholder of PT CQU Executive Business Training Centre.

The training centre is located at Kuningan City Mall, LG 24-25, Jl. Prof.Dr. Satrio No.Kav. 18, Kuningan, Karet Kuningan, Kecamatan Setiabudi, Kota Jakarta Selatan, Daerah Khusus Ibukota Jakarta 12940.

OPERATIONS

PT CQU Executive Business Training Centre delivers non formal, workforce training in Indonesia.

Employees

The company consist of one Director and 13 employees with definite employment contracts in accordance with the applicable Indonesian employment and labour laws and regulations. Employee rights are also protected by Manpower Laws in Indonesia, which secure work rights for all employees.

All employees are required to adhere to the company's Code of Conduct which sets the standards required of employees. The Code provides guidance on the ethical and behavioral standards required when working for the company and largely mirrors CQUniversity Australia's Code of Conduct.

The company has adopted employment policies that comply with the requirements of the Indonesian Constitution and laws and regulations related to Industrial Relations and Employment. The company's employment contracts reflect these requirements.

SUPPLY CHAIN

The company purchases from highly reputable and recommended suppliers similar to or used by the Indonesian Government and partner academic institutions, where possible.

The largest categories of spending for the company are facilities rental and management, and student recruitment. This spending supports the core business of educating students in Jakarta and recruiting students to attend CQUniversity's Australian campuses.

Our procurement model follows a centralised design with our purchasing and contractual agreements administrated by our Finance Officer with procurement advice provided by the Director. Significant and strategic purchases are procured under formal contracts. Routine purchases are managed via a quotation process, with governing terms managed via Purchase Order terms, or short form contracts.

RISK ASSESSMENT AND RESPONSE

The company recognises the potential for modern slavery to occur within the education sector and the services it may purchase to deliver day-to-day operations. A key mitigation strategy is to access and purchase from highly reputable and recommended suppliers similar to or used by the Indonesian Government and partner academic institutions, where possible.

Risk assessments have been undertaken, and the company acknowledges its responsibility to reduce the risk of modern slavery in its supply chain and to take steps to address those risks through its activities and business

relationships. Within the company's supply chains, domestic and overseas student recruitment is the primary risk area with potential for modern slavery to occur. CQUniversity's Statement sets out the management of potential modern slavery risks relating to international students studying in Australia.

EFFECTIVENESS OF ACTIONS AND LOOKING AHEAD

The company continues to review and improve its processes to ensure, to the best of its ability, it works with suppliers who are not involved in modern slavery practice.

The company will continue to monitor Indonesian practice regarding the use of suppliers and will continue to take advice from Government support agencies such as Queensland Investment Corporation (Indonesia Office) and Austrade to manage against the risk of securing suppliers who do not align with company values.

INDONESIAN LEGISLATION

The company must also comply with the following Indonesian legislation.

Modern Slavery

Indonesia is ranked 16 on modern slavery. While Indonesia has not ratified the Slavery Convention 1926, it has ratified ILO Convention No. 105 which has its values rooted in the Slavery Convention 1926, as a bridge to the formation of positive law for the crime of slavery in Indonesia.

Trafficking in Persons

Law No.21 of 2007 concerning *Eradication of Criminal Act of Trafficking People* regulates trafficking in persons.

Forced Labour

Indonesia has ratified the ILO Convention No 105 concerning *The Abolition of Forced Labour* through Law No. 19 of 1999 regarding ratification of ILO Convention No. 105 concerning The Abolition of Forced Labour, which was passed on 7 May 1999, to commit to eliminating all forms of forced labour as a means of political coercion, a tool for mobilization, worker discipline, punishment for strikes, or discrimination.

Forced Marriage

Law No. 12 of 2022 *Sexual Violence Crime* regulates forced marriage.

Child Labour

Indonesia has ratified the ILO Convention No. 182 concerning *The Prohibition and Immediate Action for The Elimination of The Worst Forms of Child Labour* through Law No. 1 of 2000 regarding ratification of ILO Convention No. 182 concerning The Prohibition and Immediate Action for Elimination of The Worst Forms of Child Labour.

Law No. 23 of 2002 *Child Protection* which was then amended again in Law No. 35 of 2014 Concerning Amendments to Law No. 23 of 2002 Concerning Child Protection and then partially revoked, namely Article 81 paragraph 1 and Article 82 with the enactment of Law No. 1 of 2023 concerning the Criminal Code. The regulation sets out a range of child protections and supports.

Law No. 13 of 2003 concerning *Manpower* prohibits children under 18 years old to work.

Law No. 39 of 1999 regarding *Human Rights* sets out that every child has the right to protection from economic exploitation and any work that endangers them, or which interferes with their education, physical health, morals, social life, or spiritual mentality.

Appendix 4: Statement Annexure

The following table sets out the required approvals and mandatory criteria for this Statement, and the page numbers on which the required information is located.

Requirement	Location
Approval	
Principal governing body approval	Page 10
Signature	
Signature of responsible member	Page 10
Mandatory Criteria	
Identify the reporting entity	Page 3
Describe the reporting entity's structure, operations and supply chains	Pages 4-7
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Pages 7-9, 12-14
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	Pages 7-9, 12-14
Describe how the reporting entity assesses the effectiveness of these actions	Pages 9, 12-14
Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement)	Page 9