

Indigenous Land and Sea Corporation Group

2021-22 Modern Slavery Statement

Group Chair and CEO Statement

People. Country. Opportunity.

In all our activities the ILSC pays respect to the Traditional Owners and Custodians of the lands and waters on which we work. We honour the resilience and continuing connection to Country, culture and community of all Aboriginal and Torres Strait Islander people across Australia. We recognise the decisions we make today will impact the lives of generations to come.

ILSC Background and Purpose

The ILSC was established by the Aboriginal and Torres Strait Islander Act 2005 (Cth) (ATSI Act) in response to the Mabo Judgement (1992) and the Native Title Act 1993 (Cth) which recognised common law native title rights to land. Importantly the ILSC was established to provide for the contemporary and future land, and now water, needs of Indigenous Australians, particularly those unlikely to benefit from Native Title or Land Rights. The ILSC is an Indigenous Portfolio Body within the Prime Minister and Cabinet Portfolio, accountable to the Parliament through the Minister for Indigenous Australians.

The ILSC's purpose is defined by its legislative mandate, being to assist Aboriginal persons and Torres Strait Islanders to: (i) acquire land and water-related rights; and (ii) manage Indigenous-held land and waters so as to provide economic, environmental, social and cultural benefits.

At the ILSC, we are continually working towards our long-term vision for Indigenous people to enjoy the rightful entitlements, opportunities, and benefits that the return of country and its management brings. We do so with a recognition of the immediate correlation between past policies and practices of dispossession and exploitation, and the social, cultural and economic disadvantage of Indigenous Australia.

The ILSC's genesis is one built on the foundations of rights and entitlements to land and water country, and compensation for the loss and exploitation of these.

As a purpose-driven entity, the ILSC aspires to a high standard of corporate responsibility, one which: ensures its own business is of a high ethical standard; seeks a high standard from its business partners; and values the part it plays in global efforts to protect the rights of disadvantaged, dispossessed and vulnerable citizens.

ILSC Modern Slavery Statement

The ILSC is pleased to present its 2021-22 Modern Slavery Statement under the Modern Slavery Act 2018 (Cth) (the "Act").

Our 2021-22 Modern Slavery Statement continues to progress the ILSC's development of its Modern Slavery position and details our actions made during the period 1 July 2021 to 30 June 2022 (**Reporting Period**) in continuing to understand, assess and address the risk of modern slavery in our operations and supply chains along with our future actions.

During the Reporting Period, we have continued to progress in developing our Modern Slavery Act framework through operational and supplier risk assessments, as part of our roadmap in assessing and addressing modern slavery risk in the ILSC's operations and supply chain, as well as within the activities and partnerships that it funds. We are also committed to a culture of continuous business improvement, one where our policies, systems and practices are continually maturing to address the risks of modern slavery.

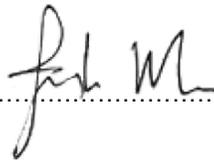
As part of our commitment to continuous improvement, we will look to develop on the groundwork we have established including working with stakeholders both internally and externally to minimise the risk of modern slavery in the ILSC's operations and supply chain. We will continue to measure the effectiveness of our approach taken to address the risks associated with modern slavery and we have outlined the various steps we have taken to do this and our future actions throughout this statement.

This Modern Slavery Statement is made pursuant to the Act and has been approved by the ILSC Group Board on behalf of Indigenous Land and Sea Corporation and Voyages Indigenous Tourism Australia Pty Limited.



Signed.....

Mr Ian Hamm
ILSC Group Chair



Signed.....

Mr Joseph Morrison
ILSC Group Chief Executive Officer

7 December 2022

Reporting Entities

This is a joint statement made pursuant to section 14 of the Modern Slavery Act 2018 (Cth) (the “Act”) on behalf of the reporting entity Indigenous Land and Sea Corporation (ILSC) and its subsidiary Voyages Indigenous Tourism Australia Pty Ltd (Voyages), which is also a reporting entity under the Act.

This joint statement covers the Reporting Period.

How to read this statement

The term ‘the ILSC’ has been used throughout this statement to refer to the parent organisation of the ILSC Group, along with the subsidiaries Primary Partners, NCIE and The Owners Strata Plan No 86156, which are not classified as reporting entities in their own right.

As a separate entity under the Act, information regarding Voyages has been reported under accompanying headings, however as a subsidiary of the ILSC, information regarding the overall Group structure and consultation is also relevant to Voyages.

Our Structure and Details

ILSC

ABN: 59 912 679 254

Registered address: 70 Franklin Street,
Adelaide, SA 5000.

Voyages

ABN: 82 146 482 591

Registered address: Level 10, Angel Place,
123 Pitt Street, Sydney, NSW 2000.

The ILSC was the parent organisation of the following subsidiaries during the Reporting Period:

- Voyages Indigenous Tourism Australia Pty Ltd (Voyages);
- Primary Partners Pty Ltd (Primary Partners);
- National Centre of Indigenous Excellence Ltd (NCIE); and
- The Owners Strata Plan No 86156.

The table below outlines our structure for the Reporting Period:

ILSC Group at 30 June 2022 Indigenous Land and Sea Corporation Head office: Adelaide, SA ABN 59 912 679 254		
Voyages Indigenous Tourism Australia Pty Ltd ABN 82 146 482 591 Head office: Sydney, NSW CEO: Matthew Cameron-Smith	Primary Partners Pty Ltd ABN 28 108 266 548 Head office: Adelaide, SA CEO: Joe Morrison	National Centre of Indigenous Excellence Ltd ABN 98 133 644 578 Head office: Redfern, NSW CEO: Jasmine Ryan Past 2021-22: Darren Hammond The Owners Strata Plan No 86156 ABN 33 616 401 350 Head office: Sydney, NSW

The ILSC's subsidiaries are governed by the ATSI Act (Part 4A) and by the Corporations Act 2001. Under the PGPA Act (Section 86), the ILSC must ensure that subsidiaries do not do anything that the ILSC does not have the power to do.

Similarly, under the ATSI Act (Section 191G), the ILSC may make arrangements for subsidiaries to perform functions corresponding to the ILSC's functions, namely the acquisition and management of land and water-related interests for the benefit of Aboriginal or Torres Strait Islander corporations as defined in the ATSI Act.

Our primary decision-making body is a Board appointed by the Minister for Indigenous Australians. The Board is responsible for overseeing the proper and efficient performance of the organisation, setting the strategic direction, while our management team is responsible for implementing Board decisions and the day-to-day management of the ILSC.

Process of Consultation with Owned or Controlled Entities

This statement is submitted as a joint statement covering the entities comprising the ILSC. The ILSC's subsidiaries each have their own boards and their activities are managed by agreements with the ILSC under s.191G of the ATSI Act. The ILSC Board has issued a Statement of Expectation to each subsidiary setting out the ILSC's expectations including outcomes to be achieved by subsidiaries. The ILSC Board appoints directors to subsidiary boards; they include some ILSC Directors and employees as well as independent members.

Given the ILSC's Group reporting structure, this has directed our approach in relation to subsidiary engagement and consultation. Each subsidiary has been engaged in the phase of analysing both operational and supply chain risk assessments as well as adhering to the ILSC's central policies and procedures, including in regard to Modern Slavery.

Consultation also takes place with various business units across the ILSC, which include the People and Capability, Legal, Risk, Program Delivery and Finance teams.

The ILSC recognises the need to build on our understanding, supervision, and management of modern slavery risks in our operations and supply chains. For future reporting periods, our focus will be on:

- Adding structure around engagement across the Group on matters relating to modern slavery including the implementation of reporting and remediation mechanisms;
- Building internal support through the delivery of modern slavery awareness training to Group employees;
- Reviewing and updating policies for specific reference to modern slavery; and
- Implementing enhanced supplier on-boarding procedures and supplier due diligence for consideration of modern slavery risks.

Operations

The ILSC's legislated purpose, as defined in section 191B of the ATSI Act, is to assist Aboriginal persons and Torres Strait Islanders:

- a) to acquire land and water-related rights; and
- b) to manage Indigenous-held land and Indigenous waters;

so as to provide economic, environmental, social or cultural benefits for Aboriginal persons and Torres Strait Islanders.

In practice, the ILSC:

- Acquires land and water-related interests to divest to Aboriginal and Torres Strait Islander corporations;

- Supports Indigenous people to preserve and protect culture through reconnection with country;
- Builds the capacity and capability of Indigenous people to sustainably manage and protect country; and
- Partners with Indigenous people to drive and influence opportunities for their country.

The Indigenous Land and Sea Corporation had 93 employees for the year ending 30 June 2022, 17 of which identify as Indigenous.

The table below outlines the operations of each subsidiary, excluding The Owners Strata Plan No 86156, which is classified as a non-trading entity.

	<p>Voyages is a for-profit entity established to provide economic, environmental, social, training and development and cultural benefits for Aboriginal people and Torres Strait Islanders. The principal activities of Voyages are the operation of:</p> <ul style="list-style-type: none"> (i) Ayers Rock Resort (ARR) in the Northern Territory, which provides accommodation, food and beverages, retail and touring experiences; and (ii) Mossman Gorge Cultural Centre in Queensland, which provides food and beverages, retail and cultural experiences. <p>Voyages also provides enterprise-based training programs for Indigenous Australians conducted at the above properties through the National Indigenous Training Academy.</p> <p>822 employees at 30 June 2022, 270 of which identify as Indigenous</p>
	<p>NCIE manages the ILSC-developed social enterprise of the same name in Redfern, Sydney, New South Wales (NSW). NCIE is a social enterprise that builds capability and creates life-changing opportunities for Aboriginal and Torres Strait Islander people to positively impact wellbeing.</p> <p>52 employees at 30 June 2022, 22 of which identify as Indigenous</p>
	<p>Primary Partners employs labour to operate and oversee seven agribusiness operations (at 30 June 2022) on land that is either owned by ILSC or leased from Indigenous organisations, mainly in the northern Australian beef industry.</p> <p>75 employees at 30 June 2022, 48 of which identify as Indigenous</p>

Supply Chain

ILSC

The ILSC's Purchasing Policy is based on principles set out in the Commonwealth Procurement Rules: value for money; encouraging competition; efficient, effective, economical and ethical procurement; and accountability and transparency.

The ILSC has a legislative requirement to maximise the use of goods and services from Indigenous-owned businesses (s191F [2], ATSI Act).

In line with the Australian Government's commitment to Indigenous procurement, the ILSC has previously established a group-wide Indigenous Procurement Policy with a view to maximising procurement of Indigenous goods and services and supporting Indigenous businesses to grow and employ more Indigenous people.

The ILSC has over 1,600 suppliers, predominantly based in Australia, across approximately 270 expenditure codes. A very small number of suppliers are located in:

- USA (providing seminars/courses, and license fees);
- New Zealand (providing office supplies); and
- Ireland providing (software/licenses).

In the Reporting Period we procured a range of goods and services that included consultancy services, property management services, agriculture products, employment agent services, IT equipment and services, business travel and general office procurement.

Voyages

Voyages procures goods and services across a variety of areas, with food and beverage and capital projects being the most significant. Voyages' food and beverage spend is both independent and facilitated through a franchise agreement with Accor, which provides the benefits of pre-negotiated rates and consistency of supply.

Voyages' spend is predominantly with Australian based suppliers for goods used in its operations at ARR. It also has around 50 international suppliers based in various locations across the world and uses the services of international travel booking agents to which commission is paid for services carried out on behalf of Voyages.

Modern Slavery Risks

Operational Risks

ILSC

The ILSC's primary functions see it provide funding to Indigenous groups to deliver management activities on Indigenous-held land and water assets. This regularly includes training and employment of Indigenous people.

The ILSC also plays a role in bringing third party investment and capability to these management activities, directly facilitating partnerships between Indigenous groups and corporate entities.

The ILSC complies with all applicable labour, employment and whistleblower laws of Australia, across all states and territories, including the Fair Work Act and other applicable industrial instruments and is committed to the safety and wellbeing of our employees.

We have an internal audit program to assure the effectiveness of our risk management framework and compliance with our policies.

For the current year of reporting requirements under the Act, we re-assessed our operations and determined that related risks are consistent with those identified in our previous Modern Slavery statement.

While we consider the potential for us to cause or contribute to incidents of modern slavery within our direct operations to be low, we recognise we are potentially linked to modern slavery risks through our third-party interactions.

Areas of vulnerability include:

- Workforce practices of grantee organisations;
- Procurement of certain goods, including electronic items, branded garments and uniforms; and
- Labour contracting, such as cleaning, security and building maintenance and repairs.

Voyages

Risks within Voyages are driven by its tourism and hospitality business focus, as well as those associated with some procurement activities:

- Procurement of construction services for building and maintenance projects;
- Procurement of designed and branded goods, such as retail products and uniforms; and
- Purchasing higher risk goods, such as cleaning products and chemicals, electronic goods, food and beverages, and manufactured clothing and retail merchandise.

Supply Chain Risks

ILSC

We recognise that supply chain visibility is central to managing exposure to modern slavery risk and acknowledge that our supply chain represents an area in which the potential for incidents of modern slavery is heightened.

We have systems in place that allow us to review our spend at a granular, activity-based level, and for identification and filtering of spend in sectors recognised as higher risk as per the Global Slavery Index (GSI).

In the current year of reporting requirements under the Act, we have again assessed the potential supplier risks across our spend categories with potential risks for modern slavery determined according to the following indicators: industry sector; commodity/ product; and geographic location.

Based on these indicators, we have carried out a targeted Tier 1 Supplier Risk assessment to identify and understand where the risks of modern slavery are in the ILSC's operations and supply chain. This assessment focused on Tier 1 suppliers only, which relates to the first level of the supply chain.

The majority of our suppliers are based in Australia with only a small number of our suppliers based outside of Australia.

We recognise that these suppliers based in Australia may procure goods and services from suppliers outside of Australia and therefore there are Tier 2 suppliers in our supply chain that are based internationally.

Whilst we consider the risk of modern slavery in our supply chain to be low, the ILSC has identified the following potentially high-risk areas of spend: Agriculture; Cleaning; Construction; Food Services and Hospitality.

We intend to delve deeper into our supply chain in future reporting periods, utilising the services of a third-party platform, which will allow us to evaluate supplier's risk assessment in respect of modern slavery. This information will then be used to undertake further detailed due diligence with these suppliers who have been categorised as having a higher risk of modern slavery.

This third-party platform will also allow us to have a better understanding of any modern slavery risks beyond these first-tier suppliers.

Our spend, supplier and category risk prioritisation work will inform our ongoing modern slavery risk management, supplier engagement and review program. We recognise modern slavery risk management as a challenging and evolving process and aim for continuous improvement.

Voyages

Voyages procures manufactured clothing and branded goods which are sold within the gift shops at Ayers Rock Resort and Mossman Gorge Cultural Centre. We recognise that some of these items may be manufactured overseas, and that textiles have been identified as a higher risk import, therefore have identified this as a higher risk part of our supply chain.

Voyages' remote operations may expose us to higher potential for supplier dependency, as in some places there may only be one supplier available. We understand that our supplier engagement and leverage will vary depending on the size and nature of our relationship with

each individual supplier, therefore recognise this as a risk to consider as we enhance our supplier management processes moving forward.

As we continue to establish and embed modern slavery risk management and mitigation in our supply chain, we will continue to implement a supply chain risk assessment which will include building on our supplier engagement strategy and implementing enhancements to our procurement risk management process.

This will be carried out in conjunction with building internal support, through on-going internal training about modern slavery risks.

Actions taken to Assess and Address Risk

ILSC

The actions taken during this reporting period to assess and address modern slavery risks was to conduct a review of the ILSC's current approach to modern slavery risks in both operations and supply chain for the Reporting Period.

We have used the results of our modern slavery risk assessment to respond to these risks within our supply chain and operations and following on from this, we will progress to:

- Carry forward risk assessments of modern slavery risks within our operations and supply chain. This will primarily focus on the ILSC's central operations, with Voyages carrying out a separate assessment.
- Develop a Supplier Code of Conduct to guide our procurement decisions and set out our expectations from our suppliers and service providers.
- Enhance our procurement policies to ensure that standard processes will include a risk assessment for procurement activities and new supplier due diligence.
- Establish a modern slavery working group across the organisation.

These activities will provide us with a solid foundation for our response to modern slavery. We plan to undertake a risk assessment in each reporting period.

Voyages

We recognise that supply chain visibility is integral to managing and mitigating modern slavery risk. In the previous reporting period, Voyages initiated a strategy to assess modern slavery risks in our supply chain and commenced a risk-based review of our suppliers.

Our actions in the current reporting period focussed on reviewing our policies, processes and governance, training our team members and working with the ILSC to engage an external provider to assess the risk of modern slavery in our operations and supply chain.

Our Modern Slavery Act roadmap was developed to guide our activities moving forward and assist in directing our efforts to increase our impacts and prioritise our response.

The activities under this roadmap will include:

- Awareness training and communications with internal and external stakeholders on modern slavery;
- Reviewing and embedding our policies and implementing monitoring and accountability mechanisms from a modern slavery perspective;
- Enhancing our risk identification, management and reporting processes;
- Reviewing our grievance mechanisms and ensuring we are prepared to better respond to any reports;
- Carry out a modern slavery risk management framework review and assess effectiveness of actions; and
- A number of activities regarding supplier management, including increased due diligence and supplier on-boarding procedures.

We intend to increase the number of suppliers that are subject to detailed due diligence assessments in order to improve our understanding of the modern slavery risk in our supply chain and to also update our supplier on-boarding process to request information and evidence of compliance with the Act. We will also seek to engage with suppliers to raise awareness around the risks of modern slavery.

During the Reporting Period, as part of the ILSC-wide roadmap, Voyages was able to complete the following activities:

- Awareness training rolled out and completed by key team members across the business;
- Regular reporting now being provided to the Voyages' Audit and Risk Committee and Board;
- A Voyages Supplier Code of Conduct has been finalised and all new suppliers must sign up to this Code before working with the business;
- The Supplier Code of Conduct is progressively being rolled out with existing suppliers; and
- Planning is underway for a detailed supply chain review, to be undertaken in-line with ILSC review.

Post COVID-19 Impact

COVID-19 continued to have an impact on all businesses, including our suppliers, partners and grantee organisations. We acknowledge the impact COVID-19 has also had on global supply chains, which has increased the risk of modern slavery occurring for people who are already vulnerable to exploitation.

During the Reporting Period, the ILSC continued to take a proactive approach with its suppliers, in particular Indigenous suppliers and suppliers located in remote areas, by making concerted efforts to pay invoices prior to the stated payment terms to reduce any increased pressure on suppliers and, in turn, to reduce the risk of any exploitative practices occurring as a result of COVID-19.

From the perspective of our subsidiary, Voyages, the impact of COVID-19 can still be felt across the tourism and retail industries. This is particularly apparent in the shortage of staff across the industry both domestically and at an international level and the rising inflationary impacts on supply chains and business costs.

As a consequence, Voyages continues to implement an agile approach to building and maintaining its workforce and to the way it conducts its business.

The ILSC and Voyages ensured compliance with all applicable industrial instruments and associated employee entitlements during the reporting period, with all response measures aimed at sustaining the business, retention of staff and minimising the negative effects on its employees.

Assessing Effectiveness

We understand that one of the challenges in the fight against modern slavery is that it is complex and often hidden. It is essential that we hold ourselves to account and consider ways to monitor our efforts and progress.

The ILSC's modern slavery framework represents an ongoing journey where we are committed to continuous improvement in our assessment and management of the risk of modern slavery in our operations and supply chain as we increase our knowledge and understanding of modern slavery risks.

Through the development of our modern slavery framework, this will allow us to evaluate our effectiveness in identifying, assessing and mitigating modern slavery risk in our operations and supply chain.

We intend to continue monitoring the effectiveness of measures implemented to minimise the risk of modern slavery and will develop key performance indicators to ensure the robustness of our monitoring process. These actions will also allow us to ensure we have collected relevant information throughout the 2021-22 year to inform our future Modern Slavery Act Statement.

As part of our commitment to continuous improvement, we will work to increase collaboration with stakeholders both internal and external and we also plan to share lessons learned, best practice and guidance across the ILSC. Collaboration is essential to ensure we make an impact and partner with all our subsidiaries on this journey.



Australian Government
Indigenous Land and Sea Corporation



The **ILSC GROUP**

PEOPLE. COUNTRY. OPPORTUNITY.



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