



Australian Government

Australian Maritime Safety Authority

Modern Slavery Statement 2025

Covering the reporting period 1 July 2024 – 30 June 2025

Approval

This Statement was approved by the Board of the Australian Maritime Safety Authority (AMSA).

JEANINE DRUMMOND

Chair

Australian Maritime Safety Authority Board

25 September 2025



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Foreword



As a leading Commonwealth agency in the maritime sector, the Australian Maritime Safety Authority (AMSA) holds both national and international responsibilities for promoting the welfare of seafarers. We recognise that seafarers are a uniquely vulnerable workforce, often operating in isolated and high-risk environments. AMSA's purpose is to ensure their wellbeing is protected in line with international standards, and we are committed to advocating for their rights across the global maritime community.

Modern slavery is a pervasive issue. AMSA acknowledges the critical steps required to identify, address, and prevent exploitation within our sector and its supply chains. We are steadfast in our efforts to raise awareness of modern slavery risks and to promote ethical practices that safeguard human dignity.

As a regulator, employer, and a purchaser of goods and services, AMSA is committed to ensuring our own operations and procurement practices are free from modern slavery. We understand that our responsibility begins at home—with our supply chains, our contractors, and our business relationships.

This Statement outlines the actions AMSA has taken to combat modern slavery practices. It reflects our ongoing commitment to transparency, accountability, and continuous improvement in protecting vulnerable individuals across the maritime sector.

JEANINE DRUMMOND

Chair

Australian Maritime Safety Authority

25 September 2025



Introduction

Overview

AMSA's annual Modern Slavery Statement, covering the period 1 July 2024 and 30 June 2025. The Statement reflects feedback from the Australian Border Force (ABF), the agency responsible for the whole-of-government response to modern slavery.

What is Modern Slavery?

The Australian Government estimates that there are approximately 41,000 victims of modern slavery in Australia. The United Nations estimates that at least 50 million people around the globe are forced into modern-day slavery. Those most at risk include women and children who may have little or no capacity to protect themselves. Australia has agreed with the United Nations to attempt to abolish modern slavery by 2030.

The term modern slavery is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom.

Australia is among the least vulnerable countries to modern slavery in the Asia Pacific region and globally.

Serious exploitation

There are eight types of serious exploitation which combined make up the term modern slavery:

1. Trafficking in persons – the recruitment, harbouring and movement of a person for exploitation through modern slavery
2. 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
3. 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
4. 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
5. Forced labour - situations where the victim is either not free to stop work or not free to leave their place of work
6. Debt bondage – situations where the victim's services are pledged as a security for a debt and the debt is manifestly excessive of the victim's services, are not applied to liquidate the debt and/or the length and nature of the services are not limited and defined.
7. Deceptive recruiting for labour or services - situations where the victim is deceived about whether they will be exploited through a type of modern service.
8. Serious exploitation of children and child labour – situations including enslavement, sexual exploitation, used to produce or traffic drugs, and exposure to dangerous work.

Freedom from slavery is a fundamental human right. Under the Australian Government endorsed *United Nations Guiding Principles on Business and Human Rights* (UN Guiding Principles) entities have a responsibility to respect human rights in their operations and supply chains. This responsibility includes taking action to prevent, mitigate and, where possible, remedy modern slavery in AMSA's operations and supply chains.



Other illegal and harmful practices may be present within the supply chain but are not considered modern slavery. Practices like substandard working conditions or underpayment of workers may be indicators of more serious exploitation, corruption and practices which impact human rights.

Modern Slavery Act 2018

The Australian Government's *Modern Slavery Act 2018* (the Act) came into force on 1 January 2019 and establishes a mandatory reporting regime for entities.

- with consolidated revenue of at least A \$100 million in the reporting period and
- who are either an Australian entity or a foreign entity carrying on business in Australia.

The Act requires reporting of an Annual Modern Slavery Statement, (the Statement). The Statement must identify and address the risks of modern slavery in AMSA's global and domestic operations and supply chains, and actions taken to address those risks.

Mandatory Requirements

There are seven mandatory criteria that AMSA is required to address in the Statement:

1. Identify the reporting entity
2. Describe the reporting entity's structure, operations, and supply chains
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls
4. 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
5. Describe how the reporting entity assesses the effectiveness of these actions
6. Describe the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement), and
7. Provide any other relevant information.



AMSA's Modern Slavery Statement

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| Threshold | AMSA is an Australian Entity |
| Threshold | AMSA has a Consolidated Revenue of at least \$100m in the reporting period |
| 1. Identification | Requirement: Identify the reporting entity |
| | <div style="text-align: center;">  <p>Australian Government Australian Maritime Safety Authority</p> </div> <p>Australian Maritime Safety Authority is a Corporate Commonwealth Entity, operating under the <i>Public Governance Performance and Accountability Act 2013</i>. It was established by the <i>Australian Maritime Safety Authority Act 1990</i>. It is part of the Department of Infrastructure, Transport, Regional Development, Communications and the Arts Portfolio of the Australian Government.</p> |
| 2. Organisation | Requirement: Describe the reporting entity's structure, operations and supply chains |
| A. Structure | <p>General Structure</p> <p>AMSA's organisational structure comprises:</p> <ol style="list-style-type: none"> 1. the AMSA Board, appointed by the Minister for Infrastructure, Transport, Regional Development and Local Government, and consisting of: <ol style="list-style-type: none"> a. Chairperson; b. Deputy Chairperson; c. AMSA CEO; d. A person occupying an office in the portfolio department; and e. five other members. 2. the Executive team, and 3. four operational and service areas (divisions): <ol style="list-style-type: none"> a. Operations; b. Response; c. Policy and Regulation; and d. Corporate Services. <p>Australian Business Number</p> <p>AMSA holds the ABN 65 377 938 320 on the Australian Business Register.</p> |



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| | <p>AMSA does not own or control any other entities.</p> <p>Registered office and locations</p> <p>AMSA head office is located at 18 Marcus Clarke St, Canberra City, ACT, 2601.</p> <p>AMSA has 19 office locations across Australia.</p> |
| <p>B. Operations</p> | <p>Primary Role</p> <p>AMSA is Australia’s national agency responsible for safety of commercial vessels and ships, preventing and responding to ship based marine pollution and marine search and rescue.</p> <p>AMSA’s primary role is to:</p> <ul style="list-style-type: none"> • promote maritime safety and protection of the marine environment • prevent and combat ship-sourced pollution in the marine environment • provide infrastructure to support safe navigation in Australian waters • provide a national search and rescue service to the maritime and aviation sectors • provide, on request, services to the maritime industry on a commercial basis • provide, on request, services of a maritime nature on a commercial basis to the Commonwealth and/or states and territories. <p>AMSA has a role in ensuring compliance with international conventions while international vessels are in Australian waters such as Safety of Life at Sea (SOLAS) and the Maritime Labour Convention (MLC), which sets out standards and regulations for the working and living conditions of seafarers.</p> <p>AMSA fulfills two compliance and enforcement functions relevant to modern slavery risk, which are given effect in Australia by the Navigation Act 2012 and specifically Marine Order 11 (Living and working conditions on vessels) 2015, made under that Act.</p> <p>Employees and representatives</p> <p>AMSA has approximately 497 employees, including a permanent representative in London, United Kingdom.</p> <p>AMSA also delegates powers to officials within relevant state and territory maritime and police agencies to enable compliance activities.</p> <p>Countries of operation</p> <p>While AMSA is primarily based in Australia and servicing Australia’s territorial waters it also:</p> <ul style="list-style-type: none"> • conducts education and training campaigns within the Pacific region, • assists in regional search and rescue activities where requested, and • is responsible for conducting flag State control inspections (Australian ships) in overseas ports. |

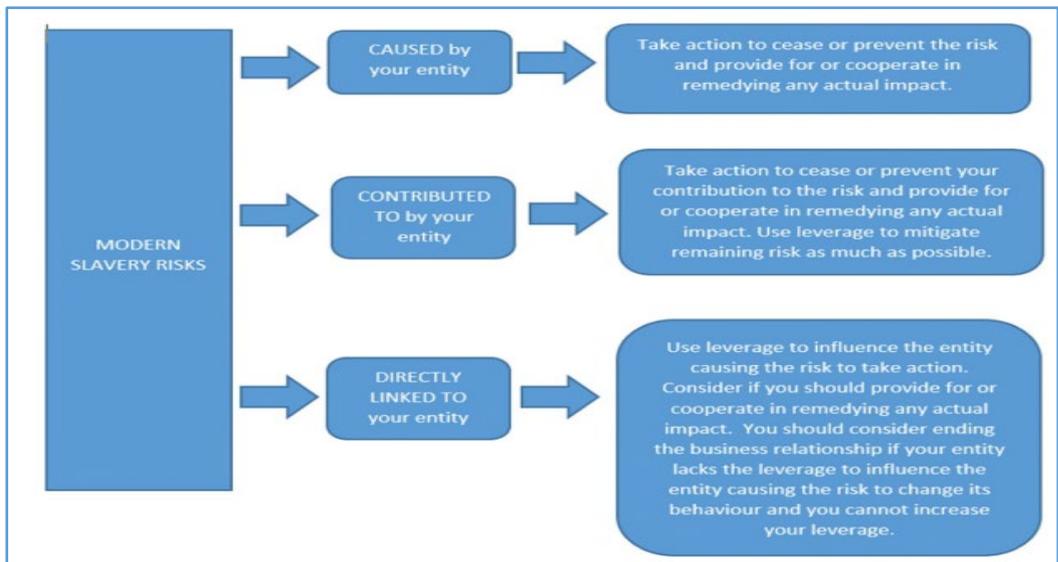


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| | <p>Investments</p> <p>AMSA currently invests its cash reserves across the National Australia Bank, Westpac, ANZ and Suncorp.</p> <p>AMSA’s Stakeholders</p> <p>AMSA’s stakeholders include, but are not limited to:</p> <ul style="list-style-type: none"> • Regulated community – domestic and commercial vessel industry, shipping industry and seafarers • Maritime service providers and partners—including navigation, pollution response, maritime and aviation search and rescue and contractors • Australian Government, state and territory governments and their agencies • International maritime community • Australian community |
| <p>C. Supply Chain</p> | <p>Types of supply chains</p> <p>AMSA’s supply chains are with various suppliers and specialists from Australia and internationally, including those with expertise in search and rescue, environmental emergencies, maintaining aids to navigation regulating domestic commercial vessels and international vessels entering Australian waters.</p> <p>Control of supply chains</p> <p>Supply chains are controlled with strict contracting arrangements as defined by the <i>Commonwealth Procurement Rules</i>.</p> <p>Suppliers to AMSA are required to comply with any laws, statutes, regulations, by-laws, ordinances or subordinate legislation in force from time to time.</p> <p>Disclosures: AMSA contracts valued at or above the relevant reporting threshold value of AUD\$400,000.00 (GST inclusive) are reported on AusTender: https://www.tenders.gov.au/.</p> <p>AMSA contracts valued at or above AUD\$100,000 (GST inclusive) are published on the AMSA website biannually as required under the Murray Motion: https://www.amsa.gov.au/about/reporting-and-accountability/tenders-and-contracts.</p> <p>Major suppliers</p> <p>Our major services are listed in the table below. These services provide long term and stable supply, enabling AMSA to achieve its objectives.</p> |



| Major service required | Source country (where known) |
|--|--|
| Aerial Search and Rescue Services | Australia based |
| Emergency Towage Capability | Australia based |
| Travel Services | Australia and international using the whole of Government travel arrangements. |
| Labour hire for call centre ICT and other services | Australian suppliers used for Australian based positions |
| Contractors for the construction and maintenance of Aids to Navigation (AtoNs) | Australia based |
| Material suppliers to contractors for construction of AtoNs | Australian and international including the Netherlands, Singapore, Japan, China and United Kingdom |
| Provision of office services and supplies, such as cleaning and office furniture | Australia based |
| Provision of corporate clothing | Australian based contractor with potential international supply chains |
| Provision of IT equipment and supplies | Australian distributors using international companies |

3. Risks Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls





AMSA’s operations and supply chains cross many industries and sectors –from call centre labour hire to search and rescue operations, stationery to construction of Aids to Navigation (AtoNs). These industries and sectors have complex multi-tiered downstream supply chains that span various industries and countries.

AMSA has conducted a risk assessment on major contracts and supply chains. This assessment is based on the following risk matrix:

| | Negligible | Minor | Medium | High | Catastrophic |
|----------------|------------|----------|----------|----------|--------------|
| Almost Certain | Moderate | Moderate | High | Extreme | Extreme |
| Likely | Low | Moderate | High | High | Extreme |
| Possible | Low | Low | Moderate | High | High |
| Unlikely | Very Low | Low | Moderate | Moderate | High |
| Rare | Very Low | Very Low | Low | Moderate | Moderate |

AMSA Risk Assessment

| Risk | Contracts/supplies | Description |
|----------|--|---|
| Very Low | <ul style="list-style-type: none"> AMSA’s direct operations (i.e., employees) Travel Services Aerial Search and Rescue Emergency Towing Capability Dedicated AtoN maintenance General AtoN maintenance (various contracts) Corporate clothing Office furniture | <p>AMSA has largely eliminated the risks associated with these contracts /suppliers through various means including:</p> <ul style="list-style-type: none"> AMSA’s Enterprise Agreement Whole of Government arrangements (including panels) Modern slavery clauses are standard inclusions in contract terms and conditions. Procurement activity in accordance with the Commonwealth Procurement Rules. Working closely with suppliers to address any modern slavery risks. |
| Low | <ul style="list-style-type: none"> Materials supplied for AtoN maintenance Search and rescue and emergency towing supplies | <p>A low risk exists regarding elements of vessels that AMSA utilise, and goods procured overseas (equipment, vessel parts, unique building materials/minerals etc) that may include elements of indentured labour.</p> |



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| Moderate | <ul style="list-style-type: none"> Provision of ICT equipment and supplies | <p>The computer component manufacturing industry has a history of indentured labour and servitude.</p> <p>AMSA has no additional controls, other than those outlined above.</p> |
| High | Nil | Not Applicable |
| Extreme | Nil | Not Applicable |

It is unlikely that AMSA’s known and immediate supply chain has risks which meet the threshold for serious exploitation as defined by the Act.

The Australian Border Force (ABF) provides a list of modern slavery indicators which can be used to identify the risks of major suppliers including:

- sector and industry risks
- product and service
- geographic risk; and
- entity risks.

The result of assessing the indicators and applying the Cause, Contribute, and Linked (CCL) model is an **internal risk and control table** which AMSA will update over time.

AMSA acknowledges that:

- visibility of the risks of modern slavery practices in the full downstream supply chains is limited
- modern slavery risks to AMSA will change over time as operational requirements change and our understanding of our supply chains improves; and
- identified contracts/supply chains include a risk that there may be links to modern slavery further down the supply chain that are outside of AMSA’s control and that are not visible to AMSA.

4. Controls 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

Generic Controls

AMSA has a range of controls to ensure that, where possible, our suppliers do not contribute to the risk of modern slavery. These controls include:

- inclusion of Terms and Conditions relating to modern slavery in AMSA RFT and evaluation documentation
- use of AMSA contract terms and conditions by preference identifying specific legislative compliance requirements
- utilisation of whole of government purchasing agreements and panels including Travel, Digital Marketplace, and Fleet leasing



- specific onsite contract management and monitoring of major contracts; and
- specific thresholds established to determine appropriate levels of contract management.

Due Diligence and Remediation Process

Where a risk of modern slavery is identified, AMSA will continue to provide education to staff on any potential risks/impacts and possible controls. This may include closer due diligence of suppliers, any subcontractors and major suppliers.

AMSA continues to identify ongoing areas of concern to determine any specific areas that should be more closely monitored, including additional clauses in contracts and other procurement documentation as appropriate.

AMSA processes and procedures have helped to assess and identify any potential risks in our approaches to market, contracts, and supply chains. No specific risks or issues have been identified.

5. Evaluation

Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks

AMSA continues to implement two key actions from our previous Modern Slavery Statements:

| Actions from previous Statements | Action Taken | Effectiveness of Action Taken |
|---|--|--|
| <p>1. The procurement team continues to develop its procurement training program which includes the identification of potential modern slavery risks and where appropriate will continue to educate staff on:</p> <ul style="list-style-type: none"> • what modern slavery is; • what modern slavery looks like in Government supply chains; • what AMSA can do to further address modern slavery risks; and • how to report concerns about modern slavery practices. | <p>AMSA includes references to modern slavery in its training programs on procurement processes.</p> <p>Training covers clauses in request and contract documentation and explains the need to address the risks and concerns with modern slavery practices.</p> | <p>AMSA is confident that there is an adequate understanding of what modern slavery means and how to address any issues relating to modern slavery that may occur.</p> |
| <p>2. In addition to the training detailed above, AMSA will in future</p> | <p>AMSA continues to streamline all aspects of the procurement process, including</p> | <p>There have been no instances of modern slavery identified within AMSA's supply chain.</p> |



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| <p>reporting periods continue to look to:</p> <ul style="list-style-type: none"> • streamline and further embed modern slavery considerations into procurement practices; • harmonise data collection and reporting on modern slavery risks and actions to capture, analyse and report on a higher degree of granular data on activities and risks; and • undertake more detailed mapping of suppliers, including identification of major shared suppliers, to facilitate greater collaboration and shared learning across AMSA. | <p>issues relating to modern slavery.</p> <p>If there is evidence found of modern slavery activities AMSA will capture data and report these activities to the ABF as required.</p> | |
|---|---|--|

AMSA has not experienced any instances of modern slavery or any issues regarding modern slavery in any of our current contracts or associated supply chains.

With the key actions outlined above AMSA is in a strong position to address any issues that arise with a risk-based approach in line with AMSA governance and risk-management principles.

Continuous improvement and future actions

AMSA is satisfied that - through its MLC work and compliance with the Fair Work Act - the risk potential to cause, contribute to or be directly linked to modern slavery is very low.

AMSA will continue to review policies and procedures to include references to modern slavery, including procurement and contract templates, i.e. inclusion of specific clauses contained within Approach to Market (ATM) documents sourced through Department of Finance ‘Clausebank’.

Further, AMSA contract managers will continue to work with current providers to minimise any issues relating to modern slavery - supported by ongoing training from the procurement team, with reference to modern slavery in regular training sessions.

A list of potential known risks is maintained through AMSAs internal modern slavery risk and control table, helping to strengthen AMSA’s understanding of, and capacity to, address and mitigate modern slavery risks.

AMSA’s independent confidential reporting service is available to all parties to raise allegations of modern slavery for subsequent investigation or referral to the appropriate agency.



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| 6. Consultation | Describe how the reporting entity consulted on its statement with any entities it owns or controls |
| | AMSA does not own or control any other entities. |
| 7. Relevant Information | Include information that you think is relevant |
| | AMSA has identified our work with the MLC in Section B, Operations. |





Appendix 1: References

1. Department of Home Affairs, [Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities](#)
2. [AMSA Corporate Plan](#)
3. [AMSA Board](#) and [Organisation Structure](#) – AMSA website
4. [Public Governance, Performance and Accountability Act 2013](#)
5. Maritime Labour Convention, 2006: [A Guide to the implementation of the MLC 2006 in Australia](#)
6. [AMSA Maritime Labour Convention \(MLC\) Annual Reports](#) – AMSA website
7. [United Nations Guiding Principles on Business and Human Rights](#)
8. [UN Global Compact Network Australia \(UNGCNA\) Guidance publication on managing modern slavery risks within maritime shipping supply chains](#)

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