

# TOURISM AUSTRALIA MODERN SLAVERY STATEMENT

Reporting Period: Financial Year 1 July 2021 – 30 June 2022



## THIS STATEMENT HAS BEEN ENDORSED BY THE BOARD OF TOURISM AUSTRALIA.

Tourism Australia is committed to ensuring our procurements and purchases promote supply chains that are free from exploitation and send a clear message that modern slavery is not acceptable.

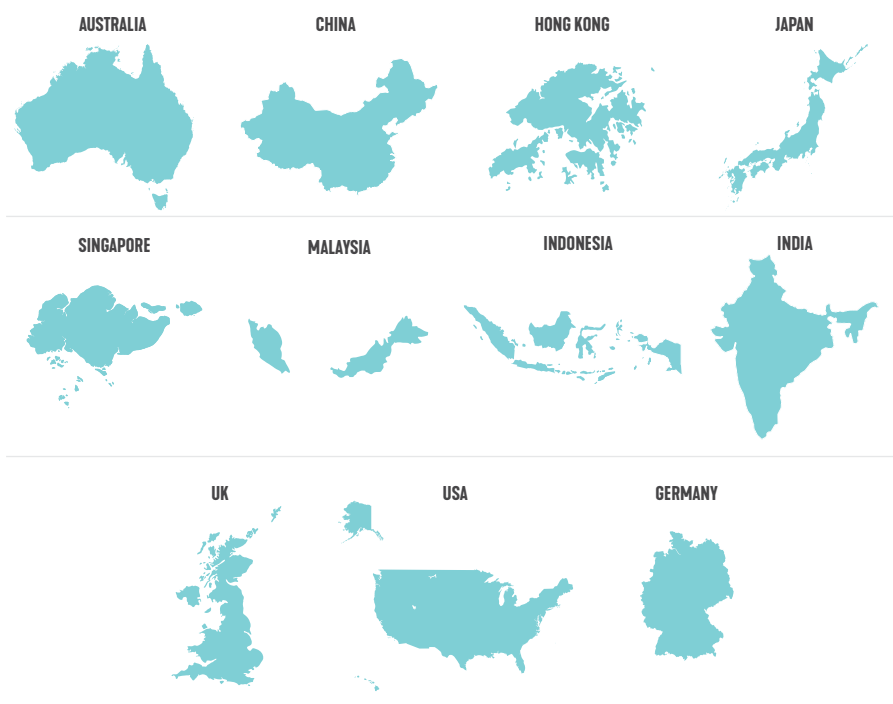
We will build on our response each year by working with key partners to grow awareness. This statement sets out actions we have taken to address modern slavery risks and the strategies we will implement to prevent slavery and human trafficking within our operation and supply chains.

**Phillipa Harrison**  
Managing Director

## OUR OPERATIONS

Tourism Australia aims to grow demand and foster a competitive and sustainable Australian tourism industry through partnership marketing to targeted global consumers in key markets. Marketing is the core operational activity of Tourism Australia.

### OUR OPERATIONAL REACH IS EXPANSIVE, TARGETING 15 KEY MARKETS AND WITH OFFICES IN THE FOLLOWING 11 COUNTRIES:



## ABOUT US

Tourism Australia is a corporate Commonwealth entity formed under the *Tourism Australia Act 2004* and governed by a Board of Directors appointed by the Commonwealth Minister responsible for Tourism.

Tourism Australia does not own or operate any other entities; we will therefore not be reporting to section 16(f) of the *Commonwealth Modern Slavery Act 2018*.

This Statement sets out Tourism Australia's actions to understand all potential modern slavery risks related to its business activities and to put into place steps that are aimed at ensuring there is no slavery, forced and bonded labour or human trafficking in our supply chains.

# OUR WORKFORCE

Tourism Australia has a workforce comprised of:

**133.2** full time equivalent (FTE) employees in our Australian office located in Sydney.

**67.8** FTE in international teams operating in the Americas, Continental Europe, and Asia as of the end of 30 June 2022

COUNTRY	TOURISM AUSTRALIA	AUSSIE SPECIALIST PROGRAM	TOTAL
Australia	133.2	1.6	134.8
New Zealand	1.4	0.6	2
Japan	6	2	8
China	15	6	21
Hong Kong	2	1	3
Singapore	9.4		9.4
Malaysia	2	1	3
India	3	2	5
Indonesia	2		2
America	11	3	14
UK	10	1.2	11.2
Germany	6	1	7
<b>Total</b>	<b>201</b>	<b>19.4</b>	<b>220.4</b>

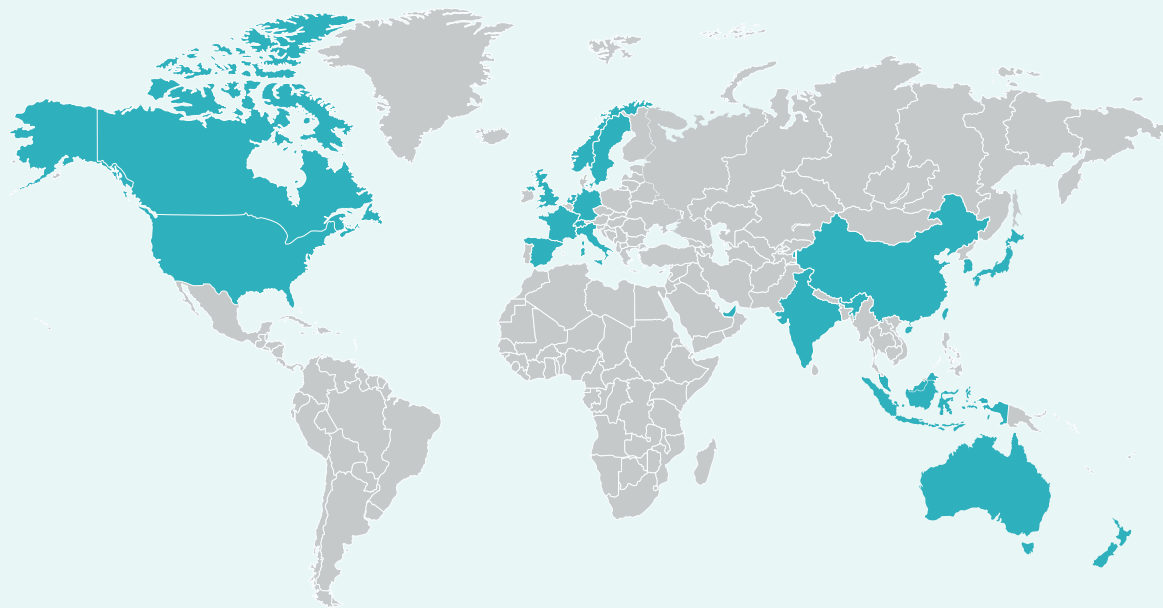


Figure 1: Countries where Tourism Australia has an active supply chain

## OUR SUPPLY CHAIN

Tourism Australia understands that there is a range of human rights violations that constitute modern slavery risk and acknowledges that our operations and supply chain could be directly or indirectly linked to modern slavery practices.

These modern slavery practices include 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. Our supply chain involves a range of operators and suppliers based around the world, from creative, digital and media agencies and

production crews to hospitality, hotels, restaurants, venues and other tourism – linked businesses and activities. In terms of the number of suppliers, our largest supply chains exist within Australia (750 suppliers), China (120 suppliers) and United Kingdom (92 suppliers).

Tourism Australia spent \$79,395,499 on suppliers in Australia and \$46,671,726 elsewhere across its international network in 2021–22. Expenditure tends to be highly concentrated with a relatively small number of major suppliers. For example, 43% of the total expenditure was with the top 10 suppliers.

# REPORTING YEAR 3: 1 JULY 2021 – 30 JUNE 2022

## ACTION 1 Supplier Questionnaire

Building on its work in 2021–22, Tourism Australia approached its key suppliers (those with contracts valued at approximately AUD \$1 million or more) across all markets. The intent was to:

- » identify and assess modern slavery risks;
- » identify efforts already in place to combat those risks; and
- » foster further collaboration between Tourism Australia and its vendors and partners.

The questionnaire was developed in line with best-practice guidance from the Department of Home Affairs. Responses were received from 25 suppliers, which account for contracts with an aggregate value of approximately \$530 million.



The majority of suppliers (60%) are not subject to modern slavery reporting obligations – either as companies below the reporting threshold (in Australia or elsewhere) and/or operate from jurisdictions where there are no obligations, which generally correlates with a lower level of visibility of supply chains.



Notwithstanding this, the majority of suppliers (68%) do have modern slavery policies in place. In some instances, they have been incorporated into broader supplier codes of conduct or the equivalent.



Suppliers were asked to self-assess visibility of their supply chains, which saw mixed results – 40% characterised their visibility as ‘High’, 32% as ‘Moderate’ and 28% as ‘Developing’. This appears to be highly dependent on the nature of the services.



However, there appears to be a general lack of understanding of what constitutes ‘a supply chain’. In some instances, suppliers have flagged subcontractors directly involved in providing services to Tourism Australia but not those enabling vendors that may represent higher risks (e.g. cleaning services).



Only two suppliers – both responsible for providing commercial premises – identified low-skilled migrant workers in their supply chains, which can also represent higher risks.

Overall, Tourism Australia considers that the survey results provide further useful insights into modern slavery risks in its supply chain. It will inform Tourism Australia’s work in 2022–23 and beyond in further reducing the risks of modern slavery in its supply chain. The responses from companies operating primarily in Australia were generally positive and comprehensive. There were relative weaknesses (and potentially higher risks) from suppliers in Asian markets, including China, India and Singapore. Suppliers in those markets were also less likely to respond and more likely to have issues doing so. Tourism Australia will take the steps to combat those issues.

## ACTION 2 Publishing Supplier Code of Conduct

The publication of a new Supplier Code of Conduct (the Code) demonstrated Tourism Australia’s intent to work constructively with our suppliers to combat instances of modern slavery, as highlighted in our Modern Slavery Statement for 2021–22.

The Code establishes the expectations of suppliers, and their supply chains, in providing goods and services to Tourism Australia. This emphasises our expectation that suppliers ensure that no forced labour, child labour or involuntary labour is used, as well as broader expectations relating to safe and fair workplaces, including the following key areas:

- » human rights and labour practices;
- » sustainability and the environment; and
- » ethical operations.

The Code applies to all suppliers, their personnel, and their sub-contracted suppliers. Two of Tourism Australia’s core values – ‘We make each other better’ and ‘We do the right thing’ – are highlighted within the Code and provide the guiding principles for our relationships with suppliers.

The Code has been translated into Chinese and Japanese to assist discussions with suppliers in those markets, which tend to have lower English language proficiency.

## ACTION 3 Systems, and training

Quarterly legal training sessions run by the Legal & Governance team include a modern slavery video, customised for the purposes of training Tourism Australia staff. The video contains information on what modern slavery means, and how Tourism Australia combats the risk of unethical practices, related to modern slavery in its supply chain. Any new starter at Tourism Australia must complete this mandatory training.

## NEXT STEPS FOR FY23

The introduction of a new contract management system in FY23 will allow Tourism Australia to better monitor which of our contracts have relevant provisions for modern slavery and better automate surveying suppliers in specific markets and/or with lower contract values. For example, there were relative weaknesses (and potentially higher risks) from suppliers in Asian markets, including China, India and Singapore. Suppliers in those markets were also less likely to respond and more likely to have issues doing so.