
MODERN SLAVERY STATEMENT 2022-23



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What is the Modern Slavery Act?

Definition from modernslaveryregister.gov.au

The Commonwealth *Modern Slavery Act 2018* (the Act) entered into force on 1 January 2019. The Act established a national Modern Slavery Reporting Requirement (Reporting Requirement) for large businesses and other entities in the Australian market with annual consolidated revenue of at least AUD\$100 million.

The Reporting Requirement supports the Australian business community to identify and address their modern slavery risks and maintain responsible and transparent supply chains. Entities required to comply with the Reporting Requirement must prepare annual modern slavery statements. These statements must set out the reporting entity's actions to assess and address modern slavery risks in their global operations and supply chains.

The Act also requires the Australian Government to publish an annual modern slavery statement covering Commonwealth procurement and investment activities. This initiative highlights the Australian Government's commitment to lead by example in the fight against modern slavery and will help to mitigate modern slavery risks in public procurement and investments.

Acknowledgement of country

Jacana Energy respectfully acknowledges the First Nations people of this country and recognises their continuing connections to their lands, waters and communities. We pay our respects to the Aboriginal and Torres Strait Islander cultures, and to their leaders past and present.

Message from our Chair, on behalf of the Board of Directors



Jacana Energy is opposed to all forms of modern slavery and acknowledges the importance of supporting Australia's *Modern Slavery Act 2018* (Cth) (the Act). This modern slavery statement is Jacana Energy's second annual statement confirming Jacana Energy's commitment to zero-tolerance of modern slavery of any form.

This statement outlines Jacana Energy's approach in minimising the risk of modern slavery entering our supply chain through robust procurement plans, as well as our approach to risk mitigation and controls. Jacana Energy's risk mitigation strategy includes using reasonable endeavours to increase employee awareness through training and continually assessing compliance with our Modern Slavery Policy.

Jacana Energy acknowledges that while it cannot abolish slavery on its own, it can monitor and engage with its suppliers, contractors, and employees to mitigate the risk of any modern slavery practices. Jacana Energy is also committed to continual improvement and monitoring of its own operating practices so that its legal and ethical obligations in respect of modern slavery are adhered to.

This modern slavery statement was approved by the Board of Directors, the principal governing body of Jacana Energy, on 28 November 2023.

A handwritten signature in black ink that reads "Trevor James". The signature is written in a cursive style and is positioned above the printed name and title.

Trevor James
Chair, on behalf of the Board of Directors
28 November 2023

About us

Jacana Energy

Jacana Energy is the trading name of Power Retail Corporation, a 100% Northern Territory Government owned and operated company, established in 2014 pursuant to the *Power Retail Corporation Act 2014* (NT) following electricity industry reform in the Northern Territory.

Jacana Energy is the Northern Territory's largest electricity retailer, providing electricity retail services for residents and small and large business customers throughout urban, rural, and remote areas.

Jacana Energy currently employs approximately 75 full time employees based largely in Darwin and Alice Springs.

Our Vision

"Leading smart energy solutions for the Territory"

Our vision describes what we want to achieve as an organisation. It reflects our optimism, energy and thinking about our direction and purpose.

Our values and culture

Diversity: Tapping into our collective intelligence and embracing different perspectives.

Innovation: Continually evolving and finding the best solutions for our customers.

Honesty: Doing the right thing. Speaking up. Giving and seeking feedback.

Teamwork: Delivering as a team because we are stronger together.

Wellbeing: Being passionate about building a caring and supportive workplace.

Jacana Energy has a positive and ethical culture and is committed to developing the skills and knowledge of our employees as part of our leadership development program. Through this program we continue to support our employees with the development of better management skills, stronger relationships and improved employee engagement. This program also supports Jacana Energy's continued focus on workplace culture and values.

Our 2021-2025 Enterprise Agreement includes significant improvements to our Performance Development Program. This new program supports an achievement focused approach through setting clear objectives, roles and responsibilities that align to our organisational strategy and incorporates support towards building capability with learning and development opportunities.

Our shareholders

Jacana Energy is a government owned corporation with a Shareholding Minister and a Portfolio Minister. At 30 June 2023, our Shareholding Minister was The Honourable Eva Lawler MLA, the Treasurer. Our Portfolio Minister was The Honourable Selena Uibo MLA, Minister for Essential Services.

Jacana Energy is licensed to trade in electricity under the *Electricity Reform Act 2000* (NT).

Our business

Jacana Energy purchases wholesale electricity in bulk from generators and provides related electricity retail products and services to meet our customers' energy needs.

In 2022-23 we serviced 85,646 customers (vs. 87,282 in FY 2021-22) throughout the Northern Territory. As an electricity retailer, we are the interface between the electricity industry and customers. We create value for our customers by:

- offering competitive retail products and services;
- providing customer support through a variety of billing options across a range of payment channels;
- providing community support, including a targeted sponsorship program and through our dedicated Hardship team to support our most vulnerable customers;
- providing flexible contract terms and conditions for our large customers; and
- establishing wholesale supply contracts to meet our customers' current and future electricity needs to remain competitive in the energy sector.



Our Modern Slavery Policy

Jacana Energy’s [Modern Slavery Policy](#) was developed in late 2021 and approved by the Board of Directors in February 2022.

Supply chain

Our supply chain relates to the supply of products and services that support our electricity retail business. As at 30 June 2023 Jacana Energy has directly engaged with approximately 167 suppliers, of which 97% are contractors and suppliers based in Australia.

The key categories of products and services are represented in Figure 1 below.



Figure 1: Jacana Energy product and service categories

Jacana Energy has overseas suppliers located in New Zealand (technology), France and USA (marketing) and Italy¹ (wholesale energy).

¹ The contracting entity and the electricity generation assets are in Australia, however the ultimate holding company is in Italy.

Risks of Modern Slavery

Geographical risk

Jacana Energy's geographical risk assessment of our supply chain is considered very low.

This is because:

- 97% of our supply chain is based in Australia (including direct and indirect suppliers); and
- the remaining 3% of our supply chain is based in countries that are rated low risk on the Global Slavery Index.

Industry risk

As an energy retailer, Jacana Energy operates a service-based industry with the majority of our supply chain services sourced from the energy, professional services and consultancy sectors, hence our industry risk is rated very low. Jacana Energy does not engage services from high-risk industries such as construction, manufacturing and agriculture.

Operational risk

The likelihood for Jacana Energy to cause, contribute, or be directly linked to modern slavery throughout our operations has been assessed as very low.

As a Northern Territory Government owned corporation, Jacana Energy is legally bound and committed to ensuring the wellbeing and safety of our people. Our procurement and tendering practices comply with the Northern Territory Government value for Territory evaluation criteria that encourage the procurement of local and Australian based suppliers, inherently reducing the risk of Jacana Energy engaging with suppliers from high-risk regions.

As part of our annual operational risk reviews, we will be further considering and assessing our modern slavery risks.



Our Procurement Practices

Jacana Energy is committed to conducting business with ethical, sustainable, and socially responsible suppliers.

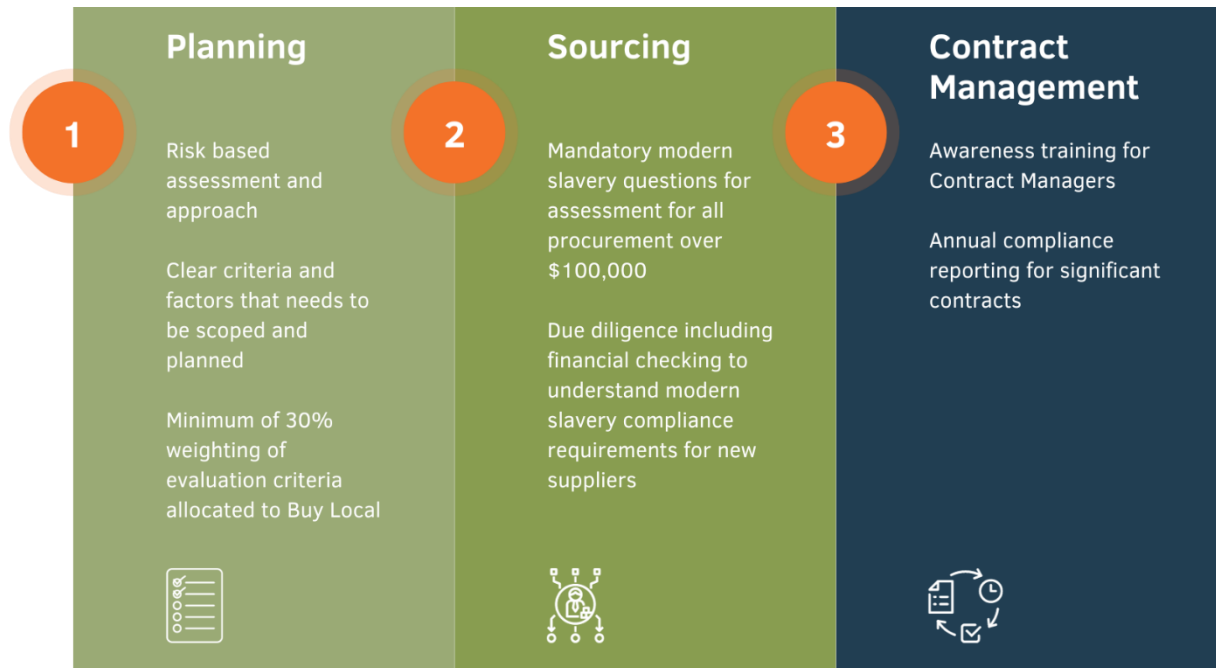
Compliance with our Supplier Code of Conduct is a condition of tendering and contracts for suppliers providing goods and services to Jacana Energy.

Our procurement framework is governed by the following five principles:

- delivering value for the Northern Territory;
- ethical behaviour and fair dealing;
- open and effective competition;
- enhancing the capability of the Northern Territory enterprises and industries; and
- environmental protections.

All suppliers must adhere to these principles in the provision of goods and services to Jacana Energy.

Modern slavery risk controls are embedded in our policy and procurement procedures as follows:



Risk Mitigation and Controls

Jacana Energy acknowledges that our risk and compliance management approach will evolve as we learn more about modern slavery in relation to our business risk and compliance exposures. We recognise that measuring and monitoring the effectiveness of our controls is an important step in ensuring our approach remains fit for purpose. Therefore, we will continue to take a proactive approach to compliance and reviewing our processes as necessary. Our controls are assessed on a recurrent basis through the independent audit activities and as part of our Compliance Management Framework.

Any incidents of non-compliance with Jacana Energy's Modern Slavery policy are recorded and assessed in accordance with the Compliance Management Framework as well as the following associated policies and procedures:

- Procurement Policy and Framework;
- Contract Management Procedure; and
- Risk Management Framework.

Any non-compliance incidents are reported to the CEO, and Audit and Risk Committee through Jacana Energy's non-compliance reporting processes.

The Legal and Governance team is responsible for the review of Modern Slavery Policy every three years or earlier if a significant change occurs that may impact the Policy.

The Board of Directors is responsible for approving the Modern Slavery Policy every three years.

The Policy is available on [Jacana Energy's website](#).



Whistleblowing

A Jacana Energy Workplace Participant (Directors, employees, contractors, consultants and any other individual or groups undertaking activities for or on behalf of Jacana Energy) may report a suspected non-compliance via the whistleblower process set out in the Whistleblower Procedure which is available on Jacana Energy's internal website.

The Delegated Officer under the Whistleblower Policy is responsible for ensuring that:

- whistleblowers are protected and supported;
- the identify of a whistleblower is kept confidential; and
- whistleblowers receive adequate protection from retaliation.

Awareness and training

As part of onboarding all new workplace participants undertake the Modern Slavery Awareness training module and subsequently complete ongoing annual refresher training.

Procurement and contract management training has been delivered to relevant workplace participants and is planned to be integrated into the onboarding and annual training program.





GPO BOX 2601,
DARWIN NT 0801

ABN 65 889 840 667