

# TOURISM AUSTRALIA DRAFT MODERN SLAVERY STATEMENT

REPORTING PERIOD:

**1 JULY 2019 – 30 JUNE 2020**



*In the spirit of reconciliation, Tourism Australia acknowledges  
the Traditional Custodians of Country throughout Australia  
and their connections to land, sea and community.  
We pay our respects to their Elders past, present and emerging.*







## FROM THE MANAGING DIRECTOR & BOARD

Tourism is a truly global industry, impacting the lives and livelihoods of billions of people around the world. Tourism is also a force for good, which is why Tourism Australia welcomes the Modern Slavery Act 2018 (Cth) as an important mechanism to help ensure our actions as an organisation are right and responsible and protect the most vulnerable.

I speak for all our team members at Tourism Australia when I say that no one deserves to live a life of modern slavery. Our team is committed to supporting human rights and acknowledges the role we must play, alongside Government and society, in this important fight.

This year has tested the resilience of all people. While Covid-19 has been indiscriminate in its virulent spread, we understand that those in high-risk contexts are the most exposed to impacts which extend beyond the physical virus, including associated issues such as modern slavery.

Tourism Australia has, like every business, made decisions to adapt and work within the new Covid-19 landscape.

It is far from business as usual. With the resumption of international travel still some way away, our value chain has been disrupted, partnerships placed on hold and we have been faced with many existing suppliers being unable to provide for our organisation in the normal way. We are conscious of the impact that our continued response to Covid-19 will have on our supply chain, our partners and our global operations - this will continue to be a key consideration in our due diligence, decision-making and reviews around modern slavery.

As Australia's national tourism organisation, Tourism Australia understands the way we operate as a business is reflective of the values of Australia more broadly. The example we set can, and should have, a positive impact on our supply chain partners. To achieve our vision - for Australia to be the most desirable and memorable destination on earth - we need to play our part in assisting our suppliers who may be exposed to the risks of modern slavery.

As a first step, we have begun the process of assessing the risks of modern slavery across our supply chain and we are putting in place appropriate controls, processes and procedures to address potential risks when and where identified.

We should be held to the highest standards and we are committed to transparent and ongoing disclosure. We will continue to highlight the progress we are making in our governance and actions on modern slavery.

This Modern Slavery Statement for our reporting year 1 July 2019 to 30 June 2020 was approved by the Board of Directors of Tourism Australia, in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

A handwritten signature in black ink, reading "P. Harrison".

Phillipa Harrison  
Managing Director  
Tourism Australia

## ABOUT TOURISM AUSTRALIA

Tourism Australia, the sole entity reporting under the *Modern Slavery Act 2018 (Cth)* is a Corporate Commonwealth Entity (CCE) formed under the *Tourism Australia Act 2004 (TA Act)* 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 *Modern Slavery Act 2018*.



## 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 domestic and international 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:**



## OUR WORKFORCE

Tourism Australia has a workforce comprised of:

**118.8** full time equivalent (FTE) employees in our Australian head office in Sydney

**106.2** FTE in international teams operating in the Americas, Continental Europe, and Asia as at end of 30 June 2020.

**AS AT END OF 30 JUNE 2020, THE FOLLOWING DESCRIPTION PROVIDES A BREAKDOWN OF THE LOCATIONS OF OUR STAFF:**

COUNTRY	TA	AUSSIE SPECIALIST PROGRAM	ONE VOICE*	TOTAL
Australia	117.8	1		118.8
Japan	6	1	2	9
China	21	6		27
Hong Kong	4	1		5
Singapore	7.4		5	12.4
Malaysia	4	1		5
India	5	2		7
Indonesia	2	1		3
America	10	2.5	0.5	13
UK	10	1.8	3	14.8
Germany	8	1	1	10
<b>Total</b>	<b>195.2</b>	<b>18.3</b>	<b>11.5</b>	<b>225</b>

\*initiative between Tourism Australia and State Tourism Organisations (STOs)



## OUR SUPPLY CHAIN

Our supply chain involves a range of operators and suppliers based in Australia and around the world, from creative, digital and media agencies and production crews to hospitality, hotels, restaurants, venues and other tourism-linked businesses and activities.

The footprint of our supply chain is illustrated in Figure 1.

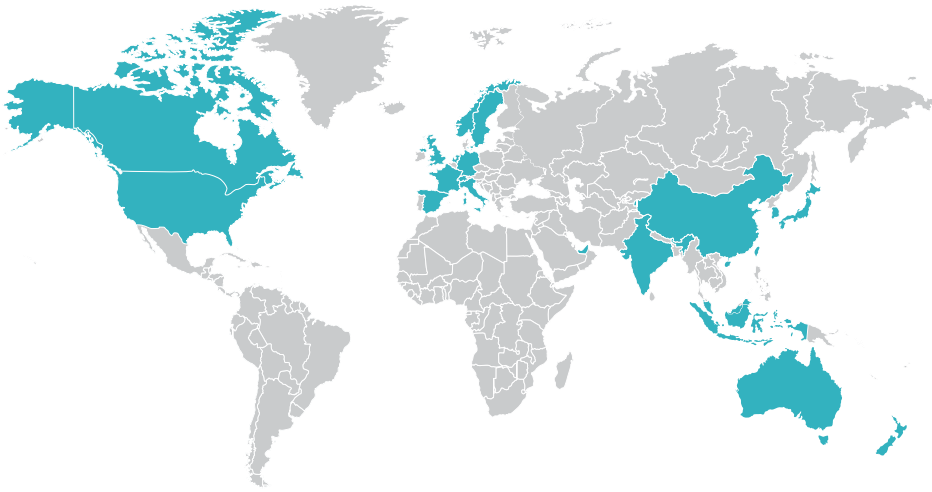


Figure 1: Countries where Tourism Australia has an active supply chain

Tourism Australia has engaged external consultants with expertise in modern slavery to develop a roadmap that aims to demonstrate continuous improvement and make a positive impact in the fight against modern slavery. This roadmap has been informed by an Australian Government toolkit of resources developed specifically for government procurement officers aimed at addressing modern slavery in government supply chains.

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 largest supply chains exist within

Australia

**462**  
suppliers

United Kingdom

**123**  
suppliers

China

**104**  
suppliers



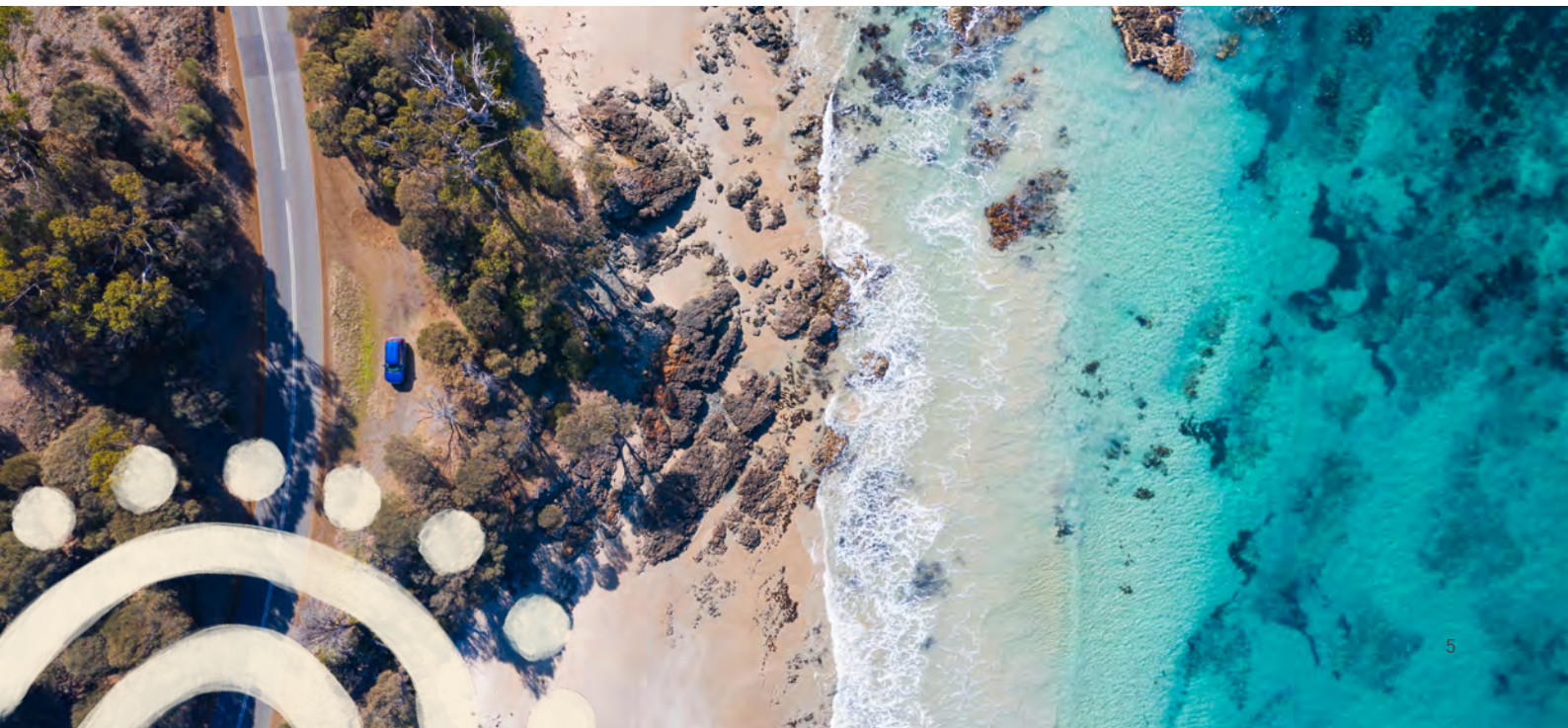
Tourism Australia spent

**\$51,881,964**

on suppliers in Australia and

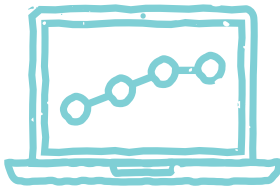
**\$41,018,431**

elsewhere across its internationally network in FY20.



# OUR PROGRESS

REPORTING PERIOD YEAR 1 – 1 JULY 2019 – 30 JUNE 2020



## 1 GOVERNANCE AND REPORTING STRUCTURES

We have created best-practice governance structures to manage a whole-of-business approach to tackling modern slavery risks, including clear reporting lines to the Executive and Board.

A new and dedicated Sustainability Working Group is helping raise awareness of modern slavery across Tourism Australia, ensuring business units are equipped to build modern slavery considerations into their dealings with suppliers and other stakeholders. The group comprises senior managers from across the business.



## 2 POLICY MANAGEMENT FRAMEWORK

We have reviewed Tourism Australia's policy management framework to assess where policies/processes need to be modified to address potential modern slavery risks, and identify any gaps where new policies may need to be created.

This process led to a further review of our Code of Conduct, our Contract Management Guidance and our Procurement and Risk Management Policies.

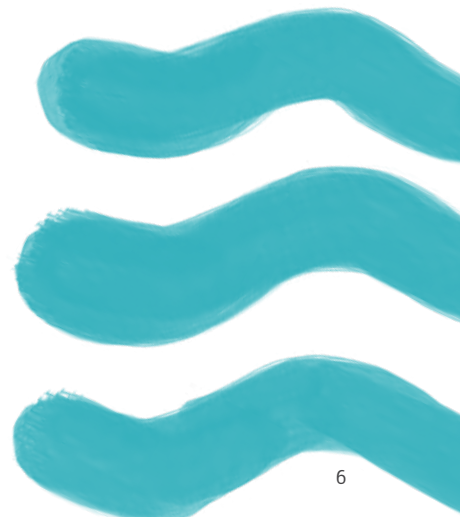


## 3 CONTRACT TEMPLATES

We have updated the terms of its legal contracts with suppliers, requiring engaged operators to:

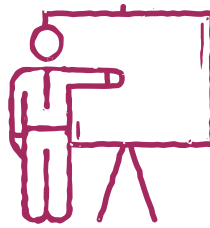
- » Comply fully with all applicable laws, and regulations in force which relate to modern slavery, including maintaining a complete set of records to trace the supply chain of all goods and services provided;
- » Maintain appropriate due diligence to ensure that no modern slavery practices exist in our own supply chains or in the supply chains of any of our sub-contractors;
- » Notify Tourism Australia if, and as soon as, they become aware of any actual breach of modern slavery law in a supply chain.

If a Tourism Australia staff member has concerns about the practices of a supplier in relation to modern slavery risks this will be escalated in the first instance to the Legal & Governance team and then the Executive General Manager, Corporate Services. Upon review, a decision will be made on whether it is appropriate to escalate to the Managing Director and the Board based on the circumstances.



# OUR COMMITMENTS

REPORTING YEAR 2 – 1 JULY 2020 – 30 JUNE 2021



## 1 SUPPLIER RISK ASSESSMENT

We will engage external consultants with expertise in modern slavery to complete a modern slavery risk assessment focused on tier-one suppliers. The results will inform Tourism Australia of the overall inherent risk exposure of modern slavery in its supply chain. This will enable us to identify where additional engagement with individual suppliers may be needed, as well as specific areas where due diligence may need to be improved.

## 2 TRAINING

We will conduct Legal & Governance training for all staff, increasing awareness, engagement and oversight of modern slavery risks within Tourism Australia's operations and supply chain.

To ensure our senior management have clear oversight of the importance of Tourism Australia's role in the fight against modern slavery, a team of experts will conduct training for our Executive and Sustainability Working Group. We will also conduct an awareness and education piece for Tourism Australia staff.

## 3 POLICY

We will modify Tourism Australia policies as follows:

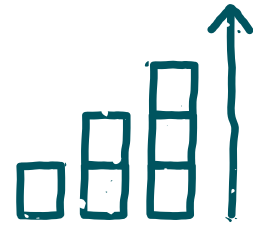
- » **Procurement Policy** – amendments to build into business-as-usual processes the use of a supplier risk questionnaire. We will send a self-assessment questionnaire to high risk or new suppliers to highlight Tourism Australia's ethical expectations.
- » **Contract Management Guidance** – amendments to ensure that consideration of modern slavery risk relates to and extends beyond procurement alone, into contract and relationship management.
- » **Code of Conduct** – amendments to include a commitment from the Managing Director to combatting the modern slavery risk.

We will also consider the development of a new Supplier Code of Conduct. We will review grievance mechanisms and consider strengthening to align with the UN Guiding Principles on Business and Human Rights.

We are committed to engaging and working constructively with our suppliers to combat instances of modern slavery, including putting in place appropriate internal reporting processes. Appropriate and proportionate steps will be taken to understand and address any instances of non-compliance.

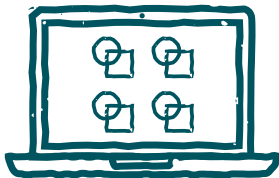






## 4 DISCLOSURE AND INVESTIGATION OF HIGH-RISK SUPPLIERS

Tourism Australia will disclose the results of our tier-one supplier risk assessment and use the learnings to investigate any high-risk suppliers who are identified; and expand risk assessments beyond tier-one suppliers to provide a broader picture of our full supply chain.



## 5 ACCOUNTS PAYABLE DATA

The granularity of accounts payable data will be enhanced to strengthen the input required for a repeat supplier risk assessment of modern slavery risks.

## 6 PROCUREMENT PROCESSES

Robust procurement and governance practices will be developed in line with our internal policy framework. We will share our modern slavery statement with stakeholders to demonstrate commitment.

Tourism Australia will enhance its approach through integrating modern slavery risk considerations within its procurement activities in the following ways:

- » **Qualification:** we will send a self-assessment questionnaire to high risk or major new suppliers to highlight Tourism Australia's ethical expectations.
- » **Tender:** We will communicate Tourism Australia's expectations and ethical standards in the tender process and reiterate that these expectations are embedded within contract clauses.
- » **Onboarding:** We will provide support to suppliers to ensure compliance with Tourism Australia's policies and expectations, and assist with their procurement.
- » **Monitoring:** We will enhance Tourism Australia's oversight of potential higher risk suppliers by ongoing monitoring and where relevant, conducting deep dives into potential high-risk suppliers.

## 7 REPORTING RESULTS

Management of progress of the aforementioned 'next steps' will be reported on regularly to Tourism Australia's Sustainability Working Group, Executive and Board as appropriate.

Assessing our progress is important in the fight against modern slavery. As our understanding of risk exposure becomes clearer and the engagement with our suppliers continues, Tourism Australia will look to finalise governance surrounding all activities relating to the Modern Slavery Act and incorporate consideration of modern slavery into its broader risk-management framework and processes. We will regularly update the Tourism Australia Audit Committee on this ongoing work.

Below is a list of some of the ways we will monitor and then report on progress against our goals related to combatting modern slavery:

- » Regularly check risk assessment processes.
- » Report on the number of supplier risk assessments sent, received, analysed and followed up on. Reporting will also include information on whether the risk assessment process has led to further discussions with the suppliers.
- » Consider any risk trends in locations or sectors to better understand where to focus resources
- » Report on number of training modules delivered to internal stakeholders and what number of staff attended the sessions.