



MODERN SLAVERY STATEMENT 2024-25



Acknowledgement of Country

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Forestry Corporation of NSW acknowledges the traditional custodians of the land on which we live and work, and pay our respects to Elders past, present and future.

We recognise the connection to their land, their waters and surrounding communities and acknowledge their history here on this land.

We also acknowledge our Aboriginal and Torres Strait Islander employees who are an integral part of our diverse workforce and recognise the knowledge embedded forever in Aboriginal and Torres Strait Islander custodianship of Country and culture.

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This statement covers Forestry Corporation’s commitment towards avoiding slavery within our supply chain and the communities we operate in. It covers the reporting period for FY25.

Introduction

Forestry Corporation of NSW (Forestry Corporation) provides this Modern Slavery Statement as a statement in compliance with the *Modern Slavery Act 2018* (Cth) (the “Act”). It sets out the actions taken by Forestry Corporation to address modern slavery and human trafficking risks in our organisation and supply chain for the financial year ending 30 June 2025.

Forestry Corporation is committed to maintaining and improving systems and processes to avoid contributing to modern slavery or other human rights violations related to our operations and our supply chain. We understand that modern slavery can occur in many forms such as forced labour, child labour, domestic servitude, sex trafficking, and human trafficking. In this statement the terms “modern slavery” encompass these various formed of coerced labour.

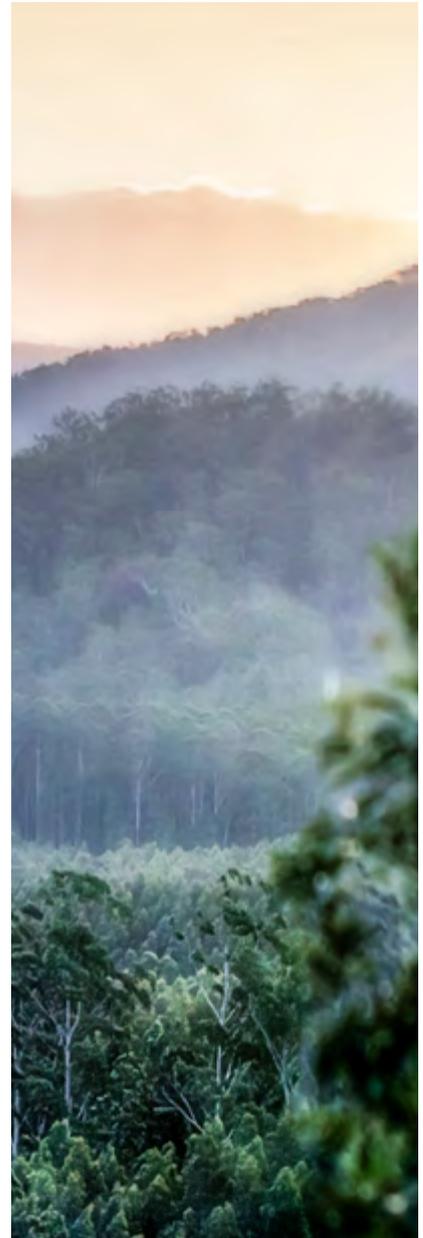
Forestry Corporation does not tolerate any form of modern slavery in our business or supply chain.

About Forestry Corporation of NSW

Forestry Corporation of NSW sustainably grows and manages NSW State forests to deliver multiple benefits including environmental conservation, community access and tourism, and renewable timber products.

We are a state owned corporation appointed to manage around two million hectares of public forests including native forest, hardwood plantations and softwood plantations.

Our forest management is independently certified to the Australian Standard for Sustainable Forest Management and our operations underpin a vital and vibrant renewable timber industry in regional NSW.



Governance and policy framework

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Forestry Corporation is committed to high standards of corporate governance. Our board and executive provide the direction and leadership for appropriate levels of governance across the organisation.

Forestry Corporation adheres to the employment legislation of the Australian Government, the *Fair Work Act 2009*.

Staff are employed under a combination of an Enterprise Agreement and common law contracts.

Forestry Corporation employees are expected to display the highest ethical standards and to operate within the organisation's policies and procedures. We have a number of documents in place which assist in protecting the human rights of employees and provide a framework for protection against modern slavery.

These include:

- Code of Conduct.
- Equity and Diversity Policy.
- Bullying, Harassment and Discrimination Policy.
- Grievance Policy.
- Health and Safety Policy.
- Procurement Policy and Manual.

These documents outline our values and ethical position, guiding the way we treat our employees and work with our customers, suppliers and partners.



Our operations and supply chain

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Forestry Corporation spends approximately \$300 million across more than 1,500 direct suppliers. We procure a diverse range of goods and services to support our business activities. Key areas of expenditure are shown below:

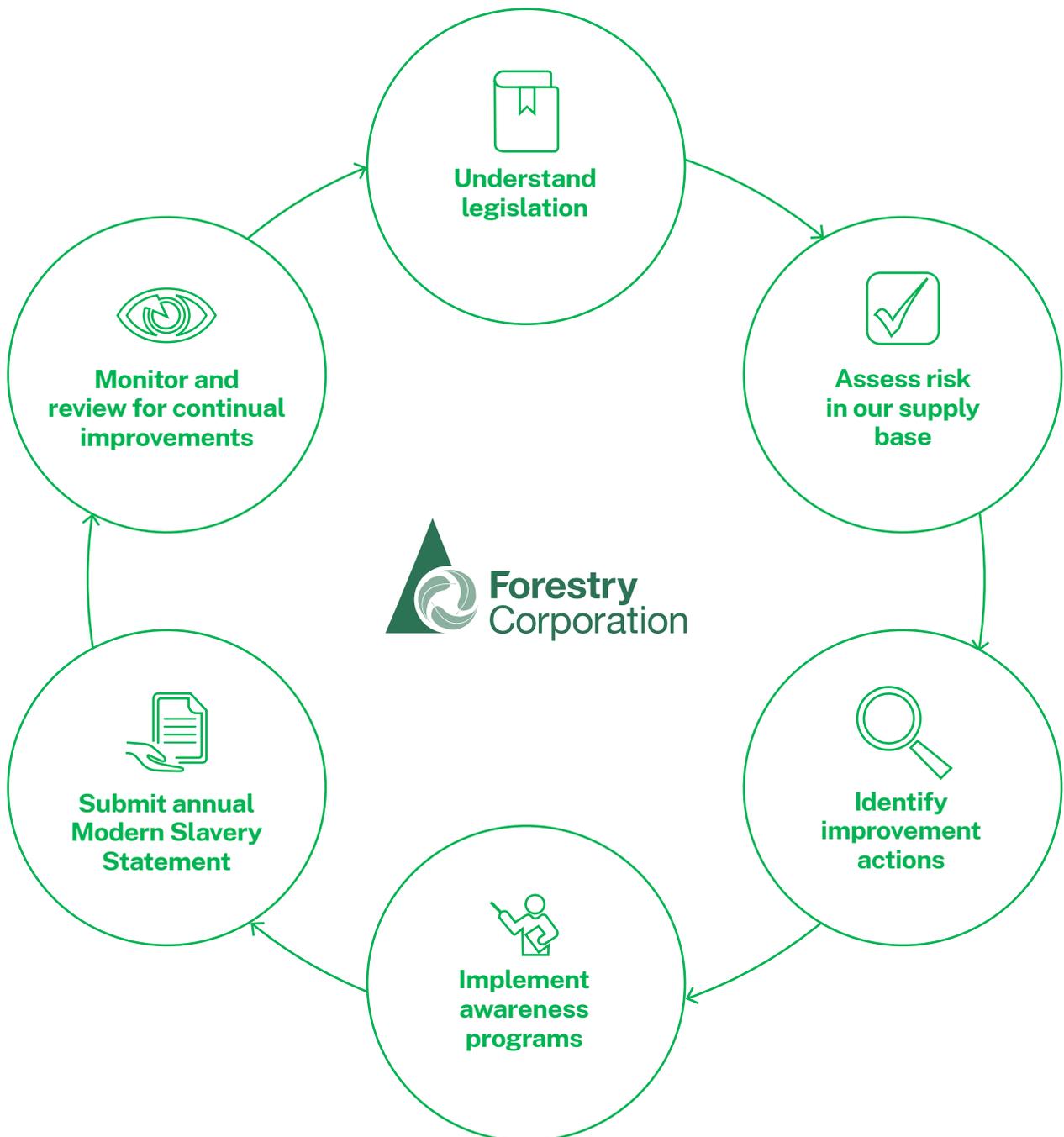
Expenditure category	Typical goods and services
Forest operations services	<ul style="list-style-type: none"> ● Harvest and haulage. ● Silviculture including seed supply, site preparation, planting and seedlings. ● Roothing, including use of quarries. ● Pest control and herbicide application. ● Fire including hazard reduction burning and fire suppression.
Equipment and associated services	<ul style="list-style-type: none"> ● Vehicles and plant including acquisition, maintenance and fuel. ● Property maintenance services and equipment. ● Waste management services. ● Cleaning services.
Communications and technology	<ul style="list-style-type: none"> ● IT hardware. ● IT software and systems services. ● Telecommunications services.
Corporate services and equipment	<ul style="list-style-type: none"> ● Labour services. ● Safety equipment and workwear. ● Stationery and corporate equipment. ● Catering.



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Actions taken to assess and address risks of modern slavery

Forestry Corporation has implemented a framework of actions for compliance with the Act, applying a continual improvement approach as shown below.



Assessment of risk in our supply chain

Potential risks of modern slavery risks are identified both internally (direct operations) and externally (third-party contractors and suppliers).

Key risk areas include:

- **Direct workforce:** Forestry Corporation directly employs staff to undertake tasks, including manual labour.
- **Contracted labour:** Outsourced labour is engaged via contractors for activities like silviculture, harvesting, roading, and transport.
- **Supply chain:** Risks are elevated for goods and services sourced from high-risk countries or sectors (e.g. personal protective equipment, machinery, IT equipment, uniforms, chemicals). These sectors are globally recognised as having higher exposure to forced labour and exploitative practices.
- **Procurement practices:** Lack of supplier due diligence, unclear contractual requirements, or limited transparency in supply chains may increase exposure to modern slavery risks.



Risk analysis

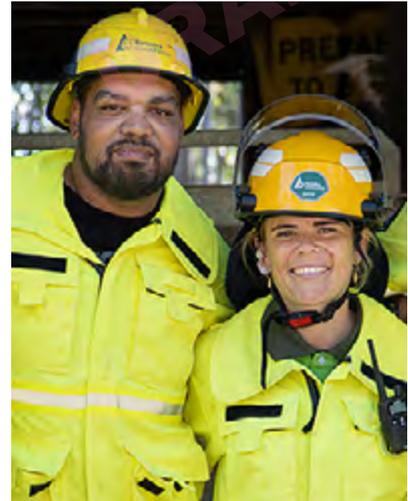
Applying the Risk Management Framework, the following analysis is provided:

Risk area	Likelihood	Consequence	Risk rating	Controls
Direct employment practices	Rare	Major	Low	Australian labour law compliance, internal HR policies, regular training
Contracted field operations	Unlikely	Major	Medium	Contractor prequalification, contract clauses, periodic audits, worker engagement
High-risk goods procurement	Possible	Severe	High	Supplier risk assessments, ethical sourcing policies, supply chain mapping
Indirect suppliers (multi-tier chains)	Possible	Major	Medium	Supplier code of conduct, modern slavery questionnaires, ongoing monitoring

Evaluation and prioritisation

Risks associated with direct employment are considered low due to strong regulatory controls. However, contracted services and procurement of goods from high-risk sectors or countries present medium to high risks, particularly where visibility and oversight are limited. Prioritisation should focus on:

- Enhancing due diligence for contractors and suppliers, especially in high-risk categories
- Improving traceability and transparency in multi-tier supply chains
- Strengthening contractual requirements and monitoring for modern slavery compliance



Identify improvement actions to minimise risk of modern slavery and improve awareness

Forestry Corporation is working on a continuous improvement pathway to embed the principles around modern slavery prevention in its business processes. Priority actions are outlined below.

Area	Action
Policies and procedures	<ul style="list-style-type: none"> • Embed identification and management of the risks associated with modern slavery into review of relevant policies.
Procurement supplier assurance and due diligence	<ul style="list-style-type: none"> • Finalise review of the Procurement Policy and associated Manual to ensure appropriate procedures are in place to obtain supplier assurance and due diligence for high risk activities within the supply chain. This includes: <ul style="list-style-type: none"> » Standard terms and conditions of purchase to ensure the supplier has clear compliance requirements around modern slavery. » Procedure for obtaining due diligence through the use of the Subcontractor’s Statement Regarding Worker’s Compensation, Payroll Tax and Remuneration to capture key risk areas for goods and services under contract.
Awareness and education	<ul style="list-style-type: none"> • Ensure the actions around prevention of modern slavery are included in the annual internal communications schedule • Ensure whistleblowing and reporting of wrongdoing procedures support the reporting of modern slavery. • Consider training requirements for key relevant staff involved in governance, procurement and contract management.

Assessing the effectiveness of our actions

Forestry Corporation is committed to ensuring prevention of Modern Slavery in high risk areas is embedded within its business processes. In FY25 Forestry Corporation reviewed its Code of Conduct, the primary document outlining expectations of ethical behaviour of staff and contractors. This document is reviewed annually and staff are required to undertake an e-learning module. The Whistleblowing and reporting of wrongdoing policy and procedures were also reviewed during the year.

A review of the Procurement Policy commenced and this will be followed by a review of the Procurement Manual.

In line with the risk assessment around priority areas, a Modern Slavery clause is included in the standard service contracts used by the Corporation.

No complaints were raised pertaining to Modern Slavery during FY25 and no issues have been identified by staff.

Forestry Corporation will continue to review the effectiveness of actions to prevent modern slavery by monitoring the completion of identified improvement actions and the resolution of any complaints that arise.



Consultation

Forestry Corporation does not own any subsidiary entities involved in operations in Australia.

Approval

This statement was approved by the Board of Forestry Corporation.



Stefanie Loader

Chair
Forestry Corporation of NSW



Anshul Chaudhary

Chief Executive Officer
Forestry Corporation of NSW

Other relevant information

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The NSW Parliament passed an amendment Act which fixed 1 January 2022 as the commencement date of the *Modern Slavery Act 2018* (NSW) (the NSW Act). The NSW Act makes provisions with respect to slavery, slavery-like practices and human trafficking and provides for the appointment and functions of an Anti-slavery Commissioner.

The NSW Act places the following further obligations on Forestry Corporation as a state-owned corporation:

- a statement to be included our Annual Report on the steps taken to ensure goods and services procured were not the product of modern slavery and addressing any issues raised by the Anti-slavery Commissioner
- publish a copy of the Modern Slavery Statement on our website each year
- give the Anti-Slavery Commissioner written notice that the statement has been published on our website.

The NSW Treasury Guidelines on Annual Reporting also require information on modern slavery prevention to be included in our [Annual Report](#).