



Modern slavery statement 2023

For the period 1 July 2022 to 30 June 2023







About our statement

This modern slavery statement is jointly prepared and issued by Aware Super Pty Ltd ABN 11 118 202 672 ('trustee') as trustee for Aware Super ABN 53 226 460 365 ('fund'), FSS Agriculture 1 Pty Ltd ABN 33 628 220 913 ('FSS Agriculture'), ALTRAC Light Rail Holdings 2 Pty Ltd ABN 21 603 192 221 ('ALTRAC'), Aware Super Services Pty Ltd ABN 67 633 384 059 ('Aware Super Services'), FSS Liberty Pty Ltd ABN 57 628 000 242 as trustee for FSS Liberty Trust ABN 92 211 994 502 ('FSS Liberty') and Aware Super FSSPET Pty Ltd ACN 658 778 511 as trustee for First State Super Private Equity Trust ABN 31 781 995 494 ('FSS Private Equity'). FSS Agriculture, ALTRAC, Aware Super Services, FSS Liberty and FSS Private Equity are controlled entities of the fund. This joint statement provides a single, consolidated description of actions to address modern slavery risks. The fund, trustee, FSS Agriculture, ALTRAC, Aware Super Services, FSS Liberty and FSS Private Equity are referred to throughout the document as 'Aware Super', 'we', 'us' or 'our' (as relevant).

This statement for the financial year ending 30 June 2023 has been prepared in accordance with the *Australian Modern Slavery Act 2018* (the Act), approved by the Aware Super Board and the Boards of FSS Agriculture, ALTRAC, Aware Super Services, FSS Liberty and FSS Private Equity.

Australian Modern Slavery Act 2018 – mandatory reporting criteria

The following table summarises where the criteria are addressed within this statement.

Criteria met by this statement	Section with the required information	
Identify the reporting entity	About our statement	 Page 1
Describe the structure, operations and supply chains of the reporting entity	2.2 Organisational structure, operations and supply chains	 Page 3
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	3. Modern slavery risks	 Pages 4-6
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	4. Assessing and addressing our modern slavery risks	 Pages 7-16
Describe how the reporting entity assesses the effectiveness of such actions	5. Assessing the effectiveness of actions	 Pages 17-19
Include any other information that the entity giving the statement considers relevant	1. Introduction from our Chair	 Page 2
	6. Other information	 Page 20

1. Introduction from our Chair

At Aware Super we believe every Australian, and indeed every citizen in the world, deserves to live their best possible retirement.

Yet according to the International Labour Organization (ILO), around 50 million people were living in modern slavery on any given day in 2021, 10 million more than identified in the 2016 global estimates. Of these, more than 29 million are thought to be in our global region, the Asia Pacific, while another 27.6 million people worldwide are working in conditions amounting to forced labour.¹

The Walk Free Foundation estimates that in 2021 there were 41,000 people² living in Australia in modern slavery and an unquantifiable number of modern slavery victims working in the supply chains of Australian companies around the world.

For a superannuation fund, a savings vehicle created from the idea that workers deserve to aspire to and enjoy a dignified life in their years after work, the stark reality of modern slavery is something we must strive to obliterate within our lifetimes. This starts within our sphere of influence.

Respect for human rights is strongly associated with value chain resilience and a stable business operating environment.

As an institutional investor, Aware Super's modern slavery statement is a yearly assessment of our operations, including investments and supply chains, to identify and assess our exposure to modern slavery risks and the actions we have been taking to address these risks. We recognise that risk means the potential for Aware Super to cause, contribute to, or be directly linked to modern slavery through our operations and supply chains.

This year, we have continued to focus on major suppliers that we have assessed as presenting the greatest risk, along with our investments, investment managers, listed equities portfolios and direct asset due diligence.

We will continue expanding and evolving our approach.

We welcome the Australian Government's statutory review of the *Modern Slavery Act 2018* (Cth). Improving the standard of modern slavery reporting, enforcing the reporting obligations of entities and addressing the large percentage of incompatible modern slavery statements will help to shine a light into the darkest corners of this global epidemic. Greater transparency will provide investors like Aware Super with greater confidence that the billions of dollars in retirement savings we manage for everyday Australians are invested responsibly, in companies and assets that value and uphold the human rights of every citizen in our global community.



Sam Mostyn AO
Chair



¹ Forced labour, modern slavery and human trafficking (Forced labour, modern slavery and human trafficking) ([ilo.org](https://www.ilo.org)).

² Source: [2023 Global Slavery Index](https://www.walkfree.org).

2. About Aware Super

Aware Super is one of Australia's top-performing and largest industry super funds with A\$161.4 billion in funds under management (as at 30 June 2023). We know the impact we can make for our members and for the communities in which they live, work and retire.

We remember whose money it is and whose future we're looking after. It's why we invest to achieve strong risk-adjusted returns over the long term for our 1.1+ million members. For more information about Aware Super and what we delivered in the 2022/23 financial year, see:

[aware.com.au/annualreport2023](https://www.aware.com.au/annualreport2023)

2.1 Consultation with the fund's controlled entities

This modern slavery statement has been prepared in consultation with entities controlled by the fund. Relevant directors and officers of Aware Super and its controlled entities were consulted and provided with an opportunity to review the statement prior to its approval.

2.2 Organisational structure, operations and supply chains

The fund is a public offer superannuation fund domiciled in Australia, employing over 1,500 staff throughout Australia.

The trustee's head office is located at Level 28, 388 George Street, Sydney and we have significant presence in Melbourne, Brisbane and Perth.

2.2.1 Structure

As a superannuation fund, the fund is structured as a trust. The trustee is an Australian proprietary company.

Controlled entities of the fund are mostly passive entities and/or investment vehicles set up for the purpose of holding various investments of the fund and do not have physical operations. Aware Super's policies and procedures typically govern these entities.

FSS Agriculture, ALTRAC, FSS Liberty and FSS Private Equity are special purpose vehicles which hold various investments of the fund.

Aware Super Services is the employment entity for Aware Super.

2.2.2 Brand names

During the 2022/23 financial year, Aware Super operated under the brands 'Aware Super' and 'VicSuper'. Noting the 'VicSuper' brand was retired before the end of the 2022/23 financial year.

2.2.3 Operations

The operations mainly include:

- issuing superannuation products
- making financial investments on behalf of members
- the administration of the fund.

2.1.4 Supply chains

Aware Super has a vast range of supply chains globally, of which most have headquarters in Australia, with a small number located in the United States of America, United Kingdom and across Europe.

A large proportion of engagements are covered across one to three-year contractual engagements where we procure services and/or products. Strategic or bespoke solutions are typically longer-term commitments. In general, we find most of our supplier base tend to be a minimum of one-year engagements.

Goods and services are procured to support Aware Super's operations, which include, but are not limited to:

- technology products (including software, hardware, PaaS, SaaS and associated maintenance)
- business applications (including bespoke business solutions, government and industry subscriptions)
- services (including administration, professional cleaning, marketing and digital, legal, financial, catering, postal, advisory)
- workplace (including commercial leasing, stationery, perishables, utilities).

The services procured cover Aware Super and a portion of our controlled entities and a large portion of spend and services are technology related.

For more information on the fund's and trustee's material suppliers, see:

[aware.com.au/about/governance-and-policies/partners](https://www.aware.com.au/about/governance-and-policies/partners)

2.1.5 Investments

We invest in a wide and diverse range of Australian and international markets and assets, including equities, property, infrastructure, private equity, fixed income and cash. Our investments span many sectors, including energy, IT, financial services, healthcare and telecommunications. External investment partners currently manage approximately 70% of our investments, however a key tenet of our investment strategy is to progressively bring more of our investment decision-making and management in-house.

For more information on our approach to investing, see:

[aware.com.au/investments](https://www.aware.com.au/investments)

3. Modern slavery risks

Modern slavery is a serious and global issue. We have a responsibility to respect human rights and influence this behaviour across our operations, investments and corporate supply chain.

3.1 Corporate supply chain

The extent of modern slavery risks within Aware Super's supply chain, as a financial services organisation, is primarily contingent upon the industry of our suppliers and the geographic locations in which their operations are situated. The modern slavery risks are primarily:

- forced/bonded labour
- unfair recruitment practices
- dangerous or substandard working conditions
- underpayments
- unfair or excessive hours of work
- bullying, discrimination and harassment
- not providing contracts of employment
- deceptions regarding conditions of employment
- suppressing employee rights and entitlements.

Modern slavery in corporate supply chains is sector specific. Suppliers in industries that are most likely to employ vulnerable populations, for example, low skilled, temporary jobs, migrant workers or minorities, are where the highest modern slavery risk is present in Aware Super's supply chain. These industries include commercial cleaning, recruitment, corporate services, manufacturing (including technology), hospitality and catering, and construction and fit-out.

The other primary area of modern slavery risk are those suppliers with operations in high-risk geographies that lack regulation or enforcement agencies, have poor track records on corruption and human rights, or a pervasiveness of criminal organisations. According to the 2023 Global Slavery Index, the top 10 countries with the highest prevalence of modern slavery are North Korea, Eritrea, Mauritania, Saudi Arabia, Turkiye, Tajikistan, United Arab Emirates, Afghanistan, Kuwait and Russia.

Typically, Aware Super does not have suppliers with high-risk business models³ that have long complex supply chains.⁴

3.2 Investments

As at 30 June 2023, we were responsible for investing A\$161.4 billion of our members' retirement savings. In some instances, we hold as little as 0.0001% and as much as 100%

of the investment. In geographies and sectors considered to be high risk (see examples below) we know that the modern slavery risk is likely to be greater and we have therefore prioritised our activities taking these high-risk factors into account.

For us, modern slavery is the risk to people, rather than risk to the reporting or related entities we invest in. In other words, when we report on the modern slavery risk in our portfolio, our primary focus is not the risk to our portfolio or to a specific business, but rather on the risk to people. To assess the risk, we ask whether it is possible or how likely it is that within the portfolio or business operations (including the supply chain) people may be experiencing or exposed to modern slavery. The severity of the modern slavery risk relates to the impact of modern slavery practices, the number of people impacted and time period over which this might occur. Given this, we have adopted the Global Slavery Index to help determine our risk-based approach to high-risk countries and we have utilised investor guides from the Australian Council of Superannuation Investors (ACSI) and Responsible Investment Association Australasia (RIAA) to determine high-risk sectors.

Modern slavery risks, including potential labour-related rights, are risks where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Examples of modern slavery risk factors include:

- vulnerable populations – e.g. low skilled, temporary jobs, migrant workers or minorities
- high-risk geographies – lack of regulation or enforcement agencies; poor track records on corruption and human rights; prevalence of criminal organisations
- business models structured around high-risk practices – e.g. complex and long supply chains with several intermediaries along the chain, oligopolistic industries exercising pricing pressure on suppliers, labour intensive industries and supply chains with pressure on shorter-lead times
- high-risk product and services categories, often sector specific – e.g. agriculture, healthcare, food and beverage, property, financial services, mining, apparel industry, construction and building materials and electronics.

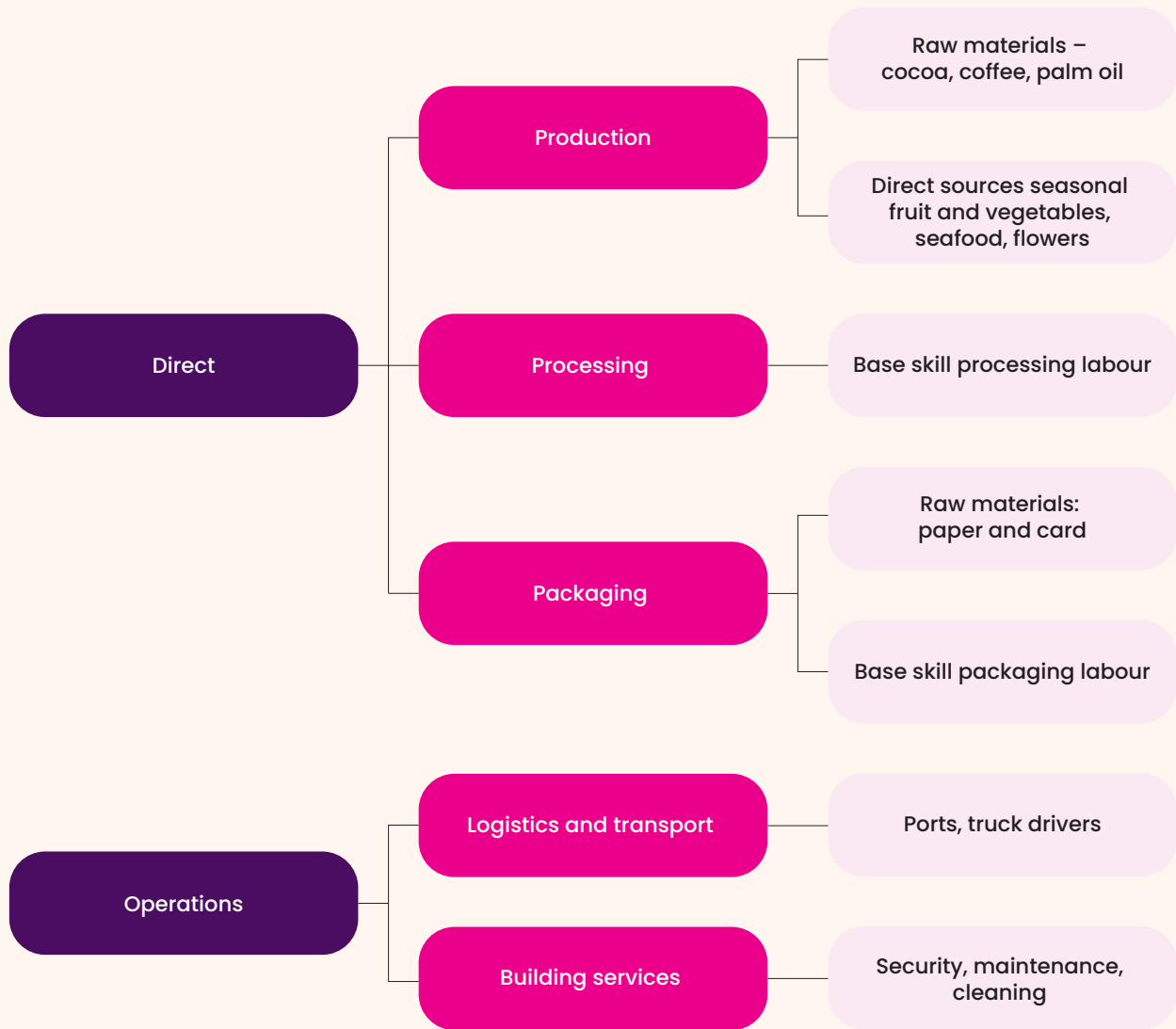
³ High-risk business models are those that are more susceptible to or directly associated with modern slavery practices or exploitation. These business models often have characteristics or operations that make them more likely to involve modern slavery in their supply chains or operations. Examples include low-cost labour-intensive industries, seasonal or temporary labour, hidden workforce, heavy reliance on recruitment agencies and natural resource extraction, among others.

⁴ Complex supply chains refers to a network of suppliers, manufacturers, distributors and other entities involved in the production and distribution of goods and services, which can be vulnerable to or complicit in modern slavery practices and can make it challenging to identify and address instances of modern slavery within the supply chain due to their intricate and often global nature. Key characteristics of a complex supply chain in the context of modern slavery include globalisation, multiple tiers and subcontracting.

3. Modern slavery risks (continued)

High-risk sector example – Consumer staples

Food, beverage and agriculture procurement functions where high-risk product and services categories may exist include:



3. Modern slavery risks (continued)

High-risk jurisdictions

Below are examples of high-risk jurisdictions sourced from the Global Slavery Index 2023.

Afghanistan	Cyprus	Jordan	Nigeria	Slovakia
Albania	Ecuador	Kazakhstan	North Korea	South Sudan
Armenia	El Salvador	Kosovo	North Macedonia	Syria
Azerbaijan	Equatorial Guinea	Kuwait	Pakistan	Tajikistan
Belarus	Eritrea	Kyrgyzstan	Papua New Guinea	Türkiye
Bosnia and Herzegovina	Gabon	Lebanon	Philippines	Turkmenistan
Bulgaria	Georgia	Mauritania	Republic of the Congo	Ukraine
Burundi	Guatemala	Moldova	Romania	United Arab Emirates
Colombia	Haiti	Myanmar	Russia	Uzbekistan
Côte d'Ivoire	India	Nicaragua	Saudi Arabia	Venezuela

Modern slavery and human rights risk analysis forms part of our process for integration of environment, social and governance factors in our investment process. Our risk processes include analysis by sector and geography, using a wide variety of resources, such as external research and indices, including those identified above.

3.3 Human Resources

The People and Workplace team at Aware Super is responsible for defining and overseeing the frameworks, behaviours and practices that ensure the people who work for us (prospective, current and former) are treated with respect, fairness and according to all relevant legislation.

Aware Super strives to do the right thing and is conscious of potential modern slavery risks that could exist in people processes and could impact employees. These include:

- unfair recruitment practices
- dangerous or substandard working conditions

- underpayments
- unfair or excessive hours of work
- bullying, discrimination and harassment
- not providing contracts of employment
- deceptions regarding conditions of employment
- suppressing employee rights and entitlements.

Aware Super has adopted a multifaceted approach to address these risks that is described in the next section of this statement.

4. Assessing and addressing our modern slavery risks

4.1 Corporate supply chain

Aware Super uses a risk-based approach to assess the modern slavery risks in our supply chain, which is aligned to our Responsible Sourcing Policy. We assess the potential inherent risk of modern slavery of our suppliers based on their industry, location of operation and ownership in high-risk jurisdictions at the time of onboarding. The results of this assessment provides an inherent risk score of high, medium or low and is used to determine whether our partners' operations and processes for identifying and managing modern slavery risks in their supply chains require a more thorough examination.

For those suppliers with a medium or high inherent risk, Aware Super undertakes enquiries via a questionnaire to gain an understanding of the supplier's controls and practices to identify and address any potential modern slavery risks, such as due diligence, audits and training and awareness both within their organisation and across their own supply chain. The output of this questionnaire is uploaded into a tool that calculates the potential residual modern slavery risk of the supplier. A rating of red (high), amber (medium) and green (low) is provided based on the scoring of the residual risk after taking their controls into consideration. The record of this information captured and held centrally in a Supplier Modern Slavery Assessment register.

To manage modern slavery due diligence on an ongoing basis, when onboarding new suppliers, we assess if relevant contract terms are required, based on the inherent risk profile and that ongoing due diligence is completed as required.

Aware Super has assessed over 300 active suppliers at the time of onboarding and 118 suppliers have provided the detailed assessment, regardless of their inherent risk. To date, we have not identified any suppliers with a red rated inherent and residual rating. Additionally, no suppliers flagged as low risk have had any reportable instances of modern slavery. We know there may be modern slavery risks in our supply chain, particularly in the supply chains of our technology electronics suppliers. To manage these risks, we only work with reputable technology suppliers and brands that have effective policies, processes and controls in place to identify, monitor and mitigate the modern slavery risks within their supply chain.

In relation to the areas identified for development in last year's statement, to address if a supplier with both a high inherent and residual modern slavery risk is identified in the future, our Procurement team will work with the supplier and business owner to obtain a clear understanding of the supplier's processes and work with the supplier to understand their strategy to eliminate any modern slavery

risks within their organisation. Where Aware Super is unable to gain comfort that a supplier has adequate controls in place to manage their inherent modern slavery risk in their supply chain, we will make an assessment as to whether to continue the relationship or terminate the arrangement. This action has not been required to date.

4.2 Investments

We follow robust due diligence processes aligned to our Responsible Investments Policy. The process assesses the modern slavery risk to people and the sector, where material, prior to making investment decisions as well as appointing external fund managers. Ongoing reviews and assessments of our managers and investments are also part of our investment governance approach.

We continue to focus on assessing the risks in our listed equities portfolio, our external fund managers and our direct assets' due diligence process.

4.2.1 Listed equities

Building on our work with ISS ESG in 2021 to develop a screen for our Australian listed equities portfolio, we have developed a Modern Slavery Scorecard⁵ for our Australian and international listed equities portfolio.

The table on the next page provides details on the top six sectors of concern for modern slavery exposure in our Australian and international equities portfolios, as at 30 June 2023.

Sectors of concern are identified Global Industry Classification Standard (GICS⁶) sectors within the portfolio with the highest proportion of companies that are high risk (based on the ISS ESG Modern Slavery Risk Overall Classification) and Laggard performers (based on the ISS ESG Disclosure and Performance Category as part of the ISS ESG Modern Slavery Scorecard⁷).

The proportion of holdings by number and weight of the combined Australian and international equity portfolios is provided for each risk category.

As part of the scorecard process, the healthcare sector was highlighted in our 2022 statement as having a high modern slavery risk. In particular, health care procurement functions were identified as areas where high-risk product and services categories may exist. We have taken our understandings from this analysis and applied them to our engagement program for how we question our fund managers in our interactions (see section 5 on [page 17](#)).

Utilising the scorecard, we identified the consumer staples sector as our 2023 focus area. In particular, the food, beverage and agriculture industries.

5 Modern Slavery Scorecard | ISS (issgovernance.com)

6 The Global Industry Classification Standard (GICS) is a four-level classification system developed in 1999 by MSCI and S&P Dow Jones Indices to categorise companies traded on public stock exchanges.

7 Modern Slavery Scorecard | ISS (issgovernance.com)

4. Assessing and addressing our modern slavery risks (continued)

Sectors of concern	Sector description	Sector risk profile
Consumer Discretionary	Non-essential goods and services, including household furniture and appliances, car manufacturers, electronics, apparel and footwear, and hotels and restaurants. Companies include adidas AG, Amazon.com, Inc., Flight Centre Travel Group Limited, and JB Hi-Fi Limited.	The consumer discretionary sector is very diversified in that there are retailers; hotels, resorts & cruise lines; apparel; auto components. Given the nature of the work necessary in these industries such as production, processing, packaging and the transport of food & fibre we see heightened risk associated with the short-term nature of contracts, high amounts of seasonal works and migrant workforce. Underpayment of wages and passport confiscation are some of the issues we have identified in this sector.
Consumer Staples	Comprises companies whose businesses are less sensitive to economic cycles. It includes manufacturers and distributors of food, beverages and producers of non-durable household goods and personal products. Companies include: Coles, Nestle and Unilever and Woolworths.	Our investments are primarily in Packaged Food & Meat companies. Modern slavery risks in food production include debt-based manipulation of migrant workers, isolated working conditions, and payments below a living wage, forcing some producers to rely on child labour.
Health Care	Includes health care providers & services, companies that manufacture and distribute health care equipment & supplies, and health care technology companies. It also includes companies involved in the research, development, production, and marketing of pharmaceuticals and biotechnology products. Companies include: Ansell, AstraZeneca, CSL, Johnson & Johnson and Novartis.	This sector faces an elevated risk of modern slavery within its operations and supply chains as a result of intersecting factors, including: rapid sector growth accompanied by workforce and technological change; a surge in demand for medical goods and frontline care; low visibility over increasingly complex and multi-tiered supply chains; a broad range of operating activities that require sourcing of goods from high-risk sectors where base-skill labour, vulnerable populations and high-risk business models come together; and lack of transparency in recruitment processes and the use of agency labour contractors.
Industrials	Includes manufacturers and distributors of capital goods such as aerospace & defence, building products, electrical equipment and machinery and companies that offer construction & engineering services. Companies include: Airbus, Atlas Arteria, Brambles & Toyota.	Our investments are in companies that operate in sectors such as construction & engineering, transport (freight & logistics); building products who operate in high risk countries such as India, China, Brazil and links to products such as cobalt and electronics. We see exploitation of workers in many of these countries and sectors as well as vulnerable populations and business models structured around high-risk work practices – heightening the risk of modern slavery in the supply chain.
Information Technology	Comprises companies that offer software and information technology services, manufacturers and distributors of technology hardware & equipment such as communications equipment, cellular phones, computers & peripherals, electronic equipment, related instruments, and semiconductors. Companies include: Apple, DocuSign, Dropbox, IRESS and Nearmap.	Our investments include manufacturing and raw material sourcing of equipment and the three significant areas of modern slavery in the IT sector include debt bonded labour; forced labour and conflict mineral sourcing.
Materials	Includes companies that manufacture chemicals, construction materials, glass, paper, forest products, and related packaging products, and metals, minerals, and mining companies, including producers of steel. Companies include: BHP, Norsk Hydro, RIO and South32.	Our investments are predominantly across chemicals and metals and mining. Modern slavery risks in these sectors include an elevated risk of exploitation as they operate in and source raw materials from conflict-prone countries. Key stages of where modern slavery risks can manifest are include project construction, development and product procurement as wells as logistics & transport where this a heavy reliance on third-party labour arrangements and migrant workers.

4. Assessing and addressing our modern slavery risks (continued)

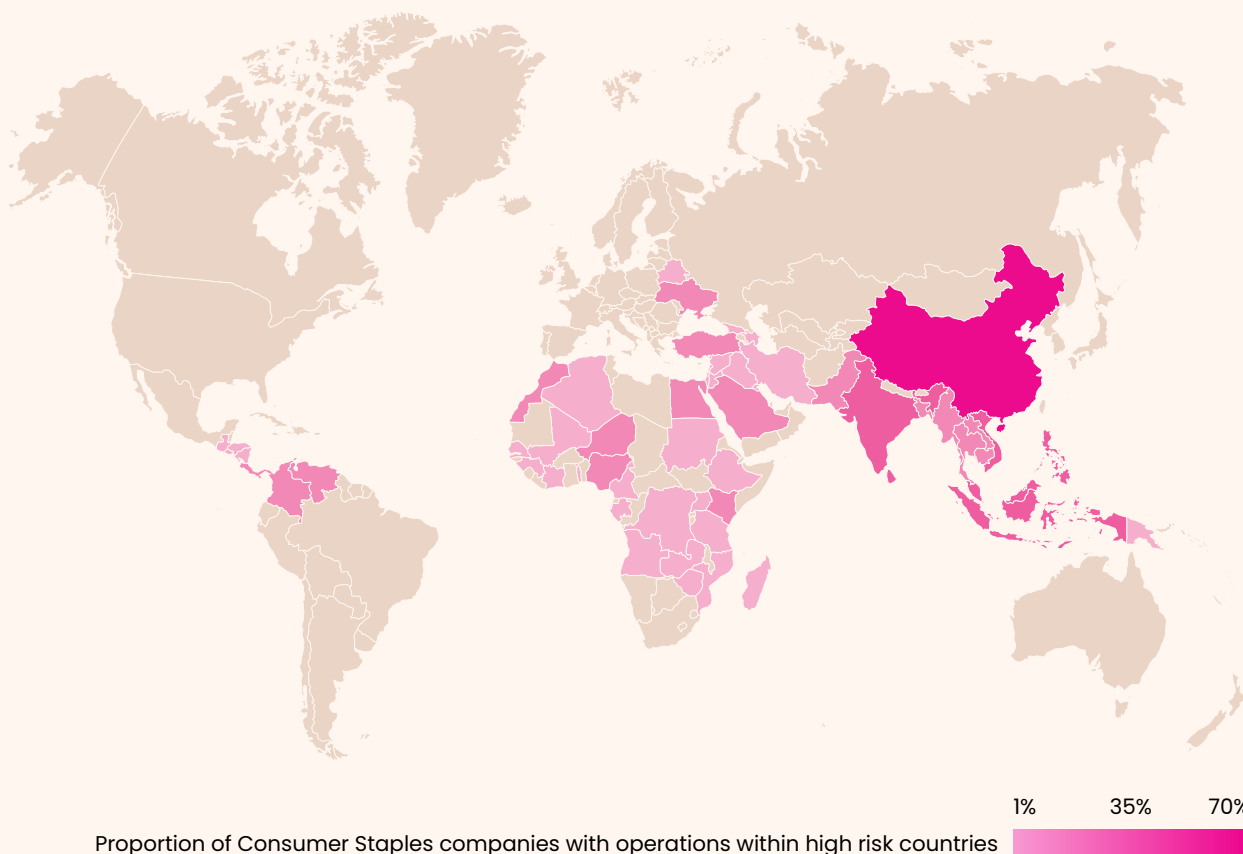
Sectors of concern	Proportion of holdings (number)	Proportion of holdings (weight)	Entity risks (number)	Entity risks (weight)	Geographic risks (number)	Geographic risks (weight)	Product risks
Consumer Discretionary	11%	10%	40%	29%	79%	81%	Artificial flowers, carpets, Christmas decorations, electronics, footwear, garments, gloves, toys
Consumer Staples	7%	6%	30%	12%	83%	88%	Bananas, cashews, citrus fruits, cocoa, coffee, cucumbers, eggplants, electronics, fish, hazelnuts, oil (palm), pepper, rice, shrimp, tea, tomato products, vanilla
Health Care	8%	15%	44%	31%	75%	92%	Electronics, garments, oil (palm), rubber gloves
Industrials	16%	11%	41%	30%	85%	75%	Cobalt ore (heterogenite), electronics, fluorspar (mineral), mica, tin ore (cassiterite), zinc
Information Technology	11%	15%	31%	22%	90%	96%	Cobalt ore (heterogenite), electronics, fluorspar (mineral), mica, tin ore (cassiterite), zinc
Materials	10%	10%	28%	11%	80%	83%	Bricks, cobalt ore (heterogenite), electronics, fluorspar (mineral), oil (palm, mica, sandstone, tin ore (cassiterite), zinc

4. Assessing and addressing our modern slavery risks (continued)

Geographical assessment of the consumer staples sector

The following map highlights consumer staples companies within the Aware Super equities portfolio that have operations in countries considered high risk for modern slavery. The darker the shade the higher the proportion of companies with operations in that high-risk country. For example, approximately 70% of consumer staples companies within the portfolio have operations in China, approximately 40% have operations in Malaysia and approximately 36% have operations in India. These countries are all considered high risk for modern slavery.

The ISS ESG Modern Slavery Scorecard identifies a company's vulnerability to modern slavery based on its country of operation. Assessment is based on the key factors that enable exploitative work, undermine support services and impede access to justice. These include corruption, inequality, conflict and government stability, poverty, education rates and enforcement of labour laws.



The modern slavery risks within consumer staples companies primarily comes from their exposure to the agriculture and manufacturing industries, via their operations or supply chain, which rely heavily on unskilled labour and tend to be primarily sourced in geographies with high modern slavery risks (e.g. China, Malaysia).

Some of the high-risk goods within agriculture and manufacturing that consumer staples companies have been linked to include:

- Agriculture: bananas, cocoa, coffee, rice, tea, tomato products and vanilla
- Manufacturing: artificial flowers, Christmas decorations, electronics, fireworks, rubber gloves and toys.

4. Assessing and addressing our modern slavery risks (continued)

4.2.2 Fund managers

During the 2022/23 financial year, we sent a modern slavery questionnaire to over 80 of our external fund managers with the aim of understanding and assessing their corporate operations and investments.

We are currently working through these questionnaires and plan to engage with the priority managers where improvement is required.

As part of the ongoing improvements to manage modern slavery risks, we updated our modern slavery questionnaire to provide more nuanced information on how our fund managers approach modern slavery risks within their investments, including:

- governance and responsibilities
- assessing, managing and reporting modern slavery risks and incidents
- assessing the effectiveness of their modern slavery processes and procedures.

Our approach in assessing managers – corporate operations and investments

Our corporate operations assessment focuses on corporate supply chains and our investments assessment focuses on country exposure, sector exposure and what (if any) engagement approach our managers have in place. For more information on our assessment approach, see below.

To assess our managers on their approach to potential modern slavery risks, we analyse a range of available information:

Corporate operations supply chain:

- evidence of modern slavery statements or policies and governance
- implementation of policies expressed as procedures to support the assessment of modern slavery risks

Investments supply chain:

- exposure of investment portfolios to companies operating in potentially high-risk countries, sectors and industry groups, including where in the world they conduct their business – not just their corporate headquarters' location
- implementation of policies expressed as procedures to support the assessment and monitoring of modern slavery risks within potential and current investee companies
- approach to engagement on modern slavery issues with their investee companies

Once we have this information, we assess the level of maturity managers have managing modern slavery risks within their operational and investment supply chains. We also categorise the perceived level of modern slavery risk

within the manager's investee company. This allows us to implement a program of engagement with our investment managers and investee companies, to understand their approach and analyse their exposure.

We continue to engage with our managers with the aim of helping them improve their corporate activities and investment approach to identifying and assessing modern slavery risks. Our priority is on those that are assessed as high risk.

4.2.3 Direct assets

One of the ways Aware Super invests on behalf of our members is to directly purchase (part or all) of a company or asset. We call these direct assets and can range from investing in listed and unlisted companies, wind and solar farms, and lending to government and corporate borrowers.

Before investing in new direct assets, as part of our investment due diligence we conduct an ESG assessment, which is supported by the Responsible Investment team. This ESG assessment includes reviewing the modern slavery risks associated with the direct asset.

We take a risk-based approach to assessing the modern slavery risks in a direct asset. We first assess the perceived modern slavery risks in the direct asset's operations and supply chain based on their exposure to a range of factors, including:

- High-risk geographies⁸
- high-risk industries⁹
- high-risk goods that are believed to be produced by child labour or forced labour.¹⁰

Depending on the level of perceived modern slavery risk, we may analyse a range of additional information, including:

- evidence of modern slavery allegations or incidents
- evidence of modern slavery statements or policies and governance
- implementation of policies expressed as procedures to support the assessment and management of modern slavery risks
- approach to assessing, monitoring and engaging with suppliers on modern slavery risks and incidents
- training, if any, provided to employees, contractors, and/or suppliers.

Once we have this information, we will assess the level of modern slavery risk in the direct asset and the ability of the direct asset to appropriately manage its modern slavery risks. Based on this assessment, we may implement mitigants to address the risks and/or engage with the direct asset post-investment to enhance its approach to managing modern slavery risks.

⁸ The high-risk geographies are based on the **Global Slavery Index's** total vulnerability score for each country.

⁹ The high-risk industries are based on the **Investor Toolkit – Human Rights with a Focus on Supply Chains** produced by the Responsible Investment Association of Australasia (RIAA).

¹⁰ The high-risk products are based on the US Department of Labor's Bureau of International Labor Affairs' **list of goods** which it has reason to believe are produced by child labor or forced labor in violation of international standards.

4. Assessing and addressing our modern slavery risks (continued)



Case study

Due diligence for wind farm investment in 2023

During the 2022/23 financial year, we invested in a wind farm in Australia. The renewables industry is a high-risk industry for modern slavery because:

- it relies on several raw materials such as polysilicon (solar panels) and cobalt (batteries) which are believed to be produced by child labour or forced labour
- a significant number of the parts for the renewables industry is sourced and manufactured in high-risk geographies (e.g. Democratic Republic of the Congo, China, Malaysia).

Given the renewables industry is a high-risk industry for modern slavery, we conducted a desktop review for allegations of modern slavery against the:

- construction company and related companies
- key suppliers that were used as part of construction or provided the key parts of the wind turbines.

As part of the desktop review, we identified modern slavery related allegations against the parent company of the construction company.

As a result, modern slavery became a focus area as part of our due diligence. In addition to directly

engaging with the construction company, we reviewed a range of materials, including:

- the construction company's modern slavery statement and governance documents
- policy documents of both the construction company and its parent company (e.g. modern slavery policy, supplier code of conduct)
- procedure documents (e.g. modern slavery risk management plan, standard modern slavery clause for supplier contracts).

While our due diligence provided some comfort that the modern slavery risks were being managed, we included several requirements for the construction company as part of the contract, including:

- to regularly conduct third-party social audits of its key suppliers and provide us with the results
- to implement an independently managed and anonymous whistleblower hotline that is made available to all employees, contractors and suppliers
- to draft, and provide for Aware Super's review, a modern slavery risk management plan for the wind farm.

These requirements formed part of our asset management plan that we will continue to monitor to ensure the modern slavery risks are properly managed.

More information on how we assess the effectiveness of our actions is set out in section 5 on [page 17](#). We will continue to focus on embedding our standards consistently across our investment operations and supply chains, as well as improving our ability to identify, manage, address and remediate modern slavery risks and impacts.

4. Assessing and addressing our modern slavery risks (continued)

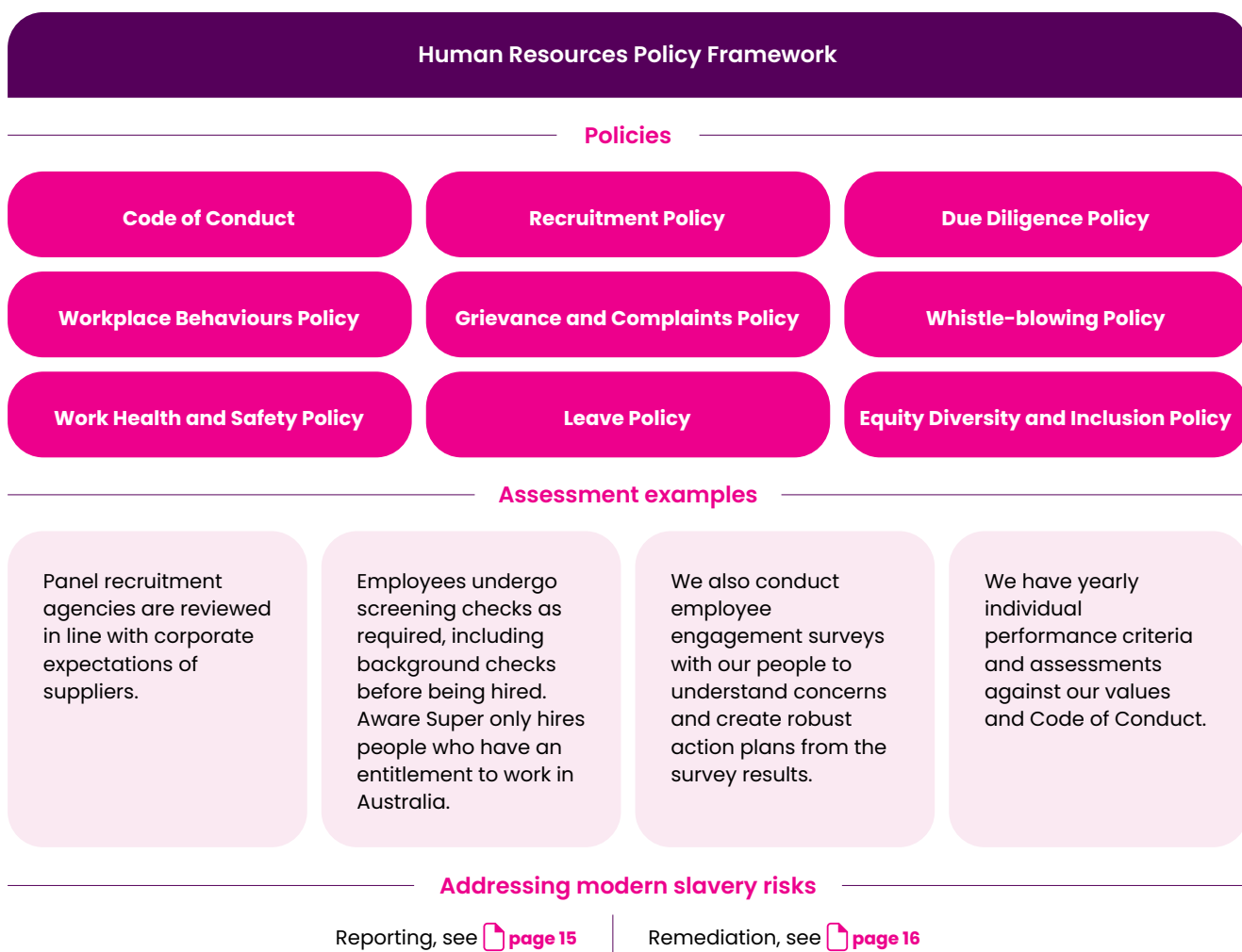
4.3 Human Resources

Aware Super has adopted a multifaceted approach to address modern slavery risks within our own workplace. At its core are Aware Super's values that seek to ensure the people who work for us (prospective, current and former), are treated with respect, fairness and according to all relevant legislation.

The mechanisms used to address modern slavery risks are our formal policies, standards and employment agreements. As an organisation that is constantly growing, in an industry that is constantly evolving, these mechanisms are all regularly reviewed and are subject to robust governance processes, which constantly strive to expand our due diligence and remediation efforts in assessing and addressing any internal modern slavery risks.

Our Human Resources (HR) Policy Framework is the core mechanism for ensuring that we address any modern slavery risks and this is subject to regular scrutiny from our HR team through to the trustee's board of directors.

The following infographic presents the HR policies that are part of the framework and examples of how the potential modern slavery risks which could exist in people processes are assessed and addressed:



Aware Super's policies and associated processes reiterate our approach to remediate any instance of modern slavery. This is in addition to our responsibilities to report relevant disclosures to policing authorities.

Aware Super is committed to assessing the effectiveness of our HR Policies Framework to reinforce our zero tolerance for modern slavery practices.

4. Assessing and addressing our modern slavery risks (continued)

All employees at Aware Super are entitled to their rights as per their respective employment instruments, underpinned by any awards, the National Employment Standards and all relevant employment legislation. The HR team has specific capability in employee relations, industrial relations and employee rights. We use external experts where needed to ensure Aware Super upholds our high standards of managing any modern slavery risk.

Aware Super strongly supports equity, diversity and inclusion (EDI) of our workforce. The board approved our EDI policy and strategy. This reinforces the diversity of our workforce, the strength that comes from this diversity and that an inclusive culture that celebrates and leverages this diversity through inclusive practices is best placed to serve our staff and members. We instil this behaviour with leadership and employee inclusion training. We are clear about our expectation, that our people leaders apply constant effort to monitor and ensure non-discriminatory, fair, unbiased, equitable and inclusive outcomes for all people, at every stage of their career and life stages with Aware Super. We also expect our people to apply equitable and inclusive practices through living our values every day for their colleagues and our members.

The following aspects of our governance framework are relevant to our commitment to human rights:

- Our Code of Conduct requires each person working for the fund to respect and work to uphold human rights.
- Our employee training covers the identification of human rights related risks and how employees can report suspected breaches of our requirements.
- Employees are encouraged to use our employee hotline and/or avenues outlined in our group Whistleblowing Policy, which allows anonymous disclosure.
- Reports from our employee hotline are collated and reported to the board.

Aligned to our commitment to human rights, we aim to eliminate the modern slavery risks through robust practices via the following policies and procedures:

4.3.1 Code of Conduct

Our Code of Conduct sets the ground rules for how our people are expected to behave and interact with each other and our members, suppliers, community and stakeholders. The Code provides guidance for ethical decision-making and a framework for resolving challenges as they arise. It sets out our work ethos and highlights fundamental requirements with respect to workers' rights. It also promotes honesty, integrity and the requirement to act with care and diligence.

All our people are responsible for knowing and following the policy requirements that apply to their jobs and for reporting any suspected breaches of law or our Code. Our executives and people leaders are accountable for creating and fostering a work environment that encourages ethical behaviour and compliance. Employees are encouraged to discuss such issues with the Chair, the Chief Executive Officer, their people leaders or their peers as appropriate.

4.3.2 Recruitment Policy

Aware Super strongly condemns and is against the use of unfair practices while hiring and employing staff. Aware Super's Recruitment Policy outlines our internal requirements, aligned to legislative requirements and therefore mitigates the modern slavery risks from occurring in our business.

Aware Super is an Equal Opportunity Employer and our Recruitment Policy standardises our consistent approach to the recruitment and selection of employees to ensure that every suitably qualified applicant is provided with an equal opportunity to obtain employment with the organisation.

Employment is freely chosen. The use of forced, bonded or involuntary labour is prohibited. Workers are not permitted or encouraged to incur debt through recruitment fees, fines or other means.

Workers are not required to lodge deposits or their identity papers with us and are free to leave after providing notice as per their contract of employment.

All employees receive a contract or agreement and are given the chance to read through it thoroughly. It outlines their remuneration, when and how often they will be paid, any penalty rates or allowances they are entitled to and how much notice they need to give if they wish to terminate their employment.

All panel recruitment agencies used in the sourcing of candidates are appropriately reviewed in line with our corporate expectations of suppliers, including reviewing their outsourcing arrangements and supply chain risk, their policies and staff training on modern slavery.

4.3.3 Due Diligence Policy

Our Due Diligence Policy ensures that the appropriate employee screening checks are completed as required.

All employees undergo background checks prior to being hired. Aware Super only hires people who have an entitlement to work in Australia.

The screening checks cannot be used to discriminate on the basis of race, colour, national origin, ancestry, religious belief or activity, gender, disability/impairment, age, sexual orientation or any other prohibited ground as set out in the relevant equal opportunity and anti-discrimination legislation.

4. Assessing and addressing our modern slavery risks (continued)

4.3.4 Workplace Behaviours Policy

Aware Super has zero tolerance for any behaviour that impacts the mental health and safety of our employees, including bullying and harassment of any nature.

Employees can report any such issues or incidents via an internal reporting system.

We are committed to providing our employees with healthy and safe work environments that are free from discrimination, bullying, harassment, sexual harassment, victimisation and unlawful discrimination.

We strive to ensure that all employees are treated fairly, with respect and with dignity.

4.3.5 Grievance and Complaints Policy

Aware Super is committed to providing a safe and equitable working environment for all employees, where employees feel comfortable to raise complaints or grievances and are confident that they will be addressed promptly and appropriately.

Our Grievance and Complaints Policy provides employees with the opportunity to have their concerns addressed in a reasonable and prompt manner and ensures they are not targeted or victimised for raising a sincere grievance or complaint.

4.3.6 Whistleblowing Policy

Our Whistleblowing Policy provides guidance on how to raise concerns about suspected or actual unethical or unlawful behaviour at work and outlines how Aware Super will deal with reports of serious wrongdoing.

It sets out the avenues available to staff to raise concerns regarding any serious wrongdoing (including unethical, illegal, corrupt or other inappropriate conduct) without being subject to victimisation, harassment or discriminatory treatment. The avenues include both internal and external options for escalation.

4.3.7 Work Health and Safety Policies

Aware Super is fully committed to achieving the highest standards of work health and safety and an integrated approach to employee wellbeing.

Our aim is to prevent work-related injury and/or harm by creating and maintaining physically and psychologically safe and healthy working environments for all our employees, as well as our contractors, sub-contractors, clients and visitors who enter our premises or conduct work on our behalf.

In the 2022/23 financial year, we expanded some of our employee benefits, including our entitlement to wellbeing leave and up to four weeks paid gender transition leave.

Employees can also swap a state-based public holiday for time off on a day of cultural significance. We also introduced a new service as part of our Employee Assistance Program, which provides access to health services, such as mental health professionals and nutritionists, with minimal wait times.

4.3.8 Leave Policy

Employee wellbeing is an important part of the culture at Aware Super. Our Leave Policy provides generous leave entitlements that are more than the legislated leave entitlements.

This facilitates a good work-life balance for our employees ensuring, that when they do come back to work, they are refreshed and motivated.

4.3.9 Equity, Diversity and Inclusion Strategy

Our Equity, Diversity and Inclusion Strategy aims to deliver a dynamic workplace where our culture, values and opportunities attract and retain talented people to achieve our purpose, wherein:

Equity means providing fair and unbiased access to opportunities, learning and resources for all our employees.

Diversity means to understand, accept and value the differences between us and create an open and cohesive workplace.

Inclusion is underpinned by belonging, openness and psychological safety in the workplace and recognises diversity and shows understanding, acceptance and respect of everyone's differences.

4.3.10 Reporting

If employees have any concerns, they can use the complaints, grievance and whistleblowing services to speak up. We also conduct regular employee engagement surveys with our people to understand their concerns and create robust action plans from these survey results.

Employees raising concerns via internal channels or the whistleblowing service are protected as per the relevant legislations and our Code of Conduct.

In the context of modern slavery, we believe that this can be an important approach in assisting employees to raise concerns if they perceive there is a modern slavery risk practices.

4. Assessing and addressing our modern slavery risks (continued)

4.3.11 Remediation

We recognise that freedom from slavery is a fundamental human right and we are committed to eliminating the modern slavery risk within our organisation. Aware Super shares responsibility with the community for eradicating slavery.

Aware Super's policies and associated processes reiterate our approach to remediate any instance of modern slavery uncovered. This is in addition to our responsibilities to report relevant disclosures to policing authorities.

Aware Super is committed to assessing the effectiveness of our HR Policy Framework to reinforce our zero tolerance for modern slavery practices.

4.3.12 Employee entitlements and rights

Aware Super sets high standards for itself and provides all the legislated entitlements and rights to our employees. Employee entitlements and rights include:

- all entitlements as per the National Employment Standards
- all entitlements as per the applicable industrial instruments
- freedom of association
- right to make a complaint without consequence.



5. Assessing the effectiveness of actions

Corporate

At Aware Super, we recognise that it will take time and effort globally to address modern slavery. Change will be incremental, largely driven by an increased awareness of the issue. We are committed to taking action to ensure we are managing our risks and influencing our supply chains to address the issue.

All employees receive Code of Conduct training upon appointment and we ask all continuing employees to review our Code of Conduct regularly. We monitor compliance with this training requirement. In 2022/23 financial year, 92% of employees completed their Code of Conduct training.

On 15 May 2023, modern slavery training was launched to all staff, with a 73.6% completion rate as at 30 June 2023. The remaining staff were required to complete the training by 10 July 2023. This training is now mandatory for all staff each year and trained our staff to identify and report instances of modern slavery. We encourage staff to report any concerns through our employee hotline. Reports from the employee hotline are aggregated and reported to the board.

Our three lines of accountability model requires controls to manage modern slavery obligations to be established and implemented by our business owners (first line accountability). Every quarter, business owners review and attest to the performance of these controls. Separate assurance is conducted over controls managing our compliance obligations, including modern slavery compliance obligations, by our Risk and Compliance team (second line) and internal auditors (third line). Control assurance is completed on only a subset of all controls each year.

Our internal and external auditors also complete compliance reviews of the processes we have in place to ensure we are monitoring key compliance obligations. Policy reviews occur as part of the relevant audit review. Our Internal Audit team and external auditors report directly to the Audit, Risk and Compliance Committee.

Our current activity is focused on assessing modern slavery risks and our frameworks to address risks.

A vendor management system has been implemented recently and we are reviewing the opportunity to automate the distribution and collection of supplier assessments and monitoring for both new suppliers and a retrospective assessment on our current supply base.

We are investigating opportunities to enhance the effectiveness of the program.

Investments

The activities described below enable us to continue to assess our effectiveness.

Active ownership

We are responsible owners, which means we actively engage directly and collaboratively with companies we invest in, encouraging them to proactively improve their assessment and action on modern slavery risks by taking tangible short-term actions and making long-term plans. Our active ownership activities are one way in which we can assess the effectiveness of our actions, by undertaking engagement and reporting on outcomes and achievements from those activities in this modern slavery statement and in our annual reports available on our website. Below are examples of our engagement activities.

Direct engagement

Why we address modern slavery risk?

We believe business models and supply chains that rely on modern slavery, labour exploitation and human trafficking are not sustainable and returns from these businesses are not sustainable.

A failure to address risks associated with modern slavery, labour exploitation and human trafficking also threatens a company's social licence to operate. Since the introduction of the *Australian Modern Slavery Act 2018*, we have engaged with companies to understand how they are managing the modern slavery risk in their operations and supply chains. Our engagement with companies on modern slavery focuses on the following:

Find it: 'Have you found modern slavery in your operations or supply chain?' and 'If not, can you demonstrate that you have rigorous processes in place to look for it?'

Fix it: 'If so, can you demonstrate the steps you have taken to improve the lives of victims?'

Prevent it: 'Have you effectively reported your actions and the steps taken to prevent a re-occurrence?'

5. Assessing the effectiveness of actions (continued)

For the 2022/23 financial year, consumer staples were a focus of our engagement activities. The following are examples of outcomes we observed as a result of engagement:

Company 1, a supermarket chain, became the first entity to disclose and discuss publicly an instance of modern slavery in its 2021/22 financial year modern slavery statement. As well as identifying the incident, the company reported on remediation strategies it will undertake. The company is seen as best practice for its approach. Our engagement with another ASX materials company during the year indicates it will report a case in its 2023 statement. As companies start to disclose cases, we expect further progress in supply chain management.

Company 2, another supermarket chain, has responded well to ongoing engagement by substantially improving reporting in its recent modern slavery statement. The company accepts it needs to better disclose its supply chain mapping and risk mitigation strategies. The company's board supports more resourcing in this area, including third-party audits, more staff to focus on ethical sourcing, supplier audits, and commissioning research into accommodation standards in the horticultural sector. Overall, the company has shown it is willing to take a more robust approach to challenges relating to modern slavery.

Collaborative engagement

ACSI – our local engagement partner

We work with our engagement partner, the Australian Council of Superannuation Investors (ACSI).

ACSI's engagement program includes engaging with ASX300 companies on material environmental, social and governance (ESG) issues and more specifically how a company is considering its practices as they relate to human rights. This includes how a company is actively engaging with employees, customers, supply chains and other relevant stakeholders to understand and assess human rights impacts. It also includes human rights in supply chains and suitability reporting disclosure.

In April 2023, ACSI released a report¹¹ based on research conducted by Pillar Two, which assessed the quality of ASX200 companies' modern slavery statements under the *Australian Modern Slavery Act 2018*. These findings offer the first detailed insight into the Act's third reporting cycle and a window into ASX200 companies' broader modern slavery risk management actions.

¹¹ [Modern Slavery Reporting by ASX200](#)

Federated Hermes EOS – our international engagement partner

Federated Hermes EOS is our engagement provider for international equities, which is currently focused on human and labour rights. Human and labour rights underpin a company's wider corporate culture, business ethics and enterprise risk management, which affect a company's reputation and its ability to create and preserve value over the long term.

Federated Hermes EOS engages on our behalf on critical human rights issues, including eradicating forced labour and child labour in supply chains, promoting access to medicine and nutrition, and protecting the rights of indigenous people.

As an example of its work, in 2023 Federated Hermes EOS applied its revised human rights voting policy. This policy identified a watchlist of companies based on low scoring from credible third-party human rights benchmarks or having significant controversies. In this first year of applying the policy, EOS highlighted its concern to the company with a view to opposing resolutions next year if there was insufficient improvement. Three Canadian banks received shareholder proposals related to free, prior and informed consent (FPIC), an issue that EOS had been planning to raise. Two of these – Bank of Montreal (BMO) and Toronto-Dominion Bank – reached successful agreements with the proponent via engagement, resulting in a positive step. EOS decided to support a shareholder proposal to the Royal Bank of Canada, having escalated this issue via a public statement at the meeting in prior years. The proponents, BC General Employees' Union and the Union of BC Indian Chiefs, presented this proposal in person. EOS will continue (on behalf of its investors) to engage all the banks on this issue and may seek access to their 2024 meetings if substantial progress is not made.

Investors Against Slavery and Trafficking – Asia Pacific

Investors Against Slavery and Trafficking – Asia Pacific (IAST-APAC) was launched in 2020 as an investor initiative to promote effective company action to find, fix and prevent modern slavery, labour exploitation and human trafficking across their value chain.

IAST-APAC currently represents A\$9.4 trillion in funds under management across 42 investor members. Aware Super is a founding member of IAST-APAC and sits on the steering committee that oversees the initiative and workstreams.

For more information, see:

 [IAST-APAC Annual Report](#)

5. Assessing the effectiveness of actions (continued)

Case study

IAST-APAC collaboration

The healthcare sector was highlighted in our 2022 statement as having a high modern slavery risk. In particular, health care procurement functions were identified as areas where high-risk product and services categories may exist. As part of IAST-APAC, our engagement has been focused on a company that manufactures and distributes personal protection equipment (PPE). We have maintained a close dialogue with this company and a watching brief on its practices to address modern slavery in its supply chain. We have seen some improvement in its awareness of the issues and risks.

In addition, over the past year, the company has looked to bring some of its overseas manufacturing in house, with the objective to have more control over its workforce and conditions. While there is room for more improvement, we acknowledge these incremental steps.

We regularly assess the effectiveness of our engagement activities (including those of our controlled entities, where relevant) and in accordance with our engagement framework, consider whether escalation is appropriate. Escalation may include using our voting rights at annual general meetings relating to human rights.

Listed equities

Our use of the Modern Slavery Scorecard (for equities) will allow us to track and compare our investment portfolios' exposures year on year in order to identify areas of focus and engagement.

Fund managers

Our annual fund manager modern slavery questionnaire will continue to focus attention on modern slavery risks and hold fund managers accountable for increasing their awareness and improving supply chain management. In the 2023/24 financial year, we are planning to commence a modern slavery maturity baseline assessment of our key fund managers and will use this baseline as a way to measure the effectiveness of our engagement with fund managers.

Direct assets

We recently created a team to assist with the ongoing monitoring and uplift of our direct assets, which includes issues related to responsible ownership and modern slavery. We are further developing our monitoring and

assessment as the number of direct assets we invest in grows. In the 2023/24 financial year, we are planning to commence a modern slavery maturity baseline assessment of our direct assets and will use this baseline as a way to measure the effectiveness of our engagement with our direct assets. This builds on our due diligence analysis and will enable us to enhance our risk-based approach to modern slavery in our direct assets.

Some of the key activities we undertake to assess our effectiveness in relation to our direct assets include:

- encouraging direct assets with high modern slavery risks to develop human rights policies and procedures
- monitoring our direct assets to ensure they comply with relevant modern slavery reporting requirements
- where relevant, reviewing our direct asset's modern slavery statements and providing commentary.

Case study

2023 wind farm investment

Section 4.2.3 provides a case study of our modern slavery due diligence for our investment in a wind farm. As a result of the due diligence, we implemented several mitigation strategies. The case study demonstrates how we monitor our mitigation strategies and assess whether they are effective or need to be adjusted.

Since our investment in the wind farm, we have continued to engage with the parent company of the construction company and have seen improvements in the management of modern slavery risks. In particular, the construction company has:

- completed third-party social audits on six key suppliers and provided the results
- implemented an independent hotline
- developed a draft modern slavery risk management plan for the wind farm, which we have reviewed.

We will continue to monitor the modern slavery risks, leveraging our relationships with key stakeholders and whether the mitigation strategies need to be adjusted or new ones developed.

The actions described in this section relate to the areas we identified for further development in our previous modern slavery statement for our investments.

6. Other information

Many businesses within our supply chain and operations are continuing to evolve programs to mitigate modern slavery risks. Likewise, Aware Super's own program will continue to evolve focusing on continuous improvement.

We have identified the following areas for development consideration:

- 1 Continue to enhance our processes to manage engagement with our suppliers and support them in developing and refining their approach to exposure of identified modern slavery risks, if we identify a supplier with a potential high inherent and residual risk score.
- 2 Incorporate further controls within our supplier operations processes to ensure that Aware Super and its suppliers enhance the effectiveness of our modern slavery risk assurance program. This includes supply chain mapping of all suppliers that incorporates the country of all operations (not just the country of incorporation) and consideration of supply chains that extend beyond our direct suppliers, if we identify a supplier with a potential high inherent and residual risk score.
- 3 Continue advocacy work on modern slavery, in collaboration with regulators and policy makers, and support public awareness of the issue.
- 4 Develop a direct asset modern slavery maturity scorecard.
- 5 Assess the level of our external fund manager's maturity.
- 6 Continue engagement activities with companies directly, collaboratively with our partners (including fund managers) and particularly as part of our involvement with IAST-APAC.
- 7 As part of the Compliance Assurance Review program, sample reviews of all compliance obligations allocated to the business, including modern slavery obligations, will be undertaken. Compliance Assurance Reviews allow Aware Super to demonstrate our ongoing compliance with relevant laws, including legislative requirements and regulatory guides as part of the Enterprise Compliance Management Framework. The program focuses on compliance obligations and the controls mapped to the obligations, to ensure we are effectively managing our compliance risks.

7. Approval

This joint statement is made pursuant to section 14 of the *Australian Modern Slavery Act 2018*. It constitutes the joint statement of the trustee as trustee for the fund, FSS Agriculture, ALTRAC, Aware Super Services, FSS Liberty and FSS Private Equity for the year ended 30 June 2023. The statement has been approved by the board of the trustee, FSS Agriculture, ALTRAC, Aware Super Services, FSS Liberty and FSS Private Equity, and is signed by the Chair of the trustee.



Sam Mostyn AO
Chair of the trustee

6 December 2023

Recognition and awards



Canstar¹²

Money magazine^{13,14,15,16,17}



We'd love your feedback on our report

Let us know your thoughts on the content of our modern slavery statement by emailing us:

✉ enquires@aware.com.au

12. Accumulation award only. Canstar Outstanding Value Award – Superannuation – awarded in two consecutive years to Aware Superannuation Fund in March 2023 and March 2022.

13. Money magazine's Best Super Fund 2023 recognises Aware Super as one of Australia's best performing super funds, providing strong long-term returns across various investment options leading to better retirement outcomes for members.

14. Money magazine's Best Super Lifecycle Product 2023 recognises Aware Super's MySuper Lifecycle design as a leader in improving members' retirement balances, by guiding them through an investment path over their lifetime, boosting their growth potential for as long as possible and gradually de-risking in the lead up to retirement, helping to safeguard members' savings and provide the best possible retirement outcome.

15. Money magazine's Best Value Super Fund for Young People 2023 recognises Aware Super's innovative MySuper Lifecycle design, providing younger members the opportunity to invest in the High Growth investment option for a longer period of time, taking on more investment risk with the potential for higher returns, has the ability to provide a much larger balance for members at retirement.

16. Money magazine's Best Growth Super Product 2023 recognises Aware Super's High Growth investment option. Investing in a range of Australian and overseas investments, the High Growth option is suited to members who can tolerate risk and have an investment timeframe over 10 years or more.

17. Money magazine's Best Moderate Pension Product 2023 recognises Aware Super's Conservative Balanced Socially Conscious option. Delivering strong long-term performance whilst screening out companies operating in sectors recognised for having a highly adverse environmental or social impact. Check the PDS for details of the screening criteria and any revenue thresholds, where applicable.



Contact us

Phone 1300 650 873

Email enquiries@aware.com.au

Web aware.com.au

Post GPO BOX 89, Melbourne VIC 3001