

Modern Slavery Statement

Introductory Statement

The purpose of this Statement is to describe the steps we are taking to minimise the risk of modern slavery across our operations and supply chains.

We acknowledge our role and responsibility in seeking to safeguard human rights through ethical and sustainable business practices. We also recognise that human rights is an area of importance to our employees, shareholders, customers and the communities in which we operate.

We are on a journey to improve our modern slavery risk identification and mitigation, and we are committed to continuous improvement of our policies and procedures in this area. We are opposed to slavery in all its forms and are fully committed to adhering to the highest ethical standards.

Structure and Operations

The Tasmanian Water and Sewerage Corporation Pty Ltd, trading as TasWater, was established in 2013 under the *Water and Sewerage Corporation Act 2012 (Tas)* as the primary provider of water and sewerage services in Tasmania. TasWater is owned by the 29 local government councils and the Tasmanian State Government. Our governance structure is detailed on our website at <https://www.taswater.com.au/About-Us/Governance-and-Policies>.

While TasWater does not operate outside the state of Tasmania, we engage with a wide range of suppliers from small local suppliers to large multinational organisations.

TasWater does not own or control any other entity.

Our operations and our supply chains

TasWater is subject to a range of legislative and other obligations in carrying out its activities, including in employing people under fair and reasonable conditions and/or in accordance with relevant Enterprise Agreements and/or individual contracts. We have not identified any evidence that this has not occurred.

We acknowledge that there may be risks of being directly linked to modern slavery through the alliance we have in place with CPB Contractors Pty Ltd and UGL Engineering Pty Ltd. Our alliance partners provide labour to support the delivery of our capital program, but do not undertake any construction works. Our alliance partners are also subject to the *Modern Slavery Act 2018 (Cth)*, including reporting through their parent company (CIMIC Group Limited). We have not identified any modern slavery risks as a result of this alliance.

Our supply chain partners provide us with a large array of goods and services including office stationery and equipment, cleaning services, chemicals for use in the supply of water and sewerage services, spare parts for operations and maintenance of our water and sewerage infrastructure, and design and/or construction services associated with the construction and/or upgrade of our water and sewerage infrastructure. We recognise that many of these are sectors with known modern slavery risks.

We have not identified any significant risks in TasWater's supply chains or operations, however we continue to monitor potential areas of risk, including ongoing close monitoring of labour-intensive service providers.

Due diligence activities during the reporting period

Over this reporting period we have implemented a Modern Slavery Policy and actions associated with that policy to assist in identifying and addressing the modern slavery risks associated with our operations, and in our supply chains. These actions have included:

1. Communicating our expectations to our suppliers, including requiring suppliers to confirm their commitment to the principles of our Modern Slavery Policy and eradicating modern slavery practices from their own organisations and supply chains.
2. Undertaking an analysis of annual supplier expenditure and the risks of modern slavery associated with the materials, goods and/or services purchased.
3. Obtaining statements that align with the minimum requirements of the *Modern Slavery Act 2018* (Cth) from existing and new suppliers.
4. Reviewing and amending our procurement documentation and processes to include modern slavery safeguards, including assessing the potential modern slavery risks in our operations and supply chains, with an emphasis on high risk geographical locations and business transactions.
5. Reviewing and amending our contract terms and conditions to include specific prohibitions against slavery and/or the ability to audit our contracting partners' practices to ensure that exploitation is not occurring.
6. Developing education for TasWater employees about modern slavery, including the risks in our supply chain, compliance with the *Modern Slavery Act 2018* (Cth) and their ability to raise any concerns, including directly with our Procurement Services department, line management or through our whistleblower regime.

As we have not identified any instances of modern slavery in our operations or supply chains during the reporting period, we have not been required to undertake any remediation activities.

Ongoing activities to ensure compliance

This reporting period was focused on the implementation of our Modern Slavery Policy and the associated actions to assist in identifying and addressing modern slavery.

At this stage we are unable to fully assess the effectiveness of the measures we have undertaken. However we have commenced developing frameworks and other measures (e.g. through internal audits) to assess the effectiveness of the actions we are taking to identify and mitigate modern slavery risks in our operations and supply chains.

This will include establishing baseline key performance indicators in relation to staff training levels, number of incidents or queries raised regarding modern slavery risks in our operations and/or supply chains, and number of audits conducted which focus on or include assessment of our modern slavery obligations, risks and controls.

This statement was approved by the Board of Directors of Tasmanian Water and Sewerage Corporation Pty Ltd in their capacity as its principal governing body on 3 December 2021.



Dr Stephen Gumley AO

Board Chairman, Tasmanian Water and Sewerage Corporation Pty Ltd