

Tourism Australia Modern Slavery Statement



Reporting Period: 2024–25



● ULURU KATA-TJUTA NATIONAL PARK,
NORTHERN TERRITORY

Acknowledgement of Country

Tourism Australia acknowledges the Traditional Aboriginal and Torres Strait Islander Custodians of the land, sea and waters of the Australian continent, and recognise their custodianship of culture and Country for over 60,000 years.

We are proud of the work we do to ensure the cultures and stories, as well as the warmth, humour and generosity of Aboriginal and Torres Strait Islander peoples and communities, are central to the Australian tourism story.



Tourism Australia is committed to identifying, assessing and mitigating against modern slavery risks within its business activities and supply chains. Our work in this area is ongoing to ensure that our policies, procedures, reporting and controls reflect our statutory obligations and our role as leaders in sustainable tourism.

In this statement we report on our work to address modern slavery risks and grow a responsible supply chain for FY2024-25.

This statement has been endorsed by the Board of Tourism Australia.

Robin Mack
Acting Managing Director
Tourism Australia

Purpose and scope

This Modern Slavery Statement (Statement) is prepared by Tourism Australia (ABN 99 657 548 712) in accordance with the *Modern Slavery Act 2018 (Cth)* ('the Act'). The Statement is made by Tourism Australia for itself and on behalf of its controlled entity in India, Tourism Australia Services and Business Operations LLP (TASBO, LLPIN: ABZ-5137), for the financial year ending 30 June 2025 (the reporting period).

The Statement sets out the actions taken by Tourism Australia to address modern slavery risks within our operations and supply chains throughout the reporting period.

Navigating our statement	
Mandatory criteria of the Act	Section(s) of this Statement
1. Identity of the reporting entity	Purpose and Scope (p. 4)
2. Structure, operations and supply chains	Who we are; Our Market and Operations; Our Supply Chain (pp. 5–11)
3. Risks of modern slavery practices	Understanding Our Risks: Operational Risks; Supply Chain Risks; Our Risk Profile; Geographic Risk Exposure (pp. 12–15)
4. Actions to assess and address risks	Addressing and Mitigating Our Risks: (pp. 16–20) Next Steps for FY2025-26 (pp. 27)
5. How effectiveness is assessed	Measuring Our Effectiveness (pp. 24–25)
6. Consultation with owned/controlled entities	Consultation with TASBO (pp. 26)
7. Any other relevant information	Building Capability and Awareness (pp. 21-23)

Table 1: Navigation against criteria of the Act

Modern slavery definition

Modern slavery refers to situations where offenders use coercion, threats, or deception to exploit victims and undermine their freedom. Practices that constitute modern slavery can include human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage, and the worst forms of child labour. In addition, deceptive recruitment is also an indicator of modern slavery. While issues such as underpayment and substandard labour conditions do not constitute modern slavery in themselves, they are still harmful and often illegal practices which can sometimes serve as indicators of modern slavery.

Who we are

Tourism Australia is a corporate Commonwealth entity created under the *Tourism Australia Act 2004* (Cth). We are overseen by a Board of Directors appointed by the Minister for Trade and Tourism. Tourism Australia is the entity that reports under the Act. Our purpose is to increase demand for Australia as a destination for international visitors and support a competitive and sustainable tourism industry. Our main activity is promoting Australia internationally through marketing campaigns aimed at consumers. This is delivered through physical and digital channels, alongside trade marketing programs that support stronger partnerships between tourism operators and overseas travel distributors and agencies.

Tourism Australia also owns and operates Tourism Australia Services and Business Operations LLP ('TASBO'), a Limited Liability Partnership (LLPIN: ABZ-5137) set up in India in December 2022. TASBO supports Tourism Australia's marketing, stakeholder engagement and business development in the Indian market. Staff in TASBO are directly employed under Indian labour laws, and the office follows the same corporate policies, risk management processes and ethical standards as the rest of Tourism Australia's offices.

Whilst Tourism Australia's Corporate Affairs and Corporate Services teams have primary responsibility for the collation of data and the management of risks related to modern slavery, all employees across the organisation have a responsibility to ensure compliance and the effective management of risk. Our aim is to build awareness and strengthen sustainability practices across our work. We recognise that everyone has a role in addressing the risks of modern slavery and human rights issues in business. External experts in environmental, social and governance matters are engaged as required to support delivery of our sustainability strategy, including modern slavery initiatives.

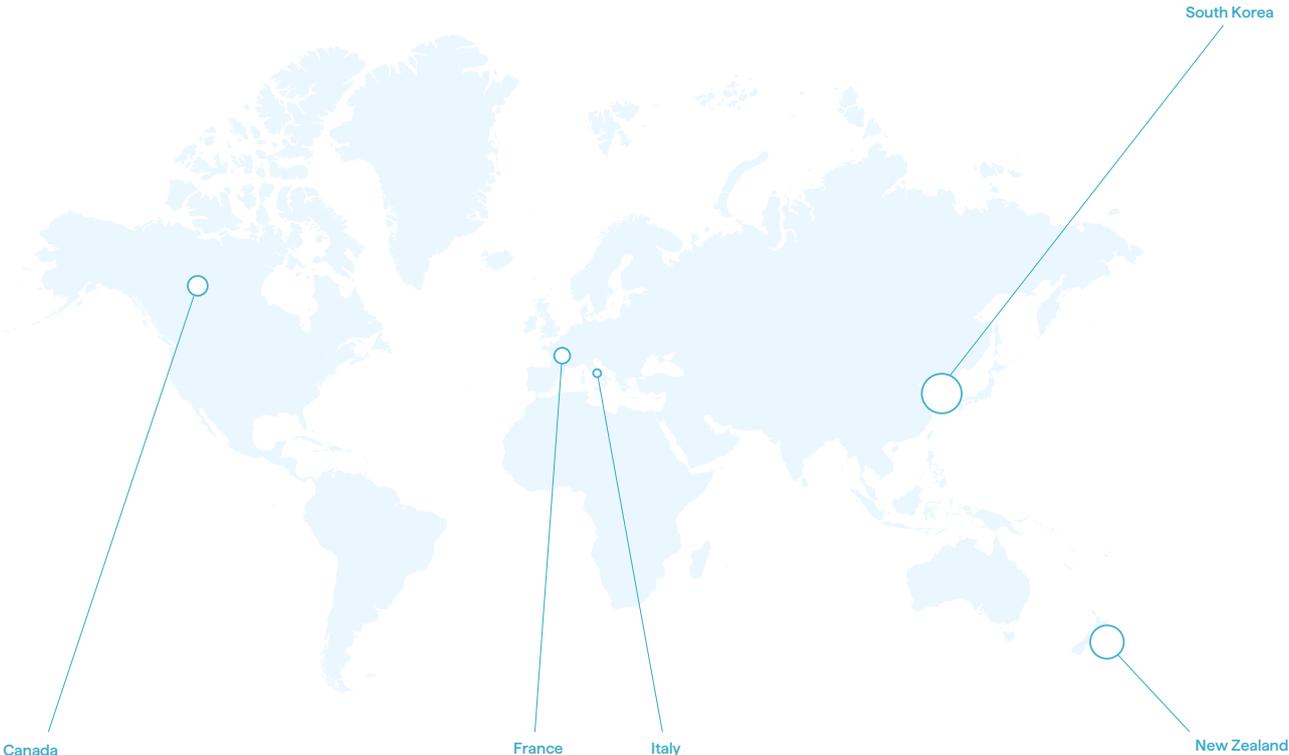
● BROOME, WESTERN AUSTRALIA

Our market and operations

Tourism Australia has offices in the following 11 markets:



Tourism Australia also undertakes business activity in New Zealand, Canada, France, Italy and South Korea, which is delivered through representative agencies with oversight from the Sydney head office.



Our workforce is comprised of:



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



76 FTE in international teams operating in the Americas, United Kingdom, Continental Europe, New Zealand and Asia.

The following provides a breakdown of the locations of our staff as at end of 30 June 2025:

Country	Tourism Australia	TASBO	Total
Australia	140		140
New Zealand	2		2
Japan	6		6
China	19		19
Hong Kong	2		2
Singapore	11		11
Malaysia	1		1
India		4	4
Indonesia	2		2
America	12		12
UK	10		10
Germany	7		7
Total	212	4	216

Table 2: Location of operational staff



Our supply chain

● CRADLE MOUNTAIN-LAKE ST CLAIR
NATIONAL PARK, TASMANIA

Tourism Australia’s supply chain includes a range of operators in the local and international markets. Our suppliers are typically from marketing and tourism-related industries. In FY2024-25 we assessed that our Tier-1 supplier spend of \$131.8 million was sourced from 1,271 suppliers from 23 countries across 98 spend categories. The highest single spend category is digital marketing and social media accounting for 26 per cent of the total spend followed by 15 per cent from event-related spend. Seven advertising and media-related categories collectively contribute to another 35 per cent of spend. Additional context on risk ratings can be found in *Understanding our risks* (page 12).

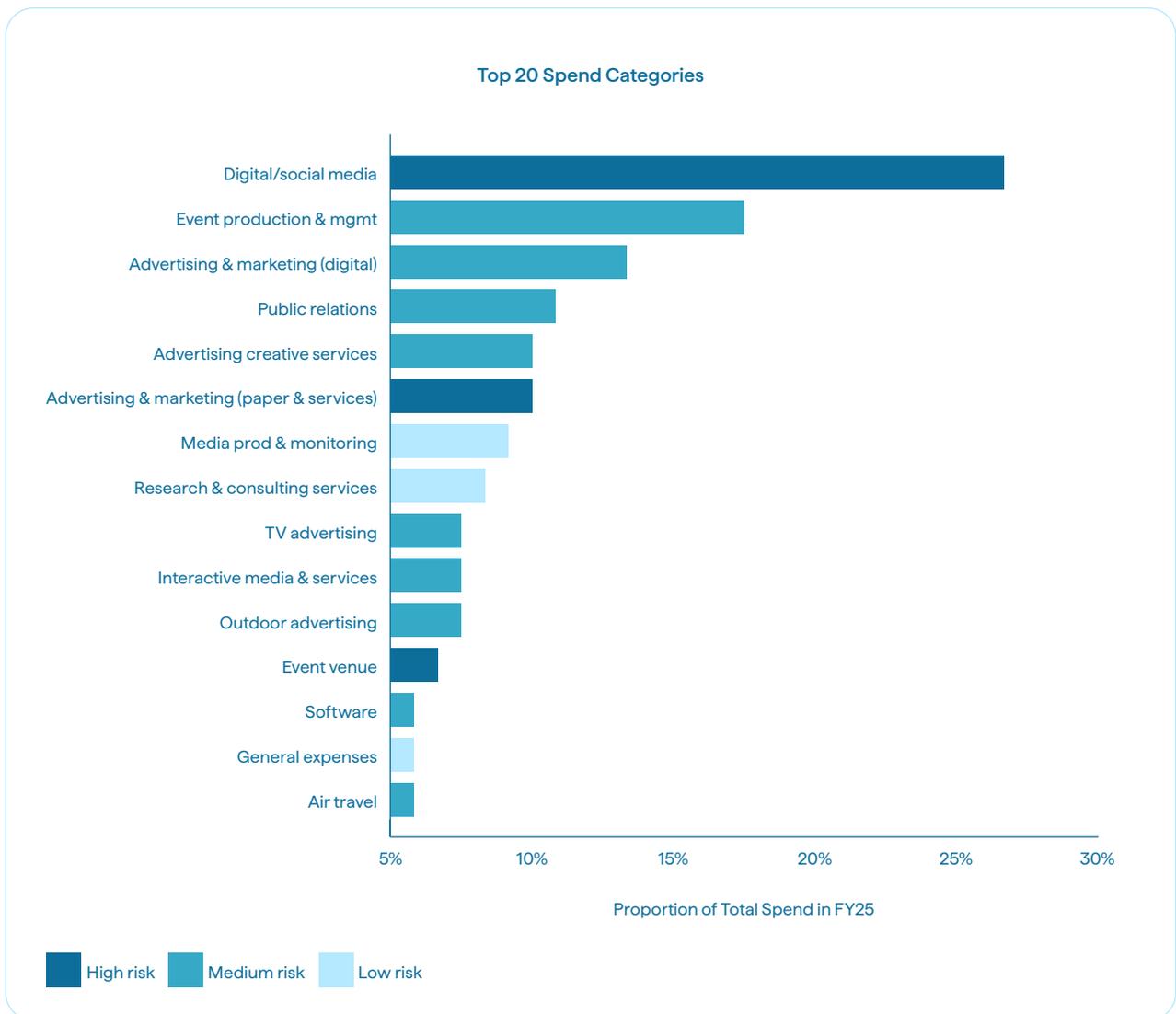


Chart 1: Top 20 Spend Categories

Sixty-five per cent of our spend is with domestic suppliers whereas 35 per cent was spent internationally across 23 different countries. Only those countries contributing to at least 1.0 per cent spend are visible below.

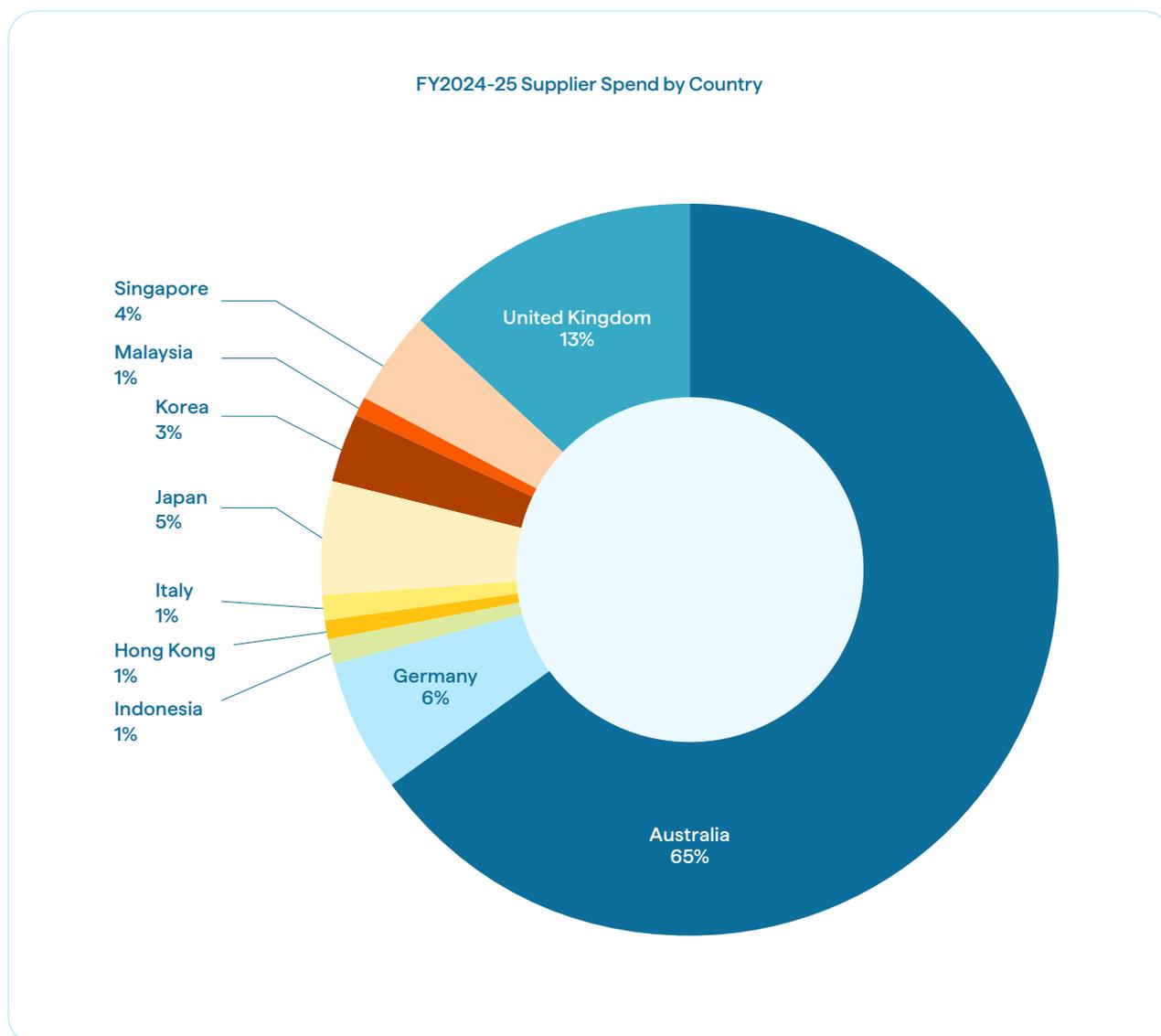


Chart 2: FY2024-25 Supplier Spend by Country

*Data exclusions: Around 1 per cent of total spend was excluded due to not being addressable spend (Other Diversified Financial Services).

● NOOSA HEADS, QUEENSLAND

Understanding our risks

Our risk assessment methodology

In FY2024-25, Tourism Australia engaged Edge Impact to carry out an independent risk assessment of our operations and supply chains. This assessment was designed to provide greater visibility of modern slavery risks across our procurement activities and to help us prioritise areas for engagement and due diligence. The aim was to deliver better visibility of risks in our procurements and to guide where we should focus our due diligence. The approach followed the UN Guiding Principles on Business and Human Rights and supported our compliance with the Act.

The assessment looked at inherent risk. This means the underlying industry and country factors that can make modern slavery more likely, rather than looking for individual cases of exploitation. This approach helps us prioritise the areas where risks are greatest and where stronger checks are needed.

The process involved the following steps:

- Tier-1 Supplier Spend Mapping:** We reviewed the FY2024–25 procurement spend, covering 1,271 suppliers across 23 countries and 98 spend categories.
- Multi-Source Risk Screening:** Using a lifecycle assessment (LCA) approach, we analysed our spend against recognised global risk sources. These included EXIOBASE, the Social Hotspot Database, the Global Slavery Index, the Child Rights Index, and targeted reviews of academic and media literature. Categories were screened across the full life cycle of goods and services, from raw material extraction through to delivery.
- Risk and Influence Scoring:** Each spend category was assessed against two factors:
 - Inherent Risk:* the likelihood of modern slavery based on industry type and geography
 - Opportunity for influence:* level of influence depending on level of spend within a category and the relationship with suppliers.
- Internal Validation:** Findings were tested in a workshop with staff from Procurement, Legal, Sustainability and other key business units. This step helped confirm assumptions and build a shared view of risks. Results were then plotted in a risk–opportunity matrix to show where modern slavery risks are highest and where Tourism Australia can have the most influence.

Operational risks

In FY2024-25, the risk of modern slavery in Tourism Australia’s own operations was low (see Section 2.2). The majority of staff are permanent employees, hired directly by Tourism Australia. They work under fair and transparent conditions and are paid at or above the relevant award or enterprise agreement.

All staff are covered by internal policy frameworks [see Policies table], which support a safe, fair, and inclusive workplace. We also recognise that in some situations, non-permanent workers and visa holders can face higher risks of exploitation. These factors are included in our broader assessment of supply chain risks and opportunities.

Tourism Australia also reports each year against the Commonwealth Child Safety Framework. This ensures that any children involved in our activities work in safe conditions that meet national standards.

Supply chain risks

The assessment identified seven high and very high inherent risk categories within the supply chain of Tourism Australia and TASBO that together represent a substantial proportion of our procurement spend. These categories are summarised below. Please refer to the *Building Awareness and Capability* section which demonstrates how Tourism Australia engaged its staff to develop an understanding of how their procurement decisions can influence these risks.

Spend category	Risk rating	Specific modern slavery risk	UN Guiding Principles on Business and Human Rights (UNGP) Association	Justification
Digital and social media	HIGH	Offshore IT and digital service providers may operate in countries with weaker labour laws. These services often rely on subcontracted or freelance workers, which can increase vulnerability.	Directly linked	We have limited visibility beyond our Tier 1 suppliers, and digital/media supply chains often involve complex subcontracting structures that make risks harder to track.
Advertising and marketing (paper and services)	HIGH	Printing, paper and media supply chains may involve child or forced labour. Subcontracted creative services may also depend on insecure or short-term work.	Directly linked	Global systemic risks across forestry, paper and creative sectors.
Event venues	VERY HIGH	Short-term, casual and project-based labour (cleaning, catering, security, logistics) where migrant and temporary workers may be exposed to underpayment or coercion.	May cause / contribute	When we contract venue or labour-hire services directly, there is potential to create risk. Indirect subcontracting and cost or time pressures can also make workers more vulnerable.
Promotional items / branded merchandise	VERY HIGH	Apparel, textiles and branded goods are frequently produced in high-risk geographies with known forced and child labour risks.	Directly linked	Promotional products are typically sourced through multi-tier global supply chains, including textiles and plastics. These complex supply chains carry higher inherent risk.
Travel and event support services	HIGH	Event logistics such as catering, AV, temporary staff and travel booking are labour-intensive. They often rely on labour-hire and subcontracting models.	May contribute	Tight turnaround times and cost pressures in these services can increase worker vulnerability.
IT and data services	HIGH	Offshore IT development, cloud services and data processing often take place in countries with weaker labour protections.	Directly linked	Global IT outsourcing markets are known to carry systemic risks. Multi-tier contracting reduces visibility of working conditions.
Repair, cleaning and building maintenance	VERY HIGH	May engage short-term, casual and project-based labour where migrant and temporary workers may be exposed to underpayment or coercion.	May cause / contribute	Subcontracting through building services management can make it harder to identify and address modern slavery practices.

Table 3: Highest risk categories in supply chain

*Note: This insight above relates to **inherent** risk only. It does not assess circumstances where Tourism Australia may have a contract in place with supplier who may have a particular control in place. If a control is present, the supplier's residual risk rating may be adjusted at a secondary stage of assessment.

**Note: Tourism Australia applies the UN Guiding Principles on Business and Human Rights (UNGPs) framework to describe how our activities may be connected to modern slavery risks:

- Cause: where our own actions *may in uncontrolled circumstances* directly result in modern slavery (for example, through direct contracting of labour without appropriate safeguards).
- Contribute: where our practices *may in uncontrolled circumstances* contribute to modern slavery (for example, through procurement processes that create cost or time pressures which increase worker vulnerability).
- Directly linked: where our operations, products or services *may in uncontrolled circumstances* be directly linked to modern slavery through a business relationship in our supply chain, even where we have not caused or contributed to that risk.

Our risk profile

Tourism Australia recognises that the risk of modern slavery depends on the industries and countries we buy goods and services from. Key factors include:

- The use of casual, short-term and subcontracted labour in event and campaign delivery.
- Limited visibility over layers of subcontracting in creative, media and marketing supply chains.
- Reliance on offshore digital, IT and data services from countries with weaker labour protections.
- Known global risks in manufacturing processes and raw materials involving textiles, clothing and promotional goods.
- The chance of exploitation in local high-risk sectors such as cleaning, catering and security.

Most of these risks are classed as “directly linked” under the UN Guiding Principles on Business and Human Rights (UNGPs). However, Tourism Australia also recognises that our own procurement choices (e.g. event delivery) may contribute to risk in some areas.

Geographic risk exposure

Geographic risks matter most for categories like promotional merchandise and event venues, which are often sourced from China and South-East Asia. International studies show these regions have higher risks of forced and child labour.

Tourism Australia’s operations in India, through TASBO, also sit in a higher risk setting because of the widespread use of contract and outsourced labour. Understanding these contexts helps us focus our due diligence on markets where risks are greatest, even when our financial spend in those areas is relatively small.



● ARANDA BUSHLAND NATURE RESERVE, CANBERRA

● BROOME, WESTERN AUSTRALIA

Addressing and mitigating our risks

At Tourism Australia, our approach to mitigating modern slavery risks is anchored in our core value of “*We do the right thing*”. This means acting with integrity, respecting communities, cultures and the earth and taking responsibility for the impacts of our operations and supply chains on the communities in which we operate. By improving our systems, policies and detailed knowledge of modern slavery risks, we aim to empower our staff to

identify and respond to modern slavery risks. This reflects our commitment to acting responsibly and protecting the individuals and communities who conduct work on Tourism Australia’s behalf.

The table below shows the main actions we took in FY2024-25 to assess and manage these risks across our operations and supply chains, along with the policies and tools that support this work.

Risk area	Actions taken in FY2024-25	Relevant policies and tools
Operational risks (direct workforce)	<ul style="list-style-type: none"> Salaries independently benchmarked against internal and external market rates by external experts. Annual salary review and adherence to Enterprise Bargaining Agreements. Fair work practices applied consistently across domestic and international offices (including TASBO). Addition of modern slavery reporting compliance into the operational risk register. 	<ul style="list-style-type: none"> Fair Pay Practices Code of Conduct Remuneration Policy Enterprise Agreement Employment contracts Employee handbooks Operational risk register
Operational risks (child safety)	<ul style="list-style-type: none"> Continued compliance with the Commonwealth Child Safety Framework. Creation of Child Safety Policy which outlines safeguards for children engaged in our activities. 	<ul style="list-style-type: none"> Child Safety Policy Code of Conduct
Supply chain risks (procurement categories)	<ul style="list-style-type: none"> Development of the <i>One Advanced</i> procurement tool to capture supplier risk data. Tier-1 Supply Chain Risk Assessment completed with Edge Impact to identify high-risk suppliers and categories. Environmental, Social and Governance (ESG) workshop for the executive leadership team facilitated by Edge Impact, which highlighted the inherent modern slavery risks within our supply chain. 	<ul style="list-style-type: none"> Procurement Policy Risk Management Policy
Supply chain risks (geographic exposure)	<ul style="list-style-type: none"> Risks assessed in categories linked to higher-risk jurisdictions (China, South-East Asia and India). Consultation with TASBO regarding identification and mitigation of modern slavery risks in India. Emphasis on low-spend/high-risk categories. 	<ul style="list-style-type: none"> Risk Management Policy
Grievance and remediation	<ul style="list-style-type: none"> Creation of a dedicated Speak Up Integrity Hotline. This was launched and presented to staff by the General Manager of People & Culture as an additional confidential reporting channel for employees, contractors, and suppliers. 	<ul style="list-style-type: none"> Grievance Policy Public Interest Disclosures Policy Speak Up Integrity Hotline EAP available for all global staff
Capability and awareness	<ul style="list-style-type: none"> Modern slavery workshop delivered with senior staff. Survey and Risk Prioritisation Matrix developed to guide due diligence efforts in highest-risk categories. Ongoing training and awareness-building across Tourism Australia and TASBO. 	<ul style="list-style-type: none"> Training programs Edge Consulting support

Table 4: Actions taken in FY2024-25

Governance

Core to our approach is ensuring that our people understand the role they play in managing modern slavery risks. Appropriate staff from across the organisation contribute to the design and implementation of Tourism Australia’s Modern Slavery Statement and Risk Management Framework, with accountabilities that vary depending on their role. The Board approves the Risk Management Statement with accountability for its implementation resting with the Executive Leadership Team.

Key Stakeholders				
Government	Tourism Industry Operators and Partners	International Visitors	Suppliers	
Board				
Tourism Australia Board of Directors				
Oversees how human rights issues, including modern slavery risks, are managed in business operations and core processes				
Executive				
Executive Leadership Team (ELT)				
Accountable for the development and implementation of practices across the business to mitigate modern slavery risk in Tourism Australia’s operations and supply chains				
Business Units				
Corporate Services			Strategy & Culture	Corporate Affairs
Business Units				
Environmental, Social & Governance (ESG) Supports development, coordination and communication across the group to ensure effective implementation of ESG initiatives, including those addressing modern slavery	Legal Responsible for ensuring all relevant contracts with suppliers contain standard Government modern slavery clauses where applicable	Procurement Helps the business follow correct procurement and contract management processes to spot and address modern slavery risks in our supply chain	People & Culture Ensures that all employees are employed under the correct legislation, industrial instruments and award conditions	Communications Support the preparation and circulation of Modern Slavery communications with both internal and external audiences
Operational Staff				
Line Management & Operational Staff (Including TASBO)				
Ensure modern slavery risks are recognised across operations and supply chains, guided by the organisation’s values, policies and principles				

Table 5: Governance Structure

Modern slavery is listed as a requirement to meet environmental, social and governance reporting (ESG) compliance within Tourism Australia's strategic risk and operational risk registers. This requires us to regularly review our risk profile and control environment where our operations or supply chains may be exposed to the risk of modern slavery. Risks and mitigation measures are regularly reviewed to ensure that they remain current and effective.

Any high risks are escalated to the Executive Leadership Team, with input from Sustainability team. If a case of modern slavery were ever identified, it would also be escalated to ensure accountability at the highest level of governance.

Case study: Escalation of modern slavery risk

In FY2024-25, Tourism Australia added modern slavery compliance as an item in its operational risk register which is managed by Corporate Services. This gives business units a clear mechanism to record concerns and escalate them through the governance process.

It was identified that the risk assessment was due a refresh to reflect the most recent purchasing decisions of the business. This risk was rated as high by the ESG business unit, and was escalated for review to the Executive General Manager, Corporate Services.

As a result, this supported the engagement with Edge Impact Consulting to conduct a Tier-1 supply chain risk assessment, mapping inherent risks by procurement category and supplier. Edge Impact also provided in-person training to staff, refreshing awareness of how to identify and mitigate risks in typical procurements across the organisation.

Fair pay practices

Tourism Australia makes sure all staff are paid fairly and in line with the law and applicable employment instruments such as Modern Awards, Enterprise Bargaining Agreements and local labour legislation, which helps reduce the risk of exploitation in our direct operations. This applies to employees in Australia and overseas, including our Indian entity TASBO.

Salaries are set through a clear process. Job descriptions are reviewed independently to recommend a salary band, checked against internal benchmarks, and compared with external market data. This ensures pay is consistent, fair and reflects the role's responsibility and market value. Any change to an employee's salary is signed off by the General Manager (GM) of People & Culture, department ELT member and Managing Director.

Remuneration is reviewed annually, with remuneration for Bands 1 - 4 in Australia determined under the Enterprise Bargaining Agreement. Remuneration for Bands 5 and above, and international staff, is also reviewed annually with a reference to external benchmarking consultants. All changes to staff remuneration are signed off by the GM People & Culture, department ELT member and Managing Director. Payroll processes also require multiple approvals from Finance and People & Culture, adding extra oversight.

These steps protect against underpayment and ensure compliance with labour and market regulations and standards.

Our policies

Tourism Australia applies a suite of policies that support fair, safe and transparent business practices. These policies form an important foundation in how we address modern slavery risks and uphold ethical standards across our operations and supply chains.

Policy	Relevance to modern slavery
Child Safety Policy	Sets a zero-tolerance approach to child exploitation. Requires risk assessments, compliance checks and safeguards whenever children are involved in Tourism Australia activities.
Grievance Policy	Provides employees worldwide a clear and safe way to raise complaints. Helps ensure a fair workplace and supports staff wellbeing.
Procurement Policy	Follows the Commonwealth Procurement Rules (CPRs). Requires multiple quotes and detailed checks for higher-value contracts to ensure suppliers meet ethical, legal and modern slavery standards.
Code of Conduct	Sets expectations for ethical behaviour and accountability. Prohibits corruption, harassment, discrimination and conflicts of interest that could increase the risks of modern slavery.
Remuneration Policy	Ensures staff are paid fairly and lawfully across all markets, reducing risks of underpayment or exploitative practices in Tourism Australia's direct workforce.
Hours of Work Policy	Ensures staff follow fair and lawful working hours with proper rest breaks in line with local laws. Reduces risk of overwork or exploitation.
Health and Wellbeing Policy	Promotes safe, healthy and supportive workplaces across all offices. Reduces vulnerability to exploitation by protecting staff wellbeing and access to support.
Conflict of Interest Policy	Requires staff, contractors and Board members to declare and manage conflicts of interest. Helps keep procurement decisions fair and transparent.
Separation of Employment Policy	Ensures that resignations, redundancies and terminations are handled lawfully and fairly. Protects employee rights and lowers the risks of exploitation.
Public Interest Disclosures (Whistleblower Policy)	Provides safe channels for staff and contractors to report wrongdoing or raise grievances, including human rights or modern slavery concerns. Protects whistleblowers under the PID Act.

Table 6: Policy framework

● DAINTREE, QUEENSLAND

Building our capability and awareness

Modern slavery workshop

Tourism Australia partnered with Edge Consulting to deliver a Modern Slavery workshop with 20 senior staff, including colleagues from our Indian entity TASBO, who hold the greatest influence over procurement decisions. Participants came from Marketing, Industry Events, Digital, People and Culture, Finance, Legal, and Procurement teams. This ensured knowledge was shared widely across the business and that the workshop reflected the full scope of Tourism Australia’s operations.

The session provided an overview of inherent modern slavery risks across our procurement categories and sourcing countries. Importantly, it highlighted that modern slavery risks may arise at any spend level, not only in high-value procurements.

To explore practical responses, attendees were surveyed on two factors: their ability to influence suppliers, and the practicality of applying extra due diligence in their processes. The results are shown in the **Risk Prioritisation Matrix** below:

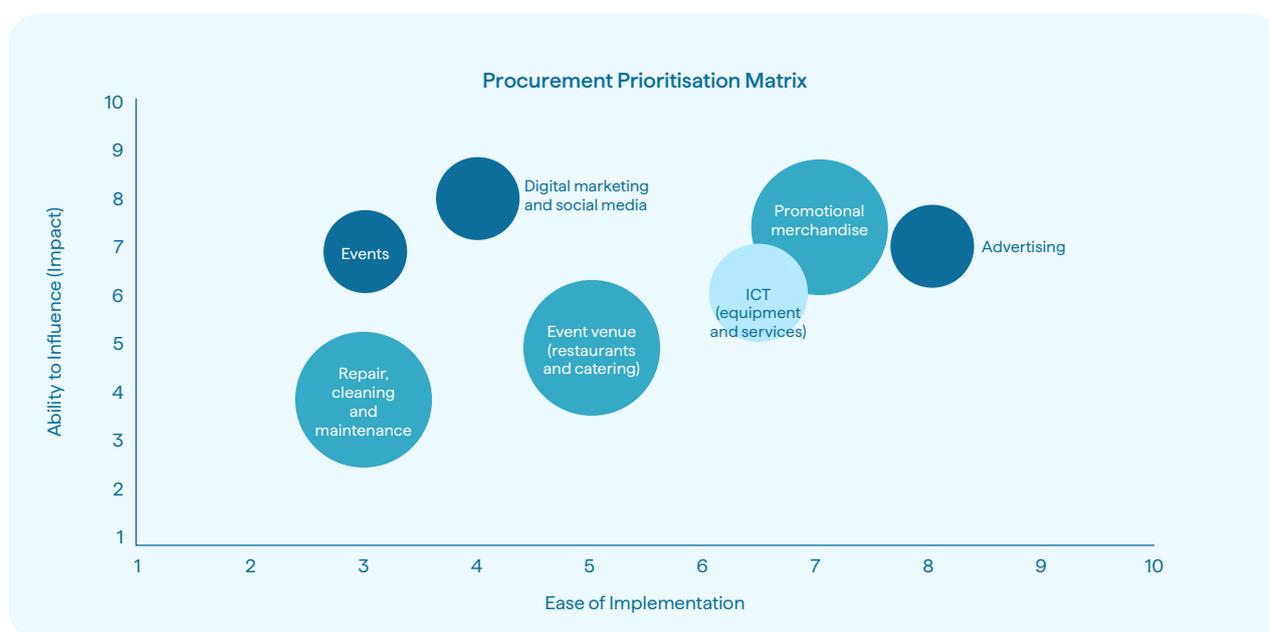


Chart 3: Procurement Prioritisation Matrix

The matrix showed clear differences across categories. Advertising was identified as an area where due diligence is easier to apply. In contrast, events and cleaning services were harder to influence because they are usually subcontracted and selected by building management. This shows the need for tailored responses, such as adding risk criteria earlier in procurement or working with peers and other tenants who use the same service providers.

The exercise gave senior staff a stronger understanding of how risk, influence and practicality connect. It also gave practical guidance on where Tourism Australia should focus to reduce modern slavery risks in both high- and low-spend categories.

The workshop identified a need for Tourism Australia to design a Manufacturing Policy to guide staff on engaging with suppliers in the high-risk category of purchasing branded merchandise or promotional items. It also highlighted the risks of choosing vendors who offer unusually low prices in areas like catering and cleaning, where casual workforces are common and more vulnerable to exploitation.

Grievance and remediation approach

Tourism Australia is committed to making sure that concerns about modern slavery, human rights, or unethical behaviour can be raised safely and in confidence. We recognise that strong grievance and remediation processes are essential to identify potential harm and to ensure the right actions are taken to support anyone affected.

Please find the key elements of Tourism Australia’s grievance and remediation approach on the following page.

Key elements of Tourism Australia’s grievance and remediation approach



Accessible reporting channels

Employees, contractors and stakeholders have several safe and confidential ways to raise concerns. These include the Grievance Policy, Public Interest Disclosures framework and management escalation pathways. In FY2024–25, Tourism Australia also launched a **Speak Up Integrity Hotline**, giving employees a dedicated and anonymous reporting channel.



Procedural fairness and confidentiality

All complaints are handled fairly and confidentially. Protections are in place to prevent victimisation and to make sure everyone is treated with respect throughout the process.



Victim-centred remediation

If modern slavery or human rights concerns are identified, Tourism Australia puts the wellbeing and safety of affected individuals first. Support is available through our Employee Assistance Program, and we engage external authorities or partners if needed.



Continuous improvement

Responses may include training, disciplinary action, ending contracts, or corrective steps with suppliers. Lessons learned are reported through governance bodies such as the Audit and Risk Committee.

● GANTHEAUME POINT, WESTERN AUSTRALIA

Measuring our effectiveness

Tourism Australia recognises that monitoring and evaluating our actions is vital to improving how we address modern slavery risks. The table below shows the progress we made in FY2024-25 to strengthen identification and management of risks across our operations and supply chains.

Program area	Commitment	Progress
Enhance supplier due diligence and screening	Develop a new procurement tool	In progress OneAdvanced was chosen as the platform provider. We are now working on embedding supplier questionnaires and category-specific guidance into procurement workflows. Go-live expected in Q2 FY2025-26
	Review modern slavery clauses with Services Agreement form to incorporate the Government's best practices for high-risk procurements	Complete
Procurement processes	Deepen responsible supply chain practices into procurement cycle	In progress Both modern slavery due diligence and the Commonwealth's Environmentally Sustainable Procurement Policy have been integrated into the newly created Procurement Plan templates with increased weighting attributed towards both criteria in the final score
Fair and transparent supplier selection	Integrate 2024 Commonwealth Procurement Rules (CPRs) to strengthen supplier behaviour	Complete
Consult and uplift entities	Develop a consultation plan to engage adequately with TASBO on Modern Slavery matters	Complete
Training, education and engagement	Conduct modern slavery workshop for all senior staff involved in conducting procurement in higher-risk categories	In progress (74 per cent complete) 20 staff members in Australia, China and India (TASBO) have completed the workshop. Training will be expanded to an additional seven staff members in our international markets
	Four newly appointed procurement staff to complete three government training modules on modern slavery	In progress (50 per cent)
Risk assessments	Refresh Tier-1 Supply Chain Risk Assessment	Complete Accurately reflects current supply chain
Grievance mechanism for employees	Rollout a dedicated confidential reporting system to supplement existing Whistleblower Policy to provide all global staff with easier access to voice any concerns anonymously	Complete The Speak Up Integrity Hotline was rolled out

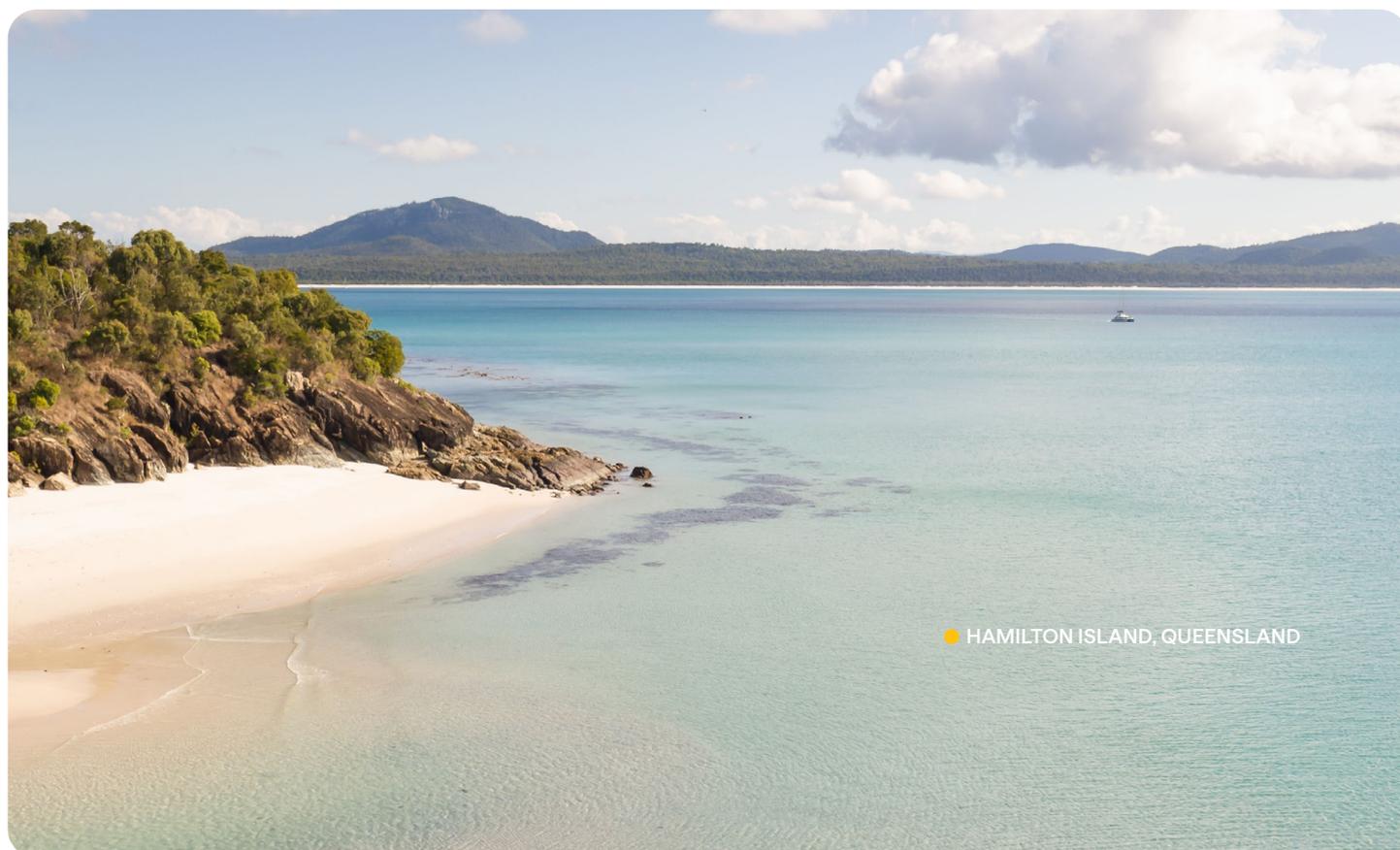
Table 7: Measuring progress

Consultation with TASBO

Tourism Australia recognises that consultation with controlled entities is a requirement of the Act and a key step in producing an accurate Statement. During the reporting period, we engaged directly with our Indian entity 'TASBO' through its Country Manager, Corporate Services Manager, and Business Development Coordinator. Engagement focused on explaining our obligations under the Act, clarifying TASBO's management responsibilities, and ensuring that local operations were represented in this Statement.

As part of the process, TASBO received a briefing on modern slavery concepts tailored to the Indian context and provided information on its workforce, supply chain partners, and compliance with local labour laws. Leaders also reviewed draft sections of this Statement that cover TASBO's role and risks, providing feedback to confirm accuracy.

In addition, TASBO contributed to Tourism Australia's capability-building initiatives during the year, including participation in the modern slavery workshop delivered with Edge Consulting. Through these combined activities, TASBO's perspective has been integrated into Tourism Australia's enterprise-wide risk assessment and response. This process ensured Tourism Australia's statement reflects the shared understanding and agreed actions of both entities.



● HAMILTON ISLAND, QUEENSLAND

Next steps for 2025-26 financial year

As we continue our journey, we are working on the following initiatives and changes to grow our existing modern slavery program in FY2025-26:

Program area	Actions
Supplier due diligence	<p>Develop an internal manufacturing policy to provide staff (who are seeking to procure Tourism Australia branded merchandise) with guidance on minimum supplier due diligence activities that must be conducted when working in a high-risk procurement category. This will include requests for modern slavery policies, SMETA (or equivalent) audit results on working conditions and evidence of environmentally friendly product design considerations.</p> <p>Translate supplier questionnaires for countries that have a higher baseline risk of modern slavery to ensure that the terminology used is more widely understood by vendors in those regions.</p>
Collaboration and partnerships	<p>Collaborate with other partners within the tourism industry such as the Australian Travel Industry Association (ATIA) to share learnings from our own practices and learn how others are evolving the actions taken to identify and mitigate modern slavery risks.</p>
Training, education and engagement	<p>Continue to build awareness and capability among Tourism Australia staff about the risks of modern slavery in supply chains, especially those engaging with sourcing locations that carry an elevated risk of modern slavery. This will include continuing to roll out modern slavery risk workshops to the remainder of our international markets and relevant new joiners. The Government's modern slavery training modules will be completed by the remainder of our procurement staff.</p>

Table 8: Actions planned for FY2025-26



Australian Government

Tourism
Australia

