
MODERN SLAVERY STATEMENT 2024-25



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What is the Modern Slavery Act?

Definition from modernslaveryregister.gov.au

The Commonwealth *Modern Slavery Act 2018* (the Act) entered into force on 1 January 2019. The Act established a national Modern Slavery Reporting Requirement (Reporting Requirement) for large businesses and other entities in the Australian market with annual consolidated revenue of at least AUD\$100 million.

The Reporting Requirement supports the Australian business community to identify and address their modern slavery risks and maintain responsible and transparent supply chains. Entities required to comply with the Reporting Requirement must prepare annual modern slavery statements. These statements must set out the reporting entity's actions to assess and address modern slavery risks in their global operations and supply chains.

The Act also requires the Australian Government to publish an annual modern slavery statement covering Commonwealth procurement and investment activities. This initiative highlights the Australian Government's commitment to lead by example in the fight against modern slavery and will help to mitigate modern slavery risks in public procurement and investments.

Acknowledgement of country

Jacana Energy respectfully acknowledges the First Nations people of this country and recognises their continuing connections to their lands, waters and communities. We pay our respects to the Aboriginal and Torres Strait Islander cultures, and to their leaders past and present.

Message from our Chair, on behalf of the Board of Directors



Jacana Energy is opposed to all forms of modern slavery and acknowledges the importance of supporting Australia's *Modern Slavery Act 2018* (Cth) (the Act). This modern slavery statement is Jacana Energy's annual statement confirming Jacana Energy's commitment to zero-tolerance of modern slavery of any form.

This statement outlines Jacana Energy's approach to minimising the risk of modern slavery entering our supply chain through robust procurement plans, as well as our approach to risk mitigation and controls. Jacana Energy's risk mitigation strategy includes using reasonable endeavours to increase employee awareness through training and continually assessing compliance with our Modern Slavery Policy.

Jacana Energy acknowledges that while it cannot abolish slavery on its own, it can monitor and engage with its suppliers, contractors, and employees to mitigate the risk of any modern slavery practices. Jacana Energy is also committed to continual improvement and monitoring of its own operating practices so that its legal and ethical obligations in respect of modern slavery are adhered to.

This modern slavery statement was approved by the Board of Directors, the principal governing body of Jacana Energy, on 2 December 2025.

A handwritten signature in black ink that reads "Trevor James". The signature is written in a cursive style with a long horizontal line above the name.

Trevor James
Chair, on behalf of the Board of Directors
02 December 2025

The reporting entity

This statement has been prepared and made in accordance with the *Modern Slavery Act 2018* (Cth) (Act) for the financial year ending on 30 June 2025 relating to the activities of the reporting entity Power Retail Corporation trading as Jacana Energy (ABN 65 889 840 667).

Jacana Energy does not own or control any other entities.

About us

Jacana Energy

Jacana Energy is a 100% Northern Territory Government owned entity, established in 2014 pursuant to the *Power Retail Corporation Act 2014* (NT) following electricity industry reform in the Northern Territory.

We are the Northern Territory's largest electricity retailer, providing electricity retail services to residential, small and large business customers throughout urban, rural, and remote areas of the Northern Territory.

We currently employ approximately 90 full time employees based largely in the cities of Darwin and Alice Springs within the Northern Territory.

Our Vision

Our vision describes what we want to achieve as an organisation.

“Leading smart energy solutions for the Territory”

Our Purpose

Our purpose is our motivation and the reason why we exist.

“Delivering better value for NT Customers”

Our Mission

Our mission clarifies the boundaries of our business and aspirations.

“We are a NT Government-owned corporation serving residential and business customers in the NT”

Our values

Diversity: Tapping into our collective intelligence and embracing different perspectives.

Innovation: Continually evolving and finding the best solutions for our customers.

Honesty: Doing the right thing. Speaking up. Giving and seeking feedback.

Teamwork: Delivering as a team because we are stronger together.

Wellbeing: Being passionate about building a caring and supportive workplace.

Our shareholders

As a 100% Northern Territory government owned corporation, we are subject to oversight by both a Shareholding Minister and a Portfolio Minister, with the former holding Jacana Energy's shares on behalf of the Northern Territory Government.

As at 30 June 2025, our Shareholding Minister was The Honourable William Yan, the Treasurer and our Portfolio Minister was The Honourable Steven Edgington, Minister for Essential Services.

Our board of directors is responsible to the Shareholding Minister for our operational and financial performance and is required to provide a Statement of Corporate Intent each financial year.

Our operations

Jacana Energy is licensed to trade in electricity under the *Electricity Reform Act 2000* (NT). We purchase wholesale electricity in bulk from generators and provide related electricity retail products and services to meet our customers' energy needs.

In 2024-25 we serviced 88,250 customers (vs. 88,081 in 2023-24) throughout the Northern Territory. As an electricity retailer, we are the interface between the electricity industry and our customers. We create value for our customers by:

- offering competitive retail products and services;
- providing customer support through a variety of billing options across a range of payment channels;
- providing community support, including a targeted sponsorship program
- providing support to our most vulnerable customers through our dedicated Hardship team;
- providing flexible contract terms and conditions for our large customers; and
- establishing wholesale supply contracts to meet our customers' current and future electricity needs to remain competitive in the energy sector.



Our supply chain

Our supply chain relates to the supply of products and services that support our electricity retail business. As at 30 June 2025 Jacana Energy has directly engaged with approximately 170 suppliers, of which 98% are based in Australia.

The key categories of products and services are represented in Figure 1 below.



Figure 1: Jacana Energy product and service categories

For the 30 June 2025 financial year, approximately 96% of Jacana Energy's expenditure related to energy, consisting predominantly of charges for wholesale energy and network services. The majority of this expenditure comes from two key suppliers that are also Northern Territory Government owned corporations.

Risk of modern slavery practices

Geographical risk

Jacana Energy's geographical risk assessment of our supply chain is considered very low.

This is because:

- 98% of our supply chain is based in Australia; and
- the remaining 2% of our supply chain is based in countries that are rated low risk on the Global Slavery Index.

Industry risk

As an energy retailer, Jacana Energy operates in a service-based industry. The majority of our supply chain services are sourced from the energy, professional services and consultancy sectors based in Australia hence our industry risk is rated very low. Notably, we do not engage services from industries typically associated with high modern slavery risks such as construction, manufacturing, and agriculture.

Operational risk

The likelihood for Jacana Energy to cause, contribute, or be directly linked to modern slavery throughout our operations has been assessed as very low. This assessment is based on the following key factors:

- **Professional Workforce:** Much of our workforce consists of skilled professionals and all staff are based in Australia, a country with strong labour laws, thus reducing our likelihood of modern slavery risks.
- **Limited International Exposure:** We do not have any subsidiaries and our operations are limited to Australia. Additionally, 98% of our suppliers are based in Australia, further minimising our operational risk.
- **Service-based Industry:** Our operations as an energy retailer are primarily service-based (with all workforces based in Australia), which inherently carries lower modern slavery risks.



Our procurement practices

Jacana Energy is committed to conducting business with ethical, sustainable, and socially responsible suppliers. Our procurement and tendering practices comply with the Northern Territory Government value for Territory evaluation criteria that encourage the procurement of local and Australian based suppliers, inherently reducing the risk of Jacana Energy engaging with suppliers from high-risk regions.

Compliance with our Supplier Code of Conduct is a condition of tendering and contracts for suppliers providing goods and services to Jacana Energy.

Our procurement framework is governed by the following five principles:

- delivering value for the Northern Territory;
- ethical behaviour and fair dealing;
- open and effective competition;
- enhancing the capability of Northern Territory enterprises and industries; and
- environmental protections.

All suppliers must adhere to these principles in the provision of goods and services to Jacana Energy.

Modern slavery risk controls are embedded in our policy and procurement procedures as follows:



Risk mitigation and controls

Jacana Energy acknowledges that our risk and compliance management approach continues to evolve as we learn more about modern slavery in relation to our business risk and compliance exposures. We recognise that measuring and monitoring the effectiveness of our controls is an important step in ensuring our approach remains fit for purpose. Therefore, we will continue to take a proactive approach to compliance and reviewing our processes as necessary.

Our controls are assessed on a recurrent basis through the independent audit activities and as part of our Compliance Management Framework. Any incidents of non-compliance with Jacana Energy's Modern Slavery Policy are recorded and assessed in accordance with the Compliance Management Framework as well as the following associated policies and procedures:

- Procurement Policy and Framework;
- Contract Management Procedure; and
- Risk Management Framework.

Any non-compliance incidents are reported to the CEO, and Audit and Risk Committee through Jacana Energy's non-compliance reporting processes. To date, we have not identified any instances of modern slavery directly associated with our operations, nor has any supplier, contractor, or employee raised any modern slavery concerns.

The Modern Slavery Policy is available on [Jacana Energy's website](#). Our People, Risk and Governance team is responsible for the review of Modern Slavery Policy every three years or earlier if a significant change occurs that may impact the Policy.

The Board of Directors is responsible for approving the Modern Slavery Policy.



Whistleblowing

In certain circumstances an individual or a Jacana Energy Workplace Participant (employees, contractors, consultants and any other individual or groups undertaking activities for or on behalf of Jacana Energy) may consider that it would be personally damaging to report a suspected non-compliance outside normal management channels.

In such an event, it can be reported via the internal whistleblower process set out in the Whistleblower Procedure which is available on Jacana Energy's internal website.

The Nominated Recipient under the Whistleblower Policy is responsible for ensuring that:

- whistleblowers are protected and supported;
- the identify of a whistleblower is kept confidential; and
- whistleblowers receive adequate protection from retaliation.

Awareness and training

As part of onboarding all new workplace participants undertake the Modern Slavery Awareness training module and subsequently complete ongoing annual refresher training.

Procurement and contract management training has been delivered to relevant workplace participants and is integrated into the annual training program.





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