TOURISM AUSTRALIA MODERN SLAVERY STATEMENT

Reporting Period: 1 July 2020 - 30 June 2021

TOURISM AUSTRALIA

ABOUT TOURISM AUSTRALIA

Tourism Australia, the sole entity reporting under the Modern Slavery Act 2018 (Cth), is a corporate Commonwealth entity formed under the Tourism Australia Act 2004 (TA Act) and governed by a Board of Directors appointed by the Commonwealth Minister responsible for Tourism.

Tourism Australia does not own or operate any other entities; we will therefore not be reporting to section 16(f) of the Modern Slavery Act.

This Statement sets out the Tourism Australia actions to understand all potential modern slavery risks related to its business activities and to put into place steps that are aimed at ensuring there is no slavery, forced and bonded labour or human trafficking in our supply chains.

This statement was approved by the Tourism Australia Board and signed by Phillipa Harrison in her role as Managing Director of Tourism Australia:

MANAGING DIRECTOR
Date: 21 October 2021

OUR OPERATIONS

Tourism Australia aims to grow demand and foster a competitive and sustainable Australian tourism industry through partnership marketing to targeted global consumers in key markets. Marketing is the core operational activity of Tourism Australia.

OUR OPERATIONAL REACH IS EXPANSIVE, TARGETING 15 KEY MARKETS AND WITH OFFICES IN THE FOLLOWING 11 COUNTRIES:

AUSTRALIA   CHINA   HONG KONG   JAPAN

SINGAPORE   MALAYSIA   INDONESIA   INDIA

UK   USA   GERMANY

OUR WORKFORCE

Tourism Australia has a workforce comprised of:

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

98.6 FTE in international teams operating in the Americas, Continental Europe, and Asia.

OUR SUPPLY CHAIN

Our supply chain involves a range of operators and suppliers based around the world, from creative, digital and media agencies and production crews to hospitality, hotels, restaurants, venues and other tourism-linked businesses and activities. Our largest supply chains exist within Australia (925 suppliers), the United Kingdom (72 suppliers) and China (102 suppliers). Tourism Australia spent $124.1 million on suppliers in Australia and $24.2 million elsewhere across its international network in FY21. The footprint of our supply chain is illustrated in Figure 1.
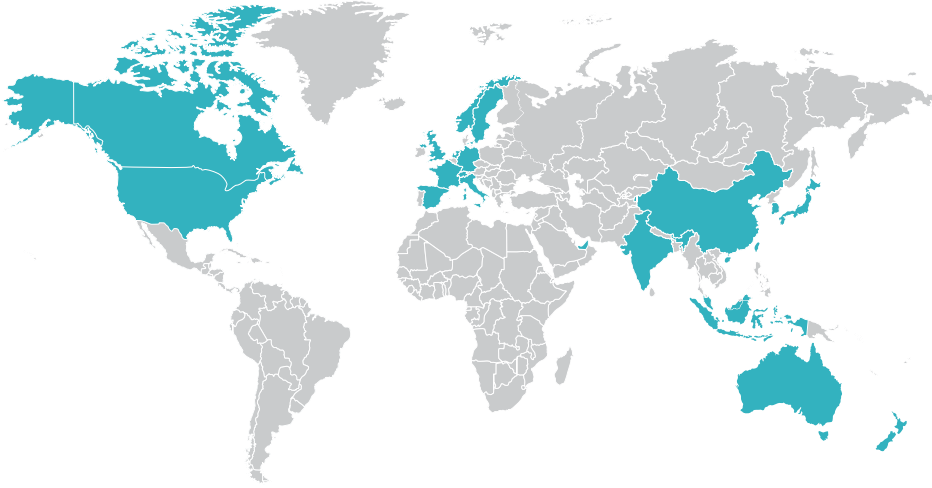

Figure 1: Countries where Tourism Australia has an active supply chain

Tourism Australia understands that there is a range of human rights violations that constitute modern slavery risk and acknowledges that our operations and supply chain could be directly or indirectly linked to modern slavery practices. These modern slavery practices include eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour.

There is risk of being directly linked or contributing to modern slavery by or with our suppliers due to their location in high-risk countries or our sourcing of goods and services that are known to have relatively high-risk supply chains.

Like any organisation, this risk increases further down the supply chain where Tourism Australia has less visibility over our suppliers' suppliers and their practices. Poor procurement practices—including pressure to drive down costs, long payment terms and changing contractual arrangements—can further increase the inherent risks.

OUR ACHIEVEMENTS

1 SUPPLIER RISK ASSESSMENT

Engaged external consultants with expertise in modern slavery to complete a modern slavery risk assessment focused on tier-one suppliers. The results informed Tourism Australia of the overall inherent risk exposure of modern slavery in Tourism Australia's supply chain. This enabled us to identify where additional engagement with individual suppliers may be needed, as well as specific areas where due diligence can be improved.

2 TRAINING

Conducted training with fifty five (55) Tourism Australia staff members, increasing awareness, engagement and oversight of modern slavery risks within Tourism Australia's operations and supply chain. Our training also included a modern slavery video, and discussion, in our quarterly Legal & Governance Training sessions for all new starters to Tourism Australia as well as any staff returning to Tourism Australia after a six month break or longer. The Tourism Australia Board was also briefed on the first Modern Slavery Statement by external consultants to ensure the response was robust and appropriate for Tourism Australia's risk exposure with regard to Modern Slavery.

3 POLICY & PROCEDURE

We modified Tourism Australia governance framework as follows:

» Procurement Policy – amendments to build into business-as-usual processes the use of a supplier risk questionnaire. We will send a self-assessment questionnaire to high risk or new suppliers to highlight Tourism Australia's ethical expectations.

» Contract Management Guidance – introduction to ensure that consideration of modern slavery risk relates to and extends beyond initial procurement into contract and relationship management.

» Code of Conduct – amendments to include a commitment from the Managing Director to combat the modern slavery risk.

We will also strongly consider the development, introduction and dissemination of a new Supplier Code of Conduct.

We will review grievance mechanisms in light of Tourism Australia's supply chain and, if relevant, strengthen to align with the UN Guiding Principles on Business and Human Rights.

We are committed to engaging and working constructively with our suppliers to combat instances of modern slavery, including putting in place appropriate internal reporting processes. Appropriate and proportionate steps will be taken to understand and address any instances of non-compliance.
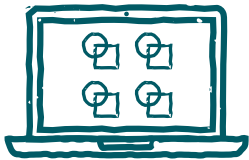
OUR ACHIEVEMENTS

4 INVESTIGATION OF HIGH-RISK SUPPLIERS:

Tourism Australia closely analysed the results of our tier-one supplier risk assessment and used the learnings to investigate any high-risk suppliers who are identified; and expand risk assessments beyond tier-one suppliers to provide a broader picture of our full supply chain.

5 ACCOUNTS PAYABLE DATA:

The granularity of accounts payable data was enhanced to strengthen the input required for a repeat supplier risk assessment of modern slavery risks.

6 PROCUREMENT PROCESSES

Tourism Australia enhanced its approach through integrating modern slavery risk considerations within its procurement activities in the following ways:

» Qualification: we sent a self-assessment questionnaire to a small number of high-risk suppliers to highlight Tourism Australia's ethical expectations.

» Tender: We communicated Tourism Australia's ethical standards as a standard step in procurement processes and reiterated that these expectations are embedded within contract clauses.

» Onboarding: We supported suppliers to ensure compliance with Tourism Australia's policies and expectations and assist with their procurement

» Monitoring: We continue to monitor potential high-risk suppliers.

7 REPORTING RESULTS:

Management of progress is reported on regularly to Tourism Australia's Sustainability Working Group, Executive and Board as appropriate. Assessing our progress is important in the fight against modern slavery. As our understanding of risk exposure becomes clearer and the engagement with our suppliers continues, Tourism Australia will finalise governance surrounding all activities relating to the Modern Slavery Act and incorporate consideration of modern slavery into its broader risk-management framework and processes. We regularly update the Tourism Australia Audit Committee on this ongoing work.

Below is a list of some of the ways we monitor and report on progress against our goals related to combatting modern slavery:

» Regularly check risk assessment processes /Report on the number of supplier risk assessments sent, received, analysed and followed up on. Reporting will include information on whether the risk assessment process has led to further discussions with the suppliers.

» Consider any risk trends in locations or sectors to better understand where to focus resources

» Report on number of training modules delivered to internal stakeholders and what number of staff attended the sessions.