

MODERN SLAVERY STATEMENT  
1 JULY 2024 - 30 JUNE 2025



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# MODERN SLAVERY STATEMENT

TasTAFE has developed this Modern Slavery Statement in accordance with the *Modern Slavery Act 2018 (Cth)*.

This Statement outlines the action TasTAFE has taken to identify, assess, and address modern slavery risks within our operations and supply chain during the reporting period 1 July 2024 to 30 June 2025, as well as the future steps we will take to strengthen our approach. TasTAFE acknowledges that modern slavery risks can distort global markets, undercut responsible business and can pose significant legal and reputational risks to entities and the community.

TasTAFE is committed to upholding human rights and maintaining a zero-tolerance approach to all forms of slavery and human trafficking. TasTAFE is dedicated to ensuring that, wherever possible, our operations and procurement practices prevent, identify and mitigate modern slavery risks and that we do not knowingly contribute to such activities through our business relationship.

This Statement was open for organisational consultation in October 2025 and approved by the Board of TasTAFE on 18 November 2025.

## ABOUT TasTAFE

As the publicly owned Vocational and Education Training (VET) provider, TasTAFE makes a vital contribution to the prosperity of Tasmania's economy through supporting jobs and employment and the economic resilience of businesses and industries.

Following its transition from the Tasmanian State Service, TasTAFE was re-established on 1 July 2022 as a not-for-profit government business under the *TasTAFE (Skills and Training Business) Act 2021*. This bespoke model reflects TasTAFE's unique role as a modern VET provider, focused on delivering high-quality, industry-aligned training.

## OUR OPERATIONS

Between 1 July 2024 and 30 June 2025, we employed approximately 1,000 staff and provided training to over 25,182 enrolments, 20,408 learners including 6,895 apprentices. This represents around 60% of Tasmania's apprenticeship market, underscoring TasTAFE's pivotal role in developing the State's skilled workforce.

TasTAFE delivers VET statewide across campuses in Hobart, Clarence, Launceston, Burnie, and Devonport, as well as through trade training centres, regional locations, and workplace-base programs throughout Tasmania.

During the reporting period, TasTAFE delivered 213 nationally accredited qualifications, including 172 full qualifications, 20 skill sets and 21 accredited short courses ranging in length from a few days to six months. These programs span 30 different industry sectors, reflecting TasTAFE's commitment to providing diverse, industry-relevant training that meets Tasmania's evolving workforce need.



# MESSAGE FROM THE CEO



I am pleased to present TasTAFE's second annual Modern Slavery Statement, prepared in accordance with the Australian Government's Modern Slavery Act 2018. This report reflects our continued commitment to identifying, addressing, and preventing modern slavery risks across our operations and supply chains in Tasmania and beyond.

Modern slavery - encompassing human trafficking, slavery, and slave-like practices - remains a global issue that affects millions of people. As an education provider committed to integrity and social responsibility, we maintain a zero-tolerance approach to modern slavery in all its forms.

This 2024-2025 Modern Slavery Statement reflects our continued efforts to identify and eliminate risks within our operations and supply chains.

Over the past year, we've made meaningful progress, including increasing our sourcing of goods and services from within Australia and developing a clear action list to track the results of our initiatives. These steps are part of a broader strategy to ensure our practices, and those with whom we contract for services – are aligned to our values and operate in accordance with all modern slavery laws.

I am proud of the work we've done and grateful to our teams and partners who continue to support this important mission. Together, we will keep striving to make TasTAFE a leader in ethical practice and ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business.



**Will McShane**  
Interim Chief Executive Officer

## ACKNOWLEDGEMENT OF COUNTRY

In recognition of the deep history and culture of this island, Lutruwita, Tasmania, we acknowledge and recognise Aboriginal peoples continuing connection to land, sea, waterways, sky and culture and we pay respect to Elders past and present. TasTAFE has a long history of working with Tasmanian Aboriginal people and communities to provide accessible and quality education and training that empowers individuals to upskill, reskill, and pursue their life and work goals. We are extremely proud of this commitment.

# OUR ROLE IN FIGHTING MODERN SLAVERY

## GOVERNANCE AND PUBLIC SECTOR OBLIGATIONS

TasTAFE was re-established as a not-for-profit government business on 1 July 2022 under the TasTAFE (*Skills and Training Business*) Act 2021 (“the Act”) to enable the organisation to be more like the industries it serves.

The Act established a bespoke not-for-profit business model, tailored to the role and function of TasTAFE as a modern Vocational Education and Training provider. As a not-for-profit government business, TasTAFE continues to be funded via a Deed of Purchasing Agreement with Skills Tasmania, a division of the Department of State Growth.

As a public sector entity and VET provider TasTAFE abides by public sector obligations that operate alongside the *Modern Slavery Act 2018* to advance civil rights and protections. The financial management framework of the Tasmanian Public Sector is underpinned by legislation and policies that support robust financial management practices and processes for the State.

These include but are not limited to:

- **Tasmanian legislation** – *Constitution Act 1934, Charter of Budget Responsibility Act 2007, Audit Act 2008, Financial Management Act 2016, Appropriation Acts, the enabling legislation of State authorities, the Government Business Enterprises Act 1995, and the portfolio Acts* governing Government Business Enterprises and State-Owned Companies;
- **Tasmanian Treasurer’s Instructions** – issued under the authority of the *Financial Management Act 2016 and the Government Business Enterprises Act 1995*
- **Australian Government legislation** – including the *Corporations Act 2001 (Cth)*.

## INTEGRITY AND PROCUREMENT PRACTICES

At TasTAFE, the procurement function is centralised under a team of skilled professionals who handle engagements exceeding \$250,000. For engagement below this threshold, business stakeholders have responsibility, backed by the Procurement team’s resources.

TasTAFE’s Procurement Framework consists of the following key documents:

- **TasTAFE Procurement Policy** – outlining the principles, thresholds, and processes governing all procurement activities;
- **TasTAFE Code of Conduct** – setting expectations for ethical behaviour, integrity, and accountability for all employees and contractors;
- **TasTAFE HR Delegations - Authorities Summary and Financial Delegation Framework** – defining roles, responsibilities, and approval authorities to ensure robust governance and financial control.

Under the Tasmanian Government Procurement Framework and Treasurer’s Instructions, TasTAFE’s procurement contract terms are determined by the nature, scale, and duration of goods or services being procured. Contract arrangements might be short, medium or long-term depending on the goods or services to be procured. For example, a public construction project engagement will be based on the estimated term of project completion, whilst a contract for delivery of services such as cleaning may be a longer term of three to five years.

## OUR APPROACH TO RISK MANAGEMENT

TasTAFE operates under the *TasTAFE (Skills and Training Business) Act 2021* and is supported by a robust governance framework that includes the following committees:

## OUR ROLE IN FIGHTING MODERN SLAVERY (CONTINUED)

### • **Board of Directors**

Under the Act, TasTAFE can have a board consisting of five to seven members, appointed by the Minister for Skills and Training.

Under Section 7 of the Act, the Board is responsible for:

- Ensuring the functions and powers of TasTAFE are performed and exercised in an appropriate manner
- Overseeing the management and conduct of TasTAFE's business and affairs:
  - › in accordance with sound business practice
  - › in accordance with the Statement of Expectations issued by the Minister
  - › in a manner that achieves the objectives specified in TasTAFE's Corporate Plan
  - › in a manner that is consistent with each applicable Ministerial direction applicable to TasTAFE.

### • **Audit and Risk Management Committee**

The Audit and Risk Management Committee is appointed as part of the governance structure of TasTAFE and pursuant to the requirements of the *TasTAFE (Skills and Training Business) Act 2021*. The Auditor-General of Tasmania serves as TasTAFE's external auditor, providing independent assurance over the organisation's financial statements and compliance with applicable legislation and policies.

### • **Executive Directors**

TasTAFE Executive Directors function under the authority of the Chief Executive Officer, who reports to the TasTAFE Board. The Executive Team comprises of seven additional members, each responsible for leading strategic and operational across the organisation.

The purpose of the TasTAFE Executive Team is to:

- Develop, and once approved, implement the TasTAFE Corporate Plan
- Monitor and guide organisational performance
- Articulate TasTAFE's strategy within the organisation and to external stakeholders

- Identify executive risks and determine mitigation actions

- Manage and act on Board risks and report accordingly

- Support and provide input into the risks and forward strategy of the TasTAFE Board

- Receive and action the directions of the Government and TasTAFE Board

- Create a learner centric culture at TasTAFE.

### • **Risk and Compliance Committee (RCC)**

The Risk and Compliance Committee (RCC) is a management committee that oversees risk management and compliance activities for the organisation. The RCC is accountable to the TasTAFE Executive Team for monitoring performance and providing recommendations on the implementation of comprehensive risk management and compliance frameworks.

Membership of the committee reflects representation of the TasTAFE management community, including those leading compliance and risk management activities.

### • **Education and Training Committee (ETC)**

The TasTAFE Education and Training Committee (ETC) is the governance committee established to oversee academic excellence, and development and delivery of responsive training and assessment services. The Committee fulfills its responsibilities by providing oversight of learning quality, academic integrity, innovation, learner experience and academic risk. The Committee monitors delivery with TasTAFE's scope of registration as a Registered Training Organisation (RTO) and the Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS).

### • **Workplace Consultancy Committee (WCC)**

TasTAFE is committed to open discussion and direct consultation with employees and unions about workplace issues. Consultation occurs at various levels within TasTAFE; at organisational, team and individual level, depending on the nature and scale of the proposed change. The WCC is focused on organisational issues and will not be engaged in discussions on individual employee concerns or staff grievances.

# OUR MODERN SLAVERY RISK ENVIRONMENT

## OUR SUPPLIERS

Of the suppliers that TasTAFE engaged in the reporting period:

- 98.96% are based in Australia. Australia being considered a low-risk location.
- 1.04% are based outside of Australia with:
  - 0.14% are high-risk locations
  - 0% are moderate-risk locations
  - 99.86% are low-risk locations

Most goods and services purchased on behalf of TasTAFE originate from low-risk geographical locations such as Australia, USA, Canada, United Kingdom, New Zealand, Norway and Sweden. TasTAFE expenditure with international suppliers is less than 2% annually.

The map below highlights where TasTAFE suppliers are based.

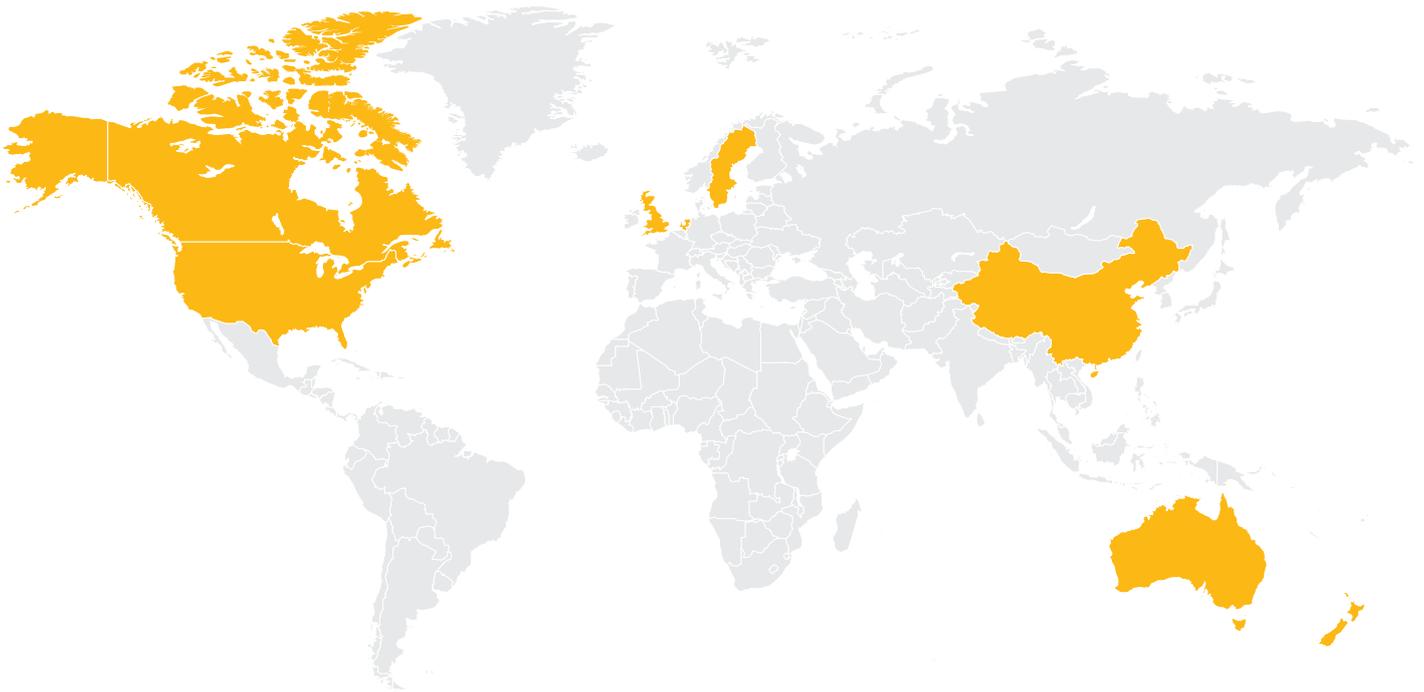


FIGURE 1 - GEOGRAPHICAL LOCATIONS OF TASTAFE SUPPLIERS

<sup>1</sup>The Global Slavery Index  
The Freedom House List

OUR **MODERN SLAVERY RISK** ENVIRONMENT (CONTINUED)

**TasTAFE SUPPLY CHAIN**

The supply chain at TasTAFE is varied, diverse and complex, and impacts our delivery of hundreds of courses across the state. During the 2024-2025 reporting period, we engaged 1,098 suppliers with an average spend per supplier of \$36,436. TasTAFE strives to support its teachers and learners by supplying ethical, sustainable and value for money goods and services.

The main type of goods and services procured include:

- **Teaching:** resources that support course delivery including stationery, books and other print materials, lecturer and teaching expenses, teaching and student consumables, student placements and other student related services;
- **Corporate Goods and Services:** travel, fleet services, marketing, recruitment, consultancies, international learners, catering and purchased logistical services;

- **Property and Facilities Management:** maintenance and repair of training spaces and administration offices, construction projects, utilities, energy, cleaning and security services;
- **Information and Communications Technology:** computer hardware and software licenses, printers, audio visual equipment and services, information technology professional services and telecommunications equipment.

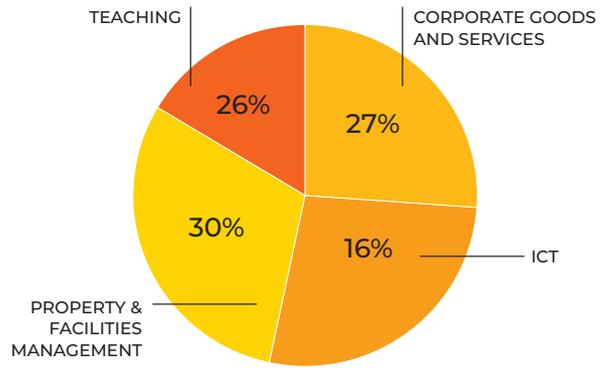


FIGURE 2 - INDICATIVES SPEND BY CATEGORY AND SNAPSHOT OF TOTAL EXPENDITURE FINANCIAL YEAR 2025



# MODERN SLAVERY FACTORS

To combat modern slavery effectively, we are enhancing awareness, fostering collaborations and implementing robust due diligence practices.

TasTAFE has carefully identified the various factors more likely to be prevalent within our supply chain:

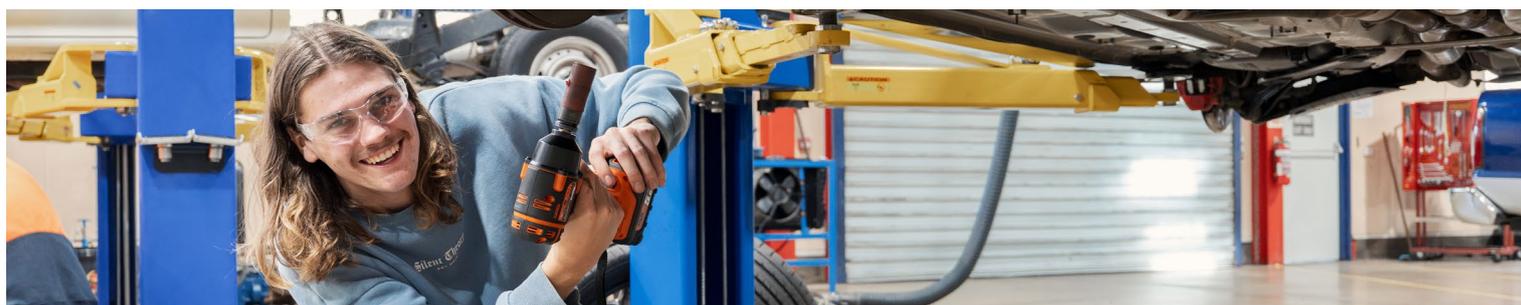
- **Vulnerability of Learners on Placement:** As part of a vocational placement program, learners are assigned to work with external organisations. These organisations may exploit learners by subjecting them to unsafe conditions or coercing them into unpaid overtime.
- **Vulnerability of Migrant Workers:** Migrant workers brought into a country without proper documentation, limited language skills and isolated from their families and communities are at greater risk of being exploited.
- **Discrimination:** Discrimination based on race, gender, or other factors can create conditions that make individuals more vulnerable to exploitation. TasTAFE has two Codes of Conduct, one for employees and one for students. It provides a framework to use when facing legal and or ethical questions around what is and isn't discrimination in the workplace.
- **Recruitment Agencies:** Recruitment practises carry inherent risks of modern slavery, including exploitative actions of recruiters charging high fees, withholding workers passports and using false promises to trap vulnerable workers.
- **International Agencies:** A vulnerability exists where TasTAFE works with international agents that oversee engagement with international students. These arrangements often involve complex, multi-layered supply chains and intermediary relationships across countries with varying labour and ethical standards. Because TasTAFE has limited visibility over the agents' subcontractors, recruitment practices, or employment conditions of staff working offshore, there is a risk that unethical recruitment practices, excessive commission structures, or exploitative labour conditions could occur within the agency network.
- **Subcontracting:** Subcontracting within the supply chain can introduce risks with delayed payment to workers leading to financial strain.
- **Lack of transparency:** Immature, weak or non-existent third-party processes can contribute to obscuring supply chain transparency, making it challenging to identify and address modern slavery risk.
- **Minimal action:** A lack of education, awareness and capability can negatively impact on an organisation and individual's ability to be accountable and effectively address modern slavery practices.



# OUR FUTURE COMMITMENTS AND ACTIONS

The initiatives listed below have been established for implementation and ongoing progression throughout Financial Years 2025 and 2026. These initiatives will guide TasTAFE to achieve its vision to eliminate modern slavery.

#	FOCUS AREA	KEY INITIATIVES	ACTIONS
1	<b>Build capability and raise awareness – Existing Staff</b>	Provide ongoing training for staff undertaking procurement and ensure they are aware of the potential modern slavery risks.	Online eLearning training modules to be evaluated and a plan developed to rollout training to all personnel.
2	<b>Build capability and raise awareness – New Staff</b>	Advise new staff of their responsibilities as part of the onboarding process.	New Employee onboarding induction modules updated to include Modern Slavery information and responsibilities.
3	<b>Update Policies and Procedures</b>	Review and update all relevant policies and procedures to ensure that Modern Slavery is managed appropriately across the organisation.	A checklist is in place to review each new or reviewed policy/procedure to ensure alignment with organisational modern slavery requirements.
4	<b>Supplier management</b>	Implement the new International Policy and Procedure Framework as TasTAFE begins working directly with international agencies.	An International Education Policy and Procedure Framework is in place. The framework includes regular monitoring and review of education agencies' business practices, site visits, and student feedback.
5	<b>Sourcing</b>	Develop an assessment method for new procurement activities that identifies and records modern slavery risks and strengthened compliance for suppliers.	Changes to procurement procedures and policies has been drafted. Mandatory criterion includes recording of supplier activities that reduce and manage the risk of modern slavery practices in supply chains.
6	<b>Student Placement</b>	Improve due diligence when selecting providers who provide work placements for TasTAFE learners. Undertake provider site visits to assess compliance with TasTAFE requirements.	A Student Work Placement Agreement is in use and details compliance activities including, a host suitability assessment, site visits and online meetings. Learning objectives, responsibilities of host placement providers and monitoring of the learning environment are reviewed by teaching staff.





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