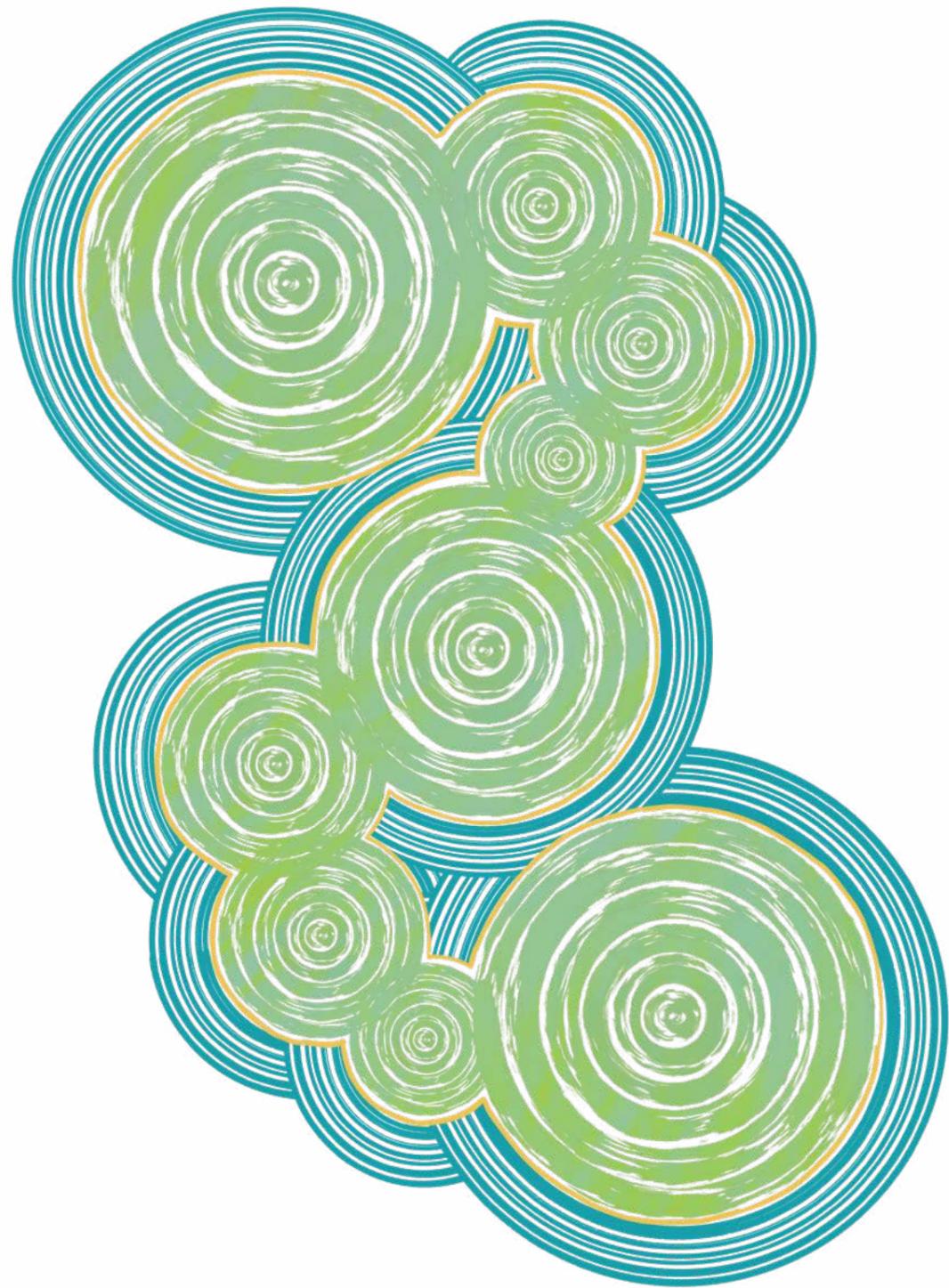




Modern Slavery Statement 2024–25





Since creation, the Palawa have lived here in Lutruwita – Tasmania. More than 2,000 generations of Aboriginal families have cared for this Country, looking after its lands, seas, skies and waterways.

In the spirit of respect and gratitude, TasWater acknowledges the Tasmanian Aboriginal community as the traditional and ongoing custodians. We pay our respects to them, their culture and to elders past and present.

TasWater commits to working collaboratively and respectfully with the Tasmanian Aboriginal community to protect and sustain the precious resources on this ancient land for future generations.

Chair and CEO message

We are proud to share our Modern Slavery Statement for 2024–25, reflecting our continued commitment to ethical and responsible practices.

Modern slavery remains one of the most serious human rights challenges of our time. At TasWater, we are committed to playing our part in eliminating all forms of modern slavery from our operations and supply chains. This sixth Modern Slavery Statement reaffirms our dedication to ethical governance, transparency, and continuous improvement in how we manage human rights risks.

As a provider of essential water and sewerage services to Tasmania, we understand the influence and responsibility we hold. Our work touches the lives of thousands of people every day, and we are determined to ensure that the way we deliver our services upholds the dignity, safety, and wellbeing of all individuals involved – whether directly employed by us or working within our broader supply network.

Over the past year, we have continued to strengthen our internal frameworks, deepen our engagement with suppliers, and refine our risk assessment processes. We are encouraged that no instances of modern slavery were identified during this reporting period.

However, we remain vigilant and proactive, recognising that the risks are often hidden and evolving – particularly in sectors such as construction, infrastructure, and the sourcing of imported goods.

Addressing modern slavery is not a compliance exercise – it is a moral imperative.

We are committed to fostering a culture of accountability and respect, and to working collaboratively with our partners to drive meaningful change.

Through these efforts, we aim to contribute to a more just, inclusive, and sustainable future for all.



Chair
Mr Kevin Young



Chief Executive Officer
Mr George Theo



Our structure, operations and supply chains

Water is essential to life, and to the way Tasmania lives, grows, and prospers. At TasWater, our role goes far beyond infrastructure.

We're here to support the wellbeing of communities, protect the environment, and enable economic growth across the state.

- **Healthy communities** – Safe drinking water and effective sanitation are the foundation of public health. We deliver these essential services every day, helping Tasmanians live well.
- **A thriving environment** – Our operations are deeply connected to nature. We work to reduce our footprint, safeguard waterways, and enhance Tasmania's unique environmental values.
- **A resilient economy** – From agriculture and industry to tourism, reliable water and sewerage services are critical to business success. We help keep Tasmania's economy flowing.



Our structure

Owned by Tasmania's 29 councils (90 per cent) and the Tasmanian Government (10 per cent), TasWater operates for the benefit of all Tasmanians. Our dividends to councils are reinvested in their local communities, supporting infrastructure, services, and regional development. The Tasmanian Government does not receive a dividend from TasWater. We are not part of a corporate group of companies, and do not own or control any other entity.

Established on 1 July 2013 through the merger of Ben Lomond Water, Cradle Mountain Water, Southern Water, and Onstream, TasWater is a proprietary limited company under the Corporations Act 2001 (Cth) and governed by the Water and Sewerage Corporation Act 2012 (Tas).

Our Board of Directors is accountable to our owners for the organisation's overall performance and strategic direction. In accordance with the Water and Sewerage Corporation Act 2012 and the Shareholders' Letter of Expectations, the Board provides strategic leadership, ensures effective corporate governance, and oversees the performance of management in delivering our objectives. The Board operates under a formal Charter that defines its authority, responsibilities, and governance arrangements, ensuring that our operations are aligned with our legislative obligations and ethical commitments.



Our operations

As at 30 June 2025, our workforce consisted of 925 employees located across Tasmania. These dedicated and passionate individuals are committed to delivering essential services to our community. They play a vital role in the lives of Tasmanians by providing water and sewerage services to homes and businesses throughout the state.

We source, treat, and supply high-quality, reliable water to our customers, and we collect, transport and treat sewage before safely returning it to the environment.

To support this, we maintain a long-term strategic capital investment plan, alongside the ongoing operation, maintenance, and service delivery of the infrastructure that enables these essential services.

Our supply chain

To support our operations and capital works program, we rely on a comprehensive and diverse supply chain that includes a wide range of direct and indirect providers of goods and services. These suppliers are integral to the delivery of safe, reliable, and efficient water and sewerage services to communities across Tasmania. From construction and maintenance contractors to technology and logistics providers, each plays a crucial role in enabling us to meet our service obligations and strategic objectives.

The key aspects of our supply chain support are:



Ongoing operation and maintenance of water and sewer infrastructure, including civil, mechanical, and electrical works, as well as incident response services.



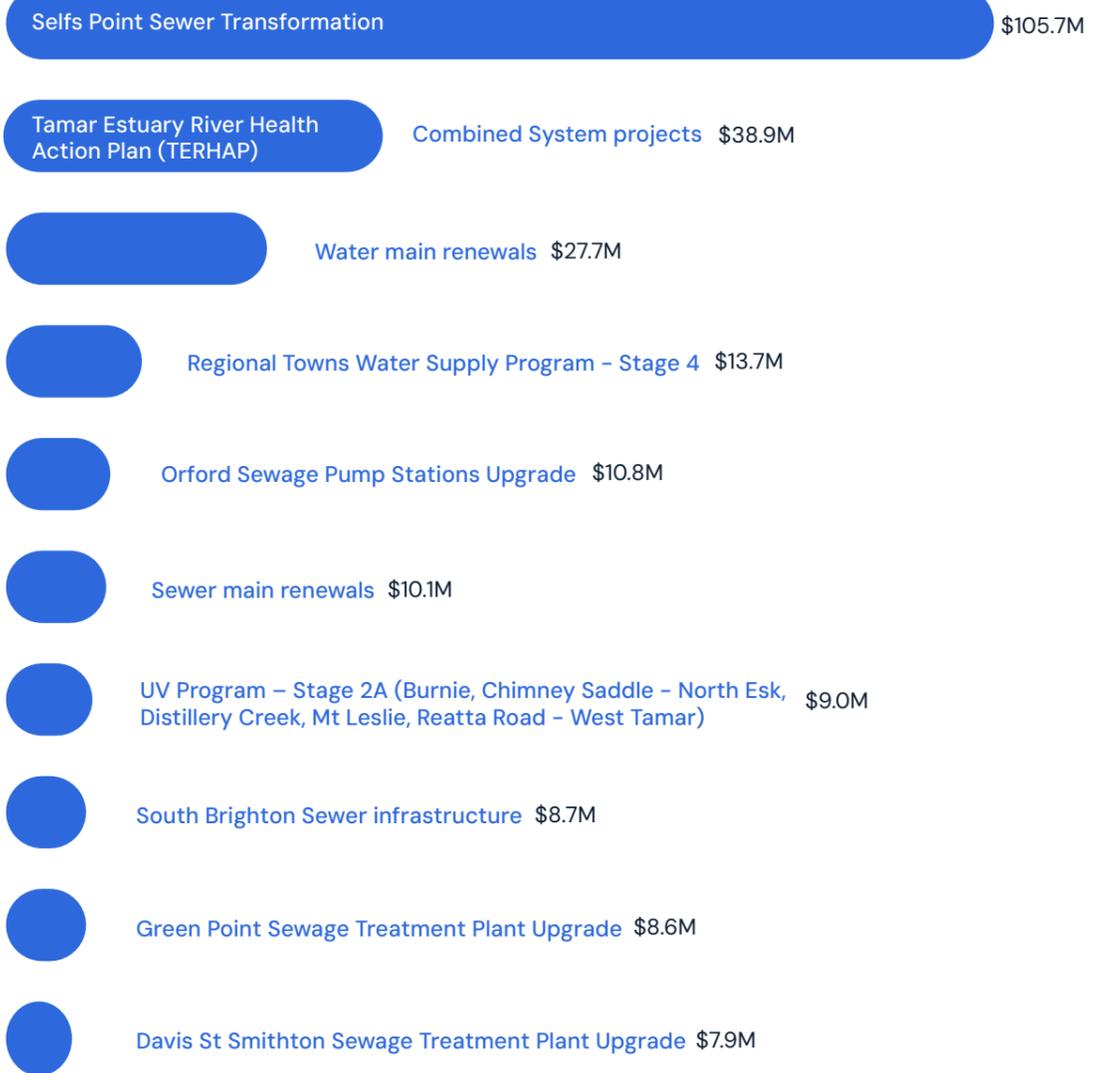
Corporate and management services, including professional consultancy and specialist advice, IT equipment and support, cleaning services for our offices and facilities, TasWater uniforms and PPE.



Capital delivery program, including project management and construction services. Our Capital Delivery Office alliance delivers our major infrastructure projects. Further details, including our operations and projects can be found in our FY25 Annual Report [\[Publications | TasWater\]](#)

Capital infrastructure highlights

2024-25 top 10 projects and programs by spend



Modern slavery risks in our operations and supply chain

Operations

Our workforce of 925 is spread across the state of Tasmania.

Due to our oversight processes for all employees and contractors, along with the controls we have in place – including policies and employment agreements – we assess the risk of modern slavery occurring within our operations to be low.

Our recruitment processes include thorough verification, and due diligence checks to confirm that all employees have the legal right to work in Australia. Additionally, any worker on a visa must comply with all relevant visa conditions. Workers in roles defined as Critical Workers under the Security of Critical Infrastructure Act 2018 must undergo background checks.

We comply with the Fair Work Act 2009 and all subsequent amendments to ensure fairness at work and to prevent discrimination against employees. We apply the National Employment Standards as a minimum set of entitlements for our employees, and our Fair Work Commission-approved Enterprise Agreements build on this base.

During 2024-25, we undertook negotiations to consolidate four existing regional employee agreements into two unified agreements – one for General employees and one for Senior

employees. This process was collaborative, transparent and well received by staff, reflecting our commitment to fairness and consistency in employment practices. Throughout the negotiation period, regular updates were made readily available to employees via our internal intranet, ensuring staff were informed and engaged at every stage.

Managers and Executives are employed on common law contracts which are underpinned by the Fair Work Act, the National Employment Standards and a robust TasWater policy framework.

Formal policies are also in place to ensure our operations and supply chain are both compliant with all legislation regarding human rights, and effective at keeping our workforce safe. These include:

- Modern Slavery Standard
- Code of Conduct
- Procurement Standard
- Whistleblower Policy
- Diversity, Equity, Inclusion and Belonging Policy
- Health, Safety and Wellbeing Policy
- Fraud and Corruption Policy



Supply chain

Our greatest exposure to the risks of modern slavery is within our supply chain. While most of our supply chain is based within Australia, we recognise that imported goods which we source via those suppliers pose a risk of having been produced in conditions of modern slavery.

Based on inherent industry and country-of-origin risks, we have identified the following materials and services as presenting the highest risk of modern slavery in our supply chains:

Country	Total Spend
Australia	99.78%
United States	0.13%
United Kingdom	0.04%
New Zealand	0.03%
Israel	0.02%
Canada	0.002%

Material/Service	Spend for 2024-25
Construction materials and services Many materials and items used in construction, including steel and heavy machinery, carry significant risks of modern slavery.	\$269M
Uniforms and PPE These items – most of which are imported – have been prioritised due to external reports highlighting that labour forces in sectors like textiles, including those involved in raw material harvesting and processing, are particularly vulnerable to modern slavery.	\$0.8M
Onsite cleaning services This category has been prioritised for modern slavery screening due to the market's complexity, the nature of the labor force, and the industry's historical practices.	\$0.21M



Our approach to identifying and assessing modern slavery risks

Our Risk Management Framework has guided the identification, assessment and mitigation of our modern slavery risks. We regularly review the controls we have in place to ensure they are adequate to manage the risks posed by an occurrence of modern slavery in our operations or supply chain.

Our pre-qualification process incorporates consideration of potential modern slavery risks. Where relevant, suppliers associated with higher-risk industry categories may be subject to additional review through our modern slavery screening platform.

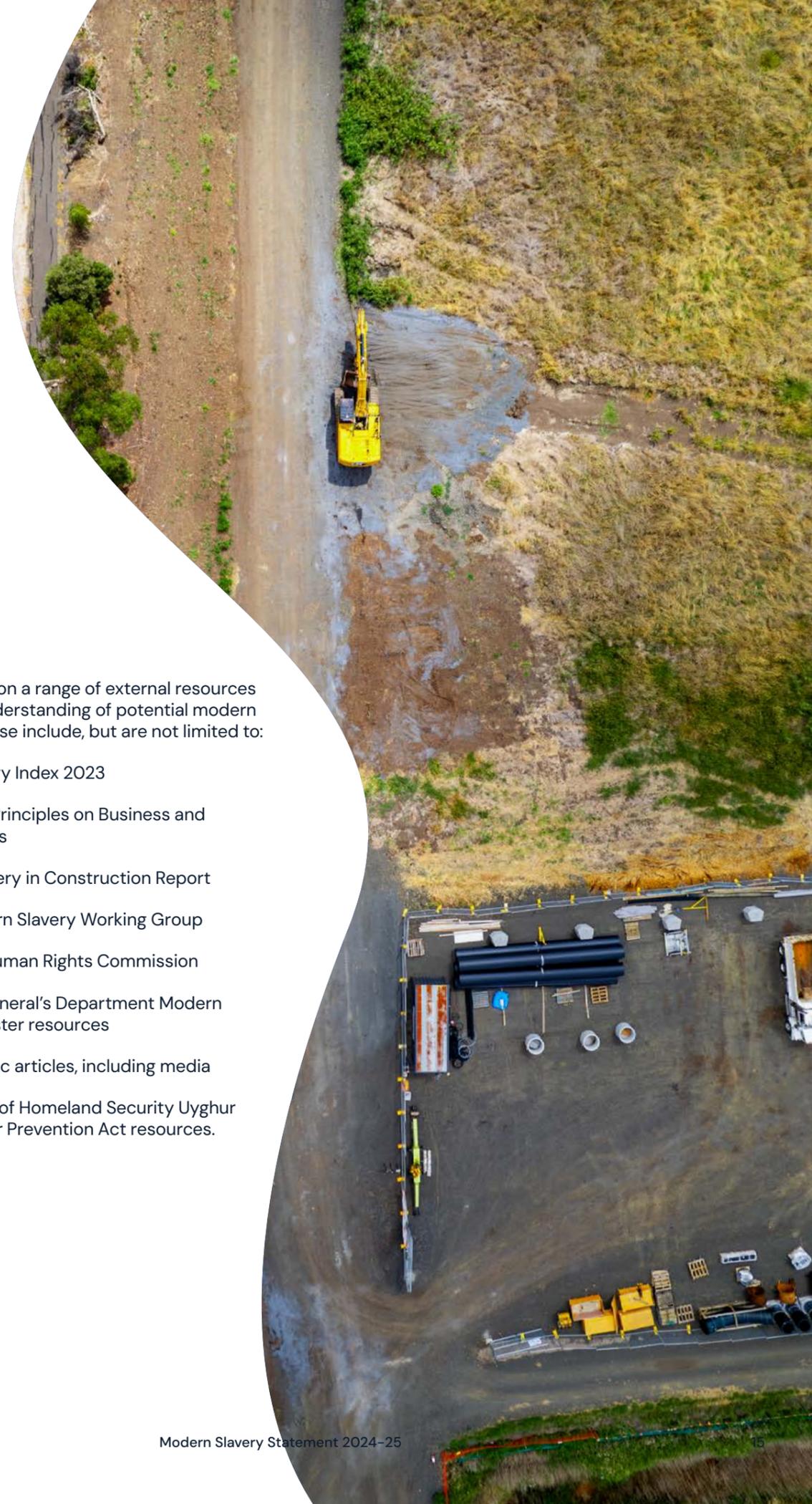
As members of a Water Services Association of Australia (WSAA) consortium, we share a cloud-based platform called Informed 365 that helps us identify and manage modern slavery risks in our supply chain.

Informed 365 uses factors such as geographic location and industry to assess risk levels and generate an inherent risk rating for each supplier. Suppliers identified as having a high inherent risk are required to complete a customised self-assessment questionnaire (SAQ), which enables us to examine their practices in greater detail. Where risks or gaps are identified, we follow up directly with the supplier to seek clarification, request improvements, or take further action as needed.

Twice a year, our supplier list is checked against the [Department of Foreign Affairs and Trade Consolidated List](#) and the US-based [Uyghur Forced Labour Prevention Act Entity List](#) (UFLPA List) to identify any matches against sanctioned individuals or entities, or those who have been identified as using Uyghur forced labour in their operations. To date, no matches have been found.

We also draw upon a range of external resources to inform our understanding of potential modern slavery risks. These include, but are not limited to:

- Global Slavery Index 2023
- UN Guiding Principles on Business and Human Rights
- Modern Slavery in Construction Report
- WSAA Modern Slavery Working Group
- Australian Human Rights Commission
- Attorney-General's Department Modern Slavery Register resources
- Various public articles, including media
- Department of Homeland Security Uyghur Forced Labor Prevention Act resources.





Actions to address modern slavery

In the 2024–25 financial year, we did not detect any instances of modern slavery in our operations or supply chain. We continued to improve our governance and capability in assessing and addressing these risks; and build modern slavery awareness into our due diligence and procurement processes.

Initiatives	2024–25 Performance
Strengthening governance	<ul style="list-style-type: none"> Continued rolling out supplier pre-qualification to new and existing suppliers, and adding high-risk category suppliers to <i>Informed 365</i> for modern slavery screening. Completed a review of standards, policies, frameworks and procedures, updating and strengthening modern slavery messaging where required.
Managing risks	<ul style="list-style-type: none"> Undertook a review of modern slavery risks to ensure they are appropriately measured, and controls are appropriate. These have been captured within our Risk Register for ongoing review and monitoring. Conducted an audit of our existing supplier base, including categorising suppliers by the level of modern slavery risk they carry due to their industry or country of origin. High-risk category suppliers were added to our cloud-based modern slavery platform for further evaluation. Reviewed supplier contract templates and supplier terms for modern slavery compliance clauses.
Building capability	<ul style="list-style-type: none"> Continued involvement in the WSAA Modern Slavery Working Group. Conducted in-house modern slavery training for our supply chain teams, including tips on identifying a potential case of modern slavery, products which carry a risk of being associated with modern slavery, and countries of origin which are high risk in terms of labour practices.
Assessing effectiveness	<ul style="list-style-type: none"> Commenced monthly reporting of modern slavery statistics, including questionnaires completed by suppliers in high-risk categories. Engaged an independent auditor to conduct an internal audit on our modern slavery approach to assess its effectiveness.

Assessing effectiveness

An internal audit was carried out in 2025 to examine aspects of our supply chain practices, including how we ensure suppliers comply with the Modern Slavery Act 2018.

The audit report was provided to our Board and found that our approach to modern slavery risks in our supply chain was generally effective, with processes in place to manage key issues.

We continue to engage with the WSAA Modern Slavery Working Group, including attendance at monthly meetings to refine and enhance our Modern Slavery screening using Informed 365. Significant progress has been made in categorising our supplier database and prioritising suppliers in high-risk categories for modern slavery screening. We have begun onboarding suppliers to our modern slavery screening platform, starting with those providing uniforms, PPE, and cleaning services, and then expanding to include suppliers of construction materials and services.

Of the 296 suppliers onboarded thus far, 46 were assessed to be high-risk due to their industry category. Our approach to engaging these suppliers has been particularly effective, with 93 per cent of questionnaires completed and a further seven per cent underway. The responses indicate that these suppliers are actively taking steps to identify and address modern slavery risks in their own operations and supply chains, with all returned questionnaires rated as very low to medium risk.

One supplier who was asked to complete a self-assessment questionnaire declined to take part in the screening. After discussions with the supplier to ensure the importance of the screening was made clear, we have removed them from our supplier list until a questionnaire is submitted by them.



Priorities for 2025–26

As part of our commitment to improving our awareness and prevention of modern slavery risks in our operations and supply chain, we have several priority actions for the 2025–26 financial year.

While the 2024–25 financial year saw us strengthening our frameworks, policies and procedures, and ensuring our modern slavery

risk is better understood and appropriately mitigated, we recognise the need to stay current with the changing origin and nature of modern slavery risks in our supply chain. As such, we plan to review our high-risk supplier cohorts and build our capability in detecting modern slavery instances by broadening our modern slavery training to include contract owners and contractor managers.

Initiatives	2025–26 Priorities
Strengthening governance	<ul style="list-style-type: none"> Streamline our new vendor procedure to ensure all vendors are funnelled through the supplier pre-qualification system from the same starting point. Update our Purchase Order terms and conditions to include modern slavery clauses in line with our other contractual instruments. Develop a Supplier Code of Conduct to outline the minimum standard of behaviour required from our suppliers to ensure that they act in accordance with our ethical standards. This code will outline the behaviours, principles and ethics we expect our suppliers to comply with, including human rights, safety, environment and governance requirements.
Managing risks	<ul style="list-style-type: none"> Develop a Modern Slavery Response Protocol to outline what steps must be taken in the event of an instance of modern slavery being detected in our supply chain or operations. Review our grievance mechanisms to ensure they allow people that could be impacted by our activities (including in our supply chain) to raise grievances concerning business-related human rights harm and to seek remedy. Review the highest risk cohorts in our supply chain to ensure we are up to date with evolving modern slavery risks.
Building capability	<ul style="list-style-type: none"> Broaden the scope of modern slavery training to include contract owners and contractor managers. Include modern slavery training as part of supply chain training for inclusion in our Learning Management System.
Assessing effectiveness	<ul style="list-style-type: none"> Ongoing monitoring and regular reporting of supplier compliance utilising the <i>Informed 365</i> platform. Implement post-training surveys to assess effectiveness of modern slavery training provided and gauge understanding of modern slavery implications.

Regulatory disclosure matrix

The table below references where mandatory criteria are disclosed for the *Australian Modern Slavery Act 2018 (Cth)*.

Criterion	Mandatory Criteria	Disclosure Reference
1	Identify the report entity	6
2	Describe the reporting entity's structure, operations, and supply chain	6, 7, 8, 9, 10, 11
3	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entity it owns or controls	12, 13
4	Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	4, 14, 15, 17
5	Describe how the reporting entity assesses the effectiveness of these actions	18
6	Describe the process of consultation with any entities the reporting entity owns or controls	NA
7	Include any other information that the reporting entity, or the entity giving the statement considers relevant	19

This Modern Slavery Statement was approved by our Board of Directors in their capacity as the principal governing body of TasWater on 28 October 2025.





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