



MODERN SLAVERY STATEMENT

1 JULY 2023 - 30 JUNE 2024



CAPTION

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MODERN SLAVERY STATEMENT

TasTAFE is pleased to present its first modern slavery statement in accordance with the *Modern Slavery Act 2018*.

This statement outlines the action TasTAFE has taken to identify and address modern slavery risks in the organisation's operations and supply chain during the reporting period 1 July 2023 to 30 June 2024 and the future steps proposed to strengthen our approach. 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 protecting and respecting human rights and has a zero-tolerance approach to slavery and human trafficking in all its forms. We ensure that wherever possible we prevent and do not contribute to acts of modern slavery through supply and operations.

This statement has been approved by Board of TasTAFE on 17 December 2024.

ABOUT TasTAFE

As the publicly owned training 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.

With the transition out of the Tasmanian State Service, a 10-year Strategic Plan, Reimagining TasTAFE, was developed to set a new direction for the organisation. The plan, publicly released in October 2022, outlines how TasTAFE will become a future-focused and marked-aligned leader in vocational education and training (VET) and provides a roadmap for how it will get there.

OUR OPERATIONS

Between 1 July 2023 and 30 June 2024, we employed approximately 1,000 staff and delivered courses to over 20,308 learners including more than 7,468 apprentices, equating to approximately 60% of Tasmania's apprenticeship market.

TasTAFE conducts its training state-wide at facilities in Burnie, Clarence, Devonport, Hobart and Launceston. Training is also delivered at trade training centres, regional locations and workplaces across Tasmania. TasTAFE delivers 208 nationally accredited qualifications, including 173 full qualifications, 19 skill sets and 16 accredited short courses ranging in length from a few days to six months. They cover 30 different industry sectors.



MESSAGE FROM THE CEO



TasTAFE has an ongoing commitment to combating modern slavery - a broad term used to describe human trafficking, slavery, and slave-like practices.

We are aware that modern slavery is a human rights issue that affects millions of people around the world, TasTAFE has a zero-tolerance approach to modern slavery in all its forms.

This Modern Slavery Statement 2024 is our initial report.

We have commenced our reporting on the risks of modern slavery in both our operations and supply chains – as well as the actions we have taken to address them.

While TasTAFE is working to identify and implement practical approaches and initiatives, there are challenges we will need to address. These include:

- ensuring that there is no modern slavery within our operations;
- working with our partner organisations to establish and maintain a supply chain that is ethical and sustainable;
- raise awareness and deepen staffs understanding of modern slavery.

We look forward to updating you on our progress.

A handwritten signature in black ink, appearing to be "Grant Dreher".

Grant Dreher
CEO

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 educational 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 vocational education provider, TasTAFE abides by public sector obligations that operate alongside the Modern Slavery Act 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 – the *Constitution Act 1934*, the *Charter of Budget Responsibility Act*, the *Audit Act*, the *Financial Management Act 2016*, Appropriation Acts, enabling legislation of State authorities, the *Government Business Enterprises Act* and portfolio Acts of Government Business Enterprises and State-owned Companies;
- Tasmanian Treasurer’s Instructions – issued under the authority of the *Financial Management Act* and the *Government Business Enterprises Act*;
- Australian Government legislation – the *Corporations Act*.

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 Procurement Framework consists of the following key documents:

- TasTAFE Procurement Policy
- TasTAFE Code of Conduct
- TasTAFE HR Delegations-Authorities Summary and Financial Delegation Framework

Tasmanian Government, Procurement and Treasurer’s Instruction Procurement contract terms are dependent on the nature of the services provided and may 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 (the Act) with the support of the following committees:

- **Board of Directors**

TasTAFE operates under the TasTAFE (*Skills and Business Training*) Act 2021. 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,

OUR ROLE IN FIGHTING MODERN SLAVERY

- ensuring the business and affairs of TasTAFE are managed and conducted:
 - | in accordance with sound business practice,
 - | in accordance with the statement of expectations,
 - | in a manner that achieves the objectives specified in TasTAFE's Corporate Plan,
 - | in a manner that is consistent with each applicable Ministerial direction.

- **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 is the external auditor of TasTAFE.

- **Executive Directors**

TasTAFE Executive Directors function under the authority of the Chief Executive Officer, which report to the Board. It consists of seven members.

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)**

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

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 ETC is the governance committee established to oversee academic excellence, 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 the Unions about workplace issues. Consultation happens at various levels within TasTAFE; at organisational, team and individual level with this influenced by 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 grievance.

OUR MODERN SLAVERY RISK ENVIRONMENT

OUR SUPPLIERS

Of the suppliers that TasTAFE engaged in the reporting period:

- 97.17% are based in Australia. Australia being considered a low-risk location¹.
- 2.83% 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 USA, Canada, United Kingdom and New Zealand. TasTAFE expenditure with international suppliers is less than 3% annually.

The map below highlights where TasTAFE suppliers are based.

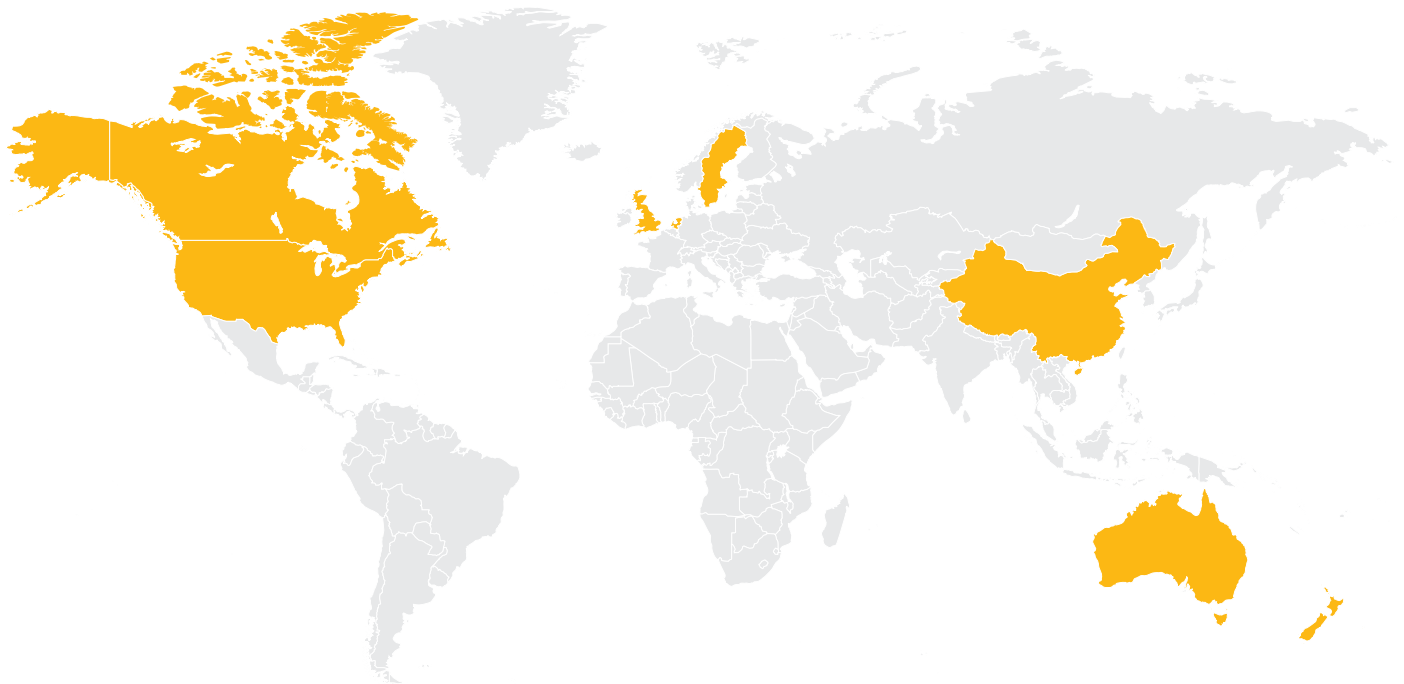


FIGURE 1 - GEOGRAPHICAL LOCATIONS OF TASTAFE SUPPLIERS

¹The Global Slavery Index
The Freedom House List

OUR MODERN SLAVERY RISK ENVIRONMENT

TASTAFE SUPPLY CHAIN

The supply chain at TasTAFE is varied, diverse and complex, delivering hundreds of courses across the state. During the year, we engaged 1,063 suppliers with an average spend per supplier of \$38,356. 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 that are procured:

- **Teaching:** this category includes course delivery resources with 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:** this category includes travel, fleet services, marketing, recruitment, consultancies, international student, catering and purchased logistical services.

- **Property and Facilities Management:** this category includes goods and services used to maintain training spaces, administration offices and related facilities, maintenance and repairs, construction, utilities, energy, cleaning and security.
- **Information and Communications Technology:** this category includes computer hardware and software licenses, printers, audio visual equipment and services, information technology professional services and telecommunications equipment.

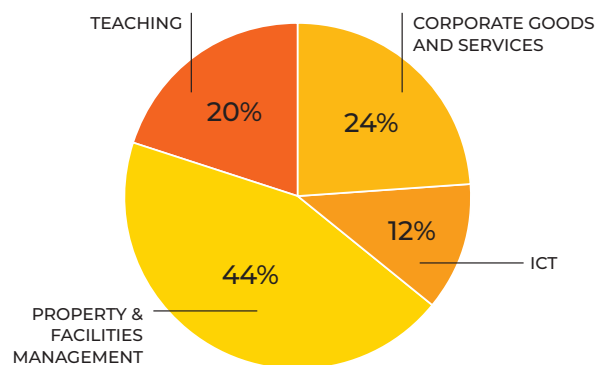


FIGURE 2 - INDICATIVE SPEND BY CATEGORY SNAPSHOT OF TOTAL EXPENDITURE FY24



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 of TasTAFE staff:** Recruitment practises carry inherent risks of modern slavery, including exploitative actions such as 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.
- **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 3rd 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 FY25 and FY26. These initiatives will guide TasTAFE to achieve its vision to eliminate modern slavery.

#	FOCUS AREA	KEY INITIATIVES
1	Build capability and raise awareness - Existing Staff	Provide ongoing training for staff undertaking procurement and ensure they are aware of the potential modern slavery risks.
2	Build capability and raise awareness - New Staff	Advise of commitment for new staff as part of the onboarding process.
3	Update Policies and Procedures	Review and update all relevant policies and procedures to ensure that Modern Slavery is managed appropriately across the organisation.
4	Supplier management	Implement the new International Policy and Procedure Framework as we will start working directly with international agencies.
5	Sourcing	Develop an assessment method for new procurement activities for modern slavery risks and include strengthened compliance for suppliers.
6	Student Placement	Improve due diligence procedures when selecting placement providers for learners. Continue to undertake site visits to assess whether the organisation is providing a suitable environment for our placement students.





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