



Australian Government
Director of National Parks

Director of National Parks

Modern Slavery Statement 2024-25

Acknowledgement of Traditional Owners and Country

The Director of National Parks recognises the First Nations people of this nation and their ongoing connection to culture and Country. I acknowledge First Nations people as the Traditional Owners, Custodians and Lore Keepers of the world's oldest living culture and pay respects to their Elders past and present.

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Disclaimer

The views and opinions expressed in this publication are those of the authors and do not necessarily reflect those of the Australian Government or the Minister for the Environment and Water.

Foreword

The Director of National Parks (DNP) manages Australia's six Commonwealth National Parks, the Australian National Botanic Gardens and 61 Commonwealth Marine Parks protecting some of the country's most stunning natural areas and Aboriginal heritage.

Partnerships and engagement are at the heart of our work, this is undertaken by working closely with Joint Management Boards and First Nations' organisations; Commonwealth, state, and local governments; scientific research organisations; industry; advisory committees; international partners and volunteers.

This engagement reflects our commitment to identifying and addressing modern slavery risks in our operations and supply chains. The DNP recognises that modern slavery offends against the most fundamental of human rights, and it is never acceptable in any form.

The DNP recognises that modern slavery occurs in a variety of forms¹ and that it is a global issue. In 2018, the Global Slavery Index estimated that over 40 million people worldwide existed in conditions that amounted to modern slavery, with over 15,000 of those located in Australia².

This statement sets out the commitment of the DNP to playing its part in eradicating modern slavery, and that the DNP recognises our responsibility to respect human rights as set out in the United Nations Guiding Principles on Business and Human Rights³.

This commitment relates to the DNP's role as an employer, a partner with Traditional Owners with respect to protecting natural and cultural values in our parks and gardens, a purchaser of goods and services including those supplied by sub-contracted labour, and a recipient of philanthropic support.

Approval by the DNP (Agency Head)

This Modern Slavery Statement (Statement) sets out the DNP's actions to meet reporting obligations under the *Modern Slavery Act 2018* (Cth) (the Act) for the period 1 July 2024 to 30 June 2025.

This Statement was approved by Mr. Ricky Archer (Director of National Parks) on 25 November 2025.



Ricky Archer
Director of National Parks

¹ The *Modern Slavery Act 2018* (Cth) identifies 8 forms of modern slavery. These include forced labour, forced marriage, debt bondage, and human trafficking. For more details see '[Global Estimates of Modern Slavery: Forced Labour and Forced Marriage \(2017\)](#)' ILO Geneva.

² <https://www.walkfree.org/global-slavery-index/country-studies/australia/>

³ https://www.ohchr.org/sites/default/files/Documents/Issues/Business/A-HRC-17-31_AEV.pdf

Introduction

This Statement outlines the steps that are being managed to improve our understanding of risks and actions undertaken during the reporting period. This Statement also describes our efforts to monitor the effectiveness of our actions for the coming year. Addressing modern slavery reflects DNP’s broader approach to addressing sustainability and the actions to address our potential impacts to people and our planet.

This Statement complements our Annual Reports and Corporate Plans, further expanding on our performance reporting.

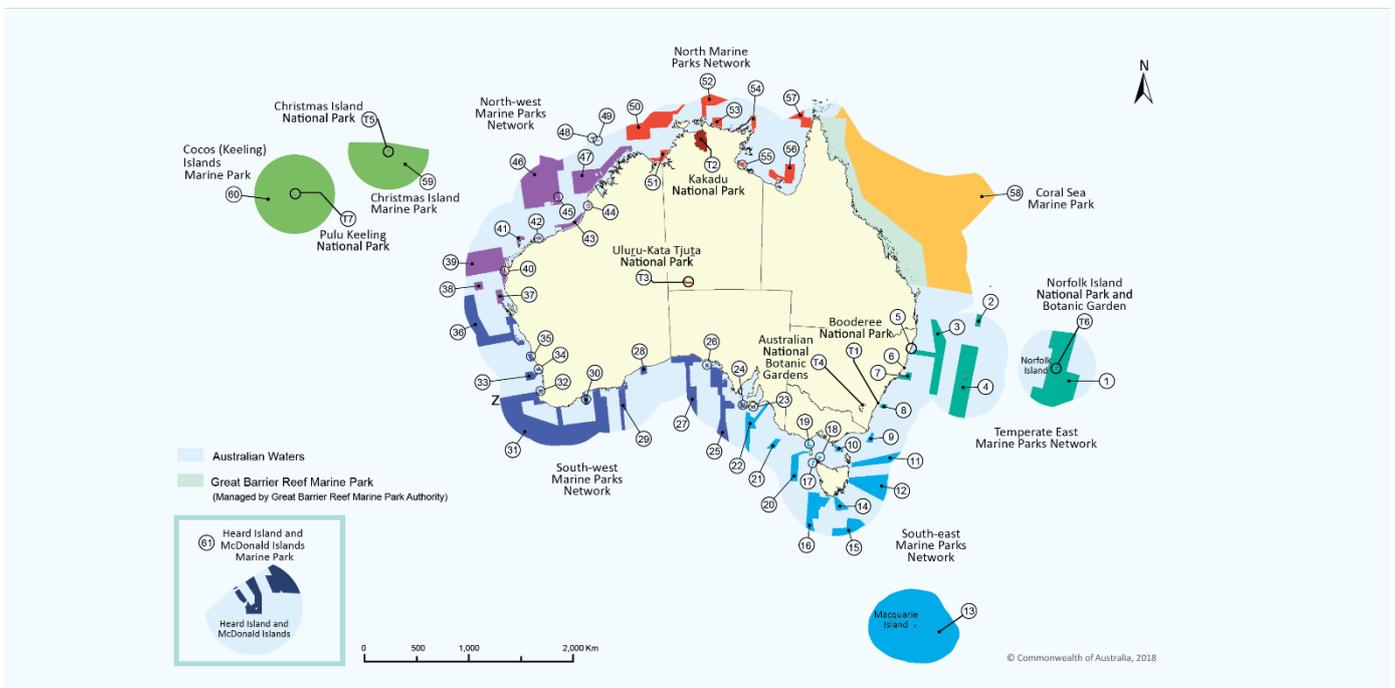
Criterion 1: The Reporting Entity

The Director is responsible under Divisions 4 and 5 of Part 15 of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act) for the administration, management and control of Commonwealth parks and gardens⁴ and conservation zones and regulations made for the purposes of those divisions. The functions of the Director are set out in subsection 514B(1) of the EPBC Act.

As of 30 June 2025, the area of responsibility included seven terrestrial reserves (six national parks and the Australian National Botanic Gardens) and 61 Australian Marine Parks. These are either directly or jointly managed by the Director supported by Parks Australia, a division of the Department of Climate Change, Energy, the Environment and Water (the department). Of the marine parks, the Director has delegated all powers and functions in relation to the Heard Island and McDonald Islands Marine Reserve to the department’s Australian Antarctic Division.

Booderee, Kakadu and Uluru-Kata Tjuta National Parks, are leased to the DNP by their Traditional Owners. These parks are jointly managed by the DNP and a Board of Management and are generously made available by their Traditional Owners for a variety of activities such as research, and for visitors and tour operators to enjoy and appreciate.

The location of all Commonwealth parks and gardens is shown below.



⁴ The DNP is responsible for the administration of areas referred to as ‘Commonwealth reserves’ in the EPBC Act. We acknowledge that this terminology may cause distress to some Indigenous people and have changed these references to ‘Commonwealth parks and gardens’ in this Statement when not referring to the legislative responsibilities of the DNP.

Parks Australia is geographically dispersed with staff located across Australia and its external territories. Our office-based staff are predominately based in Canberra, Hobart and Darwin and we also have staff at the Australian National Botanic Gardens, on Norfolk, Christmas, and the Cocos (Keeling) Islands, and at our jointly managed parks – Booderee National Park, Kakadu National Park, and Uluru-Kata Tjuta National Park.

Criterion 2: Structure, Operations and Supply Chains

Structure

The Hon Murray Watt MP is the Minister for the Environment and Water (the Minister) with responsibility for the Director of National Parks as set out under the EPBC Act.

The DNP is a corporation sole pursuant to section 514A of the EPBC Act and a Corporate Commonwealth Entity (CCE) for the purposes of the PGPA Act. The corporation is constituted by the person appointed to the office that is also called the Director of National Parks under section 514F or section 514G of the EPBC Act. As of 30 June 2025, the office holder was Ricky Archer. The functions of the DNP are set out in subsection 514B(1) of the EPBC Act.

The DNP is supported by staff who are Australian Public Service employees of Parks Australia, a division of the Department of Climate Change, Energy, the Environment and Water (the department). The DNP is responsible under Divisions 4 and 5 of Part 15 of the EPBC Act for the administration, management and control of Commonwealth reserves and conservation zones and regulations made for the purposes of those divisions.

The jointly managed parks, Booderee, Kakadu and Uluru-Kata Tjuta National Parks, are leased to the DNP by their Traditional Owners and managed by the DNP in conjunction with each park's Board of Management, established under section 377 of the EPBC Act. The majority of members on all three Boards are First Nations people nominated by the Traditional Owners.

The DNP has delegated all powers and functions under the EPBC Act in relation to the Heard Island and McDonald Islands (HIMI) Marine Reserve to the Director of the Australian Antarctic Division (AAD), reflecting the AAD's continuing role and responsibilities for the management and administration of HIMI as an external territory of the Commonwealth of Australia.

The Minister and the Secretary of the department delegated to the DNP functions and powers for programs that complement the DNP's statutory functions. Under these delegations the DNP manages the Australian Biological Resources Study and the development of Australian Government policy on management of Australia's genetic resources, including regulating access to these resources in Commonwealth areas. The DNP also has responsibility for managing the delivery of the Indigenous Protected Areas program. The outputs of these non-statutory functions are reported in the department's Annual Report.

Operations

The DNP is geographically dispersed with staff located across Australia and its external territories. Our office-based staff are predominately based in Canberra, Hobart and Darwin and we also have staff at the Australian National Botanic Gardens, on Norfolk, Christmas, and the Cocos (Keeling) Islands, and at our jointly managed parks – Booderee National Park, Kakadu National Park, and Uluru-Kata Tjuta National Park.

Supply Chains

The DNP is a major procurer of a wide range of services and capital works necessary to support the functions of the parks and gardens. Procurement at the DNP is guided by our internal Procurement Policy, DNP BuyRight, and the Procurement Management Manuals.

The DNP has over 900 suppliers incorporated both domestically and internationally, however the majority of DNP supplier spend occurs with Australian-based companies.

The breakdown of DNP supply chain spend is spread across many areas, but can be summarised into the following broad categories:

Infrastructure and Facilities	Natural and Cultural Resource Management	Business Services
<ul style="list-style-type: none"> • Cleaning • Construction • Energy • Engineering and Civil Earthworks • General Maintenance • Fuel • Planning, Survey, and Design Services • Pest Control • Security. 	<ul style="list-style-type: none"> • Aerial Surveillance and Operations • Compliance • General Supplies • Plant, Equipment and Vehicles • Research Services (Ecology and Conservation) • Training, Development and Education. 	<ul style="list-style-type: none"> • Consultancy Services • Information Communication Technology Equipment and Services • Labour Hire • Marketing and Media • Travel • Uniforms.

Criterion 3: Risks of Modern Slavery Practices in the Operations and Supply Chains

Operations

Core operations for the DNP include:

- Cultural and natural resource management
- Provision of infrastructure and facilities
- Business, administrative, and information communication technology services to enable operations.

The delivery model for each of these operations include employees, contractors and suppliers.

Supply Chains

The DNP is aware that its supply chain may potentially indicate instances of modern slavery, particularly with respect to the provision of hardware manufactured offshore in countries with large amounts of low-skilled labour, where modern slavery has been identified as occurring or likely to occur.

The DNP also recognises that modern slavery may occur within its domestically based supply chains with the highest risk sectors being building construction, cleaning, food service provision, information technology, and property maintenance.

Criterion 4: Actions Taken to Assess and Address Risks

A culture of continuous improvement underpins our approach to ensuring that the DNP understands our modern slavery risks, that key staff are equipped with the training and awareness to effectively identify and respond to modern slavery risks, and that we embed key modern slavery risk management principles into our procurements and contracts.

Public officials who suspect wrongdoing within the Australian Government public sector can also raise their concerns under the *Public Interest Disclosure Act 2013* (PID Act). As part of the broader department, the DNP also has mechanisms in place that enables public officials to make disclosures under the PID Act.

Operations

The DNP engages most of our suppliers via the Commonwealth Contracting Suite, Whole of Australian Government Panels or other internal templates. Each of these templates have clauses that require the supplier to take reasonable steps to identify, assess and address risks of modern slavery practices in the operations and supply chains used in the provision of the goods and/or services.

The DNP also manages a broad range of commercial tenancies and other arrangements across the parks and gardens. The DNP is working to update these templates and active contracts.

Supply Chains

Throughout this reporting period the central procurement team continued to progress several initiatives to address supply chain risks.

Standard contracting provisions

Legal DNP precedents contain appropriate and up-to-date modern slavery provisions. Additionally, when enacting extensions of some existing agreements, contracts were reviewed, and modern slavery clauses were added where not previously included.

Modern Slavery training and awareness

As part of the broader department, an eLearning course is also available to help staff understand modern slavery, and how to practice ethical procurement practices and help rid slavery from global operations and supply chains. The 3 modules include:

- Module 1: Modern Slavery in Public Procurement
- Module 2: Identifying and Assessing Modern Slavery Risks
- Module 3: Managing Modern Slavery Risks.

Internal communication and other general procurement training has helped to build awareness across the organisation. The central procurement team also spotlights requirements when reviewing draft documentation for the procuring areas.

Criterion 5: Assessment of the Effectiveness of Actions

The DNP has implemented and embedded a range of enabling processes and activities to play our part in eradicating modern slavery. As part of this approach, we've refined templates and processes, and built capabilities and awareness across the organisation. We'll continue to strengthen our governance controls, risk assessments, training, communication and disclosures. We'll also continue to review and monitor the effectiveness of this work.

Criterion 6: Consultation

The DNP does not own or control any other entities.

Criterion 7: Other Information

Not applicable.

Compliance

The table below identifies where in this Statement each of the mandatory requirements prescribed by section 16 (1) of the *Modern Slavery Act 2018* has been addressed:

Mandatory Requirements	Statement Reference
a. Identify the reporting entity.	Criterion 1
b. Describe the reporting entity's structure, operations and supply chains.	Criterion 2
c. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Criterion 3
d. Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	Criterion 4
e. Describe how the reporting entity assesses the effectiveness of these actions.	Criterion 5
f. Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls.	Criterion 6
g. Any other information that the reporting entity, or the entity giving the statement, considers relevant.	Criterion 7

Approval

This Statement was reviewed and approved by the Director of National Parks on 25 November 2025, ahead of the 31 December 2025 deadline.