

# MODERN SLAVERY

## Modern Slavery Act 2018 (Cth)

Australia's *Modern Slavery Act 2018* (the Act) requires large organisations based or operating in Australia, with an annual consolidated revenue of \$100 million or more, to report annually on the actions they are taking to combat modern slavery risks in their global and domestic operations and supply chains.

## What is Modern Slavery?

Modern Slavery is used to describe serious forms of exploitation. Under the Act, there are eight types of modern slavery including human trafficking, servitude, forced labour, debt bondage, forced marriage, and the worst forms of child labour.

Modern slavery occurs when coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. Modern slavery cases do not always involve physical violence. Perpetrators often use subtle threats and psychological pressure to control victims.

Modern slavery can occur in every industry and sector. It is often linked to other crimes and activities that adversely impact human rights, such as corruption and environmental damage.

The United Nations and the Walk Free Foundation estimate there are over 50 million people in situations of modern slavery around the world. There are an estimated 29 million people living in modern slavery in the Asia Pacific region, 15.1 million of these are in forced labour. 16 million of the world's modern slavery are exploited in private sector supply chains. Modern slavery disproportionately impacts women and girls, with an estimated 71% of modern slavery victims being female.

## Does modern slavery happen in Australia

Australia is not immune from modern slavery. Modern slavery can occur in multiple industries and sectors, including hospitality, agriculture, construction, domestic work, cleaning, etc.

Modern slavery is often hidden in plain sight in our communities. Four out of every five modern slavery victims in Australia go undetected. There is no typical modern slavery victim and the length of time victims are exploited can vary. However, modern slavery victims are often vulnerable to exploitation due to their background or circumstances.

## What is the impact for Urban Utilities?

Urban Utilities is a reporting entity under the Act and therefore required to prepare and submit Modern Slavery Statements by 30 December each year for publication on the Australian Government's [Online Register for Modern Slavery Statements](#).

Urban Utilities has a Modern Slavery Action Plan which guides our modern slavery risk management actions focusing on:

- policies and procedures,
- risks assessment and due diligence,
- training and awareness,
- grievance and remediation, and
- collaboration and stakeholder engagement.

Our progress against this Action Plan is monitored by our cross-functional Modern Slavery Working Group.

## What does this mean for Urban Utilities' suppliers?

As a major purchaser of a wide range of goods and services, Urban Utilities recognises that it has a responsibility to its customers, shareholders and the community to do business with ethically, environmentally and socially responsible suppliers. As such, Urban Utilities seeks support from our suppliers in identifying modern slavery risks in their supply chains. In this regard, new and existing suppliers may be asked to provide information about modern slavery and human rights risks in their operations and supply chains, the controls they have in place to identify and mitigate such risks, as well as report to Urban Utilities any instances of suspected or actual modern slavery within their operations or supply chains.

To further support our commitment to ethical, sustainable and socially responsible practices, Urban Utilities has a Supplier Code of Conduct in place. We expect new and existing suppliers to demonstrate their commitment to the Code which sets out the expectations of our suppliers, and their supply chain, when supplying goods and services to Urban Utilities.

## Want to know more?

For more information on the Modern Slavery Act 2018 (Cth), please visit the [Attorney General's Department website](#).

For more information on Urban Utilities' approach to addressing modern slavery, or how to report suspected instances of modern slavery, please visit <https://urbanutilities.com.au/about-us/information-for-suppliers/modern-slavery>.

We have also developed a training video to provide general information to our suppliers, customers, stakeholders and the community of the Act, Urban Utilities' obligations under the Act, actions we are taking to identify and minimise modern slavery in our business and how to report concerns of modern slavery in supply chains. The training video can be accessed here - <https://urbanutilities.com.au/about-us/information-for-suppliers/modern-slavery>.

For more information visit  
**urbanutilities.com.au**  
or call **13 26 57**

**Urban Utilities**  
PO Box 2765 Brisbane QLD 4001

ABN 86 673 835 011

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