

MODERN SLAVERY PREVENTION POLICY

OBJECTIVE

The purpose of this policy is to outline Tamworth Regional Council's commitment to:

- ensuring its operations and supply chains do not cause, involve, or contribute to modern slavery as defined in the *Modern Slavery Act 2018 (Cth)*, *Modern Slavery Act 2018 (NSW)* and referred to in *Local Government Act 1993*; and
- ensuring its suppliers, relevant stakeholders, and others with whom we do business, respect and share our commitment regarding minimising the risk of modern slavery; and
- ensuring that Tamworth Regional Council remain compliant under the *Modern Slavery Act 2018 (NSW)*; and
- ensuring all staff are aware of Tamworth Regional Council's obligations and legislated requirements in relation to the *Modern Slavery Act 2018 (NSW)*.

COMMENCEMENT OF THE POLICY

This Policy commenced from 22 July 2025 and is to be revised every 4 years.

SCOPE

This policy applies to those listed below, who are all responsible for the prevention, detection, and reporting of modern slavery in any part of Tamworth Regional Council operations and supply chains:

- Staff;
- Councilors, and
- Appointed consultants involved in the council's procurement process.

POLICY

Modern slavery encompasses coercive, threatening and deceptive conduct used by offenders, which results in the exploitation and the undermining of victims' personal freedom. It is a criminal offence and a human rights violation.

Modern slavery includes any direct practices that constitute modern slavery offences and extends to all forms of modern slavery both in the business operations and the supply chains of government and non-government agencies.

Tamworth Regional Council is committed to combating modern slavery by implementing this *Modern Slavery Prevention Policy* and establishing and implementing an ongoing *Modern Slavery Risk Management Plan*; as part of Tamworth Regional Council's Procurement Framework. These measures are designed to comply with the *NSW Anti-slavery Commissioner's Guidance on Reasonable Steps to Manage Modern Slavery Risks in Operations and Supply-Chains (v1.0 Dec. 2023)*, by:

- Identifying and assessing where modern slavery risks form part of Tamworth Regional Councils supply chain with a concerted focus on heightened risks and large spend categories;
- Conducting an audit of Tamworth Regional Council suppliers identified as high-risk, including any who are not required to submit tenders to council, to identify whether the supplier base share the Tamworth Regional Council's values and commitment to minimising the risk of modern slavery;
- Continuous collaboration with all Tamworth Regional Council suppliers to assess whether they have their own modern slavery risk management plans in place, that they are effective, and that their plans align with Tamworth Regional Council's values and goals. Tamworth Regional Council will use appropriate leverage to encourage all suppliers to maintain their commitment to eliminating modern slavery from their supply

chains. As a part of this process, Tamworth Regional Council will distribute a Supplier Code of Conduct with reference to modern slavery, to all suppliers;

- Include modern slavery tender criteria in procurement documents;
- Include a Modern Slavery Contract Clause in Supplier Contracts;
- Incorporating a Modern Slavery Pre-Purchase Risk Checklist, to ensure the goods and/or services procured, have not been produced or manufactured within a modern slavery environment;
- Providing adequate training to all Tamworth Regional Council's staff, Councillors and appointed consultants contracted in Tamworth Regional Council's goods and services procurement process, to ensure they are aware of what modern slavery is, what Council's modern slavery risks are and how to raise any identified or potential concerns;
- Establishing a grievance mechanism enabling staff and others to raise concerns about modern slavery; and
- Ensuring the Tamworth Regional Council complies to all reporting obligations under the NSW Modern Slavery Amendment Act 2021 and the NSW Anti-slavery Commissioner issued in *The Guidance on Reasonable Steps (GRS) to Manage Modern Slavery Risks in Operations and Supply-chains. (v1.0, December 2023)*.

Definitions

Item	Description
Staff	<p>Staff refers to:</p> <ul style="list-style-type: none"> • all staff directly employed by Tamworth Regional Council; and <p>any other staff member on Tamworth Regional Council's behalf in any capacity, including permanent staff, (full-time and part-time) temporary staff, casual staff, apprentices, and agency contractors (Labour hire).</p>
Council or TRC	Tamworth Regional Council.
Consultant	Refers to any party contracted in Tamworth Regional Council's goods and services procurement process.
Modern Slavery	<p>Under the <i>Modern Slavery Act 2018</i> (NSW), modern slavery means:</p> <ul style="list-style-type: none"> • Any offence that is listed in Schedule 2 of the <i>Modern Slavery Act 2018</i> (NSW). • The attempt to commit a modern slavery offence, or incitement to commit a modern slavery offence, as listed in Schedule 2 of the <i>Modern Slavery Act 2018</i> (NSW). <p>An offence committed outside New South Wales that, if committed in New South Wales would be considered a modern slavery offence under the <i>Modern Slavery Act 2018</i> (NSW).</p>
Modern Slavery Offences	Schedule 2 of the <i>Modern Slavery Act 2018</i> (NSW) states that the term Modern Slavery Offence include the following 8 types of exploitation:

- **Human Trafficking** – The physical movement of people across and within borders through coercion, deception and/or force for the purpose of exploiting them. In Australian law, any physical movement of a child for the purpose of exploitation is considered trafficking (*Attorney-General's Department (AGD) n.d.b.*) (www.aihw.gov.au);
 - **Slavery** – Situations where individuals are owned by another person. This includes when ownership arises because of a debt or a contract made by a person. Slavery may include circumstances where someone buys or sells another person, uses a person or their labour in a substantially unrestricted manner, controls a person's movements, or makes a person work with little or no pay (*AGD 2020*). (www.aihw.gov.au);
 - **Servitude** – Forced labour in which a person's personal freedom related to other aspects of their life are also significantly restricted (*AGD 2020*). (www.aihw.gov.au);
 - **Forced Labour** – Situations where a person is not free to stop working or not free to leave their place of work (*AGD n.d.b.*) (www.aihw.gov.au);
 - **Forced Marriage** – Where a person is married without freely and fully consenting. This may involve a person being forced to marry through threats, deception and/or coercion including psychological and emotional pressure and/or abuse, such as being made to feel they would bring shame on their family if they do not get married. A marriage is also considered forced when a person is incapable of understanding the implications of marriage or a marriage ceremony for reasons including age or mental capacity. Arranged marriages, where both parties provide ongoing consent to their marriage being organised by a third party or family members, are not considered forced marriage (*AGD n.d.a.*) (www.aihw.gov.au);
 - **Debt Bondage** – Situations where a person is working to repay a real or perceived debt that is excessive or impossible to repay. Debt bondage can lead to other modern slavery practices (*AGD 2020*). (www.aihw.gov.au);
 - **Deceptive recruiting labour and services** – Situations where a person is deceived about the type of work they will be doing, the length of their employment, and/or their living or working conditions including how much they will earn (*AGD 2020*). (www.aihw.gov.au);
- The worst forms of child labour** – Situations where children work in dangerous or unhealthy conditions that could result in the child becoming sick or injured or dying (*AGD n.d.b.*) (www.aihw.gov.au).

Procurement Framework	Refers to Tamworth Regional Council's <i>Procurement Principles and Procedures</i>
Supplier	A Supplier is an entity engaged to provide goods or services to Council as a result of Council's procurement processes.

ASSOCIATED COUNCIL DOCUMENTS

- *Procurement Principles and Procedures*

REFERENCES AND LEGISLATION

Legislation, guidance and documents referenced in this policy:

- *Local Government Act (1993)*
- *Modern Slavery Act 2018 (Cth)*
- *Modern Slavery Act 2018 (NSW)*
- *Modern Slavery Amendment Act 2021 (NSW)*
- Office of the Anti-slavery Commissioner, *Guidance on Reasonable Steps (GRS): NSW Anti-slavery Commissioner's Guidance on Reasonable Steps to Manage Modern Slavery Risks in Operations and Supply-Chains (version1.0, December 2023)*

POLICY VERSION AND REVISION INFORMATION

This document is approved and published under the authority of the Executive Leadership Team.

The General Manager, has overall responsibility for ensuring this policy complies with Tamworth Regional Council's legal and ethical obligations, and that all those under Council's control comply with it. The General Manager, has primary and day-to-day responsibility for implementing this policy and ensuring all employees are given adequate and regular training on it, and the issue of modern slavery in supply chains.

This policy is to be reviewed at least every four years, or in response to changes to Australian Commonwealth and/or NSW State Modern Slavery legislation and statutory compliance obligations, or in response to a formal issued revision to the NSW Anti-Slavery Commissioner's *Guidance on Reasonable Steps*.

	Original issue: July 2025 Revision Period 4 years
Policy Maintained by: Manager Finance	Current Version 1

◆

◆ HISTORY – Adopted Ordinary Council Meeting 22 July 2025, Minute No 174/25