



Modern Slavery Policy

Version 1.2

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1. Purpose

The purpose of this policy is to clearly articulate the Mining and Automotive Skills Alliance (AUSMASA) expectations and requirements for all employees, contractors, and suppliers in relation to our commitment to identify and address all forms of modern slavery risks in our operations and supply chains, in accordance with the *Modern Slavery Act 2018* (Cth) (the Act).

2. Overview

This policy outlines AUSMASA's commitment to complying with the requirements of the Act, by ensuring all individuals working on behalf of AUSMASA are aware of AUSMASA's commitment to the prevention, detection, and reporting of modern slavery, in all its forms in any part of AUSMASA's operations and supply chains.

3. Audience

This policy applies to AUSMASA's:

- Board
- Committees and sub-committees
- Chief Executive Officer (CEO)
- Employees
- Contractors and sub-contractors

4. Policy

AUSMASA is committed to acting ethically and with integrity and transparency in all business dealings. AUSMASA respects ethical labour practices and values. Consistent with these principles, Personnel must take a zero-tolerance approach to any form of modern slavery in AUSMASA's operations or supply chain.

4.1. Responsibilities

There is an expectation that we are all responsible for risks of modern slavery and we must all take reasonable steps to ensure AUSMASA's activities and supply chains are free of modern slavery practices. There is an expectation that individuals are responsible for reporting all instances of actual or suspected modern slavery.

4.2. Breaches of this policy

AUSMASA will investigate all suspected breaches of this Policy. AUSMASA will respond to any breaches of obligations under the Act, or failure to comply with this Policy, by taking prompt action to sever the relationship between the individual or entity who breaches this policy with AUSMASA. This may include terminating employment or any service agreement and may also preclude non-compliant entities or individuals from performing work for AUSMASA in future.

In appropriate cases, AUSMASA will also report non-compliant individuals or entities to the relevant authorities when under legal obligation to do so.

4.3. Raising Concerns

If a person believes or reasonably suspects that any modern slavery practices exist within AUSMASA's operations or supply chains, the person should notify AUSMASA as soon as possible. Notice may be provided in accordance with AUSMASA's Whistleblower Policy or, where the person is an employee, notified to the person's manager or AUSMASA's CEO.

It is unacceptable to ignore modern slavery risks and concerns are expected to be raised in all instances.

5. Definitions

Modern Slavery means servitude, forced labour, forced marriage, debt bondage, deceptive recruiting, human trafficking, and child labour, which includes but is not limited to:

- employing any person under the age of 13 ([depending on the state or territory](#))
- using deceptive or coercive practices during recruitment or employment, such as making material misrepresentations about the key terms and conditions of employment
- upon request or where one is required by law, failing to provide to an employee an employment contract, recruitment agreement or other required work documentation in writing
- destroying, concealing, confiscating, or otherwise denying access of staff to any identification or immigration documents (for example, passports or drivers' licenses)
- using forced labour in the performance of any work
- procuring commercial sex acts
- using recruiters or suppliers that do not comply with local labour laws
- charging recruitment fees to employees.

This is a non-exhaustive list of possible modern slavery indicators. Modern slavery can be complex and multi-faceted. Personnel must remain alert to situations or circumstances that suggest something is not quite right.

6. Document History and Contact Details

Version

Number	1
Version	1.2
Implementation date	28 June 2022
Review date(s)	30 January 2024
Next Review date	30 January 2027

Revision History

Revision date	Summary of amendments	Prepared by	Version
June 2023	Name and Branding update Audience amendment	Manager Organisational Development	1.1

January 2024	Amendments made to capture more full definition of Modern Slavery as per legislation. Responsibilities clarified.	Compliance Officer	1.2
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Contact details

Owner	AUSMASA CEO
Contact officer	Principal Advisor/Manager, Governance and Risk, admin@ausmasa.org.au