

MODERN SLAVERY POLICY

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1. PURPOSE OF POLICY

This policy affirms our commitment to contribute to ending all forms of modern slavery, the alignment to recognised international obligations and our approach to reducing the risk of modern slavery practices within our operations and supply chain.

2. SCOPE

This policy applies to all AARNet employees, the AARNet Board and all members of Board sub-committees.

3. CONTEXT

Modern slavery is a pervasive global issue. The Global Slavery Index estimates approximately 50 million people were living in conditions of modern slavery in 2021, which includes 28 million in forced labour and 22 million in forced marriages. This is 10 million higher than the last estimate in 2016. Women and children are disproportionately vulnerable, and modern slavery occurs in almost every country. It is a fundamental abuse of human rights that requires urgent attention and action. This underscores the importance of AARNet's commitment to combating modern slavery in all its forms.

4. ALIGNMENT TO INTERNATIONAL OBLIGATIONS

This policy aligns to the Universal Declaration on Human Rights (1948), the International Covenant on Civil and Political Rights (1966) and the International Covenant on Economic, Social and Cultural rights (1966). Together, these documents form the International Bill of Rights.

In 2011, the United Nations Human Rights Council accepted the "Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy Framework'" (the Guiding Principles). These principles are the global standard for identifying, assessing, and addressing the risk of modern slavery practices involving business activity.

This policy also aligns to the requirements of the Modern Slavery Act (Cth) 2018.

5. DEFINITIONS

Modern Slavery Act 2018 (Cth) being the Commonwealth legislation (**the Act**) enacted by the Parliament of Australia on 29 November 2018 (and may be amended from time to time). Modern slavery for the purposes of this policy is defined as including eight types of serious exploitation and outlined in Section 5.

Modern Slavery is defined by the Modern Slavery Act (Cth) 2018¹ to include eight types of serious exploitation and which can be understood as:

- » **Trafficking in Persons:** which is the recruitment, harbouring and movement of a person for the purposes of exploitation through modern slavery. Exploitation also includes the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery, or practices similar to slavery, servitude, or the removal of organs;
- » **Slavery:** which is where the offender exercises powers of ownership over the victim;
- » **Servitude:** which is where the victim's personal freedom is significantly restricted and they are not free to stop working or leave their place of work;
- » **Forced labour:** which is where the victim is either not free to stop working or not free to leave their place of work;
- » **Forced marriage:** which is where coercion, threats or deception are used to make a victim marry or where the victim does not understand or is incapable of understanding the nature and effect of the marriage ceremony;
- » **Debt bondage:** which is where the victim's services are pledged as security for a debt and the debt is manifestly excessive or the victim's services are not applied to liquidate the debt, or the length and nature of the services are not limited and defined;
- » **Child labour:** which involves situations where children are: exploited through slavery or similar practices, including for sexual exploitation; or engaged in hazardous work which may harm their health or safety, or used to produce or traffic drugs; and
- » **Deceptive recruiting for labour or services:** which is where the victim is deceived about whether they will be exploited through a type of modern slavery.²

Modern Slavery can also extend to:

- » entering into a commercial transaction involving a slave;
- » exercising control or direction over, or providing finance for, any commercial transaction involving a slave or act of slave trading; and
- » conducting a business involving servitude or forced labour (including exercising control over the business or providing finance to it).

Operations is defined as activity undertaken by AARNet.

Suppliers is defined as any organisation or person that provides AARNet with goods or services, including their subcontractors, agents, related entities, and consultants.

Supply chains is defined as the products and services (including labour) that contribute to AARNet's own products and services. This includes products and services sourced in Australia or overseas.

¹ Modern Slavery Act (Cth) 2018. Available from: <https://www.legislation.gov.au/Details/C2018A00153>

² Department of Home Affairs. Commonwealth Modern Slavery Act 2018: Guidance for reporting entities (2018). Available from <https://www.homeaffairs.gov.au/criminal-justice/files/modern-slavery-reportingentities.pdf>

6. OUR COMMITMENT

AARNet is committed to continuously improving our approach to identifying, assessing, and addressing the risk of modern slavery practices within our operations and supply chains, with the primary focus being remediation. We are committed to acting ethically in all our business dealings and relationships and to comply with all legal and contractual obligations.

7. AARNET'S APPROACH TO LIMITING THE RISK OF MODERN SLAVERY PRACTICES

AARNet will work proactively within our business and within our supply chain to eradicate modern slavery and we expect all organisations we engage with to do the same. AARNet will not work with any supplier that does not reach the standards required through our compliance, due diligence and/or audit processes.

The prevention, detection, and reporting of modern slavery in any part of our business and/or supply chains is the responsibility of all of us working at AARNet. We expect everyone to raise any concerns about modern slavery, through their manager or using our Whistleblower Policy. AARNet will support anyone who raises concerns in good faith.

7.1 SUPPLY CHAIN

AARNet Supplier Code of Conduct

AARNet requires all existing and new Suppliers to comply with the principles set out in our Supplier Code of Conduct. Fundamental to the Supplier Code of Conduct is an expectation that all Suppliers operate in full compliance with the laws and regulations in the jurisdiction where the goods are sourced, procured or services are performed. Suppliers must use best endeavours to ensure that there is no modern slavery in their supply chains and operations. In the event Suppliers identify any occurrence of, or material risk of modern slavery in their supply chains or operations they are to take practical and effective steps to address that occurrence or risk. Suppliers must notify AARNet as soon as practicable of any occurrence of, or material risk of modern slavery they have identified and notify relevant authorities where appropriate.

AARNet's contractual terms

Our contractual terms reflect Supplier obligations outlined in the Supplier Code of Conduct, including compliance with Australian modern slavery laws and those foreign modern slavery laws that apply in the location(s) in which they operate.

Supply chain mapping and risk assessment

We encourage our Suppliers to complete a Corporate Social Responsibility questionnaire which contains questions relevant to modern slavery. Answers to this questionnaire will provide us with a greater understanding of the risk of modern slavery within a Supplier's supply chains or operations and enable us to work with a Supplier to reduce the risks identified. We will actively and progressively improve our understanding and oversight of all tiers of our supply chains.

7.2 OPERATIONS

Modern Slavery Policy

AARNet maintains a Modern Slavery Policy (this Policy) outlining our approach to reducing the risk of modern slavery practices within our supply chains and operations. The Policy provides guidance on the steps AARNet takes to work with suppliers to reduce risks and the range of supports available for when an AARNet person becomes aware that someone is at risk of or affected by modern slavery practices.

Incorporating modern slavery into other policies

When existing policies undergo policy review or new policies are under development, policy owners are required to identify existing modern slavery commitments that can be enhanced, or where modern slavery protections can be incorporated.

Ethical Investments

The Ethical Screening of Investments Guidelines and Procedures seeks to ensure that the investment of AARNet funds is consistent with the fundamental principles of AARNet. As such, no investment should knowingly be made in companies who engage in activities or services that could be directly viewed as considerably compromising these fundamental principles.

Human Resources

We are committed to ensuring the health, safety and wellbeing of our workforce and we maintain a suite of policies that are informed by and compliant with Australian workplace and occupational health and safety law. We ensure that no AARNet employee is engaged in a way that breaches this policy.

7.3 COMMUNICATIONS, ENGAGEMENT AND TRAINING

AARNet employees will be provided communications and training opportunities to enhance their understanding of the causes and humanitarian impact of modern slavery, the Modern Slavery Policy, and our approach to limiting the risk of modern slavery within our supply chains and operations. AARNet employees who initiate and/or periodically review relationships with third parties are provided with training to apply the central and whole of organisation due diligence tool and processes.

We will seek feedback from our employees and our Suppliers and other parties about the success or otherwise of the actions we have taken to reduce the risk of modern slavery.

8. REPORTING CONCERNS OF MODERN SLAVERY

8.1 REPORTING UNETHICAL OR UNLAWFUL CONDUCT

A key part of supporting ethical standards is enabling AARNet employees and other people (including Suppliers) to feel free and safe to speak up when there are reasonable grounds to suspect that AARNet or AARNet employees are not acting ethically or in accordance with laws and obligations. Concerns about compliance or ethical issues or illegal or unethical activities are to be reported in accordance with the AARNet Whistleblower Policy. All reports of unethical or unlawful conduct are responded to in accordance with the AARNet Whistleblower Policy.

8.2 RESPONDING TO CONCERNS OF MODERN SLAVERY PRACTICES

The often-hidden nature of modern slavery practices means it can be difficult to identify and can be difficult for people to report. It is important to respond in a way that is safe, ethical and respects the dignity and rights of the person at risk or affected by modern slavery practices. There are a range of supports available for when an AARNet employee becomes aware that someone is at risk of or affected by modern slavery practices, regardless of if this occurs within AARNet supply chains and operations or in the broader community. In Australia, the Australian Federal Police is responsible for investigating suspected cases of modern slavery and can be contacted on **131 237** to discuss or report a suspected case. Contact can be made anonymously. In an emergency and if someone is in immediate danger, please call **Triple Zero (000)** for police assistance.