

Fact Sheet

Modern Slavery Act 2018

What is the Modern Slavery Act 2018?

Modern Slavery Act 2018 (the Act) came into effect on 1st of January 2019. The Act requires entities based or operating in Australia, which have an annual consolidated revenue of more than \$100 million to report annually on the risks of modern slavery in their operations and supply chains and actions taken to address those risks.

What is the Modern Slavery Reporting Requirement?

The reporting requirement aims to support the Australian business community to identify and address their modern slavery risks and maintain responsible and transparent supply chains.

The statements must explain what the entity is doing to assess and address the risks that modern slavery practices may be occurring in its global operations and supply chains, including the operations and supply chains of any entities it owns or controls.

Under the Act, the Government has the power to publicly name entities that fail to comply in certain circumstances. The Government can also require entities that fail to comply to take remedial action, including requiring an entity to provide a statement.

What is the impact on La Trobe University?

The Modern Slavery working group has been established by Strategic Sourcing & Procurement to ensure the University establishes an effective Modern Slavery management framework to meet legislative compliance requirements.

A review of current sectors and suppliers will be carried out to determine the sectors that pose the highest risks to the University and all existing supply contracts/agreements will be reviewed and updated (where required) to comply with the Modern Slavery Act 2018.

In line with the reporting requirement, the University will be publishing the annual Modern Slavery Statement outlining steps undertaken to minimise the risk of modern slavery occurring in LTU supply chains.

What is the impact on La Trobe University suppliers?

Your support and assistance in helping La Trobe to identify risks in its own supply chains is appreciated. Your entity may be asked for information about your entity's suppliers, if you provide goods/services to La Trobe University.

There are no penalties associated with identifying such risks.

If you suspect Modern Slavery in any of your supply chains, or if you have any concerns about goods or services being supplied to the University that you wish to report, please contact SSP@latrobe.edu.au for more assistance.

What is Modern Slavery?

Modern Slavery means situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom.

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

The Act defines Modern Slavery comprehensively. The following provides a high level summary of types of Modern Slavery:

Human Trafficking

Human trafficking involves recruitment, harbouring or transporting people into situations of exploitation using violence, deception or coercion and forced to work against their will.

Slavery

Describes situations where the offender exercises powers of ownership over the victim, including the power to make a person an object of purchase and use their labour in an unrestricted way.

Servitude

Describes situations where the victim's personal freedom is significantly restricted, and they are not free to stop working or leave their place of work.

Forced Marriage

Describes situations 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.

Forced Labour

Forced labour is any work or service which people are forced to do against their will, under threat of punishment. Almost all slavery practices contain some element of forced labour.

Debt Bondage

Describes situations 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

Describes situations where children are:

- exploited through slavery or similar practices, including for sexual exploitation or
- engaged in hazardous work which may harm their health, safety or morals or
- used to produce or traffic drugs.

The worst forms of child labour can occur in a variety of contexts and industries.

Deceptive recruiting

Describes situations where the victim is deceived about the types of services or labour they are being engaged for.