

1. BACKGROUND

Modern slavery is a serious violation of an individual's dignity and human rights. Exploitative practices including human trafficking, slavery, servitude, forced labour, debt bondage and forced marriage are all considered modern slavery and are serious crimes under Australian law.

The commencement of the *Modern Slavery Act 2018 (NSW)* has introduced new obligations for Council's under the *Local Government Act 1993* relating to modern slavery.

2. PURPOSE

To ensure Coonamble Shire Council's operations and supply chains do not cause, involve, or contribute to modern slavery. Whilst at the same time seeking to ensure its suppliers, relevant stakeholders, and others with whom Council does business, respect and share its commitment regarding minimising the risk of modern slavery.

3. POLICY OBJECTIVE

Coonamble Shire Council is committed to combating modern slavery by:

- Identifying where our modern slavery risks are in our supply chain and assessing the degree of those risks.
- Engaging with our suppliers to identify which are committed to minimising the risk of modern slavery in their own supply chains and operations. This will primarily be done by asking suppliers to complete a Modern Slavery Questionnaire.
- Requiring all suppliers of goods and services to complete a modern slavery risk checklist as part of the suppliers registration process with Council.
- Including modern slavery criteria in RFQ documents and Contracts.
- Providing adequate training for all staff 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 complaint process enabling staff and others to raise concerns about modern slavery.

4. LEGISLATION

This policy is to be read in conjunction with the following:

- *Local Government Act 1993.*
- *Modern Slavery Act 2018 (NSW).*
- *Local Government (General) Regulation 2005.*
- Division of Local Government Circulars.

5. APPLICATION/SCOPE

The General Manager has overall responsibility for ensuring this policy complies with Council's legal and ethical obligations, and that all those under Council's control comply with it.

Council's managers have 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 applies to all persons employed by Council or on Council's behalf in any capacity. The prevention, detection, and reporting of modern slavery in any part of Council's operations or supply chain is their responsibility.

6. POLICY REVIEW

Review of this policy will incorporate relevant legislation, documentation released from relevant state agencies and best practice guidelines.

The standard review period will be every three (3) years from the effective date. The Director – Corporate Services will be responsible for the review of this policy.

7. DEFINITION

| Term | Definition |
|-----------------|---|
| Act | <i>Local Government Act 1993</i> |
| Modern Slavery | Modern slavery (as defined in the Modern Slavery Act 2018 (NSW)) is any conduct constituting a modern slavery offence within the meaning of that Act and any conduct involving the use of any form of slavery, servitude or forced labour to exploit children or other persons taking place in the supply chains of organisations. |
| General Manager | Refers to the statutory executive of the Council as defined in section 335 of the Act, including where on an Interim or Acting basis, and under any alternative titles. |

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| Title: Modern Slavery Prevention Policy | | |
| Department: Corporate Services | | |
| Version | Date | Author |
| V1.0 | 9 October 2023 | B Quarmby |
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| Review Date: 2026 This policy may be amended or revoked at any time and must be reviewed at least three (3) years since its adoption (or latest amendment). The Director - Corporate Services will be responsible for the review of this policy. | | |
| Amendments in the release: | | |
| Amendment History | Date | Detail |
| Adopted | 17 October 2023 | Resolution 2023/097 |
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| Annexure Attached: | | |
| Paul Gallagher General Manager  | | |