

## 1 Policy History

Revision No.	Council Meeting Date	Minute No.	Adoption Date
1	25/06/2024	24/186	25/06/2024

## 2 Policy Objective

Griffith City Council is committed to ensuring:

- its operations and supply chains do not cause, involve, or contribute to modern slavery; and
- its suppliers, relevant stakeholders, and others with whom we do business respect and share our commitment regarding minimising the risk of modern slavery.

## 3 Policy Statement

### Statement of Intent

Griffith City 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. This action should be undertaken for purchases exceeding \$150,000 in value as part of Council's formal quotation and tendering processes.
- Completing a modern slavery risk checklist prior to making such purchases to determine if industry risk is classed as 'heightened' as identified by the NSW Office of the Anti-Slavery Commissioner.
- Including modern slavery clauses in RFx 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.
- Working with and supporting our suppliers to reduce the risk of modern slavery, where appropriate.
- Establishing a complaint process enabling staff and others to raise concerns about modern slavery.

### Application

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

## Legality and Responsibility of Enforcement

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

Council 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.

## 4 Definitions

Employees	All Griffith City Council employees including permanent (whether full-time or part-time), temporary, agency contractors (labour hire), casual employees and apprentices
Modern Slavery	<p>As defined by the Modern Slavery Act, including the following types of exploitation:</p> <ul style="list-style-type: none"><li>• Trafficking in people – the recruitment, harbouring and movement of persons for the purposes of exploitation through modern slavery. This includes sexual exploitation, forced labour or services and slavery and practices similar to slavery.</li><li>• Slavery – when a person exercises power of ownership over another.</li><li>• Servitude – a situation where an individual's freedom is significantly restricted, for example they are not free to stop working or to leave their place of work.</li><li>• Forced labour – where violence or other methods (for example accumulation or debt, retention of identity papers) are used to coerce victims to work.</li><li>• Forced marriage – where an individual is forced or deceived into marrying.</li><li>• Debt bondage – where a victim's services are pledged as security for a debt and the debt is excessive, the length and nature of services are not defined or the value of the services is not applied against the debt.</li></ul>

- Deceptive recruiting for labour or services – where a victim is deceived about the conditions in which they will be working.
- The worst forms of child labour - situations where children are subjected to slavery or similar practices, or engaged in hazardous work which could harm their health and safety.

Modern Slavery Act

The Modern Slavery Act 2018 (NSW)

Modern Slavery Laws

All applicable modern slavery laws, statutes, regulations and codes from time to time in force which prohibit exploitation of workers, human trafficking, slavery, servitude, forced labour, debt bondage or deceptive recruiting for labour or services, or similar (Modern Slavery Laws), including but not limited to the Modern Slavery Act 2018 (Cth) and the Modern Slavery Act 2018 (NSW), which came into effect in 2022.

RFx

Request for x, e.g. Request for Tender, Request for Quotation, Request for Information, Request for Expressions of Interest (EOIs).

Suppliers

Any entity supplying goods and or services to Griffith City Council.

## 5 Exceptions

Nil

## 6 Legislation

The Modern Slavery Act 2018 (NSW)

## 7 Related Documents

Procurement Manual  
Contracts templates

## 8 Directorate

Business, Cultural and Financial Services