

Modern Slavery Policy

Aim

This policy outlines TasWater's approach to reducing the risk of modern slavery practices within our supply chains and operations.

Compliance Obligations

Modern Slavery Act 2018 (Cth)

Definitions

Modern slavery means the range of exploitative practices as defined in the *Modern Slavery Act 2018 (Cth)*, including but not limited to human trafficking, slavery, forced labour, child labour and debt bondage.

Policy

TasWater is opposed to all forms of modern slavery.

All employment with TasWater is voluntary. We will abide by all relevant laws in relation to pay practices and the classification of employment according to job level and status.

We will seek to identify and mitigate any potential risks of modern slavery within our supply chains by incorporating and applying a range of measures into our everyday procurement and contract management practices taking a risk-based approach, including:

- Undertaking an analysis of annual supplier expenditure and the risks of modern slavery associated with the material(s), goods and/or services purchased
- Utilising supplier questionnaires for suppliers as part of the standard procurement process
- Including specific prohibitions against exploitative practices within our contractual documentation
- Establishing clear expectations that all current or prospective suppliers familiarise themselves with this policy and act in a way that is consistent with its principles
- Providing awareness training to employees who may be exposed to, or have awareness of, possible modern slavery practices. This training will ensure an awareness of modern slavery, increase understanding of risk factors and assist with the identification of modern slavery risks across our supply chains
- Encouraging employees and contractors to report any known or suspected risk of modern slavery within our supply chains and
- Promoting and abiding by our commitment to source from suppliers that exhibit socially responsible practices in accordance with our Procurement Policy.

Where we become aware of any claim of modern slavery practices in our supply chains or operations, we will investigate the claim and if valid, resolve the matter in line with the principles expressed in this policy.

We will submit an annual Modern Slavery Statement in compliance with the *Modern Slavery Act 2018 (Cth)*.

Responsibilities

All employees must comply with this policy.

The General Manager Governance and Assurance is responsible for the maintenance and implementation of this policy.

Associated Documents

TASPOL16 Procurement Policy

Approved by the Chief Executive Officer on 25 November 2020.

A handwritten signature in black ink, appearing to be "D. Smith", written over a dotted line.

Chief Executive Officer