

MODERN SLAVERY STATEMENT

This statement sets out the actions taken by the Willmott Forests 1995-1999 Project to address modern slavery and human trafficking risks in its operations and supply chain for the financial year ending 30 June 2024. The statement complies with the Modern Slavery Act 2018 (Cth) which makes provisions with respect to slavery, slavery-like practices, and human trafficking.

The Willmott Forests 1995-1999 Project prioritises maintaining systems and processes to avoid contributing to modern slavery or other human rights violations. We do this by understanding and monitoring relevant legislation, assessing risks, and implementing continual improvement strategies across our operations and we are steadfast in our stance against all forms of modern slavery, recognising that it can take various forms.

What is Modern Slavery

‘Modern slavery’ is an umbrella term for a range of practices that involve coercion, threats or deception being used to exploit people and deprive them of their freedom. These are serious crimes globally (and in Australia) and include:

- Trafficking in persons – the recruitment, transportation, transfer, harbouring or receipt of a person by means including coercion, threat, fraud, and abduction for the purpose of exploitation.
- Slavery – when a person tries to exercise ‘ownership’ over another or when a person is treated like an object which can be bought, sold, or traded.
- Servitude – when a person does not consider themselves free to stop working or to leave their place of work because of coercion, threats, or deception.
- Forced marriage – where a person is married without their free and full consent because of coercion, threat, deception or because they are incapable of understanding the nature and effect of the marriage ceremony.
- Forced labour – when a person is forced to work against their will or under threat of punishment.
- Debt bondage – when a person is forced to work to pay off a debt or loan which is used as a form of coercion or control. The person is often tricked into working for little or no pay and may have no control over the level of debt.
- Exploitative child labour – where children are exploited through slavery or slavery-like practices or where the work is harmful to children by, for example, depriving them of their potential and dignity or is harmful to their development.

Who is at risk of Modern Slavery

Modern slavery can occur in any country or industry. Business models, operating contexts, the nature of work and location of work are all risk factors that have been identified as contributing to modern slavery. Globally, forced labour is most likely to occur in domestic work, construction, manufacturing, agriculture, forestry, and fishing. In each industry, recruitment mechanisms often involve deception or coercion. In Australia there has been greater incidence of forced labour, and other forms of modern slavery, in industries like agriculture, construction, domestic work, cleaning, hospitality and food services. Migrants and homeless people may be more vulnerable to modern slavery.

How The Willmott Forests 1995-1999 Project addresses Modern Slavery

There are various steps that we currently take to address modern slavery such as.

- Assessing the risks of modern slavery occurring in our operations and supply chain.
- Educating contractors and staff about modern slavery including the causes and indicators and embedding a zero-tolerance policy.
- Ensuring staff understand the obligations to address modern slavery by outlining a clear process to follow if they are concerned or suspect an incident of modern slavery.
- Ensuring staff members working in procurement understand how to minimise the risks of modern slavery when making purchases.

Our Key Focus Areas



Our Future Commitments

Below is an outline of our proposed plans over the next two years to strengthen our commitment to the avoidance of modern slavery in our operations and supply chain.

- Review existing policies relevant to modern slavery including procurement and recruitment policies and whistleblowing procedures to ensure their use for reporting modern slavery is explicit.
- Review existing breach/complaints procedures to ensure they accommodate investigations of any reports of modern slavery.
- Assess modern slavery risks amongst key suppliers, customers, and industry stakeholders.
- Training and awareness, all employees to complete the Modern Slavery and Human Trafficking E learning module <https://learningpool.com/downloads/modern-slavery-and-human-trafficking-free-module/>

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