

Modern Slavery

Purpose

The purpose of this policy is to:

- Outline Riverina Water's commitment 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.
- Ensure Riverina Water is compliant with its obligations under the Modern Slavery Act; and
- Ensure that Riverina Water employees are aware of Riverina Water's requirements in relation to Modern Slavery.

Scope

This Policy applies to all staff, board members, committee members, contractors, consultants and volunteers working for and with Riverina Water or on its behalf in any capacity.

Definitions

Act	The Modern Slavery Act 2018 (NSW)
Modern Slavery	<p>As defined by the Modern Slavery Act, including the following types of exploitation:</p> <ul style="list-style-type: none"> • 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. • Slavery – when a person exercises power of ownership over another. • 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. • Forced labour –where violence or other methods (for example accumulation or debt, retention of identity papers) are used to coerce victims to work. • Forced marriage – where an individual is forced or deceived into marrying. • Debt bondage – where a victim's services are pledged as security for a debt and the debt is excessive, the length and

	<p>nature of services are not defined, or the value of the services is not applied against the debt.</p> <ul style="list-style-type: none"> • 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.
Riverina Water Officials	Includes all staff, board members or committee members working for and with Riverina Water or on its behalf in any capacity
Code of Conduct	Riverina Water Code of Conduct Policy 1.01
Supplier	Any entity supplying goods and or services to Riverina Water

Policy statement of commitment

Modern Slavery is a human rights violation and a serious crime. Riverina Water is committed to respecting and protecting human rights and identifying, managing and minimising Modern Slavery risks within its supply chains.

Riverina Water will strive for collaborative action and continuous improvement in its approach to Modern Slavery and will continue to work with key stakeholders and Suppliers to review and improve its practices and procedures in this area on a regular basis.

Supply Chain

Riverina Water will engage with its Suppliers to identify, manage and minimise risks and instances of modern slavery in their supply chains and business operations.

Specifically, Riverina Water will:

1. identify modern slavery risks in its supply chain, including the extent of those risks and take action to manage or minimise them;
2. engage with Suppliers to understand their commitment to minimising the risk of modern slavery in their own supply chains and operations;
3. include modern slavery considerations in its procurement processes as guided by legislation and best practice;
4. ensure Riverina Water’s standard contracts contain clauses requiring Suppliers to take reasonable steps to identify, assess and address Modern Slavery risks within their operations and supply chains and comply with Modern Slavery laws;

5. engage with key stakeholders to leverage influence and encourage positive and permanent change where Modern Slavery risks are identified that are outside of Riverina Water's direct control;
6. implement an internal reporting process to enable Riverina Water officials to raise concerns about any potential or suspected instances of Modern Slavery in Riverina Water's supply chain; and
7. ensure Modern Slavery reporting obligations are met.

Policy Implementation

Training and capacity building

Riverina Water will ensure that relevant employees have the knowledge, tools and capacity to comply with Riverina Water's obligations to reduce risks of Modern Slavery.

Reporting

Riverina Water will comply with its reporting obligations under the Modern Slavery Act 2018 (NSW) as updated from time to time.

Non Compliance

Riverina Water will not seek to benefit from suppliers that may be dishonest, unethical or unsafe. If there is evidence that a supplier supports this type of behaviour, or is in breach of the Modern Slavery requirements, Riverina Water will discontinue dealing with them.

Non-compliance with adopted policy by Riverina Water officials may be considered a breach under the Code of Conduct. As such, any suspected or known non-compliance will be reported to the CEO.

Policy number	1.33
Responsible area	Finance and Sourcing
Approved by	Riverina Water Board – Res 25/077
Approval date	26 June 2025
Consultation	Manex 28 May 2025
Legislation or related strategy	Modern Slavery Act 2018 (NSW) Modern Slavery Act 2018 (Cth)
Documents associated with this polic	Procurement Policy 4.20 Procurement Guidelines
Policy history	NEW
Review schedule	Every 4 years unless required earlier by NSW Modern Slavery Commissioner

Policy details may change prior to review date due to legislative or other changes, therefore this document is uncontrolled when printed.

END OF POLICY STATEMENT