

# MODERN SLAVERY

Understanding the issue: what is it, where does it occur and who is at risk?

## What is Modern Slavery?

According to the *Australian Commonwealth Modern Slavery Act (2018)*, modern slavery is the exploitation and control of any person through force, fraud, or coercion for personal or commercial gain.

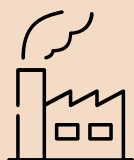
This includes forced labour, debt bondage, human trafficking, domestic servitude and child labour.

## KEY FACTORS CONTRIBUTING TO RISK



### Geography

Modern slavery risks are heightened in regions with high levels of poverty, political instability, and weak labour laws. These areas often lack strong enforcement of labour rights, making exploitation more likely to occur.



### Industry

Some industries are particularly vulnerable to modern slavery in Australia. These sectors typically involve low-skilled, labour-intensive work, and labour hire, where oversight and regulation can be more difficult.



### Commodity

Certain commodities, such as seafood, garments, electronics, and raw materials like cotton and minerals, are higher-risk due to their complex, opaque supply chains and prevalent forced labour in their production.



### Workforce

Vulnerable populations such as migrant workers, temporary visa holders, and unskilled labourers are at significant risk of modern slavery. These groups often face barriers to accessing legal protections and may be more susceptible to exploitation and coercion.

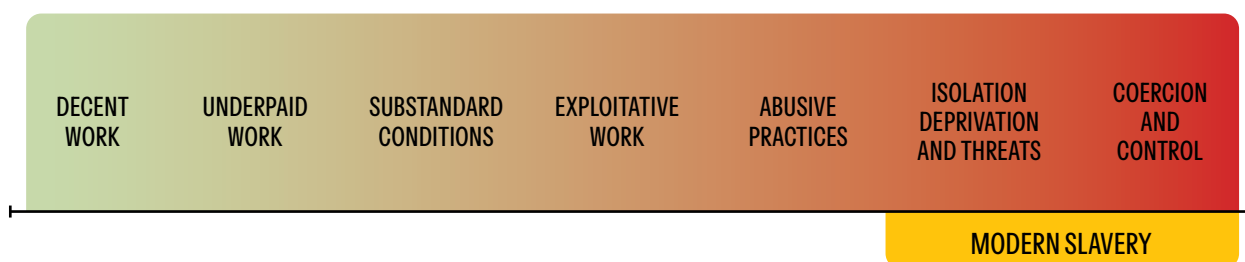
# MODERN SLAVERY (CONT.)

## How does modern slavery differ from exploitation?

Exploitation, while it can involve unfair and abusive practices, does not always reach the extreme levels of coercion and control seen in modern slavery.

To understand how exploitation may become modern slavery, see the below:

### THE CONTINUUM OF EXPLOITATION



## Risky Practices

### Inadequate labour laws

Weak or non-existent labour laws and legally enshrined worker protections in the country of origin, with little to no enforcement can heighten risk of exploitation and modern slavery.

### Vulnerable workers

Presence of high numbers of vulnerable workers, including women, children, young workers, migrants, minorities, and groups with a history of discrimination or exclusion heightens risk.

### Lack of grievance mechanisms

When workers lack effective grievance mechanisms, they are unable to report abuses or unsafe conditions, leading to unchecked exploitation and abusive practices.

### Lack of Accountability

Lack of accountability among businesses and governments allows exploitative practices to persist unchecked, as businesses do not feel pressured to address or change their practices.

### Discrimination

Systemic discrimination against specific groups heightens vulnerability to exploitation by creating barriers that prevent them from seeking help. Multiple discrimination heightens risk.

### Operating in conflict zones

Wars and conflicts destabilise regions, leading to economic hardship and weak legal systems. Additionally displacement may further heighten desperation and vulnerability to exploitation.

### Poverty and unemployment

High levels of poverty and unemployment may drive individuals to accept exploitative working conditions out of desperation for decent work.

### Unmonitored supply chains

When supply chains are not thoroughly monitored, it becomes easier for modern slavery, to go unnoticed and unaddressed.