

A SUPPLIERS GUIDE TO MODERN SLAVERY



CEMENT
AUSTRALIA



MADE
Right Here

AN AUSTRALIAN ICON...

Cement Australia has provided the cement for many of Australia's most significant projects.

Cement Australia is committed to conducting its business ethically, respecting the rights of all to be free from the practices of Modern Slavery. Our suppliers play a critical role in supporting Cement Australia to achieve this goal and we work with suppliers who collaborate with us and share our core values.

This Guide has been prepared to raise the awareness of Modern Slavery risks with our suppliers so we can better work together to achieve Cement Australia's core values of trust, honesty, courage, respect and fairness.

What is Modern Slavery?

Modern Slavery includes the crimes of human trafficking, slavery and slavery like practices such as forced labour, the sale and exploitation of children, and bonded labour.

The most common form of modern slavery in corporate supply chains is bonded or indentured labour that occurs through the exploitation of vulnerable migrants who are subject to debts from labour recruitment fees.

The United Nations estimates that at any time 40 million men, women and children are living in slave-like conditions globally.

In March, 2022 the Australian Federal Government released Australia's second *International Engagement Strategy on Human Trafficking and Modern Slavery* which is aimed at increasing Australia's strategic cooperation with partners and strengthening the systems in our region to detect, prevent and respond to modern slavery.

The release of the Strategy highlighted that the COVID-19 pandemic has increased the likelihood of people (especially women and children in our region) falling prey to modern slavery, exacerbated by rising instability and aggression, and frequent natural disasters around the world.

The Modern Slavery Act 2018 commenced on 1st January, 2019 and established a national *Modern Slavery Reporting Requirement* requiring certain entities to publish annual statements outlining their actions to assess and address modern slavery risks in their global operations and supply chains.

Reports of human trafficking and slavery have reached an all-time high in Australia. The Australian Federal Police reported a 12% increase in the 2023-2024 financial year receiving 382 reports of human tracking and slavery in that period.

41,000

The estimated number of people who live in conditions of modern slavery in Australia on any given day.

Modern Slavery Red Flags?

- The person appears to be under the control of someone else and hesitant about interacting.
- The person is not in possession of their own passport, ID or travel documents.
- The person may not be able to move around freely or travel on their own.
- The person is reluctant to talk to strangers or the authorities.
- The person may appear frightened, withdrawn, or show signs of physical or psychological abuse.
- The person may be dropped off and collected for work always in the same way, especially at unusual times, i.e. very early or late at night.
- The person may not know or have a home address or their own set of house keys.
- The person may consistently have little or no money or access to money or wear the same clothes day in and day out.
- Display a fear of law enforcement or deportation.
- Lack of protective equipment, suitable clothing or training to safely do their job.
- Working unusually long hours.
- They do not have an employment contract or are paid less than the minimum wage.

What can your Company do about Modern Slavery?

- ✓ Identify and understand the risks of modern slavery in your Company.
- ✓ Educate your staff and suppliers about modern slavery – there are a number of great publicly available resources you can refer to including The Modern Slavery Statements Register website maintained by the Australian Government's Attorney-Generals Department.
- ✓ Develop policies that address modern slavery risks.
- ✓ Undertake due diligence on suppliers to your Company including mapping your operations and supply chain to identify and prioritise the most severe risks;
- ✓ Monitoring your risk management measures and ensure they remain fit for purpose
- ✓ Complete the Cement Australia Modern Slavery questionnaire when asked to do so. This helps Cement Australia manage our own risk and is part of our ongoing commitment under our Modern Slavery Statement.



How to report suspected instances of Modern Slavery in the Cement Australia Supply Chain?

Cement Australia has a dedicated Whistleblower Hotline available to Cement Australia people, contractors and other stakeholders (including suppliers) to enable the reporting of any issues that may adversely affect Cement Australia or its people or reputation (including suspected instances of modern slavery).

The Cement Australia Whistleblower Hotline is an independent services run by Stoptime and allows reporting to be undertaken anonymously if you wish.

Further details on the Whistleblower Hotline and a copy of the full Cement Australia Whistleblower Framework can be accessed on the Cement Australia website under 'Whistleblower framework' or by going directly to:

cementaustralia.stoplinereport.com

Further Assistance

For further information on modern slavery you can contact our Procurement Team by email on procurement@cemaust.com.au or call on (07) 3335 3000.

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