

Modern Slavery Policy



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PURPOSE

The Commonwealth *Modern Slavery Act 2018* (the Act) established Australia's national Modern Slavery Reporting Requirement (Reporting Requirement). The Reporting Requirement entered into force on 1 January 2019 and applies to an entity if it:

- (1) has a consolidated revenue of at least AU\$100 million over its twelve-month reporting period; and
- (2) is either:
 - a. an Australian entity at any time in that reporting period; or
 - b. a foreign entity carrying on business in Australia at any time in that reporting period.

HILT CRC Limited (HILT CRC) which is responsible for operating the Heavy Industry Low-Carbon Transition Cooperative Research Centre (CRC) does not meet these requirements and is not required to report under the Act. However, HILT CRC has a commitment to conducting its business with honesty and integrity and in support of the communities within which we operate.

Each Employee, Partner, Contractor and agent of HILT CRC is responsible for complying with this Modern Slavery Policy.

If you have any concerns about how our business is being conducted, you should immediately contact the CEO.

DEFINITIONS

In this Policy:

Employee means an individual directly employed by HILT CRC including permanent, part-time and casual employees engaged on a fixed term or contract basis.

Partner means organisations, and their employees, who are either Core, Key, Affiliate or Associate Partners of the Heavy Industry Low-Carbon Transition Cooperative Research Centre.

Contractor means an individual or business engaged by HILT CRC to perform work other than as an employee, such as an individual engaged through an external service provider or otherwise engaged to provide services to HILT CRC directly or indirectly under a commercial contracting, sole trader, consultancy, or other services agreement.

BACKGROUND

The Act defines modern slavery as including eight types of serious exploitation:

- trafficking in persons
- slavery
- servitude
- forced marriage
- forced labour
- debt bondage
- deceptive recruiting for labour or services
- the worst forms of child labour (being situations where children are subjected to slavery or similar practices or engaged in hazardous work).

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Heavy Industry Low-Carbon Transition Cooperative Research Centre (HILT CRC) is a collaborative research venture that brings together industry, research, and government organisations to deliver industry-directed research that will de-risk decarbonisation for Heavy Industry.

HILT CRC Limited is responsible for operating the CRC. HILT CRC is a Company Limited by Guarantee with an independent Board that makes strategic and operational decisions on behalf of the Company and CRC.

As a research organisation, HILT CRC operates in the professional, scientific, and technical services industry and predominantly employs professionally qualified and highly skilled people. All our employees are located in Australia during their ordinary working hours. We comply with all employment and workplace-related laws and to the highest standards in each of the jurisdictions we operate in and from.

As a professional, scientific, and technical services business our supply chain primarily consists of services, and some physical goods, that we procure to assist our people in delivering our services. These include:

Services	Goods
<ul style="list-style-type: none">• professional services, research and consultancy services• knowledge and subscription services• information and communication technology services (including telecommunications, data storage and cloud services)• postal and courier services• travel and accommodation services• insurance and financial services• event catering and waitstaff services	<ul style="list-style-type: none">• information and communication technology hardware and software• office premises and fitout• general office consumables• food and beverages

We use only reputable suppliers, most of which are based in Australia and are subject to Australian law. Of our international suppliers, most are large, leading global brands that primarily supply subscription services, insurance, and information communications technology, and are subject to laws that have at least equivalent anti-slavery and human trafficking laws to Australia.

We consider the risks of modern slavery in our supply chains to be low.

OBJECTIVE

HILT CRC recognises that freedom from slavery is a fundamental human right.

We recognise that Australia is not immune from modern slavery and that modern slavery can occur in every industry and sector.

Under the UN Guiding Principles on Business and Human Rights, entities have a responsibility to respect human rights in their operations and supply chains. This responsibility includes taking action to prevent, mitigate and, where appropriate, remedy modern slavery in its operations and supply chains.

Taking action to address modern slavery in our supply chains is also good business sense. It can protect against possible harm to our business, improve the integrity and quality of our supply chains, improve Partner and community confidence and improve our relationships with our employees, suppliers and Partners.

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POLICY COMMITMENTS

- HILT CRC is committed to operating responsibly and establishing high ethical standards across our business. We will not tolerate modern forms of slavery or human trafficking in our business. We expect our Partners and suppliers to operate fair and ethical workplaces.
- We will assess potential risks of modern slavery in our supply chain when entering and reviewing supply arrangements and when admitting new Partners.
- We will avoid engaging smaller, local companies within emerging economies where laws tend to be weaker, and a heightened risk of modern slavery practices exist.
- We will provide training on this policy as necessary for employees engaged in procuring supplies on behalf of HILT CRC.
- If anyone in HILT CRC becomes aware of an instance of modern slavery or human trafficking occurring in any of our supply chains, this should be reported immediately to the CEO, and we will work to resolve the issue through legitimate and proportionate procedures.