

1. Why is addressing modern slavery important to WaterNSW?

Modern slavery and human trafficking remain a global and growing issue, and our supply chains are vulnerable. Modern slavery can occur in every industry and sector, including WaterNSW procurement.

At WaterNSW, we recognise the importance of the protection of human rights, and we are committed to protecting the rights of our directors, employees and contractors, and those within our supply chain.

WaterNSW is a purchaser of goods and services, with reasonable purchasing power and leverage to influence the market for more ethical goods and services.

WaterNSW is committed to leading the way in managing modern slavery risks across its extended supply chains.

2. What does the *Modern Slavery Act 2018 (Cth)* require businesses to do?

The [Modern Slavery Act 2018 \(Cth\)](#) came into effect on 1 January 2019 and requires businesses to report annually on the risks of modern slavery in their operations and supply chains, and actions being undertaken to address those risks. The Act requires businesses with an annual turnover of not less than \$100 million to prepare a Modern Slavery Statement.

A Modern Slavery Statement must include information about:

- (a) The organisation's structure, its business and supply chains
- (b) The due diligence processes in relation to modern slavery in its business and supply chains
- (c) The parts of its business and supply chains where there is a risk of modern slavery taking place, and the steps it has taken to manage that risk
- (d) The training about modern slavery available to its employees

WaterNSW prepares its Modern Slavery Statement each year and we publish a copy on our website which can be found [here](#).

3. What does the *Modern Slavery Act 2018 (NSW)* require Government agencies to do?

In addition to the Commonwealth Act, NSW Government introduced the **Modern Slavery Act 2018 (NSW)** which came into effect on 1 January 2022 and can be found [here](#). Under the **Modern Slavery Act 2018 (NSW)** government agencies must take "reasonable steps" to ensure the goods and services they procure are not the product of modern slavery.

This includes:

- Identifying potential modern slavery risks in government supply chains
- Documenting high-risk procurement categories and suppliers
- Including tender questions on modern slavery
- Including modern slavery risk management requirements in new contracts
- Supporting suppliers to manage their modern slavery risks
- Monitoring and evaluating supplier compliance with government requirements
- Monitoring modern slavery risks
- Responding to actual or suspected instances of modern slavery
- Developing a robust risk management system that could be scrutinised by the NSW Auditor General

4. What will WaterNSW require their suppliers to have in place?

WaterNSW will work closely with our suppliers to educate, inform and engage them on our modern slavery risk management processes and expectations.

We will use our procurement processes, including P/O and contract clauses, supplier questionnaire and supply chain risk management solution to gather information which will help set out our expectations. We will work with suppliers to manage and mitigate the risk of modern slavery in our collective supply chains. A key starting point for all our suppliers is to learn more about modern slavery risks in your industry sector, identify potential modern slavery risks in your respective supply chains and understand gaps in your own systems and processes to managing these risks. We will provide you with supporting information and advice where we can on how you can best respond to our requirements and meet our expectations.

5. What benefit is this to my business? And what will it cost?

While WaterNSW may be an important customer of yours, we are probably not your only customer. Other customers may also be captured by the same legislation, may ask you the same or similar questions, and have the same expectations of you to manage modern slavery risks.

Working with WaterNSW will help you position yourself as a responsible supplier in the marketplace and ensure you are building the knowledge, systems and processes to manage risk – a clear value-add for your business.

WaterNSW is mindful of potential financial and other impacts these requirements could have on businesses, particularly SMEs. We do not expect you to develop and implement costly systems and processes to manage modern slavery risk overnight. We want to work collaboratively with our suppliers to increase your capabilities to manage our collective risk over the course of your engagement with WaterNSW.

6. What if we don't meet WaterNSW expectations?

Wherever possible, we will work with suppliers to ensure you have access to information and resources that enable you to build your internal capability to assess and address your modern slavery risks. Our aim is to promote and influence change across our supplier base, rather than end existing supplier relationships.

We will, however, incorporate modern slavery risk management requirements in our tenders which will form part of the evaluation process. Supplier selection will be based on their capability to meet these requirements, show tangible engagement on the issue and demonstrate their ability to identify and manage modern slavery risks.

7. Will a negative response to a tender questionnaire impact our relationship with WaterNSW?

We acknowledge that modern slavery and human trafficking exists and remains a growing issue across global supply chains and our aim is to identify gaps and opportunities in our current supply chain management systems and processes. We consider our supplier questionnaire and supply chain risk management solution as positive steps to work more collaboratively with our suppliers to address and mitigate our collective supply chain risks.

WaterNSW commits to positively working with suppliers and will, wherever possible, support organisations to address concerns they have or barriers they might face in meeting our expectations.

8. What ongoing commitment does WaterNSW have to addressing modern slavery risks?

Businesses across NSW (and Australia) have been learning how to map their supply chain, identify modern slavery risk, develop due diligence processes as well as train and engage their staff and suppliers on this issue. If your business is required to report under the legislation you will already be well underway with implementation of new strategies and approaches to manage supply chain risks. If you are not required to report under the legislation, we believe that long term partnerships and collaboration are essential to effectively mitigate these risks.

WaterNSW looks forward to working with suppliers to improve existing systems and processes to better address modern slavery.

9. Can we share our supplier questionnaire answers with other customers?

Absolutely! The information you gather as part of answering our supplier questionnaire will be a valuable resource for you as you engage with other customers on this issue. We encourage you to share information and let your stakeholders know that you are actively addressing modern slavery risks in your supply chain.

10. How do suppliers know what WaterNSW expects from them?

WaterNSW make it clear to our suppliers what we expect of them by sharing our Supplier Code of Conduct throughout our tender process and supplier on-boarding process. We communicate the Supplier Code of Conduct annually with current suppliers as a reminder of what our expectations are but also to outline what suppliers can expect from WaterNSW.

A copy of our Supplier Code of Conduct can be found [here](#).

If you have any further general questions concerning Modern Slavery risks or concerns please email details to: procurement@waternsw.com.au

or

Refer to our [Supplier Code of Conduct](#) for additional reporting channels through **Your Call Whistleblowing Solutions** who are an independent third party service provider who receive and manage any report of possible breaches with impartiality and confidentiality.