

Group Modern Slavery Standard

Introduction & Rationale

Everyone matters to Australia Post and we do not tolerate any unfair or inhumane treatment of people. We believe the people who work for us, contribute to our value chain or are part of our community should be treated with dignity and respect, whether they are based in Australia or overseas. We have a zero-tolerance policy towards all forms of modern slavery in our operations and supply chain, including forced labour and human trafficking.

The intent of the *Group Modern Slavery Standard* (the Standard) is to promote respect for people and prevent and address modern slavery and related risks across our operations and supply chain. It aims to establish minimum requirements for our workforce, extended workforce and suppliers, relating to: safety, security and wellbeing in the workplace; fair wages and working conditions; and freedom of association.

It supports compliance with our obligations, as established by the relevant legislative and regulatory provisions under which we operate as well as our company policies. The Standard is consistent with Australia Post's values and policies, as well as the Ten Principles of the United Nations Global Compact to which we have been a signatory since 2010, which outline responsible business practices that benefit people and the planet while pursuing profitability with integrity.

Scope & Application

The Standard applies to the Australia Post Group (Group) and includes, but is not limited to, employees, licensees and agents, consultants and contractors, and all tiers of our supply chain, regardless of size or geographic location. No part of this Standard seeks to exclude any existing policies, commitments or obligations of the Group or under Australian law.

Standard Requirements

As outlined under Scope & Application, the following requirements¹ apply to all workers in our operations, subsidiaries, extended workforce *and* supply chain² :

1. Comply with **applicable legislation** in Australia and in any other jurisdictions of operation. Where our requirements go further than Australian or local laws, we operate to our Standard.
2. Do not tolerate any forms of **forced labour or compulsory labour** or engage in human trafficking or debt bondage.
3. Do not **withhold pay or benefits** to force personnel to continue working, nor require personnel to pay fees upon commencing employment.
4. Do not tolerate the use of **child labour** and comply with International Labour Organization guidance regarding child labour and the employment of children and young persons.
5. Respect rights in connection with **freedom of association** and **collective bargaining**; and allow workers in situations where freedom of association is restricted to freely elect their own representatives.
6. Do not tolerate **discrimination in respect of employment and occupation** based on race, caste, national origin, religion, disability, gender, marital status, sexual orientation, union membership, political affiliation, age, or any other protected attribute.
7. Provide **working conditions that are safe and hygienic** and take reasonably practicable steps to prevent incidents or injury and minimise hazards.
8. Workers receive a **fair wage** that is enough to meet basic needs and to provide some discretionary income.
9. Compliance with applicable local laws and regulations regarding **working hours**, so that workers are not required to work hours that are unreasonable or endanger the health and safety of workers or others.

¹ The requirements are consistent with Australian and global standards to prevent all forms of modern slavery, and to ensure workers are treated with dignity and respect. They are based on the conventions of the International Labour Organisation, international human rights norms, accepted ethical trade standards and national labour laws.

² These are further reflected in our Supplier Code of Conduct

10. Workers are **engaged fairly and without misrepresentation** as to the nature of the relationship, under terms and conditions which comply with applicable local laws and this Standard.
11. Do not tolerate **harsh or inhumane treatment** or disciplinary practices, including physical abuse, verbal abuse, corporeal punishment, coercion and intimidation.
12. Ensure that only workers with a **legal right to work** are employed or engaged to provide services.
13. Maintain appropriate and accessible **grievance mechanisms** to allow those adversely affected to raise concerns confidentially and without discrimination.
14. **Report or escalate** suspected incidents or breaches of this Standard to the Group or via the whistle-blower process.
15. **Respond to incidents** of modern slavery or breaches of this Standard with appropriate inquiries and, where applicable, undertake preventive action, corrective action or remediation measures as required.
16. Seek to work with **third parties** who support our approach and standards, and work with those parties and other external stakeholders towards continuous improvement.

Standard Support and Administration

Information to support this Standard is available through links on the Group Intranet Site under the Policy Library, or contact Group Compliance for further guidance.

Accountable Executive: Executive General Manager, Community & Consumer

Standard Owner: Chief Sustainability Officer

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Approved By: People and Sustainability Committee, Australia Post Board of Directors

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Glossary

Term	Definition
The Australia Post Group / The Group	The Australia Post Group is defined as the Australian Postal Corporation and its subsidiaries.
Child	A person under the age of 18.
Child labour	Work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development, and includes work that interferes with or deprives them of schooling.
Collective bargaining	A process to negotiate the terms and conditions for work, by an organisation (e.g. employer) or group of employers and their workers typically through one or more worker organisation(s).
Corrective action	Action taken to eliminate the cause(s) and root cause(s) of a detected non-conformance and action taken to prevent recurrence.
Debt bondage	A form of slavery in which people borrow money they cannot repay and are required to work to pay off the debt, thereby losing control over the conditions of both their employment and the debt.
Deceptive recruiting for labour or services	Recruitment practices that involve deception including about the nature of the work, location, employer, the conditions of work or the legality of the contract.
Forced labour	Work or service that is compelled under the threat of penalty and which the person has not offered to perform voluntarily. Coercion may include threats, violence, restriction of movement, accumulated debt, retention of identity papers or threats of denunciation.
Forced marriage	Situations where persons have been forced to marry with-out their free and full consent.
Human trafficking	The recruitment, transfer, harbouring or receipt of persons, by means of the use of threat, force, deception or other forms of coercion, abduction, fraud or deception for the purpose of exploitation.
International Labour Organisation	The International Labour Organization is a United Nations agency whose mandate is to set international labour standards, develop policies and devise programmes promoting decent work for all women and men.
Modern slavery	Modern slavery describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Practices that constitute modern slavery include: human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage, deceptive recruiting for labour or services and worst forms of child labour.
Preventive action	Action taken to eliminate the cause(s) and root cause(s) of a potential non-compliance and action taken to prevent occurrence
Remediation measures	Where an entity has caused or contributed to Modern Slavery, the process of providing for, or cooperating in, making good the adverse impact, by restoring the victim of the Modern Slavery to the situation they would have been in if the Modern Slavery had not occurred.
Slavery	People being held in conditions in which the powers attaching to the right of ownership are exercised.
Supplier/sub-contractor	Any entity or individual(s) in the supply chain that directly provides the organisation with goods or services that are integral to, utilised in or for the production of the organisation's goods or services.
Worst forms of child labour	Children being enslaved, separated from their families, exposed to serious hazards and illnesses and/or left to fend for themselves on the streets of large cities, as defined by the International Labour Organisation.