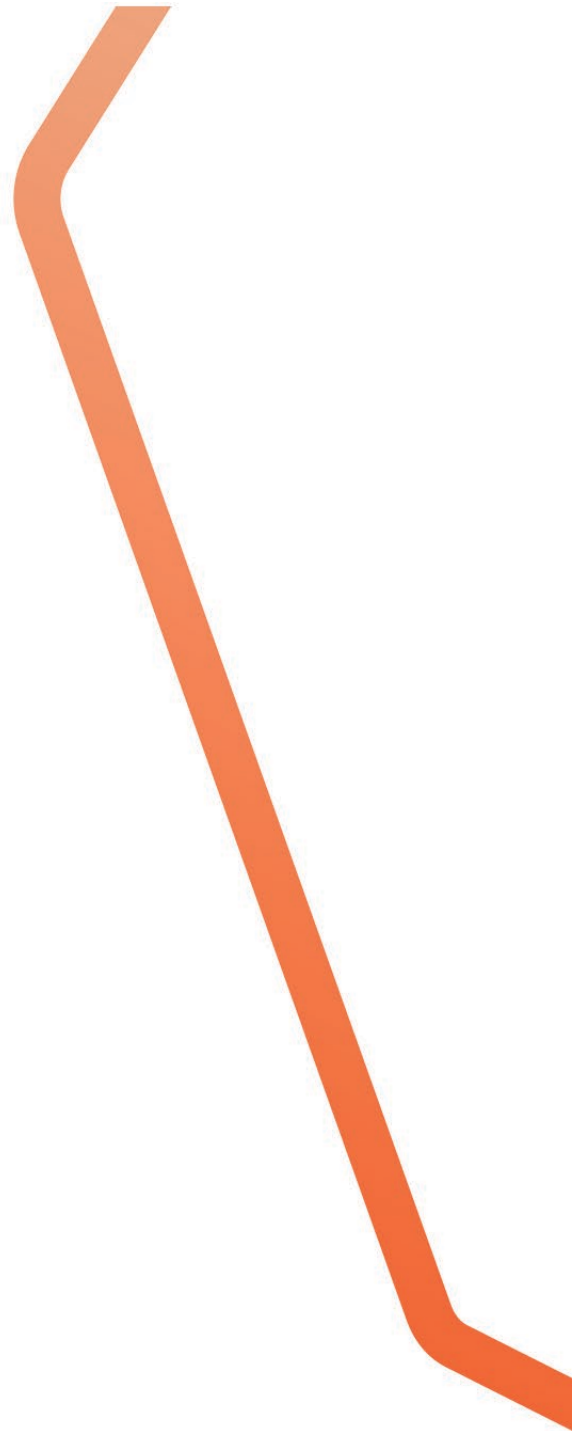




**STADIUMS
TASMANIA**



MODERN SLAVERY POLICY

VERSION 1.0 | MAX REVIEW PERIOD 3 YEARS



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1. PURPOSE

The aims of this policy are, as far as is reasonably practicable, to:

- Set out Stadiums Tasmania's commitment and approach to respecting human rights and addressing modern slavery; and
- Set out Stadiums Tasmania's expected standards of behaviours for employees, suppliers, and partners.

2. COVERAGE

This policy covers and applies to all officers, employees and any other persons acting in their official capacity for or on behalf of, or in the name of, Stadiums Tasmania including contractors and third parties who are contractually bound to follow it.

3. POLICY STATEMENT

1. Modern slavery breaches the most fundamental freedoms and human rights of individuals. Stadiums Tasmania rejects all forms of modern slavery and recognises that modern slavery is never acceptable in any of its forms.
2. As a government entity, and as an entity focussed on major sporting and entertainment events, Stadiums Tasmania recognises the important role it can play in making a significant contribution to the global effort to eradicate modern slavery.
3. Stadiums Tasmania is committed to respecting human rights and taking meaningful action to identify and address risks within its direct control which have the potential to cause, contribute to, or directly link Stadiums Tasmania to modern slavery.
4. Where modern slavery risks arise outside Stadiums Tasmania's direct control, Stadiums Tasmania will use its influence and leverage to engage with suppliers, partners and stakeholders to effect change in their relevant practices.
5. Stadiums Tasmania is committed to taking meaningful action to prevent, mitigate and, where appropriate, remedy modern slavery risks in its operations, supply chains and investments.
6. Where Stadiums Tasmania identifies potential risks of causing, contributing to, or being directly linked to a form of modern slavery, its response will be informed by Stadiums Tasmania's Risk Management Policy.

4. APPROACH TO ADDRESSING MODERN SLAVERY

1. When engaging with external suppliers and partners Stadiums Tasmania will:
 - a. undertake risk-based assessments and due diligence of their supply chains, operations and investments to identify and address modern slavery risks;
 - b. where appropriate and as informed by their risk assessment, engage with their suppliers and partners to gain a proper understanding of the measures they have in place to identify and address modern slavery risks;
 - c. include specific modern slavery provisions in contractual documentation with suppliers and partners, as appropriate for the engagement; and
 - d. promote awareness of modern slavery, including as appropriate to the engagement, through training.
2. Where modern slavery risks arise outside Stadiums Tasmania's direct control, employees and others bound by this policy will engage collaboratively with suppliers and partners to identify and implement measures which contribute to the prevention, mitigation and remediation of those risks.
3. Stadiums Tasmania's commitment to respect human rights and adequately address modern slavery risks will be included, as appropriate, in Stadiums Tasmania's policy and procedures documents.
4. Stadiums Tasmania will provide training about modern slavery for officers, employees and any other persons subject to this policy.
5. The CFO will manage and address reports of modern slavery concerns and escalate them as appropriate.

5. STANDARDS OF BEHAVIOUR FOR EMPLOYERS, CONTRACTORS AND VOLUNTEERS

Addressing modern slavery risks is the shared responsibility of all who are bound to comply with this policy.

In performing their duties and functions, the behaviour and conduct of staff, contractors and volunteers must be informed by Stadiums Tasmania's commitment to address modern slavery. This includes:

- avoiding any activity that might lead to, or suggest, a breach of this policy or any other relevant policy;

- exercising their best professional and ethical judgement;
- carrying out their duties and functions with integrity and objectivity;
- treating concerns or issues raised about modern slavery with respect, impartiality, courtesy and sensitivity;
- when required, investigating and responding to allegations of modern slavery fairly and reasonably, with due regard to procedural fairness;
- applying the principles and approach for addressing modern slavery set out in this policy; and
- reporting and appropriately escalating any issues of concern in accordance with clause 9.

6. STANDARDS OF BEHAVIOUR FOR SUPPLIERS AND PARTNERS

Stadiums Tasmania expects that its suppliers and partners will:

- demonstrate their commitment to identifying, assessing and addressing modern slavery in their operations and supply chains in the jurisdictions in which they operate. This includes taking measures to identify and mitigate modern slavery risks, to hold their own suppliers to appropriate standards and undertake risk-based modern slavery due diligence of their own operations and supply chain and to evaluate the effectiveness of these actions.
- work collaboratively with Stadiums Tasmania to prevent, mitigate and, where appropriate, remedy modern slavery in their operations and supply chains. This includes providing Stadiums Tasmania with information required to gain a proper understanding of the measures they have in place to identify and address modern slavery risks.
- notify Stadiums Tasmania of any suspected or actual incident of modern slavery as soon as practicable after becoming aware of it.

7. REPORTS AND RECORDKEEPING

The CFO will prepare an annual report, for presentation to the Board, detailing:

- Modern slavery risks or issues identified across Stadiums Tasmania's operations;
- Steps taken to address them;
- Performance against any set targets or key performance indicators;
- Actions taken to evaluate the effectiveness of steps take; and
- Plans for continuous improvement.

Employees must create and maintain appropriate records of decision made and actions taken under this policy.

8. REPORTING OF INCIDENTS AND CONCERNS

Employees, contractors and volunteers are encouraged to report and appropriately escalate concerns about possible modern slavery to their manager, at the earliest possible opportunity.

Stadiums Tasmania also encourages external parties to raise concerns about modern slavery, which should be reported to info@stadiumstasmania.org

In the first instance, a report relating to modern slavery should be made to an authorise disclosure officer if it also involves any of:

- corrupt conduct;
- maladministration;
- serious or substantial waste of public money;
- government information contravention; or
- other kinds of wrongdoing.

9. DEFINITIONS

In this policy,

Modern slavery describes situations where coercion, threats or deception are used to exploit people and undermine or deprive them of their freedom. Consistent with the Modern Slavery Act 2018 (Cth) and the Criminal Code 1995 (Cth) this includes:

- trafficking in persons;
- slavery;
- servitude;

