

## INFORMATION ON MODERN SLAVERY FOR PACIFIC NATIONAL SUPPLIERS

Modern slavery is a far reaching – yet often hidden issue – that erodes the protection of fundamental human rights and the freedom, dignity and equality of human beings. The preservation of human rights is important to Pacific National.

This information pack has been created to provide Pacific National's suppliers with:

- Information about modern slavery including who is at risk and signs of exploitation
- What to do if you identify a modern slavery situation
- Resources for further information

### WHAT IS MODERN SLAVERY

Modern slavery is the exploitation of people for personal or commercial gain. Victims are deceived or coerced into a situation which they cannot leave. It is estimated that there are approximately 40 million victims of modern slavery around the world, with 16 million being exploited in the private economy.

There are multiple forms of modern slavery:

- **Human trafficking** - people are tricked, threatened or coerced into situations that allow them to be exploited, sold and can be moved to other countries. At the end of the trafficking journey, the person finds themselves in a form of modern slavery.
- **Slavery** – when a person treats another like a commodity or object – able to be sold, purchased or traded.
- **Servitude** – a person is not free to stop working or leave their place of work because of threats or coercion and the person is deprived of their personal freedom in aspects of their life outside of work.
- **Forced labour** - Any work or services people are forced to do against their will under threat of punishment.
- **Debt bondage** - The world's most widespread form of slavery. People trapped in poverty borrow money and are forced to work to pay off the debt, losing control over both their employment conditions and the debt.
- **Deceptive recruitment for labour or services** – a person is deceived about their work and the work involves exploitation through a type of modern slavery
- **Forced marriage** - Forced, early or sham marriages are when people are coerced into marriage against their wishes.
- **Child labour** - When a child is exploited for someone else's gain. The child may be engaged in work that is likely to harm their health or in hazardous environments.

Many forms of slavery involve more than one element listed above.

### WHO IS AT RISK

Some groups of people are more vulnerable. International students, backpackers and migrants on limited working visas may not know their rights in Australia. The most common groups of individuals identified are:

- Women
- Children
- Refugees & people seeking asylum
- Migrants
- Individuals in occupations with low visibility or legal protection

In Australia, only 1 in 5 victims of slavery are identified which means that 80% of victims do not get the support they need and remain in slavery in Australia.

### **SIGNS OF EXPLOITATION TO LOOK OUT FOR**

The signs of exploitation may vary in each situation. The following are often indicators:

- **Physical appearance** – individuals may seem dirty, confused, have injuries, appear malnourished and withdrawn
- **Few personal effects** – individuals may have very few personal items, clothing and very little food
- **Isolation and control** – individuals who appear to be under the influence of others who speak for them, provide their documents and take them to and from work
- **Don't want to seek help** – individuals avoid eye contact, are afraid to talk and reject assistance when offered

### **WHAT TO DO IF YOU IDENTIFY A MODERN SLAVERY SITUATION**

Reports can be made through Pacific National's Whistleblower Hotline, an independent service run by STOPline that provides the opportunity to report misconduct and other serious issues including modern slavery. Reports can be made anonymously. You can make a report by:

- Phone 1300 30 45 50 or 03 9811 3275
- Online via the STOPline portal
- Email [pacificnational@stoline.com.au](mailto:pacificnational@stoline.com.au)

### **WHY IS THIS IMPORTANT TO US AT PACIFIC NATIONAL?**

Modern slavery can occur in any industry and has severe consequences for victims. Modern slavery distorts global markets, undercuts responsible and sustainable business, and can pose significant legal and reputational risks to companies like ours.

Taking action to combat modern slavery makes good business sense. It is also the right thing to do.

### **WHAT HAS PACIFIC NATIONAL DONE SO FAR?**

As Australia's largest private rail freight operator, Pacific National took a number of actions last financial year to assess modern slavery risks in our business and supply chains, including an analysis led by external consultants and an in-depth review of our largest suppliers. This highlighted the potential risk of modern slavery in Pacific National's complex and multi-tiered supply chains, including for products and services we procure locally and globally.

Reflecting our commitment to reduce modern slavery risks, we have implemented a three-year modern slavery action plan to drive accountability. We have also established a cross-functional Modern Slavery Working Group to focus on the day-to-day implementation of this plan.

### **RESOURCES FOR MORE INFORMATION**

[PN Modern Slavery Statement 2020](#)

[PN Supplier Code of Conduct](#)

<https://antislavery.org.au/modern-slavery/>

<https://www.walkfree.org/>