

A MESSAGE FROM AARNET'S CHAIRMAN - MODERN SLAVERY

August 2022

INTRODUCTION

AARNet is committed to helping eradicate slavery, forced labour, bonded labour and human trafficking in the operations and supply chains of companies. This statement includes information about AARNet, its operations and supply chains, and how we are contributing to the global eradication of modern slavery.

OUR COMMITMENT

AARNet is committed to preventing and mitigating exploitation, bribery and corruption. We will not accept modern slavery, forced labour, bonded labour and/or human trafficking anywhere within our operations or supply chain. Our commitment is set out in further detail in our [Modern Slavery policy](#).

AARNET OPERATIONS

We directly employ approximately 150 staff across Australia, with a small staff also in Europe, and are structured as a combination of office and home based arrangements. We are confident that our own operations are free of modern slavery, forced labour and human trafficking. Colleagues across AARNet work under comparable terms and conditions that are in accordance with Australian employment law. We have a range of employment policies and processes in place, which ensure that our employees are fairly and equally treated, supported, recognised and remunerated for the work that they do. Our policies also set out the AARNet Values, our Code of Conduct and the behaviours expected in our workplace.

Training and Awareness Raising: Awareness raising amongst our employees is key to ensuring that risk areas are recognised and employees know what to do if they become aware of any concern associated with exploitation. All staff are required to complete mandatory training which covers the areas of Equal Opportunity, Modern Slavery, and Whistleblower provisions. [AARNet's Whistleblower policy](#) includes appropriate guidance for staff in reporting any suspicion of inappropriate or illegal behaviours.

SUPPLY CHAINS & RISK AREAS

We contract with a range of suppliers, from large international IT companies to local cleaning and catering companies. As part of our approach to maintaining a supply chain that is free of modern slavery, forced labour, bonded labour and human trafficking, we have put in place a Modern Slavery compliance regime with our suppliers. AARNet reserves our rights to terminate contracts with suppliers in the event that there is evidence, on balance, of non-compliance with applicable legislation pertaining to Modern Slavery.

I am proud of the commitment that AARNet has to the betterment of the world in which we all live, work and enjoy.



Professor Emeritus Ian O'Connor AC
Chairman