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Purpose and Scope

The Urological Society of Australia and New Zealand (USANZ) does not have reporting requirements under the *Modern Slavery Act 2018* (Cth) (the Act). However, as a supplier to, or purchaser from, larger entities, USANZ may be asked to provide information to help those organisations to meet their reporting or other obligations.

This document was developed to affirm our commitment to ensuring there is no modern slavery in USANZ operations and to establish mechanisms to address concerns that may be raised by stakeholders.

Acknowledgement

The following resources were used in developing this document:

- NSW Government Small Business Commissioner, [Modern Slavery: Information for Small Business](#)
- [Australian Government Attorney Generals Department, Modern Slavery Act 2018 resources](#), including the [Supplier Questionnaire – Identifying modern slavery risks](#).

What is Modern Slavery?

Australia's *Modern Slavery Act (Cth) 2018* defines modern slavery as including eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour services; and the worst forms of child labour.

Countries identified as high risk for Modern Slavery include: Bangladesh, China, Democratic Republic of Congo, Ethiopia, India, Myanmar, Nigeria, Pakistan, Russia, Thailand.

Goods/services that are known to have a high Modern Slavery risk factor include: agriculture; construction; electronics and electrical products; extractives/mining and basic metal production; fishing and aquaculture; forestry; healthcare; hospitality; housekeeping/facilities operations, textile and apparel manufacturing; transportation and warehousing security; security; cleaning; traffic control.

USANZ Anti-Slavery Policy Statement

USANZ is committed to ensuring, to the best of our ability that there is no modern slavery in any part of our business operations. We are committed to acting ethically and with integrity in all business dealings and relationships, and where possible, to ensure modern slavery is not taking place in our own business or supply chain.

Our business also expects its service providers, suppliers and contractors to share our commitment to act lawfully and ethically and to work to ensure that modern slavery is not taking place within its organisation or within its supply chain.

USANZ Supply Chain

USANZ procures almost all its goods and services from suppliers located within Australia and New Zealand. Our largest supplier expenditure is on professional/business services and consultancies, followed by insurance and travel. Our largest suppliers are themselves reporting entities under the *Modern Slavery Act (Cth) 2018* and publish statements on the Australian Governments Modern Slavery Statements Register.

USANZ rarely makes purchases from suppliers located in countries identified as high risk for Modern Slavery. When making purchases in excess of \$25,000 from one of these countries, USANZ will consider: a) the criticality of the goods or services to USANZ operations; b) whether the proposed supplier has ethics consistent with USANZ values and c) whether there are alternative suppliers located locally or in a country with low risk for Modern Slavery.

USANZ Employment Information

- USANZ does not use child labour in the provision of goods or services. For these purposes, a child means any person which the local minimum age law stipulates is under the age for work.
- There is no slavery, forced, bonded or involuntary labour in use across USANZ operations.
- All USANZ workers have the legal right to work at USANZ premises, to leave USANZ premises the end of their working day and the freedom to terminate employment at any time in accordance with an agreed notice period.
- All employees are on lawful contracts.
- Employees are not required to lodge “security deposits” or to pay any recruitment fees. USANZ does not retain any original identity related documents of its employees (eg passports, birth certificates etc).

Modern Slavery Risk Reporting, Assessment and Treatment

- While USANZ operates in the health industry which is identified as having high risk of modern slavery, as a professional association and not a health care provider, USANZ business is assessed as low risk.
- Oversight of Modern Slavery risks in USANZ operations is managed in accordance with the USANZ Risk Management Framework.
- Modern Slavery concerns involving purchases in excess of \$50,000 from high risk countries which, after following the steps outlined under USANZ Supply Chain above, will be reported to the Audit, Risk & Finance Committee for assessment and ongoing monitoring if required.
- All employees with procurement responsibilities are aware of this policy and encouraged to report concerns about Modern Slavery in USANZ supply chains to the Chief Executive Officer (CEO).
- The USANZ Equal Employment Opportunity, Discrimination, Bullying and Harassment Policy provides for grievances and complaints procedures by which risks of modern slavery within USANZ employees can be identified, investigated and remedied.

Roles & Responsibilities

Board of Directors	<ul style="list-style-type: none">Principal responsibility for modern slavery obligations and approving modern slavery statements.
Audit, Risk & Finance Committee (ARFC)	<ul style="list-style-type: none">Assessment of reports of complaints of modern slavery risks reported by the CEO or by external entities.Escalating risks to the Board of Directors in accordance with risk appetite and treatment requirements established in the Audit and Risk Framework.
CEO	<ul style="list-style-type: none">Initial assessment of reports or complaints of modern slavery risks.Escalating modern slavery risks to ARFC when required.
Senior Staff/Managers	<ul style="list-style-type: none">Raising concerns about Modern Slavery in USANZ operations or with USANZ major suppliers, to the CEO.

Related documents

- USANZ Risk Management Framework
- USANZ Equal Employment Opportunity, Discrimination, Bullying and Harassment Policy

Superseded documents

- None

Revision history

Version	Date	Notes	By
1.0	30 August 2024	Approved	Board of Directors

Review date

This position statement will be reviewed every 3 years. The next review date is August 2027.

Contact

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