

1. Introduction

RedR Australia (RedR) is committed to the global fight against modern slavery and human trafficking. RedR understands the devastating impact of these practices on individuals and communities worldwide. This policy provides a clear framework for preventing and combating these practices in all aspects of RedR's operations, underpinning RedR's commitment to human rights, integrity, social justice, diversity, and inclusion.

2. Values Statement

RedR is guided by its values of accountability, integrity, empathy, and collaboration. To achieve its mission, it is imperative that everyone employed by RedR demonstrate honesty, lawfulness, respect, and fairness.

3. Purpose

The purpose of this Policy is to outline the forms of modern slavery and provide guidelines on their prevention within the RedR work force. Modern slavery occurs when vulnerable people are exploited for personal gain or commercial profit. Practices that constitute modern slavery may include:

- Human Trafficking.
- Slavery.
- Servitude.
- Forced Labour.
- Debt Bondage.
- Forced Marriage.
- Child Labour.
- Orphanage trafficking and exploitation of children in institutional care settings.

4. Scope

This policy applies to all persons working for RedR or on RedR's behalf in any capacity, including board members, employees, directors, volunteers, interns, contractors, consultants, suppliers, and business partners.

5. Policy Statement and Principles

This Policy outlines that RedR will undertake measures to ensure there are no modern slavery practices within its business, deployments, and training programs, both nationally and internationally.

RedR is guided by principles of equity and social justice, integrity, diversity, inclusion, partnership, and respect for human rights. RedR is committed to the prevention of modern slavery across all operations in accordance with the Modern Slavery Act (2018). RedR will take action to ensure that new forms of modern slavery can be identified, evaluated, and addressed in compliance with international standards. RedR will adhere to the principles of the National Action Plan to Combat Modern Slavery 2020-25, focusing on prevention, disruption, support and protection, partnership, and research.

6. Procedures

RedR acknowledges that the drivers of modern slavery and human trafficking are closely related with poverty, unequal power dynamics, and gender inequalities. To promote and work towards sustainable development, RedR will ensure identification and mitigation of modern slavery risks are parts of organisational safeguarding mechanisms. This includes:

- Conducting an analysis of RedR's operations to ensure that no area of business is engaged in modern slavery, including deployees, trainers, contractors, host partners, and suppliers.
- All suppliers to be selected according to the Procurement Policy, which includes reviewing Modern Slavery policies when conducting evaluations.
- Ensuring RedR's recruitment practices are robust against modern slavery including participation in the Misconduct Disclosure Scheme.
- Ensuring due diligence checks of partner organisations to ensure they are not engaged in modern slavery or human trafficking.
- Incorporating modern slavery risks within RedR's risk, safety, and security processes and reporting.
- Providing appropriate training to all RedR personnel on modern slavery and human trafficking.

In the case that there is any instance where personnel believe there may be Modern Slavery occurring, all issues are to be raised to the People and Capability team via hr@redr.org.au. All issues will be investigated thoroughly, ensuring that all actions undertaken are in line with the organisations stance on preventing and combating Modern Slavery. These actions will include reporting through any instances of confirmed Modern Slavery to the board and any other relevant stakeholders to mitigate the risk of the practices continuing.

7. Roles and Responsibilities

RedR Board

- Aligns RedR's activities with this policy and approves changes to the policy.

CEO/Leadership Team

- Implements the policy, creates a culture that values prevention, manages risk, rectifies issues, and ensures staff receive appropriate training.

Head of Risk, Safety, and Security (RSS)

- Ensures partners are not engaged in prohibited practices, assesses, and manages risk, and reports concerns to the Leadership Team.

People and Capability Manager

- Ensures compliance to the policy
- Ensures that a regular review of the policy is conducted
- Reports through to the board any confirmed Modern Slavery Practices
- Implements recruitment practices that guard against modern slavery
- Provides resources for staff to understand and adhere to this policy and
- Ensures that a regular review of the policy is conducted.

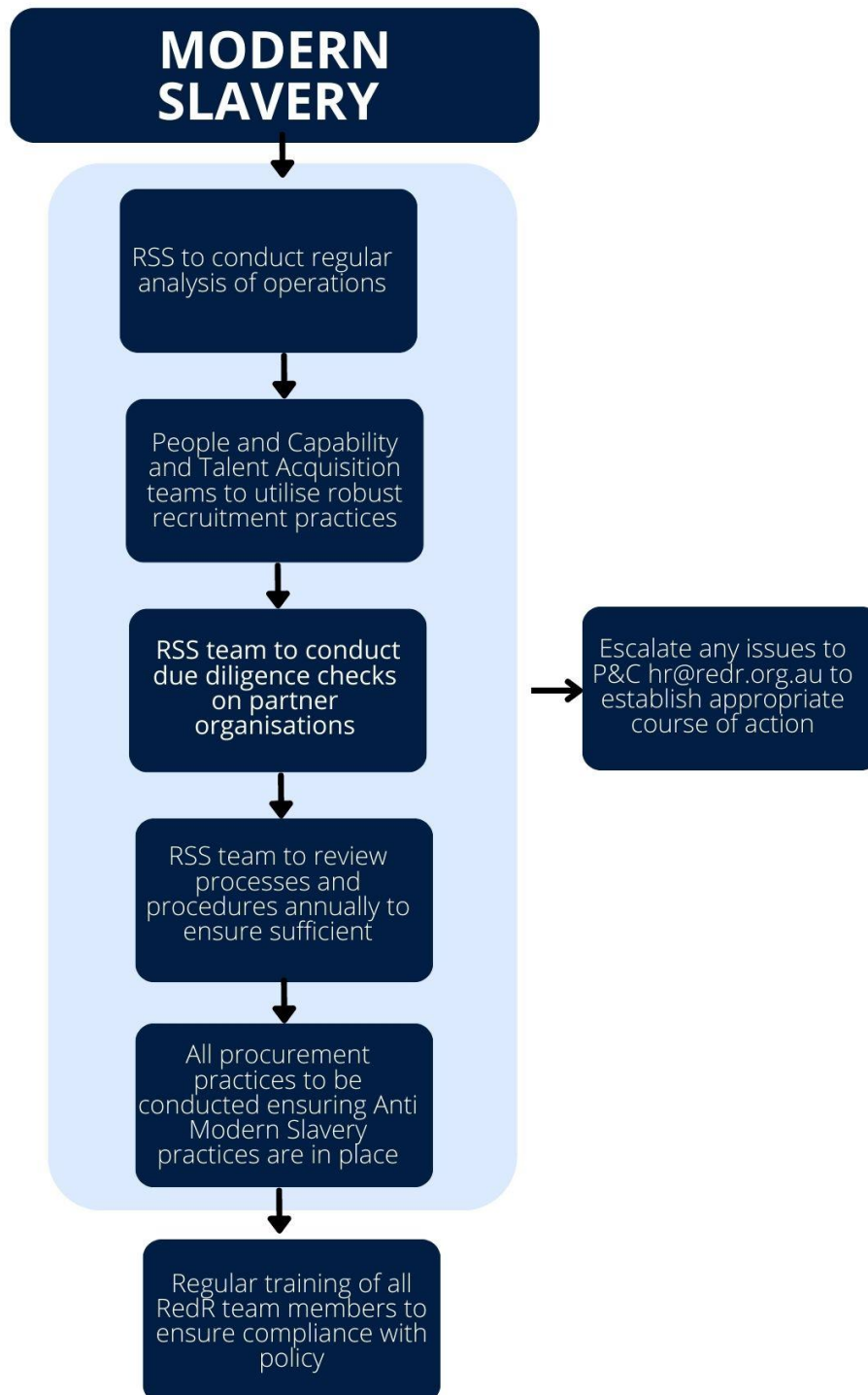
Associate Trainers and RedR Deployees

- Act as ambassadors for this policy in their training programs and deployments, ensuring they are free from modern slavery practices.

All Staff, Volunteers, and Contractors:

- Understands and adheres to this policy, reports concerns, and participates in provided training.

8. Flow Chart



9. Definitions

Child Labour	The use of children in work that is harmful to their physical and mental development.
Debt Bondage	The practice of offering personal services as security for a debt if the value of those services is not applied towards the liquidation of the debt.
Forced Labour	All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily
Forced Marriage	A marriage in which one or both of the parties is married without his or her consent or against his or her will.
Human Trafficking	The recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat, use of force or other forms of coercion, for the purpose of exploitation.
Servitude	The state of being a slave or completely subject to someone more powerful.
Slavery	A situation where a person exercises, over another person, any or all of the powers attaching to the right of ownership.

10. Related Policies and Documents

RedR Child Safeguarding Policy
 RedR Code of Conduct
 RedR Global Safety and Security Policy
 RedR Child Safeguarding Policy
 RedR Procurement Policy
 RedR Staff Terms and Conditions

11. Document Control

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