



# Modern Slavery Statement



## Acknowledgement of Country

Deloitte acknowledges the Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands on which we work and live. We pay our respects to their cultures, Elders past and present and honour their continuing connection to land, waters and community.

*This Statement is made by Deloitte Touche Tohmatsu, the reporting entity, pursuant to section 13 of the Modern Slavery Act 2018 (Cth) for the financial year ending 31 May 2021.*



# Introduction from the CEO

We began work on last year's Modern Slavery Statement – our first – just as the world took an unexpected turn that saw people's lives and livelihoods change suddenly and dramatically.

While we have all been affected by the pandemic, we know we have not all been impacted equally. As a result of COVID-19, the risks for those most vulnerable to modern slavery have increased with efforts to assist victims and survivors being disrupted.

The pandemic has forced people to shift their focus, but we must not lose sight of our responsibilities to vulnerable populations most at risk of exploitation, which is why the Modern Slavery Act 2018 (Cth) is more important than ever.

Deloitte Australia's Modern Slavery Working Group is made up of passionate and skilled people, collaborating across the business, who maintain our focus on monitoring the progress and effectiveness of our actions.

Some of these actions have included leveraging Deloitte's human rights experts to develop mandatory training for all Partners and employees which heightened awareness of modern slavery, building frameworks to embed processes that assess risks at contracting and mechanisms to raise modern slavery-related issues.

Through our shared values, underpinned by a culture of flexibility and diversity, we have created a supportive environment for our people to have the right tools, knowledge and support to speak up about behaviours counter to our principles. Raising awareness to identify unethical conduct and unlawful practices strengthens our people's capability to acknowledge and stand up against modern slavery.

Our people are also encouraged to give back – facilitated through The Deloitte Foundation – by donating their time, skills and funds to support vulnerable people and communities. We further assist not-for-profits and non-governmental organisations by giving pro bono services – nearly 50,000 hours this year.

Our actions and commitment provide a tangible statement of our intent to counter modern slavery where possible and we will continue dedicating time and focus to make a positive impact on this important agenda.



**Adam Powick**  
**CEO of Deloitte Australia**

Approved by the Board on 25 November 2021



**Adam Powick**  
**CEO of Deloitte Australia**



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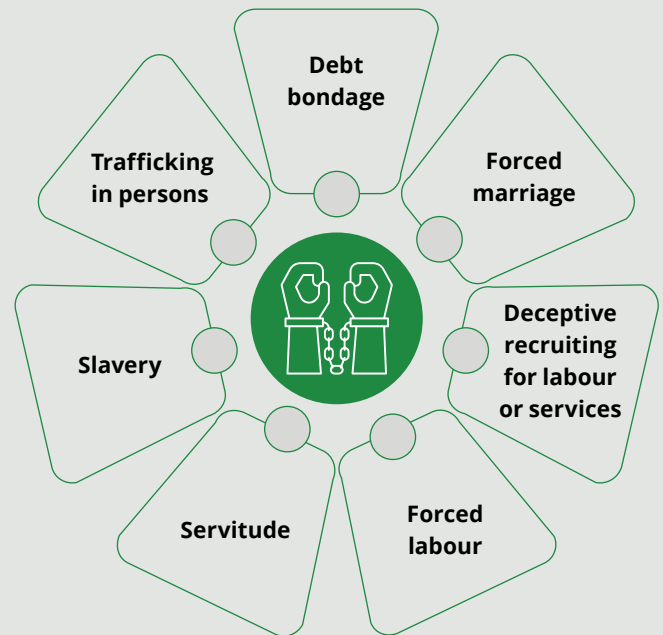
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# Recognising the problem of modern slavery

The Modern Slavery Act 2018 (the 'Act') encourages large organisations to bravely exercise their corporate responsibility and examine any potentially harmful business practices alongside their suppliers.

Deloitte Australia's approach focuses on the risk of violating fundamental human rights of vulnerable people through acts of modern slavery, as outlined in this statement.

Modern slavery is an umbrella term that encompasses seven types of serious exploitation:



To identify modern slavery risks, we consider the following risk factors or indicators:



## Geography

- Weak or no enforcement of laws prohibiting forced labour
- Weak and/or inconsistent labour inspection framework
- Jurisdictions with a history of:
  - recruiting compulsory labour
  - public corruption



## Industry practices

- Sectors with intense competition between suppliers, causing pressure on time and costs
- Informal sectors, unregulated with poor visibility over lower-tier suppliers
- Sectors with decentralised operations
- Sectors with widespread use of third-party recruiters and subcontractors



## Labour levels

- Sourcing from a country with a high level of unemployment and poverty where the labour force may be more vulnerable to exploitative practices
- Migrant labour represents a large part of the workforce
- Low-skilled work and low minimum wage

We recognise that modern slavery may be occurring in our own supply chain. While we have found no evidence of this to date, we are adopting a proactive approach and will continue to work with our suppliers over time to ensure any risks are uncovered and addressed.

# Our people, culture and operations

## Structure and reporting entity

In this Statement, Deloitte Australia refers to the Australian partnership of Deloitte Touche Tohmatsu and the entities with which it is associated in Australia and Papua New Guinea. With our CEO headquartered in Melbourne and with offices all over the country, Deloitte Australia, through itself and its functional and operational entities, provides a range of professional services to clients in Australia and around the world, such as: audit, tax and legal, consulting, risk advisory and financial advisory services. Deloitte Australia administers its internal functions such as employment of staff, procurement of goods and services and its financial arrangements through additional entities, including:

- Deloitte Services Pty Ltd
- Deloitte Finance Pty Ltd.

The actions described in this Statement have been undertaken by Deloitte Australia, considering the business operations and supply chains of the entities listed above. Accordingly, we have designed a modern slavery framework that will be set centrally and applied across all Deloitte Australia entities to ensure a unified and consistent approach to the management of modern slavery risks across all our business operations.

Deloitte Australia is also a member of Deloitte Asia Pacific Limited, a UK company limited by guarantee, which in turn is a member Firm of Deloitte Touche Tohmatsu Limited ("DTTL"), a UK company limited by guarantee. Deloitte Australia is also a member of the Deloitte Organisation. This comprises of one or more of DTTL, its global network of member Firms and their related entities. DTTL (also referred to as "Deloitte Global") and each of its member firms and related entities are legally separate and independent entities, which cannot obligate or bind each other in respect of third parties.

This Statement is made by Deloitte Australia in its own capacity and does not extend to other members of the Deloitte Organisation. This Statement does not cover the business operations of other members of the Deloitte Organisation, except to the extent that they are engaged by Deloitte Australia for the supply of specific services and form part of Deloitte Australia's supply chain.

## Operations

Our operations are centred around exceptional service in helping clients across a broad range of industries and sectors solve their most complex problems. We provide professional services to our clients from a range of offices in Australia and Papua New

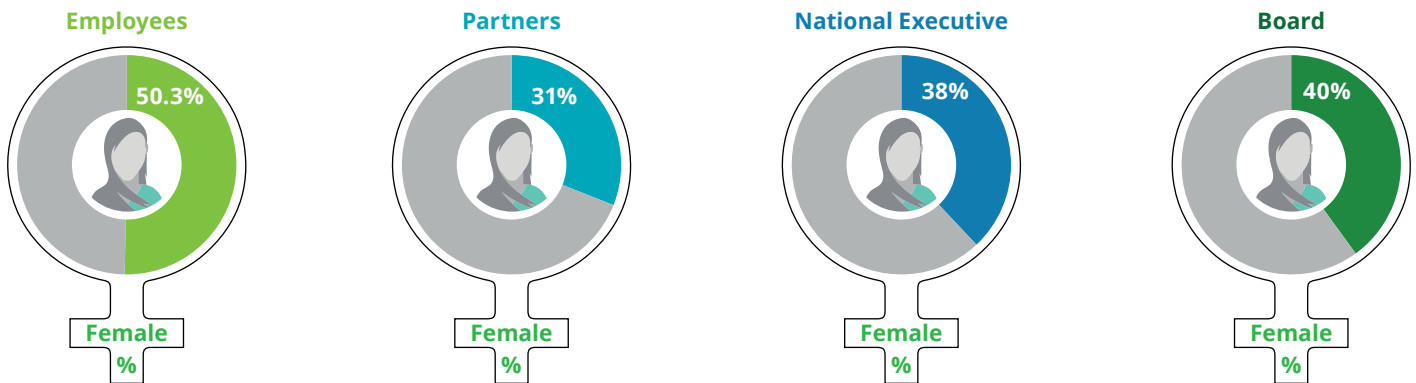
“ We have designed a modern slavery framework that will be set centrally and applied across all Deloitte Australia entities to ensure a unified and consistent approach to the management of modern slavery risks across all our business operations. ”

**Generally, Deloitte's service offerings are provided by the partnership and the following entities:**

- Deloitte Access Economics Pty Ltd
- Deloitte Actuaries and Consultants Limited
- Deloitte Consulting Pty Ltd
- Deloitte Corporate Finance Pty Ltd
- Deloitte Financial Advisory Pty Ltd
- Deloitte Growth Solutions Pty Ltd
- Deloitte Legal Pty Ltd
- Deloitte Real Estate Pty Ltd
- Deloitte Risk Advisory Pty Ltd
- Deloitte Tax Services Pty Ltd

Guinea using a combination of full- and part-time Partners, employees, independent contractors and subcontractors. From time to time we engage the services of other members of the Deloitte Organisation to supplement our services. We also work collaboratively with select third parties across a range of different industries, such as software and other technologies.

## Gender parity at Deloitte Australia



### Our people and culture

Diversity, equity and inclusion are pillars on which we build and sustain our internal culture. We see diversity as a business imperative and competitive advantage, given the significantly better client solutions and outcomes that result from more diverse thinking. We also want everyone at Deloitte to feel supported, enhanced and encouraged within our Firm – to bring their ‘best selves’ to work. We encourage this by fostering an inclusive culture that is built on a foundation of respect and appreciation for diversity in all its forms. Deloitte’s global All-In commitment is to achieve gender parity at all levels of our organisation and we continue to make progress towards this goal.

### In-built flexibility and trust for Partners and employees

The working conditions at the Firm are flexible, progressive and we value the wellbeing of employees. In mid-2021, the Firm formalised a new employee experience called the 'Deloitte Experience'. Built on trust, the Deloitte Experience empowers all Partners and employees to make choices about where they work and provides flexibility over the individual's working hours based on client, team and individual needs. Connecting with our clients and each other is central to the Deloitte Experience.

### Empowering employees to speak up

Our Employment Relations and Workplace Health & Safety team advocate wellbeing through support and training at work during the onboarding of new hires and throughout employees’ careers at Deloitte. The team collaborates with the Conduct team’s Ethics Office to drive cultural understanding of our Deloitte Shared Values, Australian Principles of Business Conduct and policies regarding anti-harassment, anti-discrimination and bullying. This gives employees the tools, knowledge and support needed to call out behaviour and practices that don’t align with, or adhere to, our shared values, principles and policies. This strengthens

employees’ personal judgement and confidence that they are able, and encouraged, to raise issues and that action will be taken. This culture strengthens an underlying awareness of unethical and unlawful practices that feed into modern slavery.

### Recruitment

Our Talent Acquisition team carries out the majority of recruitment for our full-time and part-time roles – they match candidates with vacancies based on competency and experience. The team is responsible for, and committed to, delivering consistent and timely recruitment across diverse job levels, business areas and industries, with candidates selected from both Australia and overseas. Our direct employee workforce modern slavery risk is considered low as Australia is the primary country of employment and the professional services industry typically consists of higher skilled and educated individuals whose duties are for provision of services in office environments.

Every employee receives a countersigned agreement on commencement of work with Deloitte that states their terms of employment, remuneration structure, working hours and notice period.

### Deloitte Australia’s overseas teams

Deloitte Australia has auxiliary team members based overseas in India and the Philippines who support onshore teams with client deliverables, compliance and internal support functions. While these nations present more risk than locally based teams in Australia, as part of the Deloitte member Firm network, they have the same shared values, support mechanisms for addressing unethical conduct and policies which underpin our culture here in Australia. Aligned with local employees, they also perform work which requires higher skilled and educated individuals with duties for provision of services in office environments.



**Supply Chain**

In Australia, our procurement team oversees ~\$500m in annual supplier spend. We procure services from a diverse range of suppliers in several categories, including business, marketing, real estate, talent, technology and travel.

We know our supply chains are expansive, extending far beyond the supplier with whom we have the direct relationship. In this reporting period, we know that we have sourced goods and services from at least:



- Australia
- Austria
- Belgium
- Bermuda
- Brazil
- Canada
- Cayman Islands
- China
- Cook Islands
- Fiji
- France
- Germany
- Hong Kong
- India
- Ireland
- Israel
- Japan
- Macau
- Malaysia
- Mexico
- Netherlands
- New Zealand
- Papua New Guinea
- Philippines
- Romania
- Singapore
- Solomon Islands
- Spain
- Switzerland
- Tonga
- United Arab Emirates
- United Kingdom
- United States

At various times Deloitte might also procure goods or services (usually software) from a supplier for resale to clients in connection with the delivery of our professional services. In those circumstances Deloitte’s role is to help facilitate the purchase of a supplier’s products by our clients. Arrangements with suppliers in this context are assessed as part of Deloitte’s due diligence process for marketplace business relationships, which cover anti-bribery and corruption and a number of other business ethical checks.



# Our actions this reporting period

1 >> Giving back to clients and community

2 >> Dedicating time and talent to the issue of modern slavery

3 >> Our modern slavery due diligence and supplier risk management framework

4 >> Peering into our own supply chain

5 >> The knowledge to do what's right

Our process was both collaborative and iterative. The decisions evolved over the reporting period and will continue to do so. This dynamic approach will help build a truly operational, best-fit framework for Deloitte Australia.



# Giving back to clients and community

## The work we do

Deloitte Australia has specialists within our Risk Advisory function dedicated to advising our clients on sustainability, climate change and human rights. These specialists help clients across numerous industries and sectors address their own modern slavery risks as they [prepare for their own modern slavery reporting](#) and collaborate with business, non-governmental organisations (NGOs) and community groups on the topic of modern slavery.

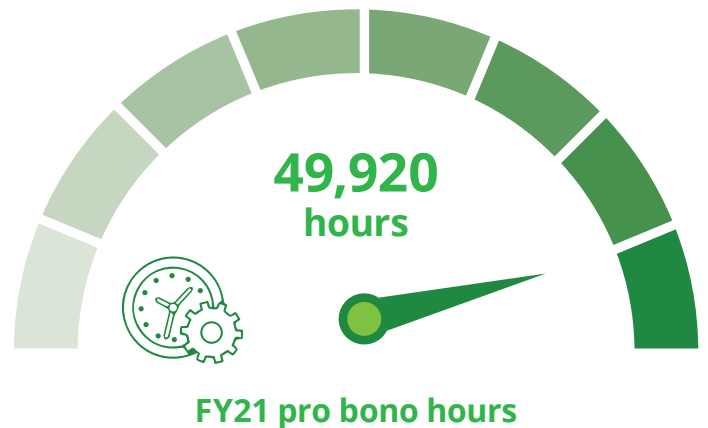
Deloitte Australia strives to embody our Global Shared Values, such as 'serve with integrity' and 'take care of each other'. Also, living our commitment to our purpose and principles of business conduct, which extends to our approach to enhance human rights.

This also includes our non-client work in sharing blogs, [guidance](#), and [thought-leadership](#) pieces. We speak on or organise panels, webinars, training sessions and conferences to raise awareness and provide platforms to international organisations and NGOs.

Deloitte has a global Human Rights Community of Practice that was formed to upskill and inform more than 180 Deloitte experts around the world to capture global perspectives on a global problem. The practice holds regular meetings in collaborative virtual workspaces to push for real improvements in this complicated and challenging landscape. Standard agenda topics include reviewing upcoming legislation in various jurisdictions, sharing skills, expertise, case studies and client challenges.

## How we give

Modern slavery is often a result of a complex ecosystem of vulnerabilities and is entangled with the most profound global challenges we face: climate change and technological disruption. Deloitte's community contributions are focused through The Deloitte Foundation. The Deloitte Foundation is a separate legal entity, registered with the Australian Charities and Not-for-Profits Commission as a Private Ancillary Fund and enables Deloitte



people to donate their time, skills and funds to projects that support those facing disadvantage.

Deloitte's global WorldClass ambition is to support 100 million people to succeed in a rapidly changing global economy by 2030. We do this by partnering with community organisations and others that share our mission to deliver education, skills for employment and access to opportunities for disadvantaged individuals and communities. Supporting vulnerable people in this way helps to break the cycle of poverty and disadvantage that can lead individuals into modern slavery situations.

Each year, we give thousands of hours in pro bono services, skilled and hands-on volunteering to not-for-profits (NFPs) and NGOs. Since 2017 we have worked with A21, an NGO dedicated to ending human trafficking, to help build their capacity as an organisation. We have provided tailored training and advice to meet A21's needs. We have also provided pro bono workshops to NFPs to help them understand the legislation and determine actions they need to take to address modern slavery in their supply chains.



# Dedicating time and talent to the issue of modern slavery

In 2019, Deloitte Australia established a Modern Slavery Working Group which meets at least quarterly for strategic oversight and increased collaboration through the year to address specific needs.

The working group is accountable to our **Chief Risk Officer**, a member of our Executive responsible for the Firm's risk and reputation and chaired by the Conduct & Ethics Leader. Collaboration on the working group includes the members listed below:

- **Human rights subject matter experts** from our Risk Advisory function offering relevant insights on global and local best practice and delivery of solutions for our clients who engage us for their modern slavery initiatives
- **Associate General Counsel** to review contractual engagements for the Firm

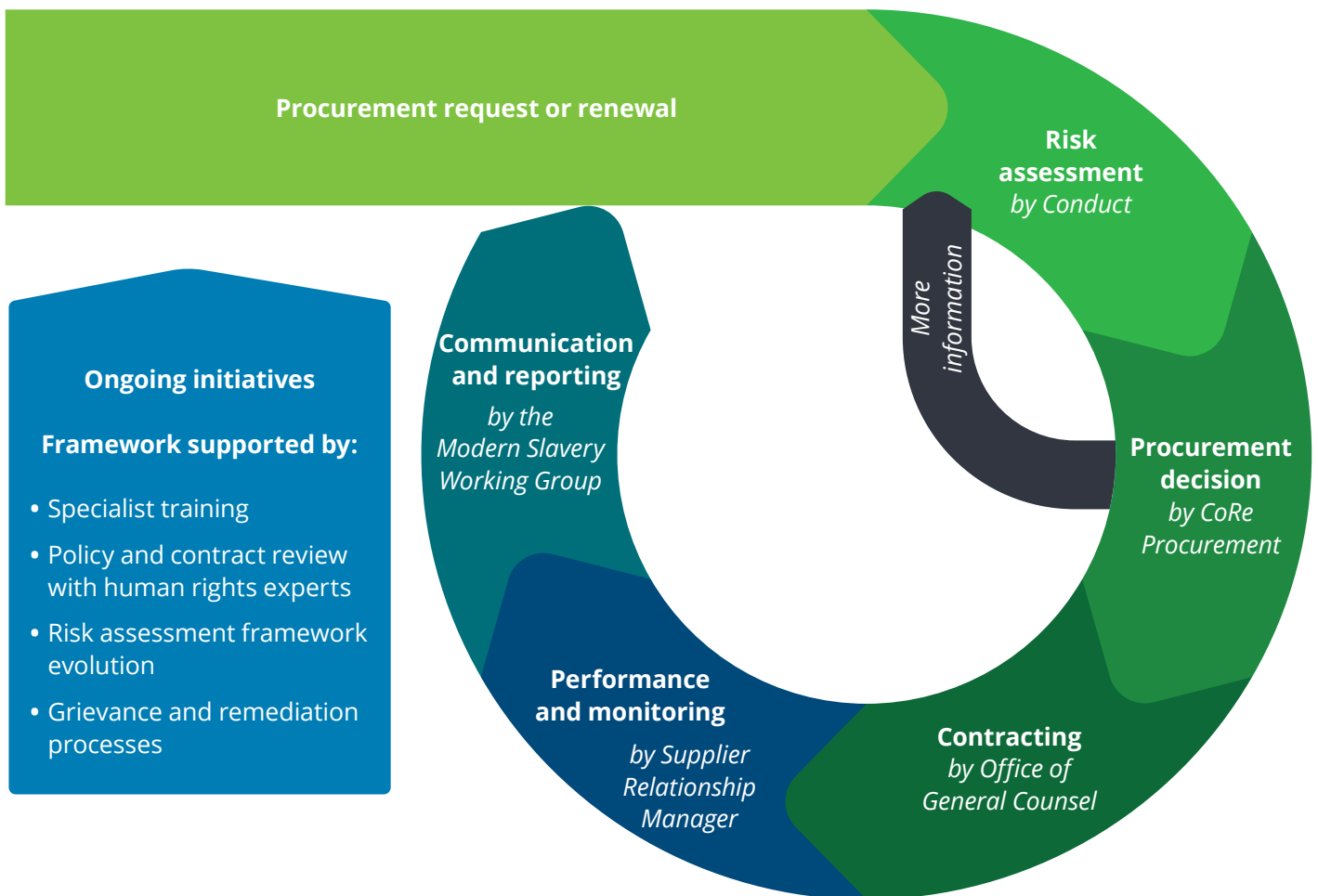
- **Senior Strategic Sourcing Manager** from our Global Procurement team who oversees our innovation and emerging technologies portfolio
- **Conduct team representatives** responsible for operational oversight and convening stakeholders to deliver against our modern slavery goals and activities
- **Responsible Business team representatives** with internal-focused initiatives and reporting

The working group Chair monitors progress against our modern slavery roadmap and the effectiveness of the actions taken to address modern slavery risks, reporting to both the Board Ethics & Risk Committee and the Board annually.



# Our modern slavery due diligence and supplier risk management framework

Our risk management framework was developed through an iterative and highly collaborative process. The working group provides oversight to ensure meaningful information flow and controls. This is an overview of the process.



## 1. Risk assessment

A risk assessment is executed by our Quality and Risk Conduct team as part of our established supplier due diligence procedures. The assessment is required of all new suppliers and on contract renewal for existing suppliers. Initial risk classification is driven by the country and the goods/services procurement category, which informs the extent of further due diligence required. Additional due diligence, if required, can incorporate a mixture of media searches, desktop research on the supplier's policies and statements or standards, clarification requests from suppliers (e.g. through the use of questionnaires) and other relevant factors. The Conduct team usually consults with our human rights specialists when elevated risks are identified. The outcome of our risk assessment and our response is influenced by the severity of the potential impact on people, coupled with our leverage and the supplier's sophistication.

## 2. Procurement decision

Deloitte CoRe Procurement manages global and local procurement programs on behalf of the Deloitte Organisation for major spend covering the majority of our tier one suppliers. The CoRe Procurement team undertakes sourcing and selection, contract negotiation and overall management of major external supplier relationships while leveraging the full capabilities of the Deloitte network. Following the completion of the Risk Assessment step, CoRe Procurement is then responsible for making the final procurement decision and contract negotiation. In making this decision, CoRe Procurement considers relevant outcomes of the Risk Assessment processes in conjunction with a range of other risk factors specific to the supplier. If required, further information is requested from the supplier.

## 3. Contracting

The Office of the General Counsel (OGC) draws up and negotiates supplier contracts. The OGC ensures that the terms are tailored to address any risks of modern slavery identified through the risk assessment process outlined above, which are specific to the supplier. In this way, the contracting process will help to hold suppliers accountable for maintaining ethical business practices, including addressing risks of modern slavery in their operations and supply chain. It also helps ensure that Deloitte Australia is empowered to obtain reasonable information from suppliers to assist us to determine whether a supplier is compliant with such requirements.

## 4. Performance and monitoring

Depending on the risk classification of the supplier, modern slavery risk level reassessment is undertaken on contract renewal (usually a one- or three-year cycle). We monitor the results of the risk assessments completed and the outcomes of our due diligence procedures. Since establishing our modern slavery risk assessment, given the nature of our supplier relationships, our monitoring indicates our direct exposure to these risks is low. Due to our focus on responsible business, we have delivered mandatory modern slavery training to Deloitte Australia Partners and employees and workshop training for our Procurement professionals responsible for analysing supplier self-assessment questionnaires.

## 5. Communication and reporting

The Modern Slavery Working Group report at least annually to the CEO and Board on its activities and the preparation of the annual Modern Slavery Statement.

# Peering into our own supply chain

We endeavour to work with suppliers to maximise the positive impact we can have as an organisation. We acknowledge the First Nations people and their experience during Australia's colonial history. Reconciliation forms a part of that remediation and healing process.

Deloitte Australia is a proud member of Supply Nation, which has helped us source many office consumables from Indigenous businesses. We have a 'Stretch' [Reconciliation Action Plan](#), which we embed in all parts of our business – including our procurement. In line with our values, we are also a Fair-Trade Workplace through the Fair-Trade Association of Australia and New Zealand.

As detailed in our 2020 Modern Slavery Statement, Deloitte's internal human rights experts conducted an in-depth supplier risk assessment to build a starting point for Deloitte's modern slavery roadmap. This assessment targeted a subset of Deloitte's tier one or direct suppliers from the following key categories:

- Business services
- Food products
- Electronic equipment
- Communication
- Machinery and equipment
- Paper products/publishing.

During selection, we intentionally excluded suppliers with sponsorship arrangements, independent contractors and expenses by Partners and employees through corporate charge cards. The scoping decisions were made with consideration of our human rights risk maturity, the structure of our supply chain and our evolving risk management roadmap. Final scores were calculated considering country information and industry categories, as the likelihood of modern slavery occurring in a supply chain is most commonly correlated to these factors. The assessment also considered financial spend to inform the engagement approach.

We determined this cross section of category and tier as the most effective starting point from which to further develop our risk assessment capability. As we further develop our insights of the supply chain and risks, we will review the risk assessment and adapt the modern slavery roadmap.

## The way we operate and people we buy from

Like many Australian entities, all assessed tier one suppliers had a moderate level of risk (between 21-50 out of 100). Our mean risk score was 26.8, with scores ranging from 23.1 to 44.8. No assessed tier one supplier was considered high or very high risk. Two suppliers had very high dependency risk and three had a moderate level of dependency risk. However, combined they represented only 5% of assessed spend.

### Score risk level

 0 – 20 Low	 21 – 50 Moderate
 51 – 70 High	 71 – 100 Very High

Our tier one risk rating was moderate due to the fact our tier one suppliers are predominantly located in Australia. Australia is a lower risk geography relative to others deeper in our supply chain.

Material modern slavery risks may lie deeper in our supply chains and we may decide to assess these lower tiers in future years.

We have not found any instances of modern slavery to date but acknowledge the possibility that one may arise in a future operating context. We have determined that our highest risk lies in the following areas:

### Procurement of goods and services from international suppliers

Here the risk is two-fold. Overseas jurisdictions have different laws, customs and working conditions which may not offer adequate protection from exploitation for workers. Additionally, the remoteness of the locations in which these suppliers operate diminishes the level of visibility we have on their business practices, including their operations and supply chain.

### Contingent workforce

Our contingent workforce is comprised of skilled individuals. We use third-party service providers for engagement of contingent contractor services and work with providers to help ensure that our contingent workforce is sourced ethically, fairly and in line with our business values.

### Facilities management and hospitality services

Deloitte uses third parties to provide facilities management, cleaning and other hospitality services at our offices, as well as for the procurement of certain office amenities and other supplies. Our investigations identified that there are inherent risks of modern slavery in the industries from which these goods or services are procured. We are mindful that a higher proportion of workers in these supply chains have low qualifications and can be non-English speaking migrants making them more vulnerable to exploitative practices.

A higher proportion of workers in these supply chains may perform lower-skill labour, English could be their second, third or fourth language and they may be dependent on a visa scheme to remain in the country. The type of services performed may be less visible and they may be working alongside people in similar circumstances. Because of this, they may not be informed, empowered or able to exercise their labour rights.





# The knowledge to do what's right

Our Risk Advisory human rights subject matter experts developed 'What is modern slavery?' – training delivered as a mandatory requirement for all Partners and employees during the reporting period. This mechanism empowers our people to specifically know what modern slavery is and where and why it occurs. For our team members in support roles or who are client facing and could potentially be more likely to come into contact with modern slavery within our networks and engagements, an additional tailored learning module was delivered to empower

them to discern modern slavery risks in their daily jobs. For the Conduct team performing the risk assessments and our Australian procurement professionals with decision-making authority over major spend by the Firm, advanced training was delivered in a workshop format on how we engage our supply chain in consideration of modern slavery and facilitate meaningful decisions if high modern slavery risks are identified.

We will continue to assess and refresh training as necessary.



# Grievance and remediation

Grievance mechanisms enable detection of potential adverse impacts and facilitate the provision of remedies for victims and survivors. Any action taken in response to an identified case of modern slavery must place victims at the forefront of decision-making.

The United Nations Guiding Principles (UNGPs) state that effective operational level grievance mechanisms should be:

- Legitimate
- Accessible
- Predictable
- Equitable
- Transparent
- Compatible
- A source of continuous learning
- Based on engagement and dialogue.

Any modern slavery related grievances can be raised through Deloitte Australia's existing grievance mechanisms: our [Whistleblower Policy](#) or [Complaint Handling Policy](#). We can confirm that no modern slavery related grievances were raised during the year.

The whistleblower and complaint handling processes are readily available to any internal Deloitte person through our intranet, or our external clients, third parties and supply chain through our website.

Both policies provide a suitable communication channel for victims or interested parties to anonymously raise modern slavery concerns about Deloitte. Matters raised will be handled in accordance with the underlying policies.



## Issues identified within our own operations

Any reports of misconduct are taken seriously by Deloitte and are assessed carefully in reaching an appropriate resolution. While the circumstances of each matter differ, all investigations:

- Follow a fair process
- Are conducted as quickly and efficiently as the circumstances permit
- Maintain confidentiality throughout the investigation
- Use trained investigators and subject matter experts
- Are independent of the person(s) concerned with the allegations.

## Issues identified by Deloitte Australia in our supply chain

Deloitte Australia may become aware of a potential case of modern slavery in our supply chain, either through our own investigation, the media, NGO reports or via our grievance mechanisms. In that instance we will consider taking one or more of the following steps as appropriate:

- Engage with the supplier to raise the modern slavery risk and understand any risk management action that they have taken
- Leverage commercial drivers and contractual obligations to encourage the supplier to remedy any non-compliance with modern slavery requirements and make good the harm the supplier has caused, including by agreeing a Corrective Action Plan with the supplier
- Identify and consult with relevant government agencies and NGOs to determine an appropriate response
- If there is the possibility that criminal offences have been committed, report it to the police
- Document and review complaints to learn lessons and strengthen complaint mechanisms, remediation plans, contract provisions and our expectations of suppliers

In all circumstances we will act in a way that aims to do no harm to modern slavery victims and to act in their best interests.

# Measuring effectiveness

We have embedded repeatable methodology to perform supplier assessments, providing our leadership with confidence in managing our modern slavery risks. Given the nature of our business, our monitoring confirms that our exposure to modern slavery risks appears relatively low.

Our existing grievance mechanisms are accessible to internal and external networks and open to anyone who identifies a modern slavery dilemma. We did not receive any modern slavery reports

through our grievance mechanisms in the reporting period and have confidence that the mechanisms are sufficient for our risk profile.

We leveraged our human rights experts to develop impactful training for all Deloitte Partners and employees, providing oversight into the history of modern slavery, potential impacts from lack of awareness, our risk assessment framework and how to respond if risks are identified.

*Deloitte's Modern Slavery experts developed bespoke training for all active Partners and employees based on job type and roles. The training was released at the end of the 2020-2021 financial year, with the due date in the current 2021-2022 financial year. The table below reflects achievements in training completions for the period of this report, as well as final Firm completions post-year end.*

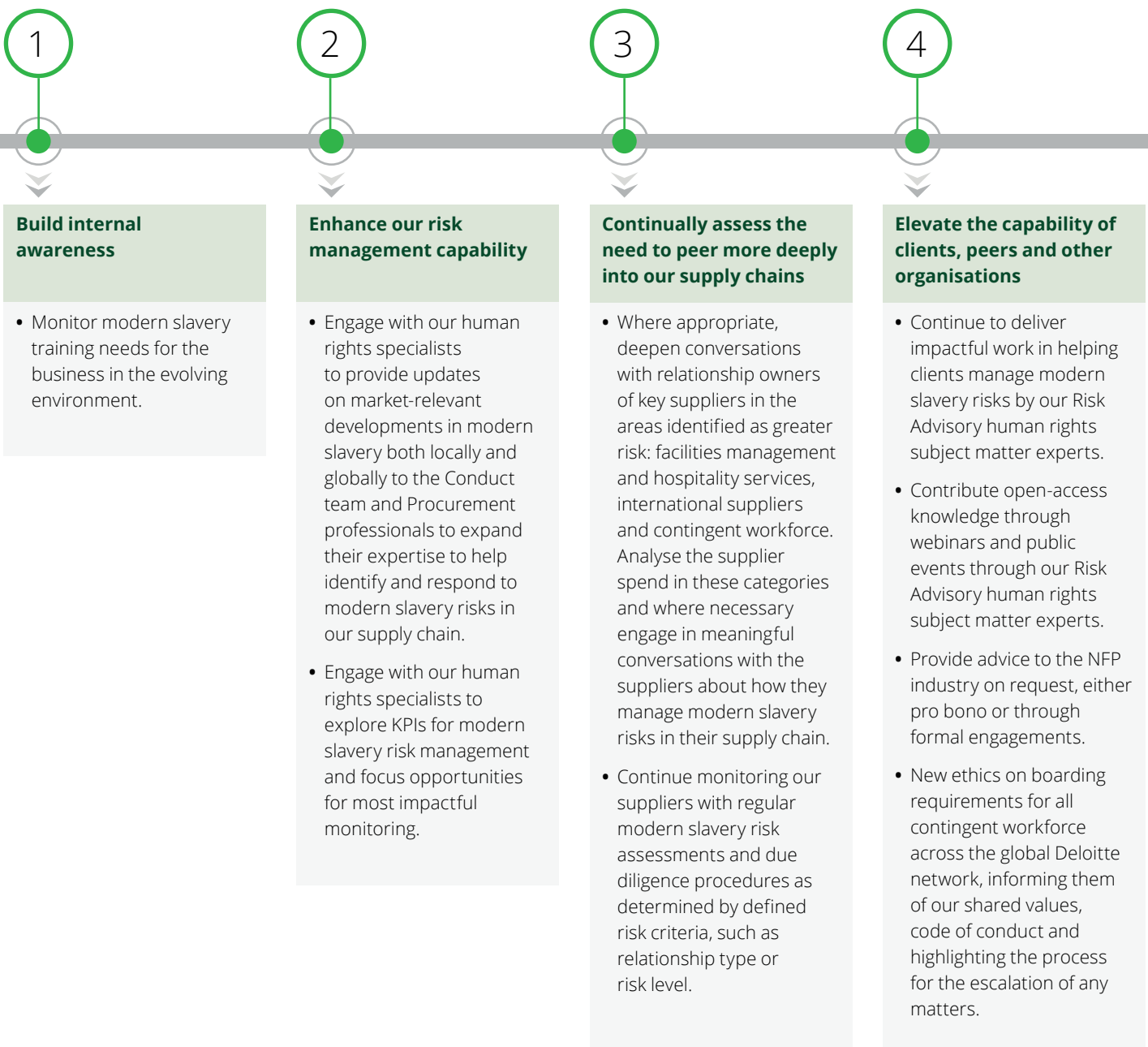
	FY21	Firm % Complete
<b>Modern Slavery Risk</b> Overview for all staff	68%	98%
<b>Modern Slavery Risk</b> Client facing & ICS professionals	63%	98%
<b>Modern Slavery Risk</b> Procurement professionals	75%	100%



# Looking ahead

## Future roadmap

Addressing modern slavery risks is an ongoing journey. This Statement is our commitment to that journey and this roadmap is our plan over the next five years.



# Let's collaborate

This Statement reflects our actions to date and our commitment toward best practice. Like many other reporting entities, this will involve shared effort. We want to hear from you.

For any questions about this Modern Slavery Statement or about our Modern Slavery Framework please reach out to:

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