

Item 15.10

Notices of Motion

City of Sydney Council Condemns Modern Slavery

By Councillor Scott

It is resolved that:

(A) Council note:

- (i) the New South Wales Anti-Slavery Commissioner describes modern slavery as situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. It is an umbrella term used to encompass a number of exploitative practices including forced labour, slavery, servitude, debt bondage, human trafficking, deceptive recruiting for labour services, the worst forms of child labour and forced marriage;
- (ii) in November 2021, NSW Parliament passed the Modern Slavery Amendment Act 2021 No 39 (NSW). Obligations on local government commenced on 1 July 2022;
- (iii) the City of Sydney's Chief Executive Officer, under delegation, approved a City of Sydney Modern Slavery Policy on 20 November 2023, with the purpose of outlining the City's commitments to:
 - (a) identifying, managing and minimising the risk of modern slavery in our operations and supply chains;
 - (b) taking steps to ensure that City of Sydney suppliers and others we do business with are adequately managing modern slavery risks;
 - (c) ensuring the City of Sydney is compliant with obligations under the NSW Modern Slavery Act; and
 - (d) ensuring that City of Sydney of Sydney employees are aware of the City of Sydney's requirements in relation to Modern Slavery;
- (iv) the City of Sydney's Modern Slavery Policy outlines it will only comply with our reporting obligations under the Local Government Act 1993 (NSW), as well as take steps to identify, manage and minimise risks and instances of modern slavery in supply chains and business operations;
- (v) the City of Sydney Modern Slavery Policy includes the following types of exploitation:
 - (a) trafficking in people – the recruitment, harbouring and movement of persons for the purposes of exploitation through modern slavery. This includes sexual exploitation, forced labour or services and slavery and practices similar to slavery;

- (b) slavery – when a person exercises power of ownership over another;
 - (c) servitude – a situation where an individual’s freedom is significantly restricted, for example they are not free to stop working or to leave their place of work;
 - (d) forced labour –where violence or other methods (for example accumulation or debt, retention of identity papers) are used to coerce victims to work; and
 - (e) forced marriage – where an individual is forced or deceived into marrying;
- (B) Council further note that:
- (i) Council’s Audit, Risk and Compliance Committee were provided with an initial update on the NSW Anti-Slavery Commissioner’s guidance at the March 2024 meeting and advised that a further update would be provided at the June 2024 meeting; and
 - (ii) annual attestation against the requirements of the NSW Anti-Slavery Commissioner’s guidance will be required as the minimum standard from the 2024/25 financial year;
- (C) Council condemn acts of modern slavery in the strongest possible terms;
- (D) Council note:
- (i) that modern slavery has an horrific personal impact on the millions of people subjected to it around the world;
 - (ii) that the City of Sydney has an ethical, reputational and financial imperative to act to prevent modern slavery in all its forms, and to set the highest standards of accreditation, compliance and reporting as a result; and
 - (iii) that safeguarding human rights is important to long-term City risk mitigation and sustainability, and that we will act to do this in our operations internally as well as with our outsourced providers and supply chains; and
- (E) the Chief Executive Officer be requested to:
- (i) amend the current City of Sydney Modern Slavery Policy to reflect these aspirations;
 - (ii) explore options and budget settings for setting best practice targets for City of Sydney modern slavery compliance, performance and reporting on modern slavery risks in its own operations and supply chains;
 - (iii) explore options and budget settings for seeking best practice City of Sydney modern slavery accreditation;
 - (iv) bring an amended City of Sydney Modern Slavery Policy back to Council for consideration by August 2024, reflecting these changes; and
 - (v) report back to the Audit, Risk and Compliance Committee and Councillors via the CEO Update on progress on the above.