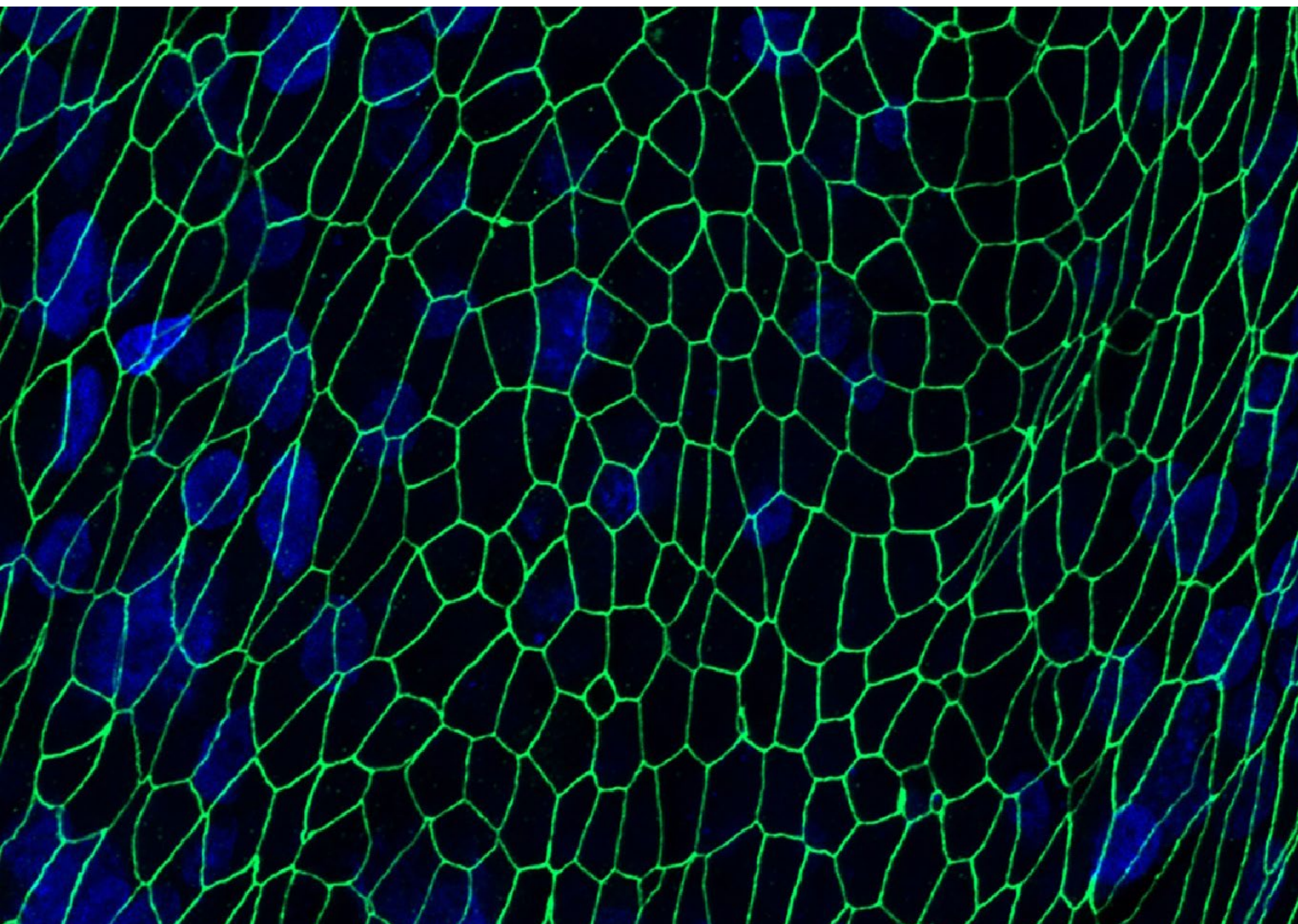




Australia's National
Science Agency

CSIRO Modern Slavery Statement 2022

Published December 2022



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Message from our Chief Operating Officer

For over 100 years, the Commonwealth Scientific and Industrial Research Organisation (CSIRO) has been improving the lives of people everywhere with our science. We have advanced Australia with a range of inventions and innovations that have had significant positive impact on the lives of people around the world. We continue to have positive impact, not only through our science, but also through our business practices.

Modern slavery is a global humanitarian issue that touches all businesses and individuals through purchasing decisions and practices. It is a systemic issue that occurs not only abroad, but also in Australia. We recognise that all entities must play their part and CSIRO is committed to the prevention of slavery in all its forms and to address the risks inherent in our operations and supply chain.

We have made some good inroads since publishing our first modern slavery statement, and this new statement reflects our commitment to continually improve our practices and to address and respect human rights across our business.

Tom Munyard

CSIRO Chief Operating Officer

December 2022

Approval by the CSIRO Board

This Modern Slavery Statement (Statement) sets out the CSIRO's actions to meet reporting obligations under the *Modern Slavery Act 2018* (Cth) (the Act) for the period 1 July 2020 to 30 June 2022.

This Statement has been approved by the CSIRO Board and signed by Ms Kathryn Fagg AO, Chair of the CSIRO Board on 9 December 2022¹.

Signature:

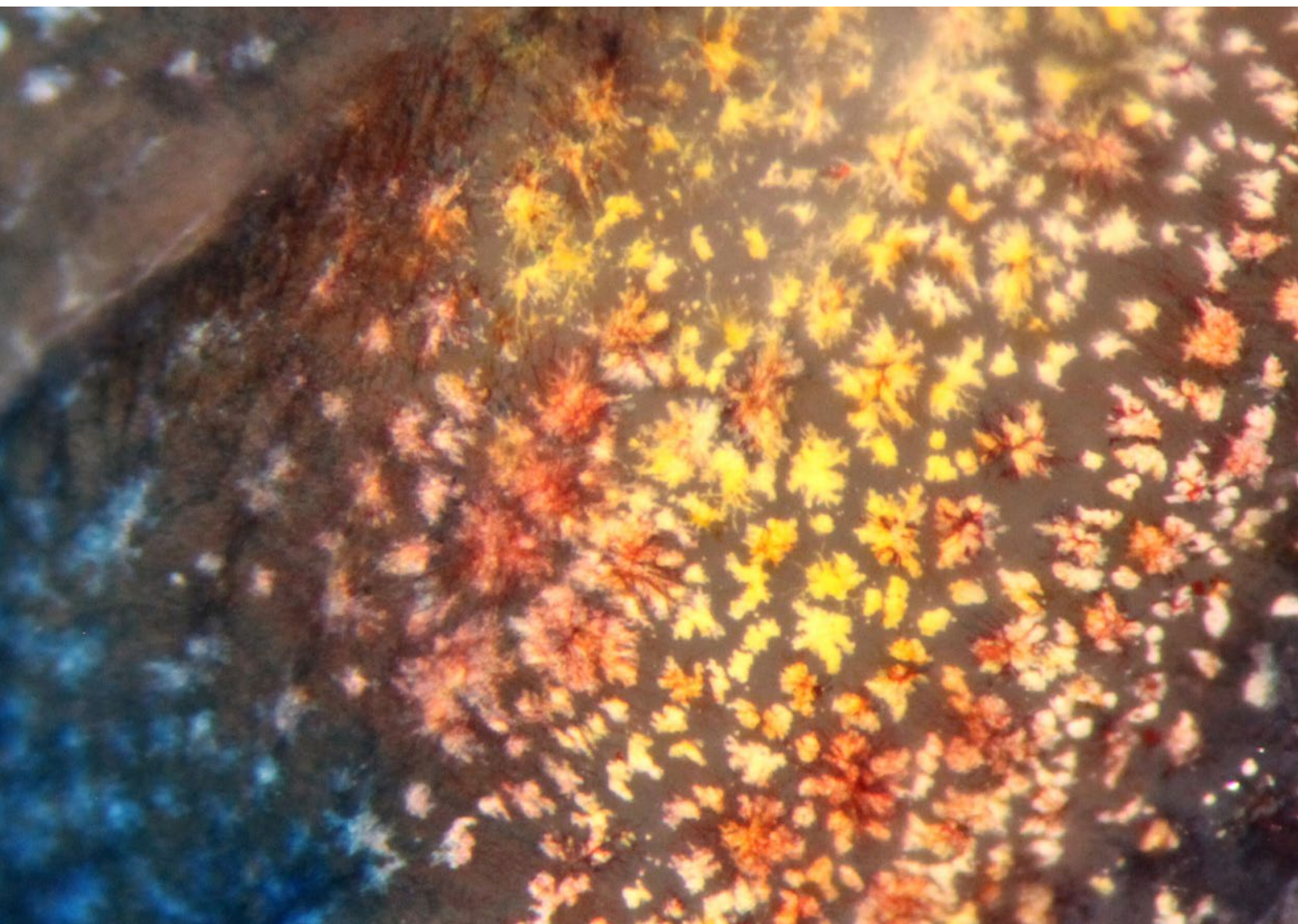


Introduction

At CSIRO, we continue our commitment to prevent modern slavery² and to continually improve our efforts to assess and address modern slavery risks in our operations and supply chains.

This Statement outlines our progress, and an improved understanding of risks and actions undertaken during the reporting period. This Statement also describes our efforts to monitor the effectiveness of our actions and sets out our plans for the coming year.

Addressing modern slavery reflects our wider approach to sustainability and actions to address our potential impacts to people and planet. This Statement complements our Annual Report 2022³ and Sustainability Report 2022⁴, further expanding on our performance reporting.



Consultation in the development of this Statement

This section details content to satisfy mandatory criteria 1(f) under section 16 of the Act, including a description of the process of consultation in the development of the Statement with any entities owned or controlled.

To prepare this Statement, we consulted a range of internal stakeholders, including entities owned and controlled by CSIRO. The consultation processes included:

- An organisation-wide survey to gauge the level of engagement, knowledge, and/or actions taken to understand or address modern slavery risks.
- Interviews with internal stakeholders across business areas with potential modern slavery risk factors or who play a role in risk controls. These interviews were conducted to create awareness of modern slavery, CSIRO's reporting obligations under the Act, and to capture any relevant risks or actions during the reporting period. These stakeholders included representation from procurement, facilities management, business and information services, information management and technology functions, CSIRO Publishing, the Research Vessel (RV) *Investigator* team (marine services), the small and medium-sized enterprise (SME) engagement unit⁵ and various research departments.
- A review of the Statement's contents by relevant personnel throughout the drafting process by senior managers including Finance, Governance, Business and Infrastructure Services and Legal.
- Engaging a specialist advisory services firm to conduct an independent modern slavery risk assessment, support the drafting process, guide consultation, and review the Statement against the Commonwealth Guidance for reporting entities and mandatory criteria of the Act.

Our organisation

This section details content to satisfy mandatory criteria 1(a) and 1(b) under section 16 of the Act, including identification of the reporting entity, a description of its structure, operations and supply chains.

Our purpose

CSIRO is Australia's national science agency and innovation catalyst. Our collaborative research turns science into solutions to address Australia's greatest challenges including food security and quality; health and wellbeing; resilient and valuable environments; sustainable energy and resources; future industries; and a secure Australia and region.

For over a century, CSIRO has been improving the lives of people everywhere with our science. We are one of the largest and most diverse scientific research organisations in the world. Our research focuses on the biggest challenges⁶ facing our nation. We manage state-of-the-art research facilities, for greater collaboration and the development of new technologies to support Australia.

We have advanced Australia with a range of inventions and innovations that have had significant positive impacts on the lives of people around the world. Some of these include fast WiFi, the Hendra Virus vaccine, extended wear contact lenses and the CSIRO Total Wellbeing Diet.

We describe our purpose as 'Solving the greatest challenges through innovative science and technology'.

We have three primary objectives⁷ to help us deliver on our purpose:

1. Conduct and encourage the translation of Australia's world-class scientific research into impact.
2. Create and manage Australia's national laboratories.
3. Stimulate innovation for Australian industry, academia and government.

Identification of the reporting entity

CSIRO is an Australian Government statutory authority, with a Board and Chief Executive. We are constituted by and operate under the provisions of the *Science and Industry Research Act 1949* (SIR Act), which sets out our functions and powers, as well as those of the Federal Minister for Industry and Science (Minister), our Board and Chief Executive.

CSIRO (ABN 41 687 119 230) meets the reporting threshold of the Act. We have several owned and controlled entities set out in Table 1, that contribute to the delivery of our purpose, vision and objectives. As indicated, these entities do not meet the reporting threshold set out by the Act. In addition, they do not carry out operations or engage personnel separate from CSIRO. Some operate as trusts managed by CSIRO subsidiaries for the purpose of investment and funding.

Table 1: Entities owned or controlled by CSIRO

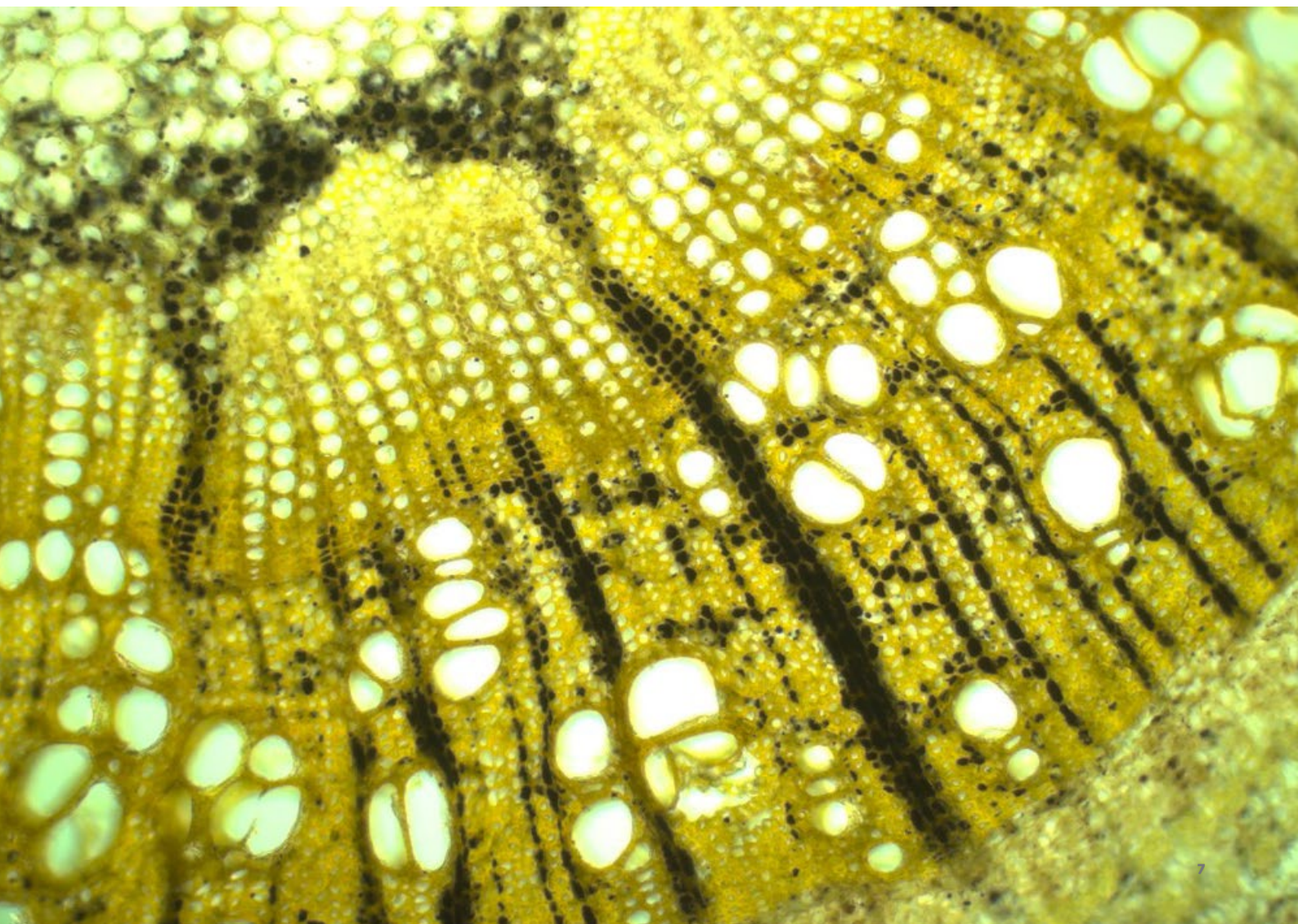
ENTITY	ABN	REPORTING ENTITY ⁸
The Science and Industry Endowment Fund (SIEF)	30 996 538 219	No
National ICT Australia (NICTA)	62 102 206 173	No
CSIRO Financial Services Pty Limited manager of The Innovation Fund ⁹	82 609 904 289	No
The CSIRO Chile Research Foundation (Fundación)	n/a	No
The CSIRO US Office	n/a	No

Governance

The governance, performance and accountability requirements of our operations, including the use and management of public resources, are set out in the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and related rules, in so far as they apply to corporate Commonwealth entities.

At CSIRO, our Director of Finance prepares the modern slavery statement, and presents to our Chief Operating Officer (COO), the Executive Team and the Board for approval. Our COO is a member of the CSIRO Sustainability Steering Committee, and Executive sponsor of the CSIRO Sustainability Strategy 2020–2030¹⁰.

During the reporting period, CSIRO established a Sustainable Procurement Working Group with representation from the health and safety, procurement, legal, commercial and sustainability functions. The working group supports delivery of the Sustainable Procurement Implementation Plan (SPIP), a key initiative of our Sustainability Strategy. The SPIP includes a range of initiatives directly relevant to modern slavery governance and risk mitigation and is described in more detail later in this Statement.



Our operations

The majority of our business activity is centred on scientific research and development¹¹ spanning astronomy and space, animals and plants, natural environments, farming and food production, health and medical, information technology, renewable energy, and mining and manufacturing.

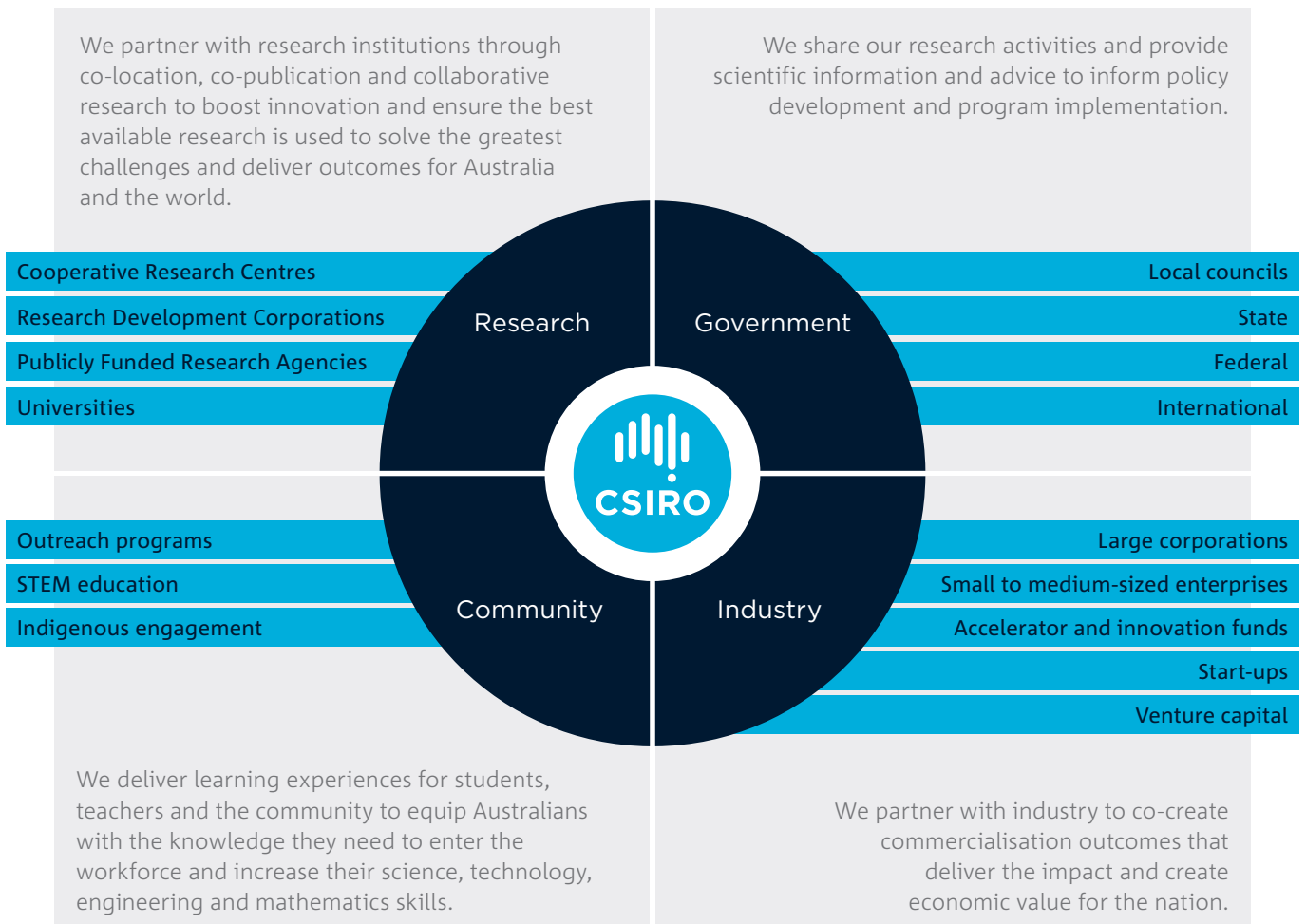
Our research and development activities include:

- collaboration and cooperation with Australian governments, national and international universities, and research institutions
- collaboration with industry and with businesses of all sizes
- funding and programs¹², and
- education and scholarship opportunities.¹³

Some of our other activities include:

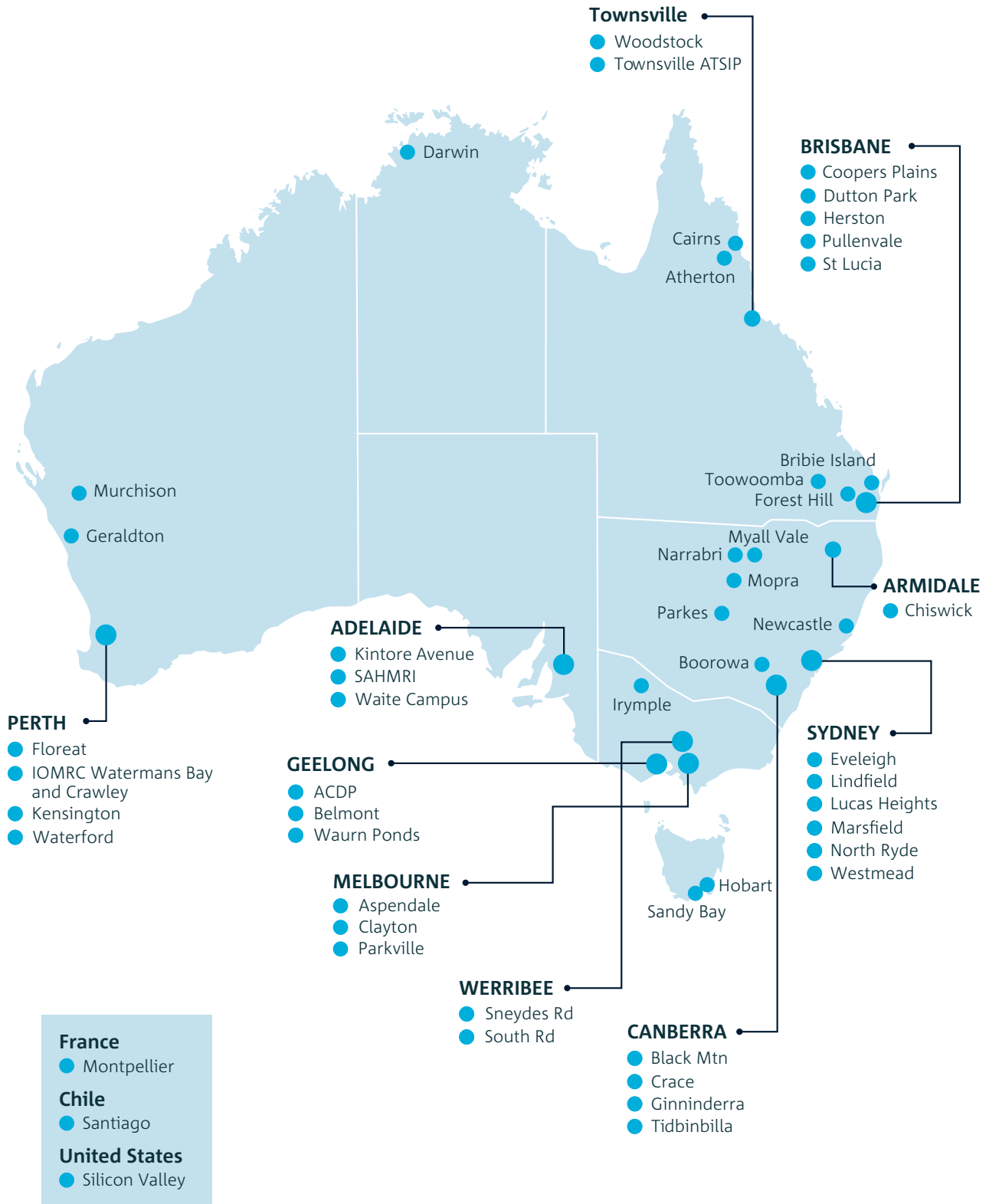
- managing Australia’s national research collections and facilities¹⁴, including the Australian Centre for Disease Preparedness, the Pawsey Supercomputing Centre, and the Atlas of Living Australia

- publishing and distributing physical and digital journals, books and magazines centred on scientific and educational content
- intellectual property and proprietary research and tool ownership including generating patent ownership and revenue
- generating and funding ‘spin-out’ companies to commercialise our research activities such as BARLEYmaxTM and FutureFeed¹⁵
- assigning funding and establishing partnerships on behalf of The Science and Industry Endowment Fund (SIEF) and the SME Connect program¹⁶
- operating our Marine National Facility’s RV *Investigator*, supporting Australia’s atmospheric, oceanographic, biological and geoscience research from the tropical north to the Antarctic ice-edge¹⁷
- supporting our core business activities through corporate functions including administration, facility management, finance, communications and marketing, information technology services, human resources, health and safety, legal, commercial and global, and sustainability services



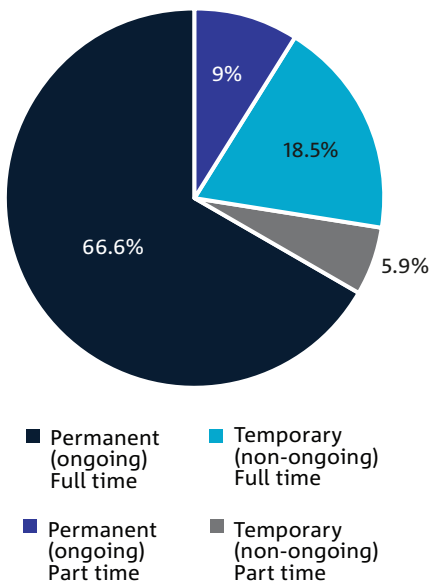
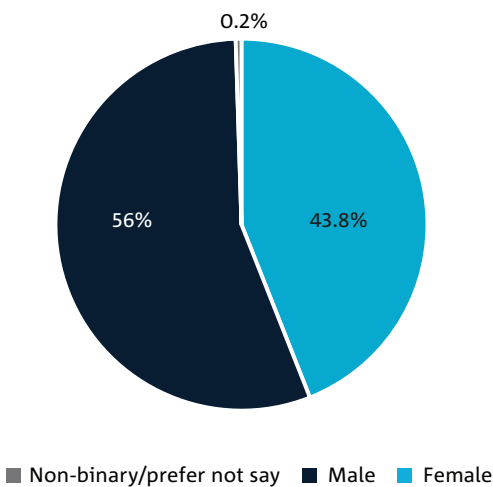
Our sites

As at 30 June 2022, we operated 50 sites across Australia and 3 sites overseas. Our people also access desks or small areas of land for research purposes in 29 minor locations, including Vietnam and Singapore.



Our people

As of 30 June 2022, we had 5,672 directly employed people. Over 60 per cent, are classified within the research function. Our diverse workforce of people come from more than 140 countries, ranging from trainees and apprentices to emeritus researchers and support people. This diversity of minds and lived experiences breeds innovation and is critical to overcoming the challenges we need to tackle.



Our supply chain

CSIRO procures a range of products and services to support our main activities. We source a broad array of procurements from construction services to scientific equipment to energy, to name a few. In line with the Senate Order for Entity Contracts, CSIRO is required to publish biannually on its website a list of all current contracts with a value of \$100,000 or more.¹⁸ We also publish an Annual Procurement Plan (APP)¹⁹ on AusTender, which provides information on significant procurements that CSIRO plans to undertake over the coming 12 months. The APP includes a concise strategic procurement outlook statement that broadly sets out any key major or strategic initiatives from which CSIRO expects procurements to arise.

Our top categories, by percentage of total spend, include:

- corporate property service management
- laboratory supplies
- materials supplies and services
- contractors - temporary positions and research and development personnel
- computer hardware, software and other
- seminar and conference fees, training costs
- chartered aircraft and boats, travel expenses
- health safety environment items
- motor vehicle expenses, and
- agricultural supplies.

For our invoiced spend, the vast majority of our direct (tier 1) suppliers are Australian businesses. At present we do not compulsorily collect the country of origin for our goods purchased, however we are working to improve the collection of supply chain data.²⁰ We aim to improve our understanding of geographic risks as we develop more comprehensive systems to improve transparency and monitor risk in our supply chains. Further information about our supply chains is described later in this statement.



Assessing and addressing risk in our operations and supply chains

Our risk assessment methodology

This year, we engaged a specialist advisory services firm to conduct an independent risk assessment of our operations and supply chain to identify modern slavery risks. Our approach to risk assessment reflects that modern slavery risk is risk to people, not entity or business risk, although these may intersect.

The risk assessment methodology included the following steps:

- Quantitatively analyse our spend data for both operations and supply chain,²¹ which considered risk based on category, industry, geography, and potential intersections with vulnerable people.²²
- Qualitatively reviewing the nature of our operational activities for exposure to worker vulnerability and industries exposed to modern slavery risk in each geography.
- Conducting internal stakeholder interviews to validate findings and check for any additional information not found in spend or public data.
- Consideration of CSIRO's proximity to impact according to the cause, contribute, or linked framework set out by the UN Guiding Principles on Business and Human Rights (UNGPs) continuum of involvement²³. This considers the nature of the relationship and degree of influence, to determine the extent of potential involvement.



Modern slavery risk in our operations

This section details content to partially satisfy mandatory criteria 1(c) and 1(d) under section 16 of the Act. This includes description of risks of modern slavery practices specific to CSIRO's operations which includes services conducted at our sites, and the actions taken by CSIRO to assess and address these risks including due diligence and remediation processes.

The most salient areas of operational risk identified include:

- operations and maintenance of the RV *Investigator*²⁴
- contracted services such as repairs, maintenance, labour hire and outsourced publishing design services
- construction services
- on-site cleaning services
- offshore activities in higher risk geographies such as Vietnam and Chile.²⁵

These are areas where our operational activities may potentially be linked to, or contribute to a risk of modern slavery, per the UNGPs continuum of involvement. We have therefore prioritised these areas for risk mitigation, considering our leverage and ability to influence.

Our risk assessment determined that our research activities and direct employees are considered low risk for modern slavery. This is due to our strict onboarding and recruitment requirements, relatively low geographic risks,²⁶ and a high barrier to entry as most of our people are highly trained and specialised. In addition, CSIRO undertakes a range of actions to ensure compliance with relevant workforce laws and to protect our people, including those involved in our research.

Our policies include:

- The Ethical Human Research Policy²⁷ which states our commitment to upholding the rights of all people involved in our research as subjects and participants.
- The Child Safe Policy²⁸ which states our commitment to the safety and wellbeing of children and young people involved in our activities, research and education programs.
- The CSIRO Code of Conduct²⁹, People Policy³⁰, and Health, Safety and Environment Policy³¹ all state commitments to the provision of a safe work environment where our people are treated in a safe and equitable manner with respect and integrity.
- As a Commonwealth entity, all of our people are covered by the *Public Interest Disclosure Act 2013*³² (PID Act) which outlines protection from reprisal should they wish to raise concerns as a whistle-blower. The PID Act provides a legislative basis for the CSIRO Public Interest Disclosure Scheme³³ and associated protections.

For our contracted services for repairs and maintenance, CSIRO's robust induction and contractual requirements and conditions in relation to personnel also serve to lower residual risks.³⁴ These controls include police checks, temporary monitored access to sites, transparency of rates for technical disciplines and disclosure of cleaning staff wages for cleaning contractors. In addition, as our facilities and resources include highly specialised equipment, maintenance and servicing requires skilled contractors. Modern slavery risks are often heightened for low-skilled workers. However, given that we use skilled contractors, our inherent risks are considered lower.

Risks associated with the RV *Investigator*

Seafaring and maritime industries carry an increased risk of modern slavery. However, during the risk assessment process we were able to determine that the residual risks associated with the RV *Investigator* are low due to the following factors:

- CSIRO owns the RV *Investigator* and manages the recruitment and contracts of all people working on the ship. We contract an external provider for the day-to-day management of ship operations under strict contract requirements.

- Union representation of crew members is at or close to 100%.
- The RV *Investigator* utilises strict quarantining processes for crew safety and cannot onboard unregistered or guest passengers for safety reasons.

Due to these factors, we consider the operation of the RV *Investigator* to have lower residual risks than the seafaring industry at-large. We aim to address any risks associated with the RV *Investigator's* port and maintenance schedules when these services are tendered through procurement processes in the future.

Cleaning services

Risk mitigation in cleaning services agreements

During the reporting period, our facilities management team were able to proactively mitigate some of the inherent risks in the cleaning service supply arrangements. Some of the risks associated with this industry stem from the opacity and sub-contracting of services through multiple business layers, which make identification and mitigation difficult.³⁵

Our current process allows for open communication between facility managers and the facility contract managers. During the reporting period, facility managers determined that cleaning people at one of our sites were not present during the contracted timeframes and raised this with the contract managers. As opposed to addressing this as a failure to deliver on contracted services, the facilities contract managers investigated the terms of the ongoing services agreement.

During this investigation, the contract management team determined the fee for services and corresponding work hours resulted in a discrepancy that may lead to people being paid less than the award rate if the correct contracted hours were worked. In collaboration with the supplier, the contract rates were adjusted to ensure the services and quotation at a minimum allowed for award wages to be paid for the hours required to undertake the services. This also resulted in disclosure of all payments made directly to the subcontractor by the principal contractor and the rate being paid directly to people undertaking the services. In response to the facility managers' observations, CSIRO undertook this additional due diligence to ensure workers were not placed under pressure.

Our facilities management and contracting team continue to review the basic costing and expectations for site services contracts considering known risks and vulnerabilities in the cleaning sector.

Some areas for further review and assessment include:

- Addressing possible risks associated with the maintenance of the RV *Investigator* during port and maintenance schedules.
- Review of outsourced offshore services such as design services for publishing.
- Review of construction contracts and activities to determine worker vulnerabilities and protections.
- Review of offshore research activities in higher-risk geographies.

Modern slavery risk in our supply chain

This section details content to partially satisfy mandatory criteria 1(c) and 1(d) under section 16 of the Act. This includes description of risks of modern slavery practices specific to CSIRO's supply chains and the actions taken by CSIRO to assess and address these risks, including due diligence and remediation processes.

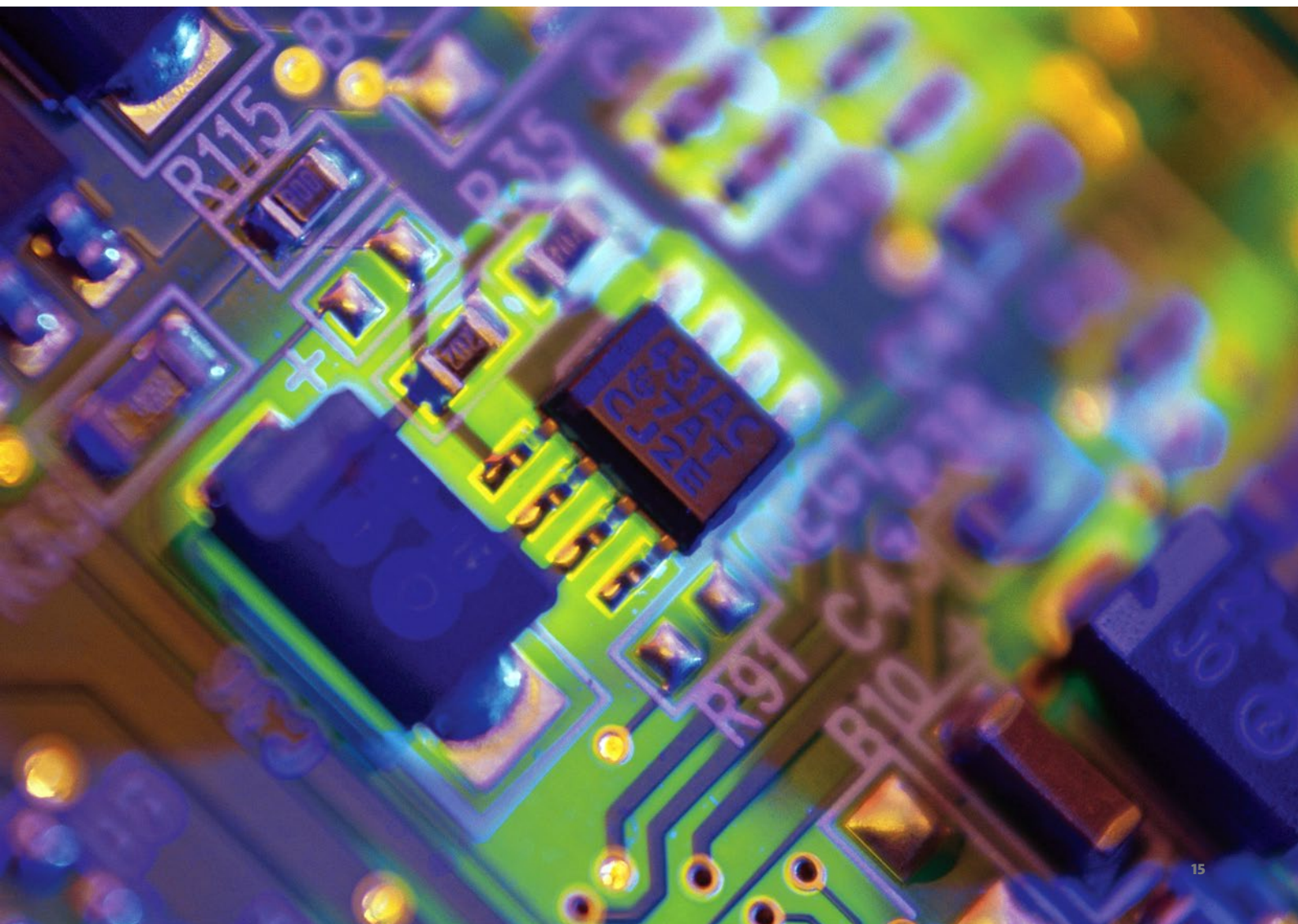
Applying the risk assessment methodology, the most salient purchasing categories for modern slavery risk include:

- laboratory supplies
- materials supplies and services
- computer hardware and other computer materials
- health safety environment items, and
- agricultural supplies.

The risks associated with the above purchasing categories are largely driven by risks in the manufacturing industry, which is estimated by the International Labour Organisation to account for 15% of all victims of forced labour.³⁶ Geographic differences between these risks have not yet been calculated due to a lack of data. CSIRO will continue to monitor risks where data is available for assessment.

Although CSIRO has likely not caused or contributed to these risks, according to the UNGP framework we acknowledge that we are directly linked to them through our business relationships and will therefore aim to use our leverage where possible to mitigate these risks.

We are largely addressing these risks through the establishment of our SPIP.



Sustainable Procurement Implementation Plan (SPIP)

The SPIP has been established in response to the key priority actions for sustainable procurement outlined in CSIRO's Sustainability Strategy, namely, to understand the environmental and social impacts of our purchasing decisions, and to embed the highest standards of responsible procurement. As part of the Strategy, in 2021 we undertook an independent assessment of our activities against the Act, the ISO 20400:2017 Sustainable Procurement Guidance³⁷, and the UN Guiding Principles on Business and Human Rights, which informed the development of the SPIP.

The aim of the SPIP is to establish foundational and ongoing frameworks for CSIRO to assess and address environmental and social risk, with a focus on modern slavery alongside other sustainability impacts.

Relevant actions undertaken during the reporting period include:

- establishment of a cross-functional Sustainable Procurement Working Group responsible for the communication and oversight of progress of relevant workstreams
- commencing internal discussions for a policy and governance framework to outline expectations and commitments to address modern slavery and human rights across our activities
- developing a draft Supplier Code of Conduct that outlines CSIRO's expectations of suppliers including ethical conduct, human and labour rights, and mitigation of modern slavery risks
- conducting an independent modern slavery risk assessment of operations and supply chain
- reviewing grievance mechanisms to identify gaps, and develop a plan for improvement
- development of a draft Sustainability Impact Matrix - a procurement tool to identify known sources of risk and opportunity, segmented by sustainability topic,³⁸ to assist with integrating more sustainable choices into tendering and evaluation processes
- drafting more detailed tender questionnaire templates based on known risks.

The activities under the SPIP aim to strengthen CSIRO's governance in relation to modern slavery and other risks and establish a strong foundation for continuous improvement. The SPIP will serve to practically embed an enhanced focus on risks to people across relevant business functions through procurement activity. The procurement tools will enable more responsible purchasing decisions; whilst modern slavery risk will be considered as part of our broader approach to human rights, and our wider sustainability impacts.³⁹

Progress under the SPIP will be shared through ongoing disclosure in future modern slavery statements.

The impacts of COVID-19 and domestic mask production

CSIRO acknowledges that COVID-19 has had negative impacts on people across the globe, including workers in supply chains. Workers in personal protective equipment (PPE) manufacturing were placed under enormous pressure during the peak of the pandemic. The global outbreak caused a surge in international demand for PPE, with CSIRO also increasing its PPE procurement. We recognise that there have been increased modern slavery risks in the manufacture of face masks in particular, due to the high demand, short lead times and increased production in high-risk geographies.

To minimise supply disruption and support Australian manufacturing capabilities, CSIRO collaborated with the Australian Government and local manufacturers to develop and test materials and processes needed to produce the masks in Australia. Surgical face masks are now being produced domestically at a large scale, thereby reducing dependence on offshore manufacturing and reducing modern slavery risks in this supply chain.⁴⁰

At CSIRO sites, we are committed to preventing the spread of COVID-19 and protecting the health of our people through the provision of surgical face masks, hand sanitiser and rapid antigen tests (RATs). We also support our people through working from home where feasible, and suspended in-person activities where necessary, adhering to the relevant government guidelines and restrictions.








Assessing the effectiveness of our actions

This section details content to satisfy mandatory criteria 1(e) under section 16 of the Act. This includes how CSIRO assesses the effectiveness of actions taken to assess and address risks.

We monitor the effectiveness of our modern slavery approach and are committed to continuous improvement. To measure the effectiveness of our actions, we track our progress against the commitments and activities set out in Table 2.

This includes previous, updated, or newly established commitments, with comments and progress noted against each. As our approach matures, we aim to further refine our systems and processes to continually improve outcomes.

Table 2: Table of commitments

Commitment	Status	Comment
Governance controls		
Explore opportunities for the development of a CSIRO Corporate Social Responsibility Statement or other relevant policy changes to frame modern slavery across the whole of business.		Our original commitment was to develop a corporate social responsibility statement. However, to reflect UNGP best practice, we have begun to engage internally on the development of a policy position focussing on human rights.
Review existing grievance mechanisms considering UNGP guidance.		We have initiated a review of available CSIRO contact lines as appropriate grievance mechanisms, against the recommendations of the UNGP guidance.
Establish a Sustainable Procurement Working Group with oversight of modern slavery risks within our goods and services contracts.		The working group will continue to monitor progress of the SPIP and review any relevant modern slavery activities.
Define responsibilities for ongoing review of modern slavery risks and actions.		CSIRO leadership will confirm ongoing internal responsibilities for assessing and addressing modern slavery.
Update contract and purchase order templates to include environmental, social and governance (ESG) requirements.		This has been initiated as part of the SPIP.
Risk assessment		
Conduct a modern slavery risk assessment for CSIRO operations and supply chain.		This commitment has been amended from the FY20 commitment to 'Assess our third-party arrangements contained within revenue contracts.' The full results of the independent risk assessment have been circulated internally during the drafting process of this Statement.
Define the review schedule for modern slavery risk assessments across our operations and supply chains.		CSIRO leadership will review the results of the risk assessments and determine the ongoing period for risk assessment.

 In progress  Completed  New  Planned

Commitment	Status	Comment
Training		
Training relevant workforce in our responsibilities and requirements to comply with the Act.	●	Training may include general awareness raising or be related to specific areas of responsibility
Monitoring and mitigation		
Review our sustainable procurement capabilities and develop an action plan for integrating modern slavery risk into procurement processes by the end of FY21.	●	Independent expertise was sought to assess our sustainable procurement capabilities (ISO20400) and guide the SPIP in FY21.
Define 'risk' clearly within the procurement standard and ensure procurers are aware of the products and services that constitute 'high risk' procurements.	●	Modern slavery risk is being embedded based on the results of the modern slavery risk assessment, through the Sustainability Impact Matrix Tool.
Amend procurement procedures, processes and standards as required to promote continuous improvement.	●	This commitment is ongoing through the SPIP.
Develop a Supplier Code of Conduct to communicate and guide expectations for ethical conduct and sustainability.	●	The Supplier Code of Conduct has been drafted and is undergoing internal consultation.
Set sustainable procurement targets for areas of modern slavery risk.	●	As part of the SPIP, where possible, these targets will be specific, measurable, attainable, results-oriented, and time based.
Consultation		
Engage independent expertise to assist with the SPIP and modern slavery risk assessment.	●	Independent experts were engaged to review CSIRO's internal processes including human rights and modern slavery governance, conduct risk assessments, and assess viability of grievance mechanisms.
Define an ongoing consultation framework to utilise for ongoing statement preparation.	●	This process has been defined to guide consultation for risk assessment and statement preparation in ongoing reporting years. Key internal stakeholders have been identified for this Statement and will be reviewed for future statements.
Disclosure		
Ensure that the next Modern Slavery Statement addresses all mandatory criteria as set out in the Act.	●	The mandatory criteria have been included and are referenced in the Mandatory Criteria Index.
Develop measures to assess the effectiveness of actions and update as required.	●	Effectiveness will be assessed through the goals and milestones set out in the SPIP, in this Table of commitments, and annual progress reports.
Review year on year commitments, annual progress report to the Board and publicly report on progress made.	●	This ongoing commitment will be actioned each year during the drafting, review and publication of our Modern Slavery Statement.

● In progress ● Completed ● New ● Planned

Mandatory Criteria Index

The table below details the page number and section of this Statement that addresses each of the mandatory criteria in section 16 of the Act.

Mandatory Criteria 1	Content location	Page
1a. Identify the reporting entity	Our organisation	6
1b. Describe the reporting entity's structure, operations and supply chains	Our organisation	6
1c. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Assessing and addressing operations risk	13
	Assessing and addressing supply chain risk	15
1d. Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	Assessing and addressing operations risk	13
	Assessing and addressing supply chain risk	15
1e. Describe how the reporting entity assesses the effectiveness of these actions	Assessing the effectiveness of our actions	17
1f. Describe the process of consultation on the development of the Statement with any entities the reporting entity owns or controls	Consultation in the development of the Statement	5
1g. Any other information that the reporting entity, or the entity giving the Statement, considers relevant	n/a	

References

1. Ms Kathryn Fagg AO, Chair of the CSIRO Board is a responsible member of the principal governing body as defined by the Act¹
2. Modern slavery is defined under s.4 of the Act and includes trafficking persons and the worst forms of child labour.
3. <https://www.csiro.au/en/about/Corporate-governance/annual-reports/21-22-annual-report>
4. <https://www.csiro.au/en/about/strategy/sustainability/2022-sustainability-report>
5. <https://www.csiro.au/en/work-with-us/funding-programs/sme>
6. <https://www.csiro.au/en/about/challenges-missions/Challenges>
7. CSIRO Corporate Plan 2021–22, relevant to reporting period.
8. Reporting entity for the purposes of the Modern Slavery Act 2018 (*Cth*)
9. <http://www.mseq.vc/>
10. <https://www.csiro.au/en/about/strategy/sustainability/Sustainability>
11. <https://www.csiro.au/en/research>
12. <https://www.csiro.au/en/work-with-us/funding-programs>
13. <https://www.csiro.au/en/work-with-us/funding-programs>; <https://www.csiro.au/en/careers/Scholarships-student-opportunities>
14. <https://www.csiro.au/en/about/facilities-collections>
15. These 38 ‘Spin-Outs’ are not considered reporting entities for the purpose of this Statement and are not majority owned or controlled.
16. <https://www.csiro.au/en/work-with-us/funding-programs/SME>
17. <https://mnf.csiro.au/>
18. <https://www.csiro.au/en/about/Corporate-governance/Access-to-information/Contracts>
19. <https://www.tenders.gov.au/App/Show/4FDC9EA2-9DD7-B623-2CE6-67947907FOFO?ppld=&btsubmit=View+Annual+Procurement+Plan>
20. This spend analysis excludes credit card spend, which are all low value purchases made by CSIRO personnel to support research activities.
21. This spend data was from FY21 and is considered reflective of our regular spend and risk profile across the entire Reporting Period.
22. This approach is based on best practice according to the Commonwealth Guidance for Reporting Entities. Research sources for these risk factors includes: The International Trade Union Confederation Global Rights Index, The Walk Free Foundation Global Slavery Index, ILO Global Estimates of Modern Slavery: Forced labour and forced marriage, The US Department of State Trafficking in Persons Report, The US Department of Labor List of Goods Produced using Child Labour or Forced Labour, and the Verite Research in 43 Commodities Worldwide. This analysis is quantitative as each data source has been combined as a centralised dataset to compare our areas of spend to known likelihood in each area of risk.
23. https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf
24. The RV *Investigator* has been highlighted due to risk exposures in seafaring and maritime industries according to the risk sources listed above.
25. This includes research in agriculture and fisheries where risks may be in partner and collaborator value-chains.
26. Australia is ranked with relatively low risks on most external modern slavery risk indices such as the ITUC Global Rights Index, Global Slavery Index and Trafficking in Persons Report.

27. <https://www.csiro.au/en/about/Policies/Ethical-human-research>
28. <https://www.csiro.au/en/about/Policies/Child-Safe-Policy>
29. <https://www.csiro.au/en/about/Policies/Code-of-Conduct>
30. <https://www.csiro.au/en/about/Policies/People-Policy>
31. <https://www.csiro.au/en/about/Policies/Health-Safety-and-Environment-Policy>
32. <https://www.legislation.gov.au/Details/C2013A00133>
33. <https://www.csiro.au/en/about/Corporate-governance/Access-to-information/Public-Interest-Disclosure-Scheme>
34. Residual risks are the risks remaining when controls are taken into account.
35. Cleaning Accountability Framework Modern Slavery Guidance 2020
36. ILO Global Estimates of Modern Slavery: Forced labour and forced marriage.
37. <https://www.iso.org/standard/63026.html>
38. Topics include modern slavery, waste and circularity, and greenhouse gas emissions.
39. Addressing climate and environmental impacts may also serve to lower the vulnerability of people to situations of modern slavery. Therefore, addressing wider sustainability issues may serve to mitigate future modern slavery risks and impacts. To read more about this interconnection see A Vicious Circle, Anti-Slavery International, 2021
40. <https://blog.csiro.au/covid-19-face-mask-manufacturing/>

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Contact us

1300 363 400
+61 3 9545 2176
[csiro.au/contact](https://www.csiro.au/contact)

For further information

CSIRO Finance
procurement@csiro.au
[csiro.au/finance](https://www.csiro.au/finance)