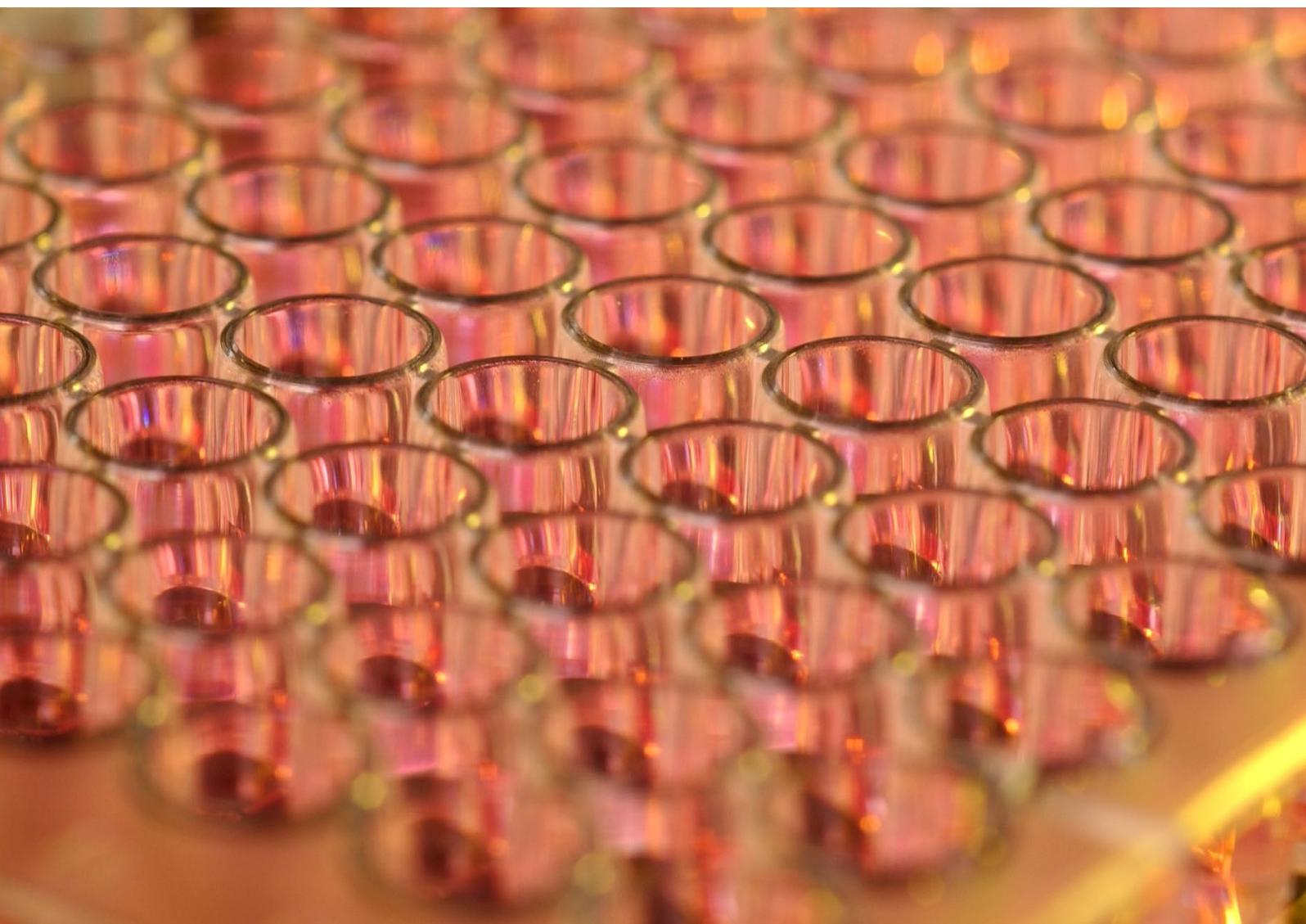




Australia's National  
Science Agency

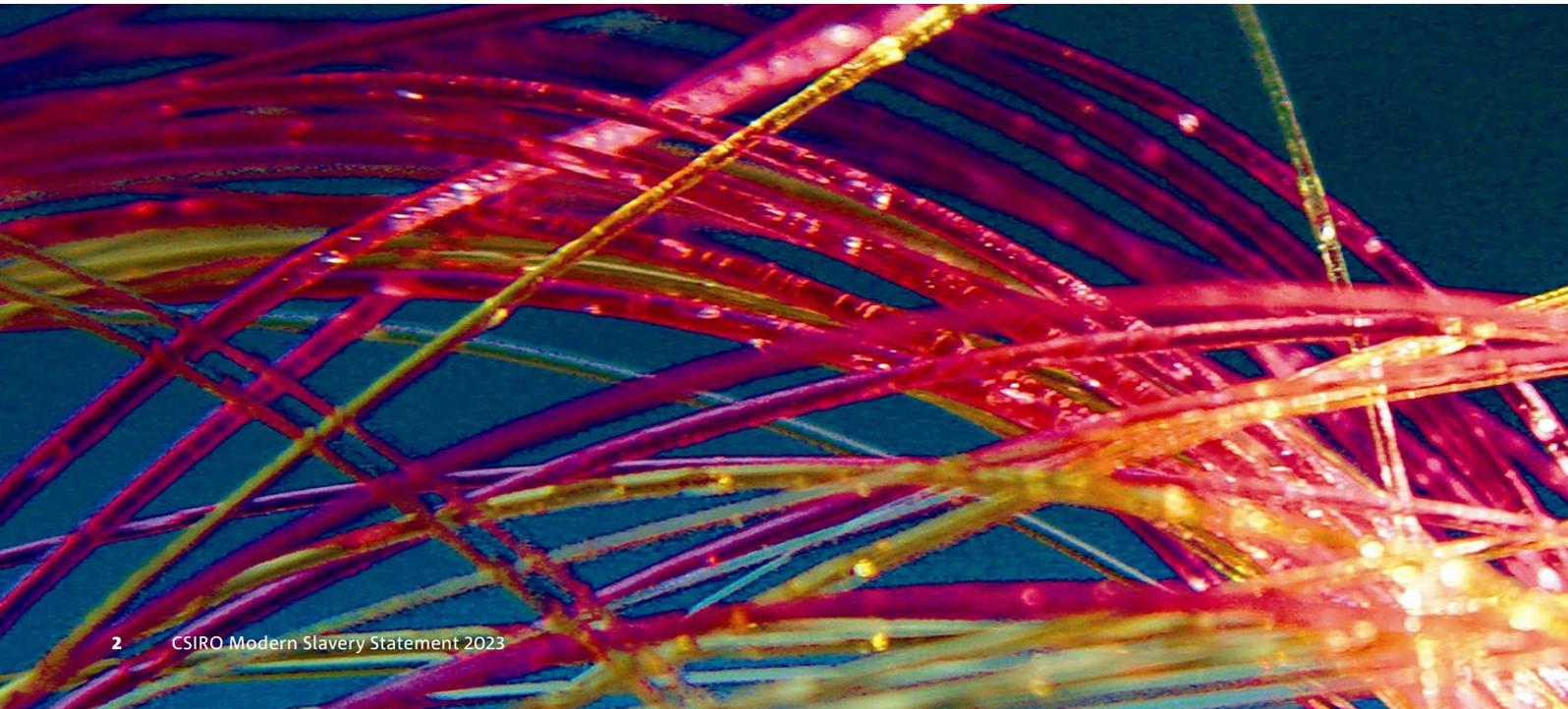
# CSIRO Modern Slavery Statement 2023

Published December 2023



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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 further beneficial changes since publishing our first modern slavery statement in 2020, 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 2023

## Approval by the CSIRO Board

This Modern Slavery Statement (Statement) sets out CSIRO's actions to meet reporting obligations under the *Modern Slavery Act 2018 (Cth)* (the Act) for the period 1 July 2022 to 30 June 2023.

This Statement has been approved by the CSIRO Board and signed by Ms Kathryn Fagg AO, Chair of the CSIRO Board on 29 November 2023.<sup>1</sup>

Signature:



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1. Ms Kathryn Fagg AO, Chair of the CSIRO Board is a responsible member of the principal governing body as defined by the Act.

# Introduction

At CSIRO, we continue our commitment to prevent modern slavery<sup>2</sup> 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 2023<sup>3</sup> and Sustainability Report 2023<sup>4</sup>, further expanding on our performance reporting.

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<sup>2</sup> Modern slavery is defined under s.4 of the Act and includes trafficking persons and the worst forms of child labour.

<sup>3</sup> <https://www.csiro.au/annualreport2023>

<sup>4</sup> <https://www.csiro.au/en/about/strategy/Sustainability>

# Consultation in the development of this Statement

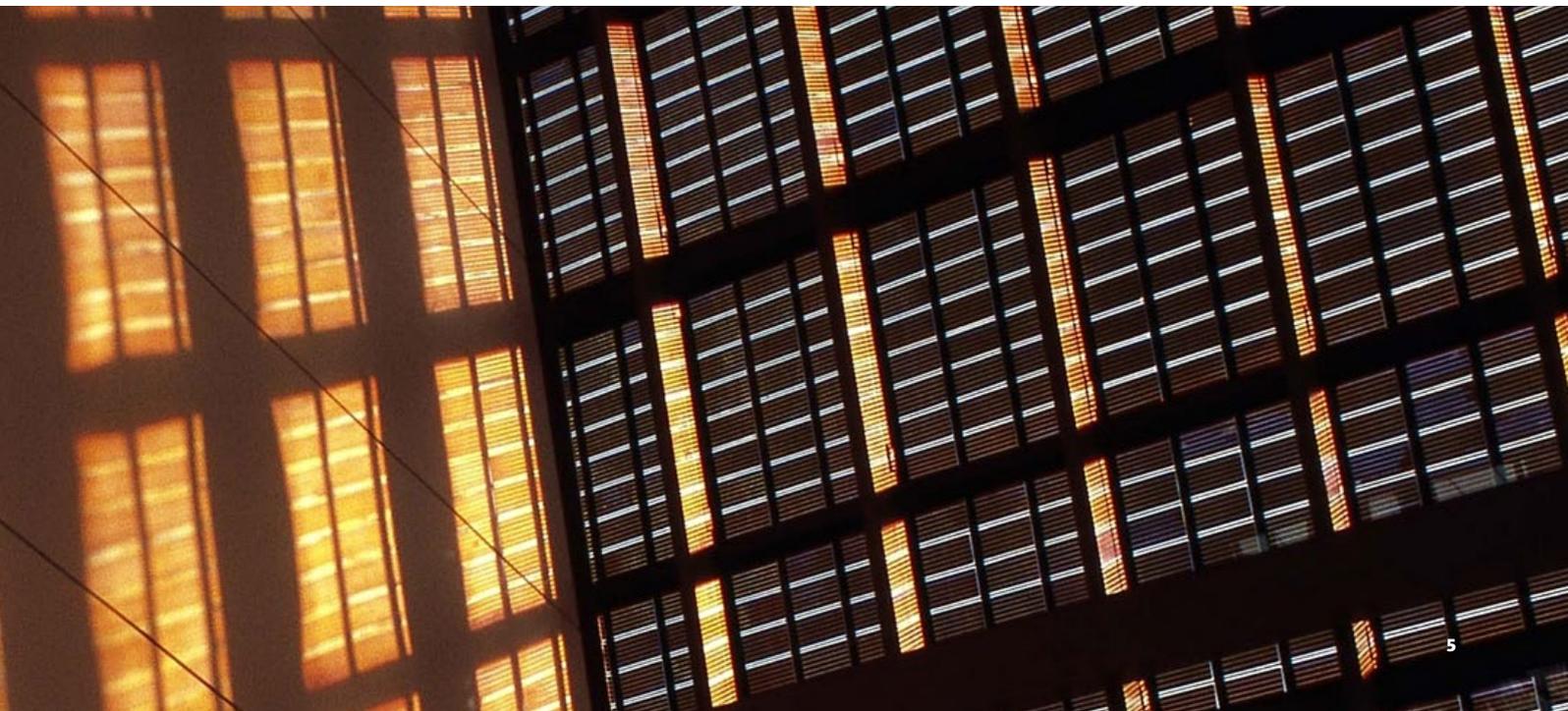
This section details content to satisfy mandatory criteria 1(f) under section 16 of the Act, including a description of the process of consultation in the development of the Statement with any entities owned or controlled.

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

- A survey via the Sustainable Procurement Working Group 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 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 unit<sup>5</sup> and various research departments.
- A review of the Statement's contents throughout the drafting process by senior managers from a broad range of functions including: Finance, Governance, Business and Infrastructure Services and Legal.

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<sup>5</sup> <https://www.csiro.au/en/work-with-us/funding-programs/sme>



# 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 challenges<sup>6</sup> 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 four primary objectives<sup>7</sup> to help us deliver on our purpose:

1. Deliver impact through innovation.
2. Purpose driven science and technology.
3. Engage and empower talent.
4. Build collaborative networks.

## 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 Modern Slavery 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 <sup>8</sup>
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 <sup>9</sup>	82 609 904 289	No
The CSIRO Chile Research Foundation (Fundación)	n/a	No
The CSIRO US Office	n/a	No

<sup>6</sup> <https://www.csiro.au/en/about/challenges-missions/Challenges>

<sup>7</sup> <https://www.csiro.au/en/about/Corporate-governance/Corporate-Plan/22-23-corporate-plan>.

<sup>8</sup> Reporting entity for the purposes of the Modern Slavery Act 2018 (Cth)

<sup>9</sup> <http://www.mseq.vc/>

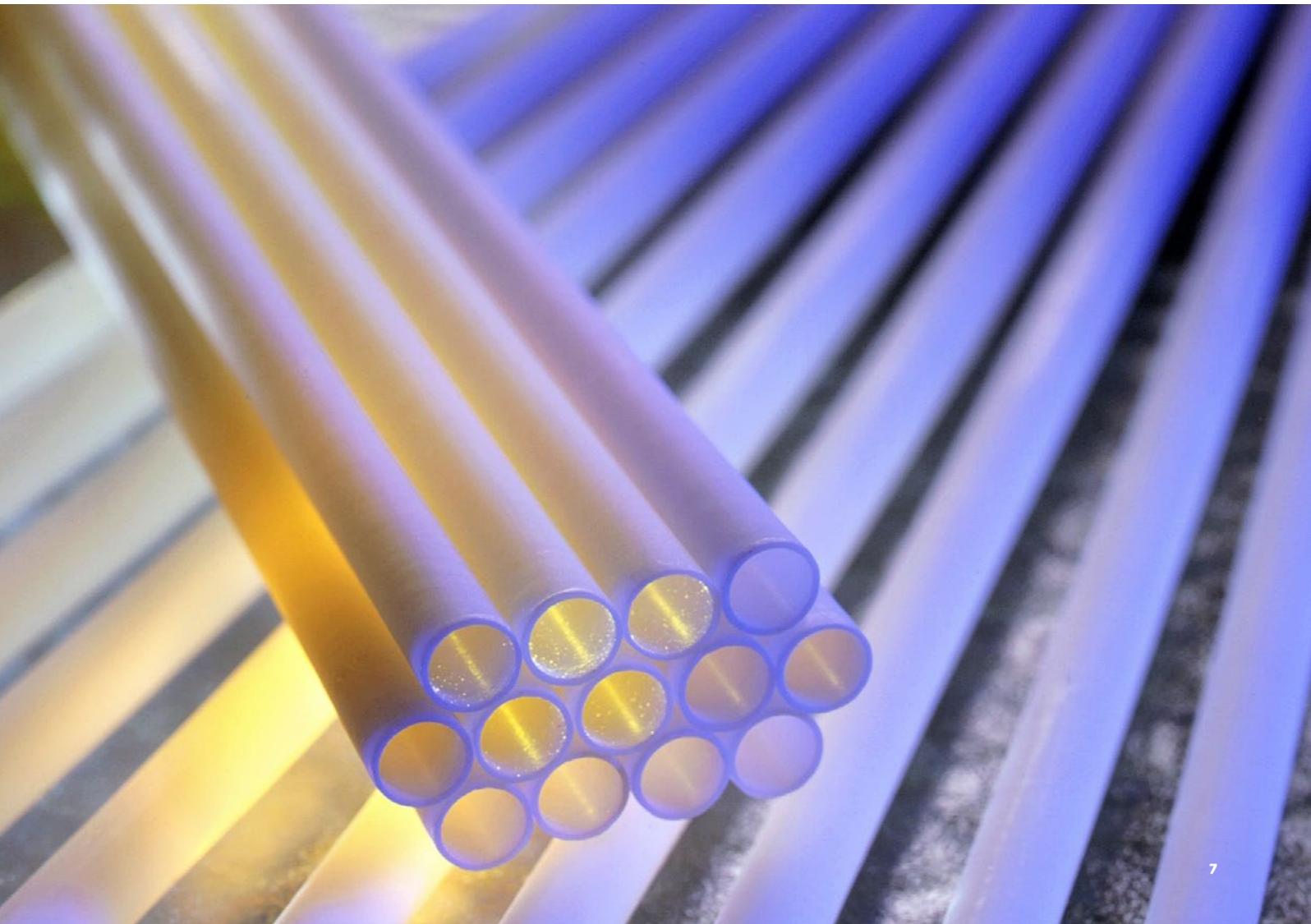
## Governance

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, insofar as they apply to corporate Commonwealth entities.

At CSIRO, our Chief Financial Officer 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 2020-2030<sup>10</sup>.

The CSIRO Sustainable Procurement Working Group with representation from the health and safety, procurement, legal, commercial and sustainability functions, continued to support 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.

<sup>10</sup> <https://www.csiro.au/en/about/strategy/sustainability>



## Our operations

The majority of our business activity is centred on scientific research and development<sup>11</sup> 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 programs<sup>12</sup>
- education and scholarship opportunities.<sup>13</sup>

Some of our other activities include:

- managing Australia’s national research collections and facilities<sup>14</sup>, 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 BARLEYmax<sup>TM</sup> and FutureFeed<sup>15</sup>
- assigning funding and establishing partnerships on behalf of The Science and Industry Endowment Fund (SIEF) and the SME Connect program<sup>16</sup>
- 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-edge<sup>17</sup>
- 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.

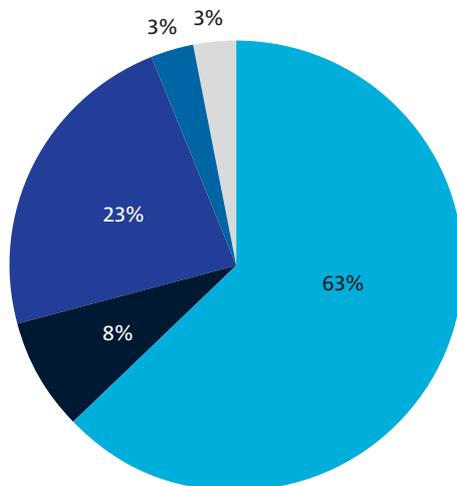
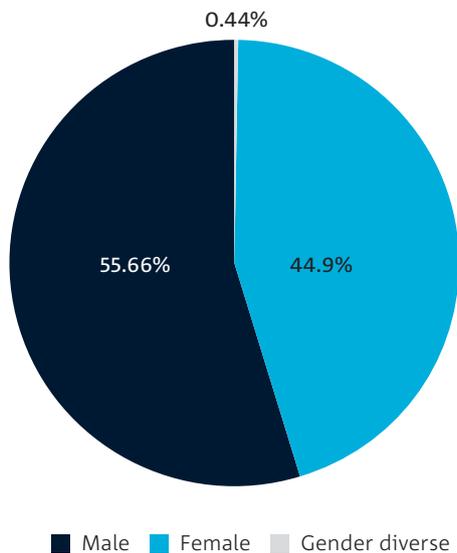


## Our sites

As at 30 June 2023, we operated 49 sites across Australia and 2 sites overseas. Our people also access desks or small areas of land for research purposes in 31 minor locations.

## Our people

As of 30 June 2023, we had 6,316 directly employed people. Over 60 per cent, are classified within the research function. Our diverse workforce of people come from more than 130 countries, ranging from trainees and apprentices to emeritus researchers and support staff. This diversity of minds and lived experiences breeds innovation and is critical to overcoming the challenges we need to tackle.



■ Male ■ Female ■ Gender diverse  
 ■ Casual ■ Indefinite full time ■ Indefinite part time  
 ■ Term full term ■ Term part time

## 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.<sup>18</sup> We also publish an Annual Procurement Plan (APP)<sup>19</sup> on AusTender, which provides information on significant procurements that CSIRO plans to undertake over the coming 12 months. The APP includes a 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 for the 2022/2023 financial year, include:

- research supplies and consumables
- contractors - temporary positions and research and development personnel
- computing/IT costs
- repairs and maintenance
- utilities
- advertising and promotions
- insurance
- operating leases
- library costs
- office supplies and printing.

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.<sup>20</sup> 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.

<sup>18</sup> <https://www.csiro.au/en/about/Corporate-governance/Access-to-information/Contracts>

<sup>19</sup> <https://www.tenders.gov.au/App/Show/4FDC9EA2-9DD7-B623-2CE6-67947907F0F0?ppId=&btsubmit=View+Annual+Procurement+Plan>

<sup>20</sup> This spend analysis excludes credit card spend, which are all low value purchases made by CSIRO personnel to support research activities.

# Assessing and addressing risk in our operations and supply chains

## Our risk assessment methodology

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 continues to include the following steps:

- quantitatively analyse our spend data for both operations and supply chain,<sup>21</sup> which considers risk based on category, industry, geography, and potential intersections with vulnerable people<sup>22</sup>
- 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 involvement<sup>23</sup>. 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 continue to include:

- operations and maintenance of the *RV Investigator*<sup>24</sup>
- 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.<sup>25</sup>

<sup>21</sup> This spend data was from FY22/23 and is considered reflective of our regular spend and risk profile across the entire Reporting Period

<sup>22</sup> 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 have been combined as a centralised dataset to compare our areas of spend to known likelihood in each area of risk.

<sup>23</sup> [https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr\\_en.pdf](https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf)

<sup>24</sup> The *RV Investigator* has been highlighted due to risk exposures in seafaring and maritime industries according to the risk sources listed above.

<sup>25</sup> This includes research in agriculture and fisheries where risks may be in partner and collaborator value-chains.

These are areas where our operational activities may potentially be linked to, or contribute to a risk of modern slavery, per the UN Guiding Principles 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,<sup>26</sup> 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 Policy<sup>27</sup> which states our commitment to upholding the rights of all people involved in our research as subjects and participants.
- The Child Safe Policy<sup>28</sup> 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 Conduct<sup>29</sup>, People Policy<sup>30</sup>, and Health, Safety and Environment Policy<sup>31</sup> 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*<sup>32</sup> (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 Scheme<sup>33</sup> 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.<sup>34</sup> 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 Research vessel (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.

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.

## Cleaning services

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. As a result, improved mechanisms for transparency of sub-contractor payments have been included in new procurement contracts.

Further review and assessment will 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
- 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.<sup>35</sup> Geographic differences between these risks has 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 have direct linkage 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.

## Responsible and ethical procurement

This year we continued to implement the actions and initiatives set out in our Sustainable Procurement Implementation Plan (SPIP). The SPIP is a three-stage process over several years, transitioning from risk mitigation through to a shared value approach.

The aim of the SPIP is to establish foundational and ongoing frameworks for us to assess and address environmental and social risks in our supply chain, such as greenhouse gas emissions, waste and modern slavery risk.

Over the reporting period we substantially progressed the first phase of the SPIP largely comprising risk mitigation activities, including:

- consistent monthly meetings of the Sustainable Procurement Working Group (SPWG) to drive SPIP actions
- identifying sustainability-related risks and opportunities
- assessing and defining higher-risk procurements through development of a sustainability impact matrix
- development of a draft sustainable purchasing tool
- development of draft principles for responsible business
- an independent review of modern slavery risks in our operations and supply chain
- development of modern slavery training materials and workshops
- engagement across the organisation on broader human rights issues
- a review of available grievance mechanisms.

<sup>35</sup> ILO Global Estimates of Modern Slavery: Forced labour and forced marriage.

## Addressing modern slavery

We monitor the effectiveness of our modern slavery approach and are committed to continuous improvement. To measure the effectiveness of our actions, we continue to track our progress in our modern slavery statements. Through the modern slavery risk assessment conducted in financial year 2022-23, we identified gaps in understanding which informed the development of training materials for our workforce. Over the reporting period we conducted several face-to-face workshops for people working in areas of higher risk and developed online training materials for the wider workforce.

## Raising concerns

We have implemented internal procedures to comply with the *Public Interest Disclosure Act 2013 (Cth)* (PID Act) through a *Public Interest Disclosure Scheme* (the PID Scheme)<sup>36</sup>[1]. The PID Scheme promotes integrity and accountability by encouraging the disclosure of information about suspected wrongdoing, protecting people who make disclosures and ensuring we take appropriate action.

There are a number of other mechanisms within CSIRO to raise concerns. These include emails and contact lines, a centralised case management team, the Ethics and Integrity Team and Research Integrity Advisors. For non-PID matters, the recently launched SpeakUp@CSIRO platform provides a simple clear pathway to report concerns, allowing individuals to remain anonymous and to only be identified if they choose to be. The platform acts as a triage point and refers matters to the most appropriate teams to investigate, resolve or manage, and allows for consolidated reporting and monitoring of matters. SpeakUp@CSIRO was launched to create a safer CSIRO for everyone and to ensure that there are safe and trusted avenues, in addition to the already established pathways for our people and external stakeholders to speak-up on issues that are of concern to them.

During the reporting year, we also undertook an independent review of our current grievance mechanisms aligning with guidance of the UN Guiding Principles on Business and Human Rights (UNGPs).

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36 <sup>[1]</sup> <https://www.csiro.au/en/about/Corporate-governance/Access-to-information/Public-Interest-Disclosure-Scheme>

# 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
<b>Governance controls</b>		
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 now drafted a policy position focusing on human rights which is currently in final stages of review.
Review existing grievance mechanisms considering UNGP guidance.		CSIRO recently launched the SpeakUp@CSIRO platform which provides a simple clear pathway to report concerns.
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.
Review and update contract and Purchase Order templates to include environmental, social and governance (ESG) requirements as required.		This has been implemented as part of the SPIP however will continue to be reviewed and amended as required.
<b>Risk assessment</b>		
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."
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.
<b>Training</b>		
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

 In progress  Completed  New  Planned

COMMITMENT	STATUS	COMMENT
<b>Monitoring and mitigation</b>		
Review our sustainable procurement capabilities and develop an action plan for integrating modern slavery risk into procurement processes by the end of FY2021.	●	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.
Update 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 final stages of 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.
<b>Consultation</b>		
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.
<b>Disclosure</b>		
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
Identify the reporting entity	Our organisation	6
Describe the reporting entity's structure, operations and supply chains	Our organisation	6-8
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 Assessing and addressing supply chain risk	10-14
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 Assessing and addressing supply chain risk	10-14
Describe how the reporting entity assesses the effectiveness of these actions	Assessing the effectiveness of our actions	15-16
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
Any other information that the reporting entity, or the entity giving the Statement, considers relevant	n/a	

As Australia's national science agency,  
CSIRO is solving the greatest challenges  
through innovative science and technology.

CSIRO. Creating a better future  
for everyone.

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