

Modern slavery

Awareness pack for suppliers of goods and services to Essential Energy

To comply with the Australian Government's *Modern Slavery Act 2018*, large companies such as Essential Energy are required to take action to identify and mitigate modern slavery risks in their operations and supply chains. Essential Energy reports on our actions through our annual Modern Slavery Statements.

Education and awareness is a key part of effectively identifying and mitigating modern slavery risks.

This pack provides Essential Energy's suppliers with:

- ▶ information about modern slavery
- ▶ what it means for Essential Energy and suppliers
- ▶ what to do if you suspect or detect modern slavery
- ▶ resources for further information.

What is modern slavery?

Modern slavery refers to situations where individuals are exploited and cannot refuse or leave because of threats, violence, coercion, deception, or abuse of power. It can occur in any industry and at any stage of a supply chain.

Slavery ended a hundred years ago, didn't it?



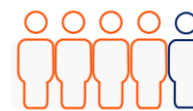
Sadly, no. Slavery never stopped, and it's more prevalent around the world today than ever before... even here in Australia!



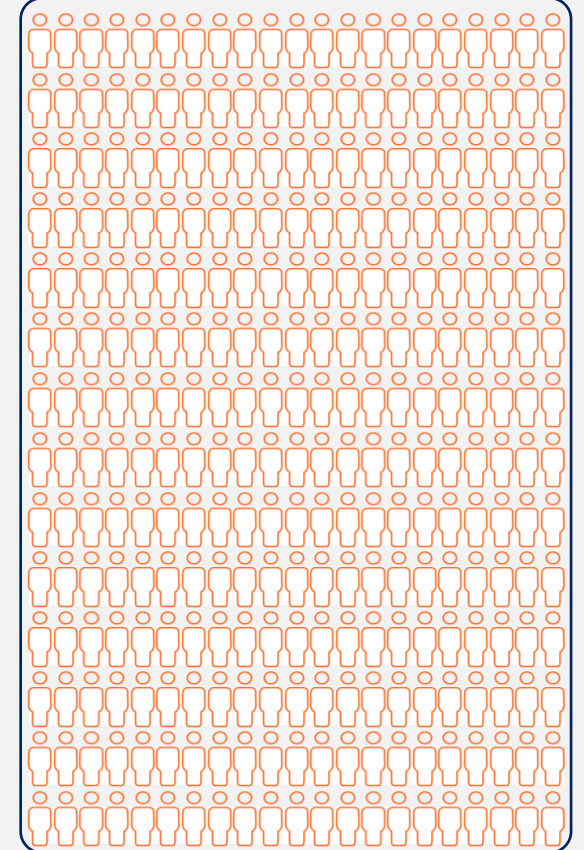
41,000 people in Australia are victims of modern slavery



Only 1 in 5 victims in Australia are detected



50 million people globally live in slavery



What is modern slavery?

Modern slavery comes in many different forms



Human trafficking

The recruitment, transport or harbouring of a person through coercion, deception, or force for the purpose of exploitation.



Slavery

A situation where a person is treated as property and controlled so completely that they cannot refuse or leave exploitation.



Servitude

When a person is controlled or coerced so they believe they cannot stop working or leave, and their personal freedom is severely restricted.



Forced labour

Work or services a person is forced to perform under threats, coercion, or penalties, without the ability to refuse.



Debt bondage

When someone is trapped in work because of an inflated or manipulated debt they can never reasonably repay.



Deceptive recruiting

Recruiting a person for work or services through false promises or deception about the job, conditions, or pay.



Forced marriage

A marriage where one or both people cannot refuse or freely consent due to coercion, threats, or deception.



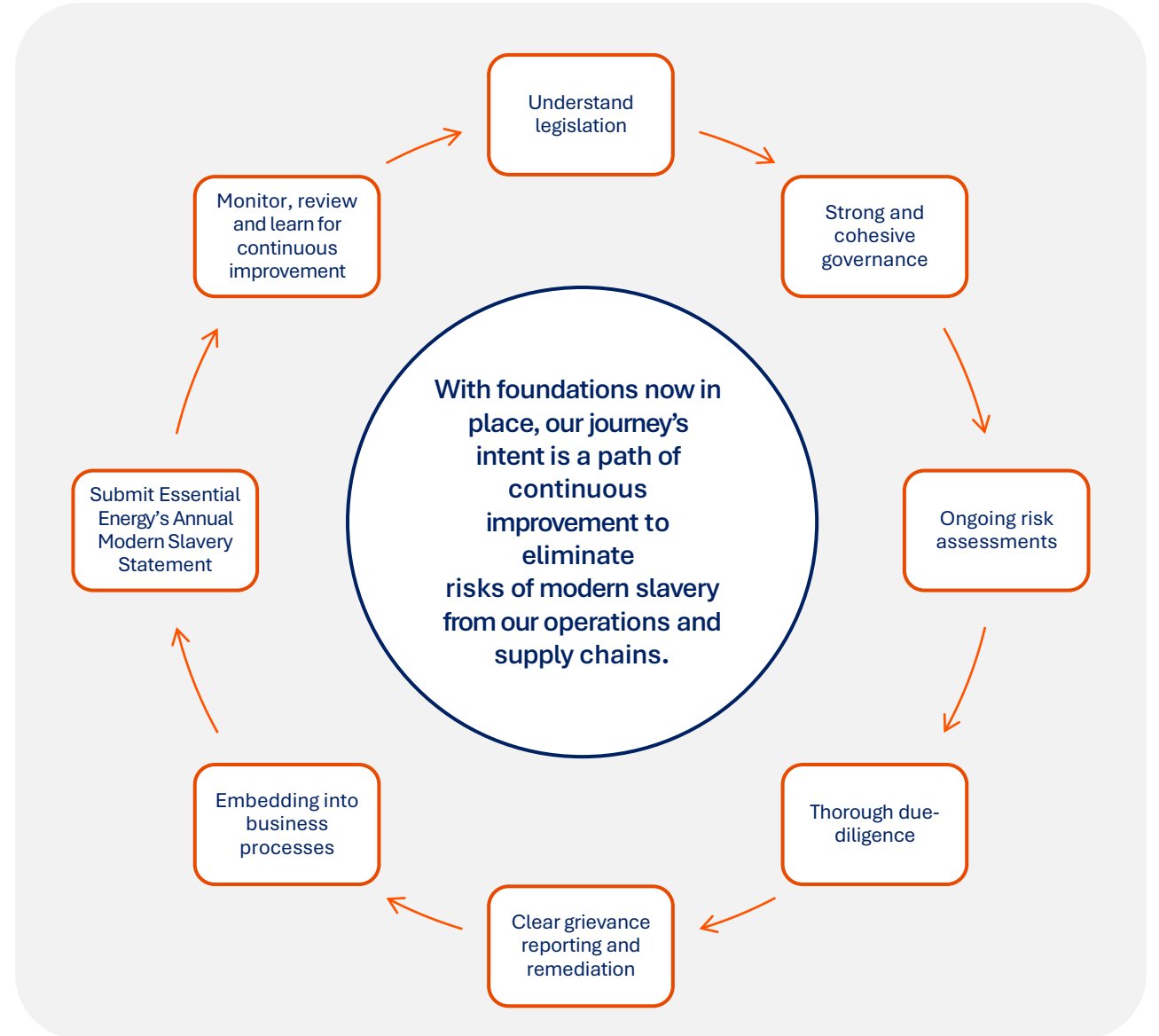
Worst forms of child labour

Severe exploitation of children, including hazardous work, slavery, trafficking, or use in illicit activities.



Essential Energy's Approach

Essential Energy is committed to working closely with its suppliers to identify, prevent and eliminate modern slavery risks across its supply chains, supporting ethical, transparent and responsible procurement practices.



Supplier responsibilities

Suppliers of goods and services to Essential Energy are required to:

- ▶ Complete the modern slavery survey when registering to become a supplier to Essential Energy
- ▶ Complete more in-depth modern slavery surveys as requested by Essential Energy
- ▶ Adhere to Essential Energy's [Code of Conduct](#) and [Statement of Business Ethics](#)
- ▶ Report any modern slavery risks and/or issues within your organisation or supply chains to Essential Energy. Please note, this does not remove your responsibility to report suspected human rights breaches to law enforcement agencies such as the Australian Federal Police if required.

What will Essential Energy do with my modern slavery survey responses and/or reports made by suppliers?

- ▶ Review and assess responses
- ▶ Securely store survey responses, and de-identify information for reporting and auditing purposes
- ▶ Work collaboratively with suppliers who identify modern slavery risks and/or issues, with the aim of helping suppliers to align with Essential Energy's [Code of Conduct](#) and [Statement of Business Ethics](#).

Essential Energy may include aggregated or non-identifiable modern slavery information in its annual Modern Slavery Statement. Any survey responses that identify your organisation will remain confidential and will only be shared with Essential Energy and its professional advisors or auditors, unless you provide written consent or disclosure is required to meet legal obligations



What to do if you see the signs

Have you ever noticed this kind of behaviour in your community or travels?



Indications that people live and work onsite.



Workers do not have proper tools, equipment or clothing.



Behaviours such as avoiding eye contact or conversation, appearing tired and malnourished, or allowing others to answer questions for them.



Reporting
modern
slavery

Essential Energy:

Call corruption hotline 1800 808 322
Email ethics@essentialenergy.com.au
Website [Whispli](https://www.whispli.com.au)

Australian Federal Police:

Call 131AFP (131237)
Email AOCC-Client-Liaison@afp.gov.au



Further information and resources

From Essential Energy:

- ▶ Essential Energy [Modern Slavery Statement 2025](#)
- ▶ Essential Energy [Code of Conduct](#) and [Statement of Business Ethics](#)
- ▶ Essential Energy's [Whistleblowing Policy](#)
- ▶ For more information, resources and access to reporting channels please visit the Essential Energy's website [Report corruption, maladministration or serious substantial waste](#)
- ▶ Contact the Essential Energy Procurement Team for more information or guidance on modern slavery, via suppliers@essentialenergy.com.au

From other organisations:

Warning: content found in the following links portrays victims of exploitation and describes their experiences, which may be distressing to some viewers.

- ▶ [Anti-Slavery Australia](#)
 - › [Educational videos](#)
- ▶ [Be Slavery Free](#)
 - › [What is Modern Slavery? video](#)
 - › [Businesses and the Modern Slavery Act video](#)
- ▶ [Modern Slavery – A Different Lens video \(Monash University\)](#)
- ▶ [Stop the Traffik](#)
- ▶ [Global Slavery Index](#) and Australian data [Modern slavery in Australia | Walk Free](#)
- ▶ [Australian Government Department of Home Affairs – Modern slavery](#)
- ▶ [Australian Federal Police – Human trafficking](#)





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