



RAMJO
Riverina & Murray Joint Organisation

October 2026

Modern Slavery Policy

Version	1
Responsible Officer	Executive Officer
Review Timeframe	Four years or earlier if legislative or operational requirements change.
Effective Date	16 October 2026
Related documents	RAMJO Code of Conduct Policy RAMJO Procurement Policy RAMJO Procurement Procedures RAMJO Fraud and Corruption Policy RAMJO Work Health and Safety Policy RAMJO Public Interest Disclosures (PID) Policy

Purpose

RAMJO is committed to conducting its operations ethically, responsibly, and with respect for human rights. This policy establishes RAMJO's commitment to preventing modern slavery and human trafficking within its operations, procurement activities, service delivery, and supply chains.

RAMJO recognises that modern slavery is a serious violation of human rights and is committed to taking reasonable steps to identify, prevent, mitigate, and address modern slavery risks.

Scope

This policy applies to:

- RAMJO Board members
- Employees
- Contractors and consultants
- Volunteers
- Suppliers and service providers
- Any organisation engaged by RAMJO to provide goods or services.

Policy Statement

RAMJO has zero tolerance for modern slavery in any form.

RAMJO will:

- Act ethically and with integrity in all business dealings.
- Seek to identify and assess modern slavery risks in its operations and supply chains.
- Integrate modern slavery considerations into procurement and contract management processes.
- Raise awareness and provide training to staff responsible for procurement and contract administration.
- Encourage reporting of suspected modern slavery concerns.
- Take appropriate action where modern slavery risks are identified.

Definition of Modern Slavery

Modern slavery refers to serious forms of exploitation where individuals cannot refuse or leave work because of coercion, threats, deception, or abuse of power.

Modern slavery may include:

- Human trafficking
- Forced labour
- Debt bondage
- Forced marriage
- Slavery and slavery-like practices
- Child labour involving exploitation
- Servitude
- Deceptive recruiting practices
- Modern slavery can occur locally, nationally, or internationally within supply chains.

Legislative Framework

This policy supports compliance with:

- Modern Slavery Act 2018 (Commonwealth)
- Fair Work Act 2009 (Commonwealth)
- Work Health and Safety Act 2011 (NSW)
- Local Government Act 1993 (NSW)
- NSW Procurement Frameworks and Guidelines
- Australian Human Rights Commission guidance

Roles and Responsibilities

RAMJO Board

The Board is responsible for:

- Providing governance oversight of ethical business practices.
- Endorsing this policy and reviewing its effectiveness.
- Supporting actions to address identified risks.

Executive Officer

The Executive Officer is responsible for:

- Implementing this policy.
- Promoting ethical procurement practices.
- Ensuring modern slavery risks are considered during procurement and supplier engagement activities.
- Ensuring appropriate staff awareness and training.

Employees and Contractors

All employees and contractors must:

- Comply with this policy.
- Report suspected incidents or concerns.
- Participate in any required training.
- Support ethical procurement and supplier management practices.

Risk Management

RAMJO will take a risk-based approach to identifying modern slavery risks.

Potential risk factors may include:

- Use of labour-intensive industries.
- Overseas manufacturing or sourcing.
- Supply chains involving vulnerable workers.
- High-risk sectors such as:
 - Construction
 - Cleaning services
 - Security services
 - Information technology hardware
 - Apparel and uniforms
 - Electronics
 - Manufacturing
 - Temporary labour hire

Risk management activities may include:

- Supplier questionnaires.
- Procurement due diligence.
- Review of supplier policies and practices.
- Assessment of supplier compliance with workplace laws.
- Contractual obligations addressing modern slavery.

Procurement and Supplier Expectations

RAMJO expects suppliers to:

- Comply with all applicable workplace, employment, and human rights laws.
- Take reasonable steps to identify and manage modern slavery risks within their own operations and supply chains.
- Cooperate with RAMJO when information relating to modern slavery risks is requested.
- Notify RAMJO of any actual or suspected modern slavery incidents relevant to goods or services provided.

Where appropriate, procurement documentation may require suppliers to:

- Confirm compliance with modern slavery legislation.
- Provide evidence of policies and controls.
- Demonstrate risk management practices.
- Participate in supplier reviews or audits.

Reporting Concerns

Employees, contractors, Board members, and suppliers are encouraged to report concerns where they suspect:

- Forced labour.
- Exploitative employment practices.
- Human trafficking.
- Child exploitation.
- Serious workplace rights breaches.

Reports should be made to:

- Executive Officer; or
- Chairperson of the Board (where concerns involve the Executive Officer).

Reports will be handled confidentially to the extent possible and without victimisation of individuals raising concerns in good faith.

Training and Awareness

RAMJO will provide awareness and training, where appropriate, to:

- Employees involved in procurement activities.
- Contract managers.
- Senior management.
- Board members.

Training may include:

- Understanding modern slavery.
- Identifying risk indicators.
- Procurement due diligence requirements.
- Reporting obligations and procedures.

Breaches of this Policy

Failure to comply with this policy may result in:

- Corrective action.
- Review of contractual arrangements.
- Suspension or termination of supplier relationships.
- Referral to relevant authorities where appropriate.

Monitoring and Review

RAMJO will periodically review:

- Procurement practices.
- Supplier risk management processes.
- Staff awareness and training needs.