

Fairtrade Australia & New Zealand

Modern Slavery Policy

1. Purpose

Fairtrade Australia and New Zealand (Fairtrade ANZ) is a not-for-profit company limited by guarantee, registered and operating in both Australia and Aotearoa New Zealand. Fairtrade ANZ works to improve the livelihoods, rights, and sustainability of farmers and workers in the Global South by facilitating their access to Fairtrade markets and development programmes.

Fairtrade ANZ is part of the global Fairtrade system. It supports certified farmer and worker organisations to access export markets, works with businesses to source Fairtrade-certified products, and raises public awareness of ethical trade. Its operations include fundraising for programmes with primary stakeholders, market development, advocacy, and consumer education. While Fairtrade ANZ does not directly manufacture or source products, it plays an intermediary and oversight role in the Fairtrade supply chain system.

2. Scope

This policy applies to:

- All Fairtrade ANZ personnel, contractors, volunteers, and Board and Committee members
- All partners and stakeholders involved in our development work
- All programmes, projects, advocacy initiatives, and organisational practices.

3. Related Policies

- Complaints Handling
- Disability Inclusion
- Gender Equity
- Partnerships
- Procurement
- Protection from Sexual Exploitation, Abuse and Harassment
- Protection of Children and Vulnerable Adults
- Whistleblower Protection

4. Related Legislation

- Australia: Sex Discrimination Act 1984; Workplace Gender Equality Act, 2012
- New Zealand: Bill of Rights Act 1990; Human Rights Act 1993

5. Scope

This policy applies to:

- All personnel and associates of Fairtrade ANZ, including permanent, fixed term and casual employees, contractors, interns, volunteers and Board and Committee members
- All partners and stakeholders, who are directly or indirectly engaged with Fairtrade ANZ's work both domestically and internationally.

6. Modern Slavery Risks in Operations and Supply Chains

Fairtrade ANZ recognises that the agricultural and manufacturing sectors in which it operates carry risks of modern slavery, particularly forced labour, debt bondage, and child labour. Risks are elevated in high-risk countries where workers lack protections and market access. While Fairtrade-certified organisations are required to comply with stringent social and labour standards, risk remains in:

- Third-party service providers
- Agricultural commodity supply chains
- Local implementing partners.

7. Actions to Assess and Address Modern Slavery Risks

Fairtrade ANZ applies a comprehensive rights-based model to mitigate slavery risks, including:

- Fairtrade Standards that prohibit forced and child labour, with audit and certification mechanisms
- Due diligence, safeguarding, and anti-corruption checks on all partners
- Payment of Fairtrade Minimum Price and Fairtrade Premium to strengthen farmer and worker resilience
- Remediation protocols in cases of child or forced labour (aligned with ILO conventions)
- Training and awareness-raising on worker rights, gender equity, and ethical supply chain
- Partnership and procurement procedures that include screening for modern slavery risks.

8. Assessing Effectiveness of Actions

Fairtrade ANZ monitors the impact of its interventions through:

- Internal Monitoring, Evaluation and Learning systems
- Partner audits (where applicable)
- Quarterly risk reviews
- Feedback mechanisms for farmers and workers and other stakeholders
- Ongoing reviews of partner safeguarding practices and complaints systems.

9. Consultation with Controlled Entities

Fairtrade ANZ does not own or control other entities but consults regularly with regional Fairtrade Producer Networks, Fairtrade International, and its local partners. All formal partnerships include policy compliance clauses and shared safeguarding responsibilities.

10. Other Relevant Information

Fairtrade ANZ made a formal submission to the Australian Government's 2017 Inquiry into the Modern Slavery Act and continues to publicly advocate for stronger protections. Our model proactively addresses systemic issues that underpin modern slavery, including poverty, inequality, and lack of voice in trade relationships. We remain committed to continuous improvement in preventing and responding to modern slavery risks.

11. Document Control

This statement is available in the shared Fairtrade ANZ drive for all employees and is available on our website.

A copy of this policy will be provided to any person or organisation on request.

12. For More Information

For more information or assistance, contact us at:

- Australia: info@fairtrade.com.au
- New Zealand: info@fairtrade.org.nz

13. Approval and Review

This statement is reviewed every 3 years to ensure effectiveness and compliance.

- Last approved by the Board: May 2025
- Scheduled review date May 2028