
GOVERNANCE POLICY

Modern Slavery and Ethical Sourcing Policy

No place for exploitation in our work or our supply chains

Version 1.0 - July 2026

Policy owner	Board of Directors, THRIV3 (Indigenous Corporation)
Responsible officer	Chief Executive Officer
Applies to	Directors, members, the CEO, employees, volunteers, contractors, students on placement and agency workers of THRIV3 (together, THRIV3 People)
Effective date	July 2026
Next review	July 2027 (or earlier if legislation or funding conditions change)
Related documents	Code of Conduct; Fraud Prevention and Whistleblower Policy; Corporate Expenses and Credit Cards Policy

1. Purpose and Scope

THRIV3 (Indigenous Corporation) exists to strengthen people and community. Modern slavery, in any form, is the opposite of everything we stand for. This policy sets out how THRIV3 prevents, identifies and responds to modern slavery risk in our operations and supply chains.

This policy applies to all THRIV3 People and to every supplier, contractor and partner we engage. While THRIV3 is below the revenue threshold for mandatory reporting under the Modern Slavery Act 2018 (Cth), we adopt its principles as a matter of values and good governance.

2. What Modern Slavery Means

Modern slavery describes serious exploitation including human trafficking, slavery, servitude, forced labour, debt bondage, deceptive recruiting, forced marriage and the worst forms of child labour. Warning signs include workers whose documents are held by others, wages below legal minimums, excessive recruitment fees, isolation, and workers who appear coerced or unable to leave.

3. Our Commitments

- We never knowingly engage a supplier, contractor or partner that uses forced, bonded or child labour.
- We pay our own people lawfully: at least award rates for employees, superannuation, and genuine reimbursement for volunteers.
- We engage contractors under the Recruitment, Screening and Onboarding Policy, ensuring arrangements are genuine and lawful.
- We buy ethically: when purchasing goods and services, particularly uniforms, merchandise, equipment and labour services, we consider supplier practices, prefer local and First Nations businesses we know and trust, and ask questions when a price looks too good to be true.
- We include modern slavery expectations in significant supplier agreements and reserve the right to end agreements where exploitation is found and not remedied.

4. Raising Concerns

Anyone who suspects modern slavery in THRIV3's operations or supply chains must report it to the CEO or under the Fraud Prevention and Whistleblower Policy. Genuine concerns raised in good faith are protected. Where a person may be in immediate danger, call 000. Concerns may also be reported to the Australian Federal Police or the Fair Work Ombudsman.

5. Responsibilities and Review

The Board owns this policy and considers modern slavery risk in strategy and procurement oversight. The CEO builds these commitments into purchasing decisions and supplier agreements and reviews this policy annually. Everyone stays alert to the warning signs and speaks up.

Board adoption

This policy was adopted by the Board of Directors of THRIV3 (Indigenous Corporation) and takes effect from the date recorded below. It will be reviewed at least every 12 months, and earlier if legislation, ORIC or ACNC requirements, or funding conditions change.

Adopted On: 25/07/2026