



Modern slavery

If it doesn't feel right, speak up.

Modern slavery can happen anywhere – even in Australia.

It is often hidden and not obvious. By staying aware and speaking up, we can all help prevent harm.

You are not expected to investigate or prove anything. Being aware and speaking up is enough.

What is modern slavery?

Modern slavery is when someone is forced, threatened, controlled or exploited and can't freely leave their work.

It can include:

- Forced labour
- Servitude (*being made to keep working and feeling unable to leave because of fear, threats or control*)
- Debt bondage (*working to repay an unfair or unpayable debt*)
- Human trafficking

Modern slavery is illegal and goes against RetireAustralia's values and policies.

Where risks may appear in villages

Modern slavery risks are more likely where there is:

- Contracted or subcontracted work
- Labour hire or short-term work arrangements
- Workers with limited English or who are new to Australia

These risks are about unfair systems or practices, not individual blame.

Our commitment

RetireAustralia has zero tolerance for modern slavery.

We take concerns seriously and handle them confidentially and safely.

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You don't need proof – just a genuine concern.

What you should look out for

You may notice one sign or a combination of signs. Either can be important.

Control or fear

- Someone seems fearful, anxious or unusually quiet
- Another person speaks for them or closely watches them
- They say they can't leave their job or take time off
- They are threatened with job loss, visa problems or punishment

Pay and work conditions

- They say they are not paid properly, paid late or paid in cash only
- They don't know their pay rate or employer
- They work very long hours, with no breaks or days off
- They are forced to work when sick or injured

Wellbeing and living conditions

- Poor or overcrowded accommodation controlled by an employer
- No control over transport to and from work
- Signs of exhaustion, untreated injury or illness
- Little contact with family or support networks

Debt and money

- They say they owe money to their employer or labour hire agent
- Large pay deductions for transport, accommodation, uniforms or tools
- They believe they must keep working to pay off a debt

What you should do

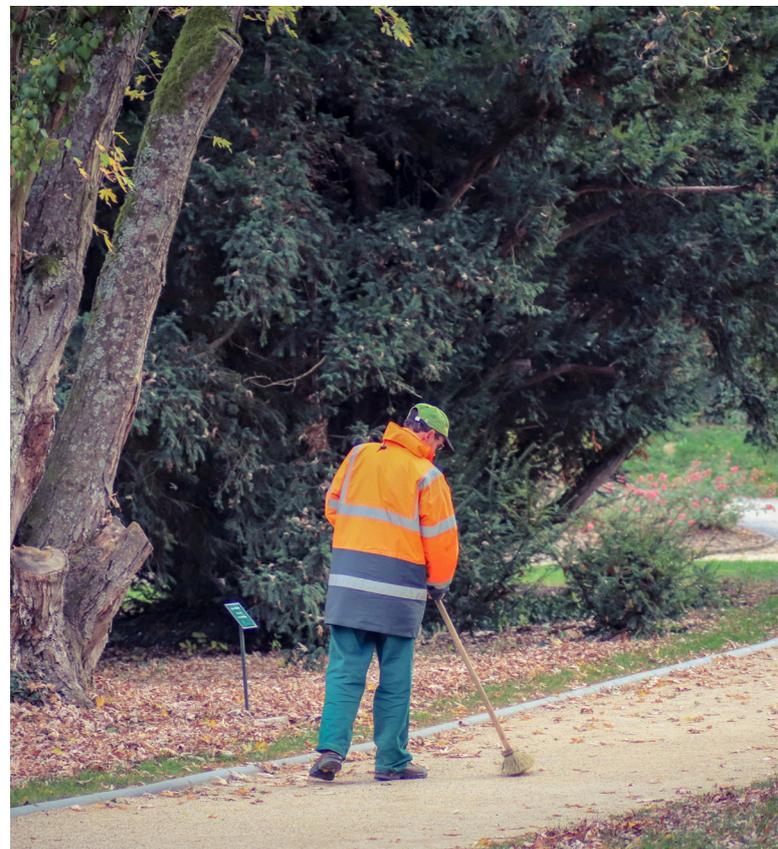
- Don't investigate the situation yourself
- Don't confront the worker, contractor or supervisor
- Speak up and report your concern

Tell your leader, they're here to help.

If someone is in immediate danger, call 000.

Leaders

Modern slavery concerns **must be reported via the [Whistleblower Policy](#)** to an **Authorised Recipient**. Informal reporting is not enough.



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