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CEO, The Freedom Hub

Ending modern slavery

Legal Studies Association of NSW

Annual Conference 2022



FREEDOM HUB - PRESENTATION



ENDING MODERN SLAVERY

in business, supply chains and life.



F R E E D O M
— H U B —

ENDING MODERN DAY SLAVERY

OUR BACK STORY

HOW TFH STARTED

Started in 2014 - a registered charity with DGR status

Business for purpose began in 2015 to raise funds

Social Traders Accredited

All profits support the mission

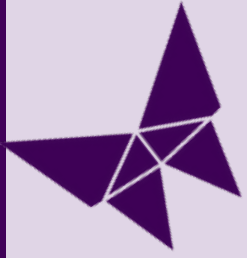


ABOUT THE THE FREEDOM HUB

OUR MISSION

- To end slavery in Australia
- Help victims of this crime rebuild their life
- Partner in the fight to end global slavery

The Freedom Hub is the only organisation in
Australia specialising in the long term care of
survivors of slavery





Survivor School

Free trauma-informed courses helping survivors rebuild their life, recover & return to work. Online coaching & courses for interstate clients. We are the only specialised, long-term, wrap-around care in Australia.



Ethical Cafe & Events

All produce is checked for risk of slavery in supply chains. Our coffee rescues child soldiers in country of origin. We prioritise small Australian businesses when sourcing. Our cafe venue is large & for hire. It is industrial style & great for parties & weddings.



Ethical Business Services

We offer workshops & training to equip SMEs to be ethical. We help them set up processes & procedures to prevent risk of slavery in their supply chains. We also help them write a Modern Slavery Statement & measure social impact to end Global Slavery.



Ethical Retail & Wholesale

Every Australian should have the opportunity to do something. So we designed a gift range & wholesale range of ethical products to reach across our vast nation. No cheap mass production with forced labour, but Aussie businesses working with us toward this mission.



End Global Slavery

With over 43 million people in slavery & 75% of them in Asia Pacific; we all need to be active in fighting. Besides our work with business supply chains, we partner with NGO's to raise awareness & help local victims recover with our school.

WHAT IS MODERN SLAVERY?

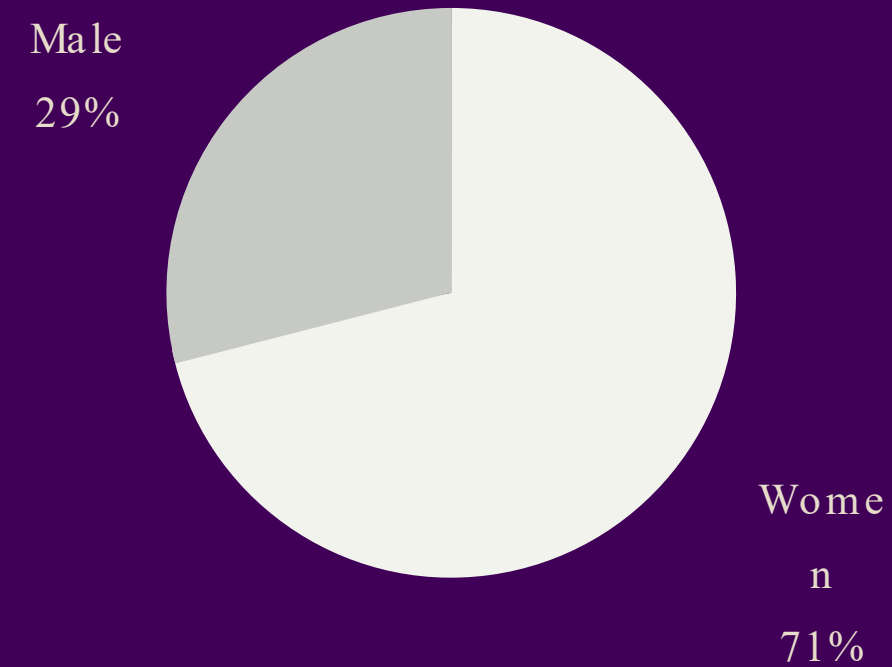
The Act **defines** modern slavery as including eight types of serious exploitation:

- trafficking in persons
- slavery
- servitude
- forced marriage
- forced labour
- debt bondage
- the worst forms of child labour
- deceptive recruiting for labour or service



SLAVERY STATS

ILO & GSI - 2018

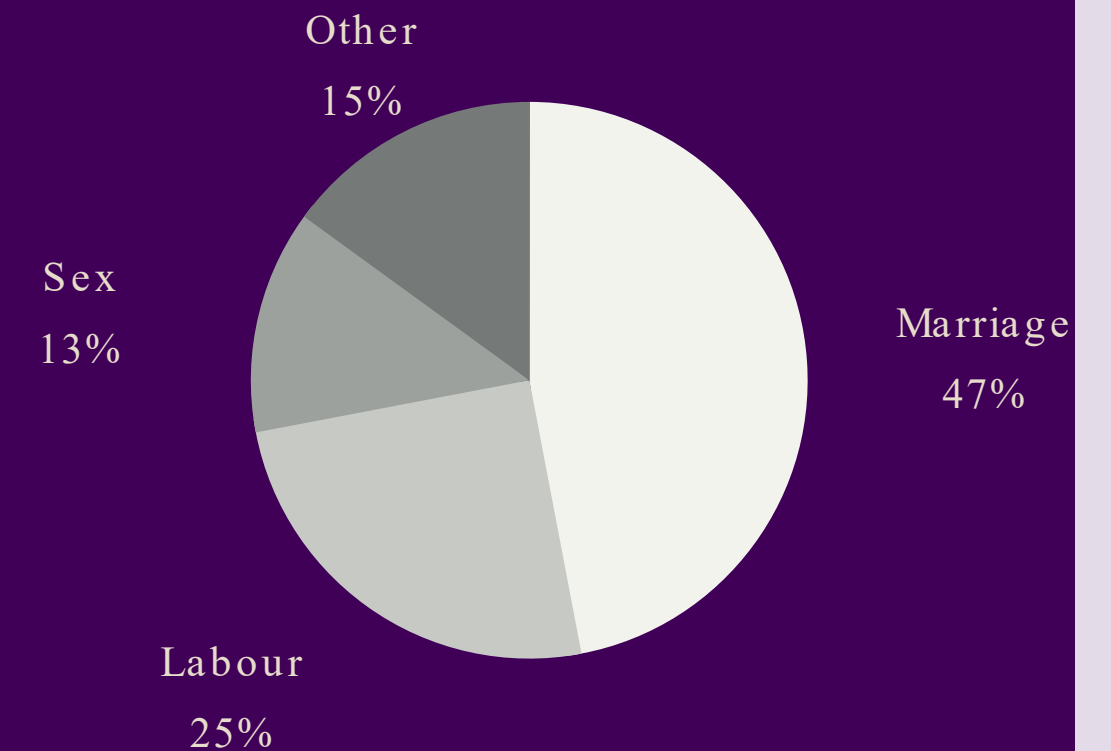


1 in 4 are children

GLOBAL SLAVERY

40.6 MILLION

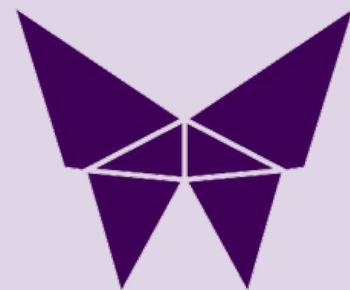
Referrals to the AFP 2016-2017



1 in 5 are detected

IN AUSTRALIA

15,000





ASIA/PACIFIC

75 %

OF THE WORLDS SLAVERY IN OUR
BACKYARD

HOW WE SPEND OUR MONEY HAS IMPACT



Spotlight on Malaysian IT Hardware

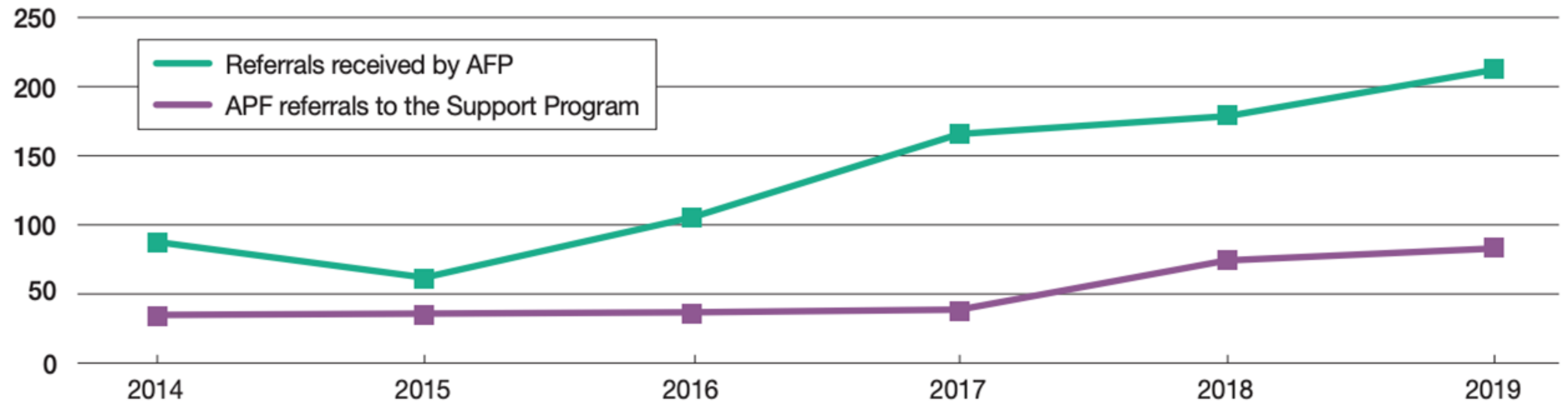
"...research found that in addition to 28% of laborers being in forced labor conditions, another 46% were on the verge of one."

Solar panel industry Uyghur forced labour links:

- 95% of solar panels globally rely on one primary material – solar-grade polysilicon.
- The Uyghur Region accounts for approximately 45% of the world's solar-grade polysilicon supply.
- All four of the Uyghur Region's polysilicon manufacturers are implicated in Uyghur forced labour either through direct participation in forced labour schemes, and/or through their raw material sourcing.
- The four largest solar panel suppliers in the world all source from at least one of these polysilicon manufacturers.

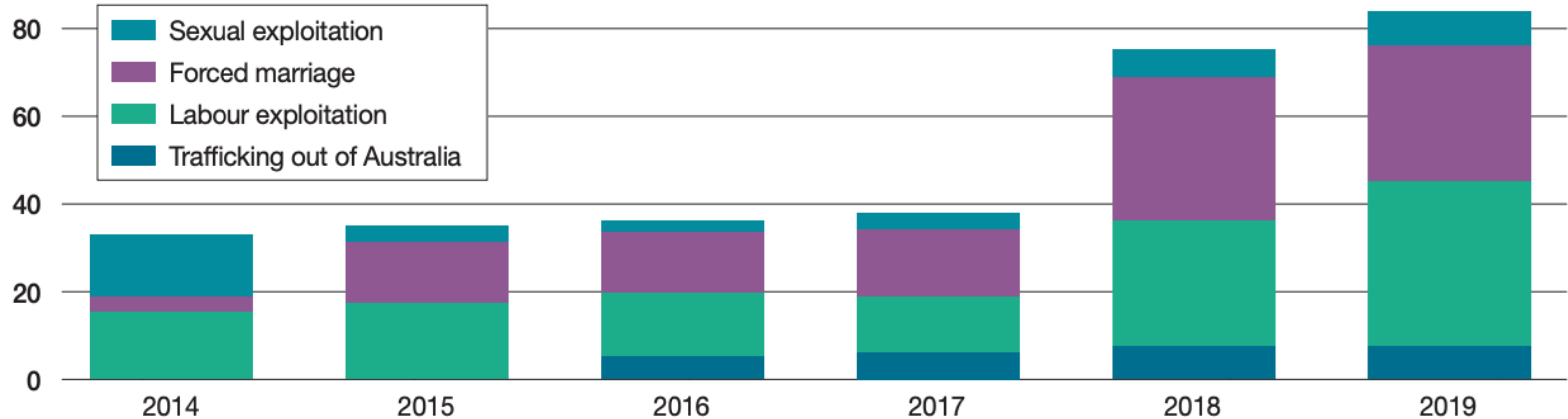
SLAVERY IN AUSTRALIA

Number of Referrals and Victims Supported by the STPP



- Since 2014, the number of cases referred to the AFP and the Support Program has more than doubled.

STPP Clients by Type of Crime



- There is a continuing rise in victims of criminal forms of labour exploitation and forced marriage, which are the most common referrals to the Support Program.
- Victims of sexual exploitation are declining as a proportion of total victims on the Support Program.

Breaking News

January '22 & February '22

In just two months this year in Australia

47 cases of forced marriage

23 cases of sexual servitude

30 cases of forced labour

34 cases of trafficking

15 cases of domestic slavery

CAKE SHOP - SYDNEY



19TH NOVEMBER 2021

The husband and wife owners of a Sydney cake store have been charged over a range of human trafficking and slavery offences.

The couple has been accused of confiscating an employee's passport, isolating them from the community and not paying the alleged victim, who was also reliant on them for food.

BERRY FARM - TASMANIA

Seasonal worker program faces fresh scrutiny after 70 workers found living in one house

ABC Rural / By national rural reporter Kath Sullivan and Eden Hynninen

Posted Fri 14 Feb 2020 at 6:42am



A property in northern Tasmania that housed seasonal workers. (ABC Rural: Eden Hynninen)

14TH FEBRUARY 2020

77 people were sharing a 5 bedroom house while working on a strawberry farm. The workers had been picking berries for the Costa Group. Apparently, the sewage had given up, the place stunk, and they rarely got to shower.

CLEANING INDUSTRY

Sydney cleaning firm treated foreign workers as 'slaves', court says

Grouped Property Services penalised \$370,000 and ordered to back pay \$223,244 after it refused for months to pay vulnerable workers



Workers for cleaning firm Grouped Property Services – most of whom were foreign nationals in Australia on temporary visas – were trapped in a 'Kafkaesque' scenario, the federal court has heard. Photograph: Garry Weaser/The Guardian

A Sydney cleaning firm treated some vulnerable foreign workers as “slaves”, the federal court has said, refusing to pay them for months and leaving them to go without furniture, food and critical medical treatment.

'LIVE IN' WORKER

Queensland couple 'imported' servant from Fiji and forced her to work around the clock, court hears



Isikeli Feleatova Pulini (left) and Malavina Pulini are seen arriving at the Brisbane District Court. Source: AAP

A Tongan couple working in Australia 'imported' a live-in worker from Fiji because they felt a servant was missing from their lives, a court has heard.

Queensland couple 'imported' servant from Fiji and forced her to work around the clock, court hears



Isikeli Feleatoua Pulini (left) and Malavine Pulini are seen arriving at the Brisbane District Court. Source: AAP

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Survivor Journey

Sept 2016 - started at TFH and Survivor School Program
July 2017 - completed Work Experience Program
July 2017 - received TFH Scholarship to attend TAFE Cert III in individual support.
Aug 2017 - Offered permanent work with one of our employment partners after completing work experience
December 2017 - Graduated TAFE (we assisted her along the way with tutoring & assignments)
Dec 2017 - graduated our Survivor School Program

2018 - to present - working part-time in aged care and work experience job

April 2019 - Won her case. Woman sentenced to 6 years in jail, man sentenced to 5 years in jail. 2 years without parole.

SURVIVOR SCHOOL

Onboard



Establish trust, safety, needs, and goals for their future

Survivor Interview
Acceptance Checklist
Safety Plan
Wellness Assessment
Needs Assessment
Success Plan



Client Outcomes

Future Focussed
Hope | Understood | Safe

Inspired

Rebuild



Establish friendships, confidence and life skills

Socialisation/Outings
Peer Support Group
TI Yoga / Equine / Art
English Conversation

Courses:
My Community
Health & Wellbeing
Living in Australia

Parenting
Makeup & Skincare



Client Outcomes

Confident | Worthy
Resilient | Integrated

Coached

Thrive



Build a personal skill set ready for work or study

Courses:
Study Skills
Communications 1 & 2
ICT & Computer Skills
Work Ready
Office Skills
Money Minded

Piano
Art



Client Outcomes

Equipped | Able
Resourced

Trained

Success



Application of skills in the workplace or school

Employment Pathways
- childcare
- nursing
- hospitality
- administration
- retail

Study Pathways

Ad Hoc Courses:
- barista / first aid / RSA



Client Outcomes

Capable | Free
Supported

Mentored

Alumni



Long term support and peer network encouraged

Assistance as required
1/2 yearly checkins
Quarterly Reunions
Invited to Outings

Continue:
Trauma Inf. Yoga
Trauma Inf. Equine
Trauma Inf. Art
Trauma Inf. Piano



Client Outcomes

Independent | Successful
Mentally Strong | Social

Supported

MODERN SLAVERY ACT - 2018



About your
Company



What are your
Risks of Slavery



Actions to
Assess &
Mitigate Risk



Measurement &
Yearly
Progression



Demonstrate
Genuine
Compliance

THE FREEDOM HUB IS A RECOGNISED LEADER IN FIGHTING MODERN SLAVERY.

We are honoured to hold positions in these areas of influence

- The Commonwealth 8.7 Network Management Committee
- The Measurement & Evaluation Advisory Group for Australia's National Action Plan to Combat Modern Slavery
- Westpac Safer Children, Safer Communities Advisory Group
- The Forced Marriage Protection Orders Advisory Group
- Australia's Anti Trafficking Response Network
- NSW Forced Marriage Network & QLD Network to End Slavery & Trafficking (QNEST)
- Be Slavery Free Coalition currently / past position on the Working Group Committee



Risk Analysis & Measurement Platform

1. BUSINESS RISK (MR#3)

Here we assess your own organisations risk in the areas of:

business activities, casual workers, migrant workers, recruitment, grievance reporting, & your business locations.

Risk Factors	Inherent Risk
<i>Business Activities</i>	Low
<i>Casual Workers</i>	Medium
<i>Migrant Workers</i>	Very Low
<i>Recruitment</i>	Low
<i>Worker Dissatisfaction</i>	Very Low
<i>Your Own Business Locations</i>	Low

2. VENDOR RISK (MR#3)

Then we assess your suppliers, affiliates, portfolio companies for risk in: their business activities, their supply chain management, locations, policies, health & safety of workers & accreditations

Risk Factors	Inherent Risk
<i>Suppliers / Portfolio Companies</i>	Medium
<i>Health & Safety</i>	High
<i>Supplier Location</i>	Medium

3. PRODUCTS & SERVICES RISK (MR#3)

Assess the risk of slavery in your companies products, raw materials, services, investments and which countries they are sourced from. These are weighted by TFH to assess level of risk.

Risk Factors	Inherent Risk
Products	Medium

Risk Factors	Inherent Risk
Services	Low

4. GOVERNANCE & COMPLIANCE RISK (MR#3)

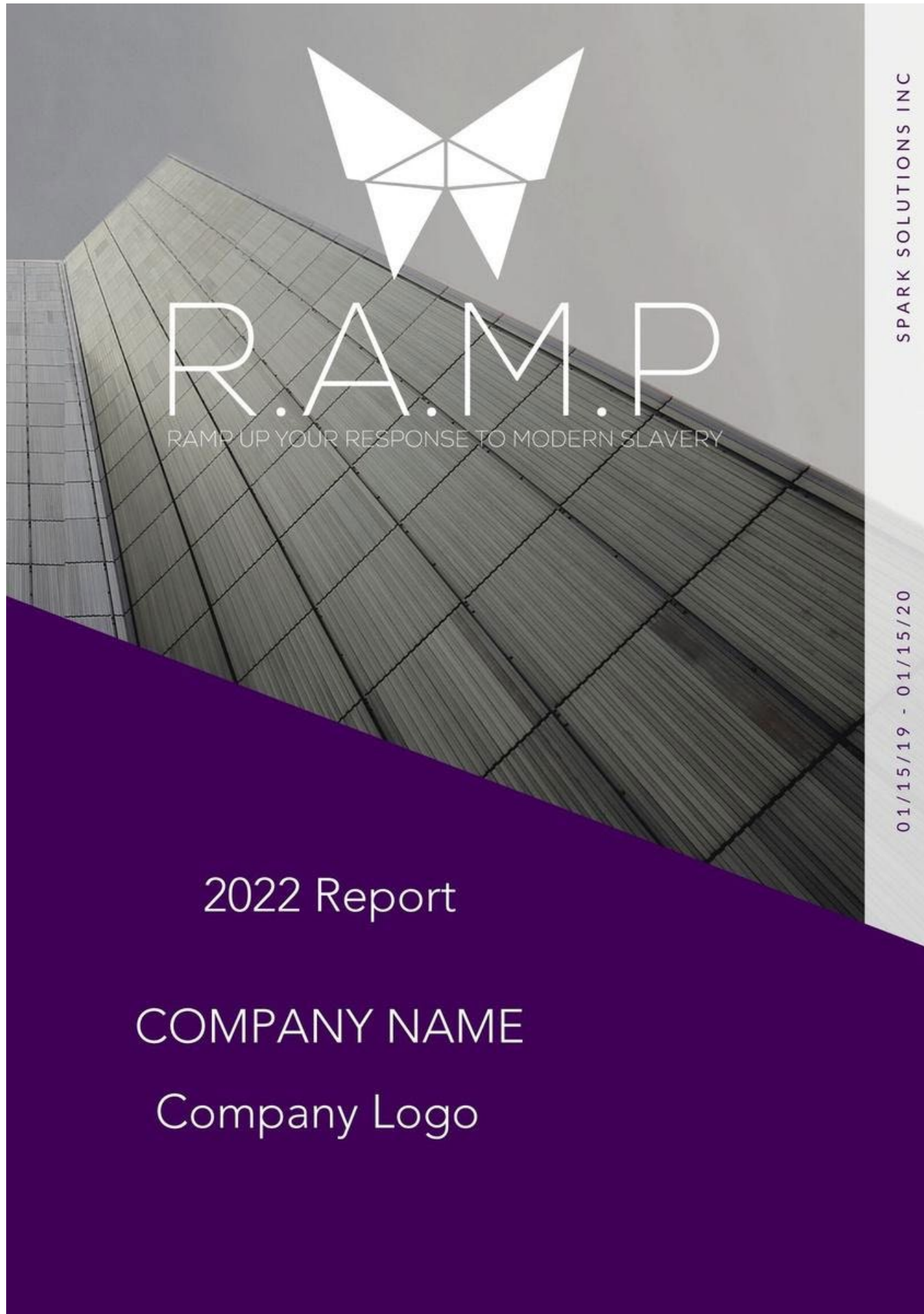
Assess your governance, accountability and compliance processes.

Risk Factors	Inherent Risk
Reporting Obligations	Low
Governance & Compliance	Very Low

5. CONTROLS

Governance	(MR#4)
Grievance	(MR#4)
Remediation	(MR#4)
Supplier Management	(MR#4)
Effectiveness	(MR#5)
Human Rights Values	(MR#7)

Additional Categories and Questions can be Added
to
include your own company reporting requirements



Company Profile

This report is a comprehensive report on a company's activities throughout the preceding year with regards to Modern Slavery.

This report is intended to give stakeholders and other interested people information about the company's activities and performance in assessing the risk of slavery.

Other information deemed relevant to stakeholders may be included, such as a report on operations for manufacturing firms or corporate social responsibility reports for companies with environmentally or socially sensitive operations.

THIS REPORT INCLUDES:

General corporate information

Company risk in

- Business Activities
- Vendor Risk
- Products & Services Risk
- Governance Risk
- Controls & Actions to reduce risk

CONTENT

1. Overall Findings
2. Inherent Risk
3. Control Effectiveness
4. Methodology
5. Recommendations

BY THE NUMBERS

REVENUE

\$100 million

SUPPLIERS

78 - T1

% ASSESSED

40%

SLAVERY
RISK

medium

SPARK SOLUTIONS INC

01/15/19 - 01/15/20

*

SLAVERY
RISK

Overall Findings

INHERENT RISK

CONTROLS

RESIDUAL RISK

LOW

ADEQUATE

VERY LOW





MODERN SLAVERY ACT
E-Learning
modules

Videos, templates, fact sheets and
resources for training employees



TALK

REACH OUT



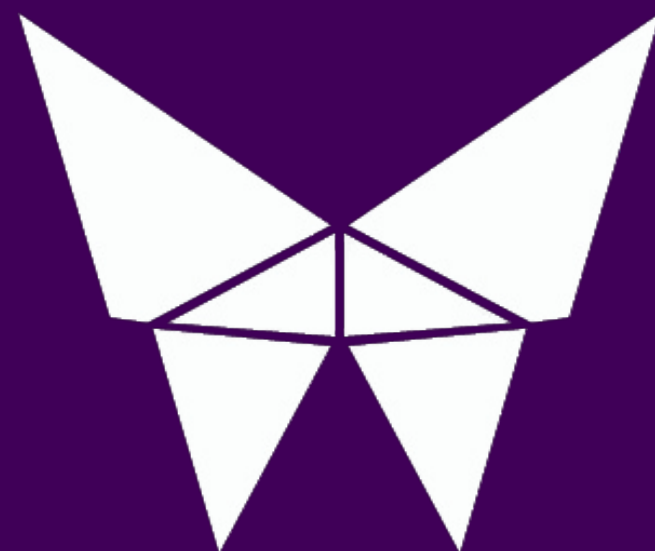
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F R E E D O M

—HUB—

E N D I N G M O D E R N S L A V E R Y