

VicTrack Modern Slavery Act Statement

2020

The Act

The Modern Slavery Act 2018 (Cth) (Act) came into force on 1 January 2019. It requires Australian entities with a minimum consolidated revenue of \$100 million to report on the risk of modern slavery in its operations and supply chain and the steps it is taking to respond to the risks identified.

This is the first statement by VicTrack¹ and made pursuant to the Act and sets out the actions we have taken to address modern slavery and human trafficking risks in our business, operations and supply chain in the reporting year 1 July 2019 to 30 June 2020.

1. VicTrack means Victorian Rail Track ABN 55 047 316 805 and includes its subsidiary companies: Rolling Stock Holdings (Victoria) Pty Limited, Rolling Stock (Victoria - VL) Pty Limited, Rolling Stock (VL-1) Pty Ltd, Rolling Stock (VL-2) Pty Limited; and Rolling Stock (VL-3) Pty Limited.

Our approach

VicTrack recognises that modern slavery practices, such as human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting, physical abuse, restricting freedom of movement, confiscation of passports, wage theft and child labour² (Modern Slavery), are serious violations of human rights. We also understand that Modern Slavery can be hidden in plain sight and manifest itself in a number of forms and is a multifaceted, complex issue.

We do not have and do not tolerate any form of Modern Slavery in any part of our business or supply chain.

Doing our part to help end Modern Slavery

We respect the dignity of persons and recognise each person's rights to freedom, justice and fair work conditions. VicTrack believes that all workers deserve to be treated with dignity and respect. We are committed to operating responsibly and establishing and adhering to the highest ethical standards. In particular, VicTrack is committed to ensuring that any form of Modern Slavery is not and does not take place in its business or supply chain.

Preventing and addressing any possible involvement in Modern Slavery are central to our commitment to run a safe, responsible and profitable business. We set clear expectations and expect that our employees and Suppliers³ are and remain alert to possible involvement in Modern Slavery, and that they should actively work to prevent and address it. We also expect our Suppliers to provide a fair and ethical workplace by upholding high standards of human rights and addressing risks of Modern Slavery.

To this end, we have implemented an Anti-Modern Slavery Policy that meets our moral and ethical obligation to end Modern Slavery and is designed to help identify, prevent, mitigate and address the risks, and where appropriate, remedy any identified instance of Modern Slavery.

As part of our broader Ethical Behaviour and Practice Program, we are committed to developing, implementing, and improving our business practices, controls, policies and procedures. We have revisited our public interest disclosure, reporting and investigation policy and framework (whistleblowing). VicTrack has made available, to employees, suppliers and the general public, a means to report breaches of any law, regulation or VicTrack policy through our website.

Our business

Established in 1997, VicTrack is a state-owned organisation with an independent Board of Directors that oversees VicTrack's performance. VicTrack owns the rail transport land, assets and infrastructure of the State of Victoria (the State or Victoria/n), and its subsidiary companies hold all classes of rolling stock. Our job is to protect and grow the value of our transport portfolio, and support a thriving transport system that makes travel and living better for all Victorians.

Our transport assets—such as rail buildings, signalling, track, telecommunications network and the Melbourne Underground Loop—are primarily leased via the [Department of Transport \(DoT\)](#) and franchised to the State's rail and tram operators ([Metro Trains Melbourne](#), [Yarra Trams](#) and [V/Line](#)). Assets which are not used for transport are commercialised with proceeds reinvested to support Victoria's transport agenda.

We work with other agencies to enhance Victoria's rail transport assets to safely connect people, places and opportunities. Our vision is, as defined in the [Transport Integration Act 2010 \(Vic\)](#): "To meet the aspirations of Victorians for an integrated and sustainable transport system that contributes to an inclusive, prosperous and environmentally responsible state".

Our core functions include:

- telecommunication services and network infrastructure that supports public transport
- management of land set aside for transport purposes, including the development and sale of land no longer required for transport
- project management and civil engineering services for rail infrastructure upgrades
- managing transport facilities and assets, including the open access Dynon Rail Freight Terminal and heritage, buildings and environmental preservation.

2. Child labour includes all forms of slavery, including its worst forms: use of a child for illicit activities and work which is likely to harm the health, safety, or morals of children.

3. VicTrack's business partners, service providers, suppliers and entities directly linked to VicTrack's business operations, products and services

Our organisational structure

VicTrack has three specialist delivery groups supported by the Office of the Chief Executive and the Business Services Team:

Telecommunications

As a licensed telecommunications provider with network infrastructure spanning the state, we provide a full suite of telecommunications services to the transport sector. Our networks act as the backbone for public transport customer information, myki ticketing, driver communications and other network critical systems, such as signalling. We also provide 24 hour network monitoring, as well as planned and emergency repair and maintenance to ensure the highest standards of reliability for the transport system.

Property

As land owners, our role is to ensure our transport land best serves the sector and Victorian communities. With vast land parcels across the state, and air rights throughout the public transport corridor, we work across all land use matters impacting on transport land, including land sales and acquisition, property development, commercial leasing, land use and access, infrastructure and facilities management and heritage and environmental preservation.

Project Delivery

Whether we're actively upgrading the infrastructure or working alongside Victoria's major transport initiatives, our Project Delivery Group provides expertise across all disciplines that impact rail land, infrastructure and telecommunications networks. Our services include project management and project delivery in both civil engineering and telecommunications projects as well as safety and technical services.

Governance and compliance framework

VicTrack operates its business responsibly, ethically and with integrity.

As a State-owned enterprise, VicTrack abides by, among others:

- the [Public Administration Act 2004 \(Vic\)](#) which takes a comprehensive approach to supporting good public administration in Victoria by:
 - providing a broad definition of the public sector that includes 'public service bodies' (departments and administrative offices), 'special bodies' that have a special relationship with Government (e.g. Victoria Police, the Auditor-General, Ombudsman), and 'public entities' (e.g. public hospitals, TAFE institutes, catchment management authorities)
 - establishing a framework to ensure the effective governance of the whole of the Victorian public sector, to help government manage both the financial and non-financial risks associated with public entities carrying out functions on its behalf
 - enshrining the core and enduring public sector values of responsiveness, integrity, impartiality, accountability, respect, support for human rights, and leadership, which represent the defining characteristics of the behaviour required of all public sector employees
- the [Financial Management Act 1994 \(Vic\)](#)
- the [Principles of Probity](#) (integrity, fairness and honesty)
- the [Codes of Conduct](#) issued by the Victorian Public Sector Commission and the [Supplier Code of Conduct](#) issued by the Victorian Government Purchasing Board (VGPB)
- our own internal business controls, policies and procedures, which include: Conflicts of Interest; Fraud and Corruption Control; Public Interest Disclosure; Competitive Neutrality; Gifts, favours, entertainment and other payments; Confidential information; Discrimination and sexual harassment; Health, Safety and Environment; Accounting, financial reporting and internal controls.

Procurement, due diligence and supply chain assurance

In addition to governance and compliance frameworks described above, VicTrack has robust procurement policies and procedures in place. VicTrack's Procurement and Sourcing Procedure is underpinned by VGPB requirements which include the [Ministerial Directions and Instructions for Public Construction Procurement](#) and adherence to the VGPB [Supplier Code of Conduct](#).

We have in place a procurement and supply chain management solution to help identify, manage and mitigate risk within our supply chains through contractor prequalification, document management, worker management, auditing, employee-level qualification and training, insurance verification, and business intelligence. With this tool, we are able to effectively communicate and monitor Supplier compliance with relevant laws and regulations as well as our corporate policies and standards.

Future commitments

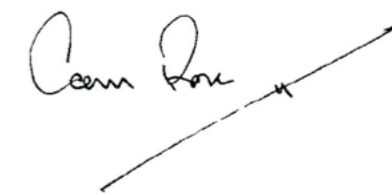
Over the next year, our focus will be on improving our supply chain assurance framework to help ensure our Suppliers comply with our requirements.

VicTrack understands that we will be able to respond more effectively to Modern Slavery risks and situations by carrying out regular risk assessments, and understanding and keeping abreast of local operating conditions by engaging with key stakeholders who understand the local operating context, such as non-profit non-governmental organisations, other civil society groups and workers and their representatives.

Knowledge sharing, such as targeted training programs for employees, and action, including mitigation measures where we see a risk of involvement, are vital to ensure our work stays effective.

Approved by the VicTrack Board of Directors on 26 November 2020.

Signed



Campbell A. Rose AM
Chief Executive | VicTrack

