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1. PURPOSE

AIMS is committed to preventing and addressing risks of modern slavery in our operations and supply chains. This policy aligns with the Australian Government's obligations under the **Modern Slavery Act 2018 (Cth)** and supports AIMS' values of observing the highest standards of ethics and integrity and our respect for human rights.

2. SCOPE

This policy applies to:

- All employees, staff on contract, students and consultants of AIMS;
- All suppliers, service providers, and partners with whom we engage;
- All operational and procurement activities conducted domestically and internationally.

3. WHAT IS MODERN SLAVERY?

Modern slavery refers to serious exploitation including:

- Human trafficking;
- Slavery and servitude;
- Forced labour;
- Debt bondage;
- Deceptive recruiting;
- Forced marriage;
- The worst forms of child labour.

These practices are contrary to AIMS' values and legal obligations.

4. COMMITMENT

AIMS is committed to:

- Identifying, assessing, and addressing modern slavery risks in our operations and supply chains;
- Engaging with suppliers and stakeholders to promote compliance;
- Providing training and raising awareness among staff;
- Reporting transparently in accordance with the Modern Slavery Act 2018.

5. GOVERNANCE AND RESPONSIBILITY

The responsibility for implementing and maintaining this policy lies with:

- **AIMS Council, Chief Executive Officer and Executive Leadership – the AIMS Leadership Team (ALT):** Oversight and leadership of modern slavery risk management.
- **Chief Operating Officer:** Coordination of compliance, due diligence, and reporting.
- **Research Program Directors, Procurement and Contract Management Teams:** Incorporating modern slavery risk mitigation in research, operations and procurement practices.
- **All Staff:** Reporting concerns and complying with ethical standards.

6. RISK ASSESSMENT AND DUE DILIGENCE

AIMS is committed to continuous improvement and taking all necessary steps to mitigate and address the risk of modern slavery within our operations and supply chains. We will take a risk-based approach to:

- Identify high-risk areas in our supply chains and operations;
- Prioritise actions as necessary based on sector, geography, and supplier practices;
- Apply due diligence when onboarding new suppliers and reviewing contracts.

7. SUPPLIER ENGAGEMENT

We expect suppliers and contractors to:

- Comply with applicable modern slavery laws;
- Comply with the Commonwealth Supplier Code of Conduct;
- Participate in risk assessments and audits when requested;
- Notify us of any modern slavery incidents or risks.

We reserve the right to terminate relationships where serious breaches are identified.

8. TRAINING AND AWARENESS

AIMS will:

- Develop and provide training to relevant staff on modern slavery risks and compliance;
- Promote awareness through internal communications and learning platforms;
- Support continuous learning and improvement.

9. REPORTING AND REMEDIATION

We encourage the reporting of suspected modern slavery through:

- Reporting any concerns to a member of the AIMS Leadership Team (ALT) or AIMS legal team;
- Whistleblower channels (anonymous and confidential options available);

- Contacting the Chief Operating Officer.

We will investigate concerns and, where appropriate, take remediation steps in line with government guidelines.

10. MODERN SLAVERY STATEMENT

AIMS will prepare and publish an annual Modern Slavery Statement as required under applicable legislation outlining:

- Our actions to assess and address modern slavery risks;
- The effectiveness of those actions;
- Consultation and engagement activities.

This Statement will be submitted to the Attorney-General's Department and made publicly available on our website.

11. REVIEW AND CONTINUOUS IMPROVEMENT

This policy will be reviewed at least every three years or following significant changes to legislation or operations. We are committed to continuous improvement in our practices and engagement with stakeholders.

12. REFERENCES

[Modern slavery | Attorney-General's Department](#)

[Modern Slavery in Australia](#)

[Supplier Code of Conduct](#)

AIMS Modern Slavery [Statement #2024-2742](#)

13. RELATED POLICIES AND PROCEDURES

- Code of Conduct
- Prevention of Bullying Harassment and other Harmful Behaviours Procedure
- Procurement Procedure