

An aerial photograph of a coastal landscape. The top half shows a sandy beach meeting the ocean with white waves. A small group of people and a green surfboard are visible on the sand. Below the beach is a dense forest of green trees and some bare, skeletal branches. At the bottom, a paved road curves along the coastline, with a single red car driving on it. The overall scene is a mix of natural and human-made elements.

# RACT Modern Slavery Statement 2025





# Modern Slavery Statement

Under the Modern Slavery Act 2018 (Cth)

Reporting period 1 July 2024 – 30 June 2025

The Royal Automobile Club of Tasmania Limited

ABN 62 009 475 861

This Modern Slavery statement has been approved by the Board of The Royal Automobile Club of Tasmania Limited (ABN 62 009 475 861) on 25 November 2025 in its capacity as the principle governing body of the Royal Automobile Club of Tasmania Limited (ABN 62 009 475 861).

This statement is made on behalf of the Royal Automobile Club of Tasmania Limited itself and RACT Insurance Pty Ltd which is a reporting entity with annual revenue of over \$100m. The statement also covers RACT Investment Holdings Pty Ltd and RACT Pty Ltd which are interposed entities with the

Royal Automobile Club of Tasmania Limited being the ultimate consolidated parent entity.

The Royal Automobile Club of Tasmania Limited (ABN 62 009 475 861);

RACT Insurance Pty Ltd (ABN 96 068 167 804);

RACT Pty Ltd (ABN 77 009 551 615); and

RACT Investment Holdings Pty Ltd (ABN 17 651 441 548).

This statement covers the reporting period 1 July 2024 to 30 June 2025 (Reporting Period or FY25) and has been prepared to meet the mandatory criteria of the Modern Slavery Act 2018 (Cth) (Modern Slavery Act). This Statement is informed by the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities (2023).

This Statement has been signed by:

Keryn Nylander (RACT Chair)

NAME

SIGNATURE

25 November 2025

DATE

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In the spirit of reconciliation, we not only acknowledge the ancient history of the Traditional Owners of Lutruwita/Tasmania, their continuing connection to family, community, and the land, sea, and waterways but also incorporate their respect into our mission for a safer, more inclusive Tasmania.

We pay our deepest respects to those who have passed before us and acknowledge today's Tasmanian Aboriginal people, the Palawa, and their enduring connection to this island.

RACT upholds high standards of conduct, and our Integrity Hotline is an independent and confidential service that allows people to raise concerns of modern slavery, potential human rights issues or unethical behaviours in our operations or supply chain. Our Whistleblower Hotline operates 24 hours a day, 365 days a year, on 1800 774 387 and by visiting <https://australia.deloitte-halo.com/whistleblower/website/RACT>.

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## GCEO foreword

As a member-based organisation deeply rooted in Tasmania's community, the Royal Automobile Club of Tasmania Limited (RACT) is committed to supporting our members and enriching the places they live. We strive to deliver our services and benefits responsibly, guided by principles of sustainability and respect for human rights.

Recognising that our activities impact upon people both within Tasmania and around the world, we want to ensure that our operations, partnerships, and supply chains uphold the values we champion. Modern slavery is a specific violation of human rights that exists in every industry and country. According to the 2023 Global Slavery Index, 41,000 Australians live in modern slavery every day, along with an estimated 50 million people who are exploited globally through coercion, extortion, or threats.

RACT is opposed to modern slavery in all its forms and we understand that businesses must be accountable for

addressing vulnerabilities in their supply chains and operations, including our own. We are acutely aware that supply chains are complex, and that vulnerable people and human rights violations are likely within some of the global supply chains we engage with.

FY25 marked an important year for maturing and evolving our approach to risk assessment and prioritisation, due diligence and training our people. We remain committed to improving our understanding of and taking reasonable steps to address modern slavery risks and look forward to developing our approach in these areas further in FY26.

# 1 About this statement

## 1.1 Consultation and engagement

In preparing this Statement, relevant business units and entities which form part of the broader RACT Group and key members of RACT's Executive Leadership Team were engaged and consulted with. This was undertaken by (i) collaborating with the relevant business units, to provide an overview of the Modern Slavery Act 2018's reporting requirements, (ii) providing information regarding the actions we intend to take to address these requirements, including relevant updates, and (iii) seeking feedback from relevant business units, entities and the board with respect to modern slavery matters. This report is the consolidation of the outputs from those efforts.



## 2 About RACT

For over a century, RACT has proudly served Tasmanians as a purpose-led, for-profit member organisation and remains one of the state's most trusted and recognisable brands. Every day, we support more than 220,000 members with essential services—from roadside assistance that keeps people moving, to driver training and a suite of insurance products that safeguard vehicles and homes.

Our Member Rewards program adds even more value, offering exclusive discounts across travel, accommodation, entertainment, and everyday purchases.

Driven by advocacy, we champion initiatives that benefit our members and their communities, guided by our core purpose areas: safer journeys, resilient communities, and connected communities.

RACT's [Manifesto](#) reflects our unwavering commitment to trust, integrity and empathy—principles that shape the value we deliver to members and the consistency of our promise.

This commitment extends beyond our membership to everyone we engage with, including those within our supply chain and business operations. We recognise our responsibility to identify and address modern slavery risks and impacts. Through ethical and sustainable practices, we aim to ensure our operations and partnerships reflect our values of community support and respect for human rights.



## 2.1 Our purpose, vision and values

RACT's purpose is to be a shoulder to lean on and voice when it matters for Tasmanians. We place people at the heart of what we do, working to meet the needs of our members and contribute positively to our broader community and environment.

Our vision is to have a valued relationship with every Tasmanian by 2030.

RACT's corporate values are:

- Engage with heart
- Unleash potential
- Walk the talk
- Together we thrive

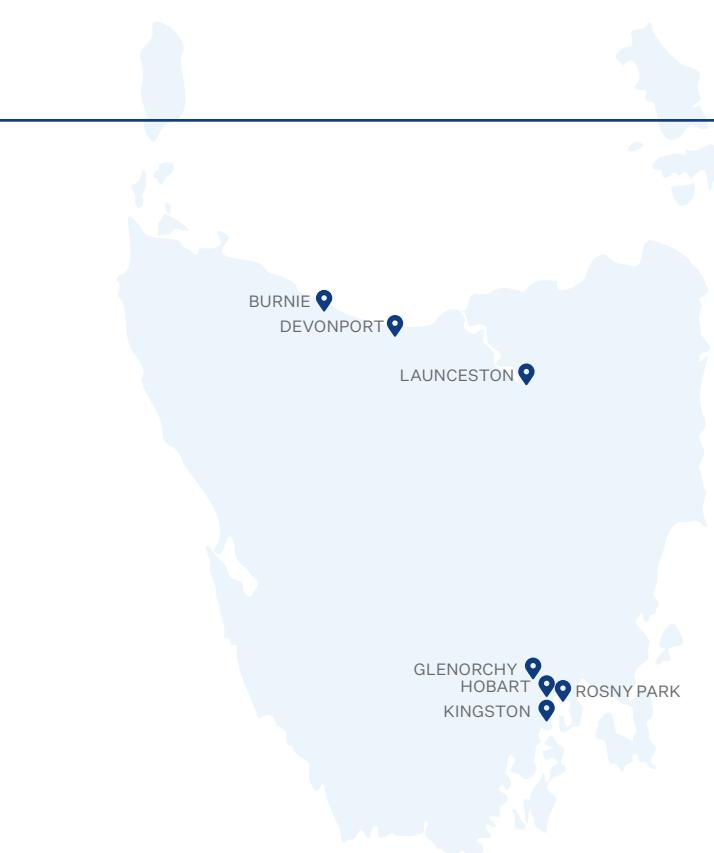
## 2.2 About reporting structure

The Royal Automobile Club of Tasmania Limited (RACT) is a member owned mutual and is the parent entity of the RACT Group. It is responsible for the overall strategic direction and governance of the RACT Group.

Within the RACT Group are:

- RACT Insurance Pty Ltd: A wholly-owned subsidiary of RACT, providing general insurance products to members, including vehicle, home, boat, investor, and strata insurance.
- RACT Pty Ltd: An interposed entity between the parent entity (RACT) and RACT Insurance.
- RACT Investment Holdings Pty Ltd: A non-operating holding company which forms an APRA regulated Level 2 insurance group with RACT Insurance Pty Ltd.

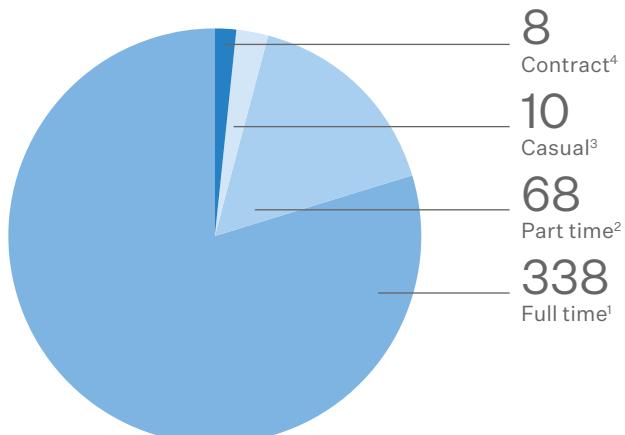
For detailed information on the RACT Group, visit [www.ract.com.au](http://www.ract.com.au)



## 2.3 Our business operations

RACT employs over 424 people across our major operating sites in Tasmania: Burnie, Devonport, Glenorchy, Hobart, Kingston, Cambridge, Launceston, and Rosny Park. This workforce is supported by direct commercial contract engagements which allow the delivery of statewide roadside assistance, insurance services and other business activities.

### Employment status (at 30 June 2025)



<sup>1</sup> Full time employees are employed by RACT on a full time (38 hours per week) or part time basis (less than 38 hours per week).

<sup>2</sup> Part time employees are employed by RACT for less than 38 hours per week.

<sup>3</sup> Casual employees are paid on an hourly basis.

<sup>4</sup> Includes temporary support services recorded in internal systems. Does not include third party asset operations and development contractors such as cleaners or security personnel.

The services provided by The RACT group of companies include;

### **Social and community initiatives**

We deliver these to benefit RACT members and the wider Tasmanian community, with a focus on our purpose areas of safer journeys, resilient communities and connected communities.

### **Insurance**

Our insurance business provides personal insurance to members with a range of products, including vehicle, home and boat insurance.

### **Roadside Assistance**

Our roadside assistance service gives motorists peace of mind and helps them get back on the road safely and quickly. With 24/7, 365-day-a-year coverage for members, RACT helps by mobilising cars, towing vehicles and selling batteries.

In addition to these key activities, RACT has an interest in or a role in delivering:

**AutoServe:** Vehicle inspections, servicing and repairs by mechanics.

**Driver training:** Safety-focused driver training/lessons and provisional licence assessments.

**Travel insurance:** Online distribution of travel insurance issued by a third party.

**Finance:** A referral service through a third-party provider for personal loans, primarily for new and used cars, personal finance and debt consolidation.

**Child restraints:** The correct fitting of child seats by specially trained staff.

**A Member Rewards program:**  
Discounts and benefits for our members from different partners.

For us all to feel engaged,  
inspired and empowered  
we need to be connected



## 2.4 Our supply chain

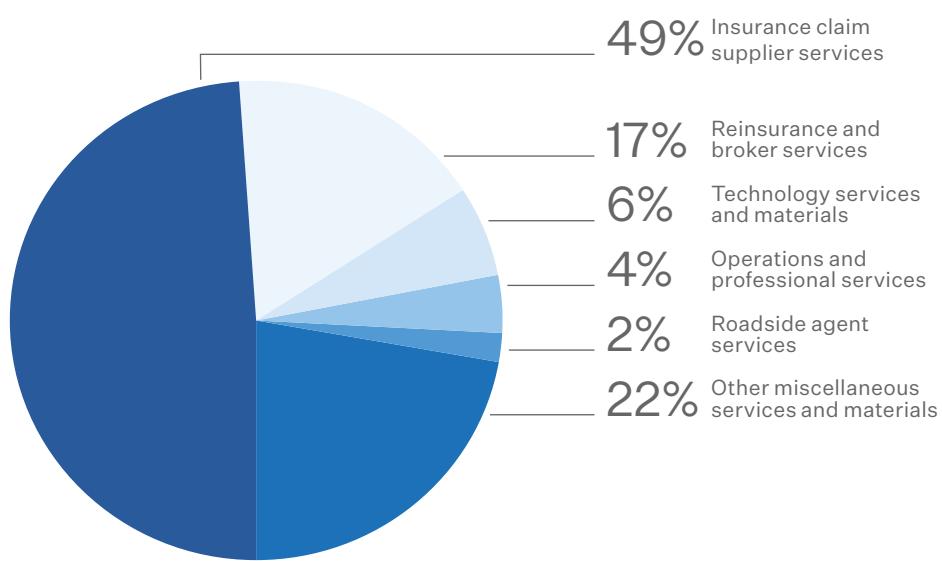
As a proud Tasmanian organisation deeply rooted in our community, we prioritise working with local suppliers where possible to support the local economy, enabling close connections within our supply chain.

In this reporting period, RACT's total spend was made across approximately 1,200 suppliers, with approximately 97% based in Australia. As we primarily engage local contractors for services like motor vehicle repairs, home-building repairs, and towing, these local providers are directly connected to our operations. However, as these suppliers often rely on broader, multi-layered supply chains for their materials, this adds complexity and distance from primary sources.

Our higher risk lies in this complex, extended supply chain that supports our insurance services, involving international suppliers from the United States, New Zealand, and Germany, as well as global reinsurers accessed through an Australian broker. Key areas of spend include motor vehicle repair, building works, and corporate services essential to serving our members.



**Table 2 - Supply chain overview by category spend**



The shape of RACT's supply chain is defined by both direct relationships with domestic suppliers and indirect relationships that extend globally through our partners and service providers. This layered structure allows us to meet a broad range of service needs, ensuring we can continue to deliver high-quality support to our members across Tasmania.

# 3 Assessing our risks

## 3.1 Our operational risks

We assess the risk of modern slavery within RACT's direct operations to be low. Our workforce is entirely based in Australia with most employees holding permanent positions in support services, professional and technical roles covered by comprehensive benefit schemes, including wages above award rates, superannuation, leave entitlements, and access to formal grievance mechanisms. In addition, our policies, including our Code of Conduct, Equal Employment Opportunity Policy, Recruitment Policy, and Whistleblower Policy, reinforce our commitment to fair treatment and transparency across our operations. While we assess the risk of contributing to modern slavery within our directly controlled operations as low, we recognise the potential risks in our extended supply chains, particularly through subcontracted services. Although we do not directly control these services, we remain committed to understanding our relationship to modern slavery risks in our supply chain and promoting fair labour practices throughout our extended operations.

## 3.2 Our supply chain risk

Like many Australian businesses, RACT's supply chain includes both well-understood direct suppliers and more complex, multitiered networks in the deeper levels. To develop a deeper understanding of our direct suppliers and their operations, in FY25, RACT engaged Edge Impact to assess and prioritise our inherent modern slavery risks within our operations and supply chain. Consistent with the UN Guiding Principles on Business and Human

Rights (UNGPs), the assessment focused on identifying inherent risk (that is, systemic and sectoral factors that increase the likelihood of modern slavery) and RACT's relationship to them. This approach helps us to identify and prioritise areas where modern slavery risk is most likely to occur to prioritise our due diligence processes.

The process involved the following phases:

1. Supplier Spend Mapping: Reviewed our FY25 procurement spend, covering approximately 1,200 suppliers and 65 spend categories, of which approximately 97% were located in Australia.
2. Multi-Source Risk Screening: Screened our spend against recognised global risk, academic and media sources across the full lifecycle of goods and services, from raw material extraction to delivery.
3. Inherent Risk Analysis: Analysed and evaluated our spend categories against inherent risk indicators based on industry, geography and magnitude of procurement spend to determine key risk categories.
4. Internal Validation: Reviewed preliminary results with RACT to help validate assumptions.

## 3.3 Prioritised risk categories

The assessment identified the following key risk categories that together represent a substantial proportion of our procurement spend. Based upon the UNGPs continuum of involvement framework\*, we determined the potential association between our activities and the identified risks as follows:

Category	Specific Modern Slavery Risk	UNGP Association*	Justification
<b>Car maintenance (includes car batteries, mechanical repair and comprehensive car claims payments)</b>	<ul style="list-style-type: none"><li>Forced and child labour in automotive supply chains, including cobalt in batteries and parts manufactured in high-risk jurisdictions.</li><li>Excessive working hours, underpayments in temporary or contracted mechanical services</li></ul>	May contribute to or be directly linked	<ul style="list-style-type: none"><li>May contribute through subcontracted mechanical and other relevant services.</li><li>May be directly linked through purchasing and claims to automotive and battery supply chains and parts manufacturing but doesn't directly employ workers in extraction or manufacturing.</li></ul>

Category	Specific Modern Slavery Risk	UNGPs Association*	Justification
<b>Fit out (including 'householders building' claims)</b>	<ul style="list-style-type: none"> <li>Forced and child labour in high-risk geographies in extraction of construction materials (timber, stone, steel, aluminium)</li> <li>Excessive working hours, unsafe working conditions, underpayment and forced labour on-site where subcontracting and temporary migrant workers is a risk.</li> </ul>	Directly linked	<ul style="list-style-type: none"> <li>May be directly linked to global materials supply chains and subcontracted labour through procurement and claims payments.</li> </ul>
<b>Advertising &amp; marketing (including gifts and giveaways)</b>	<ul style="list-style-type: none"> <li>Child and forced labour linked to printing, paper and media supply chains;</li> <li>Precarious labour conditions in subcontracted creative services</li> <li>Forced and child labour, unsafe working conditions and excessive working hours multi-tier global supply chains, including textiles and plastics and promotional products.</li> </ul>	May contribute or be directly linked	<ul style="list-style-type: none"> <li>May contribute to increased worker vulnerability through commercial practices like tight turnaround times and price pressures.</li> <li>May be directly linked through procurement of merchandise from suppliers who source from high-risk geographies with limited visibility.</li> </ul>
<b>ICT &amp; hardware</b>	<ul style="list-style-type: none"> <li>Known systemic risks of underpayment and excessive working hours in global IT outsourcing markets where multi-tier contracting obscures visibility of labour conditions.</li> <li>Hardware manufacturing (laptops, servers, phones) rely on electronics and minerals supply chains with known forced labour links.</li> </ul>	Directly linked	<ul style="list-style-type: none"> <li>Procurement of ICT products and hardware from high-risk geographies associated with raw material extraction, as well as electronics manufacturing with limited visibility beyond Tier 1.</li> <li>Known systemic risks in global IT services outsourcing markets and multi-tier contracting obscures visibility of labour conditions.</li> </ul>
<b>Cleaning</b>	<ul style="list-style-type: none"> <li>Underpayment or coercion of migrant and temporary workers where short-term, casual and project-based labour (cleaning, catering, security, logistics) is prevalent.</li> </ul>	May contribute	<ul style="list-style-type: none"> <li>Where cleaners are directly employed by a contractor, or, where we have a tenancy relationship with its landlord, we may contribute to risks through lack of formal due diligence processes.</li> </ul>
<b>Apparel</b>	<ul style="list-style-type: none"> <li>Forced and child labour risks associated with textiles and branded goods produced in high-risk geographies.</li> </ul>	Directly linked	<ul style="list-style-type: none"> <li>Purchasing of apparel through multi-tiered supplier relationships, often from overseas manufacturers and exporters. No control over employment of workers.</li> </ul>

Category	Specific Modern Slavery Risk	UNGPs Association*	Justification
Travel & accommodation	<ul style="list-style-type: none"> <li>Excessive working hours, illegal recruitment fees, underpayment and unsafe working conditions in hotel, hospitality and airline sectors that rely on high proportions of migrant, casual and agency workers in housekeeping, catering and ground services.</li> </ul>	May contribute	<ul style="list-style-type: none"> <li>May contribute through commercial practices (e.g. prioritising lowest-cost providers or short booking windows) can contribute to precarious work conditions, even if we don't employ workers directly.</li> </ul>
Postage & freight	<ul style="list-style-type: none"> <li>Risk of unsafe working conditions, excessive working hours due to reliance on subcontracting, temporary or casual workers in logistics, couriers and warehousing services, as well as the risk of forced labour in international freight supply chains.</li> </ul>	May contribute	<ul style="list-style-type: none"> <li>Excessive cost or time pressures in logistics contracts may increase risks of underpayment or unsafe conditions among subcontracted workers.</li> </ul>
Reinsurance	<ul style="list-style-type: none"> <li>Global financial services and reinsurers may be indirectly exposed through investment portfolios that include companies in high-risk sectors such as mining and agriculture.</li> </ul>	Directly linked	<ul style="list-style-type: none"> <li>Financial relationship only with reinsurers so does not cause or contribute to any of the practices of the insured.</li> </ul>

\*UNGPs Association:

- Cause: where our own actions may in uncontrolled circumstances directly result in modern slavery (for example, through direct contracting of labour without appropriate safeguards).
- Contribute: where our practices may in uncontrolled circumstances contribute to modern slavery (for example, through procurement processes that create cost or time pressures which increase worker vulnerability).
- Directly linked: where our operations, products or services may in uncontrolled circumstances be directly linked to modern slavery through a business relationship in our supply chain, even where we have not caused or contributed to that risk.

### 3.4 Understanding our risk profile

RACT acknowledges that inherent risk reflects systemic vulnerabilities in the industries and geographies from which we procure goods and services. Key drivers include:

- The prevalence of casual, short-term and subcontracted labour in car maintenance and related services, as well as the prevalence of forced and child labour in high-risk geographies where raw materials such as cobalt are extracted.
- Limited visibility over extended subcontracting arrangements in marketing and related supply chains and systemic risks in global apparel and promotional goods supply chains.

- Sourcing of ICT hardware sourced from high-risk jurisdictions where critical minerals are sourced and electronics are manufactured, as well as offshore digital, ICT and data services sourced from jurisdictions with weaker labour protections.
- The potential for labour exploitation in domestic high-risk sectors such as cleaning.

Whilst our association with many of the identified risks fall into the 'directly linked' category, we recognise that procurement practices if uncontrolled, have the potential to contribute to risk in some categories (particularly in relation services which utilise contracting models such as car maintenance).

## CASE STUDY

### Refining our risk logic to improve due diligence

In FY25 we undertook a review of our risk assessment processes to provide greater visibility of the inherent modern slavery risks across our procurement processes. This work will help us prioritise our targeted engagement and due diligence. **The logic (as outlined below) allows us to** identify key suppliers in our highest risk categories, assess their actions to address modern slavery risk through targeted risk-based questions and identify areas for further, proportionate follow-up with our suppliers.

#### **Step 1: Identification of suppliers in key risk categories**

Suppliers are grouped into key risk categories where modern slavery risk is more likely.

#### **Step 2: Apply thresholds**

This step involves a two-phase process ensuring we identify suppliers by applying proportionate and appropriate threshold and separating suppliers into two categories - those that already report under the Modern Slavery Act 2018 (Cth) (Category A), and those that do not (Category B).

#### **Step 3: Review supplier disclosures**

This step involves reviewing supplier disclosures either in their modern slavery statement or their supplier assessment questionnaire (SAQ) responses (where available) to against category-specific supplier questions to assess actions, including due diligence efforts and identify any responses that indicate heightened risk or warrant further investigation.

#### **Step 4: Engage suppliers**

For suppliers where there could be higher risk, implement suggested actions, tailored to the supplier's capacity and resourcing abilities.

In FY25, we tested the risk logic by applying it to a selection of 35 suppliers in our key risk categories covering approximately 26% of our procurement spend. We found that most of our Category A suppliers gave good responses to the category-specific supplier questions.

With regards Category B suppliers we found that the generalised nature of the SAQ meant that only a small number of insights could be gleaned from the responses. This identified the need to review the currency of our SAQ questions, to ensure they are targeted towards identifying category-specific controls and/or key risk indicators.

In addition, we know our trusted and long-standing supplier base is characterised by varying capacity and capability. Our suppliers range from small, family-run outfits servicing regional Tasmania, to large multinationals providing products and services both nationally and globally. As a result, we've identified the need to further ensure that the way we engage with smaller suppliers in our key risk categories must be targeted and proportionate for our staff and suppliers to monitor and record, year on year. We intend to refine our risk logic further, by reviewing how we conduct direct engagement with smaller suppliers in high-risk categories.

# 4 Addressing and mitigating risks



RACT is committed to taking reasonable steps to identify and address modern slavery risks. We do this through a range of measures outlined below.

## 4.1 Governance

RACT's governance framework outlines the roles and responsibilities in relation to modern slavery.

Table 1 – Modern slavery governance framework

Stakeholders	Government and Regulators	Members	Customers	Community
Owner		<b>RACT Members</b> Guide high level community expectations		
Board		<b>Board</b> Oversees key business risks, including modern slavery and human rights		
Executive Leadership Team		Monitors overall risk management framework, including modern slavery risks		
Business processes	<b>Corporate Governance</b> Accountable for implementing corporate governance policies that include modern slavery	<b>Procurement</b> Development and implementation of procurement procedures, including modern slavery risk	<b>Human Resources</b> Accountable for adherence to employment legislation and other industrial agreements	<b>Compliance</b> Monitoring developments in legal environment, including changing obligations to modern slavery law
RACT team		<b>Staff</b> Responsible for identification of actions or activities outside of RACT's values, risk appetite, and operating policies and procedures.		

## 4.2 Policies

The following documents form RACT's framework for modern slavery due diligence and remediation.

**Table 2 - Policy framework**

Policy title	Relevance to our anti-modern slavery approach
<b>RACT Supplier Code of Conduct</b>	Defines expectations and requirements on our supplier and staff relationships.
<b>RACT Workplace Behaviour Policy</b>	Details RACT's standards and expectations for workplace behaviour, including contributing to a work environment where everyone is safe and respected.
<b>RACT Grievance, Conflict and Complaint Resolution Policy and Procedure</b>	Advice for the grievance and remediation process, including addressing concerns of human rights violations.
<b>RACT Procurement and Contract Management Policy</b>	Summarises RACT's key steps in managing modern slavery risk in procurement and contract contexts.
<b>RACT Conflict of Interest, Gifts and Entertainment Policy</b>	Details RACT's expectations and requirements for employees accepting gifts or benefits that might create a real or apparent conflict of interest, potentially obscuring potential risks within our operations. This policy ensures procurement decisions remain focused on ethical standards, including considerations around modern slavery.
<b>RACT Whistleblower Policy</b>	Guidance on reporting unethical, illegal or fraudulent conduct in relation to RACT, and a framework for investigating and addressing concerns. Our Whistleblower Policy was updated in 2022 to incorporate Human Rights Grievance Policy content.
<b>Risk Management Strategy</b>	Outlines RACT's board and senior management commitment to managing risk and how risk management activities are integrated into the Group's business practices, systems and behaviours at all levels of the business.

## 4.3 Capability and awareness

To ensure our people are aware of and able to act upon modern slavery risks within our operations and supply chains, RACT will continue to support and educate staff. This includes the requirement that RACT staff who undertake duties requiring management of modern slavery risks must successfully pass our online modern slavery learning module.

## 4.4 Grievance and remediation

To uphold our commitment to operate with integrity and retain our members' trust, and ensure all concerns are adequately investigated and addressed, we have the following grievance and remediation mechanisms in place.

RACT Integrity Hotline	This independent 24/7 service allows people to report concerns about actual or suspected violations of our policies, codes, health, safety and environmental obligations, and human rights (including labour rights). We investigate and address all concerns.
RACT Grievance, Conflict and Complaint Resolution Procedure	This document provides advice for the grievance and remediation process, including how to address concerns of human rights violations.

## 4.5 Stakeholder engagement

RACT understands that addressing modern slavery and minimising its risks and impact is only possible by forming solid relationships with our suppliers, partners, and industry peers.

# 5 Measuring effectiveness

## 5.1 Last year's commitments and performance

Table 3 - Update on last year's commitments

Area	Commitment	Progress
<b>Risk assessment</b>	Monitor the currency of our supply chain risk assessment to maintain the relevance of its outputs.	Complete: Modern slavery risk assessment conducted by external provider Edge Impact.
	Complete the triennial supplier assessment of modern slavery.	Complete: Modern slavery risk assessment conducted by external provider Edge Impact.
<b>Due diligence</b>	Review the content and use of our modern slavery self-assessment questionnaires.	Complete: Modern slavery self-assessment questionnaires were reviewed by external provider Edge Impact.
	Work with our product partnership and wider RACT team to integrate due diligence into our alignment with APRA CPS 230 <i>Operational Risk</i> .	Complete: Modern slavery risk included in procurement risk assessment template, modern slavery questionnaire included in Procurement and Contract Management Procedure including when to complete.
	Engage selectively with new suppliers and contractors to communicate our expectations and provide access to our Supplier Code of Conduct.	Ongoing: Our procurement processes were reviewed and strengthened and will continue to be refined. Our Supplier Code of Conduct is publicly accessible to all suppliers and contractors.
<b>Grievance and remediation</b>	Continue to share RACT's Grievance Conflict and Complaints Resolution Procedure with internal staff and undertake appropriate action when modern slavery issues have been reported.	Ongoing: Procedure continues to be shared with internal staff. No concerns or issues were reported to our Whistleblower Hotline or directly with RACT during this reporting period.
<b>Governance</b>	Deliver online modern slavery training module to RACT employees in a targeted manner.	Complete: online modern slavery learning module developed and continues to be delivered to RACT employees.

# 6 Next steps

## 6.1 Our future commitments

Table 4 - Our future roadmap

Area	Our future actions
<b>Risk assessment</b>	Explore practical ways to integrate basic supplier screening into procurement processes, focusing on higher-risk categories.
<b>Due diligence</b>	Focus due diligence in higher-risk supplier categories.
<b>Grievance and remediation</b>	Seek opportunities to extend grievance accessibility. Explore opportunities to help RACT staff and external stakeholders understand how to raise concerns through existing reporting and grievance channels. Build understanding of good-practice approaches to remedy where modern slavery risks or impacts are identified.
<b>Governance</b>	Provide awareness materials or training to staff with procurement or supplier-management responsibilities.
	Monitor emerging national guidance and peer practice to inform the evolution of RACT's approach.



**Burnie**  
24 North Terrace, 7320

**Devonport**  
68 Rooke Street Mall, 7310

**Glenorchy**  
Cnr Main Road & Terry Street, 7010

**Hobart**  
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**Kingston**  
Shop 60, Channel Court, 7050

**Launceston**  
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**Rosny Park**  
Eastlands Shopping Centre, 7018

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