



Global Compact  
Network Australia

# Modern Slavery Community of Practice

8 DECENT WORK AND  
ECONOMIC GROWTH



17 PARTNERSHIPS  
FOR THE GOALS



## Terms of Reference

2024 – 2026

2025 UPDATE

### 1. Introduction

A Community of Practice is a group of practitioners with a common sense of purpose who work together to solve problems, share knowledge, cultivate best practice and foster innovation. Communities of Practice are characterised by the willing participation of members and their ongoing engagement and dedication to developing the practice area.

The purpose of the UNGCNA Modern Slavery Community of Practice (MSCoP) is to create a platform that supports UNGCNA participants to work together to strengthen how they identify, assess and address modern slavery in their own operations and through their value chains, report under Australia's Modern Slavery transparency legislation and respond to global developments.

These are the official Terms of Reference for UNGCNA's MSCoP.

### 2. Purpose of the MSCoP

The purpose of the MSCoP is to establish a platform that supports UNGCNA participants to work together to accelerate the implementation and maturation of their organisation's approach to modern slavery through practical peer learning, access to insights from external expertise and opportunities to engage with relevant government authorities, public authorities (including the Australian Anti-Slavery Commissioner and NSW Anti-Slavery Commissioner) and other stakeholders.

### 3. Benefits of participating in the MSCoP

The MSCoP offers a safe space in a small, Chatham House forum for UNGCNA participants to discuss challenges or obstacles they are experiencing in relation to their efforts to address modern slavery issues and comply with related legislation.

Participants will be offered opportunities to strengthen their organisation's approach to modern slavery by:

- Sharing experiences and insights, learn with and from each other and discuss the opportunities and challenges facing Australian organisations that are working to identify, manage and communicate about modern slavery risks throughout their own operations and value chains.

- Exchanging examples of their modern slavery risk management-related policies, practices, processes, actions and interventions to enable participants and other Australian organisations to improve their approach to modern slavery risk management, in line with the principle of continuous improvement.
- Discussing meaningful, practical and appropriate approaches to engaging with potentially affected groups and other stakeholders, including to seek insights from lived experience.

Participants may also benefit from opportunities to:

- Engage with and respond to developments in relevant regulatory frameworks related to modern slavery and broader human rights due diligence.
- Engage with and share insights with the Australian Government, relevant Commissioners (including the Australian Anti-Slavery Commissioner and the NSW Anti-Slavery Commissioner) and other relevant stakeholders on matters relating to business implications of and/or perspectives on and experiences with modern slavery related matters, and on cross-cutting issues of interest to the MSCoP.
- Engage in dialogue with other organisations and stakeholder groups working to address modern slavery, including civil society organisations.
- Participate in the peer review of responses to legislative requirements and other approaches, if deemed useful by the group – such as reviewing modern slavery statements or supplier codes of conduct.

#### 4. Workstreams of the MSCoP

To ensure that presentation topics, programming and discussion remain targeted and relevant for all attendees, UNGCNA has introduced three separate workstreams within the MSCoP.

Participants are invited to self-select the stream that best fits their organisation’s maturity and needs.

These streams include:

	Optimising Stream	Implementing Stream	SME Stream
Description	This stream will benefit participants that have implemented a robust modern slavery risk management framework within the organisation, and that may also have a broader human rights risk management program in place	This stream will benefit participants that are in the earlier stages of developing their modern slavery risk management response, or have yet to consistently embed the framework within broader organisational processes.	This stream will benefit participants that are not required to report under Australia’s Modern Slavery transparency regime but are interested in developing a modern slavery risk management response, tailored to an SME business.
Programming	<p>The program for each stream will incorporate a dynamic range of session formats, including longer and more in-depth opportunities for peer learning alongside shorter and more spontaneous opportunities to learn from external experts and engage with relevant government consultations and related processes. Where appropriate, joint stream sessions will be held to enable broader exchange and learning across the MSCoP cohort.</p> <p>Topics and focus areas will be selected with reference to participants’ interests and priorities, key developments and emerging focus areas in the broader modern slavery landscape.</p>		
	<p>Optimising Stream:</p> <ul style="list-style-type: none"> <li>• The program will seek to support participants to refine and enhance the effectiveness of their organisation’s existing modern slavery risk management approach. Participants will be encouraged to lean into more challenging areas of practice, and consider the outcomes and impact of action taken to</li> </ul>	<p>Implementing Stream:</p> <ul style="list-style-type: none"> <li>• The program will seek to support participants to implement their organisation’s approach to modern slavery. Participants will be offered opportunities to focus on practical approaches to putting in place the key building blocks of an effective modern slavery risk management approach, and gain confidence working to align</li> </ul>	<p>SME Stream:</p> <ul style="list-style-type: none"> <li>• The program will seek to support participants to explore opportunities to introduce and strengthen their organisation’s approach to modern slavery in a way that is tailored to the context and needs of smaller organisations that are not currently required to report under Australia’s modern slavery reporting requirements. The</li> </ul>

	address modern slavery risks. A strong understanding of key relevant standards, including modern slavery-related regulatory regimes, will be assumed.	their organisation's approach to key relevant standards, including modern slavery-related regulatory regimes.	program will draw and expand on the concepts explored in our publication, <a href="#">Modern Slavery Risk Management – A playbook for Australian SMEs</a> .
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## 5. Participation

Participation in the MSCoP **Optimising Stream** and **Implementing Stream** is open to participants of the UNGCNA that are either required, or are preparing, to report under the Australia's Modern Slavery transparency regime, or are required to comply with State-based modern slavery legislation.

Participation in the **SME Stream** is open to smaller and mid-sized participants of the UNGCNA that are not required to report under Australia's Modern Slavery transparency regime, but are interested in developing a modern slavery risk management response for their organisation.

The following guidelines apply to participants of each stream:

- Participants are asked to **nominate one representative per organisation** to participate in MSCoP sessions. Any proposed changes to the organisation's representation should be discussed in advance with the UNGCNA.
- The nominated representative:
  - should have oversight of any existing modern slavery risk management processes within the organisation, such as;
    - an understanding of how the business identifies and monitors its modern slavery risks;
    - relevant supplier and rightsholder engagement; and/or
    - the future direction of the business on managing modern slavery and human rights risks; and
  - where the organisation is required to report under Australia's Modern Slavery Act, the representative should have responsibility for – or a lead role in - preparing the organisation's Modern Slavery Statement.
- The organisation and its representative have the availability and bandwidth to participate actively.

Participants are asked to nominate a single representative to support the continuity of learning and contributions to discussions. That representative is encouraged to disseminate information and learnings to their colleagues. Where an organisation's representative is unable to attend a session, they may nominate a colleague to join in their place. It is expected that such situations will be the exception, not the 'norm'.

Participation is expected to continue through the calendar year, subject to any unforeseen circumstances. At the commencement of the following calendar year, the UNGCNA will reach out to participants to confirm their intention to continue participating in the MSCoP. It is anticipated that interested participants will be able to continue their participation in the MSCoP program from year to year; however, in the event that interest in the program grows significantly, the UNGCNA may need to impose a cap on the number of participants and/or limit the duration of participation.

Any participant of the UNGCNA that is interested in joining the MSCoP and meets the criteria outlined above is encouraged to express formal interest by emailing [secretariat@unglobalcompact.org.au](mailto:secretariat@unglobalcompact.org.au) and including [EOI: Modern Slavery CoP] in the subject heading.

### Participation of consulting, legal or other professional services firms

The participation of consulting, legal and other professional services firms in the MSCoP is permitted, subject to the following additional conditions:

- The nominated representative must have responsibility, individually or with others, for preparing the firm's own Modern Slavery Statement; and
- The representative agrees that neither they nor their associates will use or leverage their attendance at MSCoP to solicit business from other MSCoP members for their firm – either during or between sessions.

Any information acquired during the MSCoP meetings must not be used in the context of sales, marketing or any other commercial purposes unless prior permission has been sought and agreed by the UNGCNA, or relevant company representative. Nominated representatives and their colleagues are not permitted to contact another MSCoP participant after an MSCoP session or between sessions to discuss issues the participant has raised during the session and that the representative or their colleague could only have known about because of their firm's participation in the MSCoP session.

Concerns raised about the compliance by consulting, legal or other professional services firms with these terms of participation will be treated seriously by the UNGCNA and may result in the UNGCNA, at its sole discretion, terminating the firm's participation in the MSCoP.

### **Participation of non-business participants of the UNGCNA**

Participation in the MSCoP by a representative of the internal modern slavery team of a non-business participant of the UNGCNA (such as a university) will be considered by the UNGCNA on a case-by-case basis, and with a commitment to ensuring that the MSCoP can continue to provide a trusting space in which all participants feel able to engage openly and actively in discussions.

## **6. Expectations of MSCoP participants**

As a peer learning forum, the MSCoP relies on active engagement from all participants. Participants are encouraged to contribute to a trusting environment in which each participant feels able to share their experiences, insights and challenges openly and honestly, to seek input and support from other participants, and to contribute to the learning of the group.

All MSCoP participants will be expected to:

- Participate actively in each session, as both a learner and contributor (as reflects their experience, expertise and priorities).
- Share information about and insights into how their organisation approaches identifying, assessing, monitoring and mitigating modern slavery risks within its operations and supply chain.
- Engage in discussions about potential solutions or ways forward to overcome challenges.

In addition, MSCoP participations may choose to:

- Contribute to submissions or participate in other forms of engagement led by the UNGCNA related to regulatory change and/or the evolution of the policy landscape.
- Collaborate with fellow participants of the MSCoP, the MSCoP program, or the UNGCNA on projects or initiatives related to modern slavery risk management.

**MSCoP meetings will be held under the Chatham House Rule**, and all MSCoP participants are expected to respect that rule and refrain from attributing any insights or information shared during the session to an individual or organisation. The UNGCNA may take notes or make other records of the sessions for internal and

where appropriate external purposes (including to develop practical outputs that include anonymised insights and key takeaways). However, discussion points will not be attributed to any individual or company except with prior written approval.

MSCoP participants are not entitled to speak, act or represent on behalf of the MSCoP outside of meetings, unless permission has been sought and obtained from the UNGCNA.

## 7. Costs

Participation in the MSCoP is free of charge to UNGCNA participants.

From time to time, UNGCNA may, at its sole discretion, enter into a partnership with one or more participants, Government departments or other organisations with the purpose of supporting UNGCNA to convene the MSCoP, such as through the provision of domestic travel, catering and the use of hosting facilities.

UNGCNA will inform all MSCoP participants of any such arrangement in advance of the session to allow participants to appropriately assess any implications for their own engagement.

## 8. Meeting modalities

Participants can expect that:

- Meetings will incorporate opportunities for in-depth peer learning and participant discussion, alongside opportunities to hear from UNGCNA or external experts on priority topics.
- The length and format of sessions will vary, to enable targeted discussions that are fit-for-purpose.
- The MSCoP offers space for learning and collaboration; importantly, it is not a decision-making forum.
- Agendas and any pre-read will be issued to participants at least one week before each meeting to support participants to prepare.
- Dates of meetings and attendance invitations to be set in the first quarter of each year or as soon as practicable thereafter.

Meetings will take place both virtually and in person. Where meetings take place in person, the UNGCNA will endeavour to vary the location between Sydney, Melbourne, Perth and Brisbane. If you are interested in hosting a MSCoP session, please reach out via [secretariat@unglobalcompact.org.au](mailto:secretariat@unglobalcompact.org.au).

Updates and outputs will be shared by the UNGCNA with our broader membership via the UNGCNA Bulletin and modern slavery webpage on our website: <https://unglobalcompact.org.au/business-human-rights/modern-slavery/>.

## 9. Complaints

Any complaints or concerns regarding any aspect of the MSCoP should be shared in the first instance in writing to [secretariat@unglobalcompact.org.au](mailto:secretariat@unglobalcompact.org.au)

## 10. Participant acknowledgement

By signing the below, \_\_\_\_\_ (participant representative name) of \_\_\_\_\_ (organisation name) agrees to the MSCoP Terms of Reference 2024 – 2026, as updated in June 2025.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_