



Moe Turaga MODERN SLAVERY

ESG Procurement Conference

August 2025



WHAT IS DOMUS 8.7?

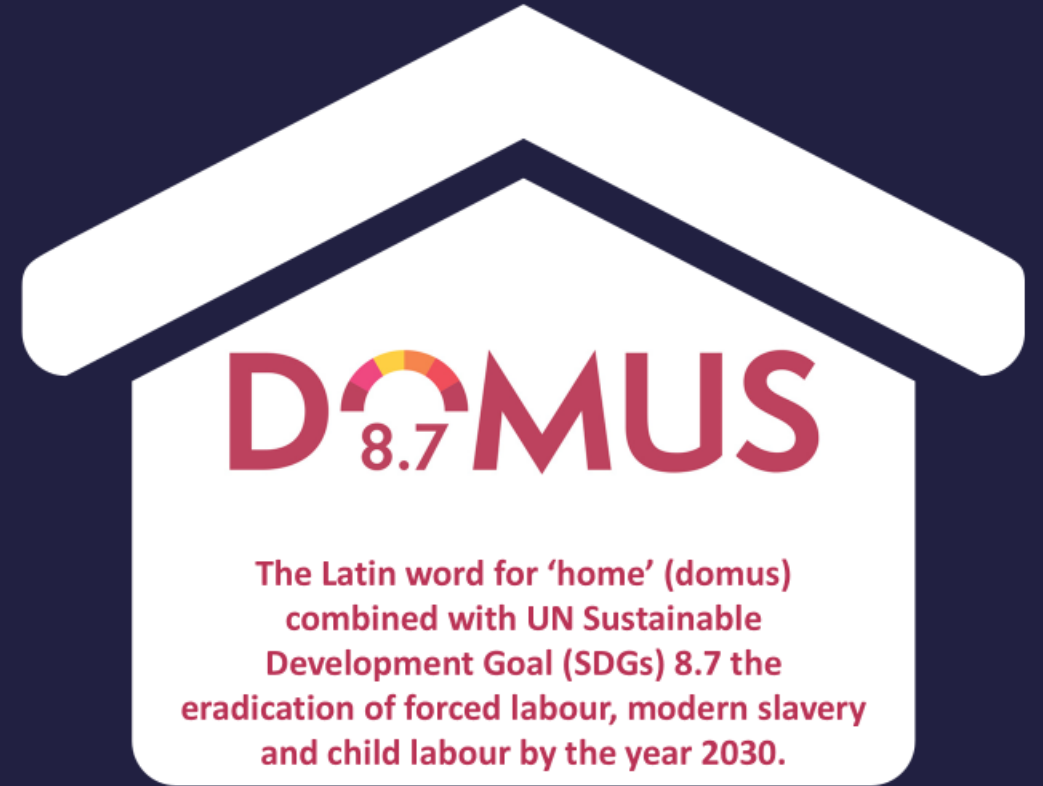
Domus 8.7 is a remediation service founded in 2020.

Domus 8.7 provides timely, confidential advice and practical support when business finds indicators or red flags of modern slavery or labour exploitation.

Businesses are expected to provide remedy to affected workers under the United Nations Guiding Principles on Business and Human Rights (UNGPs).

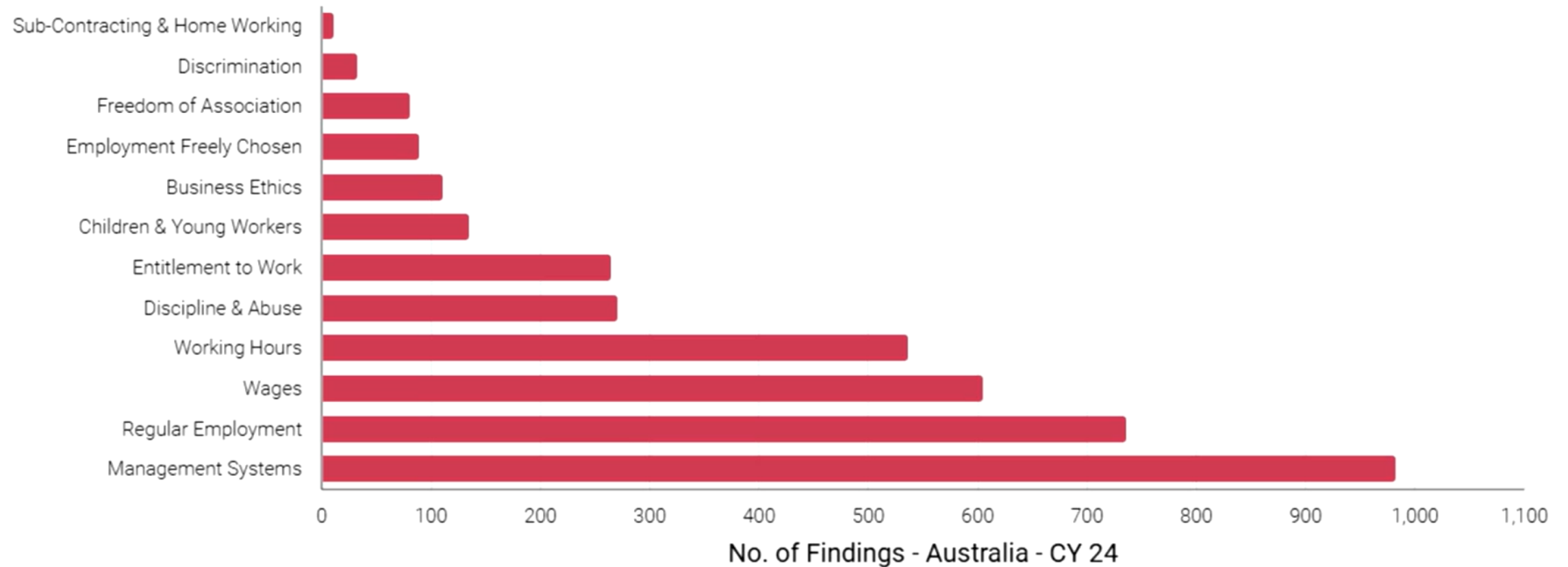
The Australian Modern Slavery Act is based on these Principles.

The Modern Slavery Act also requires business to identify, mitigate and remediate cases of modern slavery.



Sedex data 2024 – social compliance audit findings

Identification of Common Findings Where Remediation May be Appropriate



50 million globally
30 million in Asia-Pacific
41,000 in Australia
71% females
\$150 billion industry



MODERN SLAVERY

Worker cannot refuse or cease work because of coercion, threats or deception.

Worker may also be deprived of personal freedom.

DECENT WORK

Workers' rights respected. Worker free to refuse or cease work.

Worker paid fairly (at least the minimum wage). Workplace is safe.

**DANGEROUS OR SUBSTANDARD WORKING CONDITIONS**

Worker can refuse or cease work but doing so may lead to detriment. Worker is not paid fairly and does not receive some or all entitlements. Worker may be required to work excessive hours. Workplace is unsafe.

Decent Work and Modern Slavery

What is Modern Slavery?

Modern slavery **is a crime.**

Umbrella term used to describe crimes associated with the

- recruitment, transportation or receipt of persons
- by force, fraud or coercion
- for the purposes of exploitation
- for personal or commercial gain

Modern Slavery Offences

Forced Labour

Use of coercion, threat or deception so victim would not consider himself free to stop providing the labour or services

Debt bondage

Debt owed is manifestly excessive

Deceptive recruiting

Deceives the person about freedom to leave or cease providing labour or services, a debt is owed, confiscation of identity documents, exploitation

Servitude

Forced labour + significantly deprived of personal freedom in aspects other than the provision of labour or services

Human trafficking

Organising or facilitating entry to or exit from Australia for exploitation

Slavery

Exercise right of ownership over a person including where this arises from a debt or contract

Child Labour

Worst forms of Child Labour, including dangerous work and being deprived opportunity to receive education

Forced Marriage

Involuntarily entering marriage

NSW inquiry to probe modern slavery risk for regional migrant workers

By Emily Doak and Romy Stephens

ABC Rural

Agricultural Workers

Tue 15 Oct

Thousands of migrant workers in Australia 'trapped in slavery'

September 19, 2024 AAP/Pacnews Australia Labour Modern Slavery PALM News



The inquiry will focus on the lived experience of migrant workers. (ABC Rural: Eliza Goetze)

Red flags

- **Workers who are fearful, withdrawn, or who do not interact with others**
- **Workers who appear to be under the control of another person**
- **They are working excessive hours**
- **Workers who do not know which company they are working for**
- **They who do not have contracts or payslips**
- **They may not have any personal belongings, money or adequate food**
- **Workers whose passports or other documents are being held by someone else**

Support Services

- 8.7 Triage to Case Management
- 8.7 Remediation Services
- 8.7 Modern Slavery Indicator Assessment
- 8.7 Business Readiness Assessments
- 8.7 Capability Building / E-learning
- 8.7 Leverage Assessment
- 8.7 Cause, Contribute, Directly Linked Assessment
- 8.7 Rapid Remediation Plan



Client overview



DOMUS 8.7 EXTERNAL REFERRALS



11

Contacts made
via worker voice /
grievance mechanism



31

Referrals for advice
and assistance



18

Individuals identified
or referred for modern
slavery assessment



18

Individuals with
modern slavery
cases remediated

Industries:

- Hospitality
- Fresh food horticulture
- Construction
- Waste – recycling
- Food manufacturing
- Hotel-motel housekeeping
- Cleaning

Client Services

PHYSICAL HEALTH	HOUSING & TRANSPORT	FINANCIAL	LEGAL RIGHTS	MENTAL HEALTH	EDUCATION & EMPLOYMENT
Medical assessment/GP/ER Treatment/Specialists Injury management/rehab Medication Dental care Optical care Systems advocacy/Medicare Health education	Crisis accommodation Transport Food Clothing Phone & credit Basic necessities Bond/furniture Systems advocacy	Cash assistance Vouchers Tax File Number Bank account No interest loan Support for family Financial counselling Debt relief	Replace identity documents Migration advice Criminal justice support Employment advice Victim compensation Fair Work support Consular assistance Repatriation support Home country legal referral	Counselling Mental health care plan Hospitalisation Psychiatric services Medication Rest/recreation skills Community linkages Faith-based support Mental health education	Training assessment Training support Language/literacy support Rights education Job readiness support Mentoring Work experience Uniforms & equipment Supported job placement

The service footprint of Domus 8.7 spans metropolitan, regional, rural and remote Australia with a network of organisations that coordinate services, referrals and systems advocacy to help clients understand their rights and achieve their goals. Access to interpreters may be required throughout the entire service response.

Domus 8.7 provides a gateway to Catholic social and community services:



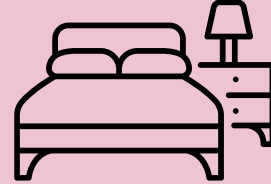
960 social services sites
1392 parishes across 3000 locations



15,000 social & community service workers



214,000 staff
Including pastoral carers & safe-guarding specialists



7221 community service beds

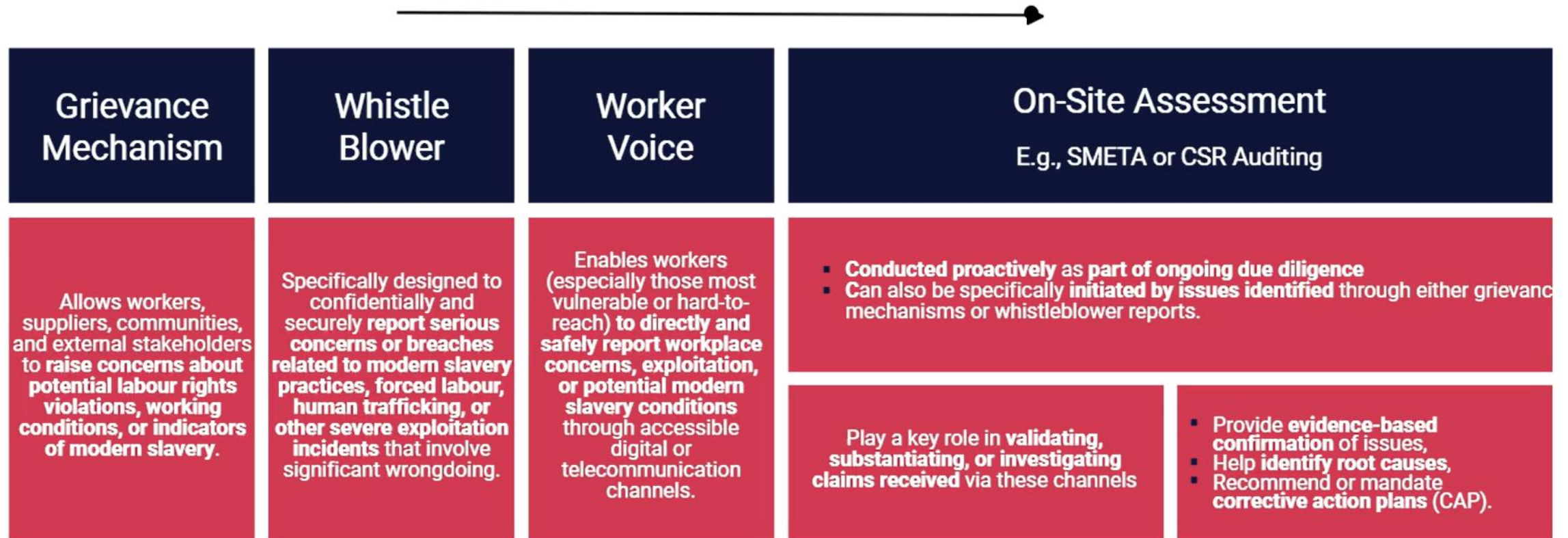


620 charity shops



80 Hospitals
17 public hospitals
63 private hospitals

Identification of Potential Incidents



What is the Gap?: Knowledge, expertise and networks for worker-centred remediation.

Domus 8.7 Client Case Management

Case Management Flow →

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**Contract
Record**

Consent

**Modern
Slavery
Assessment**

Primary

Secondary

Others

Mitigation
Insights

**Client Case
Management**

Client Details

Safety
Assessment

Mitigation
Insights

**Needs Assessment &
Service Plan**

Safety

Housing

Financial

Health

Employment

Mental Health

Legal

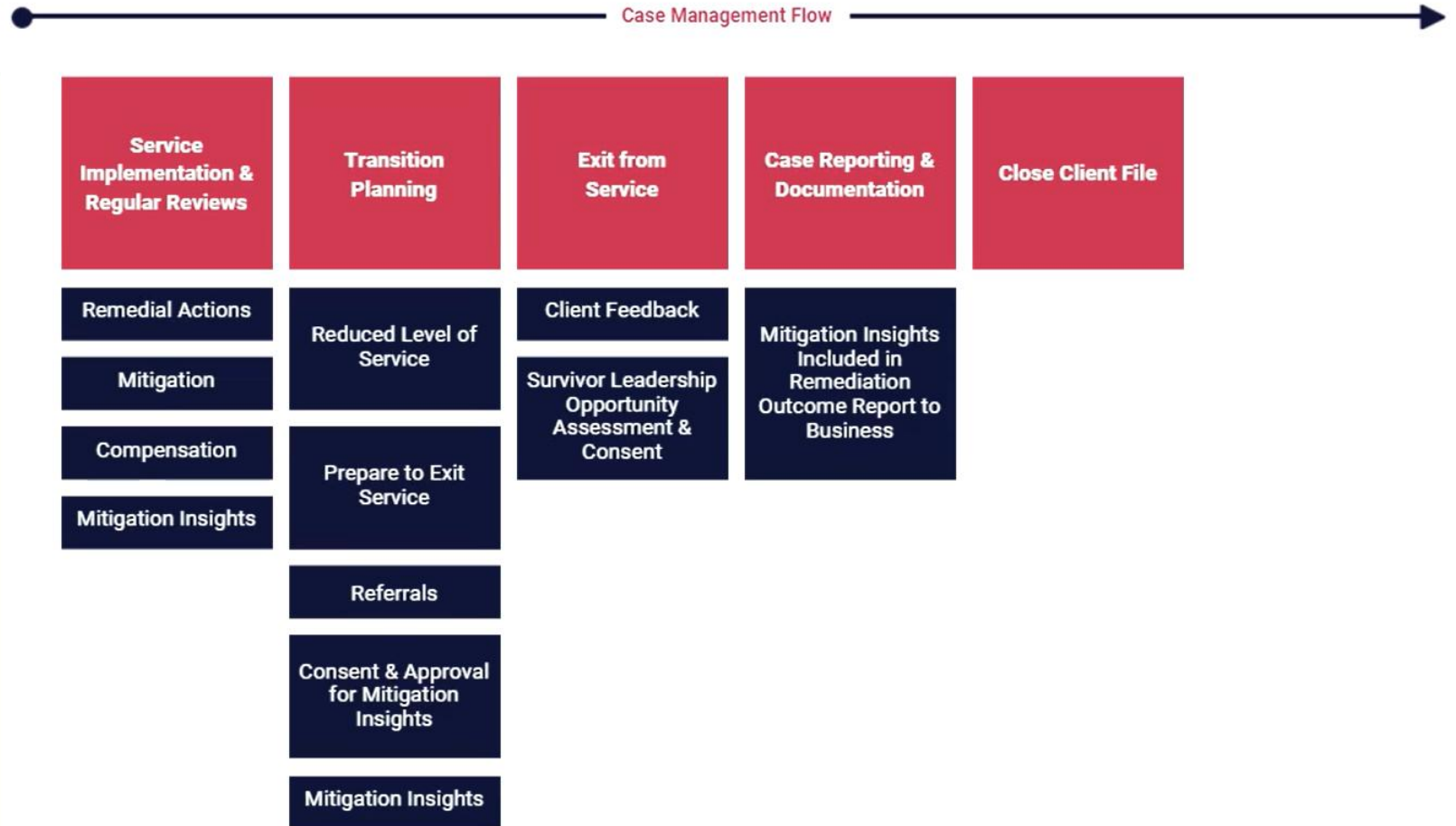
Social

Educational

Recreation

Mitigation Insights

Domus 8.7 Client Case Management



Forced Labour - 11 Pillars – 135 indicators



Modern Slavery Assessment

Reference Documents

- [Modern Slavery Assessment Overview and Guidance](#)
- [UNODC HT Indicators](#)
- [ILO Operational Indicators of Forced Labour](#)
- [NSW Anti-Slavery Commissioner Fact Sheet](#)
- [Commonwealth Modern Slavery Act Guidance for Reporting Entities Appendix](#)
- [ILO Forced Labor Indicators](#)
- [Commonwealth Criminal Code](#)

Vulnerability

Deception

Exploitation

Work Arrangements

Wages and Entitlements

Living Conditions

Document Servitude

Physical Coercion

Psychological Coercion

Financial Coercion

Choice and Control

Modern Slavery Assessment Outcome

Modern Slavery Types

Select all that apply

Other - Please specify if any options are required to be added to primary or secondary

☐ Yes - to be added

☐ No

Modern Slavery Assessment Outcome

1. Vulnerability
2. Exploitation
3. Work arrangements
4. Wages and entitlements
5. Living conditions
6. Documents
7. Physical coercion
8. Psychological coercion
9. Deception
10. Financial coercion
11. Choice and control

Domus 8.7 - Modern Slavery Assessment

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Modern Slavery Assessment

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Vulnerability	▼
Deception	▼
Exploitation	▼
Work Arrangements	▼
Wages and Entitlements	▼
Living Conditions	▼
Document Servitude	▼
Physical Coercion	▼
Psychological Coercion	▼
Financial Coercion	▼
Choice and Control	▼

Modern Slavery Assessment Outcome

Modern Slavery Types

Select all that apply

Other - Please specify if any options are required to be added to primary or secondary

- ☐ Yes - to be added
☐ No

Modern Slavery Assessment Outcome

Vulnerability

Vulnerability - Risk factors and/or abuse of vulnerability identified?

- | | |
|---|--|
| <input checked="" type="checkbox"/> Age | <input checked="" type="checkbox"/> Debt |
| <input type="checkbox"/> Disability | <input type="checkbox"/> Displacement |
| <input type="checkbox"/> Gender | <input checked="" type="checkbox"/> Lack of economic opportunity |
| <input checked="" type="checkbox"/> Lack of social supports | <input type="checkbox"/> Language barriers |
| <input type="checkbox"/> Mental or physical health | <input type="checkbox"/> Minority group |
| <input type="checkbox"/> No visa | <input type="checkbox"/> No work rights |
| <input type="checkbox"/> Personal history | <input type="checkbox"/> Poverty |
| <input checked="" type="checkbox"/> Temporary visa | <input checked="" type="checkbox"/> Unaware of rights |
| <input checked="" type="checkbox"/> Dependence | |
| <input type="checkbox"/> Family breakdown | |
| <input type="checkbox"/> Lack of educational opportunity | |
| <input type="checkbox"/> Limited literacy | |
| <input type="checkbox"/> No valid visa | |
| <input type="checkbox"/> Other, Please Specify | |
| <input checked="" type="checkbox"/> Power imbalance | |

Every worker on our site
deserves care and respect



Domus 8.7 is an independent
community organisation.
Call our care line for confidential
support 24 hours 7 days or
connect via the QR Code.



Talk to us about



1800 247 ####

Bullying

Depression

Work stress

Money worries

Conflict at work

Feeling alone

