

# Modern Slavery Statement

## Joint Statement

Hydro Tasmania

Entura

Momentum Energy

AETV

FY2024/25



# Chairman's message



**Richard Bolt, Chair**

Across our four businesses, we have a broad supply chain and an international presence. This means our exposure to modern slavery risk is diverse.

We remain committed to identifying and responding to modern slavery risks in our operations and supply chain, and to continually improve our approach.

We expect all business to be conducted in an ethical, professional way and have strong policies and procedures that define the standard of behaviour we expect.

During the year, we have taken important steps to strengthen our commitment to combating modern slavery, in procuring our materials and how we engage internationally.

We have expanded our Modern Slavery statement to focus more fully on identifying and managing supply chain risk, and prepared new procedures to support procurement activity where high risk is identified either with suppliers or the goods they provide.

Entura continues to support clients to understand modern slavery risks associated with the renewables industry and how to manage this risk through due diligence and procurement.

This reflects our commitment to communities and our customers, in Tasmania, nationally and internationally.

Hydro Tasmania's board is proud to endorse this statement.

Approval: This statement for Hydro-Electric Corporation was approved by the Board of Hydro-Electric Corporation on 18 December 2025.

This statement for AETV Pty Ltd and Momentum Energy Pty Ltd was approved by the Board of Hydro-Electric Corporation on 18 December 2025, as the parent entity of both of those wholly owned subsidiaries.

Signed by:

*Helen Galloway*

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Date 23 December 2025 | 12:23 PM AEDT

Signed on behalf of Richard Bolt  
Chairman - Hydro-Electric Corporation  
by Helen Galloway as Director and Acting Chair

# Introduction

The term modern slavery is used to describe situations where coercion, threats or deception are used to exploit individuals and undermine or deprive them of their freedom. Practices that constitute modern slavery can include human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage, and the worst forms of child labour.

This document satisfies Hydro Tasmania's reporting requirements under s14 of the *Modern Slavery Act 2018* (Cth). It provides an overview of Hydro Tasmania's approach to modern slavery, and the risks associated with its operations and supply chain for the financial year 2024/25.

## Who we are

Hydro-Electric Corporation, trading as Hydro Tasmania, was established under the *Hydro-Electric Corporation Act 1995* (Tas), is a Government Business Enterprise pursuant to the *Government Business Enterprises Act 1995* (Tas) and is registered with ASIC as a registered Australian Body (ARBN 072 377 148).

In accordance with the Modern Slavery Act 2018 (Cth), this is a joint Statement covering:

- Hydro Electric Corporation trading as **Hydro Tasmania** (Hydro Tasmania);
- AETV Pty Ltd (**AETV**); and
- Momentum Energy Pty Ltd (**Momentum Energy**).

This joint statement also includes **Entura**, a division of Hydro Tasmania that provides water and energy consulting services.

**These reporting entities are referred to collectively in this statement as 'Hydro Tasmania'.**

The Hydro Tasmania executive team has ultimate responsibility for the reporting entities covered by this statement. This is because the boards of AETV and Momentum Energy are comprised of Hydro Tasmania Executives. The Hydro Tasmania Board has oversight of the whole of Hydro Tasmania.

The following Hydro Tasmania subsidiaries are not reporting entities under the Modern Slavery Act 2018 (Cth) and therefore not included in this joint statement:

- Bell Bay Power Pty Ltd
- Bell Bay Three Pty Ltd
- RE Storage Project Holding Pty Ltd
- Hydro Tasmania Consulting (Holding) Pty Ltd
- Entura Hydro Tasmania India Pvt Ltd
- Lofty Ranges Power Pty Ltd
- Hydro Tasmania South Africa (Pty) Ltd
- Hydro Tasmania Neusberg (Pty) Ltd
- HT Wind Operations Pty Ltd
- Hydro Tasmania Retail Pty Ltd
- HT Wind Developments Pty Ltd
- Heemskirk Holdings Pty Ltd
- Heemskirk Wind Farm Pty Ltd
- Woolnorth Studland Bay Holdings Pty Ltd
- Tarraleah Village Holdings Pty Ltd

For further information about Hydro Tasmania and its subsidiaries, refer to its Annual Report available on its website.

# Preparation

Hydro Tasmania is a large employer in Tasmania, and between our reporting entities we have staff working in a broad range of disciplines including; engineering, scientific, project management, strategic planning, IT, financial, human resources, marketing, operational, corporate governance, retail call centre and administrative staff.

To prepare this joint statement, Hydro Tasmania’s Modern Slavery Working Group engaged with and consulted each of the reporting entities covered by this statement, to discuss specific suppliers and supply chain purchasing during the reporting period FY2024/25.

The Modern Slavery Statement is informed by Hydro Tasmania group’s Code of Conduct, which recognises our obligation to comply with all legislation. In addition, our Sustainability Framework, Safety and Wellbeing Policy and Environmental Policy all work together to define the standard of ethical behaviour required

across the business. They are supported by other internal procedures related to whistleblowing, fraud, corruption and risk management.

Further information about Hydro Tasmania, including its [Annual Report and Sustainability](#), is available on its website.

## Mandatory reporting criteria in the Modern Slavery Act

This table outlines where each criterion in the *Modern Slavery Act 2018* (Cth) is addressed within this statement.

Modern Slavery Act 2018 (Cth) Criteria	Page Reference
Identify the reporting entity	2–4
Describe its structure, operations and supply chains	6–8
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	9–11
Describe the actions taken by the reporting entity and any entities the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	13–15
Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	16
Describe the process of consultation with any entities the reporting entity owns or controls	4
Provide any other relevant information	17



# Our operations and supply chains

Hydro Tasmania is Australia's leading clean energy business and largest generator of renewable energy. Hydro Tasmania is made up of the four core businesses with 1,462 employees.

High-level summaries of business activities undertaken by each of these four entities are as follows. Except as noted, all employee figures are as of 30 June 2025.

- Hydro Tasmania (not including Entura) has 845 employees and is primarily involved in the generation of hydropower in Tasmania, and the trading of electricity and energy-related environmental products (such as renewable energy certificates) in Australia's National Electricity Market. Hydro Tasmania owns and manages 54 major dams and 30 operating hydropower stations and supplies electricity to two Bass Strait islands via hybrid power plants that combine diesel, solar and wind power generation. Hydro Tasmania is also engaged in a range of projects as part of its major projects planned at Tarraleah and Cethana. Most Hydro Tasmania employees work either at power stations across the state or at the head office in Hobart.
- Entura provides consultancy services nationally and internationally for renewable energy development, engineering, hydropower, water infrastructure, water management, project management, environmental management and other relevant disciplines. Entura employs 271 technical professionals and administrative staff, including 23 employees based in its India office in New Delhi. A minority of consultants are situated in Hydro Tasmania Melbourne and Adelaide offices.

- Momentum Energy is principally engaged in marketing and retailing energy, and energy-related products and services to residential and business customers on mainland Australia (excluding Western Australia, ACT and Northern Territory) and the Bass Strait islands. Staff are mainly based in Tasmania and Victoria (Melbourne). Momentum Energy employs 326 personnel.
- AETV operates a gas generation power station in the Tamar Valley in northern Tasmania. The station was commissioned in 2009. It provides both base load and peaking generation via combined and open-cycle gas turbines. AETV employs 20 personnel.

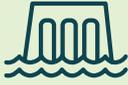
All four businesses comprising Hydro Tasmania follow the same procurement policy and procedures via a single supply chain function called Business Services in Hobart, Tasmania. The Entura Indian office is an exception and conducts its own procurement according to its ISO9001-certified sourcing procedure aligned with the Hydro Tasmania's processes.

Hydro Tasmania maintained a base of over 1600 suppliers throughout the reporting period. The majority of our primary suppliers are located with in Australia, other regions include:

- Asia: Hydro power turbine equipment manufacturers and IT equipment
- Europe: Hydro power turbine equipment manufacturers

Our major categories of procurement spend include:

- Supply of electricity and gas
- Manufacture, maintenance and supply of turbine equipment
- Labour hire
- Consulting services
- Civil construction services
- IT equipment and support services

Hydro Tasmania's operations and supply chains		
Hydro Tasmania	<p>Generation asset maintenance, upgrades and repairs</p> 	<ul style="list-style-type: none"> <li>• Operation and maintenance of generation equipment, including machinery in power stations and water conveyancing infrastructure</li> <li>• Feasibility studies for pumped hydro</li> <li>• Progressing works associated with major projects at Tarraleah and Cethana.</li> <li>• Land care, waterway, and flora and fauna conservation</li> <li>• Testing and monitoring equipment</li> <li>• Electrical distribution on the Bass Strait islands</li> <li>• Equipment hire</li> </ul>
	<p>Energy generation</p> 	<ul style="list-style-type: none"> <li>• Hydro generation plant and equipment consumables</li> <li>• Diesel (Bass Strait islands)</li> <li>• Industrial consumables</li> <li>• Gas (AETV)</li> <li>• Wholesale energy trading</li> <li>• Power Purchases Agreements</li> </ul>
Hydro Tasmania	<p>Corporate services</p> 	<ul style="list-style-type: none"> <li>• Personal protective clothing and equipment (PPE)</li> <li>• Professional services e.g. legal services</li> <li>• Marketing and advertising</li> <li>• Office services and improvements, including cleaners and facility repair work</li> <li>• Office and asset-based labour hire</li> <li>• Travel, fleet purchases and maintenance</li> <li>• Freight and logistics</li> <li>• Security services</li> <li>• Stationery and office consumables</li> <li>• Accommodation and hospitality services</li> </ul>
	<p>Information technology</p> 	<ul style="list-style-type: none"> <li>• Hardware</li> <li>• Software and licensing</li> <li>• Consulting services including architecture and security</li> <li>• Telecommunication</li> </ul>
Entura	<p>Consulting</p> 	<ul style="list-style-type: none"> <li>• Professional and technical services throughout Australia and overseas</li> </ul>
Momentum Energy	<p>Retail customer Service</p> 	<ul style="list-style-type: none"> <li>• Customer research services</li> <li>• Debt collection services</li> <li>• Bill printing and issuing</li> <li>• Call center software to manage workflow and customer accounts</li> <li>• Community battery and virtual power plant projects</li> </ul>

# Modern slavery risk overview

In the reporting period, Hydro Tasmania engaged external modern slavery and human rights specialists to conduct an inherent modern slavery risk assessment across its operations and supply chain. The inherent risk assessment considered the presence and intersection of the following four key risk factors of modern slavery:

- Vulnerable populations, including (but are not limited to): migrant workforces, seasonal and short-term contracted workers, temporary visa holders, workers with restrictive visa working conditions, ethnic or religious minorities, women, children and young people.
- High risk business models: This term includes products or services where manual labour, intensive labour, low or base skilled services and seasonal work with high demand periods are common and well documented.

- High-risk geographies: These business models include countries or regions with low protection of human rights, high political or social unrest, high vulnerability to corruption and bribery or rural or remote areas.
- High-risk categories/sectors: This term describes organisations with heavy reliance on sub-contractors, labour hire agencies, casual or short-term labour and who have limited visibility of these arrangements.

The inherent risk assessment identified 15 high-risk categories across Hydro Tasmania's supply chain. These are set out below, along with a summary of the inherent risk identified.

No high inherent risks were identified within Hydro Tasmania's operations.

Hydro Tasmania's inherent risk categories	
Catering	Cleaning
Hydro Tasmania, runs three taverns/pubs at Wayatinah, Tarraleah and Pedder Lodge. Catering and food supplies, particularly agricultural supplies, are often considered high-risk due to their reliance on base-skill workers, coupled with practises including labour-hire, subcontracting, and franchising that limit visibility over their workforce. Migrant workers are also vulnerable in this category due to seasonality and fluctuations in demand.	The cleaning services industry is considered high-risk due to its reliance on base-skill workers, many of whom are temporary migrants, may have precarious immigrations status, limited language competency, low awareness of workplace rights leaving them vulnerable to modern slavery. Complex supply chain structures, subcontracting, and informal hiring, undermine compliance and transparency.

<b>Hydro Tasmania’s inherent risk categories</b>	
<b>Security services</b>	<b>Couriers and Postage</b>
The security industry is considered high-risk as it commonly employs base-skill workers and migrant workers due to its minimal qualification or language proficiency requirements. Additionally, the sector frequently relies on subcontracting and labour hire, reducing transparency in supply chains.	The courier and postage industry is considered high-risk due to its reliance on base-skill labour, extensive global supply chains, and factors including high demand, seasonality, and quick delivery expectations which reduce supply chain visibility. Both shipping and land transport are considered high risk, often involving the labour hire of large workforces. While Hydro Tasmania typically uses courier services within Australia, it faces geographical risks when procuring good internationally.
<b>ICT hardware</b>	<b>Chemicals – oils, fuels and lubricants</b>
ICT hardware is considered high-risk due to its reliance on raw materials such as copper, cobalt, steel and other transition metals, often sourced from and manufactured in high-risk geographies such as the Democratic Republic of Congo which is where over half of the global cobalt supply is sourced from. Forced labour, child labour and debt bondage are prevalent in these regions, exacerbated by weak legal systems. Long, opaque supply chains and labour-driven demand further heighten risks of modern slavery.	Chemicals are considered high-risk due to long supply chains that limit transparency around working conditions and increase modern slavery risks. The oil industry, especially in high-risk geographies such as Uganda and Indonesia, has faced allegations of human rights abuses including child labour, often involving vulnerable populations.
<b>Heavy machinery</b>	<b>Construction and maintenance equipment and materials</b>
Heavy machinery industry is considered high-risk due to long supply chains, from raw material sourcing to manufacturing in high-risk geographies. Forced labour has been reported in the extraction of raw materials such as steel and iron, particularly in countries including China and Brazil. The production of rubber used in tyres and conveyor belts has also been linked to child and forced labour in Cambodia and Vietnam. Manufacturing often occurs in large factories which typically employ base-skill workers, further heightening the risks of modern slavery.	Construction and maintenance equipment and materials are considered high-risk due to long supply chains from the mining and processing of raw materials to manufacturing. Although Hydro Tasmania’s direct suppliers are based in Australia, the sourcing and manufacturing of the equipment often occurs overseas in high-risk geographies and typically involves base-skill workers. The mining/production of raw materials such as aluminium, zinc, rubber and copper have been associated with child and forced labour, poor working conditions, and are worsened by conflict, poverty and weak legal systems in these areas.
<b>PPE and apparel</b>	<b>Furniture</b>
PPE is considered a high-risk industry as vulnerable people are often employed in the textile and garment industry, including migrant workers, women and children. Long supply chains from raw material sourcing to garment manufacturing additionally reduce visibility. PPE is typically manufactured in China, which is a high-risk geography associated with poor working conditions.	Furniture is considered a high-risk industry due to long supply chains from raw materials to processing, manufacturing and transporting. This makes it harder to monitor and verify standards across the entire supply chain. Raw material sourcing, including wood, as well as furniture manufacturing is concentrated in high-risk geographies including Vietnam and China, where reports of child labour, the exploitation of vulnerable migrant labour and forced labour have been made.

<b>Hydro Tasmania’s inherent risk categories</b>	
<b>General construction and maintenance</b>	<b>Solar panels and equipment</b>
<p>General construction services are considered high-risk due to the industry’s reliance on casual, short-term and sub-contracted labour, reducing operational visibility. Outsourcing reduces visibility within operations. Furthermore, construction relies heavily on base-skill and migrant workers who are more vulnerable to exploitative practices. There is strong evidence of bonded labour and underpayment in the construction services industry. This category excludes technical / specialised construction and maintenance services which require increased qualifications / skills to perform their roles.</p>	<p>Solar panel manufacturing is considered high-risk due to its complex and extensive supply chain, from mining raw materials to manufacturing. Silicon, a key material for solar components, is predominately mined in high-risk regions, and manufacturing typically occurs in Xinjiang, China, a region flagged as high-risk due to reports of forced labour involving Uyghurs and other Muslim minorities. Human rights advocacy groups have highlighted allegations of systemic abuses, including forced labour programs tied to solar component manufacturing in Xinjiang.</p>
<b>Transport – fleet vehicles and equipment</b>	<b>Transport – haulage and freight</b>
<p>Fleet vehicles, including cars, small boats and planes, are considered high-risk due to their production involving global supply chains and relying heavily on base-skill workers. The extraction of raw materials such as steel and iron has been linked to reports of forced labour in high-risk geographies, including China and Brazil. Similarly, rubber production in countries such as Cambodia and Vietnam, has been reported to involve child and forced labour. These materials are essential for vehicle parts, raising ethical sourcing concerns.</p>	<p>Haulage and freight services, including shipping, trucks, helicopters and trailers, are considered high-risk due to the industry’s reliance on base-skill labour and recruitment practises that may exploit workers, such as withholding passports or employing workers without visas. Seasonal demand, quick turnarounds and low visibility in international shipping routes, particularly from high-risk geographies, further increase risks of modern slavery.</p>
<b>Energy generation and transmission equipment and materials</b>	
<p>Energy generation and transmission equipment is composed of a range of materials including metals, steel, aluminium, copper, brass, rubber and fibre glass. These are considered high risk due to long and complex supply chains involving mining, processing and manufacturing, which are typically connected to high-risk geographies. The mining and processing of raw materials, and production of goods including electrical equipment and rubber are linked to child and forced labour in a number of high-risk geographies including China, Myanmar and Cambodia. The reliance on manual, base-skill labour and high product demand heightens the risk of modern slavery in these supply chains.</p>	

# Identifying and responding to modern slavery

During the 2024/25 reporting period, Hydro Tasmania continued to focus on improving its approach to identifying and responding to modern slavery risks. Key areas of work were:

## Modern Slavery Internal Audit

In June 2024 Hydro Tasmania commenced a self-initiated review of its modern slavery practices and reporting. The internal audit reviewed the effectiveness of the key processes and controls implemented by Hydro Tasmania to manage modern slavery risks, including reporting and related systems, and conducted a gap analysis of the FY23 Modern Slavery Statement in alignment with the mandatory criteria of the Act. The review was finalised in September 2024.

Key actions from the audit completed during the reporting period include:

- Increased comprehensiveness in the Modern Slavery Statement to provide a greater risk overview of Hydro Tasmania's supply chain;
- Formalised a terms of reference for the Hydro Tasmania Modern Slavery Working Group;
- Drafted procedures for engaging with suppliers from high risk countries to be implemented in FY26;
- Drafted procedures for engaging with suppliers during tender process for high value / high risks good to be implemented in FY26.

## Hydro Tasmania Modern Slavery Working Group

Hydro Tasmania's Modern Slavery Working Group (**Working Group**) continued to meet during the reporting period. The Working Group:

- a) facilitates Hydro Tasmania's response to modern slavery and compliance with the legislative requirements of the *Modern Slavery Act 2018* (Cth), including preparation of the Modern Slavery Statement;
- b) fosters open and constructive discussion on modern slavery as Hydro Tasmania's peak stakeholder engagement body on modern slavery; and
- c) provides input, advice and resources to Hydro Tasmania stakeholders, including the Hydro Leadership Team, on modern slavery issues.

## Modern Slavery training for employees

Hydro Tasmania has compulsory modern slavery awareness training for all staff which is included as part of new employee induction processes. At the end of the reporting period 1383 people had completed the training with a completion rate of over 98.5%.

Within Entura, Integrity Framework training, which includes modern slavery aspects, was completed for new starters and those needing the 3 yearly training refresh.

## Identification and review of suppliers

Hydro Tasmania continued to engage with sustainability and supply chain platform 'Informed 365' to assist in risk assessments, of Hydro Tasmania's supply chains. Informed 365's IT platform is used by other prominent members of the energy industry through the Energy Procurement Supply Association ('**EPSA Consortium**'). The Informed 365 platform continues to be used by Business Services to manage supplier surveys and risk identification.

Of approximately 1600 total direct suppliers, 380 suppliers have completed the full risk based questionnaire which is up from 272 in the previous reporting period. Of the 380, no high or very high-risk suppliers were identified with 152 medium risk identified, the remaining were either low or very low risk.

A further 1,293 have had a preliminary risk assessment completed based on their country or origin and industry. Of these, 6 suppliers were assessed as high risk. A further assessment is being undertaken on these suppliers with preliminary findings showing no risk of Modern Slavery.

## Contract clauses

Hydro Tasmania continues to include modern slavery clauses in its procurement contract templates to put suppliers on notice of their obligations and include an express requirement for compliance with modern slavery laws.

## Supplier Code of Conduct

Work continued on implementing the Supplier Code of Conduct into Hydro Tasmania's contract templates and processes. This work is to be finalised in FY2025/26.

## Large Scale Infrastructure Projects

Hydro Tasmania is currently working on a number of large-scale infrastructure projects, including the Tarraleah Redevelopment, Cethana Pumped Hydro and upgrades of West Coast hydropower stations. As per the previous reporting period, work continued on environmental, social and governance requirements for these projects, including planning for modern slavery due diligence requirements as a part of any future procurement process.

## Entura's Integrity Framework and sustainability screening process

Entura's approach to modern slavery is defined by Entura's Integrity Framework and is guided by the Hydro Tasmania's Code of Conduct, Sustainability Framework, Safety and Wellbeing Policy, and Environmental Policy. Entura's commitment to these policies is outlined in its publicly available Integrity Commitment Statement.

The Integrity Framework is part of Entura's ISO9001-certified quality management system. This framework supports sustainable and ethical decisions when considering the countries and contexts where Entura works, what projects Entura works on and with whom they choose to partner. Modern slavery commitments are incorporated into the Integrity Framework and are guided by the *United Nation's Guiding Principles on Business and Human Rights*.

The Integrity Framework requires the following when working with suppliers, partners and sub-consultants:

- considering the supply chains of partners, subcontractors and suppliers, and the likelihood of whether supply chains may involve human rights issues associated with forced, compulsory, trafficked or child labour;
- undertaking sustainability screening prior to the engagement of all new partners, subcontractors and suppliers with more than 10 employees;

- providing clients, suppliers and subcontractors access to the Integrity Commitment Statement to ensure they understand and comply with commitments;
- proactively raising concerns about issues that Entura employees see in the behaviour of suppliers, partners and sub-consultants; and
- where issues are identified and validated, updating and re-evaluating the relevant sustainability screening.

During the reporting period, 140 sustainability screenings were conducted of potential clients and/or projects. For more details of Entura's Integrity Framework see [www.entura.com.au/about/enturas-integrity-management](http://www.entura.com.au/about/enturas-integrity-management)

During the reporting period, Entura also supported clients to understand modern slavery risks associated with the renewables industry and how to manage this risk through due diligence and procurement.

## Collaboration with Industry

During the reporting period, Hydro Tasmania continued to collaborate with industry, including membership of the EPSA Consortium across the energy industry and the Clean Energy Council Risks of Modern Slavery Working Group. We will continue to be involved in group forums to support review of legislation, share knowledge and improve business practice.

## Responding to modern slavery

If modern slavery is identified as part of supplier investigations or other means such as Public Interest Disclosure under the *Public Interest Disclosures Act 2002* (Tas), Hydro Tasmania will respond by taking all appropriate actions in accordance with the guidance provided by the Australian Government's *Guidance for Reporting Entities*. This guidance includes not trying to resolve the situation independently to the potential detriment of victims, and to consider ending a supplier relationship only if the supplier refuses to address modern slavery and there is no real prospect of change. In most instances, we will collaborate with reputable international and local organisations that can provide pragmatic assistance appropriate to each location and cultural context.

## Grievance mechanism

Hydro Tasmania's Disclosure Policy<sup>1</sup> and Disclosure Procedures<sup>2</sup> provide a mechanism to raise concerns regarding improper conduct, corrupt conduct or detrimental action, including modern slavery, with protections for disclosers. Both documents are available on the Hydro Tasmania website.

Modern Slavery grievances can be reported via:

- the methods outlined in the;
  - Disclosure Policy and Disclosure Procedures;
  - Complaints Management Procedure<sup>3</sup>; or
- by contacting the General Counsel/ Corporation Secretary directly via [Corporation.Secretary@hydro.com.au](mailto:Corporation.Secretary@hydro.com.au)

Any reports will then be assessed and investigated in accordance with the Disclosure Policy, Disclosure Procedures and Complaints Management Procedure. There were no reports relating to Modern Slavery in FY2025.

1 [Disclosure Policy](#)

2 [Disclosure Procedures](#)

3 [Complaints Management Procedure](#)

# Assessing the effectiveness of Modern Slavery actions

The core elements of a Modern Slavery framework have been established and will be formalised in FY2025/26. Set out below are some baseline indicators of our progress across key activities undertaken during FY2024/25:

- 99% of staff completed modern slavery awareness training;
- Approximately 95% of suppliers were engaged through the Informed 365 platform to undertake a preliminary risk assessment;
- Approximately 25% of suppliers have completed a full risk based questionnaire through the informed 365 platform. No high or very high-risk suppliers were identified with 152 medium risks identified, the remaining were either low or very low risk.
- We recognise the importance of developing a framework to assess our previous and planned actions, especially as we continue to strengthen our approach to modern slavery risk management. In the next FY2025/26, Hydro Tasmania's Modern Slavery Working Group intends to develop a more comprehensive effectiveness framework with associated indicators, to move from tracking progress to understanding the effectiveness of our efforts.



# Future activities

Hydro Tasmania is committed to identifying and responding to modern slavery risks as an exercise of continual improvement. Our risk assessment of suppliers, based on location, industry and expenditure, provides a solid foundation for further investigation, review and improvement.

Hydro Tasmania will continue to work on management approaches to combat modern slavery in our supply chains. This involves the following:

## Key Areas of Action in FY2025/26



Finalise measures to screen for supplier modern slavery risks during procurement processes.



Finalise all audit actions from the June 2024 Modern Slavery Audit.



Continue to collaborate with key industry groups, including the EPSA Consortium, to support a collaborative approach to reduce modern slavery risks.



Hydro Tasmania's Modern Slavery Working Group will continue to focus on modern slavery risk effectiveness through its reporting on milestone achievements to the Executive during FY2024/25.



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## Contact

We welcome feedback, comments and any queries regarding this report or its contents so that we can continue to improve its value to our readers.

Contact us by phone on 1300 360 441 or email [contactus@hydro.com.au](mailto:contactus@hydro.com.au) or write to GPO Box 355, Hobart, Tasmania, Australia 7001.



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