

FREQUENTLY ASKED QUESTIONS

FAQ	Response
What is modern slavery?	Modern slavery describes situations where a person is forced to work against their will, are owned or controlled by an exploiter or “employer” have limited freedom of movement; or are dehumanised, treated as a commodity, or bought and sold as property
Why am I required to complete this questionnaire?	Organisations that supply goods or services to Myer are required to complete this questionnaire. The questionnaire has been established as a tool to facilitate a two way engagement between Myer and its suppliers and factories. The Questionnaire assists in learning more about a organisations operations and strengths and weaknesses for identifying and addressing modern slavery risks
Is this available in any other language?	At this present stage, the questionnaire is available in English and Chinese
I have completed a social compliance audit in the last 6 months, do I need to complete this questionnaire?	Yes, you must complete this questionnaire. This questionnaire does not replace a social compliance audit, regardless of an audit being conducted within the last 12 months
Can I fail this questionnaire?	No, you cannot fail the questionnaire
How many factories do I need to provide this to?	As a vendor, it is expected that this questionnaire will be provided to all factories for completion. If this number is greater than 5, it is requested that you provide this factory only to 5 of your factories
Who will the responses of the questionnaire be made available to?	The responses of this questionnaire are confidential and will not be shared beyond Myer, without your consent
What will happen after I complete the questionnaire?	After the completion of the questionnaire, we will contact you if there are further questions or supporting documentation is required
Who do I contact if I have questions regarding this questionnaire?	Please contact the Myer Ethical Sourcing team, email ethical.sourcing@myer.com.au
What date must I complete and return this question?	Please complete questionnaire within two weeks of receipt, by emailing to ethical.sourcing@myer.com.au

DEFINITIONS

Go to

[Definitions](#)

[FAQs](#)

Term	Definition
Agent	Any individual or company authorised to act on behalf of an organisation
Australian Modern Slavery Act	Australia's Modern Slavery Act based on operating in Australia with an annual consolidated turnover of \$100 million or more, to report annually on the risks of modern slavery in operations and supply chains, and action to address those risks
Authoriser	Person in the organisation who is authorised and able to complete the questionnaire as true and accurate. The authoriser may be different to the contact person
California Transparency in Supply Chains Act	The California Transparency in Supply Chains Act applies every retail sellers and manufacturer doing business in California with annual worldwide gross receipts that exceed \$100 million (USD) to disclose its efforts to eradicate slavery and human trafficking from its direct supply chain for tangible goods offered for sale.
Child labour	A child is person under 18 years old. Child labour, in accordance with the International Labour Organisation (ILO), is work that deprives children of their childhood, their potential and their dignity, and that is harmful; to physical and mental development, socially or morally dangerous and harmful to children. It is also work that is longer than an appropriate number of hours given the age of the child and/or the type of work, and interferes with the child's ability to go to school. The ILO sets the minimum age for admission to work at 15 years (13 years for light work), and for hazardous work 18 years
Coercion	Threats of serious harm to or physical restraint against any person; or any scheme, plan or pattern intended to cause a person to believe that failure to perform an act would result in serious harm to or physical restraint against any person; or the abuse or threatened abuse of the legal process
Commercial sex act	Any sex act on account which a value is given to or received by any person
Debt Bondage	The status or condition arising from a pledge by the debtor of his or her personal services or of those of a person under his or her control as a security for debt, if the value of those services as reasonably assessed is not applied toward the liquidation of the debt or the length and nature of those services are not respectively limited and defined
Deceptive recruiting for labour services	Deceptive recruiting for labour services describes the situations where the victim is deceived about whether they will be exploited through a type of modern slavery
Due Diligence	The process organisations take to identify, prevent, mitigate and account for how the organisation addresses its impacts on slavery and human trafficking
Ethical sourcing	The process of ensuring the products being sourced are obtained in a responsible and sustainable way, that the workers involved in making them are safe and treated fairly and that environmental and social impacts are taken into consideration during the sourcing process. Ethical sourcing also means the procurement process respects international standards against criminal conduct and human rights abuses and responds to these issues immediately if identified
Forced labour	Forced labour is all work and service which is exacted from any person under the threat of any penalty and for which the person has not offered themselves voluntarily (the free and informed consent of a worker to take a job and freedom to leave at any time). Forced labour is coerced, often physically and without pay. Forced labour is an umbrella term that includes slavery, slave like practices, debt bondage, deceptive recruiting for labour services, human trafficking, forced sexual services, forced marriages and worst forms of child labour
French Duty of Care or French Corporate Duty of Vigilance	French Duty of Care or French Corporate Duty of Vigilance (French Loi relative au devoir de vigilance) applies to organisation headquartered in France with 5,000 workers in France or 10,000 workers worldwide. The law requires businesses to establish a vigilance plan, implement the plan, publish the plan and issue a public annual vigilance plan implementation reports. The vigilance plan must contain risk mapping for identification, analysis and prioritisation, procedures of regular evaluations of suppliers and sub-suppliers, actions to mitigate risk or prevent serious harm, an alert mechanism and database of alerts, a system for monitoring implemented measures and evaluating their effectiveness

Term	Definition
Human Trafficking	Human trafficking is the recruitment, transportation, transfer, harbouring or receipt of persons by improper means (such as force, abduction, fraud or coercion) for the purpose of exploitation. Exploitation can include sexual exploitation, forced labour or services, slavery or slavery like practices, servitude or removal of organs
Low skilled work	Work associated with a limited skill set or minimal economic value for the work performed. Low skilled workers are generally not required to have more than a high school diploma, and typically earn little wages
Modern slavery	Modern Slavery is a term that encapsulated slavery, servitude and forced or compulsory labour, and human trafficking.
Migrant worker	People who leave home to find work outside of their hometown or home country. Migrant workers include both foreign and domestic migrant workers
Operation	A location where people are employed or hired under an organisations direction for any activity undertaken by the organisation to pursue its business objective and strategy
Organisation	Organisation is a person or group that has its own functions with responsibilities, authorities and relationships to achieve its objectives. The concept of organisation includes, but is not limited to, sole-trader, company, corporation, firm, enterprise, authority, partnership, association, charity or institution, or part or combination thereof, whether incorporated or not, public or private. Also referred to as vendor, supplier, brand partner or agent at Myer
Policy	Documented guidelines or rules of conduct within an organisation such as worker code of conduct, ethical sourcing standards etc
Raw materials	Raw materials are the resources used by an organisation to produce its finished goods and products ie. wood in furniture, wool or cotton in clothing etc
Recruiter	Private or public entities that offer labour recruitment services, also referred to as labour intermediaries, middlemen, labour brokers, recruitment agents
Recruitment fees	Any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection
Return transportation	Transportation from the place of work back to the sending country (the country where the migrant worker was recruited). Exceptions to this requirement include where workers are legally permitted to remain in the country of work and choose to do so, and worker exempted by an authorised official of the government
Servitude	Describes situations where the victim's personal freedom is significantly restricted and they are not free to stop working or leave their place of work
Slavery	Slavery is where a person is forced to work through mental or physical threat, owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse, dehumanised, treated as a commodity or bought and sold as 'property' and physically constrained or have restrictions placed on freedom
Suppliers	An organisation or person that provides a product or service used in your supply chain. The supplier can have a direct or indirect relationship with your organisation. ie. brokers, consultants, contractors, sub-contractors, distributors, home workers, independent contractors, manufacturers, producers, wholesalers
Supply chain	A sequence of activities or parties that provides products or services to an organisation
Tier one	A manufacturer who provides products directly to an organisation without dealing with a middleman or other manufacturers
Training	Focussed sessions on assisting individuals or suppliers to better understand an organisations policies, how to effectively implement the policies and ways to avoid modern slavery risks

Term	Definition
UK Modern Slavery Act	The UK Modern Slavery Act applies to commercial organisation that supply goods or services in any part of the United Kingdom with a global annual turnover of \$36 million (GBP) or more. The Act requires organisations to prepare a statement setting out the steps taken during the financial year to ensure slavery and human trafficking are not taking place throughout the supply chains and operations. It also requires the organisation to publish their statement publicly
Withholding worker identity or immigration documents	The destroying, concealing, confiscating or otherwise denying access to a workers immigration or identity documents such as passports, visas, drivers licence, national identity cards, birth certificates etc
Work agreements	An agreement that includes key terms and conditions of work ie work description, wage and benefits, work hours including leave entitlements, work location(s), accommodation and associated costs, transportation arrangements if relevant
Worker	A person who performs work, including seasonal, contract and temporary labour. Employees and independent contractors are considered workers