

# **CMS Anti-Trafficking and Anti-Human Slavery Policy**

*Approved 19 November 2021*

According to the Criminal Code Act 1995, slavery is defined as the condition of a person over whom any or all of the powers attaching to the right of ownership are exercised, including where such a condition results from a debt or contract made by the person.

According to the Australian Federal Police, human trafficking, slavery and slavery-like practices such as servitude, forced labour and forced marriage are complex crimes and a major violation of human rights. Around the world men, women and children are trafficked for a wide range of exploitative purposes, such as:

- Servitude
- Slavery
- Forced labour
- Debt bondage
- Forced marriage, or
- Organ harvesting

Modern slavery is the illegal exploitation of people for financial gain. It occurs in situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of freedom.

## **Policy**

CMS<sup>1</sup> is committed to:

- acting ethically and with integrity in all our business dealings and relationships to minimise any risk of explicitly or implicitly supporting or being involved in human trafficking and/or slavery; and
- a zero-tolerance approach to modern slavery and human trafficking.

## **Approval**

This is a CMS Policy  
Approved 19 November 2021

## **Review**

This policy is due for revision in five years from the date of approval  
Review Date: November 2026

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<sup>1</sup> Church Missionary Society comprises of the following entities: CMS-Australia, CMS-NSW&ACT, CMS-QNNSW, CMS-SANT, CMS-TAS, CMS-VIC and CMS-WA