

Action Sustainability is a progressive advisory firm whose purpose is to inspire sustainable business. We have offices in Sydney and London and our point of difference is offering tailored, reasonably priced advice on understanding our clients complex sustainability value drivers - both risks and opportunities - and working closely with them on developing durable responses.

We work across most sectors and specialise in sustainable supply chains and procurement, the sustainable built environment, responsible lending and investing. The assessment and mitigation of adverse human rights and modern slavery impacts are hard-wired into all aspects of our work.

Action sustainability staff are supply chain experts, leading the UK and Australian delegations in the development of new sustainable procurement standard, ISO 20400 and developing the Sustainable Supply Chain Sustainability School platforms in the UK and Australia. The majority of adverse sustainability impacts and risks reside in supply chains and we help our clients assess these impacts and mitigate their risks through effective procurement and supply chain governance and management.

A holistic approach is needed

Business has an obligation to respect human rights in their own operations, associated with their products and services and through their business relationships. International guidance on business and human rights (i.e. UN Guiding Principles, ISO 20400 and Modern Slavery regulation in the UK, US, Australia) encourages organisations to adopt a holistic approach to assessing and mitigating adverse human rights and slavery, including:

- Commitment from the Board and Executive
- Integration into governance and policies
- Transparent due diligence and prioritisation
- Establishing accessible grievance mechanisms
- Engaging stakeholders and collaboration
- Managing impacts and exercising influence
- Monitoring responses and public reporting

Best practice is to develop a whole-of-organisation approach, rather than working on isolated aspects.

“**Modern slavery is more prevalent today (40 million people, \$150 billion) than when slavery was abolished**”

How we can help

- **Policy & strategy** - Assess and design organisational policy and strategies in line the UN Guiding Principles, ISO 20400, modern slavery regulations and other international or national requirements and principles.
- **Due diligence** - Assess, map and prioritise human rights and modern slavery impacts and risks in operations, products, services and joint venture and in supply chains.
- **Management** - Develop governance, management and reporting systems to prevent and mitigate adverse human rights and modern slavery impacts and risks.
- **Procurement** - Embed human rights and modern slavery requirements within procurement processes, focusing on high-impact/risk areas and aligned with UN Guiding Principles, ISO 20400 and Modern Slavery Act (UK) and emerging regulation in Australia.
- **Capacity** - Build internal capacity to understand and respond to human rights and modern slavery requirements, both internally and externally in supply chains.
- **Collaboration** - Provide advice on stakeholders, supplier engagement and industry collaboration.

Tools and resources

Action Sustainability has developed its own **ISO 20400 Modern Slavery Gap Analysis Tool Kit** and has access to the human rights and modern slavery knowledge resources it has developed for the Supply Chain Sustainability School. In the UK.

SUPPLY CHAIN SUSTAINABILITY SCHOOL

Supply Chain Sustainability School - Action Sustainability UK established and is a delivery partner for the UK and Australian Schools. In the UK, Action Sustainability has been at the forefront of modern slavery as it pertains to the construction sector and our consultants have been responsible for developing the human rights and modern slavery e-learning modules and knowledge resources for the School and currently facilitates the School's Modern Slavery Working Party.



Financial Institutions - Our consultants have worked with a number of large financial institutions in assessing ESG risks, including human rights impacts. Based on the outcomes, these institutions implemented a range of new due diligence procedures in own operations, procurement, in lending and investing activities, aligned with the requirements of the UN Guiding Principles and the UN Global Compact.



Investment Managers - Our consultants have advised a number of Australian investment managers including Colonial First State, QIC, Maple-Brown Abbott, on establishing responsible investment policies and procedures for integrating ESG considerations into investment decision-making processes. Our consultants work also included the development of a human rights due diligence tool kit for one of Australia's largest Investment Managers and research into human rights and investment.



Toll Road Company - Action Sustainability is assisting one of Australia's largest toll road companies to align its procurement practices with ISO 20400 and the Science Based Targets initiative. As part of this assignment we are also undertaking a human rights and modern slavery impact and risk assessment of the organisations procurement expenditure.



Retailer - Action Sustainability is assisting one of Australia's largest food retailers to align its procurement processes with ISO 20400. As part of this assignment we are assessing the organisation's approach to assessing and mitigating human rights and modern slavery impact and risks.

We would like to hear from you

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Mark Lyster has 20 years' experience in providing strategic advice to some of Australia's leading organisations, including: CBA, ANZ, IAG, Zurich Australia, Colonial First State, QIC, Lend Lease, Transport for NSW, Transurban, NSW Office of Environment & Heritage, and Sustainability Victoria. Mark specialises in strategy, responsible investing & lending, sustainable procurement and human rights and is the inaugural convener of the Responsible Investment Association of Australasia's Human Rights Working Group

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Helen Carter specialises in sustainable procurement and modern slavery. Her client experience includes: RSSB, Network Rail, TFL, Molson Coors, MOD, United Utilities, Balfour Beatty, Skanska, Thameslink and Freshfields. With 20 years procurement experience, Helen has recently diversified to provide support, training and guidance in modern slavery to the construction industry via the Supply Chain Sustainability School in the UK.

"To deny people their human rights is to challenge their very humanity"

Nelson Mandela