

Addressing modern slavery.

The steps we're taking to reduce risks and initiate improvements within our business and supply chains

In accordance with the Federal Government's Modern Slavery Act 2018, this statement outlines the steps taken during FY2018/19 to assess and address modern slavery risks within Uniting and our supply chains, and our plans for review and improvement.

What we do

Uniting provides community services and advocacy on behalf of the NSW and ACT Synod of the Uniting Church. We proudly continue the Church's legacy of delivering care and support to some of the most vulnerable in our communities, particularly older Australians, children, young people and families, and people living with disability.

We are the largest non-government provider of community services in NSW and the ACT, with more than 8,000 employees and 2,000 volunteers offering over 380 services from early learning to aged care, to support more than 50,000 people each year. We operate throughout NSW and the ACT, from Tweed Heads in the north, to Bega in the south, and out to Broken Hill in the Central West.

Uniting is mission driven, not profit driven. Our purpose is to inspire people, enliven communities and confront injustice by living and leading with our value pillars of being compassionate, respectful, imaginative and bold. We celebrate diversity and welcome everyone, exactly as they are. Find out more about what we do at:

uniting.org/about-uniting

Our position on modern slavery

Defined as exploitative practices that violate an individual's dignity and human rights, including human trafficking, servitude, forced labour, debt bondage, and wage theft, all forms of modern slavery are serious crimes under Australian law.

Uniting rejects any form of modern slavery, and we are committed to implementing and enforcing effective systems and controls to ensure it does not take place within our own business or our supply chains. Wherever we operate, we respect the human rights of our employees, clients, suppliers and business partners, and we aim to identify and manage any risks related to these rights.

Our workplace

We are committed to complying with relevant local and national laws related to human rights and modern slavery with respect to our employees and our business operations. As part of Uniting's commitment to treating people with respect and dignity as individuals, we do not tolerate any form of discrimination or harassment, and we strive to be an equal opportunity employer in all locations. We are committed to ensuring our employment conditions align with minimum wages, hours of work, appropriate leave provisions and the ability to sustain the health, safety and wellbeing of our employees, contractors and visitors. We are also committed to creating and maintaining both a diverse workforce and an inclusive and safe workplace for all.

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Uniting

Measuring and managing our workplace risks

Uniting has initiated the process of monitoring and reviewing our own quality and risk frameworks, policies, systems and processes. We are dedicating resources to measure, manage and eliminate any human rights violations in our workplaces through:

- **Policies and governance** – our Board leads our directorates to implement strong corporate governance ensuring all decisions and actions are based on transparency, integrity, responsibility and performance for long-term sustainability.
- **Ethics and conduct** – we recognise that our employees, contractors, directors and agents must maintain a compliant and ethical approach to business practices, and we are committed to dealing honestly and fairly with our clients, and to manage the risk of unfair client outcomes wherever we operate.
- **Employee training and awareness** – to inform our teams of their obligations to uphold laws, regulations, codes or standards as applicable. In addition to existing training modules, we will create new modules to address the identification and management of human rights issues.

Measuring and managing our supply chain risks

Uniting is committed to measuring, managing and eliminating any human rights violations in our supply chain through:

- **Supplier Sustainability Principles** – established to reflect our strong commitment to conducting our supply chain management in a responsible and sustainable manner, setting minimum expectations for supplier compliance with human rights laws as they pertain to employees and business operations. As part of our broader approach to sustainability, we seek to engage and encourage suppliers and partners who share this understanding and commitment.
- **Risk management and due diligence** – as per our existing procurement framework governing supplier arrangements and managing commercial risk. Further, in 2019 Uniting plans to enhance risk management processes to include risk-based supplier segmentation to identify suppliers that may pose greater human rights/modern slavery

risks. Existing supplier agreement templates have been updated to specifically comply with our Modern Slavery Guidelines, and new suppliers already contract on these terms.

How we're planning ahead

We intend to strengthen our understanding of the human rights issues within our business and our supply chains.

Our key areas of focus

- Enhance existing supplier agreements to better capture our commitment to managing human rights/modern slavery risks.
- Update relevant Uniting policies to specifically reference modern slavery.
- Improve due diligence processes for supplier selection and screening to include consideration of modern slavery risks.
- Develop and launch human rights/modern slavery awareness training for relevant Uniting employees.
- Commence review of first-tier suppliers assessed as having an elevated risk of human rights violations.
- Develop key performance indicators to measure effectiveness in preventing modern slavery in any part of our business or supply chains.

Get in touch

Find out more about how we're assessing and addressing modern slavery risks in Uniting business and supply chains.

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uniting.org

The logo for Uniting, featuring the word "Uniting" in a bold, purple, sans-serif font. The letter "i" has a dot, and the letter "n" has a horizontal bar extending to the right, underlining the word.