

Modern Slavery Statement

About Us

Scope (Aust) Ltd (“Scope”) is one of the largest and most trusted disability service providers in Australia. Founded in 1948 as the Spastic Children’s Society of Victoria, today we support the needs of adults and children with physical, intellectual, and multiple disabilities and their families. Scope’s purpose is to “create opportunities for people with disability to belong and thrive”.

Scope aims to inspire and lead change to deliver best practice in the following ways:

- support and listen to each person and their family
- provide leadership to influence strategy and public policy
- deliver person driven, flexible and responsive services to build a sustainable future
- build on our foundation for success through our expertise in service delivery, workforce development, quality improvement and research.

Scope supports over 5,500 clients across 426 locations and currently employs more than 7000 people.

Modern Slavery Position

Scope rejects any form of modern slavery practices including slavery, servitude, child labour, forced labour, human trafficking, debt bondage, slavery like practices, forced marriage and deceptive recruiting for labour services. We are committed to implementing effective systems and controls to ensure it does not take place directly within our own business or our supply chains. We respect the human rights of our employees, volunteers, clients, suppliers, and business partners, and we aim to identify and manage any risks related to these rights.

Changes Since Previous Statement submitted 3 March 2021

- Confirmation that Scope adheres to standards required under Victorian Labour Hire Authority (including in NSW, which does not have this legislation).
- Introductory statement replaced by Modern Slavery Position statement.
- Update on organisational history, volume of clients, number of locations and employees.
- Inclusion of this change statement from previous statement, and addition of document control table.
- Inclusion of information around our Whistleblower Policy.
- Update to approach to ongoing assessment of effectiveness of risk management.

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Title	Modern Slavery Statement	Document Number	SCOAU-478054914-4159
Owner	Chief Financial Officer	Version	2
Policy Area	Finance and Asset Management	Effective Date	12/12/2023
Approved by	Scope (Aust) Ltd Board	Review Date	01/08/2024

Our Workplace Risk Assessment

Scope engages employees that align with our values, and we comply with all relevant local and national laws related to human rights and modern slavery in our workplace. As an organisation we have a strong focus on managing the health, safety and wellbeing of our employees and volunteers. We are committed to maintaining a diverse and inclusive workplace, treating people with respect and dignity, and have no tolerance for discrimination or harassment.

As a disability service provider Scope operates in a highly regulated industry. Scope considers the risk of modern slavery within its direct business operations to be relatively low. Any Victorian external labour sources used by Scope are all licenced under the Labour Hire Authority which protects workers from exploitation. While NSW does not currently have this legislation in place, all agencies used by Scope are required to maintain the standards required under the Labour Hire Authority and in line with our own policies and procedures relating to human rights.

However, Scope recognises that through its supply chain, Scope may indirectly be exposed to the risk of modern slavery practices. While we have worked with our larger, higher spend suppliers to understand their position on modern slavery and their actions to mitigate this, we do not have a lot of visibility for smaller ad hoc purchasing that may be occurring at the site level. Much of this ad hoc purchasing occurs outside the normal supplier onboarding process, using credit cards, and resulting in no clear view of the source of goods.

Our Actions Taken

In response to the Workplace Risk Assessment, Scope has undertaken risk assessment of our current vendor database. Noting that this consists of local, independent goods and service suppliers, and multinational professional service firms or large locally run distributors and retailers. Most of Scope's spend (70%) is made up of approximately 40 suppliers and Scope has been provided with copies or links to their policies and procedures relating to the prevention of Modern Slavery.

For all tender processes respondents are required to provide their policy and position on Modern Slavery and assessment of their response makes up part of the evaluation process.

Scope's standard contract terms and conditions contain a specific clause relating to Modern Slavery and if using a vendor's contract, the inclusion of a similar clause is required, along with evidence of their position on Modern Slavery.

All suppliers wishing to engage with Scope are required to sign off on our Supplier Code of Conduct, this is automatically included as part of the onboarding process. This code specially notes Scope's commitment to identifying and mitigating any risk of modern slavery and our requirement for our suppliers to conduct themselves in the same manner, consistent with fundamental human rights.

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Scope's Whistleblower Policy enforces our commitment to always operating ethically. The Whistleblower Policy is available to all internal stakeholders through Scope's intranet site and to external stakeholders and suppliers via Scope's public-facing website.

What we will be doing

Scope will strengthen our understanding of human rights issues as they apply to our business operations and in particular our supply chains.

Our key areas of focus will be to continue raising awareness training for employees to mitigate any potential human rights violations in our business operations and supply chains through:

- Governance – Scope will raise the awareness of modern slavery risks, informing the Board and management of our obligations and accountabilities for identifying and managing these risks.
- Awareness Training – Human rights / modern slavery awareness training will be undertaken by relevant managers involved in the procurement of goods and services within Scope. This training will extend to house managers, who may inadvertently be supporting modern slavery by purchasing items from local discount stores.
- Continue to update relevant Scope policies, protocols and procedures to specifically reference modern slavery risks and key accountabilities.
- Procurement Risk Assessment – Develop a risk-based assessment framework to identify supplier segments that potentially have higher risks of human rights violations within their supply chain. This will be used by relevant managers as a tool to educate and mitigate risk when engaging in supply arrangements that may expose Scope to modern slavery practices. The engagement of support by groups such as Fair Supply will be investigated, to assist in a more in depth understanding of our supply chain and risks within it.
- Continue to develop key performance indicators in our contracts to measure the effectiveness in preventing modern slavery risks.

Additionally, as part of Scope's Investment Policy update, we are including the requirement for a responsible investment mandate stating Scope will avoid investing in companies or industries that are widely accepted as causing health and wellbeing problems or have a direct negative effect on our mission delivery and the people we support.

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Statement

This joint statement was approved by the Board of the Scope (Aust) Ltd (ABN 63 004 280 871) pursuant to section 14 of the Modern Slavery Act 2018 on 12 December 2023 for Scope (Aust) Ltd and its controlled entities and constitutes our modern slavery statement for the financial year ended 30 June 2023.

Details of Scope (Aust) Ltd's controlled entities during the period can be found in our Annual Report for the financial year ended 30 June 2023.

This statement is signed by Professor Sanchia Aranda AM in the role as Chair of the Scope (Aust) Ltd Board and Kate MacRae in the role as Chief Executive Officer of Scope (Aust) Ltd.




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Professor Sanchia Aranda AM

Chair
Scope (Aust) Ltd
12 December 2023

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Kate MacRae

Chief Executive Officer
Scope (Aust) Ltd
12 December 2023

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