

MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE

Principal Governing Body Approval

This modern slavery statement was approved by the *principal governing body* of

Screen Australia

as defined by the *Modern Slavery Act 2018 (Cth)*¹ (“the Act”) on 11/28/2022

Signature of Responsible Member

This modern slavery statement is signed by a *responsible member* of

the Screen Australia Board

as defined by the Act²:



Mandatory criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act:

Mandatory criteria	Page number/s
a) Identify the reporting entity.	2
b) Describe the reporting entity’s structure, operations and supply chains.	3
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	6
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	7
e) Describe how the reporting entity assesses the effectiveness of these actions.	9
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).*	9
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.**	9

* If your entity does not own or control any other entities and you are not submitting a joint statement, please include the statement ‘Do not own or control any other entities’ instead of a page number.

** You are not required to include information for this criterion if you consider your responses to the other six criteria are sufficient.

1 Section 4 of the Act defines a principal governing body as: (a) the body, or group of members of the entity, with primary responsibility for the governance of the entity; or (b) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed body within the entity, or a prescribed member or members of the entity.

2. Section 4 of the Act defines a responsible member as: (a) an individual member of the entity’s principal governing body who is authorised to sign modern slavery statements for the purposes of this Act; or (b) if the entity is a trust administered by a sole trustee—that trustee; or (c) if the entity is a corporation sole—the individual constituting the corporation; or (d) if the entity is under administration within the meaning of the *Corporations Act 2001*—the administrator; or (e) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed member of the entity.



Letter from Chair

Modern slavery practices include major violations of human rights, and serious crimes where coercion, threats or deception are used to exploit victims and deprive them of their freedom. It is estimated that there are nearly 50 million victims of modern slavery worldwide.¹ Modern slavery practices can occur in any country, in any industry, and at any point in the supply chain.

This is Screen Australia's first Modern Slavery Statement pursuant to the *Modern Slavery Act 2018* (Cth). The Modern Slavery Reporting Requirement supports the Australian business community and government bodies and agencies to identify and address modern slavery risks, and maintain responsible and transparent supply chains.

Screen Australia's 2021/22 Modern Slavery Statement outlines the steps the agency has taken to identify, manage and mitigate the risks of modern slavery in our operations and supply chains. This process has focused the agency's attention on this important area, and we look forward to further work in this space.

We are pleased to submit Screen Australia's Modern Slavery Statement for the 2021/22 reporting period, approved by the Board of Screen Australia on 28 November 2022.

A handwritten signature in blue ink, appearing to read "Nicholas Moore".

Nicholas Moore
Chair
Screen Australia Board

¹ Walk Free Foundation (September 2022) [2021 Global Estimates of Modern Slavery](#).

About Screen Australia

Section 16(1)(a) of the *Modern Slavery Act 2018* requires modern slavery statements to identify the reporting entity covered by the statement.

Established under the *Screen Australia Act 2008* (Cth), Screen Australia is a Federal Government agency with a remit to support Australian screen development, production and promotion.

From 1 July 2008, Screen Australia took over the functions and appropriations of its predecessor agencies, the Australian Film Commission (AFC), the Film Finance Corporation Australia (FFC) and Film Australia Limited.

Under Section 6 of the *Screen Australia Act 2008* our agency's functions are to support:

- **industry:** supporting and promoting the development of a highly creative, innovative and commercially sustainable Australian screen production industry
- **content:** developing, producing, promoting and distributing Australian programs
- **culture:** supporting and promoting the development of screen culture in Australia.

Our agency's vision is to inspire, inform and connect audiences with compelling Australian stories. We develop and support screen projects, practitioners and businesses working across all platforms and genres. Screen Australia does this through a range of programs including script and talent development, support for production-ready projects, promotion and marketing support and bespoke business assistance.

Structure, operations and supply chains

Section 16(1)(b) of the *Modern Slavery Act 2018* requires modern slavery statements to describe the structure, operations and supply chains of the reporting entity.

Our structure

Screen Australia is a corporate Commonwealth Entity. We do not own or control any other entities.

Our agency maintains a strong and active relationship with the Department of Infrastructure, Transport, Regional Development, Communications and the Arts and its responsible Minister, which in the reporting period was the Hon Paul Fletcher MP to 23 May 2022, and then the Hon Tony Burke MP from 1 June 2022. This primary relationship ensures Screen Australia meets its expectations and obligations as a federal agency, through its governance and administration.

Screen Australia operates within Australia, with its head office located in Sydney at 45 Jones Street, Ultimo, and an office in Melbourne at 290 Coventry Street, South Melbourne. During 2021/22, Screen Australia had an average of 99 part-time and full-time employees.

Accountability

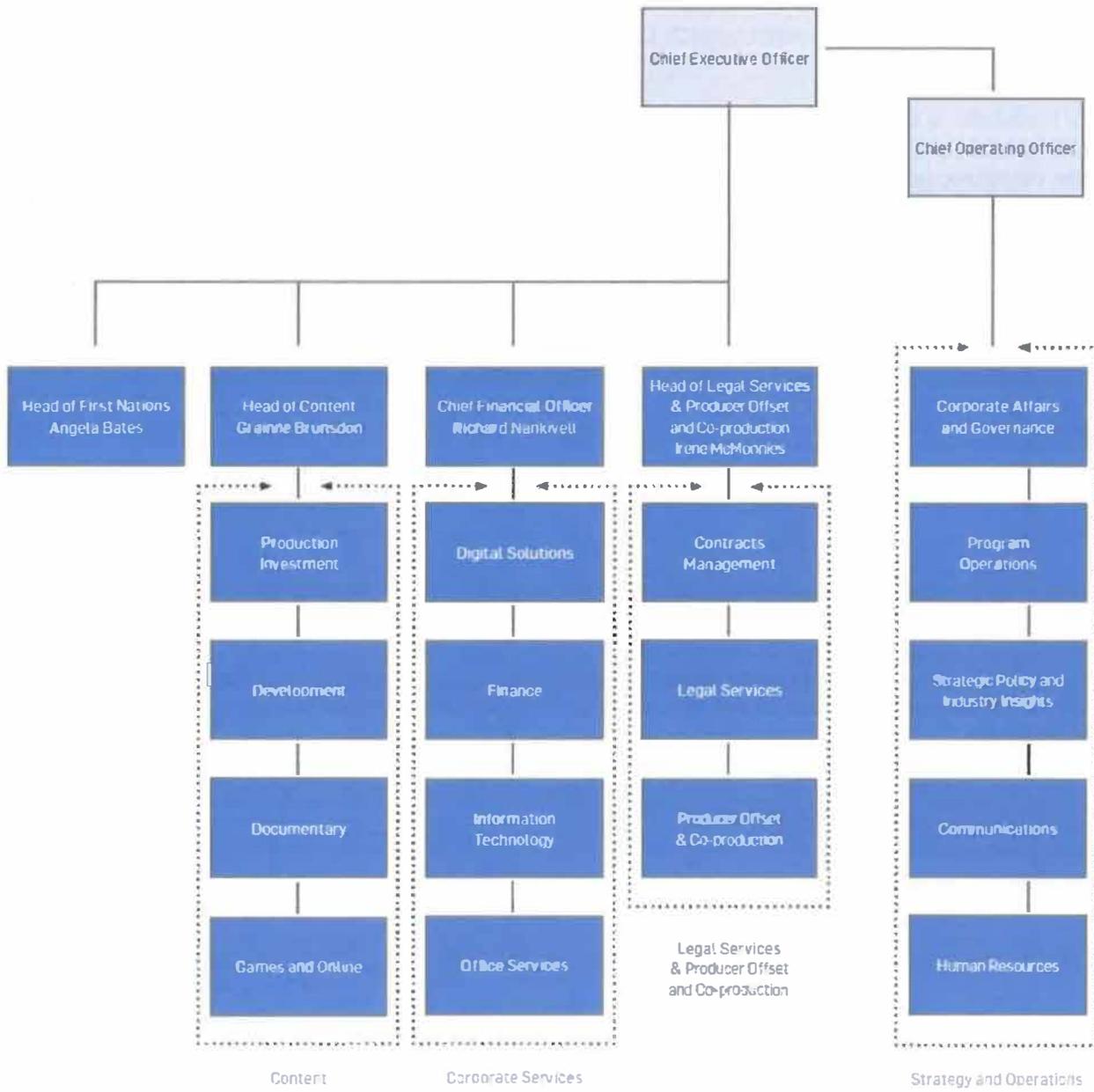
Screen Australia's corporate governance arrangements are primarily determined by the *Screen Australia Act 2008* and the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

The *Screen Australia Act 2008* establishes Screen Australia as a statutory authority, governed by a Board of Directors appointed by the Minister. The Board is responsible for ensuring the proper and efficient performance of Screen Australia's functions. In 2021/22, Screen Australia's Board members were Nicholas Moore (Chair), Megan Brownlow (Deputy Chair), Claudia Karvan, Richard King, Helen Leake AM, Deborah Mailman AM, Joanna Werner and Michael Hawkins AM.

The PGPA Act determines the accountability, reporting and other rules that Commonwealth entities such as Screen Australia must follow.

Structural overview

As at 30 June 2022:



Our operations

Screen Australia's funding is typically provided by way of grant, loan or recoupable investment, depending on the type of project and program applied for. In 2021/22, Screen Australia distributed funding to provide:

- **development funding** for stories and scripts to enhance quality and prepare for production
- **international finance funding** for travel to attract investment and attend events
- **production funding** for drama, documentary and children's stories on all screens
- funding for **initiatives** with a broad range of industry partners
- **distribution support** for marketing and innovative strategies
- **talent development** to build skills and career pathways
- **business development** supporting industry growth, capacity, and collaboration
- **screen culture funding** for film festivals, events and partnerships
- **a new games fund** supporting independent games studios
- **COVID pandemic support**, including the Temporary Interruption Fund (TIF) and the Supporting Cinemas' Retention Endurance and Enhancement of Neighbourhoods (SCREEN) Fund, which concluded at the end of 2021/22.

In 2021/22, Screen Australia also provided a range of other services to Government, industry and the public:

- management and administration of the **Producer Offset** for projects with significant Australian content
- **market intel and advice** on sales and distribution deals for producers
- **research** for Government and industry on the production and outcomes of content, **reports** on issues such as equity and inclusion, and **strategy and policy information** for Government
- **online news, podcasts and videos** exploring sector issues and showcasing titles and talent.

Our operations also include the direct **employment** of Screen Australia staff. In 2021/22, Screen Australia had an average of 99 part-time and full-time employees.

Our supply chain

During 2021/22, Screen Australia was engaged in approximately 310 contracts for goods and services with third party suppliers. These contracts included arrangements with:

- **sponsorships/partnerships** with external parties such as agencies or organisations
- **audit and legal advisory services**
- **consultancy agreements**, including external assessors of applications for funding
- **information and communications technology** service providers for hardware, maintenance and support
- **travel services**
- **facilities and property management** services, including office accommodation, cleaners, furniture, office supplies, contractors and electricity supply
- **recruitment and training** programs
- **market research** services.

Risks

Section 16(1)(c) of the *Modern Slavery Act 2018* requires statements to describe the risks of modern slavery practices in the operations and supply chains of the reporting entity

Screen Australia considered the guidance provided by the Department of Home Affairs² and the Australian Border Force's *Toolkit for Government Procurement Officers*,³ and assessed the risks of modern slavery in its operations and supply chains.

In conducting our assessment of risks, we undertook a review to scope out and identify any general areas of risk and how Screen Australia could cause, contribute to, or be directly linked to modern slavery through our operations and supply chains. This involved analysis of the structure of our contracts and dealings at a thematic, overarching level, taking into consideration the general sector and industry, the products and services required or provided, the geographic regions, and the type of entities involved.

Screen Australia did not identify any high risks of modern slavery in relation to its direct operations or supply chains in 2021/22. While no high risks were identified in 2021/22, we acknowledge that there may be potential for modern slavery risks to arise indirectly through:

- Screen Australia's involvement at overseas festivals and events
- the actions and practices of Screen Australia-supported productions and industry partnerships, especially those taking place in other countries
- the activities of Screen Australia's suppliers and their supply chains.

Screen Australia considers the overall risk in our operations and supply chains to remain low due to factors including:

- the lower risk profile associated with the Australian screen industry
- the lower prevalence of modern slavery in Australia
- the robust policies Screen Australia has in relation to governance and workplace relations.

² Department of Home Affairs (2018) [Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities](#).

³ Australian Border Force (2018) [Modern Slavery Toolkit for Government Procurement Officers](#).

Actions

Section 16(1)(d) of the *Modern Slavery Act 2018* requires reporting entities to describe the actions they have taken to assess and address the risks outlined in the previous section, including due diligence and remediation processes.

Due diligence

Screen Australia's staff responsible for governance, finance and legal functions monitor compliance with relevant laws and internal policies, and report on these to the Executive, internal committees, and to the Screen Australia Board.

Screen Australia has a number of policies, procedures and guidelines in place that support the agency's governance frameworks and internal controls. In 2021/22, policies relevant to identifying, preventing and mitigating modern slavery risks in Screen Australia's operations and supply chains included:

- The Australian Public Service and Screen Australia **Codes of Conduct** set the standard of behaviour that is expected of all Screen Australia employees. The Codes determine that all Screen Australia employees must maintain the highest standards of ethical business practice, and that all business should be conducted by employees legally, honestly and fairly.
- Screen Australia's **Procurement Policy** requires Screen Australia staff undertaking procurement activities to act ethically throughout the procurement. Non-compliance with the requirements of the policy may attract civil, criminal or administrative remedies.
- Screen Australia's **Procurement Guidelines** contains minimum due diligence considerations for the agency's procurements, and other requirements such as researching the market, identifying risks associated with suppliers, and developing a Procurement Plan for certain procurements.
- Screen Australia's **Terms of Trade** outlines the core terms on which the agency conducts its business. The Terms apply to the agency's funding support, excluding its administration of the Producer Offset and its dealings as authority for the purposes of Australia's Official Co-production program. The Terms indicate applicants must act in good faith, and codifies the agency's expectation that all recipients of Screen Australia funding act fairly and reasonably in relation to third parties involved in the funded project.
- Screen Australia's **Enterprise Agreement** covers the pay and conditions for Screen Australia employees.
- Other Screen Australia policies include: **Fraud Control Policy**, **Credit Card Policy**, **Risk Management Policy**, and **Delegations (Financial Authorisations) Policy**.

Remediation processes

Screen Australia has policies and internal committees that provide guidance and assistance to stakeholders or employees that wish to provide feedback to the agency:

- Screen Australia's **Public Interest Disclosure Policy** (in line with the *Public Interest Disclosure Act 2013*) facilitates the disclosure and investigation of any wrongdoing or maladministration within the agency, by agency officials.
- Screen Australia's **Staff Consultative Committee** provides a formal, two-way channel for communication, consultation and information sharing between the agency and its employees regarding organisational matters.
- In 2021/22, RSM was Screen Australia's internal auditor, and reported to the Screen Australia **Audit Committee**. No compliance deficiencies constituting unacceptable risks to Screen Australia were identified during the 2021/22 audits.

Next steps

As this is Screen Australia's first Modern Slavery Statement, the next steps outlined below follow a period of preliminary assessment and consideration.

- Screen Australia will review our relevant standards, policies and procedures. Where appropriate, we will update our policies and contracts to include clauses related to modern slavery.
- Screen Australia is considering training opportunities to increase agency awareness and educate relevant staff about identifying, addressing and mitigating modern slavery risks. We have informed relevant members of our Senior Leadership Team and the Screen Australia Board about specific modern slavery risks, and discussed how we can improve in this area.
- We may also review our engagement with key suppliers, and consider our methods of assessing modern slavery risks in their operations and supply chains.
- Screen Australia will continue to monitor our operations and supply chains, and will report on any due diligence and remediation actions undertaken by our agency in future Modern Slavery Statements.

Evaluation of actions

Section 16(1)(e) of the *Modern Slavery Act 2018* requires modern slavery statements to describe how the reporting entity assesses the effectiveness of the actions being taken to assess and address modern slavery risks.

As this is Screen Australia's first Modern Slavery Statement, the creation of this Statement has consolidated our assessment of various actions to assess and address modern slavery risks. An assessment was led by Screen Australia's Strategic Policy and Industry Insights unit, in consultation with other business units through the agency. Our focus during this reporting period was to gain a better understanding of our modern slavery risks and how risks may be present in our operations and supply chains. We have, however, commenced work on reviewing our policies and processes to ensure that we can review the effectiveness of our actions to assess and address modern slavery risks in Screen Australia's operations and supply chains.

We recognise that our review and assessment of our actions will be an evolving process. We will continue to monitor the effectiveness of current measures, and intend to implement new and/or revised measures on an ongoing basis. Screen Australia also intends to review our risk assessment processes to ensure they are up to date.

Screen Australia is committed to improvement in this area, and will report how we assess the effectiveness of our actions in any future Modern Slavery Statement.

Consultation

Section 16(1)(f) of the *Modern Slavery Act 2018* requires reporting entities to describe the process of consultation with any entities that the reporting entity owns or controls.

Screen Australia does not own or control any other entities.

Relevant information

Section 16(1)(g) of the *Modern Slavery Act 2018* allows for reporting entities to include any other relevant information that the reporting entity thinks is relevant.

Screen Australia has no further information to report in our 2021/22 Modern Slavery Statement.