

MODERN SLAVERY STATEMENT

Reporting period July 2024 to June 2025

30 September 2025

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1 Introduction

This is the 2025 Modern Slavery Statement (“Statement”) submitted by Anglicare Victoria (AV) pursuant to the Commonwealth *Modern Slavery Act 2018* (the “Act”).

The purpose of this Statement is to outline Anglicare Victoria’s approach to ensuring the agency has a framework and processes in place to minimise the risk of modern slavery in our business operations and supply chains.

AV recognise that modern versions of slavery can occur in many forms and that everyone plays a part in the elimination of modern slavery as defined by the Act, this includes: slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services.

2 Identifying the reporting entity

2.1 Our history

Anglicare Victoria was formed in 1997 when the Mission to the Streets and Lanes, St John’s Homes for Boys and Girls, and the Mission of St James and St John were amalgamated through an Act of Parliament, the *Anglican Agency Welfare Act 1997 (Vic)*. In 2014 St Luke’s Anglicare, a key provider in the Bendigo, Loddon and the Mallee regions, merged with Anglicare Victoria to form the current agency.

Today, Anglicare Victoria works to transform the futures of children and young people and young adults, parents, families and carers. We offer a comprehensive network of high-quality services that aim to improve lives. As one of Victoria’s leading child and family welfare organisations, we are single-minded in our mission to create positive change for the most vulnerable and disadvantaged members of our community.

2.2 Our mission

Anglicare Victoria works with children and families to build better tomorrows. We find innovative ways to overcome challenges and make the system better. We help children, young people and families reach their full potential, and improve life for everyone in our diverse community.

2.3 What we do

Anglicare Victoria works with families, children and young people. We understand their challenges and every day we see their strength.

- Families back in control: staying together and growing together
- Safe Places: children and young people in safe and stable homes
- Strong young people: support for young people as they develop and grow
- Early action: stepping up before families reach crisis point²
- Leadership: working for an informed, effective and compassionate service system

2.4 What we provide

- Safe and nurturing alternative homes for children and young people unable to live with their families.
- Specialist family support programs and evidence-based services to help families build better relationships and support better decision making.
- A diverse range of community programs and partnerships responding to the diverse needs of local communities.
- Emergency relief and other care for families and young people in times of hardship.
- Education, specialist counselling and evidence-based programs for children and young people.
- Alcohol and drug programs and services to empower families to overcome their challenges.
- Confidential family violence programs for perpetrators and survivors of family violence.
- Free confidential financial counselling services.

3 Structure, Operations and Supply Chains

3.1 Organisational Structure

Anglicare Victoria (ABN 97 397 067 466) is incorporated through the *Anglican Agency Welfare Act 1997 (Vic)*. This Act of Parliament gives Anglicare Victoria the power to enter into contracts in its own right.

Anglicare Victoria is also a registered charity regulated by the Australian Charities and Not-for-Profits Commission.

The role of the Anglicare Victoria Board is to drive the strategic direction of the organisation. Working with the CEO, the Board enables the organisation to obtain the resources, funds and personnel necessary to implement Anglicare Victoria's strategic objectives. The Board also reviews reports and monitors the performance of the organisation. Our Board members volunteer their time and expertise.

Anglicare Victoria is supported by a dedicated team of more than 2200 staff working out of 96 locations across Victoria. Our employees are engaged either by contract or under an award.

Operational Structure

Anglicare Victoria's head office is located in Collingwood, Victoria, with regional offices in Melbourne's North, East, South and West metropolitan areas, as well as in Gippsland and North Central Victoria.

In addition to approximately 2200 staff, we have a further 1,800 volunteers including foster carers, and community members connected with Anglican Parishes and Dioceses across Victoria.

Out-of-Home Care is a vital service and at the heart of what we do at Anglicare Victoria. In any given year our agency provides residential, foster and kinship care to more than a thousand of Victoria's most vulnerable children and young people.

At the same time, we help in excess of 23,000 families a year to stay safe and together through a range of support and preservation programs. We empower families to build better futures through supporting parents to build their skills, while also offering financial counselling, alcohol and drug services and mental health support. We are also a major provider of men's behaviour change and other programs addressing family violence.

3.2 Supply Chains

At Anglicare Victoria (AV) we look for suppliers that demonstrate a commitment to implementing policies and practices consistent with our own. AV has a range of contractual relationships with suppliers which are dependent of the type of goods or services being supplied. These include fixed term and fixed price contracts and service agreements, Memorandums of Understanding (MOUs) and ongoing supply arrangements.

We purchase products and services from a broad range of suppliers across various sectors, including:

- Property development
- Facilities management – security, maintenance, landscaping
- Food services
- IT equipment and software
- Vehicles
- Professional services
- Legal and consultancy
- Insurance
- Marketing and advertising
- Furniture and fittings
- Utilities

We have systems in place that ensures suppliers tendering for Anglicare Victoria's work (as well as our current suppliers who are applicable and appropriate) certify their compliance with Anglicare Victoria's Preferred Supplier Agreement. This will include, where applicable, completing a Due Diligence questionnaire as part of the pre-qualification process.

When applying to become a Preferred Supplier with Anglicare Victoria, we ask suppliers to recognise that corporate and social responsibility reside as much in our supply chain as they do in our own activities. As part of this ongoing commitment to ethical work practices, standing by our belief in social justice and acting as an advocate for the underprivileged, we continually seek to ensure that products and services we source are ethically produced. We do this by working with our suppliers to positively influence our social, ethical and environmental performance.

Anglicare Victoria's Preferred Supplier Agreement outlines our supplier expectations in relation to:

- Labour standards
- Environmental standards
- Conflicts of interest

3.3 Investment Portfolio

Anglicare Victoria's Investment Portfolio, which is managed on our behalf by an external investment manager, follows ethical guidelines relating to investment opportunities.

Anglicare Victoria is opposed to financially supporting (through investments) industries and companies that could cause significant harm to the children, young people and families that Anglicare Victoria supports through its services. We do not intend to directly or indirectly invest in companies with any

significant involvement in the gambling, alcohol, armaments, vice, payday lending or tobacco industries. We recognise that these high-risk industries may also have links to modern slavery concerns.

4 The risks of Modern Slavery in operations and supply chains

4.1 Operational risks

Anglicare Victoria recognises that as an employer of approximately 2,200 people, it may cause, contribute, or be directly linked to modern slavery risks. However, we believe this risk in our workforce to be low, mostly in part to strict regulations and legislation in the community services sector, and employment laws that we are required to comply with.

Our internal framework includes:

- People & Culture Policies and Procedures that support operational recruitment and ongoing employment practices.
- Mandatory employment screening practices and verification of right to work in Australia for all employees.
- All employees, temporary staff, labour hire staff and partnership workers are required to have a valid Working with Children Check before commencing work, and at all times while working with Anglicare Victoria. As well as undergo regular Criminal History Checks.
- Industrial regulations (awards, agreements, employment contracts) that govern employment relationships.

Anglicare Victoria has not yet identified any specific instances of modern slavery harm in our operations, but we are committed to ensuring that all our employees have access to the resources and supports necessary to report modern slavery practices should they arise.

4.2 Supply chain risks

Anglicare Victoria is an Australian based organisation delivering services in a country identified as 'low' risk in The Global Slavery Index. However, we understand that we might be directly linked to a higher risk of modern slavery through our supply chains.

While we cannot control activities outside of our own organisation, including circumstances where some of our suppliers operate in countries where modern slavery risks are high, we have put in place controls for risk to ensure that any supplier we work with is aligned with our ethics and principles as much as possible.

Anglicare Victoria recognises that our supply chain is linked to high-risk industries, such as the procurement of IT equipment including computers and mobile phones. We are aware that suppliers of these products and services may also have modern slavery risks within their supply chains, especially when they are being manufactured in countries that are considered to be 'high' risk by The Global Slavery Index. Examination of our supply chain will be guided by the Australian Government's Department of Home Affairs Guidance for Reporting Entities ("Guidance Report") to determine risks against three categories, being risks that may possibly cause, contribute and/or be directly linked to modern slavery practices in the sector, industry, product and service types, and geographic locations.

5 Actions taken to assess and address the risks

Anglicare Victoria is committed to the highest standards of client care and service to the community. We're pleased to report that Anglicare Victoria already has existing policies, practices and supplier agreements in place to proactively address and reduce the risks of modern slavery in our operations and supply chains.

5.1 Anglicare Victoria's internal Modern Slavery Working Group

The Modern Slavery Working Group is responsible for identifying and implementing process improvements and reviewing organisational policies that need to reflect modern slavery obligations.

The working group meets as required and includes the: Executive Director Finance & Business Services, General Manager Property & Fleet, Executive Director People and Culture, Director Strategic Communications & Marketing, Financial Controller, Director Information Technology and General Manager Quality & Review.

5.2 Reporting concerns

The Anglicare Victoria website offers the opportunity for staff, volunteers and members of the public to raise concerns regarding modern slavery at Anglicare Victoria. The website includes an enquiry form; a feedback/complaint form that can be completed anonymously, as well as details for a whistle-blower hotline. These concerns will be managed in accordance with the respective feedback and whistle-blower policies.

5.3 Audit of internal operations

Anglicare Victoria engaged external specialist auditors during 2021 to conduct a review of the structures, systems, processes, reporting procedures and assess the agency's ability to meet the requirements of the Modern Slavery Act.

The audit identified some minor risk control gaps and potential areas of improvement, as well as providing recommendations on how Anglicare Victoria can strengthen compliance obligations under the Modern Slavery Act.

Anglicare Victoria's internal Modern Slavery working group developed an action plan as a result of the audit which informs updates to future annual Modern Slavery Statements. The improvement opportunities have now been implemented.

In 2025 the AV Internal Audit Team undertook a contract management audit to review the effectiveness of the contract management system in assisting with oversight and due diligence requirements, aligned to Modern Slavery Act. The audit included reviewing contract data in the contract management system and the completion of due diligence fields (including compliance with the Modern Slavery Act). The audit identified areas of improvement for information entry and the timely upload of supporting documents. The contract management procedure will be updated and further training will be provided to strengthen practice in response to these recommendations. The Internal Audit Team will undertake a review of the implementation of the actions in a future follow up audit.

Anglicare Victoria maintains an ongoing commitment to a strong governance framework that will monitor and manage modern slavery operations and supply chain risks, now and into the future.

6 Declaration

This statement was approved by the Anglicare Victoria Board which is the principle governing body and duly signed by both the Chair of the Anglicare Victoria Board and the Chief Executive Officer.

Signed on behalf of Anglicare Victoria by;



Tony Scheumack
Board Chair
5 November 2025



Paul McDonald
CEO
5 November 2025