



KING'S CHRISTIAN COLLEGE

King's Christian Education Ltd (King's Christian College) Modern Slavery Statement 2023

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About the Statement

The Modern Slavery Act 2018 (Cth) (Act) came into force on 1 January 2019. It required Australian entities with minimum consolidated revenue of \$100 million to report on the risk of modern slavery in its operations and supply chain and the steps taking to respond to the risks identified. The statement by King's Christian College made pursuant to the act sets out actions we have taken to address modern slavery in our business, operations & supply chain in the reporting year 1 January 2023 – 31 December 2023.

King's Christian College Approach

King's Christian acknowledges that modern slavery practices are a serious violation of human rights. We do not tolerate any form of modern slavery and it is not aligned with our values.

Foundational Values

Our Values are the enduring tenets of our organisation. They set guiding principles that describe what we value, how we teach, and how we work.



Learn Passionately

Excellence - With God's help, I give my personal best to everything I do and am willing to work hard.

Curiosity - With God's help, I explore and discover. I learn by asking questions and investigating new ideas.

Perseverance - With God's help, I overcome obstacles by not giving up when things get hard. I will not quit.

Live Purposefully

Courage - With God's help, I am brave when met with difficult choices or new experiences.

Wisdom - With God's help, I am sensible to hear what is good and then do it.

Aspiration - With God's help, I am moving in the right direction and motivated to achieve my goals.

Love Faithfully

Compassion - With God's help, I take action to show care and lift others up.

Respect - With God's help, I am obedient and courteous.

Grace - With God's help, I can show others the unconditional love that God has shown me.

Lead Diligently

Integrity - With God's help, I tell the truth and do what is right, even when no one is looking.

Humility - With God's help, I give all the glory to God. I listen to and learn from others; giving God credit for my achievements.

Self-Control - With God's help, I take charge of my thoughts, feelings and actions.

About King's and Governance

About King's

"Educating students in Christian leadership for tomorrow's generation"

- King's Christian College Mission

King's is a Christian school. We were founded by a group of parents from King's Church and our Christian ethos is woven through everything that we do. We operate from three thriving campuses in Southeast Queensland.

Reedy Creek campus opened in 1980 and provides a quality learning environment for Pre Kindy and Pre-Prep (Kindergarten Approved) in our Noah's Ark Early Learning Centre, as well as Prep - Year 12 and a Trade Training Centre, all on the one campus.

Pimpama campus opened in 2015 and offers Pre Kindy and Pre-Prep (Kindergarten Approved) in our Noah's Ark Early Learning Centre, along with Primary School and High School for students, Prep to Year 12.

Logan Village campus opened in 2020 and offers Pre Kindy and Pre-Prep (Kindergarten Approved) in our Noah's Ark Early Learning Centre, along with Primary School and High School for students, Prep to Year 7 (with a new year level added annually).

King's Christian College works in partnership with our parents in the education of their children as we lay the foundations to ensure every student has the opportunity to achieve their full potential. We have a strong reputation for success, achieving high academic results above State and national averages, as well as excellence in sport and the arts.

Governance

King's Christian Education Ltd is a separately incorporated entity, charged with the operation of King's Christian College. The College is a Ministry of the King's Church and is governed by a board of directors who have been appointed to promote the ongoing welfare and direction of the school.

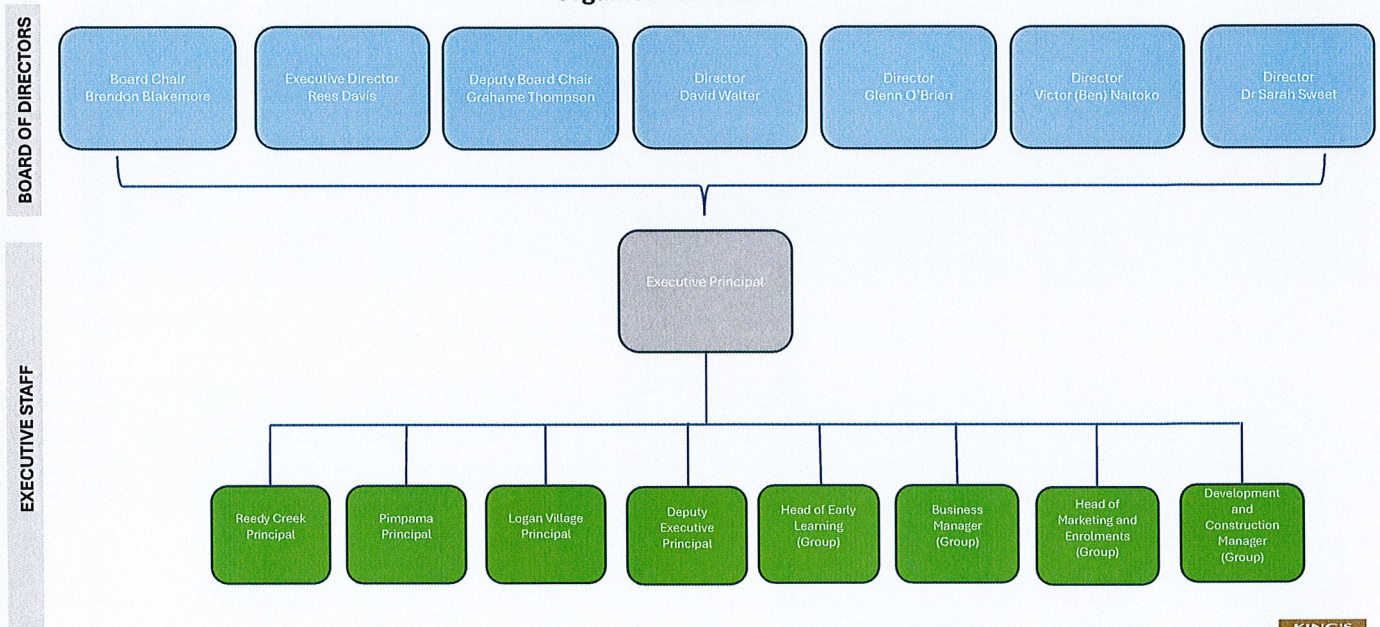
A strength of King's has been the stability of the College Board over many years. This has enabled the vision of our founders to remain at the forefront of our mission, as we continue to provide a strong, vibrant Christian school that continues to shape amazing *Christian leaders for tomorrow's generation*.

King's Christian Education Ltd Board is accountable to Non-State Schools Accreditation Board (NSSAB) and Australian Charities and Not-For Profit Commission (ACNC) for the overall strategy, governance, and performance of King's Christian College.

The Board has appointed an Executive Principal who is supported by:

- Principal per Campus
- Deputy Executive Principal
- Group Business Manager
- Group Head of Early Learning
- Group Head of Marketing & Enrolment
- Group Development & Construction Manager

Organisation Chart



Operations

King's Christian College has been delivering Education since 1980, as prominent school in Southeast Queensland, King's Christian College operates 3 campuses, Reedy Creek, Pimpama, and Logan Village and teaches approximately 4700 students. In 2024 King's Christian College employed more than 900 staff across three campuses.

Procurement & Supply Chain

Procurement

Each year King's Christian College is delivering a wide range of goods and services to support teaching and the corporate support function. The Business Manager under the delegation of the board is responsible for the governance framework for procurement at King's Christian College and is accountable for implementation of

the procurement procedure as set in the Procurement Policy. King’s Christian College drives the procurement methodologies through the policy to help identify risk including modern slavery risk.

A Finance Committee supports the Business Manager ensuring compliance with regulatory requirements and embedding good procurement practices to support the Business Objectives. The Finance Committee will monitor procurement activities and sign off with final approval.

Supply Chain

The annual expenditure of King’s Christian College was \$18,375,434 in 2023, spread across approximately 940 vendors.

As per the Supplier Table King’s Christian College has reviewed the spend profile and identifies the high risk per industries, and more specifically in the top 20 Suppliers.

The largest direct area of expenditure are Maintenance and Construction with 46.3% and Electronics with 7.5% of the spend.

TOP 20 SUPPLIERS		
Industry	%	#
Maintenance & Construction	46.3%	9
Electronics	7.5%	1
Services	2.7%	2
Insurance	2.5%	2
Furniture	1.4%	1
Utilities	1.3%	2
Vehicles	0.8%	1
Security	0.7%	1
Uniforms	0.6%	1

Risk of Modern Slavery

The approach the College has undertaken in identifying and addressing the modern slavery has been risk-based on spend (as per table) and consideration to industry type and geographic location. King’s Christian College acknowledges that the risk in the supply chain could increase per industry type and geographical location.

Certain sectors are at elevated risk for modern slavery. The Electronic and Textile industries and vendors will be scrutinised.

Action taken to access and address the Risk

The approach the College has undertaken in identifying and addressing the modern slavery has been risk-based on spend (as per table) and consideration to industry type and geographic, the Vendors in these industries will be scrutinised and asked to sign the supplier Code of Conduct.

King’s Christian College will directly employ all teachers and operational staff including maintenance, cleaning bus and office employees within a legally binding Enterprise Bargaining Agreement.

King’s Christian College is in the process working closely with the AUPN to collaborate with the university sector to implement a common approach with key actions to address the issues and impacts of modern slavery.

Future Steps will be implemented in the ongoing attempt to eradicate the exploitation of people in the form of modern slavery.

Future Steps

King's Christian College will work on key activities to further develop our stance on modern slavery working closely with our suppliers and the wider educational network.

Procurement & Networking

Get actively involved with procurement networking community with a common approach with key actions to address the issues and impacts of modern slavery.

Modern Slavery Working Group

Set-up a working group to monitor and adjust the effectiveness of the Modern Slavery Statement.

Code of Conduct

Develop a supplier code of conduct detailing acceptable standards and behaviours we expect from our current suppliers.

Vendor onboarding

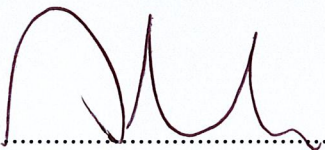
Continued focused approach on the assurance that new vendors understand the code of conduct addressing modern slavery, especially the high-risk vendors.

Communication and Education and Training

Keep on educating our staff, especially staff working in the procurement team, about the risk of modern slavery.

Statement Approval

Approved by the Board: 18/06/2024

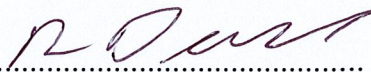


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Brendon Blakemore

Chair of the Board

King's Christian Education Ltd



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Rees Davis

Executive Director

King's Christian Education Ltd