



Modern Slavery Statement

2025

Introduction

This is Methodist Ladies' College's (MLC) second Modern Slavery Statement submitted pursuant to the Modern Slavery Act 2018 (Cth) (the Act). The report covers the period from 1 January 2025 to 31 December 2025.

This Statement builds on MLC's inaugural 2024 Modern Slavery Statement and reflects the College's progression from initial risk identification to the implementation and embedding of controls, monitoring processes and governance frameworks to address modern slavery risks across our operations and supply chains.

About MLC

MLC is a leading independent day and boarding school for girls, with a coeducational Early Learning Centre, located in Kew, Victoria. Founded in 1882, MLC provides early learning, primary and secondary education, supported by boarding and outdoor education programs.

Our Vision

An MLC education inspires our students to be the citizens the world needs.

MLC students develop the skills, values and confidence to embrace the challenges and opportunities at school and beyond, and to contribute meaningfully to society.

Our Mission

MLC, as a leading girls' school, develops and nurtures a community of independent, resilient, ambitious learners by providing an unmatched breadth of integrated learning and wellbeing experiences and environments.

MLC's unmatched breadth of integrated learning and wellbeing experiences and environments aim to inspire students to find and nurture their individual interests and talents, forge their paths, and realise their full potential.

Our commitment to excellence and innovation in education, combined with our scale, diversity, and resources, offers enriched learning opportunities. These opportunities support students in becoming independent, resilient, and ambitious learners by allowing them to explore everything that interests, challenges, and motivates them.

Our Values

Our values articulate what we stand for and aspire to, guiding the culture we foster and the behaviours we expect of everyone within our community



Structure and Operations

Methodist Ladies' College (ABN 55 006 036 979) is a Company limited by guarantee which was incorporated in 1982. The MLC Constitution is the primary document that governs the College. MLC is registered as a charity with the Australian Charities and Not-for-profits Committee and is governed by a board of directors comprising of non-executive volunteers and the Principal.

The MLC Board understand the reporting and compliance requirements under the Modern Slavery Act (Cth).

The principal activity of the school operations is the provision of early learning, primary and secondary education. The College operates a boarding house and two outdoor education campuses.

The main campus of the College, and registered office, is 207 Barkers Road, Kew, Victoria. In 2025 the College had 2,168 students and 457 full-time equivalent staff.

MLC has long-term arrangements with key suppliers, ensuring stability and consistency in procurement. These arrangements are structured through formal contracts, which define the terms of engagement, quality expectations and service levels.

Risk of Modern Slavery in our Supply Chains

In assessing the risk of modern slavery in our supply chains, consideration was given to the total spend/contract value with a supplier, product/service category, geographic location and industries where suppliers may engage a transient or low-skilled workforce.

Based on the above factors, we identify that modern slavery risk may exist in the following areas:

High Risk

Supply Chain	Potential Modern Slavery Risk
Construction	Use of sub-contractors and labour hire increases the risk of exploitation Vulnerability of migrant and low-skilled workers to underpayment, poor working conditions and debt bondage Risk of forced child labour in the sourcing of raw materials such as timber, steel and bricks from high-risk countries
Cleaning	Workers often from vulnerable migrant backgrounds, may experience underpayment, excessive hours and debt bondage
Security Services	High reliance on migrant and casual workers, who may be vulnerable to wage theft and excessive working hours. Risks associated with labour hire and sub-contracting making oversight difficult.
ICT	High risk of forced and child labour in the extraction of raw materials (e.g. cobalt, lithium, rare earth minerals) used in electronics manufacturing Factories producing ICT hardware may have exploitative working conditions, including excessive overtime and unfair wages.
Uniforms	Textile and garment manufacturing is a high risk industry, with forced and child labour reported in cotton farming and textile production. High risk that workers may experience poor conditions, low wages and forced overtime in overseas factories.

Supply Chain	Potential Modern Slavery Risk
	Supply chains may involve unethical subcontracting, making transparency and accountability difficult.

Medium Risk

Supply Chain	Potential Modern Slavery Risk
Catering	Reliance on low-paid, casual or migrant workers who may face wage theft, excessive hours or poor working conditions Risk of forced labour or child labour in the agricultural supply chain (e.g. coffee, cocoa and fresh produce) Exploitation risks in food processing and packaging in overseas supply chains
Grounds and building maintenance	Use of temporary or subcontracted workers, increasing the risk of underpayment or exploitative conditions Potential exposure to forced labour in the sourcing of some materials from high-risk regions

Assessing and Addressing Risk

MLC's approach to the assessment of and response to modern slavery risks has included the following:

1. Identification and Risk Assessment

- Risk assessment of suppliers, considering modern slavery risk factors such as country of operation, sector-specific risks, and labour practices.
- Incorporation of modern slavery clauses into procurement processes for major supply contracts.

2. Review of Policies and Procedures

- Progressed the review of procurement policies and procedures to ensure alignment with MLC's Modern Slavery Policy.
- Provided education and training for relevant staff regarding modern slavery.

3. Supplier Engagement

- Shared the College's Modern Slavery Policy and Supplier Code of Conduct when engaging with key suppliers.
- Assessed new suppliers and contract renewals against modern slavery requirements.
- Commenced development of a supplier questionnaire to be used initially on suppliers from high risk industries.

4. Monitoring, Control and Ongoing Improvement

- Reviewed the College's Whistleblower Policy with a view to strengthening confidential reporting and supporting identification and escalation of modern slavery risks across operations
- Established ongoing reporting to the Finance, Audit and Risk Management Committee of the MLC Board

In 2026, MLC plans to undertake the following activities:

- Ongoing policy review and process improvement.
- Seek to further review and evaluate supply chains, including enhanced supplier screening through the use of structured questionnaires.
- Continued staff education and awareness activities
- Implement an independent external whistleblowing service to strengthen confidential reporting pathways thereby improving the process for identifying and responding to modern slavery risks across operations and supply chains.

Effectiveness Assessment

The College continues to develop and mature its approach to assessing the effectiveness of actions taken to identify, mitigate and address modern slavery risks within its operations and supply chains.

MLC acknowledges that its effectiveness assessment processes remain at an early stage of maturity and that further development of supplier assurance, monitoring and performance measures will continue over future reporting periods. The College remains committed to continuous improvement and to strengthening its capability to identify, assess and respond to modern slavery risks across its operations and supply chains.

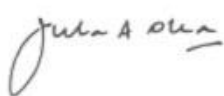
Consultation

As MLC does not own or control other entities, there was no requirement for consultation with related entities in the preparation of this Modern Slavery Statement.

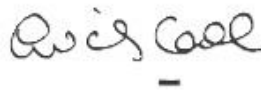
Approval

This Modern Slavery Statement was approved by the MLC Board on 25 June 2026.

Signed



Julia Shea
Principal



Lucia Cade
Chair of the MLC Board