



Modern Slavery Statement

Reporting period July 2023
to June 2024



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Introduction

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 and enforcing effective systems and controls to ensure it does not take place directly within our own operations and our supply chains. We respect the human rights of our employees, volunteers, clients, suppliers, and business partners, and we are committed to identifying and managing any risks related to these rights.

Identifying the Reporting Entity

Scope (Aust) Ltd is a Company formed as a charitable organisation (ACNC registered) for the purpose of advancing the wellbeing of people with a disability, through the alignment with the United Nations Convention on the Rights of Persons with Disability (2006) and Australia's human rights statutory framework. This Joint Modern Slavery Statement is submitted on behalf of Scope's Group entities for the reporting period 1 July 2023 to 30 June 2024:

- Scope Aust: ABN 63 004 280 871
- Home@Scope: ABN 73 628 264 460
- Disability Services Australia: ABN 35 002 507 655
- Disability Mentoring Services Ltd: ABN 47 629 308 881
- Macquarie Employment Training Service Ltd: ABN 42 940 098 045

Governance

The [Scope \(Aust\) Ltd Board](#) is responsible for the overall governance of Scope, including its strategic direction, establishing goals for the organisation, and monitoring the achievement of these goals.

The Scope Board is composed of ten Elected and Appointed Non-Executive Directors. The role of the Board is to set the strategic direction for Scope, across all Scope Group entities including subsidiaries, joint ventures, etc. as applicable, with regard to Scope's Purpose, Vision and Values, and to guide and support the organisation to deliver on its strategic initiatives, through strong governance and agile decision-making.

The Board maintains a detailed Corporate Governance Framework:

- Constitution
- Corporate Governance Policies and Procedures
- Charters
- Delegations of Authority
- Budgets
- Board and Committee Annual Reporting Calendars and processes

The Board has four Committees:

- Risk and Audit
- Client Experience and Outcomes
- Governance and Remuneration
- Finance and Performance

Each Committee is composed of majority Director members, with subject matter experts appointed by the Board as Independent members on Committees.



Our History

Scope was founded in 1948 by families who wanted better support for their children with cerebral palsy. Without a service provider who would take their children on, the families banded together to create a not-for-profit organisation that believed in the potential of every individual, regardless of the complexity of their disability.

By 2001, the organisation was officially named Scope. The name reflects the core belief of our founding families — that, with the right support, every person has scope to achieve their goals in life.

As well as being active in research, Scope also leads the way in working with corporate and government organisations to remove barriers to social inclusion through our pioneering work in Communication Access.

We adhere to government standards and have achieved accreditation under the NDIS Quality and Safeguarding Framework. We work within this framework when planning, delivering, and evaluating our services.

In 2018, Scope was selected through a competitive process to deliver Supported Independent Living (SIL) services to residents living in 226 Specialist Disability Accommodation (SDA) houses, as well as those accessing 12 short-term accommodation and assistance services across Victoria.

In 2019, Home@Scope was established as a wholly-owned subsidiary to manage these services and support the transition to the NDIS. Home@Scope remains an integral part of Scope, operating with the same values and approach to high quality services.

In 2021, Scope acquired Disability Services Australia (DSA), a leading NSW disability services provider — helping extend the reach of our services to people with disabilities throughout NSW. All previous services delivered by DSA are now available through Scope.

What we do

People are at the heart of everything we do at Scope. No matter what our clients' hopes, goals and dreams are, our passionate team is here to help turn them into a reality. Through Scope, our clients access a wide range of disability support services from physical therapy and communication support, to accommodation and group programs. All our services are led by friendly, caring specialists who are dedicated to working in partnerships. For over 30 years, our researchers have worked hard to help improve the lives of people with disabilities.

What we provide

We offer a wide range of services to our clients including;

- Supported Independent Living Options (SIL)
- Short Term Accommodation and Assistance (STAA)
- Positive Behaviour Support
- Therapy and Allied Services
- Day and Lifestyle Options and Social Connections
- Support Coordination
- Access and Inclusion Services for Organisations
- Specialised Communications Services
- Individualised Living Options (ILO) Exploration and Design
- Disability Support Services
- Assistance with Daily Living
- Packaging Solutions
- METS Employment Training Services
- School Leaver Employment Support Services

Changes Since Previous Statement submitted 2023

- Confirmation that Scope adheres to rules and responsibilities required under Labour Hire Licensing Act 2018 (Vic) (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
- Update approach to ongoing assessment of effectiveness of risk management.
- Addition of detail on governance and risk management activities, and Scope Group Entities.
- Addition of separate detail on our supply chain



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 licensed 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, it 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. A project to review and consolidate tail spend has commenced which will bring this into larger purchasing contracts.

Our Supply Chains

At Scope we look for suppliers that demonstrate a commitment to implementing policies and practices consistent with our own. Scope has a range of contractual relationships with suppliers which are dependent on the type of goods or services being supplied including fixed term and fixed price contracts, and service agreements, and ongoing supply arrangements. We purchase products and services from a broad range of suppliers across various sectors, including:

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



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 reviewed 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. Scope's Supplier Agreement outlines our supplier expectations in relation to:

- Labour standards
- Environmental standards
- Conflicts of interest

These processes help us to confirm with our suppliers that they recognise that corporate and social responsibility reside as much in our supply chain as they do in our own activities and allows us to work with our suppliers to positively influence our social, ethical and environmental performance.

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 is committed to continuously improving our processes and controls to identify and combat modern slavery risk. 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.

Policies

Continue to update relevant Scope policies, protocol and procedures to specifically reference modern slavery risks and key accountabilities e.g., Procurement Policy, Code of Conduct Policy, Whistleblower Policy, Delegations of Authority Policy, and Risk Management Policy.

Employee Training and awareness

Human rights / modern slavery awareness training is undertaken by relevant managers involved in the procurement of goods and services within Scope and is extended to house managers, and who are responsible for purchasing goods and services for our houses.

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 relevant organisations 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

Continue to develop key performance indicators in our contracts to measure the effectiveness in preventing modern slavery risks. These include KPIs to measure the effectiveness of our actions to identify and address modern slavery practices in our operations and supply chains. This year we are focusing on;

1. HR practices, training and education
2. Procurement and supply chains
3. Governance and due diligence



Assess the effectiveness of our actions

Against each of these areas we have developed KPIs to assess the effectiveness of our actions including;

- The percentage of precedent contracts with modern slavery clauses included
- The number of suppliers completing newly implemented modern slavery questionnaire, and percentage of our Tier 1 high spend, high risk suppliers that we have engaged in our supplier relationship management program
- Completion rates of modern slavery awareness training among Procurement and operational buyers; and
- The number of modern slavery risks identified in our supply chain, and any corrective actions commenced.

For the next reporting period we will continue to report on, review, and improve the way we assess our own and our suppliers' actions looking toward best practice within the next 5 years. Additionally, as part of Scope's Investment Policy update, we have included the requirement for a responsible investment mandate.

Declaration

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 (Cth) on dd Month 2024 for Scope (Aust) Ltd and its controlled entities, who have been consulted and engaged in the development of this statement, which constitutes our modern slavery statement for the financial year ended 30 June 2024.

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.

Professor Sanchia Aranda AM
Chair



Scope (Aust) Ltd
27 November 2024

Kate MacRae
Chief Executive Officer



Scope (Aust) Ltd
27 November 2024



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