



**APRA
AMCOS**

Modern Slavery Act Statement

Australasian Performing Right Association Limited (ABN 42 000 016 099)

This is the first Modern Slavery Statement for the Australasian Performing Right Association Limited (**APRA**) (ABN 42 000 016 099). Modern slavery is against all of APRA's values of Collaboration, Respect, Skill and Imagination. We are committed to having effective systems and controls in place to safeguard against any form of modern slavery taking place within our business and our supply chains.

APRA, in alliance with the Australasian Mechanical Copyright Owners Society Limited (AMCOS) is a music rights organisation representing over 108,000 members who are songwriters, composers and music publishers. We license organisations to play, perform, copy, record or make available our members' music, and we distribute the royalties to our members. We employ approximately 350 employees in Australia. We also engage contractors through recruitment agencies in Australia and contractors to provide services to us.

We are affiliated with similar collecting societies around the world. When Australian and New Zealand songs and compositions are performed overseas, Australian and New Zealand writers receive payment. We also help music customers in Australia and New Zealand access music from the rest of the world. We also advocate on behalf of music creators' rights and the Australasian music industry locally, nationally and internationally.

APRA abides by and operates under a number of policies to ensure that we are conducting our business in an ethical and transparent way. These policies include the:

- Code of Conduct for Copyright Collecting Societies;
- Whistleblower Policy; and
- Service Provider Code of Conduct.

Due to the nature of APRA's business, the current assessment of APRA's supply chain and exposure to the risk of modern slavery is low. Australia is generally considered to be a low modern slavery violation risk country by international standards. To ensure that this analysis is correct, APRA will:

- review and update its policies and procedures to ensure that it is conducting business in an ethical and transparent manner.
- review and update its policies to ensure full compliance with all industrial and work, health and safety laws for its employees, consultants and contractors.
- require that suppliers comply with their legal obligations under the *Modern Slavery Act 2018 (Cth)* and the APRA Service Provider Code of Conduct; and
- require that suppliers place similar expectations on their own respective suppliers;
- take steps to address any potential modern slavery risks identified; and
- develop training for our staff in the legislative requirements of the *Modern Slavery Act 2018 (Cth)* (Modern Slavery Act).

This statement is made pursuant to the Modern Slavery Act and constitutes APRA's Modern Slavery Statement for the financial year ending 30 June 2019/2020.

This statement has been approved by the APRA's Board of Directors, who will review and update it annually. The Executive Leadership team takes responsibility for implementing this statement and its objectives. The team will ensure adequate resources to ensure slavery is not taking place within APRA or within its supply chains.

Signed on behalf of the APRA Board of Directors

A handwritten signature in black ink, appearing to be 'JM', with a long horizontal stroke extending to the right.

Jenny Morris OAM MNZM
Chair, APRA