

# Barnardos Australia Modern Slavery Statement

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# Barnardos Australia Modern Slavery Statement

## Introduction

This Modern Slavery Statement (Statement) for Barnardos is submitted pursuant to the Modern Slavery Act 2018 (Cth) (Act). The term 'Modern Slavery' in this statement has the same meaning as defined under the Act. The Barnardos' Statement is prepared in accordance with the Act and provides an overview of the steps that Barnardos continues to take to identify and minimise Modern Slavery and human trafficking in our business and supply chains.

## Our Business Structure

Barnardos is a leading child protection charity, registered with the Australian Charities and Not-for-Profits Commission (ACNC). As an unlisted public company limited by guarantee under the Corporations Act 2001 (Cth), Barnardos is regulated both by the Australian Securities and Investments Commission and the ACNC Governance Standards.

The Board of Directors (Board) provides strategic guidance and oversight of management, while day-to-day operational management is delegated to the Chief Executive Officer and the Executive Leadership team. Barnardos operates across Australia, primarily in NSW and ACT, across 69 offices/sites, supporting vulnerable children, young people, and families.

## Our Purpose and Strategic Direction

Barnardos' vision is to empower every child in Australia to reach their full potential, with a purpose to support vulnerable children to recover and thrive. Our strategic plan focuses on connection, empowerment, and excellence – ensuring all organisational activities, including procurement and partnerships, align with our ethical and human rights obligations.

## Our Supply Chain and Relationships

Barnardos' supply chain supports both our service delivery and operational functions. It includes suppliers providing goods and services such as IT hardware, cleaning, maintenance, training, and professional consulting, as well as foster carers, educational and community partners, and subcontractors. All suppliers are expected to comply with our Supplier Code of Conduct and adhere to modern slavery reporting obligations where applicable.

Our investment portfolio is managed by a professional investment manager who has implemented a Modern Slavery Framework, and we are progressively strengthening oversight to ensure that modern slavery risks are considered in all investment decisions.

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## Risks of Modern Slavery Practices (s.16(1)(c))

Barnardos recognises that the greatest potential for modern slavery risk lies indirectly, through goods and services sourced via third-party suppliers, especially those with global supply chains. The following areas have been identified as higher-risk:

- Facilities and cleaning services
- Information technology, hardware and consumables
- Information Technology support and service functions
- Promotional materials, uniforms, and furniture
- Catering and food supply

To address these risks, Barnardos is implementing a structured Modern Slavery Risk Assessment Framework comprising:

1. Supplier mapping to identify high-risk sectors and countries of origin.
2. Contractual due diligence – embedding modern slavery clauses in new supplier contracts.
3. Procurement training for relevant staff to recognise and report risks.
4. Annual review of supplier risk ratings and performance.

These steps strengthen our ability to identify, mitigate, and manage risks across a large and decentralised supplier base.

### Actions Taken to Assess and Address Risks

- We are in the process of conducting risk assessments for new and existing suppliers, especially those in high-risk sectors or regions.
- We are engaging with suppliers to ensure they are aware of our modern slavery policy and expectations.
- Actions include working towards supplier-risk mapping, modern slavery awareness materials for staff involved in major procurement, and updated supplier contracts to include compliance clauses on labour rights and ethical sourcing.

## Effectiveness

While our efforts are ongoing, we have yet to fully assess the effectiveness of our actions in addressing modern slavery risks. We are committed to monitoring and evaluating our program's effectiveness through training, adherence to new processes, and ongoing remediation actions.

Effectiveness will be assessed through supplier reviews, completion of staff training, and reporting to the Governance Committee and the Board.

### Consultation with Controlled Entities and Internal Divisions (s. 16(1)(f))

Barnardos does not own or control any separate incorporated entities. However, the preparation of this Statement involved extensive consultation across internal divisions to ensure a unified and accurate approach.

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Consultation included:

- Input from Finance, Business Services, Children and Families, Engagement and Giving, Practice Quality, People & Culture, Risk & Compliance, Corporate Services, and Operations teams.
- Review and endorsement by the Executive Leadership Team (ELT).
- Oversight and approval by the Governance Committee prior to submission to the Board of Directors for final approval.

This collaborative process ensures consistent understanding and application of modern slavery principles across all Barnardos operations.

## Continuous Improvement and Future Commitments

In the next reporting period, Barnardos will:

- Endeavour to complete full supplier mapping and risk rating by category.
- Work towards deploying an online procurement training tool for staff to access all portfolios.
- Endeavour to develop a structured remediation and escalation process for identified risks.
- Work towards conducting an annual review of our Supplier Code of Conduct to reflect emerging guidance and expectations.

## Conclusion

This Modern Slavery Statement reflects Barnardos' commitment to understanding and minimising the risks of modern slavery in our operations and supply chains.

We acknowledge the complexity of our operating environment, where thousands of local suppliers are engaged by staff and carers on behalf of vulnerable children. This decentralised model, while essential to responsive service delivery, makes supplier identification and verification particularly challenging. We remain committed to strengthening due diligence and awareness processes while maintaining operational flexibility to meet the needs of children and families.

We will promote our Statement and Supplier Code of Conduct internally, review and update our work program, and report regularly to our Executive Leadership Team, relevant Board committees, and the Board.

This statement was approved by the Board of Barnardos Australia on 3 December 2025.



Liesel Wett OAM, Barnardos Australia Chair