



CRICKET  
AUSTRALIA

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## MODERN SLAVERY STATEMENT

FINANCIAL YEAR ENDED 30 JUNE 2024



## Opening Statement

The Walk Free Foundation's Global Slavery Index estimated that 50 million people across the global are living in Modern Slavery in 2021. The Walk Free Foundation also estimate that in Australia, 41,000 people experienced forced labour or forced marriage<sup>1</sup>.

In recognition of what is a fundamental human right, Cricket Australia (CA) reaffirms our ongoing commitment to combating Modern Slavery by proactively addressing these issues and continues to raise awareness in the community that supporting Modern Slavery practices, whether directly or indirectly, does not align with our core business values or culture.

CA is submitting this Modern Slavery Statement (**Statement**) for the period 1 July 2023 to 20 June 2024 (**FY2024**). This Statement outlines actions taken by CA to identify and address Modern Slavery risks in our operations and supply chains.

CA takes a risk-based approach to engaging with our supply chain. We continue to examine our supply chain and undertake due diligence into riskier areas, as well as building up staff awareness of the prevalence of Modern Slavery risks and their relevance to the specific purchasing activity of CA.

Whilst we did not find any instances of Modern Slavery in our operations or supply chain in FY2024, we continue to reflect and iterate to ensure we play our part in the eradication of Modern Slavery and associated practices globally.

This statement has been written in line with the requirements and guidelines set out in the Modern Slavery Act 2018 (Cth).

<sup>1</sup> Walk Free 2023, Global Slavery Index 2023, Minderoo Foundation. Available from: <https://www.walkfree.org/global-slavery-index/>

# Our structure, business operations and supply chain

## Business structure and operations

### Our Structure

#### *Who we are*

CA is the governing body for professional and amateur cricket in Australia and its registered and main office is in East Melbourne, Victoria. Originally formed in 1905 as the 'Australian Board of Control for International Cricket', we are a not-for-profit organisation and a foundation member of cricket's world governing body, the International Cricket Council.

CA operates all the Australian national representative cricket sides, including the Men's, the Women's, Youth, Indigenous and Inclusion teams, and is also responsible for organising and hosting Test tours, One Day and T20 Internationals with other nations, as well as scheduling the home and international fixtures. CA works in partnership with State and Territory cricket associations and supports the development and growth of cricket in the community.

CA comprises more than 290 employees, located in East Melbourne, the National Cricket Centre in Brisbane and in the offices of State cricket associations around the nation.

Whilst CA does not own nor control any other entities, CA will share learnings with our State and Territory cricket associations and relevant cricket bodies.

### Our Operations

#### *What we do*



#### **ELITE LEVEL COMPETITIONS AND PROGRAMS**

Manage national elite level cricket, including training and logistics for national team players and match officials, management of training facilities, and payment of contracted national players and match officials.



#### **AUSTRALIAN CRICKET AND THE STATE/TERRITORY CRICKET ASSOCIATIONS**

Facilitate collaboration and grants across state and territory cricket associations pursuant to the Australian Cricket delivery and funding model.



#### **TOURNAMENTS AND EVENTS**

Stage elite cricket tournaments and events including international cricket series, domestic cricket leagues and cricket pathway carnivals.



#### **FAN ENGAGEMENT, LICENSING AND MERCHANDISE**

Retain and grow our audience across formats and drive deeper fan experiences, ticket and merchandise sales and revenue, viewership, participation registrations and the love of the game.



#### **SUPPORT FOR COMMUNITY CRICKET**

Develop and support grassroots cricket through establishment of participation programs and providing training, resources, technology, infrastructure and financial grants to support community volunteers, clubs and associations.



#### **MEDIA AND BROADCAST CONTENT AND SUPPORT**

Produce, manage and support content for fans in conjunction with our broadcast partners, for broadcast on various domestic and international platforms.

## Our Supply Chain

### How we operate

An assessment of CA's supply chain for FY2024 identified that we transacted with 813 direct (tier 1) suppliers in FY2024. Our supplier arrangements range from one-off purchases through to multi-year agreements within the following categories:



#### **ADVERTISING, MARKETING AND PROMOTIONAL SERVICES**



#### **EVENT HOSTING/ MANAGEMENT AND SECURITY, TICKET AND HOSPITALITY PROVIDERS, ENTERTAINMENT AND VENUE HIRE**



#### **GARMENT/APPAREL & MERCHANDISE MANUFACTURE**



#### **SPORTS EQUIPMENT**



#### **TROPHIES AND AWARDS**



#### **PLAYER SUPPORT/ SPORTS SCIENCE SERVICE PROVIDERS (COACHING, MEDICAL)**



#### **TRAVEL AND ACCOMMODATION PROVIDERS**



#### **FREIGHT AND LOGISTICS**



#### **BROADCAST AND PRODUCTION**



#### **OFFICE AND FACILITY SERVICES AND SUPPLIES INCLUDING CLEANING**



#### **INFORMATION TECHNOLOGY, SOFTWARE AND HARDWARE**

## Risk of exposure to Modern Slavery

Whilst no Modern Slavery connections have been identified in CA's supply chain since the commencement of this initiative, we have continued to reflect on the key industries, products and services and geographical locations that present the greatest risk within our supply chain. These risk areas include:



#### **Industry/Products and Services:**

Provision of cleaning products and services, medical products and services, security services, manufacture of garment/apparel and branded merchandise, sport equipment, trophies, computers, technology and audio/visual equipment and services, solar panels, and office equipment.



**Geographic Location:** With reference to the Global Slavery Index and recognition by other NGOs, locations primarily including China, India, North Korea, Pakistan, Russia, Indonesia, Nigeria, Türkiye, Bangladesh and the USA.

## Modern Slavery risk assessment FY2024

To assess CA's supply chain for FY2024, we continued to utilise a third-party platform to segment and analyse our supplier and purchase information. This system enabled CA to use data-driven insights to identify, assess and address risk hot spots, including high-risk industries, high-risk purchases and high-risk geographic locations. By taking a risk and data-informed approach we identified that 80% of our FY2024 expenditure was with 47 suppliers.

Further analysis of this shortlist indicated that three suppliers might pose a higher risk of Modern Slavery based on our partner's monitoring and assessment tools. While all suppliers are monitored for media alerts, the top 50 have been tagged accordingly in the platform, creating a 'watch list' of the three higher-risk suppliers.

We then took additional steps with these identified higher-risk suppliers to mitigate the risk, including a review of their Modern Slavery statements and policies. Where a supplier was not a mandatory reporter under the Modern Slavery Act, we requested them to

complete a self-assessment to facilitate further monitoring via our partner's platform

## Our actions to mitigate Modern Slavery risks

In the reporting periods prior to FY2024, CA focused on building up a strong foundation; understanding our supply chain and operations and where the inherent risks may lie whilst developing the associated policies, processes, and education to ensure relevant mitigation strategies were in place.

We have also previously invested time and money into building up the quality of supply chain data uploaded to a specialist third party monitoring tool which assists us to trace the riskiest categories of expenditure (using the UNSPSC global classification system) for prioritisation as to further investigation.



### DUE DILIGENCE

CA continued work done in prior years to roll out a Supplier Self-Assessment Questionnaire (SAQ) across the riskier categories of supply, in conjunction with our partner. The SAQ includes a wide range of questions from governance and policy commitments to management controls and processes, and human rights practices including employment conditions and recruitment processes, including a requirement to provide supporting artefacts as evidence. After a quality assurance and moderation process by our partner, the responses are published and provide the respondent with a risk rating in relation to the country, industry and product risk.

CA assesses each response individually and requests any additional information where there may be gaps and addresses any determined risk as soon as practicable.

More broadly, these SAQ's have been included in our standard Procurement process for expenditure meeting certain criteria such as monetary thresholds or duration of contract commitments.



### STAFF EDUCATION AND AWARENESS

We have continued to educate our employees in relation to the risks of Modern Slavery and how they can assist by encouraging our suppliers to participate in assessment and

screening to assist CA in making risk-informed decisions for larger scale procurement initiatives.

We held an education and awareness session for our staff to increase their understanding and awareness of Modern Slavery and CA's commitment to assessing and reducing these risks in our supply chain.



### CONTINUED ACTIONS

The following actions support the ongoing assessment and monitoring of Modern Slavery risks at CA:



### PROCUREMENT POLICY

Our Procurement Policy explicitly outlines our commitments to addressing Modern Slavery. Stakeholders who undertake purchasing practices in line with the policy must consider the risks when engaging a vendor with or without the Procurement Team's guidance.



### SUPPLIER CODE OF CONDUCT

Underpinned by our Procurement Policy, our Supplier Code of Conduct has been developed to set out the expectations of CA's suppliers regarding human rights and Modern Slavery (amongst several other categories).



### WHISTLEBLOWER HOTLINE

CA's Whistleblower procedure, which is managed by a third party and is publicised on our website, is scoped to include reports of misconduct relating to Modern Slavery concerns from our employees, employees of our suppliers or concerned individuals from the general public. No reports were received by the Whistleblower hotline in FY2024 in relation to Modern Slavery risks.



### MEDIA MONITORING

CA continues to monitor credible news articles in respect of Modern Slavery developments impacting on our suppliers which are collected in our partner's platform and sent to us in regular email alerts.

## Assessing Our Actions for Effectiveness

### PROGRAM MONITORING

The Procurement and Risk departments act as joint custodians of the program and are accountable for the monitoring of our actions effectiveness in assessing and addressing Modern Slavery risks.

Methods comprise of:

- Monitoring of actions and outcomes (identified in this statement and future roadmap) against our action register
- Regular review of policies and associated process
- Ongoing support and guidance from an external subject matter expert

These ongoing items enable us to continually refine our knowledge as we look to improve our efforts in mitigating Modern Slavery risks.

### CASE STUDY

#### Ensuring Ethical Practices in Cleaning Services Procurement

In February 2024, CA initiated a procurement process for cleaning services at its head office, recognising the high risk of Modern Slavery in this industry. This procurement was not only a routine process but also an opportunity to test the effectiveness of CA's anti-Modern Slavery measures.

As part of the standard Request for Proposal (RFP) documentation, all bidders were required to provide comprehensive details on how they identify, assess and address the risk of Modern Slavery within their operations and supply chains. This included:

- Policies and plans to identify and address Modern Slavery risks
- Screening processes for suppliers to assess and mitigate Modern Slavery risks
- Mechanisms for reporting complaints or grievances related to Modern Slavery
- Details of any direct suppliers or service providers based outside of

Australia, including their industries, countries of operation, and the types of goods/services they provide

- Reporting any instances of Modern Slavery discovered in their operations or supply chains.

Additionally, bidders were asked to complete a Supplier Assessment Questionnaire (SAQ) via our partner, designed to quantify the risk and enable a data-driven assessment.

During this process, one potential supplier disclosed that they had been previously investigated and fined by the Fair Work Ombudsman for underpaying subcontracted staff. We received assurances that the supplier had implemented a robust remediation program and changed its business model to offer direct employment under the Modern Cleaning Award.

This case highlights the effectiveness of CA's processes in identifying and addressing Modern Slavery risks, ensuring ethical practices, and fostering transparency and accountability among suppliers.

### FUTURE COMMITMENTS

As part of our ongoing commitment to combat modern slavery and uphold ethical practices, CA has outlined several key initiatives for the upcoming fiscal year:

- **Audit of Supplier Records:** We will conduct an audit of our supplier records within our partner's database to remove inactive suppliers and confirm the accuracy of industry, country, and purchase information. This will enhance the quality of our media monitoring alerts and allow us to reassess risk ratings more effectively.
- **Review of Legal Template Agreements:** Our legal team will review and update CA's template agreements to ensure the inclusion of adequate Human Rights-related terms. This will strengthen our contractual obligations and reinforce our commitment to ethical practices.
- **Review of Supplier Code of Conduct:** We will undertake a comprehensive review of our Supplier Code of Conduct to ensure it remains robust

and aligned with best practices in addressing modern slavery risks.

- **Ongoing Review and Assessment of Media Alerts:** We will continue to review and assess media alerts to stay informed about potential risks and issues related to modern slavery within our supply chain. This ongoing vigilance will help us respond promptly and effectively to any emerging concerns.

These initiatives reflect our dedication to continuous improvement and our proactive approach to safeguarding human rights within our operations and supply chain.

## Closing Statement

CA has continued to make progress with our actions in FY2024 and has set clear priorities to continue these works into FY2025, supporting our goal of abolishing Modern Slavery and associated practices globally.

This statement was prepared in consultation with, and approved by, the Board of Directors for Cricket Australia (ABN 53 006 089 130).

Signed on behalf of Cricket Australia by Mike Baird -Chair on **5th December 2024**.



Mike Baird

Chair