

MADEC Australia

Modern

Slavery Statement 2024-2025

Introduction:

MADEC Australia - ABN: 48 086 804 015

MADEC Australia is a successful not for profit and charitable organisation, with over 50 years history of providing relief to people experiencing poverty or distress. We recognise the importance of self-worth and self-fulfilment through education and employment and we recognise that those who are or may be disadvantaged, need and deserve our help.

MADEC employs approximately 280 staff across 24 office locations in 5 States of Australia and has an annual turnover of approximately \$150 million.

MADEC takes pride in being an ethical organisation and is fully committed to identifying and eradicating any form of modern slavery from our supply chain.

Structure:

MADEC is a not-for-profit company and registered charity, governed by a skills based board of up to nine Directors. Company operations are managed by an executive team, primarily based in a head office at Mildura, Victoria. Operations are broadly categorised into four Divisions:

Educational and Training Services

MADEC Australia is a Nationally Registered Training Organisation (RTO) delivering accredited training in high priority industry areas. MADEC focus on providing skills development training that will lead to employment or improved employment outcomes.

An Indigenous Youth Leadership Program offers scholarships and leadership opportunities to young, disadvantaged Indigenous Australians, with a focus on Indigenous youth from remote or regional communities.

Employment Services

MADEC is contracted by the Australian Government to provide employment services across two large employment regions, supporting 4,775 jobseekers on their pathway to employment. We also assist job seekers to find employment and support the employer by providing candidates that meet their business needs.

MADEC offers Indigenous Wellbeing Service, a holistic response to clients who are experiencing issues with Domestic & Family Violence, Criminal Justice and Drug, Alcohol or Substance Abuse.

Labour Hire & Pacific Labour Mobility (PALM) Scheme

MADEC provides standard on-hire services and is also an approved employer for the Pacific Australia Labour Mobility Scheme. The Pacific Australia Labour Mobility Scheme is an initiative of the Australian Government that provides workers from the Pacific and Timor-Leste, the opportunity to work in Australia to generate benefit for their families, communities and country. MADEC provides more than 2,000 people per year with employment opportunities in Australia.

Risks of modern slavery practices

MADEC Australia is a values driven organisation and ensures that all employees are treated with respect and dignity and employed in accordance with National Employment Standards, industry awards and safe work practices. Employment practices are subjected to review by third party auditors and the workforce is provided a range of protections, including complaints, disputes and grievance resolution procedures.

Risks lie within the supply chain for the Pacific Australia Labour Mobility Scheme whereby:

- Employers host our employees
- Foreign governments assist to supply employees

Management of Potential Risks

MADEC will adopt a leadership position and ensure all contracts between Host Employers and MADEC Australia clearly state their obligations, compliance requirements, and due diligence under the Modern Slavery Act 2018. Furthermore, it will ensure that the parties must comply with any reasonable request for assistance made by the other party in regard to their compliance under or related to the Modern Slavery Laws.

The Pacific Australia Labour Mobility Scheme operates within a strong regulatory framework designed and implemented by the Australian Government. The Department of Employment and Workplace Relations, and Department of Foreign Affairs and Trade ensure compliance with the regulation and guidelines of the program through a tightly controlled approvals process and a targeted assurance program.

Assessing Effectiveness

MADEC Australia is a quality assured organisation compliant against 5 nationally recognised standards, including ISO 27001, ISO 9001, Disability, QAF and StaffSure. StaffSure supports key business integrity and risk elements within workforce services, based on market intelligence and knowledge that only the industry has. We will ensure that the provisions of the Modern Slavery Act are reflected in our quality systems and the agreements that we establish with our business partners. MADEC uses a continuous improvement strategy to actively review practices, policies and procedures in line with all current legislation, regulations, Acts, standards and service agreements.

Endorsement

This statement is endorsed by the MADEC Board of Directors.



Ian Ballantyne

Director