

## Modern Slavery Statement

### Shaping Baptcare's ethical procurement



**Baptcare is a faith based not for profit organisation and an innovative leader in the provision of high-quality care and support in youth, family and disability services, residential aged care, social housing and community aged care services since 1945.**

This report has been prepared in line with the requirements of the Modern Slavery Act 2018 (Cth) ('the Act') and builds on the foundations and progress we detailed on our previous Modern Slavery Statements.

We continue to be committed to being alert to the risks in our organisation and in our wider business relationships.

Baptcare expects that our people, partners and suppliers share our commitment in combating modern slavery.

### Our Commitment

Baptcare's mission of promoting fullness of life for all people aligns well with the ambitions of Australia's modern slavery reforms.

Baptcare have a broad vision of community participation and envisions a future where we engage with the world by taking a critical, analytical, flexible, and creative approach to identifying and responding to human needs and rights.

We are committed to creating positive change by addressing significant, emerging, and chronic conditions within the community, particularly issues which concern the marginalised and the disadvantaged.

This extends to the broader influence Baptcare has over its partners, collaborators, and distributors.

By working together, we can continue to identify and address the risk of exploitation across our operational sectors.

### Our Entity, Operations and Supply Chains

Baptcare operates in Victoria, Tasmania and South Australia to provide care and support to vulnerable people in our community.

We recognise that we have a critical role to play in promoting and respecting human rights, identifying and addressing any human rights and modern slavery issues in our workforce and supply chain, and working collaboratively with peers, suppliers and stakeholders.

**Our mission** is partnering for fullness of life with people of all ages, cultures, beliefs and circumstances.

**Our vision** is to create communities where every person is valued and respected.

Baptcare has extensive operations across Victoria, Tasmania and South Australia in the following areas:

- **Residential Services** – 16 residential aged care homes across Victoria and Tasmania.
- **Retirement Living** – 7 retirement living villages in Melbourne and Tasmania.
- **In Home Care** – supporting seniors and their carers to live independently at home.
- **Family & Community services** – supporting vulnerable individuals and families.
- **NDIS** – local area coordination of disability services in TAS and SA.
- **Mental Health** – residential and community based mental health support in Tasmania.
- **Spiritual Care services** across the range of Baptcare services.



### Baptcare Affordable Housing (BAH)

Baptcare Affordable Housing is a wholly owned subsidiary of Baptcare Ltd. It was created in 2013 due to the growing need for affordable housing.

BAH provide residential and community care for older people, support to children, families and people living with a disability and financially disadvantaged people seeking asylum.

As a subsidiary of Baptcare Ltd they operate under the same Modern Slavery guidelines as Baptcare Ltd and providers who provide services are managed under the same principles and guidelines.

Baptcare Affordable Housing currently provides homes to over 500 residents; manages 280 apartments, villas, townhouses and houses, and; provides accommodation in communities across Metropolitan Melbourne, Greater Geelong, Wangaratta and Devonport.

### Our Supply Chain

Baptcare's supply chain includes a wide range of goods, services and works across multiple operational areas across our organisation, sourced from local suppliers who source from Australia and Internationally.

Our suppliers, service providers and contractors are important partners in our delivery of services to the community. We recognise that their performance and business practices impact on our commitment to socially and environmentally responsible behaviour.

We expect all suppliers to commit to high standards of human rights, transparency, and ethical conduct.

Baptcare continues to take a risk-based approach to considering its supply chain in the context of modern slavery.

This includes products provided to Baptcare by suppliers, services provided by suppliers, and products and services used by indirect suppliers in Baptcare's supply chains.

Areas of focus across the sectors we operate include:

- **Family & Community services** – supporting vulnerable individuals and families.
- **Contracted property/hospitality services:** outsourced cleaning, laundry, construction workers on site developments, and food.
- **Equipment and inventory suppliers:** both onshore and offshore manufacturers e.g. clothing and uniforms, medical supplies, chemicals, computer equipment, mobile phones.
- **Labour hire services:** short term and ad hoc service providers of staff to provide direct client care and/or corporate roles.



## Risks of Modern Slavery in our Operations and Supply Chain

Baptcare understand that our operations could cause, contribute to, or be linked to modern slavery practices.

### In our operations

We assess that the risk of modern slavery in our immediate workforce (i.e. direct employees) is low. Baptcare complies with relevant employment laws and regulations and takes steps to ensure all staff are not exploited and enjoy positive working conditions with access to wellness programs and support.

Beyond simply remunerating in line with legislation, we ensure salary packages are sufficient to attract and retain skilled and qualified employees.

We recognise the highest risk of modern slavery in our direct operations will occur through labour agencies.

The ongoing workforce challenges continues to require us to rely on labour agencies to fill recruitment gaps, and we continue to focus on mitigating these risks through ongoing human rights due diligence with our appointed panel of providers.

Baptcare is actively working to increase recruitment and retention of direct employees to help reduce reliance on our labour agencies.

### Our supply chain

As set out in our 2022 and 2023 Modern Slavery Statements we have examined our core suppliers, and categorised the primary modern slavery risks into a number of areas with related exposure to modern slavery:

- Product manufacturers
- Electronics product manufacturers
- Construction
- Labour agencies (Nursing, allied health)
- Facilities management
- Food suppliers.

## Actions taken to assess and address Modern Slavery risks

### Including due diligence and remediation processes

During FY2024 Baptcare has continued to execute its plan to identify and address risks to modern slavery arising from its operations, which is based on the risk-based analysis of supply chains across

the sectors we operate, described earlier in this statement.

A summary of the activities undertaken during the reporting period include:

### Engagement with suppliers:

Baptcare continues to engage with our Top 25 suppliers to support mitigation of modern slavery risk. Our spend with these suppliers range from \$800K up to \$14M.

Where a provider is not required to submit a Modern Slavery Statement due to not reaching the threshold requirements under the Act, we ensure that they are aware of requirements under the Act and accept Modern Slavery clauses and requirements within service agreements.

We continue to review our suppliers that sit outside the Top 25 (e.g. where we spend less than \$800K p.a.) as part of our continual change management process within our supply chain to raise awareness and provide us with assurance that this topic continues to be front and centre of the supplier relationship with Baptcare.

### Governance and Accountability:

Baptcare's Procurement Policy has had an annual review to ensure modern slavery requirements are current and up to date.

Templates that Baptcare uses for Request for Tenders and Expressions of Interest have also been reviewed and updated accordingly, along with standard supplier agreements to ensure that the requirements and expectations of the Act are adhered to.

### Local Supply Chain:

In most cases, Baptcare sources its goods and services from local suppliers, which provides a level of risk mitigation by virtue of Australian companies being subject to local Awards and local employment laws.

We continue to explore our supply chain in terms of international reach and have identified those local suppliers who source some of their inventories from overseas countries and monitor their modern slavery initiatives accordingly.



### Collaboration with Partners:

Baptcare is a member of Baptist Care Australia which is a collaboration of like-minded Baptist organisations around Australia.

A key focus of this collaboration is the sharing of information, resources and research, and to speak as a unified voice on policy issues such as modern slavery.

This network continues to be an important avenue for knowledge sharing across like-sector providers in relation to activities in the context of modern slavery.

Where practical, national supply arrangements are negotiated with suppliers and service providers which allows us to mitigate risk on a larger scale and service agreement templates include relevant requirements regarding modern slavery.

We have recently engaged with our Baptistcare NSW & ACT organisation to investigate how we can link into their supplier questionnaire platform as we share a similar supplier base.

## How the reporting entity assesses the effectiveness of actions taken and looking forward

The effectiveness of actions taken by Baptcare to address modern slavery will be considered by management's Executive Leadership Team (ELT), with governance oversight by the Board's Audit and Risk Committee.

## Our ongoing commitment

Over the next year our key activities will include:

1. Engaging with stakeholders and partners about reviews of the Act, and consider opportunities to collaborate and share knowledge with other Baptist organisations,
2. Engaging and benchmarking a broader group of suppliers by implementing and using a suitable software package to assist Baptcare with supplier questionnaires and further discovery of the issues they have in their supply chain,
3. Identifying opportunities to practically respond to modern slavery risks within our supply chain,
4. Working with key suppliers to refine and implement strategies to mitigate modern slavery risks; and
5. Development of a Supplier Code of Conduct and our expectations on ethical sourcing.

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**This statement is made pursuant to the Act and articulates the modern slavery statement of Baptcare Ltd for the year ending 30 June 2024 and has been approved by the Baptcare Board.**

Signed

**Tim Farren,**  
Baptcare Board Chair