

# MODERN SLAVERY STATEMENT

FY21-22

MCG POWERED BY MCC



POWERED BY 

VERSION 2.2. SEPTEMBER 2022





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**FOUNDED 1838**

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**CUSTODIAN  
OF THE MCG**

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## 1. INTRODUCTION

The Melbourne Cricket club (MCC) was founded on November 15, 1838 when five individuals agreed to form a cricket club. Now, the Club's principal public role is the progressive management and development of one of the country's greatest assets – the Melbourne Cricket Ground (MCG) and surrounds. The MCG has established a marvellous history that compares with any other stadium in the world, hosting Olympic and Commonwealth Games, International Test matches, AFL finals and major concert events. The MCC takes great pride in our role as custodian of the MCG.

The MCC as ground manager of the MCG is committed to an ongoing program aimed at identifying, assessing and mitigating the risks of our operations and supply chains contributing to modern slavery.

The MCC takes the obligations under the Commonwealth Modern Slavery Act 2018 (the Act) seriously, and continues to commit to an ongoing program of business and procurement practices to ensure our risk of contribution to modern slavery is understood and mitigated.

## 2. STRUCTURE AND GOVERNANCE

*The MCC is a body corporate established in Victoria by the Melbourne Cricket Club Act 1974 (Vic).*

The business and affairs of the MCC are overseen and controlled by a Committee. The Committee comprises members of the club elected to honorary office bearer positions, namely, a President, three Vice-Presidents and a Treasurer, and nine other club members elected to the committee.

The Committee's functions include reviewing the performance of the MCC's management team in consultation with

the Chief Executive Officer, measuring results against the business plan objectives, ensuring compliance with legal requirements and monitoring the strategic plan and operational risk management plan.

The Chief Executive is supported by an Executive Leadership team who oversee and support all of the MCC's operations and entities.

The following entities are subsidiaries of the MCC:



### AUSTRALIAN SPORTS MUSEUM

Australian Sports Museum Limited  
(ACN 127 532 601);



### MELBOURNE CRICKET CLUB SPORTS

Melbourne Cricket Club Sports Limited  
(ACN 623 486 386)

Each subsidiary has separate directors, and the business governance and finance functions are overseen by the MCC Committee.

## 3. OPERATIONS



The MCC is responsible for the ground management of the MCG in operating as a venue for sporting events, concerts, functions and special events.

The MCC also performs the role of the Reserve Manager of Yarra Park, Melbourne, being responsible for the maintenance and development of Yarra Park.

Australian Sports Museum Limited operates the Australian Sports Museum at the MCG. Melbourne Cricket Club Sports Limited manages the MCC's sporting sections and sporting fields and venues across Melbourne.

The MCC is committed to working with its suppliers to eradicate any modern slavery from its supply chain. The MCC is continuing to undertake a program to identify key suppliers and the risks they bring to our operations, with the following types of products and services being part of our supply chain.

### 4.1 Product suppliers

The MCC sources products from a range of different types of suppliers.

- Direct sales merchandise – The MCG shop sells branded AFL, Cricket, MCG and MCC apparel and souvenir merchandise.
- Equipment – Stadium infrastructure equipment such as seating, hospitality kitchen and dining equipment; natural and artificial turf; lawn mowers and tractors; artificial lighting systems; crowd control and ingress/egress systems such as barriers,

bollards, automatic gates and metal detectors.

- Building Fitout – The MCC undertakes a program of capital expenditure projects each year that sometimes uses building supply products such as wood, plaster, glass, tiles, stone, bathroom fittings, carpet and furnishings.
- IT and Communications. The stadium has extensive IT infrastructure with stadium Wi-Fi, Public Address and Emergency Warning and Intercommunication System systems, scoreboards and televisions, computers and servers.
- Uniforms – Australian Sports Museum, some MCC departments, MCG tour guides, MCC Sporting Sections and all MCG Event day staff wear branded uniforms supplied by uniform suppliers to the MCC.

## 4. SUPPLY CHAINS





## 4. SUPPLY CHAINS CONT.

### 4.2 Service providers

The MCC engages the following main service providers/partners to deliver:

- Content – the main venue hirers of the MCG are the AFL and Cricket Australia;
- Venue presentation and cleaning services – ISS Facility Services Australia Ltd;
- Security services – SECUREcorp (VIC) Pty Ltd;
- Catering services – Delaware North Australia Companies Pty Ltd;
- Ticketing services – Ticketek Pty Ltd;
- Merchandise and licensing – Playbill Pty Ltd;
- IT services and software such as data storage, communications, software programs, membership database program, websites, risk and accounting systems, visitor management and booking systems are supplied by a variety of entities.
- Other services, including waste management, fire safety, catering equipment services, electrical services, maintenance services and wicket surfaces are undertaken by a variety of suppliers.



## 5. MODERN SLAVERY RISKS

The MCC continues to review and conduct a risk assessment of their supplier lists, and has determined that overall their activities and supply chain pose a low risk. The definitions of modern slavery in the Act include forced labour, debt bondage, child labour and deceptive recruiting for labour or services and the MCC recognises that there is an elevated risk of upstream implications in our supplier arrangements and supply chains. The MCC maintains contact with suppliers to ensure modern slavery considerations are embedded into their business relationship and operations.

### 5.1 Risks identified in operations

The MCC complies with relevant Australian workplace, occupational health and safety and other legislation. MCC staff are based in Melbourne, and undergo induction training covering codes of conduct, equal opportunity, sexual harassment and occupational health and safety, and modern slavery obligations are specifically detailed in staff training. The MCC has not identified any specific modern slavery risks in its operations.

### 5.2 Risks identified in supply chains

In managing the MCG, the Australian Sports Museum and Yarra Park; and in delivering events; the MCC uses large workforces employed through our contracted suppliers for catering, security and cleaning. These industries have a historical record of using itinerant and migrant workers and have seen underpayment, exploitation and breaches of Australian employment law in the past.

Therefore, the MCC has identified the following areas of its supply chain that could present higher risks of modern slavery if not controlled and managed. Those areas are:

- Cleaning, catering and security services; and
- Direct sales merchandise with overseas supply chains over which MCC may not have full visibility.

MCC has not identified any other specific modern slavery risks in its supply chains.



## 6. RISK ASSESSMENT, MANAGEMENT AND RELEVANT POLICIES

Consistent with its Values of 'Respect the Past Shape the Future,' 'Strive for Excellence,' 'Lend a hand' and 'Play with Pride, Passion and Purpose' the MCC takes its and its suppliers' compliance seriously.

The MCC has taken steps to address modern slavery risks in its operations and supply chains. In particular:

- MCC includes contractual clauses requiring service providers to comply with all relevant laws. MCC has included specific clauses relating to modern slavery risks in its service and supply agreements with service providers;
- MCC undertakes active contract management with its key service providers providing venue presentation and cleaning services, security services and catering services to ensure compliance with workplace, occupational health and safety and other legislation. The club is committed to ensuring contractors are meeting workplace agreements and Australian legislation and accordingly it has conducted independent reviews and audits of pay and conditions with ISS and Securecorp in the last three years.
- Tender documentation now provides modern slavery references, and clauses are included in service agreements and in procurement criteria.
- Key large suppliers to the MCC have their own MSA statements which are reviewed by the MCC. This includes ISS, Delaware North, Energy Australia, Siemens, Cisco, Securecorp, Downer (for AE Smith), KPMG, Ernst & Young, Origin Energy, TEG (Ticketek), Telstra, AFL and Cricket Australia.
- The MCC continues an ongoing program aiming to identify our material suppliers and categorise their risk, and conduct further questioning and assertions from identified suppliers of a higher risk classification. Those at the highest risk level have been required to submit further information on supply chains and operations. Key suppliers to the MCC have completed the modern slavery questionnaire and no areas of concern are evident.
- MCC Procurement Policies have been updated to reference the obligations of the Act. MCC Employee Code of Conduct policy requires staff to act with integrity, within the law and to report questionable practices, and Modern Slavery awareness and risks are embedded into staff training modules.
- MCC has a Whistle-blower Policy which enables staff and contractors to report breaches of legislation, misconduct or other information safely and if required anonymously, knowing that they are supported and protected in doing so.
- Key new supplier contract negotiated this year with Delaware North for Hospitality and Catering Services included assessment of modern slavery compliance and management.
- The Modern Slavery Working group is established and meet semi-annually to review the MSA risk assessment process, oversee staff training, approve actions and planned actions undertaken by the business, and review the Modern Slavery Statement. They also ensure actions are reported through to Executive level meetings and MCC Committee as appropriate.

## 7. EFFECTIVENESS OF ACTIONS AND PLANNED ACTIONS

The MCC reviews the effectiveness of its management controls through its organisational risk identification and management processes, internal audits and regular supplier engagement. Business governance is overseen by the Finance and Audit Committee. The Modern Slavery Working Group oversees the MSA statement and actions.

Continued actions include:

- Ensuring existing and new suppliers deemed as 'high risk' complete the MCC questionnaire and are determined to be compliant.
- Extending awareness of Modern Slavery considerations to our sporting sections and associated entities.
- Ensuring MCC has audit capability rights to third party suppliers that pose a risk of staff underpayments.
- The MCC is updating contract management software investigating functionality to identify MSA compliance with key suppliers.
- Establish a MSA Policy to be reviewed annually.

## CONSULTATION PROCESS

The MCC and all of its subsidiaries are centrally managed by the MCC Executive Leadership team. All major MCC contracts, governance, risk management and reporting are conducted by the MCC business team for all of the MCC subsidiaries.

### APPROVAL

This statement was approved by the MCC Committee in its role as principal governing body of the Melbourne Cricket Club on September 8 2022.

This statement is signed by a responsible member of the Melbourne Cricket Club.



Geoff Roberts  
Treasurer, Melbourne Cricket Club Committee  
Chair of Finance and Audit Committee  
September 8 2022





# MELBOURNE CRICKET CLUB

