



Modern Slavery Statement

The Baptist Union of
Queensland – Carinity
For Financial Year
Ending June 2025

Foreword

Modern slavery refers to situations where coercion, threats, or deception are used to exploit individuals and deprive them of their freedom. It can take many forms, including human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, and the worst forms of child labour. The introduction of the *Modern Slavery Act 2018* marked a significant step in addressing these injustices, particularly within global supply chains.

As a faith-based organisation, the Baptist Union of Queensland - Carinity (Carinity) holds a deep and enduring commitment to ethical practice and social responsibility. Our faith compels us to act with integrity, compassion, and respect for human dignity in all aspects of our operations. We are dedicated to improving the lives of our clients and extending that care to the people who contribute to our supply chain.

We are proud to present Carinity's fourth Modern Slavery Statement. This document reflects our ongoing commitment to identifying, managing, and where possible, eliminating the risks of modern slavery within our operations and supply chain. It also embodies our core values:

- **Compassion** – Reflecting God's love through kindness, patience, and empathy
- **Respect** – Valuing relationships and treating others as we wish to be treated
- **Excellence** – Delivering outstanding person-centred care and services
- **Accountability** – Owning our decisions, behaviours, and actions
- **Teamwork** – Collaborating to achieve the best outcomes for our clients
- **Engaging Positively** – Creating a caring, welcoming, and inclusive workplace culture

Throughout the year, we have strengthened our approach through staff training, supplier engagement, and continuous improvement of our policies and practices. All business dealings are conducted with transparency and a strong commitment to human rights. Our Modern Slavery Policy is embedded in our contracts, and we maintain open dialogue with suppliers to ensure compliance and shared responsibility.

We are encouraged by the progress made and remain steadfast in our mission to reduce the suffering caused by modern slavery. This statement is both a reflection of our values and a reaffirmation of our commitment to ethical leadership and responsible stewardship.

Carinity's Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 and covers the reporting period 1 July 2024 to 30 June 2025. The Statement outlines the approach Carinity has taken to identify, assess and manage modern slavery risks in our operations and supply chain.

This statement was approved by the Carinity Council at its meeting 18 November 2025.



James Tan
Chair of Carinity Council



Kevin Griffiths
Chief Executive Officer

Acknowledgement

Carinity respectfully recognises and acknowledges the Traditional Owners and Caretakers of Country – the First Nations Peoples of the lands and waters throughout Queensland.

We pay respect to Elders past, present and emerging as the holders of knowledge, tradition, story and culture within this land, and affirm that Carinity is committed to learning from them and working with them in the spirit of reconciliation.

Modern Slavery Statement

The Baptist Union of Queensland – Carinity

For Financial Year Ending June 2025

1. Introduction

This is the fourth Modern Slavery Statement (“Statement”) for The Baptist Union of Queensland - Carinity (Carinity). Carinity is required to comply with the Modern Slavery Act 2018 (Cth) (“Act”). This Statement covers the reporting period from 1 July 2024 to 30 June 2025 (“FY25”). The term ‘Modern Slavery’ in this statement has the same meaning given in the Act.

Carinity is a not-for-profit organisation dedicated to delivering compassionate care and support to individuals, families, and communities. We are deeply committed to upholding the dignity and rights of every person and ensuring that our services and business practices reflect ethical, sustainable, and socially responsible values.

Carinity operates independently and does not own or control any other entities.

We acknowledge that individuals working within our supply chains may be vulnerable to exploitation. Carinity unequivocally condemns all forms of modern slavery, including forced labour, human trafficking, debt bondage, child labour, and any practices that compromise human freedom and dignity.

This Modern Slavery Statement outlines the proactive steps Carinity is taking to identify, assess, and mitigate modern slavery risks across our operations and supply chains. Our approach includes:

- Establishing robust policies and procedures that promote ethical conduct and respect for human rights.
- Conducting due diligence on suppliers and contractors to ensure alignment with modern slavery legislation and standards.
- Monitoring and evaluating performance to track progress and effectiveness in addressing modern slavery risks.
- Collaborating with external partners and experts to share knowledge, adopt best practices, and participate in joint initiatives.

- Providing training and awareness programs to equip staff and stakeholders with the knowledge to identify and report concerns related to modern slavery.
- Carinity remains steadfast in its commitment to continuous improvement and transparency in the fight against modern slavery.

This statement covers activities of The Baptist Union of Queensland - Carinity (ABN 46 909 844 617) and has been prepared in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

2. Our Structure

The Baptist Union of Queensland is incorporated under Letters Patent. Carinity, a Service Group of the Baptist Union of Queensland, operates under its own Australian Business Number (ABN) and holds Public Benevolent Institution (PBI) and Deductible Gift Recipient (DGR) registrations.

The Board of the Baptist Union of Queensland has appointed a separate Council to assist with Carinity's governance. The governing body for Carinity consists of both the Baptist Union of Queensland Board and the Carinity Council.

The Board and Council delegate day-to-day operational management and decision-making, including matters related to Modern Slavery, to the Chief Executive Officer (CEO). The CEO is then authorised to further delegate responsibilities to the management team within an established framework.

3. About Carinity

Carinity is a not-for-profit, Christian-based organisation committed to supporting vulnerable individuals of all ages during times of need. Our mission is to help people and families realise their full potential and lead enriched lives by fostering inclusive communities where everyone feels safe, valued, heard, and respected.

At Carinity, we believe that true care begins with seeing the person — not just their needs, but their story, strengths, and their hopes. In every interaction, we offer kindness, dignity, and respect.

Whether we're providing aged care, walking alongside young people, supporting families, or offering spiritual comfort, our care is deeply personal. Understanding is the foundation of what we do -- because meaningful care requires a genuine connection.

Our care has a lasting impact. It's felt in the confidence of a student finding their path, the peace of an older person feeling safe and valued, and the strength of a family supported through life's challenges.

Today, our team of nearly 1,800 staff members delivers services across 24 locations throughout Queensland, from the Gold Coast to Townsville. While we are well known for our residential aged care and retirement living communities, our services have expanded to include:

- Alternative education through schools for students facing challenges in mainstream settings
- Disability support for individuals of all ages
- Counselling for women and children affected by domestic violence
- Accommodation for at-risk youth
- Chaplaincy services in schools, hospitals, aged care communities, and correctional facilities
- Carinity remains deeply committed to improving lives through compassionate care, community engagement, and faith-based values.

3.1 Our Guiding Purpose

Our guiding purpose is our statement of why we were founded and what continues to guide our vision and mission.

'Following the example of Jesus Christ, we exist to reflect God's love to people in need.'

3.2 Our Vision

Our vision is our statement of what we want to become, to achieve and to be known for; it is our image of the ideal future.

'Creating communities where people are loved, accepted and supported to reach their full potential.'

3.3 Our Mission

Our mission outlines what, why, how and for whom we do what we do, articulating the driving force behind the organization.

'Driven by our Christian values, we provide high quality care and services, making a real difference to people in need.'

4. Our Operations

Carinity's operations and activities are conducted wholly within Queensland, with services delivered from 31 individual sites.

During the 2025 financial year, we supported

- 1,114 seniors across 11 residential aged care homes;
- 2,595 seniors receiving care while living independently in their own home;
- 364 people living in our five retirement villages; and
- 868 students across our six schools.

We also provided 49,784 hours of care to disability service clients as well as delivering 15,159 hours of counselling for 251 clients dealing with family violence, youth crisis and mental health issues. Over the year our 106 Chaplains made visits to 41 hospitals, schools, aged cares and prisons across the state.

5. Quality Framework and Governance

Carinity's Quality Framework supports the delivery of best practice services to both clients and employees. This includes recruitment practices and is underpinned by strong governance principles that ensure compliance with all relevant regulatory and legislative requirements. Our commitment is further evidenced through mandated accreditation audits across our service areas, including Residential Aged Care, Home Care, Disability Services, and Education.

6. Modern Slavery Risk Assessment

In assessing the risk of modern slavery within our operations, Carinity has reviewed all service areas. When evaluating our suppliers, we considered:

Human Rights Integration: Whether suppliers embed Human Rights Principles in their operations, demonstrated through compliance with the Anti-Discrimination Act, Fair Work Act, and Child Employment Act. We expect suppliers to uphold participants' rights, inclusion, individual outcomes, feedback mechanisms, access to services, and service management.

Policies and Procedures: We assess suppliers' documentation related to human rights, abuse and exploitation, suicide prevention, Indigenous and disability employment, child safety, equal opportunity, worker screening, recruitment, and whistleblowing. Our evaluation relies on suppliers' implementation of these

policies – Carinity does not conduct independent verification of their effectiveness.

Modern Slavery Compliance: Whether suppliers are required to undertake modern slavery assessments and provide evidence of implemented policies.

Based on these assessments, the overall risk of modern slavery within Carinity's supplier network is currently considered low.

7. Our Workforce

Carinity is proud of its skilled, diverse, and effective workforce of nearly 1,600 employees across Brisbane and regional Queensland. All paid staff receive fair compensation aligned with relevant awards and industrial instruments. Our volunteers are deeply valued for their contributions and are celebrated through dedicated appreciation events.

All paid employees are based in Australia and covered under the Fair Work Act 2009. Employment conditions are governed by:

- Carinity Nurses Enterprise Agreement 2017
- Carinity Schools Enterprise Agreement 2021
- Carinity Support Services Enterprise Agreement 2017
- Social, Community, Home Care and Disability Services Industry Award 2010
- Aged Care Award 2010

For roles not covered by these instruments, Carinity uses the Hay Salary System to ensure fair remuneration. All employment contracts meet or exceed Fair Work Act provisions, and staff are either Australian citizens, residents, or hold valid work approvals.

Carinity does not engage in unpaid internships or work experience, nor do we outsource labour to overseas entities.

7.1 Workforce Protections and Ethical Practices

We have implemented several measures to ensure ethical and respectful treatment of staff:

- A Recruitment Policy promoting equity, fairness, and transparency.
- A positive workplace culture supported by a Code of Conduct and a 'safety first' ethos.
- Flexible work arrangements to support work-life balance.

- Adherence to the National Standards for Disability Services and Aged Care Quality Standards
- Reduced reliance on agency staff through strategic hiring and training
- A zero-tolerance approach to misconduct, supported by our Complaints and Feedback Policy, Grievance Process, and Whistleblower Policy

Our internal assessments have not identified any modern slavery risks within our direct workforce.

8. Our Supply Chain

Carinity's supply chain includes a wide range of goods and services essential to our operations, such as:

- Food and beverages
- Personal hygiene products
- Medical consumables and pharmacy
- Therapy services
- Office supplies and equipment
- PPE and safety gear
- Consulting and fire safety services
- Laundry and cleaning chemicals
- Utilities and assisted living aids
- Technology, construction, maintenance
- Vehicles, fuel, and waste management

Most suppliers are Australian based, in line with our operational footprint and government contract requirements, including data storage within Australia.

9. Supply Chain Risk Assessment

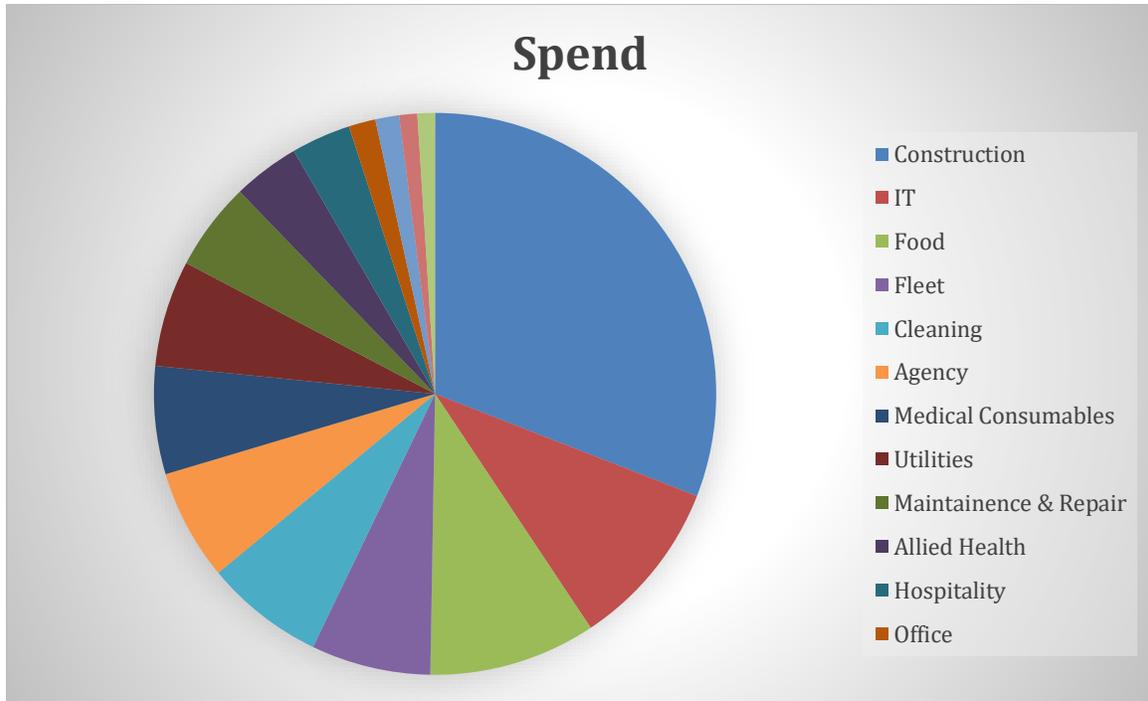
We conducted a preliminary assessment of modern slavery risks among direct suppliers exceeding a defined spend threshold. Major tenders now require bidders to disclose supply chain practices in line with modern slavery legislation.

For FY 2024–2025, subcontractors and secondary providers were not assessed. Instead, we focused on direct suppliers, evaluating risk based on industry, product/service type, location, and contract value. High-risk suppliers underwent further due diligence, with risk levels determined from their provided documentation.

The overall risk of modern slavery within Carinity's key suppliers is currently assessed as low.

10. How We Assessed Our Response

For the 2024/25 financial year, we focused on assessing our top suppliers across all categories.



10.1 Governance and Oversight of Modern Slavery Risks

Carinity's assessment of modern slavery risks is based on information provided by our suppliers through formal reports, ongoing engagement, and their own Modern Slavery Statements. All supplier contracts and agreements include Modern Slavery clauses, which:

- Allow for termination by either party in the event of a breach
- Require ongoing dialogue and collaboration on modern slavery issues

10.2 Executive Oversight and Annual Planning

Carinity's Executive Team is responsible for developing and implementing an annual work plan to meet our obligations in preventing modern slavery. This includes tracking progress across key areas such as:

- Due diligence procedures
- Training programs for new staff and upskilling of relevant existing staff
- Reporting mechanisms and grievance management
- Development and publication of Carinity's Modern Slavery Statement

10.3 Governance and Continuous Improvement

Our governance body ensures Carinity's compliance with all legal, statutory, and governance requirements, including our responsibilities to prevent modern slavery. While Carinity operates in a sector generally considered low risk, we remain committed to continuous improvement in identifying and addressing human rights risks.

We are actively enhancing our approach through:

- Strengthening supplier due diligence and assessment processes, particularly at the evaluation and procurement stages of key contracts
- Ongoing review and evaluation of our supply chain to identify and mitigate potential modern slavery risks.