

Modern Slavery Statement

1 July 2023 – 30 June 2024

Paul Ramsay Foundation Limited ABN 32 623 132 472

This Modern Slavery Statement has been approved by the Board of Directors of Paul Ramsay Foundation Limited as the reporting entity's principal governing body on 28 November 2024.

Pursuant to the requirements of the *Modern Slavery Act 2018 (Cth)*, the contents of this Statement have been reviewed and confirmed as accurate by a duly authorised person.

This statement is signed by Michael Traill AM in his role as Chairperson on 19 December 2024.

A handwritten signature in black ink, appearing to read 'Michael Traill', with a stylized flourish extending from the end.

Michael Traill AM
Chair
Paul Ramsay Foundation Limited
19 December 2024

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Reporting Criteria #1: The reporting entity

The reporting entity covered by this modern slavery statement is **Paul Ramsay Foundation Limited – ABN 32 623 132** (referred to throughout this Statement as “PRF”, “the Foundation”, “we” and “our”).

PRF has been a mandatory reporting entity since the commencement of the *Modern Slavery Act 2018* (the Act). This is our fifth modern slavery statement and covers the 2023-2024 financial year.

All numbers, statistics and facts described in this Statement are as at 30 June 2024, unless otherwise stated.

PRF invests assets that were bequeathed by the late Mr Ramsay (our corpus) to earn income that we use to fund our operations. We do not engage in public fundraising. The Foundation was established by the late Mr Paul Ramsay AO in 2006. It received a substantial bequest upon his passing in 2014. The Foundation is one of the largest operating foundations in Australia.

Reporting Criteria #2 & 6: The Foundation’s structure, operations, supply chains, investments and consultation

PRF is an Australian company limited by guarantee, with the Board of Directors as its principal governing body.

Many of the descriptions in this year’s statement about static aspects of the mandatory reporting criteria (our corporate structure, operations, core supply chains and response framework) remain the same, or substantially similar, to last year’s statement. Due to the consistency in our core business operations and procurement activities, these descriptions continue to accurately reflect the information required in meeting our reporting obligations under the Act.

Controlled entities

PRF’s owned and controlled entities are Paul Ramsay Holdings Pty Limited (Paul Ramsay Holdings) and Plantation Palms Properties Pty Limited (Plantation Palms) (a property development company in far North Queensland). The Foundation consulted with these entities throughout the reporting period in relation to our modern slavery response, including the contents of this Statement.

Operations

We are one of Australia's largest philanthropic foundations. PRF's charitable purpose is to address cycles of disadvantage. With organisations and communities, we invest in, build, and influence the **conditions** needed to stop disadvantage in Australia.

PRF's head office is in Sydney, with another office in Melbourne.

Our key initiatives include:

- Grant funding that ranges from early exploration to substantial investment
- Impact investing
- Peer philanthropy
- Government engagement

We are committed to building insights, data, and knowledge in the areas where we are working, while also building capability within the organisations we partner with, as well as communities and the for-purpose sector. We aim to positively influence programs, policies and legislation through collaboration. In the reporting period, our key strategic impact areas included:

- Justice
- Education
- Wellbeing
- Health
- Employment

The key outcomes that our initiatives strive towards achieving are:

- Place and communities are connected and imagining and leading their own futures
- Children and young people have positive life paths free from entrenched poverty and harm
- First Nations peoples and communities are self-determining
- Conditions support thriving

Our workforce

The Foundation's total workforce was comprised of 64 direct employees.

Supply Chains

Overall, the supplier industry categories for our procurement activities remains consistent across multiple reporting periods.

We engaged with a total of **374 direct suppliers** over the reporting period. This total supplier figure includes the procurement activities of the aforementioned controlled entities - Paul Ramsay Holdings and Plantation Palms.

Some of our most prominent procurement categories (all Australian-based) include:

Building and Construction - primarily attributable to Plantation Palms	Business services – consulting, professional, legal and financial
Catering and hospitality services	Computer-related services

Our annual third-party modern slavery risk assessment also separately identified Australian Membership Organisation Services as prominent procurement category for this reporting period. This covers expenditure on membership dues and activities related to organisations including civil society and charitable organisations. Supplier types and service providers within this category include a range of philanthropic, charitable, and community type membership organisations that are core to our day-to-day operational activities.

A more wide-angle picture of PRF's overall supply chain profile (including less prominent supplier categories) also includes the following additional Australian industry categories. Again, this remains fundamentally unchanged from previous reporting periods:

Government services	Education and Research Services
Logistics, courier, and delivery services	Utilities
Cleaning and property maintenance services	Merchandise services
Furniture and Office Equipment	Machinery and heavy equipment, including plant and equipment hire
Postal and Telecommunication services	Advertising
Real Estate services	Recreational and Cultural services
Water and waste disposal services	Signage services

In terms of the geographical breakdown, our direct suppliers remain predominantly Australian based, except for **12 international suppliers**. These suppliers are in Austria, New Zealand, Singapore, UK and the USA. International supplier industry categories are Computer Services, Business Services, Media Providers, Membership Organisations and Recreational and Cultural Services.

The only change from the last reporting period in the geographical composition of the PRF supply chain (inclusive of the controlled entities, which both have only Australian based direct suppliers), is the addition of a philanthropy network membership in Singapore and the non-renewal of a computer related subscription in the Netherlands.

Investments

PRF's investment activities have remained very consistent and, from a modern slavery risk perspective, has not changed materially since the previous reporting period.

There has been only minor change in the individual company portfolio since the last reporting period. These changes are limited to additional investment in a financial services company, and divestment (for reasons unrelated to modern slavery risk) from a company that operates in the employment placement sector.

The Foundation's direct company investments are still overwhelming Australian-based (94%), with only proportion of investment in the USA and New Zealand (6%).

Direct company investment by sector continues across the following industry categories:

Australian mining / metal extractives	Road freight / logistics
Pharmaceuticals	Investment services / non-banking finance
Computer and technical services	Scientific equipment
Retail trade	Construction
Real estate	Tourism

In terms of externally managed investment funds, there has been very little change since the last reporting period, except for a slight increase in in Australian-based portfolios (56% to 58% of total externally managed funds).

Reporting Criteria #3 & 4: Identifying, assessing and addressing areas of potential modern slavery risk

PRF did not become aware of any actual or suspected incidences of modern slavery in our supply chains, investments or operations during the reporting period.

Supply chains

PRF has continued its long-running partnership with external consultants that use proprietary technology to identify and assess potentially elevated areas of modern slavery risk in our supply chains.

This risk assessment is underpinned by a global Multi-Regional Input-Output (**MRIO**) table to achieve comprehensive supply chain mapping, including linking data from 208 countries, and 37,318 unique industry/country combinations. The applied data universe covers over 35,000 local industries categories, which represents more than 98% of global Gross Domestic Product. The synthesis of global economic supply chain data is overlaid with the leading research and estimates of modern slavery incidences at the national and industry levels.

The tables below provide an overview of the key findings from this risk assessment process:

Paul Ramsay Foundation

Assessed most elevated potential risk exposure (relative to our entire supply chain)	Description
Industry Sector	Hotel and Restaurant services Other business services Membership organisations
By Country	Australia

Paul Ramsay Holdings

Assessed most elevated potential risk exposure (relative to our entire supply chain)	Description
Industry Sector	Other business services Insurance and pension funding services Auxiliary financial services
By Country	Australia

Plantation Palms

Assessed most elevated potential risk exposure (relative to our entire supply chain)	Description
Industry Sector	Building and construction services Other business services (cleaning provider)
By Country	Australia

Further descriptions of assessed categories of potentially elevated risk

Australian Accommodation and Food Services

In terms of a more granular analysis of the Restaurant services category, the main catering company (by procurement spend) engaged by PRF is a social enterprise that employs people who have experienced homelessness, domestic violence, and trauma.

In general, catering providers have core supply chain linkages with the agriculture and horticultural sectors. These are characterised by seasonal, low skilled and migrant workforces, often have job sites located in geographically isolated areas, and may involve hazardous work conditions. There are also documented issues in Australia relating to employers exploiting workers through of ‘piecework’ payment models, where workers are (unjustly and inadequately) paid per item harvested. Elevated risk products imported into Australia (as with all G20 countries) for use in the catering sector, include seafood, beef products, cocoa, rice. Walk Free’s 2023 Global Slavery Index describes hospitality, and agriculture (part of the catering supply chain) as higher-risk Australian sectors, particularly for forced labour practices.

Australian Business, Membership, Financial, Insurance and Public Administration Services

The common risk factor across these industries is significant dependence on high-risk computer and electronics / digital hardware products, which are typically manufactured in high-risk international locations, using high-risk raw material inputs such as circuitry, copper, aluminum, lithium, gold, and cobalt.

Australian Constructions Services

Plantation Palms day-to-day operations in property development means that we have an ongoing procurement spend in this sector.

The Australian building industry is recognised, on a sector-wide-basis as having a relatively elevated incidence of risk factors including, informal / cash-in-hand worker payment, sham contracting, unethical labour hire agencies, ‘pyramid’ contracting arrangements with very poor transparency, inflexible timeframes for job turnarounds, a

general lack of employment contracts, and workers on low or little income with access to grievance mechanisms. Common construction material supply chains also elevate sector risk, including concrete, steel, bricks, and renewable energy products (e.g. solar panels).

Operations

PRF's operations are considered to have relatively low degree of overall modern slavery risk, particularly due to our philanthropic activities being entirely within Australia and our highly educated and professionally skilled workforce composition.

Investments

Focus risk-areas identified and assessed in relation to our direct investment activity include Australian Retail Trade, Australian Mining and Extractives, and United States Medical Instruments and Equipment Manufacturers.

Seeking to improve visibility in relation to modern slavery risks in relation to our externally managed investments has been a due diligence focus area for the reporting period.

PRF meets with our primary external investment advisor on a more-than-monthly basis. Environmental, Social and Governance (ESG) issues – including modern slavery risk – is a standing item for regular consideration and discussion.

Responsible investment, ESG and modern slavery have become primary foci of work between PRF and our external investment advisor. PRF's Investment Policy Statement (approved in August 2022) contains an integrated Responsible Investment Policy which has explicit reference to the protection of human rights and modern slavery.

In FY24, PRF pursued industry collaboration in responsible investment which has created a positive ripple effect with other investors and fund managers to increase awareness about modern slavery and other responsible investment-issues. During the reporting period, active engagement on responsible investment, ESG and modern slavery issues was initiated with all managers in PRF's externally managed portfolio.

A requirement of the Investment Policy Statement is the creation of periodic Responsible Investment Reports that contain core metrics as established in PRF's Investment Policy Statement. As part of the reports, PRF, in collaboration with our external investment advisor, conducts audits. This initiative is designed to improve our monitoring of the degree to which policy-based commitments are translating into ensuring continuous improvement and better compliance.

Governance and Policy

PRF continues to implement what we consider to be an appropriately proportional governance and policy framework relating to modern slavery, including:

- Our **Modern Slavery Policy**
- Our **Human Rights Statement of Commitment**
- Our **Investment Policy Statement** (approved in August 2022)
- **Ethical Sourcing Clauses** (including modern slavery-specific provisions) for supplier contracts. Although, as a sign of increasing awareness across many different sectors, PRF's experience in the reporting periods is that many of our suppliers already have pre-existing standard clauses to address modern slavery in their own contract precedents.

Education, training and internal capacity building

During the reporting period, a cross-functional team from key departments (e.g. finance, legal, operations, investments and Plantation Palms leadership) met with our longstanding partner external consultants to receive training on our modern slavery risk assessment tool.

Grants Due Diligence

Previous descriptions in relation to our due diligence process for assessing grant applicants remain applicable.

Potential issues relating to modern slavery risk issues are primarily addressed in the overall due diligence phase of assessing a prospective grantee's application for funding / partnership with the Foundation. Our emphasis during the reporting period was on awareness raising and resource sharing with grantees.

As part of our standard procedure a 'Due Diligence Checklist' must be completed before a grant application can proceed to the approval phase. Specific checks are included to ensure that modern slavery risk have been identified, assessed and are being appropriately mitigated.

Reporting Criteria #5: Measuring effectiveness

The key means by which PRF has evaluated its progress for this reporting period is in ensuring that we focus on the area in which greatest practical impact can ultimately be achieved. For an organisation of our kind and operating context, this involves the close monitoring of our investment activity and engagement with our primary external investment advisor to ensure continuous improvements in improving visibility.

During the reporting period, PRF completed our standard external risk assessment on externally managed funds. PRF also provided feedback to our primary external investment advisor on its responsible investment audit questionnaire and received the inaugural Responsible Investment Report (in August 2024), which provided details about the actual composition of externally managed funds. PRF considers there to have been real advancements in improving visibility over the specific entities within externally managed portfolios.

However, we also recognise that our review and assessment of our actions to identify and address our modern slavery risks in our operations and across our supply chain beyond investment will be an ongoing and evolving process that we are committed to continue to build upon. During this reporting period, PRF:

- continued the operationalisation of due diligence with grant partners to ensure consistency and integration into our work practices; and
- included ethical sourcing clauses for relevant supplier contracts, which address modern slavery in conjunction with a spectrum of broader ESG issues.