

Cricket Australia (CA) acknowledges that freedom from slavery is a fundamental human right.

We believe that all organisations have a duty to actively participate in the global reduction of modern slavery.

As we continue to identify, assess and mitigate these risks within our own operations and supply chains, we do so with the ambition of playing our role in the eradication of modern slavery and associated practices globally.

In this, our second year of CA's Modern Slavery Statement, we reflect on how we have advanced in year one and continue to build on our insights into our operations and supply chains. We acknowledge the importance of continuous improvement underpinned by CA's commitment to drive positive societal change.

This statement has been written in line with the requirements and guidelines set out in the Modern Slavery Act 2018.

MODERN SLAVERY STATEMENT FY21



CRICKET
AUSTRALIA

CRICKET IS A SPORT FOR ALL

CA is the governing body for professional and amateur cricket in Australia and its registered office and main office is in East Melbourne, Victoria. Originally formed in 1905 as the 'Australian Board of Control for International Cricket', we are a not-for-profit organisation and a foundation member of cricket's world governing body, the International Cricket Council.

CA operates all the Australian national representative cricket sides, including the Men's, the Women's and Youth sides, and is also responsible for organising and hosting Test tours and One Day Internationals with other nations, as well as scheduling the home and international fixtures. CA works in partnership with state and territory cricket associations and supports the development and growth of cricket in the community.

CA has around 300 employees, located in East Melbourne, the Bupa National Cricket Centre in Brisbane and in the offices of state cricket associations around the nation.

Whilst CA does not own nor control any other entities, CA will share learnings with our state and territory cricket associations and relevant cricket bodies.

Cricket Australia, ABN 53 006 089 130 is registered as an Australian Public Company limited by Guarantee and is the reporting entity.



OUR OPERATIONS – what we do



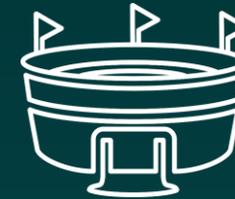
ELITE LEVEL COMPETITIONS AND PROGRAMS

Manage national elite level cricket, including training and logistics for national team players and match officials, management of training facilities, and payment of contracted national players and match officials.



AUSTRALIAN CRICKET AND THE STATE/TERRITORY CRICKET ASSOCIATIONS

Facilitate collaboration and grants across state and territory cricket associations pursuant to the Australian Cricket delivery and funding model.



TOURNAMENTS AND EVENTS

Stage elite cricket tournaments and events including international cricket series, domestic cricket leagues and cricket pathway carnivals.



FAN ENGAGEMENT, LICENSING AND MERCHANDISE

Retain and grow our audience across formats and drive deeper fan experiences, ticket and merchandise sales and revenue, viewership, participation registrations and the love of the game.



SUPPORT FOR COMMUNITY CRICKET

Develop and support grassroots cricket through establishment of participation programs, and providing training, resources, technology, infrastructure and financial grants to support community volunteers, clubs and associations.



MEDIA AND BROADCAST CONTENT AND SUPPORT

Produce, manage and support content for fans in conjunction with our broadcast partners, for broadcast on various domestic and international platforms.

OUR SUPPLY CHAINS – how we operate

CA procures a range of goods and services from a diverse global supply chain, across around 17 countries. Our supplier arrangements range from one-off purchases through to multi-year agreements. CA has more than 700 direct (tier 1) suppliers, where 80 per cent of our spend is with 118 vendors within the following categories:



EVENT HOSTING/ MANAGEMENT AND SECURITY, TICKET AND HOSPITALITY PROVIDERS, ENTERTAINMENT AND VENUE HIRE



GARMENT/APPAREL & MERCHANDISE MANUFACTURE



SPORTS EQUIPMENT



PLAYER SUPPORT/ SPORTS SCIENCE SERVICE PROVIDERS (COACHING, MEDICAL)



TRAVEL AND ACCOMMODATION PROVIDERS



FREIGHT AND LOGISTICS



BROADCAST AND PRODUCTION



ADVERTISING, MARKETING AND PROMOTIONAL SERVICES



TROPHIES AND AWARDS



OFFICE AND FACILITY SERVICES AND SUPPLIES INCLUDING CLEANING



INFORMATION TECHNOLOGY, SOFTWARE AND HARDWARE

As identified in year one, while no modern slavery connections have been identified in CA's supply chain, we acknowledge there are elevated modern slavery risks associated with key industries, products and services, and geographical locations in which we operate. At present, the risk areas include:



Industry/Products and Services: Cleaning products and services, medical products and services, security services, garment/apparel and branded merchandise, sport equipment, computers, technology and audio/visual equipment and services, and office equipment and products.



Geographic Location: With reference to the Global Slavery Index and recognition by other NGOs, locations primarily including China, India and Vietnam.

CA further acknowledges the importance of delving beyond the direct relationship with our providers and collaboratively investigate where we believe the greater potential for modern slavery risk may sit within our supply chains. This is an area of development within the following year.

RISK OF MODERN SLAVERY PRACTICE WITHIN OUR OPERATIONS AND SUPPLY CHAINS



DATA ANALYSIS, RISK IDENTITY AND DUE DILIGENCE

ACTIONS

CA has engaged external support to support our program of work in FY21-22. Their methodology and solution will help quantify the risks of modern slavery across CA's supply chain and provide a view across the raw materials / primary inputs to finished products and services procured from our direct suppliers.

The work completed to date includes:

- a) Identifying the internal data gaps requiring mitigation through a sample data test.
- b) Aggregation of supplier data from multiple source systems for better assessment of risks across our supply base.
- c) Creation of the baseline for further due diligence and action planning.

This work will enable two distinct phases of work in FY22:

1. A risk review of all suppliers and associated goods and services using the UNSPSC global classification. The assessment provides:
 - a) Segmented risks for each supplier (and their associated industries) and the products and services we procure (and the countries of origin).
 - b) Transparency on the salience and potential for human rights risks, and a list of highest-risk suppliers to prioritise our oversight and compliance efforts.
2. CA will then commence secondary due diligence, using supplier self-assessment questionnaires, to understand and further assess the inherent risks identified through the first phase review.

In addition, the solution monitors global media to identify actual or alleged modern slavery risks relating to CA's suppliers, the industries and geographies in which they operate.



PROCUREMENT POLICY



A review of our Procurement Policy has been completed, with updates made to reflect the specific consideration of Modern Slavery. Stakeholders who undertake purchasing practices in line with the policy must consider the risks when engaging a vendor with or without the Procurement Team's guidance. Additionally, the policy review period has been increased to allow for more frequent improvements.

RISK ASSESSMENT PROCESS



A formal assessment process has been developed for specific market engagement exercises identified at risk of modern slavery. This assessment forms part of the vendors submission. We see this process evolving in FY22, and the questions evolving in response to our due diligence program.

SUPPLIER CODE OF CONDUCT



Underpinned by our Procurement Policy, a Supplier Code of Conduct has been developed. Whilst covering a multitude of categories, it sets out CA's expectations of vendors regarding human rights and modern slavery.

WHISTLEBLOWER HOTLINE



CA's Whistleblower program has been retained.

This enables anonymous reporting by employees and third parties of misconduct or concerns relating to modern slavery.

ASSESSING OUR ACTIONS FOR EFFECTIVENESS



Our working group is accountable for the continual monitoring of the effectiveness of our actions to mitigate modern slavery risks.

Our primary assessment measures currently include the proactive review of policy and process, the monitoring of actions and outcomes, and feedback from external subject matter experts. This information will guide the evolution of our effectiveness assessment criteria, so that we continuously improve our efforts in mitigating modern slavery risks in our operations and supply chains.

While progress was made in FY21, further initiatives and improvements have been identified to support our actions in FY22 and help drive our role in the eradication of modern slavery and associated practices globally.

This statement was approved by CA's Board of Directors on 06/12/2021.

A handwritten signature in dark blue ink, appearing to read 'R. Freudenstein'.

Richard Freudenstein
Chair