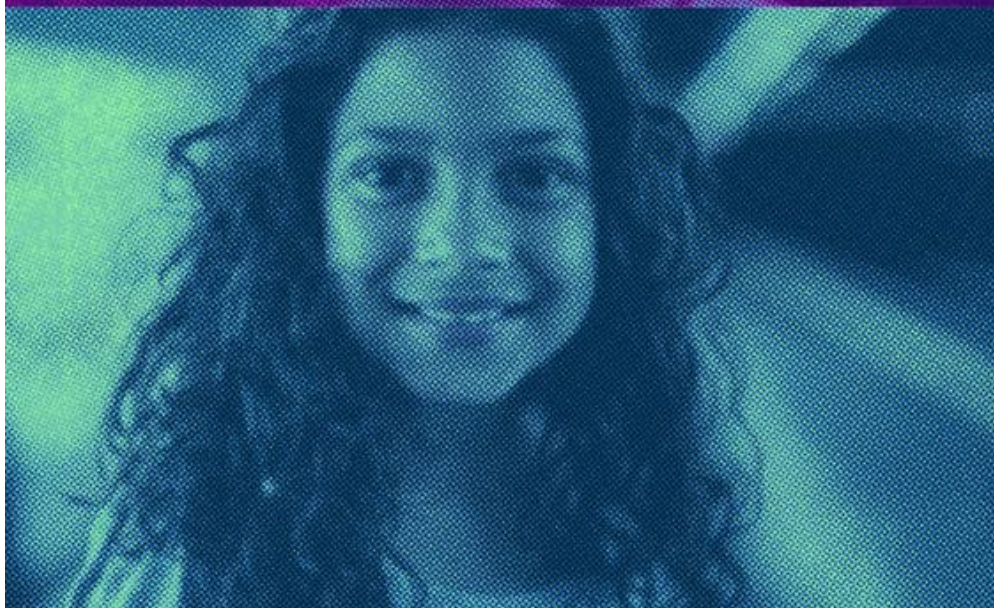


Modern Slavery Statement

30 June 2024





Modern Slavery Statement 2023 - 2024

Document Number	POS-2685	Approval Date	12/12/2024
Approved by	yourtown Board of Directors		
Applies to	All yourtown		
Governance	Modern Slavery Act 2018 (Commonwealth)		

Contents

Introduction2

Our Organisation and Supply Chains2

Process of Consultation with Entities Owned or Controlled by yourtown4

Identifying Risks8

Risk Mitigation and Remediation 11

Tracking our actions..... 12

Assessing the effectiveness of our actions..... 13

Introduction

This is the Modern Slavery Statement of **yourtown** ACN 102 379 386 for the 2023-24 financial year. It has been prepared in accordance with Section 16 of the Modern Slavery Act 2018 (Commonwealth).

yourtown is a registered charity under Australian charities legislation and a public company limited by guarantee under the Corporations Act 2001. Our Mission is to enable young people, especially those who are marginalised and without voice, to improve their quality of life.

Our Organisation and Supply Chains

Our structure and operations

The principal activity of **yourtown** during the course of the financial year was the provision of charitable services, with a focus on the welfare of children, young people, and families. This is primarily enabled through the conduct of **yourtown** Art Unions.

yourtown has service centres across New South Wales, Queensland, South Australia, Victoria, and Tasmania. Our business centre is in Milton, Queensland.

At **yourtown**, we exist to help young people when they are at their most vulnerable and support them in identifying and creating the path, they want for themselves. We believe in the unique strengths, tenacity, and self-determination of young people. Notable services and programs conducted during the reporting period include:

Virtual Services

- Kids Helpline responded to 117,720 direct contacts from children and young people nationally, with 4,047 duty of care actions undertaken.
- 122,715 young people engaged in Kids Helpline @ School and Kids Helpline @ High School programs. This included 106,991 participants from primary schools and 15,724 participants from high schools. Parent, teacher and community reach was 14,564.
- Parentline responded to 7,653 direct contacts from parents and carers.

- My Circle, our clinically moderated peer to peer support forum registered 3,012 new members, with 3,915 active users during the year.

Employment

Over 5,250 young people participated in employment through federal and state funded programs including Transition to Work, Skilling Queenslanders for Work, and Get Back in the Game. Many of these young people were long term unemployed or at high risk of becoming such. During the year 1,662 young people achieved an employment outcome and a further 489 achieved an education outcome.

Additionally, 228 young people at risk of long-term unemployment were employed in yourtown's social enterprises in New South Wales, Queensland, South Australia and Tasmania, with over 94% of those who exited, successfully transitioning into open employment and/or re-engaged with education.

Children and Families

More than 6,453 children, young people and families were engaged and/or supported through community and face-to-face child and family services including residential programs. Residential programs provide support for women and children escaping domestic and family violence and at-risk young parents and their children.

Increased connection with young people and the community

We sought to ensure the voices of young people were represented, with 15 policy submissions to governments, and meetings with over 50 members of parliament.

Business Transformation

The organisation completed a critical phase of technology uplift with the implementation of new contact centre solution, client relationship management and a ticketing system for our Art Union business.

We are committed to the development and delivery of improved delivery of services to our clients through practice improvement and technologies using human centric design principles aimed at strengthening and refreshing our service offerings in line with the needs and preferences of young people. During the year, revised service models for our young parent's programs and My Circle were finalised and a new service model for the Parents Next tender was developed. The team also completed a conformance review on our Transition to Work service to assess how closely current service delivery matched the original design. Pleasingly, 98% of the design elements have been implemented.

Diversification in funding

yourtown Art Unions generated revenue towards our mission of \$79.3m (FY23: \$80.5m). The organisation continued to receive significant support from corporates and community with \$3.2m in donations in 2023-2024 (FY23: \$5.7m). Government grants and funding totalled \$24.3m (FY23: \$32m). Rendering of Services, Interest and other income totalled \$10.6m (FY23 \$16.9m)

Structure

yourtown is governed by a Board of Directors who are responsible for the overall corporate governance of **yourtown** and the organisation's business strategy.

The CEO and an executive team are responsible for the day-to-day management of operations. through the business streams listed below:

For further information about our operations over this reporting period, a copy of our annual report can be found on our website at yourtown.com.au.



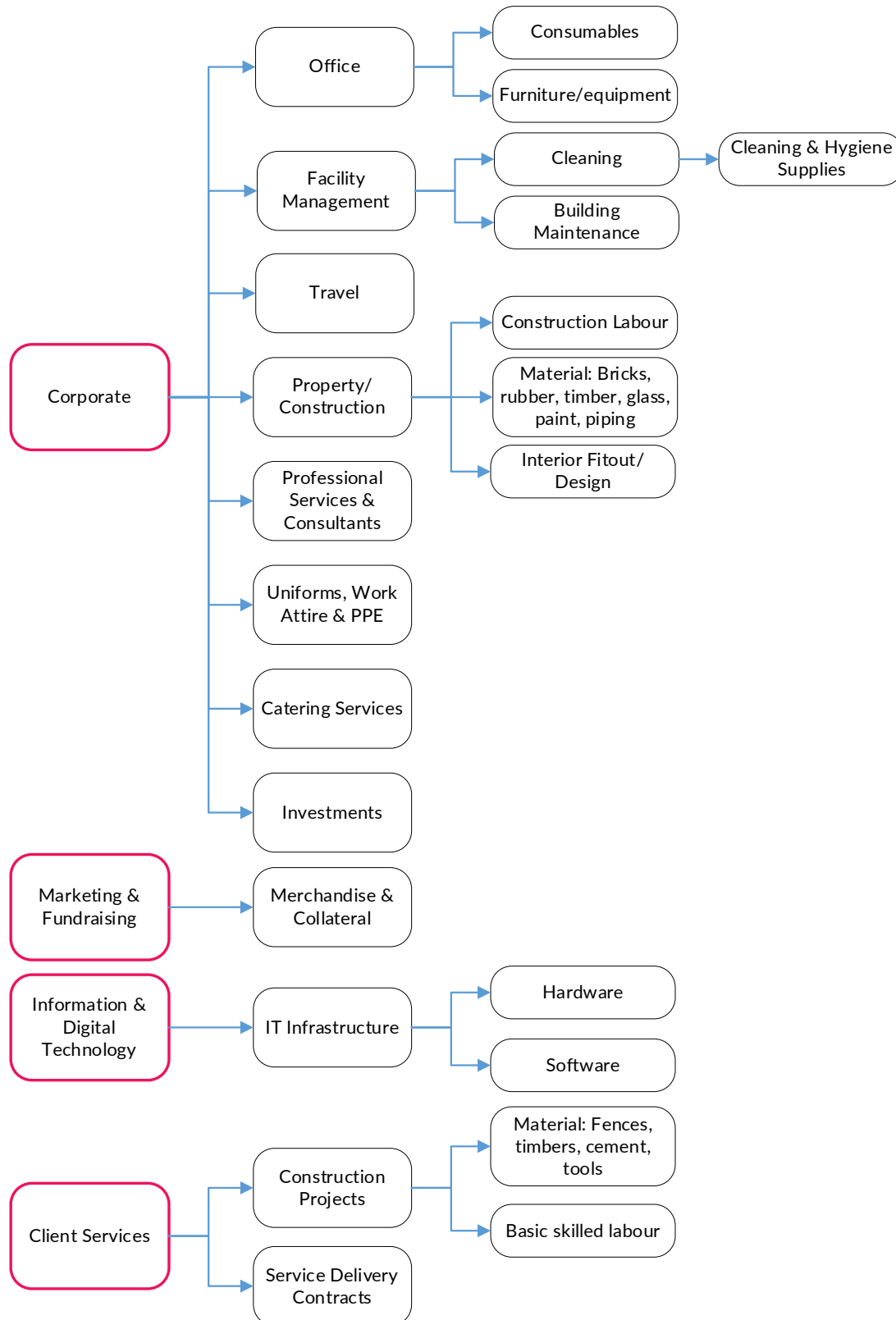
Process of Consultation with Entities Owned or Controlled by yourtown

We do not own or control any other entities and therefore this criteria is not applicable.

yourtown is committed to the reduction of modern slavery risk in our operations and supply chains. Forming part of our continuous improvement, **yourtown** will continue to consult modern slavery risks and considerations at future Board and executive management meetings.

Our supply chains

yourtown's supply chain and procurement is decentralised. All the business lines follow the organisation wide purchasing policy.



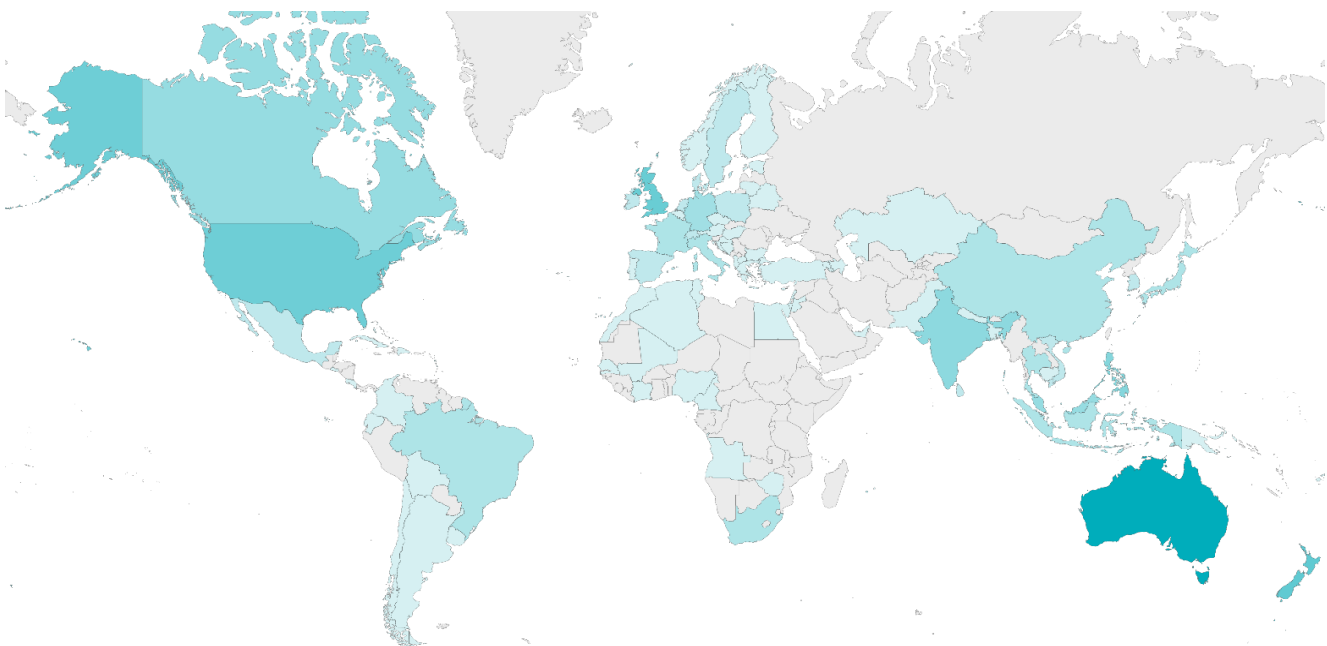
Our suppliers operate in the following sectors:

- Accommodation and Food Service Activities
- Administration and Support Services
- Agriculture, Forestry's, and Fishing
- Arts, Entertainment and Recreation
- Construction
- Domestic work
- Education
- Electricity, Gas, Steam and A/C supply
- Finance and Insurance
- Government administration, Defence and Social Security
- Health and Social Work
- Information and Communication
- Maintenance and Repair of motor vehicles
- Manufacturing
- Mining and Quarrying
- Personal services
- Professional and Scientific Services
- Real estate
- Retail
- Transportation and Storage
- Water supply, Sewerage and Waste Management
- Wholesale

Our suppliers operate in many locations across the world, including:

Albania	Cyprus	Mauritius
Algeria	Czech Republic	Mexico
Andorra	Denmark	Monaco
Angola	Dominica	Morocco
Antigua and Barbuda	Dominican Republic	Nepal
Argentina	Ecuador	Netherlands
Armenia	Egypt	New Zealand
Aruba	El Salvador	Nigeria
Australia	Estonia	North Macedonia
Austria	Fiji	Norway
Azerbaijan	Finland	Pakistan
Bahamas	France	Papua New Guinea
Bahrain	Germany	Philippines
Bangladesh	Greece	Poland

Barbados	Grenada	Portugal
Belarus	Hong Kong	Republic Of Korea (South Korea)
Belgium	Hungary	Senegal
Bolivia (Plurinational State of)	India	Singapore
Bosnia and Herzegovina	Indonesia	South Africa
Brazil	Ireland	Spain
Brunei Darussalam	Israel	Sri Lanka
Bulgaria	Italy	Sweden
Cambodia	Japan	Switzerland
Cameroon	Jordan	Thailand
Canada	Kazakhstan	Tunisia
Chile	Lebanon	Turkey
China	Lithuania	United Arab Emirates
Colombia	Luxembourg	United Kingdom of Great Britain and Northern Ireland
Costa Rica	Malaysia	United States of America
Cote d'Ivoire	Maldives	Uruguay
Croatia	Mali	Vietnam
Cuba	Malta	Zimbabwe













Identifying Risks

As previously reported it is very unlikely that there could be direct modern slavery practices within **yourtown** operations, considering **yourtown**'s Mission, the nature of human services delivery, our focus on Australian based works, and compliance with the Fair Work Act 2009. However, our supply chains do pose the risk of indirect modern slavery.










Our suppliers operate, produce, and source across several/ different sectors. Some of these sectors can be described as high-risk. High-risk sectors are those in which human trafficking activities are known to occur and were identified in the Global Estimates of Modern Slavery and child labour exploitation that were separately identified in Child Labour: Global Estimates 2020 Trends and the Road Forward (ILO and UNICEF, 2021).

yourtown utilised a third-party tool to capture the below information from a selection of suppliers. The below graphics show the high-risk sectors of operation, production, and sourcing for our suppliers. The numbers in the following graphics describe how many suppliers are in the corresponding sectors.












High-risk Sectors of Operation

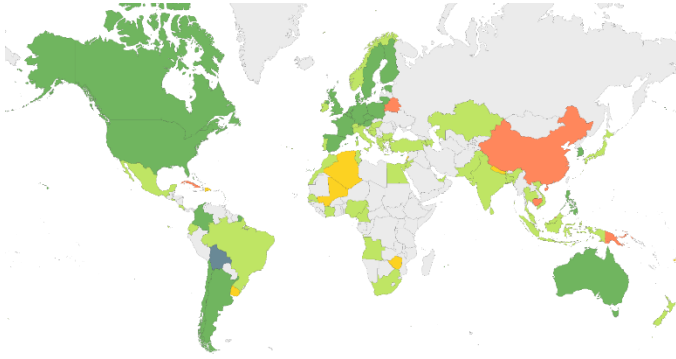
 <p>Accommodation and Food Service Activities 2</p>	 <p>Agriculture, Forestry, and Fishing 4</p>
 <p>Construction 7</p>	 <p>Domestic work 1</p>
 <p>Maintenance and Repair of motor vehicles 3</p>	 <p>Manufacturing 4</p>
 <p>Personal services 1</p>	 <p>Retail 8</p>
 <p>Transportation and Storage 7</p>	 <p>Wholesale 3</p>

Production of goods in High-risk Sectors

 <p>Accommodation and Food Service Activities 3</p>	 <p>Agriculture, Forestries, and Fishing 1</p>
 <p>Construction 3</p>	 <p>Domestic work 1</p>
 <p>Manufacturing 4</p>	 <p>Mining and Quarrying 1</p>
 <p>Retail 2</p>	 <p>Transportation and Storage 2</p>
 <p>Wholesale 2</p>	

Sourcing goods in High-risk Sectors

 <p>Accommodation and Food Service Activities 10</p>	 <p>Agriculture, Forestries, and Fishing 4</p>
 <p>Construction 7</p>	 <p>Domestic work 4</p>
 <p>Maintenance and Repair of motor vehicles 7</p>	 <p>Manufacturing 9</p>
 <p>Mining and Quarrying 3</p>	 <p>Personal services 2</p>
 <p>Retail 8</p>	 <p>Transportation and Storage 8</p>
 <p>Wholesale 7</p>	



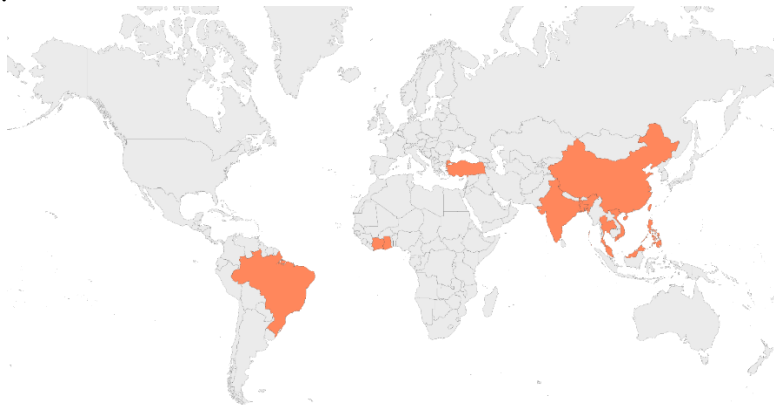
Some countries or regions where our suppliers operate, as well as some goods produced and sourced by our suppliers, can be described as high-risk due to the possibility of a link to modern slavery practices such as Forced Labour, Human Trafficking, Child Labour, and Debt Bondage. The geographical regions where our supply chain partners operate are shown in the map below. This map, and the supply chain maps that follow, have been overlaid with the colour tier system of the [Trafficking-in Persons Report](#).



There is modern slavery risk associated with producing the following goods from the countries listed below:

- Bangladesh - Textiles (jute)
- China – Textiles, Thread/Yarn
- India - Soccer Balls, Thread/Yarn
- Pakistan - Textiles

There is modern slavery risk associated with sourcing the following goods from the countries listed below:



- Bangladesh – Footwear, Garments, Textiles
- Brazil - Coffee
- China - Christmas Decorations, Cotton, Electronics, Footwear, Garments, Textiles, Toys
- Cote d'Ivoire - Cocoa
- Ghana - Cocoa
- India - Cotton, Garments, Rice
- Malaysia - Rubber Gloves
- Philippines - Coconuts
- Taiwan- Fish
- Thailand – Fish, Shrimp
- Turkey – Hazelnuts, Pulses (legumes)
- Vietnam – Cashews, Fish, Furniture

Risk Mitigation and Remediation

Mitigating and remediating risks of modern slavery

To address the identified risks, the following actions were undertaken during the reporting period ended 30 June 2024:

a) Third Party Assessment Tool

- **yourtown** utilised a third-party tool, the iPRO Modern Slavery Assessment Tool to assess modern slavery risks in our supply chain. The risks identified in the previous section were all identified utilising this assessment tool. We engaged iPRO during the reporting period to conduct a bulk assessment of 99 of our suppliers. We intend to carry this process forward as an annual assessment of our supply chain.
- Participating suppliers were asked to complete a self-assessment questionnaire online. After each supplier completed and submitted the questionnaire, their responses were assessed to determine their modern slavery risk scores and associated risk category. Each supplier that completed the assessment was assigned one of the following risk categories:
 - High-risk (high levels of inherent risk)
 - High-risk (inadequate risk control)
 - Medium-risk (partial risk control)
 - Low-risk (adequate risk control)
 - Low-risk (low levels of inherent risk)

To determine the appropriate risk category, responses were first evaluated for risks inherent to a supplier's operations, production, and sourcing. This is referred to as the Inherent Risk Score. The Inherent Risk Score was calculated based on the geographical, type of goods, industry sector, and workforce parameters that the supplier indicated in the Modern Slavery Assessment Tool (MSAT).

Then the Unmitigated Risk Score was evaluated. This score was calculated based on the policy and procedure responses on the questionnaire. A supplier's Unmitigated Risk Score determined whether they were categorised as having inadequate, partial, or adequate risk control.

Lastly, the risk scores for each assessed supplier were aggregated and averaged, resulting in an Aggregated Inherent Risk Score and an Aggregated Unmitigated Risk Score for the overall supply chain.

yourtown conducts due diligence relating to modern slavery risks by utilising the iPRO Modern Slavery Assessment Tool as part of our new supplier procurement process. As part of a new suppliers onboarding, they will complete the modern slavery assessment in addition to our other quality and compliance checks.

As an additional due diligence step, the tool allows **yourtown** to ask suppliers to upload documentation to support their assessment responses.

b) Education and training

- **yourtown** undertook to provide training refresher to all delegates and leaders on their accountabilities on purchasing and decision making which built on specific and comprehensive training from previous years.
- Controls have been implemented to ensure new employees to **yourtown** are provided modern slavery training as part of their onboarding process.

c) Independent review & implementation of modern slavery control system

yourtown previously engaged a legal firm to conduct an independent review of **yourtown's** procurement and contracts framework. The review work was implemented in FY2024. The scope of the work included:

- Identify and measure the effectiveness of current controls
 - Update of all procurement policies, procedures and associated documentation
 - Implementation of the procurement and contracts framework
 - Continue to monitor for required changes to enhance current controls
- d) **Integrated due diligence process.** Ongoing monitoring of the mandatory supplier risk assessment and selection process, including:
- Supplier appraisal and selection process
 - Supplier risk assessment prior to onboarding suppliers
 - Supplier spend categories and associated risks
 - Contract terms and compliance
- e) **Internal stakeholder engagement** for managers and personnel responsible for procurement.
- Regular review meetings have been setup to review spend categories with business unit managers.
 - Contractual requirements are clarified for high-risk spend categories
- f) **Investment Policy** includes explicit requirements related to ethical investments which align to the UN Principles for Responsible Investment. Compliance with the policy is reviewed by the Board Finance & Risk Committee and the Board.
- g) **Ongoing continuous monitoring and reporting.** Management process to:
- Control the supply chain
 - Continuously identify risk in operations and supply chain
- h) Provider Code of Conduct**
- The Provider Code of Conduct (Code) sets **yourtown**'s expectations for providers regarding human rights and modern slavery. **yourtown** rejects the occurrence of modern slavery in our supply chain and business operations. It is our expectation that providers adopt the Code and conduct their business activities in accordance with the Code. Providers who participate in **yourtown** tenders are required to comply with the Code to partake in tenders. Standard terms of sourcing documentation our updated to link the new Code.
 - **yourtown** has published the Providers Code of Conduct on our website and distributed to existing suppliers to establish acceptance requirements to which they need to comply to continue to do business with the organisation.
 - For a business to do work with **yourtown**, all suppliers must confirm acceptance of, and comply with, the Providers Code of Conduct.
- i) Contract Framework**
- **yourtown** previously engaged a legal firm for contract framework templates which includes modern slavery requirements. These templates are implemented with all new suppliers when possible that meet significant financial risk to the organisation.

Tracking our actions

Educate and raise awareness of modern slavery across **yourtown** through:

- Providing modern slavery training to **yourtown** people embedded into processes.
- Providing updates and training on Procurement processes for management and employees who are responsible for procurement and supplier selection.

Collaborate with **yourtown**'s service providers and suppliers to:

- Raise their awareness of modern slavery
 - Help them to identify and address relevant risks
- Regular audits of Service Partners and Suppliers to mitigate the risks of unethical practices in our supply chain



Modern Slavery Statement 2023 - 2024

- Conduct 12 monthly reviews of the Provider Code of Conduct through Supplier evaluations which include modern slavery assessments.

Suppliers that completed the self-assessment were given action items to complete post-assessment. The action items provided to each supplier were based on their responses to the questionnaire, and if implemented, will reduce the unmitigated risks identified during the assessment.

Action items were also aggregated, giving **yourtown** a focused view of the most impactful actions that could be taken by suppliers across the supply chain.

We have started rolling out a supplier follow-up initiative to further discuss the action items and address the risks identified through the assessment. Primarily this involves ensuring that suppliers have the right policies and procedures in place to mitigate inherent risks in their business.

Some of the policies we are focusing on include:

- Supplier to issue a vulnerability assessments policy
- Supplier to enrol workers in annual modern slavery, human trafficking and child labour risk awareness education and training.
- Supplier to issue a modern slavery risk compliance policy to its suppliers

Assessing the effectiveness of our actions

yourtown is committed to continuous improvement in our endeavours to address the risk of modern slavery within our operations and supply chains. Our key focus areas are:

- Ensure our Procurement Frameworks current and emerging modern slavery risks are addressed and considered.
- Continue to update contracts with new Contract Framework and centralise our record keeping.
- Continue critical assessment of our supplier categories for risks.
- Enhance internal and external awareness about Modern Slavery and associated risks
- Establishing self-learning and continuous learning on Modern Slavery, available to all staff, on our learning platform
- 2024 KPI's

Aggregated Supply Chain Risk Scores	
Inherent Risk Score	26.62 / 100
Unmitigated Risk Score	23.29 / 100

Supplier Assessment Completions	
Completions	77 / 99
Completion Rate	77.8%

yourtown now utilises the benchmarking and KPI's in the iPRO Modern Slavery Assessment Tool to access effectiveness of our actions. This is the first year, we have used the platform to conduct our assessments and due diligence. The main KPI's we are using to benchmark our efforts are the risk scores that are generated as part of the assessment process.

Each supplier who completed the assessment questionnaire was assessed and given 2 risk scores.

- Inherent Risk Score
- Unmitigated Risk Score




Modern Slavery Statement 2023 - 2024

The Inherent Risk Score measures modern slavery risks that are intrinsic/built-in to the operations of an organisation. This is determined by asking which countries, regions, sectors, and high-risk goods are part of their operations, production, or supply chain.

The Unmitigated Risk Score measures the organisations risk that is still present (remains) after accounting for modern slavery risk controls that have been implemented. This is determined by asking suppliers about the policies, processes, and procedures in place to reduce modern slavery risks.

yourtown is provided an aggregated risk score of all the assessed suppliers, and we use this aggregated score to measure the risk on an overall supply chain level. We aim to continuously improve as we will be able to assess the effectiveness of our modern slavery action plan to reduce risks and continuously improve policy and procedures. Suppliers will be encouraged to participate in the assessment programme.

Approval

Signature: 

Name: PETER FRENCH

Position
Title: CHAIR

Date: 12/12/2024