

Endeavour Foundation

Modern Slavery Statement

For the year ended 30 June 2020



Acknowledgement

Endeavour Foundation acknowledges the traditional custodians of country throughout Australia, and their continuing connection to land, water, and community. We pay our respects to them and their cultures, and Elders past, present and emerging, acknowledging their continuing relationship to this land and the ongoing living cultures of Aboriginal and Torres Strait Islander peoples across Australia.

We also acknowledge the forced labour, servitude and enslavement of Aboriginal and Torres Strait Islander peoples and Pacific Islander peoples in Australia's history. We recognise the trauma and impact those injustices have had on individuals, their families, and communities.

We acknowledge the victims and survivors of the egregious forms of exploitation we call modern slavery.

Introduction

“Endeavour Foundation is fully committed to working towards a future where no one is a victim of modern slavery, and the human rights of all people are protected and valued equally.”

As an organisation built upon improving the human rights of people with intellectual disability, our values and mission are closely aligned with the intent and purpose of the fight against modern slavery.”

Andrew Donne, CEO

Our organisation

Almost 70 years ago, Endeavour Foundation was founded in Brisbane on 16 June 1953, by a group of parents committed to creating educational options and opportunities for their children with intellectual disability.

Today, as an independent, not-for-profit organisation, we are at the heart of local communities – offering choice, opportunities and personalised support to more than 4,000 people with intellectual disability in Queensland, New South Wales, and Victoria.

We collaborate with people we support to *imagine the possibilities* and work together to make those possibilities a reality - at home, at work and in the community.

In 2014, Community Solutions Group joined Endeavour Foundation. Today, Community Solutions Group includes Community Solutions, SkillsPlus, BRACE and Torgas delivering over 30 training, specialist disability and community wellbeing services to more than 17,000 people in Queensland, Victoria, and South Australia.

For more information about our organisation, please refer to our [2019-2020 Annual Report](#).

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Our organisational structure

Endeavour Foundation (ABN 80 009 670 704) is a not for profit organisation, incorporated as a public company limited by guarantee and domiciled in Australia.

Our headquarters is in Cannon Hill, Queensland and the company is registered with the Australian Charities and Not-For-Profit Commission (ACNC).

The Endeavour Foundation Group also controls eight entities which are incorporated in Australia and registered with the ACNC. They are:

- Endeavour Foundation Disability Research Fund Limited
- Endeavour Foundation Disability Research Fund Trust
- National Disability Living Solutions Limited
- Community Solutions Group Limited
- Acclaim Apprentices and Trainees Limited
- BRACE Education Training and Employment Limited
- SkillsPlus Limited
- TORGAS Limited

Our governance framework

Endeavour Foundation is committed to good governance. We are governed by a volunteer Board of Directors, both elected and appointed. They provide a balance of corporate expertise and lived experience of disability. The following Board Committee assist with providing governance oversight:

- Audit & Risk Committee
- Client Service Committee
- Information and Communication Technology Committee
- Nominations and Remunerations Committee.

Endeavour Foundation's governance arrangements are set out in our Constitution. In addition, all Directors, Executives, and employees are required to meet standards of conduct and behaviour set out in our Code of Conduct.

Our Executive Leadership Team includes the CEO and executives accountable for Community Solutions Group, People and Culture, Sales and Marketing, Service Delivery, Strategy and Development, Information and Communication Technology and Finance.

Endeavour Foundation's members, ten Area Committees, and National Council are enshrined in our Constitution, with an established communication line to and from the Board.

Endeavour Foundation also works with local support groups. We provide support in partnership with families and carers, who provide feedback on the effectiveness and appropriateness of services directly to staff or via the Area Committee structure.

To learn more about our governance framework, visit our website, [About Us](#).

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Our values, code of conduct and policies

Our values, code of conduct and policies set our behavioral standards and provide guidance for anyone who works at Endeavour Foundation.

All employees are responsible for knowing the ethical, legal, and policy requirements that apply to their jobs and reporting any suspected breaches of law or our code.

Our executives and managers are accountable for creating and promoting a workplace environment in which compliance and ethical business conduct are expected.

Our values

Our values describe what we stand for and guide the way we do things. They are an integral part of how we represent ourselves.

We share and live these values which convey a genuine, trustworthy, and honest face of our organisation. We have four core values – One, Care, Passionate and Innovation.

Code of conduct

Our Code of Conduct guides our actions, words and behaviours. It helps us take a consistent approach to ethical, legal and compliance issues. We require everyone – our Board, CEO and Leadership Team, staff, and volunteers – to abide by our Code of Conduct.

Our code is underpinned by the National Disability Insurance scheme (NDIS) Code of Conduct that promotes safe and ethical service delivery.

Policies

Our policies cover many important elements about how we work, including key elements on behaving ethically and lawfully.

Policies and procedures outline key responsibilities and actions. They are regularly reviewed to ensure they align with best practice and all relevant regulatory requirements.

Our supply chain

Endeavour Foundation takes our partnership with suppliers very seriously. This enables us to make more informed purchasing decisions to progress the eradication of modern slavery throughout our supply chain.

Our assessment of approximately 2,500 suppliers with an annual spend over \$100,400,900 (excluding GST) has shown us that over 95% of our suppliers are Australian - based, while less than 100 are based overseas. More than 80% of our procurement spending is concentrated on our largest 107 (4.2%) of suppliers.

The diversity of the products, markets and regulatory requirements associated with these purchases can potentially expose Endeavour Foundation to many risks.

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To help us make more informed purchasing decisions, we will continue to refine our approach to assess any modern slavery risks within our supply chain as part of our selection and contract renewal process. We work with our suppliers to assess whether they are meeting our standards using a combination of:

- due diligence activities such as desk top research, questionnaires, and documentary review
- signed contracts with ‘high risk and valued’ suppliers, formalising their responsibilities and liability to comply with the Modern Slavery Act and to take reasonable steps to ensure that there is no modern slavery in their supply chains or in any part of their business.

By “supplier”, Endeavour Foundation means any entity that supplies goods or services to any of our Group Organisations registered with the ACNC.

Modern slavery risk for the Endeavour Foundation Group

Modern slavery encompasses criminal offences relating to deprivation of civil liberties, human trafficking, forced marriage and child labour, but does not extend to unlawful practices that do not otherwise have elements of slavery, servitude, or debt bondage.

The “risks of modern slavery” means the potential for the Endeavour Foundation Group to cause, contribute to, or be directly linked to modern slavery through its operations or supply chains – in other words, risks that the Endeavour Foundation Group may be directly or indirectly involved in modern slavery.

Endeavour Foundation’s key modern slavery risk area is the ability to identify suppliers, who cause, contribute to, or are directly linked to, modern slavery. To address this key risk area, we will continue to develop our Supply Chain Assurance program to introduce a human rights risk index and reduce our exposure to modern slavery risk through improved risk assessment, due diligence and remediation processes.

Risk management and due diligence

The identification, analysis, and management of modern slavery risk

- falls within our broader approach to human rights risk, and
- is assessed and managed consistent with our established enterprise-wide risk framework.

Endeavour Foundation’s Audit and Risk Committee is responsible for providing oversight on behalf of the Board.

Whilst we recognise that modern slavery risks may occur in our organisation and extended supply chain, we also know that the level of risk is influenced by factors such as vulnerable populations, product and service category, industry, and geographic location.

Accordingly, we have tailored our risk processes to ensure that we focus our efforts on those areas that present an elevated risk of exposure. We have assessed that the greatest risk of modern slavery – among all products and services we procure – occurs within the categories of textiles, information technology supplies and labour intense services.

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Endeavour Foundation's Procurement Policy provides consistency and control over procurement activities and helps ensure the products and services we purchase will meet our duty of care and safety obligations.

Endeavour Foundation will also continue to develop processes to improve the transparency of our suppliers and their suppliers, to identify and eradicate modern slavery risks through our Supply Chain Assurance Program as follows.

1. We will **develop a risk-based due diligence process** with reference to the UN 'Protect, Respect and Remedy' framework and UN Guiding Principles on Business and Human Rights.
2. As an integral part of our broader Supply Chain Assurance program, our risk-based due diligence process will be designed to **identify and assess supply chain risks**, including human rights.
3. Suppliers will be subjected to our **due diligence process** prior to onboarding, contract award or contract renewal. Suppliers will be requested to complete a Modern Slavery Questionnaire to assist us in determining whether they have identified and are mitigating their modern slavery risks.
4. We will **work with suppliers** to resolve or substantially mitigate issues, rather than simply ending the relationship with the supplier, because of the potential adverse impact on the livelihood of the supplier's employees.

Our effectiveness

Our modern slavery risk management action plan and due diligence processes will be reviewed regularly as part of our risk management framework requirements. For the first reporting period we will commit to:

- establishing key performance indicators to monitor effectiveness of modern slavery actions,
- identifying and actioning gaps through our supplier questionnaire, and
- working with suppliers to address the risks.

Stakeholder engagement and collaboration

A key feature of our approach to the eradication of modern slavery will be our cooperation with suppliers to effect change. We view collaboration and partnerships as integral to reducing modern slavery risk among collective supply chains and we will seek to improve upon this coordinated approach to drive change.

Training

We will also focus on building the awareness of global modern slavery and helping the Organisation to better understand, identify and report incidents.

We will invest time and resources to build our people's understanding of international standards of human rights, including modern slavery of those in our supply chain, and their capability to implement appropriate solutions to address risks.

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Looking to the future

Over the next year, our key focus will be:

- reviewing and updating our suite of modern slavery risk-related policies and governance control measures,
- incorporating requirements into existing assurance processes to implement a Supply Chain Assurance Program,
- holding sessions on modern slavery principles with relevant stakeholders, and
- preparing our first reporting cycle under the Act.

This above constitutes the Modern Slavery Statement of Endeavour Foundation for the year ending 30 June 2020 and has been approved by the Endeavour Foundation Board.

A handwritten signature in blue ink that reads 'Richard Haire'.

Richard Haire
Board Director

February 2021