



# Carinity

# Modern Slavery Report

## FY 2022-2023

## Foreword

Modern slavery is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. It can occur in 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 aims to combat modern slavery in global supply chains.

The Baptist Union of Queensland - Carinity (Carinity) is committed to ensuring that the risks of modern slavery in our business operations and supply chain are managed and where possible, eliminated.

We are pleased to publish our second statement on modern slavery.

It is an expression of our beliefs as a socially responsible organisation and a reflection of Carinity's core values:

**Compassion:**

We reflect God's love by caring for others with kindness, patience, and empathy.

**Respect:**

We value relationships, treating others the way we want to be treated.

**Excellence:**

We strive to provide outstanding person-centred care and services.

**Accountability:**

We take responsibility for our decisions, behaviours, and actions.

**Teamwork:**

We work together to achieve the best outcomes for our clients.

**Engaging Positively:**

We each contribute to the creation of a caring, welcoming, and inclusive workplace culture.

Carinity's Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 and covers the reporting period 1 July 2022 to 30 June 2023. The Statement outlines the approach Carinity has taken to identify, assess and manage modern slavery risks in our operations and supply chain.



Richard Wray  
Chair of the Carinity Board

## A Message from the CEO

Welcome to Carinity's 2022-23 Modern Slavery Statement.

As a faith-based organisation, Carinity has a deep sense of responsibility and commitment to addressing the global challenges of modern slavery.

Our faith compels us to embed ethical business practices in everything we do. We are committed to being an economically and socially responsible organisation that strives to improve not only the lives of our clients, but also people throughout the supply chain of the organisations that provide us with goods and services.

At all times we conduct our business dealings with integrity, transparency, and respect for human rights.

These fundamental beliefs and commitments of Carinity have led us to adopt a continuous improvement approach to reduce the risk in our operations and supply chain.

During the year we undertook further training for staff and continued conversations with existing, new, and potential suppliers to ensure current and future compliance with our Modern Slavery policy.

I am greatly pleased by the work Carinity has done and our ongoing commitment to reduce the misery and suffering caused by modern slavery.



David Angell  
Interim Chief Executive Officer

## Acknowledgement

Carinity acknowledges the traditional custodians of Country throughout Australia, and we pay our respects to the Elders, past, present, and emerging for they hold the memories, traditions, cultures, hopes and aspirations of Aboriginal and Torres Strait Islander people.

We recognise, respect, and celebrate the survival and resilience of Aboriginal and Torres Strait Islander people including recognition of those whose ongoing effort to protect and promote the world's oldest living culture will leave a lasting and proud legacy for their people.

# Modern Slavery Statement

## The Baptist Union of Queensland – Carinity

### For Financial Year Ending June 2023

#### Introduction

This is the second 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 2022 to 30 June 2023 ("FY23"). The term 'Modern Slavery' in this statement has the same meaning given in the Act.

Carinity is a not-for-profit organisation that provides a range of services to our customers, employees, and communities. At Carinity, we value the dignity and rights of every human being and strive to ensure that our service delivery and business practices are ethical and sustainable.

Carinity does not own or control any other entities.

We recognise that some of the people who work in our supply chain may be vulnerable to exploitation and abuse. We do not condone any form of Modern Slavery, which includes forced labour, human trafficking, debt bondage, child labour, and other practices that deprive people of their freedom and dignity.

We are committed to taking action to prevent and address Modern Slavery risks in our operations and supply chain. This Statement explains the steps that Carinity is taking to identify, assess, and mitigate Modern Slavery risks in our business activities.

These steps include:

- Developing and implementing policies and procedures that promote ethical conduct and respect for human rights.
- Conducting due diligence with our suppliers and contractors to ensure that they comply with relevant laws and standards on Modern Slavery.
- Providing training and awareness-raising programs for our staff and stakeholders on Modern Slavery issues and how to report any concerns or incidents.
- Monitoring and reviewing our performance and progress on Modern Slavery prevention and remediation.
- Engaging with external partners and experts to learn from best practices and collaborate on joint initiatives.

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).

## Our structure

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

The Board of the Baptist Union of Queensland has appointed a Board to assist them with the governance of Carinity. The governing body for Carinity is a combination of the Baptist Union of Queensland Board and the Carinity Board.

The QB Board and Carinity Board delegates day-to-day operational management and decision-making, including matters related to Modern Slavery, to the Chief Executive Officer (CEO). In turn, a framework is in place where the CEO is authorised to further delegate responsibilities to the management team.

## About Carinity

Carinity exists to walk alongside, support, and provide care for vulnerable people of all ages when they need it most.

As a not-for-profit, Christian based care organisation, we strive to help individuals and families reach their full potential and live enriched lives. We achieve this by building communities where people feel at home and secure – a place where our customers are valued, included, where their voice is heard, and they are respected.

Derived from the words "care" and "affinity", our name represents our purpose - always striving to create experiences where our customers feel a sense of belonging.

From humble beginnings over 70 years ago, when Baptist Churches across the state fundraised more the 3,500 pounds to establish a Christian Home for Aged People, Carinity has grown to be a multi-faceted provider of care that assists almost 7,000 people every year.

Our dedicated team of almost 1,600 staff work tirelessly to improve peoples' lives in 24 cities, towns, and suburbs across Queensland – stretching from the Gold Coast in the south to Townsville in the north.

While we are best known for our traditional services relating to residential aged care and retirement living, our outreach services have expanded to include schools for students who have experienced difficulties in mainstream educational environments; provision of disability support to people of all ages; counselling for women and children impacted by domestic violence; accommodation for youths who are at risk of homelessness; and chaplaincy services in schools, hospitals, aged care communities and prisons.

## 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.'*

## 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.'*

## Our Mission

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

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

## Our Operations

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

During the 2023 financial year, we supported 760 seniors across 12 residential aged care homes; 2300 seniors receiving care while living independently at home; 322 people living in our five retirement villages; and 688 students across our five schools.

Carinity's Quality Framework in part measures our delivery of best practice services (including recruitment practices) to clients and employees through our governance principles that demonstrate adherence to regulatory and legislative requirements.

This is further demonstrated through our mandated accreditation certification audits for Residential Aged Care; Home Care and Disability Services; and Education Services.

In reviewing the risks of modern slavery practices within our operations, we have considered the risks across all our service areas.

When assessing modern slavery risks amongst our suppliers we considered:

- Whether Human Rights Principles are embedded within the supplier's organisation as evidenced by their adherence to the Anti-Discrimination

Act, Fair Work Act and Child Employment Act. We check that our suppliers comply with these pieces of legislation and that they consider participants' rights, participation and inclusion, individual outcomes, feedback and complaints, access to services and the management of services provided.

- Suppliers' policies and procedures, which focus on areas such as human rights, abuse, neglect and exploitation, self-harm, and suicide, Indigenous or disability employment, child safety, equal employment opportunity, worker screening, recruitment, and whistleblowing. Our assessment process has relied upon our Suppliers' implementation of these policies and procedures, and we have not undertaken further reviews to confirm their effectiveness.
- Whether the individual Suppliers were required to undertake modern slavery assessments and evidence of implemented modern slavery policies.

The results of these assessments revealed that overall, the risk of modern slavery across Carinity's Supplier network is considered to be low at this time.

## Our Workforce

At Carinity we pride ourselves on having a highly skilled, diverse, and effective workforce. Carinity has almost 1,600 employees, who work in the greater Brisbane and regional areas of Queensland. All our paid employees receive fair compensation based on the different awards and industrial instruments that apply.

Our organisation values our volunteers for their friendship, experience, and community ties. We are grateful for the hard work and dedication of our volunteers. We honour the unsung heroes of Carinity at special thank you events.

All paid employees are located in Australia and are subject to the Fair Work Act 2009. Staff salary and conditions are determined under a number of different Awards and Enterprise Agreements, which relate specifically to the duties they perform. These include, but are not limited to:

- 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 staff not covered by an Award or Enterprise Agreement, we use the Hay Salary system to ensure they are fairly remunerated for their work.

Our employee contracts follow or exceed the provisions in the Fair Work Act and relevant industrial instruments. Carinity staff and employees are Australian residents, citizens, or have appropriate approvals to work in Australia under the relevant Department of Immigration legislation.

We do not give unpaid work experience or unpaid internships. We do not assign labour to organisations outside of Australia.

Carinity has devised a range of measures that acknowledge the importance of treating people fairly, ethically and with respect:

- Our Recruitment Policy directs our hiring practices and ensures the principles of equity, fairness and transparency are upheld throughout our recruitment, selection, and appointment processes.
- Carinity has strived to create a positive work culture and Code of Conduct that respects staff and employees and is based on a 'safety first' approach.
- We have introduced a range of flexible working initiatives that aim to support our employees' work/ life balance, including work from home arrangements and flexible working times.
- We are dedicated to standards such as the National Standards for Disability Services and the Aged Care Quality Standards. This ensures we deliver quality service, compliance with Human Rights Principles, and promote freedom, choice, dignity, respect, and opportunity.
- Carinity is committed to the highest standard of legal, ethical, and moral behaviour and adopts a zero-tolerance approach to any form of misconduct or fraud. Our Complaints and Feedback Policy; Grievance Process and Whistleblower Policy provide mechanisms for staff, clients, and employees to voice concerns in confidence and without fear of repercussion.

Our evaluations of the modern slavery risks involving our direct workforce did not reveal any problems of concern.

## Our Supply Chain

Carinity's supply chain covers the products and services that are required in order to support our operations. The products and services we procure include the following:

- Food and Drink,
- Personal Hygiene Products,
- Medical Consumables,
- Pharmacy,
- Occupational and Physiotherapy services,
- Office Materials and Equipment,
- Safety/Personal Protection Equipment (PPE),
- Consulting services,
- Fire Safety Services,
- Laundry Services and Chemicals,
- Utilities,
- Assisted Living Aids,
- Technology contracts,
- Construction and Maintenance,
- Vehicles and Fuel, and
- Waste Management Services



As our operations are located in Queensland, the majority of our suppliers are located in Australia. Notably, a key requirement of our government contracts is that the customer data we collect must be stored within Australia and our key technology partners are therefore also Australian based organisations.

We have undertaken a preliminary assessment of modern slavery risks in our supply chain, focusing on direct suppliers over a particular spend threshold. We have taken steps to ensure that our major tenders comply with the modern slavery legislation by requiring the bidders to provide information about their supply chain practices.

However, for the financial year 2022-2023, we did not evaluate the potential risks of modern slavery among the subcontractors or providers that our direct suppliers use. Instead, we focused on assessing our direct suppliers based on various criteria, such as the industry they belong to, the type of product or service they offer, the location they operate in, and the value of their contract with us. Based on this assessment, we identified some key suppliers that posed a higher risk of modern slavery within their own organisations and conducted further due diligence with them. We relied on the information that these suppliers provided us during this process to review their responses and outcomes and determine the level of risk they pose.

The results of these assessments revealed that overall, the risks of modern slavery across Carinity's key suppliers are considered to be low at this time.

## How We Assessed Our Response

In the 2022/23 financial year, we aimed to recognise, examine, and evaluate the risks of modern slavery in our activities and supply chain. Our assessment was based on supplier provided information gathered through reports supplied by the suppliers as well as ongoing conversations. All contracts and agreements entered into include Modern Slavery clauses that allows for either party to terminate upon breach. The clause also requires constant communication and discussion around Modern Slavery.

The Executive Team of Carinity is responsible for the yearly work plan as part of our obligations to prevent modern slavery and tracks the progress of our assessment steps, including:

- Due diligence procedures
- Training guidelines for new staff as well up upskilling existing relevant staff
- Reporting and grievance review and management
- The creation of our Modern Slavery Statement.

Our governance body ensures that Carinity complies with legal, statutory and governance requirements and oversees Carinity's obligations to prevent modern slavery. Although Carinity operates in a business sector with relatively low risk, we will

keep reviewing our approach to addressing human rights risks and finding ways to enhance detection and action on modern slavery risks in our activities and supply chain through:

- Improvement of our supplier due diligence and assessment processes to consider modern slavery risks at the supplier evaluation and procurement stage for key contracts.
- Continuous consideration and evaluation of Carinity's supply chain.

This statement was approved by the Board of The Baptist Union of Queensland - Carinity on 18/04/2024.