



Modern Slavery Statement

2024-2025 Financial Year

Contents

1.	Introduction	1
2.	Reporting Entity.....	1
	Our vision	1
	Our Mission	1
3.	Berry Street's structure, operations, and supply chains	2
	Structure.....	2
	Senior Leadership: Drives risk awareness within teams and the actions identified through the Modern Slavery Statement.....	2
	Operations.....	2
	Supply Chain.....	5
4.	Risks of modern slavery practices in the operations and supply chains of Berry Street Yooralla	6
5.	Actions taken by Berry Street Yooralla to assess and address these risks.....	7
	Due Diligence.....	8
	Remediation Processes	8
6.	Assessing effectiveness of our actions	9
7.	Approval	9

1. Introduction

Berry Street Yooralla welcomes the increased transparency and obligations introduced by the Modern Slavery Act 2018 in working to eradicate the risk of modern slavery and human trafficking in Australia. Berry Street Yooralla is committed to identifying and minimising risks of modern slavery in our operations and supply chains which aligns with our guiding principles of social justice, inclusion, child safety and wellbeing. These principles drive the way the organisation operates, reflects, changes, and improves.

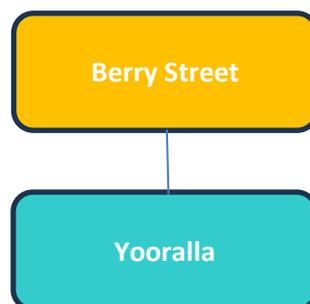
2. Reporting Entity

For the 2023-2024 financial year Berry Street Victoria Inc (“Berry Street” ABN 24 719 196 762) an incorporated body under the Associations Incorporation Act 1981 (No. A0030034E) and Yooralla (“Yooralla” ABN 14 005 304 432) a company limited by Guarantee made separate Modern Slavery Statements.

Both Berry Street and Yooralla are registered charitable organisation with the Australian Charities and Not-for-Profits Commission.

On 2 December 2024, Berry Street Victoria Inc became the sole member of Yooralla. As a result, Yooralla become a wholly owned subsidiary of Berry Street, the parent entity of the merged group (“Berry Street Yooralla”).

This Modern Slavery Statement covers Berry Street and Yooralla and has been prepared in accordance with the requirements of the Australian Modern Slavery Act. As part of this Statement, Berry Street and Yooralla reports on our actions to assess and address modern slavery risks associated with our operations, supply chains and investment portfolios.



Berry Street Yooralla’s vision is a big-picture idea of what we’re working towards for the future.

Our vision

Everyone feels safe, included and supported to lead their best lives.

Our Mission

To foster wellbeing through the strength of relationships and communities by providing support, education and pathways to home.

3. Berry Street Yooralla's structure, operations, and supply chains

Structure

The Board of Directors (the Board) is the principal governing body that is ultimately responsible for establishing Berry Street Yooralla's purpose and vision and ensures its integration in all aspects of operation and services. The Board's overarching role is one of governance, it is accountable for the overall performance of Berry Street Yooralla and for ensuring that Berry Street Yooralla is managed in a responsible and competent manner.

A single merged entity board exists across Berry Street Yooralla, with the make up of the Board initially comprising 6 directors of Berry Street's legacy board and 5 directors of Yooralla's legacy board.

The Audit and Risk Committee of the Board advises the Board, provides oversight of the organisations risk management framework effectiveness and internal controls. Monitors the Enterprise Risk Register and emerging risks, oversees audit and compliance activities and reviews effectiveness of risk governance.

The Chief Executive Officer is responsible for providing visible leadership and commitment to our organisational values, commitment to continuous improvement and risk management regarding modern slavery. Driving a safe and open culture that empowers staff to speak up and raise quality and safety concerns.

The Executive Leadership Team (ELT) is responsible for reviewing risks and actions identified through the Modern Slavery Statement. The ELT supports resourcing and planning activities and ensures cross portfolio collaboration is effective all related dependencies are managed. The ELT of the merged organisation was initially comprised of executives from the previous Berry Street and Yooralla leadership teams.

Senior Leadership: Drives risk awareness within teams and the actions identified through the Modern Slavery Statement.

Operations

As the anniversary of the merger is reached, the integration of Berry Street Yooralla continues and is expected to continue in the coming years.

Shared services functions such as the Office of the Deputy CEO, Finance & Property, People & Culture and Strategy, Technology & Analytics provide support across the merged organisation, while the provision of client facing services currently remains largely separate.

Berry Street provides diverse child, youth and family services programs to approximately 36,000 people in Victoria. Some of our key programs and services are:

- **Family violence** - support services to victim survivors including LGBTIQ+ people and children, who have experienced any form of family violence.
- **Education services** - including the Berry Street Education Model and Berry Street School. The Berry Street School operates from four campuses, located in Ballarat, Shepparton, Morwell, and Noble Park. Services are delivered in Victoria, with the exception of the Berry Street Education Model that delivers training and services to schools across Australia and limited services delivered internationally.
- **Trauma services** – help children, young people and families heal and recover from trauma including our Victoria-wide therapeutic service, Take Two.
- **Out-of-home care** – foster, kinship and residential care programs provide children and young people who have experienced trauma with a safe and secure place to live.
- **Case management** – supports children and young people in out of home care, families, victim survivors amongst others by providing outreach services, crisis support and intervention, consultation and specialist advice for professionals and family members and links to community services
- **Parenting and family services** - aim to increase parenting skills and knowledge so that families and their children can be safe, thriving and hopeful
- **Community programs** – various programs in regional communities around Victoria which work to help strengthen and support the local community, by working directly with and alongside local people and organisations, including parents, young people, businesses and community service organisations

Yooralla provides a wide range of tailored, flexible and quality services for people with disability of all ages and needs, as well as carers. Some of our key programmes and services include:

- **Supported Independent Living** - Yooralla provides many supported independent living options for people with disability across Victoria (metro and regional).
- **Community Access** - Yooralla provides hubs, community-based and in home supports for people with disability, where every individual is encouraged to pursue their goals by accessing skills-based learning, recreation and social activities.
- **Job skills and employment pathways** - Yooralla supports people with disability to pursue their employment goals by providing job skills training and building pathways into employment.
- **Specialist children's support** - Yooralla provides specialised early intervention programs and children's therapy, to support children and families.
- **Therapy** - Yooralla's Therapy services support adults and children with disability at all ages and life stages.
- **Support coordination** - Yooralla provides Support Coordination to help people with disability and their family or support network to navigate through the different stages of their National Disability Insurance Scheme (NDIS) journey and achieve their NDIS goals.

- **Early childhood and Out of School Hours Care:** - Yooralla provides supports to children in early education and care settings through access to equipment and additional supports and supports for educators to build capacity in providing inclusive services. Yooralla also supports specialist developmental schools to provide high quality care and education programs for children through after school and school holiday programs.

Berry Street Yooralla's operations predominately include employing staff to deliver its services in a range of full time, part time and casual roles. Staff employed by Berry Street and Yooralla remain contracted to the separate entities.

Berry Street employs approximately 1514 staff. The Berry Street Enterprise Agreement 2024-2028 covers employees of Berry Street who are employed in a role below that of a Senior Manager.

Yooralla employs approximately 2065 staff. Yooralla's Disability Support Worker Enterprise Bargaining Agreement 2021 covers disability support workers. Other agreement and awards include Allied Services 2022 (for Nurses, Educators, Teachers, Therapists).

The enterprise agreements and awards cover items such as wages, employment types, hours of work, leave and public holidays, performance and discipline and termination of employment.

Berry Street Yooralla currently employs 142 Supported Employees across four Australian Disability Enterprises (ADEs), all engaged under the Supported Employment Services Award (SESA). This award structure permits the payment of a supported wage that may sit below the minimum award rate.

In mid-2024, the Board endorsed a strategic commitment to progressively increase wages for all Supported Employees, with the goal of achieving no less than the minimum award wage for every individual by 1 July 2028.

The first uplift took effect on 1 July 2024, establishing a minimum threshold of 25% of the award wage for all Supported Employees. A second, smaller increment is scheduled for February 2026, with additional staged increases planned through to the final transition to full minimum award wages by 1 July 2028.

This phased approach reflects the organisation's commitment to fair and equitable employment conditions, while ensuring financial sustainability and alignment with broader sector reforms supporting inclusive and open employment pathways.

Supply Chain

Berry Street Yooralla engages a mix of long-term and short-term suppliers for the provision of goods and services. Our long-term suppliers include suppliers of Information Technology (IT) equipment, software, financial services, and vehicles. A list of preferred suppliers is also accessed by our central and regional offices as required. Short-term or “changeable” suppliers for consultancy services, consumables, clothing, and furnishings are also used in response to the requirements of our operations and or service users.

Through Berry Street’s Procurement Policy and Yooralla’s Purchasing Procedure Manual we endeavour to source goods and services aimed at generating social value. This approach seeks not only to avoid abuse or harm through our procurement processes but to use our buying power to make a real difference to peoples’ lives. Whether it be creating job opportunities or skills-based training in areas of disadvantage, addressing structural and systemic inequalities, or delivering environmental benefits for local communities. As the integration of Berry Street and Yooralla continues concordance of procurement policy and procedures will continue.

Berry Street Yooralla is also committed to ensuring the safety of children and young people and people with disabilities and requires all contractors and external suppliers to comply with all appropriate Berry Street’s *Codes of Conduct* and *Child Safe and Wellbeing Policies* as well as Yooralla’s *Code of Conduct*, *Child Safe and Wellbeing Policy* and *Human Rights Policy* when servicing our physical and online locations or spaces where vulnerable community members are present.

Berry Street Yooralla procures a range of products and services including:

- IT equipment, software, and services
- Clothing and homewares
- Furniture, office supplies and white goods
- Food and consumables
- Digital, marketing, and fundraising services
- Motor vehicles
- Utilities
- Financial services
- Labour hire
- Cleaning and property maintenance
- Construction and facilities management
- Transport and travel services
- Professional and Consultancy services
- Healthcare products
- Rental properties

Our key supplier arrangements for the provision of goods and services are predominantly located in Australia. A small proportion of suppliers are Australian entities of larger groups with head offices in other jurisdictions, these are primarily providers of IT software and hardware (Germany, USA), Real estate and hotel accommodation (USA, France) and professional services (Belgium).

Our broader supply chain is both large and complex, spanning a wide range of industries and geographies. To date, we have conducted limited risk assessments beyond our Tier 1 suppliers other than for our cleaning contracts as this is a higher risk industry. Supply chains are divided into different 'tiers'. 'Tier 1' suppliers are contracted directly to provide goods and services, who in turn may subcontract to 'Tier 2' suppliers.

Berry Street Yooralla recognises that over time we will need to better understand more of our Tier 2 suppliers and beyond in order to effectively manage our modern slavery risk, particularly as relates to higher risk geographic areas and sectors. It is noted that Berry Street Yooralla uses a number of state government endorsed suppliers, via HealthShare Victoria (HSV), where HSV undertakes the modern slavery screening activities.

Berry Street Yooralla manages an investment portfolio to support its operations. The Finance Infrastructure and Investment Committee oversees Berry Street Yooralla's Investment Policy. Our Investment Policy stipulates that Berry Street and Yooralla incorporate Socially Responsible Investment (SRI) principles in their investment decision making. The investment portfolio is managed by JBWere in accordance with the investment policy and does not invest in companies known to systematically engage in unethical employment practices or who are known to have a supply chain which engages in exploitative practices.

Berry Street Yooralla also use labour hire agencies which must be licensed under the Labour Hire Licensing Act 2018. The labour hire agencies are used as required in Yooralla's Supported Independent Living and Hub services and in Berry Street's out of home care programs. In addition to compliance with Worker Screening Act, disability staff must have an NDIS worker screening check and Berry Street staff must be registered and comply with the Department of Families, Fairness and Housing Labour Hire Agency Checklist which includes a working with children check and proof of their right to work in Australia.

4. Risks of modern slavery practices in the operations and supply chains of Berry Street Yooralla

The Modern Slavery Risk Screening Tool provided within the *Addressing Modern Slavery in Government Supply Chains – A toolkit of resources for Government procurement officers* was utilised by Berry Street Yooralla to map potential modern slavery risks in our operations and supply chain. The categories included sector and industry risks, product and services risks, geographic risks, and supply chain risks. By undertaking this assessment, Berry Street Yooralla considered areas of vulnerability particularly in areas of low or no visibility in our supply chains which may cause, contribute to, or directly link to, modern slavery practices.

Risks within our operations

Berry Street Yooralla considers the risk of modern slavery within our direct operations to be low. Berry Street Yooralla acknowledges that our workforce includes employees and external contractors with temporary or voluntary work settings, immigration visas and who have English as a second language, which increases risk.

Risks within our supply chain

The majority of our direct suppliers were organisations based in Australia, which is considered to be a region at lower risk of modern slavery. We do, however, recognise that modern slavery is still present in Australia and as such, should be a consideration when engaging with our suppliers.

- Risks were identified in second-tier suppliers or service providers in high risk sectors such as in the components mined for use in computer equipment and vehicles, timber, financial investments, consultancy services which outsource to casual and or base-skilled labour in high-risk countries, and in the labour practices of textiles industry sourced overseas and in the fresh food grown in Australia and overseas.
- The small proportion of Berry Street Yooralla's suppliers are Australian entities of larger groups with head offices in other jurisdictions such as Germany, Malaysia, USA, France and Belgium.
- Berry Street Yooralla has a range of investments, the majority of which are in Equity funds managed by JBWere. These equity funds include real estate and infrastructure, and a mix of sector investments across international and Australian funds. Investments decisions are made by Fund Managers from whom Modern Slavery statements have been obtained.

Given modern slavery is a pervasive issue, we acknowledge that specific industries and geographies (such as those in emerging markets) are more exposed to underlying risk. To help mitigate this, we have consolidated our investments under the management of JBWere who have regulatory obligations to undertake due diligence and remediation actions within their own supply chains.

5. Actions taken by Berry Street Yooralla to assess and address these risks.

As a result of the merger of Berry Street Yooralla, separate plans for the continued building of maturity to mitigate against Modern Slavery risks were set aside to enable a group wide approach to be taken. The focus during 2024-2025 has been to adapt and align existing approaches under the two entities for assessing and managing modern slavery risks including approaches to supplier risk assessments.

Berry Street Yooralla has broadened its risk based assessment from contracted providers of services or products valued over \$200,000 to providers where expenditure of services or products were valued over \$150,000 expanding the number of providers assessed. Other actions that have been completed or commenced include:

1. Commencement of review and consolidation of the Berry Street Procurement Policy and Yooralla's Purchasing Procedure Manual to establish consistent group wide policies and procedures for procurement and to identify further opportunities to increase maturity for managing modern slavery risks.
2. Raising awareness across Berry Street Yooralla to identify modern slavery risks in our operations and supply chain and respond to them including increasing use of modern questionnaires for smaller suppliers not required to prepare Modern Slavery Statements as part of vendor due diligence and request for proposals.

Due Diligence

In line with the UN Guiding Principles (Principles 15 and 17), Berry Street Yooralla continues to work to improve our due diligence processes to identify, prevent, mitigate, and account for how we address actual and potential adverse human rights impacts in our operations and supply chains.

Berry Street Yooralla completed a Modern Slavery Risk Assessment of suppliers with expenditure over \$150K that included a Modern Slavery risk rating.

Berry Street Yooralla will continue to identify ongoing opportunities to address the risk of modern slavery. Actions will include:

- Continued integration and enhancement to Berry Street and Yooralla's policies and procedures for procurement and supplier management
- Ongoing communication to staff and service users about Berry Street Yooralla's work to identify, monitor and minimise our modern slavery risks.
- Investigate opportunities for quality assurance and improvements of Berry Street Yooralla's procurement processes to mitigate modern slavery risks.

Remediation Processes

Berry Street Yooralla did not identify any instances of modern slavery practices within our operations or supply chain and therefore no remediation processes were enacted.

6. Assessing effectiveness of our actions

Berry Street Yooralla is committed to continuous quality improvement and utilises internal audit and review processes to inform our activities and measure effectiveness.

Over this reporting period, Berry Street and Yooralla have merged. As part of the merger, integration of operations, shared services and systems, including our policies and procedures have commenced and are continuing. Within a modern slavery context, focus and progress has been made in particular around alignment of risk assessment approaches to modern slavery risks.

We acknowledge that disparate processes and practices for managing modern slavery risks still exist across Berry Street and Yooralla as the organisation continues to integrate. We will continue integration of policies and procedures to build our due diligence, quality assurance and improvement processes to identify and minimise modern slavery risk and ensure these processes include ways to review the effectiveness of each step.

7. Approval

This statement was approved by the Berry Street Yooralla Board in their capacity as principal governing body of Berry Street Victoria Inc. and Yooralla on 16 December 2025.

Dr Joanna Flynn
President

Terry Symonds
Chief Executive Officer



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