



Modern Slavery Statement

FY 2023-24

An Outreach of Queensland Baptists

We're here for you.

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 aimed 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 third 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.

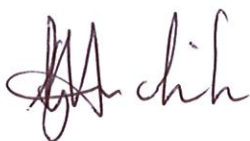
Teamwork:

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 2023 to 30 June 2024. The Statement outlines the approach Carinity has taken to identify, assess and manage modern slavery risks in our operations and supply chain.



QB Board

A Message from the CEO

Welcome to Carinity's 2023-24 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.



Kevin Griffiths
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 2024

INTRODUCTION

This is the third 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 2023 to 30 June 2024 ("FY24"). 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 clients, residents, and communities. At Carinity we value the dignity and rights of every human being and strives 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 firmly oppose all forms of Modern Slavery, including forced labour, human trafficking, debt bondage, child labour, and any other practices that strip people of their freedom and dignity.

We are dedicated to preventing and addressing Modern Slavery risks within our operations and supply chain. This Statement outlines the measures Carinity is implementing to identify, assess, and mitigate these risks in our business activities.

These steps include:

- Establishing and enforcing policies and procedures that encourage ethical behaviour and respect for human rights.
- Performing due diligence with our suppliers and contractors to ensure compliance with relevant laws and standards on Modern Slavery.
- Monitoring and evaluating our performance and progress in preventing and addressing Modern Slavery.
- Collaborating with external partners and experts to learn from best practices and engage in joint initiatives.
- Offering training and awareness programs for our staff and stakeholders on Modern Slavery issues and how to report concerns or incidents.

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, a Charter Group of the Baptist Union of Queensland, operates under its own Australian Business Number (ABN) and holds Public Benevolent Institution (PBI) and Deductible Gift Recipient (DGR) registrations.

The Board of the Baptist Union of Queensland has appointed a separate Council to assist with Carinity's governance. The governing body for Carinity consists of both the Baptist Union of Queensland Board and the Carinity Council.

The Board and Council delegate day-to-day operational management and decision-making, including matters related to Modern Slavery, to the Chief Executive Officer (CEO). The CEO is then authorised to further delegate responsibilities to the management team within an established framework.

ABOUT CARINITY

Carinity exists to support and care for vulnerable individuals of all ages when they need it most. As a not-for-profit, Christian-based care organization, we aim to help people and families reach their full potential and live enriched lives. We do this by creating communities where people feel at home and secure, where they are valued, included, heard, and respected.

Our name, derived from "care" and "affinity," reflects our mission to foster a sense of belonging for our customers. From our humble beginnings 75 years ago, when Baptist Churches across the state raised more than 3,500 pounds to establish a Christian Home for Aged People, Carinity has grown into a multi-faceted care provider assisting nearly 7,000 people annually.

Our dedicated team of almost 1,800 staff members works tirelessly to improve lives in 24 cities, towns, and suburbs across Queensland, from the Gold Coast in the south to Townsville in the north. While we are best known for our traditional services in residential aged care and retirement living, our outreach has expanded to include schools for students facing challenges in mainstream education, disability support for all ages, counselling for women and children affected by domestic violence, accommodation for at-risk youth, 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 outlines what, why, how and for whom we do what we do, articulating the driving force behind the organization.

'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 2024 financial year, we supported 1,098 seniors across 11 residential aged care homes; 2620 seniors received care while living independently at home; 337 people lived in our five retirement villages; and 694 students attended on of 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 among 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 ensure our suppliers comply with these laws and consider participants' rights, participation and inclusion, individual outcomes,

feedback and complaints, access to services, and the management of services provided.

- Suppliers' policies and procedures, focusing 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 relies on our suppliers' implementation of these policies and procedures, without further reviews to confirm their effectiveness.
- Whether individual suppliers are required to undertake modern slavery assessments and provide 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 take pride in our highly skilled, diverse, and effective workforce. With nearly 1,800 employees working in the greater Brisbane and regional areas of Queensland, all our paid employees receive fair compensation based on applicable awards and industrial instruments.

We deeply value our volunteers for their friendship, experience, and community ties, and we are grateful for their hard work and dedication. We honour these unsung heroes at special thank-you events.

All paid employees are based in Australia and are subject to the Fair Work Act 2009. Staff salaries and conditions are determined by various Awards and Enterprise Agreements specific to their duties, including but 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 fair remuneration. Our employee contracts adhere to or exceed the provisions of the Fair Work Act and relevant industrial instruments. Carinity staff and employees are Australian residents, citizens, or have appropriate work approvals under relevant Department of Immigration legislation.

We do not offer unpaid work experience or internships, nor do we assign labour to organizations outside of Australia.

Carinity has implemented several measures to ensure fair, ethical, and respectful treatment of people:

- Our Recruitment Policy ensures equity, fairness, and transparency in our hiring practices.
- We foster a positive work culture and Code of Conduct that respects staff and employees, emphasizing a 'safety first' approach.
- We offer flexible working initiatives to support work/life balance, including work-from-home arrangements and flexible working hours.
- We adhere to standards such as the National Standards for Disability Services and the Aged Care Quality Standards, ensuring quality service, compliance with Human Rights Principles, and promoting freedom, choice, dignity, respect, and opportunity.
- By focusing on hiring and training, Carinity reduces reliance on agency staff, significantly lowering the risk of modern slavery through better oversight and control over employment practices.
- We are committed to the highest standards of legal, ethical, and moral behaviour, adopting a zero-tolerance approach to misconduct or fraud. Our Complaints and Feedback Policy, Grievance Process, and Whistleblower Policy provide mechanisms for staff, clients, and employees to voice concerns confidentially and without fear of repercussion.

Our evaluations of modern slavery risks within our direct workforce have not revealed any areas of concern.

OUR SUPPLY CHAIN

Carinity's supply chain encompasses the products and services necessary to support our operations. These include:

- 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
- Waste Management Services

Since our operations are based in Queensland, most of our suppliers are located in Australia. A key requirement of our government contracts is that customer data must be stored within Australia, so our key technology partners are also Australian-based organizations.

We conducted a preliminary assessment of modern slavery risks in our supply chain, focusing on direct suppliers above a certain spend threshold. We ensured that our major tenders comply with modern slavery legislation by requiring bidders to provide information about their supply chain practices.

For the 2023/24 financial year, we did not evaluate the potential risks of modern slavery among the subcontractors or providers used by our direct suppliers. Instead, we assessed our direct suppliers based on criteria such as industry, type of product or service, location, and contract value.

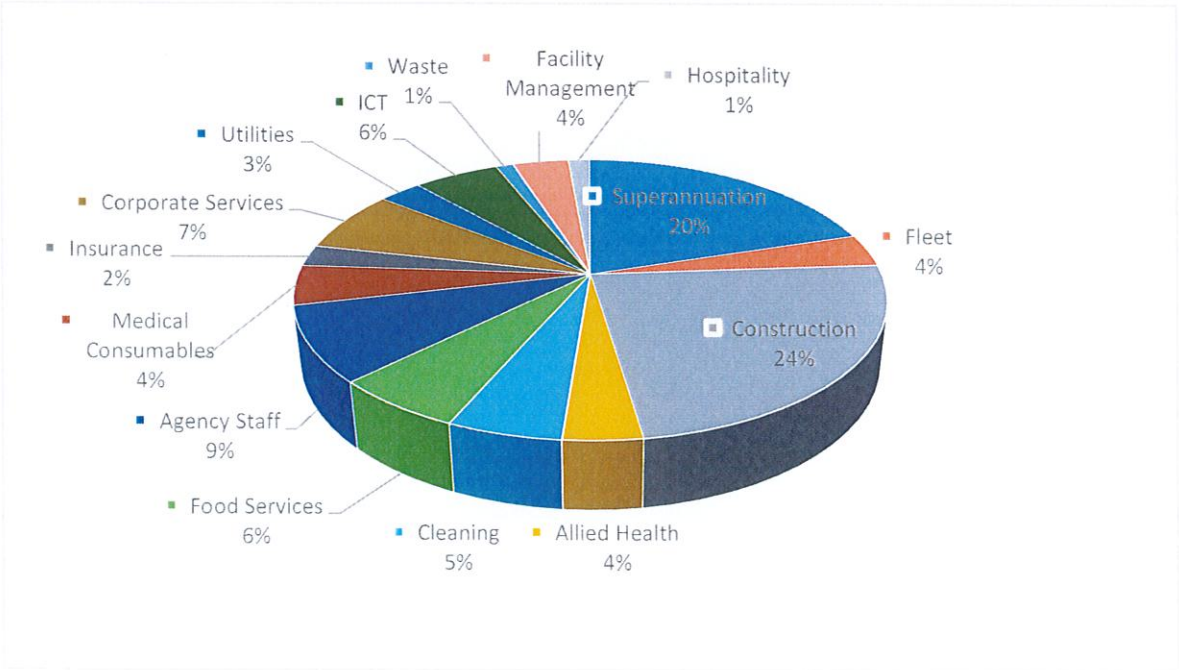
From this assessment, we identified key suppliers with a higher risk of modern slavery within their organisations and conducted further due diligence. We relied on the information provided by these suppliers to review their responses and outcomes and determine their risk level.

The results of these assessments indicated that the overall risk of modern slavery among Carinity's key suppliers is currently considered low.

HOW WE ASSESSED OUR RESPONSE

For the 2023/24 financial year, we focused on assessing our top 50 suppliers by spend. These suppliers represent more than 65% of our total spend for the period.

That spend is broken up by category as follows:



We based our assessment on information provided by suppliers, gathered through their reports, ongoing conversations, and their own Modern Slavery Statements.

All contracts and agreements include Modern Slavery clauses, allowing either party to terminate upon breach. These clauses also mandate ongoing communication and discussions about 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 on 17/12/2024.