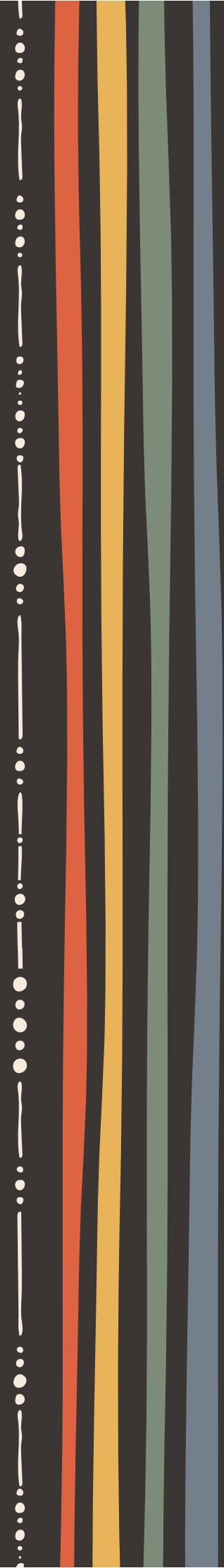




## **Institute for Urban Indigenous Health Limited**

Modern Slavery Statement



# MODERN SLAVERY STATEMENT 2023

The Modern Slavery Act 2018 (Cth) (the Act) mandates a new statutory modern slavery reporting requirement for larger companies operating in Australia. Under the Act, companies are required to publish statements explaining who they are, their structure, operations and supply chains and describing the risk of modern slavery practices in their operations and supply chains and actions being taken to assess and address modern slavery risks in their operations and supply chains and effectiveness of those actions.

## 1. Who we are

This Modern Slavery Statement is made by the Institute for Urban Indigenous Health Ltd (ABN 32 140 019 290) referred to as "IUIH". IUIH is a health promotion charity registered with the Australian Charities and Not-for-profit Commission (ACNC). This is IUIH's second statement and is prepared in relation to the financial year ended 30 June 2023.

## 2. About Us

### Our Vision

Healthy and strong vibrant Aboriginal and Torres Strait Islander children, families, and communities.

### Our Mission

Leadership in health system reform and provision of a high quality, integrated system of health and social support services.

### Our Values

#### *Respect*

We believe that respectful relationships are essential to achieving Our Vision. We understand that respectful relationships are built on the recognition that we all have a contribution to make. Therefore, we commit to treating each other and our partners with dignity, generosity and responsiveness.

#### *Culture*

We are here because of those who came before us. We draw upon Aboriginal teachings and ways for strength, wisdom and guidance. We uphold holistic approaches to healthcare and strive to achieve balance in our mental, spiritual, emotional and physical wellbeing.

#### *Discipline*

We have an opportunity to achieve transformative change in the health and wellbeing of our Communities and an obligation to make the most of this opportunity. This will require us to be disciplined, to maintain loyalty to each other and to Our Vision, to maintain and nurture unity, integrity and reliability in fulfilling our commitments to one another.

#### *Excellence*

We are humbled and honoured to have been asked by our Communities to work on their behalf, and in doing so, we have a moral obligation to strive for excellence in outcomes and our practices. We

strive to continuously learn through capacity development opportunities, from new and innovative models, and from each other.

### **Relationships**

We believe that effective relationships with Community, with our partners and with each other are foundations for achieving Our Vision and fulfilling our commitments. We commit to fostering working relationships underpinned by trust, honesty, understanding, teamwork and mutual support.

### **Fairness**

We work to improve the health and wellbeing of our Communities. Our decision-making reflects their best interests and leads to just and equitable treatment of all Aboriginal and Torres Strait Islander people across South East Queensland. We are inclusive in our practices, our communications and discussions.

### **Structure**

IUIH is a company limited by guarantee, incorporated with the Australian Securities and Investment Commission (ASIC).

The company members are the four (4) Aboriginal Community Controlled Health Services (ACCHSs) in South East Queensland. It does not own or control other entities, but its business units include Moreton Aboriginal and Torres Strait Islander Community Health Service (MATSICHS) which comprises five (5) primary health care clinics that operate across the Brisbane North region.

Head office is in Windsor, Brisbane and although its primary activities are in South East Qld, some Home Care Services to Elders operate on the Sunshine Coast and Fraser Coast Regions.

IUIH has a cultural integrity investment structure – known as “the Ways” - that embraces Aboriginal Terms of Reference and seeks to bring those principles into the way it works throughout all operations of the organisation.

### **Operations**

IUIH leads the planning, development, and delivery of comprehensive primary health care for the Aboriginal and Torres Strait Islander population of the South East Queensland (SEQ) region.

During the 2022 - 2023 financial year the company

- provided Integrated and Coordinated care through an expanded ‘Mob Link’ service, a Integrated Team Care Program and Pharmacy service
- directly operated Moreton ATSIHCS (consisting of five primary health care clinics and until September 2022 a Respiratory Clinic in Caboolture) across the Moreton Region plus Goodna clinic west of Brisbane, using an integrated System of Care that also delivers specialist services and allied health
- provided aged care support including in-home services for Elders
- provided services supporting mob to address adult chronic disease
- continued dental services
- continued various child health and wellbeing services
- delivered the Deady Choices Schools program, and in Brisbane North the Youth Wellbeing Program

- continued its leadership role in developing a regional networked-system response to the National Close the Gap agreement (2020) and the Queensland First Nations Health Equity Framework (2021) in partnership with the SEQ Hospital and Health Services, Mater Health, Children’s Hospital Qld and the SEQ Primary Health Networks (PHNs)
- supported access to the National Disability Insurance Scheme (NDIS) and delivered support coordination and allied health services to people choosing IUIH services
- continued investing in the development of the urban Indigenous workforce through student placements and ‘growing our own’ staff including partnership with Indigenous Allied Health Australia - the Pathways our Way Academy (POWA) supporting school based and full-time trainees through various pathways and programs
- continued health promotion and smoking prevention events
- continued research program
- the IUIH Community Legal Service continued advising vulnerable clients and families referred from IUIH programs and services.

In undertaking its business IUIH expects its people to bring Aboriginal Terms of Reference (Aboriginal Ways) to consciousness and imbed the stance, values and knowledge within all aspects of IUIH’s operations. ‘The Ways’ core principles are:

**Balance** in gender, approaches, structure and society

**Relatedness** and Kinship understanding the need for connectivity with both Mob and the Land

**Non-hierarchical systems** lateral arrangements, inclusive and with the absence of class, caste or clique system

**Autonomy** is response between individuals, between nations and between organisations; not about the separation of the individual, nation or organisation from the Community/ Society

**Ethics/Law** the regulation of the self and society to ‘propa’ conduct with each other and the Land

**Place or the Land** as a moral entity influences other Ways principles and the identity of a Person, Clan or Language group.

There is no place in Aboriginal Terms of Reference or ‘the Ways’ for modern slavery practices. In carrying out its operations the company

- directly employs workers to manage programs, deliver services to clients and provide back office support
- subcontracts member services (Community Controlled Health Services – CCHSs) and other ACCHSs to provide services
- provides products to clients and ACCHS meeting relevant criteria – such as health check promotional shirts, pharmaceutical items, medical aids
- leases premises, motor vehicles and office equipment
- undertakes charitable activities providing unfunded health services to mob from self-generated income
- utilises a warehouse system to source, store and distribute a multitude of items across all business units.

Further information about IUIH activities can be found in our Annual Report and on our website at [www.iuih.org.au](http://www.iuih.org.au).

## Supply Chains

To support its operations, IUIH employed 845 staff as of 30 June 2023 and its supply chain consists of many suppliers and wholesalers largely in the healthcare industry (including prosthesis, consumables, medical equipment), some in training (RTO's), clothing manufacturers (uniforms and promotional clothing), support services (including cleaning, midwifery, accounting, legal, fit-out, maintenance and food services) and electronics such as mobile phones for work related communication and computers / related devices and equipment).

Suppliers include preferred suppliers with stable long-term relationships, short-term suppliers for urgent requirements and one-off suppliers on an ad hoc basis. Most product supplies are organised through the company's 'Warehouse' system except electronic devices which are sourced by the Information Technology (IT) team.

### 3. Risks of modern slavery practices in IUIH operations and supply chains

As a health promotion charity operating only in Australia there is no material risk of modern slavery occurring within our direct business operations. All IUIH's workers are employed under Modern Awards or are on professional salaries. IUIH employees are provided with employee contracts and referred to IUIH's HR Policy and Procedures Framework, which outlines key policies.

Neither is modern slavery likely in the Australian organisations from whom IUIH contracts or purchases services or products.

However, IUIH recognises it could be indirectly exposed to the risk of modern slavery and human trafficking through supply chains, particularly where supplier's supply chains source products from global risk areas such as the Asia Pacific region.

### 4. Actions taken by IUIH during July 2022 - 2023 to assess and address the risks identified in Criteria 3

Given the level of control IUIH exercises over day-to-day operations and the emphasis on The Ways, the internal risk of modern slavery occurring remains extremely low. The majority of IUIH services staff are engaged directly by it reducing the risk of modern slavery within the workforce as the company endeavours to comply with Australian employment law. Through employee orientation IUIH introduces the Ways to new employees and continues to better imbed Aboriginal Ways of Seeing, Doing, Belonging, Being and Knowing throughout its operations and beyond - influencing partner organisations and other providers with which it does business in a positive way.

The suppliers of services and products to IUIH are in the majority Australian reducing the risk of modern slavery within the workforce of suppliers.

As a health promotion charity and healthcare provider, IUIH's operations are highly regulated and subject to a range of State and Commonwealth legislation and accreditation requirements.

During the 2023 financial year IUIH:

- added criteria for preferred suppliers used by the Warehouse to include an assessment of modern slavery when the next supplier review is undertaken – no reviews occurred in the 2023 financial year. When review responses are received the answers will be considered to assess if modern slavery risks identified in Criteria 3 are likely in IUIH supply chains;

- reviewed various supplier websites to ascertain who have published modern slavery and /or human rights policies or statements;
- assessed the source of promotional clothing provided by its major Australian clothing supplier as a possible modern slavery risk and asked the supplier for information on its supply and production processes relevant to modern slavery. A statement from the Chinese manufacturer of the garments was received stating its compliance with the 'Labour Standards & Certification of the People's Republic of China' and listed minimum requirements;
- gathered products and supplier information from Allied Health managers and how ordered (whether through the IUIH warehouse or other)
- commenced raising staff awareness of modern slavery matters and how individual choices can impact the issue through supplier information requests and by publishing an article on the staff Intranet SharePoint site announcing lodgement of the company's first Modern Slavery Report and describing the serious exploitation that is modern slavery and how "we all have a part to play in considering how our actions affect human rights".

IUIH will continue to look for opportunities to improve its identification of modern slavery risk.

## **5. How IUIH assesses the effectiveness of actions being taken to assess and address modern slavery risks**

During this reporting period IUIH has increased its understanding of modern slavery risks, commenced creating internal awareness and initial due diligence processes.

The company has assessed the effectiveness of actions being taken to assess and address modern slavery risks by:

- reviewing the content of the statement provided by its Australian promotional clothing supplier from their Chinese manufacturer;
- ascertaining the general location of the Chinese clothing factory to be assured it is not located in the area where Uyghur people are believed to be used as forced labour in China; and
- monitoring how many views the Modern Slavery article received on the internal SharePoint site.

No remediation requirements were identified in the reporting period.

IUIH is considering how to develop additional ways to assess the effectiveness of its actions.

## **6. Consultation with entities owned or controlled by IUIH**

IUIH does not own or control any other entities.

## **7. Other relevant information**

IUIH is committed to acting and conducting business respectfully, responsibly, inclusively and ethically in accordance with The Ways principles therefore endeavouring to ensure all aspects of business practices, including supply chains, are aware of modern slavery concerns. IUIH rejects all forms of modern slavery.

IUIH is committed to considering and taking steps to implement effective systems and controls to ensure so that it does not take place within our own business. If issues are identified through our supply chains IUIH will consider what is an appropriate response.

The future focus for IUIH will be on identifying material risks of modern slavery which may exist in our external supply chains and addressing those risks with suppliers.

## **Governance and Risk Framework**

The IUIH Board and its Performance Quality and Risk Committee oversees risk. A Risk Management Framework is in place which outlines the governance structures in place to ensure an effective risk management infrastructure and culture is in place to promote systematic risk management processes in IUIH'S activities, functions and operations. IUIH is committed to implementing and maintaining the high ethical standards required by Aboriginal Terms of Reference and The Ways and therefore to undertaking business in honourable and proper ways.

## **Our risk assessment & due diligence**

We are committed to assessing the risk of modern slavery taking place in our operations by taking steps to identify and manage areas of concern within our business and any external suppliers to IUIH.

## **Training**

In December 2022 the Executive Leadership Team, Warehouse Manager, Deputy Operations Manager and managers in various other business units were advised what modern slavery is and the need to grow awareness of modern slavery risks in the business, how to identify if it's happening in our operations or supply chains and asked for ideas on ways to address it. This raised initial awareness of modern slavery in the context of IUIH's business.

The article published on the company's Intranet SharePoint site was a step in broader staff awareness / training to enable employees to have an understanding of and realise how their choices can have far-reaching impacts upon basic human rights across the globe. Going forward IUIH will set up additional staff training opportunities.

## **Ongoing compliance**

IUIH will continue ongoing review of its supply chain and suppliers, undertaking risk assessments, particularly of those located in countries commonly known to be at higher risk for modern slavery and in high risk industries or sectors. If any modern slavery associated issues are identified, IUIH will consider an appropriate response. IUIH will continue to identify and evaluate risks relating to human rights and where necessary, develop our policies, procedures, and training to help combat modern slavery.

## Statement

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This Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 (Cth) for the Institute for Urban Indigenous Health Ltd (ABN 32 140 019 290) and relates to the financial year ended 30 June 2023.

This statement was approved by the IUIH Board on 22 November 2023.



**Kieran Chilcott**

Chairperson

Institute for Urban Indigenous Health