

2025 Modern Slavery Statement

The Kids Research Institute Australia





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1. INTRODUCTION

The Commonwealth Modern Slavery Act (Cth) 2018 came into effect on 1 January 2019. The Act established a national modern slavery reporting requirement for organisations with annual consolidated revenue of at least A\$100 million. This requirement encourages Australian organisations to identify and address their modern slavery risks and maintain responsible and transparent supply chains. Entities required to comply with the reporting requirement must prepare annual Modern Slavery Statements. This is The Kids Research Institute Australia's fifth Modern Slavery Statement and the fourth issued under the Modern Slavery Act (Cth) 2018.

Modern slavery is defined in the Modern Slavery Act (Cth) 2018 as including eight forms of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour services; and the worst forms of child labour.

The issue of modern slavery goes to the heart of The Kids Research Institute Australia's vision of "Happy Healthy Kids" because globally one in four of the estimated 50 million victims of modern slavery are children.

It is everyone's responsibility to mitigate the risks of modern slavery through a persistent and collaborative approach involving employees, contractors, and other organisations on the same path. The Kids Research Institute Australia recognises this responsibility and is determined to minimise its footprint in the entrenched global network that is modern slavery.



2.ABOUT THE KIDS RESEARCH INSTITUTE AUSTRALIA

2.1 OUR ORGANISATION

The Kids Research Institute Australia (The Kids) was officially opened in 1990 and has grown into one of the largest and most successful Medical Research Institutes (MRI) in Australia. The Kids is comprised of a dedicated and diverse team of over 1,200 staff, students and honorary researchers.

The Kids continues to progress its strategic plan, Research Reimagined, which sets out the blueprint for how we achieve our vision of Happy, Healthy Kids. The strategy defines our purpose to find solutions that improve the health and wellbeing of children and young people and guides how we deliver impact through our focus areas, partnerships and ways of working. Our approach is underpinned by our core values of Collaboration, Courage, Evidence and Respect.

In 2025, The Kids launched its Reconciliation Action Plan (RAP), strengthening our commitment to Aboriginal and Torres Strait Islander peoples and communities. This includes embedding culturally respectful practices across our research, operations and partnerships, and ensuring that Indigenous health and wellbeing remain a central priority across all areas of our work.

The Kids is an independent Australian not-for-profit public organisation and is a charity registered with the Australian Charities and Not-for-Profits-Commission (ACNC) (ABN 86 009 278 755). The Kids does not wholly own or control any other entities and is not part of a larger group, so no related consultation was required to produce this Statement. Our financial year runs from 1st January to 31st December and for the 2025 financial year our total operating revenue was over AUD\$100 million.

2.2 OUR STRUCTURE

The Kids is governed by an eminent and highly skilled Board of Directors who all give their time voluntarily and work together to guide the overall business of The Kids, bringing a diverse range of experience from government (State and Commonwealth), academic and community sectors plus business and research organisations with substantial global reach.

The Board is chaired by Naomi Flutter, the Executive General Manager, Corporate Affairs at Wesfarmers Ltd. Naomi brings extensive leadership experience across a diverse range of sectors.

Under the leadership of Executive Director Prof Jonathan Carapetis, The Kids' Executive team is responsible for the overall management and strategic direction of The Kids to enable it to achieve its strategic vision, goals and priorities.

2.3 OUR OPERATIONS

The Kids head office is based within the Perth Children's Hospital (PCH) on the QEII Medical Centre campus in Nedlands, Western Australia. The Kids also has research teams based at other locations including Joondalup, the Kimberley (Broome), Cockburn, Subiaco and Adelaide, South Australia.

Our research is broadly organised into key themes relating to child health: Strong Beginnings, Wellbeing & Mental Health, Infectious Diseases, Chronic Diseases and Precision Health. The Indigenous Health research theme integrates the needs of Indigenous families and children into all relevant areas of our work. Improving the health and wellbeing of Indigenous children and families is an overarching priority for every program and team at The Kids.

Other key elements of our operations include:

- Supervision and experience for students
- Provision of specialist research services and equipment
- Integration of research into clinical practice (e.g. CliniKids)
- Fundraising and development
- Community engagement
- Education and outreach
- Commercialisation and innovation

Our national and international collaborative networks enable the ongoing development of medical research capacity as we work together to improve the lives of children in key areas. We are focused on training the next generation of child health researchers with 179 Honours, Masters, PhD and Doctor of Medicine students, sharing our state-of-the-art facilities, equipment, technology and expertise to benefit child health and development research worldwide.

Our annual Impact Report provides a full summary of the ways in which our research is making a real difference to children, young people, families and communities across the world. Recent examples of our research impacts include:

- Cancer researchers at The Kids identified a promising new therapeutic strategy for children battling B-cell acute lymphoblastic leukaemia (B-ALL), bringing a new approach to treating children who face these tougher cases of leukaemia.
- The Kids' Missing Piece Surveillance Study found that one in six kids living in Western Australia's Kimberley region had Strep A detected at any one time in the throat or skin and, in more than half of cases, there were no noticeable symptoms.
- We launched an Early-Stage Type 1 diabetes (T1D) clinic which aims to revolutionise diabetes care and support families navigating the beginning of an early-stage T1D diagnosis.
- Researchers at The Kids were awarded a USD \$4.7 million grant from the Gates Foundation to advance malaria research. The funding will allow the team to update the flagship Open Malaria platform, an open-source mathematical model of malaria dynamics, and apply mathematical modelling to develop and test new malaria interventions by predicting their potential to reduce malaria cases and deaths.
- The Impact for Tourette's survey revealed the crushing daily challenges faced by Australians living with Tourette syndrome and other tic-related disorders. The research found one in two children with a tic-related disorder have thought about ending their life, while one in 10 children and one in four affected adults have attempted suicide. It found bullying, discrimination, lack of understanding and the exhaustion of living with their condition were among the factors that drove many of those affected to despair.

2.4 OUR SUPPLY CHAIN

Our supply chain consists primarily of research and consultancy service providers and contractors who supply products and services that support the research, our facilities and operations. Key products purchased include laboratory and scientific equipment and consumables, Information and Communication Technology (ICT) infrastructure, facilities consumables, and office consumables.

Key services purchased include research and consulting services, equipment servicing, facilities management services (including cleaning, waste disposal, repairs, and maintenance), travel services, ICT services, energy, software and delivery services.

3. IDENTIFYING MODERN SLAVERY RISKS

To identify and assess areas of potential exposure to modern slavery, The Kids undertakes a structured review of its operations and supply chains. This includes mapping procurement categories, analysing supplier locations and industry sectors, and considering known global risk indicators, including those identified in the Global Slavery Index. Particular attention is given to higher-risk areas such as cleaning and facilities management, building and maintenance trades, ICT hardware and laboratory consumables, as well as overseas research collaborations.

The assessment process is supported by cross-functional consultation between Procurement, Legal and Risk teams, and incorporates supplier due diligence activities, including the use of The Kids' Environmental, Social, and Governance (ESG) platform and other risk assessment tools to identify potential vulnerabilities. Risk identification is informed by factors such as geography, sector risk, supplier maturity and level of spend, enabling The Kids to prioritise areas requiring enhanced oversight.

Findings from this assessment inform targeted mitigation actions, including supplier engagement, contractual controls, enhanced due diligence, and staff training initiatives. The Kids continues to refine its approach to ensure alignment with evolving regulatory expectations and best practice.

The Kids has identified the following key areas in our operations and supply chain where there is an elevated risk of modern slavery or new modern slavery risk factors are present.

3.1 OUR OPERATIONS

- **Our people** • The Kids engages a diverse workforce including employees, students, volunteers, and honorary researchers. While the majority are based in Australia and subject to robust employment protections, there remains a need to monitor vulnerabilities that may arise in contingent or non-traditional working arrangements, as well as ensuring consistent application of policies and safeguards across all worker groups.
- **Overseas operations** • The Kids undertakes research activities in partnership with organisations in a range of international jurisdictions, some of which present higher inherent risks of modern slavery due to regulatory, economic or labour market conditions. These activities may involve engagement with local suppliers, research participants, and service providers, increasing exposure to risks beyond The Kids' direct control.
- **Investments** • The Kids maintains investments managed by external advisors. There is a potential risk that underlying investee entities may not adequately identify or address modern slavery risks within their operations or supply chains. This risk is mitigated through ESG-focused investment strategies and external due diligence processes, although visibility remains dependent on third-party disclosures.
- **Donations and partnerships** • The Kids receives funding from donors and enters into partnerships that support its research and operations. There is a potential risk that organisations providing funding or entering partnerships may have exposure to modern slavery practices. The Kids mitigates this risk through structured due diligence and application of its Donations and Partnerships Decision-Making Framework.

3.2 OUR SUPPLY CHAINS

- **Engagement of contractors** • The Kids engages a broad range of contractors across multiple sectors, including facilities management, cleaning, maintenance, and professional services. Certain service-based sectors are recognised as higher risk due to labour intensity, subcontracting practices, and historically lower levels of visibility over workforce conditions. Risks may arise where contractors have limited capability or maturity in identifying and managing modern slavery within their own operations and supply chains.
- **Procurement of higher risk goods and services** • Some categories of goods procured by The Kids particularly ICT hardware, laboratory consumables, and merchandise have global supply chains that may involve manufacturing in higher risk regions. These supply chains can involve complex, multi-tiered production processes with limited transparency beyond direct suppliers.
- **Supplier Supply Chain Visibility (Tier 2 and Beyond)** • While The Kids maintains oversight of its direct suppliers (Tier 1), visibility of deeper-tier supply chains remains an area of ongoing development. Modern slavery risks may exist within sub-suppliers engaged in manufacturing, raw material sourcing, or service delivery, particularly in high-risk geographies or sectors.
- **International Suppliers** • A proportion of The Kids' suppliers are based outside Australia, including in regions with higher prevalence or vulnerability to modern slavery. These suppliers may be subject to different regulatory standards and enforcement environments, increasing the importance of targeted due diligence and ongoing engagement.

4. ASSESSMENT OF MODERN SLAVERY RISKS

4.1 OUR OPERATIONS

• Our People

The Kids' staff, students, volunteers and honorary researchers continue to be predominantly based in Australia, where the prevalence and vulnerability to modern slavery are comparatively low. According to the Global Slavery Index 2023, Australia has a low prevalence rate and a strong government response framework.

The Kids' recruitment processes and employment practices remain aligned with applicable Australian legislation, including the Fair Work Act 2009 (Cth), as well as relevant industrial instruments and internal policies. These frameworks support fair remuneration, safe working conditions, and appropriate worker protections across all categories of workers.

While the overall risk within our Australian-based workforce is considered low, The Kids recognises that vulnerabilities may still arise in non-standard working arrangements or through indirect employment relationships. As such, The Kids continues to monitor workforce practices and strengthen safeguards to ensure ethical and fair treatment for all individuals engaged in its operations.

A range of workforce wellbeing and support initiatives remain in place to promote a safe and inclusive working environment, as outlined further in Section 5. These measures contribute to reducing potential vulnerabilities and reinforcing The Kids' commitment to responsible employment practices.

• Overseas operations

The Kids acknowledges that modern slavery risks may be elevated in certain international contexts where regulatory frameworks, labour protections, and enforcement mechanisms vary. During 2025, The Kids maintained research collaborations across a number of countries, including the United Kingdom, Belgium, Canada, Tanzania, Hungary, Spain, Fiji and Solomon Islands.

While many of these collaborations occur in lower-risk jurisdictions, several involve regions with higher inherent modern slavery risk due to economic, regulatory or labour market conditions. These factors may increase exposure to risks within local supply chains, service providers, or third-party engagements associated with research activities.

To mitigate these risks, The Kids continues to apply a risk-based approach, including appropriate due diligence, the use of formal collaboration agreements, and the inclusion of contractual provisions addressing modern slavery and ethical conduct expectations. Ongoing monitoring and governance processes further support the identification and management of risks throughout the lifecycle of international projects.

The Kids recognises that visibility over local supply chains in overseas contexts can be limited and continues to strengthen its approach to oversight and engagement in higher-risk jurisdictions.

• Investments

In 2025, The Kids Board revised and strengthened The Kids' Investment Policy Statement to clearly outline ESG considerations which shall be applied to its investment portfolio. To manage this risk, The Kids engages a sustainability-focused investment management organisation to guide decision-making and portfolio oversight. This external manager undertakes due diligence on investee entities, including consideration of modern slavery and broader ESG risks, complementing The Kids' own policy framework and expectations. ESG factors—such as human rights, labour practices, and supply chain transparency—are embedded into investment decision-making and ongoing monitoring.

During 2025, The Kids continued to strengthen alignment between its investments and ethical standards, including reviewing holdings against ESG criteria and supporting actions to reduce exposure to entities that do not meet expectations. The Kids acknowledges that visibility over modern slavery risks within investment portfolios remains dependent on third-party disclosures and varying regulatory requirements across jurisdictions, and this area remains an ongoing focus for continuous improvement, with an emphasis on strengthening due diligence and active portfolio management over time.

• Donations and partnerships

The Kids actively seeks and accepts donations and partnerships from both Australian and international sources to support a sustainable funding model. The Kids recognises its responsibility to ensure that all funding relationships are derived from ethical and responsible sources. To manage this risk, The Kids applies a structured due diligence process to assess potential donors and partners, including consideration of exposure to modern slavery and broader human rights issues.

This assessment forms part of The Kids' broader Donations and Partnerships Decision-Making Framework, which supports consistent, transparent, and risk-based decision-making. The Kids continues to strengthen this approach over time, recognising that reputational and ethical risks may arise where appropriate oversight is not maintained.



4.2 OUR SUPPLY CHAINS

• Engagement of contractors

The Kids engages with many contractors across different sectors and geographies. During the 2025 calendar year, The Kids directly engaged 1,127 contractors 89% of which were Australian based making up 88% of spend. As assessed by the Global Slavery Index 2023, Australia has a low prevalence of and vulnerability to modern slavery, together with active government responses to dealing with issues. However, such indications must not lead to complacency since Australia still has an estimated 41,000 victims of modern slavery per the Global Slavery Index 2023.

To enhance the identification and assessment of modern slavery risks within our supply chain, The Kids led a sector-wide ESG collaboration through the Association of Australian Medical Research Institutes (AAMRI). This initiative brings together multiple MRIs to address shared challenges in modern slavery risk management through a coordinated and data-driven approach. Historically, supplier due diligence across the medical research sector was undertaken independently by individual Institutes, resulting in fragmented data, inconsistent methodologies and duplication of effort. Through this project, participating Institutes have implemented a centralised ESG platform, enabling a more coordinated and consistent approach to supplier engagement, risk assessment and reporting.

As part of this initiative, a coordinated questionnaire is continuously being developed specifically for the medical research sector, ensuring that data collected from suppliers is relevant, targeted and aligned with industry risk profiles. Suppliers are onboarded through a shared engagement approach, which reduces duplication of requests and improves response rates while clearly communicating expectations regarding modern slavery and broader ESG matters.

The platform enables participating institutes to securely share supplier data, improving visibility across common suppliers and supporting a more efficient and collaborative approach to risk assessment. It also integrates with an existing external database of suppliers which enables external independent metrics to be reviewed for suppliers. This has allowed The Kids to move beyond a purely entity-level view of risk and contribute to a broader, sector-level understanding of modern slavery exposure within shared supply chains.

While the project is still growing and gaining momentum some early outcomes include improved data quality and consistency, increased supplier participation, and enhanced transparency across The Kids' supply chain. The collaborative model also strengthens The Kids' ability to influence supplier behaviour by leveraging collective engagement across the sector, rather than acting in isolation.

The Kids continues to actively participate in this collaboration, recognising that a coordinated, sector-wide approach is critical to effectively identifying, assessing and addressing modern slavery within risks complex global supply chains.

The following table provides the percentage of total spend for The Kids' international contractors:

Country	Spend	% of total Spend	Modern Slavery Risk
United States of America	\$2,622,068	4.91%	Low
United Kingdom	\$709,089	1.33%	Low
Belgium	\$700,814	1.31%	Low
Tanzania	\$412,966	0.77%	High
Vanuatu	\$325,469	0.61%	High
Solomon Islands	\$268,007	0.50%	High
Canada	\$198,726	0.37%	Low
Fiji Islands	\$187,012	0.35%	Medium
Netherlands	\$172,197	0.32%	Low
Switzerland	\$162,236	0.30%	Low
Germany	\$132,004	0.25%	Low
Denmark	\$82,780	0.15%	Low
Singapore	\$77,967	0.15%	Medium
China	\$54,121	0.10%	High
France	\$45,032	0.08%	Low
Papua New Guinea	\$44,227	0.08%	Very High

The Kids undertook international expenditure across a range of countries during the reporting period, representing a relatively small proportion of total spend but varying levels of modern slavery risk exposure. The majority of international spend was directed towards low-risk jurisdictions such as the United States (4.91% of total spend), the United Kingdom, Belgium, Canada, and several European countries, reflecting strong regulatory environments and lower inherent risk. However, a proportion of expenditure occurred in higher-risk jurisdictions, including Tanzania, Vanuatu, Solomon Islands, China, and Papua New Guinea, which is considered very high risk.

While this higher-risk spend represents a comparatively small share of total procurement, The Kids recognises the increased potential for modern slavery risks in these regions. Medium-risk exposure was also identified in countries such as Fiji and Singapore. These insights inform The Kids' ongoing risk-based approach to supplier due diligence, with enhanced scrutiny, monitoring, and engagement applied to suppliers operating in higher-risk regions to ensure appropriate controls are in place and risks are actively managed.

Procurement of higher risk goods and services

Across The Kids' procurement profile, the largest areas of expenditure are concentrated in five key categories:

1. **People related expenditure (including salary reimbursements, scholarships, and recruitment costs):** 18% of total spend
2. **Research services:** 15% of total spend
3. **Consultancy services:** 12% of total spend
4. **Laboratory and scientific equipment:** 10% of total spend
5. **Laboratory consumables:** 8% of total spend

While these categories represent The Kids' highest levels of expenditure, they are not inherently associated with elevated modern slavery risk based on typical industry risk profiles. However, due to their materiality and strategic importance, key suppliers within these categories are still subject to proportionate modern slavery due diligence. This includes supplier onboarding checks, contractual commitments, and completion of The Kids' modern slavery questionnaire.

In contrast, several smaller spend categories have been identified as carrying higher inherent modern slavery risk, regardless of their lower proportion of total spend. These include:

- **IT hardware (2%)**
- **Facilities repairs and maintenance (1%)**
- **Cleaning services (1%)**

These categories are recognised as higher risk due to factors such as globalised and multi-tiered supply chains, reliance on outsourced or low-skilled labour, and documented sector-specific vulnerabilities (e.g. electronics manufacturing and contract cleaning services).

This risk-based approach ensures that due diligence efforts are proportionate, focusing both on areas of highest spend and on categories with the greatest exposure to modern slavery risks, in line with The Kids' obligations under the Modern Slavery Act and broader ESG commitments.



5. ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

With reference to The Kids' key identified modern slavery risk exposures, the following actions have been taken.

As set out in 4.2 above, a key initiative was undertaken during the reporting period was our leadership and participation in the AAMRI Informed 365 Consortium, a sector-wide collaboration established to strengthen the identification and management of modern slavery risks across Australia's medical research sector. This collaborative approach represents a significant advancement in how modern slavery risks are addressed, shifting from individual organisational efforts to a coordinated, industry-wide response.

The AAMRI Informed 365 consortium is an ongoing initiative that continues to build momentum across the sector. Since its establishment, it has attracted growing interest from MRIs, reflecting increased recognition of the value of a coordinated, sector-wide approach. As participation expands, the consortium strengthens its collective capability, increases the scale of supplier engagement, and enhances its ability to influence supplier practices. The Kids remains committed to supporting the continued growth of the consortium by encouraging broader participation, refining shared tools and methodologies, and contributing to the development of a consistent, sector-led approach.

Over time, this expanding collaboration is expected to further improve data quality, increase supply chain visibility, and drive more meaningful and sustained outcomes in the identification and management of modern slavery risks.

5.1 OUR OPERATIONS

• Our workforce

The Kids continued to maintain and strengthen its approach to managing modern slavery risks within its workforce throughout 2025. In addition to robust recruitment processes, compliance with all applicable employment laws, and the policy and governance framework outlined in Section 4, The Kids remains committed to fostering a safe, supportive, and inclusive work environment.

This includes ongoing investment in employee wellbeing initiatives such as training programs, wellbeing workshops, physical activity programs, mentoring services, and access to an Employee Assistance Program.

• Overseas operations

The Kids' overseas activities continue to primarily relate to research collaborations conducted internationally. These activities remain subject to ongoing oversight and monitoring through established governance, procurement, and financial control frameworks.

During 2025, The Kids continued to apply a structured approach to managing risks associated with international operations, including:

- Research governance controls, including ethics review and approval prior to project commencement
- Ongoing monitoring of research projects throughout their lifecycle
- Procurement controls, including contractor due diligence and contract review processes
- Financial controls, including delegations of authority, segregation of duties, and robust reporting and acquittal processes

Collaboration agreements are used to formalise all international research activities and are subject to rigorous review prior to execution and ongoing oversight through The Kids' contract management processes.

This structured and monitored approach ensures that risks in overseas operations continue to be actively managed, with ongoing improvements made to strengthen oversight and responsiveness.

• Our investments

The Kids revised its Investment Policy Statement in 2025, which embeds a clear commitment to a mission-aligned and socially responsible investment approach. This framework ensures that investment decisions are not only financially sound but also aligned with The Kids' values and ethical standards. The policy includes explicit expectations in relation to human rights, the prohibition of child and forced labour, anti-competitive practices, and environmental responsibility. These principles are applied through investment screening processes and ongoing portfolio monitoring.

During the reporting period, The Kids' investment advisors continued to review and refine the portfolio to strengthen alignment with these principles. This included targeted rebalancing activities and the reduction or divestment of holdings that did not meet expectations in areas of ESG.

This work reflects an ongoing shift towards proactive stewardship, where ethical considerations are increasingly embedded into investment decision-making, supporting The Kids' commitment to minimising exposure to modern slavery and broader ESG risks.

• Our donations and partnerships

The Kids continued to apply its Donations and Partnerships Decision-Making Framework throughout 2025 to support ethical and consistent decision-making in relation to philanthropic engagement.

The framework is designed to ensure that all potential donations and partnerships are assessed in a structured and transparent manner, with consideration given to a range of risk factors, including human rights and modern slavery risks. It supports:

- A consistent and robust evaluation process
- Appropriate stakeholder engagement
- Alignment with The Kids' mission, vision, and values
- Transparent and defensible decision-making

As part of this process, The Kids continues to assess geographical, political, and sector-specific risks, including potential exposure to modern slavery. This work remains an ongoing focus, with the framework continuing to evolve to strengthen due diligence and ensure alignment with emerging expectations and best practice.

5.2 OUR SUPPLY CHAIN

The Kids recognises that modern slavery risks are most likely to arise within its supply chain, particularly beyond direct (Tier 1) suppliers. While these risks can be difficult to identify and address, The Kids continues to focus on strengthening its understanding of supplier practices and enhancing transparency across its supply chain.

During 2025, The Kids continued to build on its established framework to manage modern slavery risks, with a focus on supplier engagement, due diligence, and sector collaboration. Key actions undertaken during the reporting period include:

- **Sector collaboration through AAMRI Informed 365:** The Kids continued its leadership role in the AAMRI Informed 365 consortium, supporting a coordinated, sector wide approach to modern slavery. This initiative has expanded significantly during 2025, increasing supplier coverage, improving response rates, and enhancing collective engagement with shared suppliers. The consortium continues to strengthen collaboration across MRIs, enabling a more consistent and influential approach to supplier engagement and risk management.
- **Ethical procurement practices:** The Kids' Procurement Policy continues to require that all major purchases are managed through the Procurement team, ensuring consistent application of ethical sourcing principles. Procurement staff maintain ongoing professional development, including ethical sourcing training, and work collaboratively with contractors to promote improved social and environmental practices.
- **Supplier due diligence and onboarding:** The Kids continues to undertake due diligence on suppliers during procurement processes and prior to onboarding, with a focus on identifying and mitigating modern slavery risks in higher risk categories and jurisdictions.
- **Contractual controls:** Modern Slavery clauses remain embedded in all standard procurement contract templates, reinforcing expectations that suppliers comply with relevant legislation and maintain appropriate risk management practices within their operations and supply chains.
- **Supplier engagement and relationship management:** The Kids continues to actively engage with key contractors to improve transparency in their supply chains and better understand the controls they have in place to manage modern slavery risks.
- **Supply chain mapping and risk analysis:** Annual supplier mapping and spend analysis continues to be undertaken to identify higher risk suppliers based on geography and category. This informs prioritisation of engagement and due diligence activities.
- **Supplier monitoring and data collection:** The Kids continues to utilise an online ESG platform to collect and review supplier information. During 2025, participation through the AAMRI Procurement Network has further strengthened the effectiveness of this platform, improved supplier response rates and enabling broader data sharing across sector participants.
- **Media and risk monitoring:** The Kids continues to utilise media monitoring tools to identify potential adverse information relating to suppliers, supporting proactive risk identification and management.
- **Procurement process integration:** Consideration of modern slavery risks remains embedded in procurement processes, with all Request for Proposal (RFP) activities including assessment of suppliers' approaches to modern slavery as part of weighted corporate social responsibility criteria. This approach is also supported through Request for Quote (RFQ) templates available to staff across The Kids.

These activities reflect The Kids' ongoing commitment to strengthening its supply chain oversight and continuously improving its approach to identifying and addressing modern slavery risks. While progress has been made, The Kids acknowledges that supply chain risk management remains an evolving area and will continue to be a key focus in future reporting periods.

5.3 WHOLE OF INSTITUTE

The Kids recognises that effectively addressing modern slavery risks requires a coordinated, whole of organisation approach. In addition to targeted actions within operations and supply chains, The Kids continues to embed awareness, governance, and capability across all functions.

During 2025, The Kids maintained and strengthened a range of initiatives aimed at improving organisational understanding, oversight, and management of modern slavery risks. These actions reflect an ongoing commitment to continuous improvement and include:

- **Cross functional Modern Slavery Working Group:** The working group continues to lead The Kids' approach to managing modern slavery risks. Chaired by the Procurement & Contracts Manager, the group includes representatives from Research, Program Management, Communications and Procurement. The group meets regularly to drive initiatives, share insights, and enhance awareness across The Kids, with ongoing efforts to expand participation and representation.
- **Training, education and awareness:** The Kids continues to invest in education and capability building across its workforce. Enhanced modern slavery training remains available through The Kids' online learning platform, supported by internal communications to drive engagement. Following the introduction of mandatory training requirements for all staff with purchasing tasks within their role in 2024, completion rates continued to increase throughout 2025 showing an increase from 40 to 271.

Additional initiatives include:

- Information sessions providing data driven insights into modern slavery risks and mitigation strategies
- Continued integration of modern slavery topics into procurement training for staff with purchasing responsibilities
- **Knowledge development and benchmarking:** The Kids continues to strengthen its understanding of best practice by undertaking detailed reviews of peer modern slavery statements, participating in industry webinars, and sharing insights through internal working groups. These activities support continuous learning and the refinement of The Kids' approach.
- **Policies and procedures framework:** The Kids maintains a comprehensive suite of policies and procedures that articulate expectations in relation to ethical conduct and human rights. These include the Modern Slavery Policy, Code of Conduct, Procurement Policy, Volunteer Policy, Contractor Code of Conduct, and Environmental Sustainability Policy. These frameworks are subject to ongoing review to ensure alignment with evolving regulatory expectations and best practice.
- **Governance and oversight:** Modern slavery considerations remain embedded within The Kids' broader risk and compliance framework. Compliance obligations are tracked through the Regulatory Compliance Obligations Register and reported to the Risk and Compliance Committee on a regular basis. Modern slavery risk is also incorporated into the corporate risk register and monitored alongside broader supply chain risks, ensuring ongoing oversight at a governance level.
- **External engagement and collaboration:** The Kids continues to engage with a broad range of external stakeholders, including other MRIs, universities, not-for-profit organisations, and suppliers. These engagements support the sharing of best practice, collaboration on emerging challenges, and alignment across the sector.

These whole of Institute initiatives support a consistent and integrated approach to identifying, monitoring, and addressing modern slavery risks, and will continue to evolve as The Kids strengthens its capability and responds to emerging expectations.

6. MEASURING THE EFFECTIVENESS OF ACTIONS TAKEN

We recognise the importance of assessing the effectiveness of our actions to address modern slavery risks and are committed to continuous improvement in this area.

During the reporting period, we monitored the effectiveness of our approach through a range of qualitative and quantitative measures, including:

- Tracking supplier engagement and response rates to due diligence activities
- Reviewing the quality and completeness of supplier information, including Modern Slavery Statements where available
- Monitoring participation in training and awareness initiatives across relevant staff
- Evaluating the integration of modern slavery considerations into procurement and contract management processes

These measures indicate improved engagement and increased visibility across higher risk suppliers compared to the previous reporting period. We also assess the effectiveness of our actions through ongoing engagement with suppliers and collaboration with sector peers, including through the AAMRI Informed 365 consortium. These activities provide insight into emerging risks, common challenges, and opportunities to strengthen our approach.

While no instances of modern slavery were identified during the reporting period, we recognise that the absence of identified cases does not eliminate risk. We will continue to refine our performance measures and enhance our monitoring processes to improve visibility and drive meaningful outcomes.

7. FUTURE COMMITMENTS AND THE WAY FORWARD

The Kids Research Institute Australia is committed to continuously strengthening its approach to identifying and addressing modern slavery risks across its operations and supply chains.

In the next reporting period, we will prioritise:

- Improving supply chain transparency, with a particular focus on Tier 2 suppliers and high risk categories
- Enhancing our supplier due diligence framework, including more structured data collection and analysis
- Expanding sector collaboration through the AAMRI Informed 365 consortium to increase collective leverage with suppliers
- Embedding modern slavery risk considerations more deeply into procurement and contract management processes
- Building internal capability through targeted training and clearer accountability structures

We acknowledge that modern slavery risks are complex and evolving. As such, our approach will continue to mature in line with emerging regulatory expectations and international best practice, with a focus on driving meaningful and measurable outcomes.

8. STATEMENT APPROVAL

This statement was reviewed and approved by the Board of Directors of The Kids Research Institute Australia on 25 June 2026 and signed on its behalf by:



Naomi Flutter
Chair



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