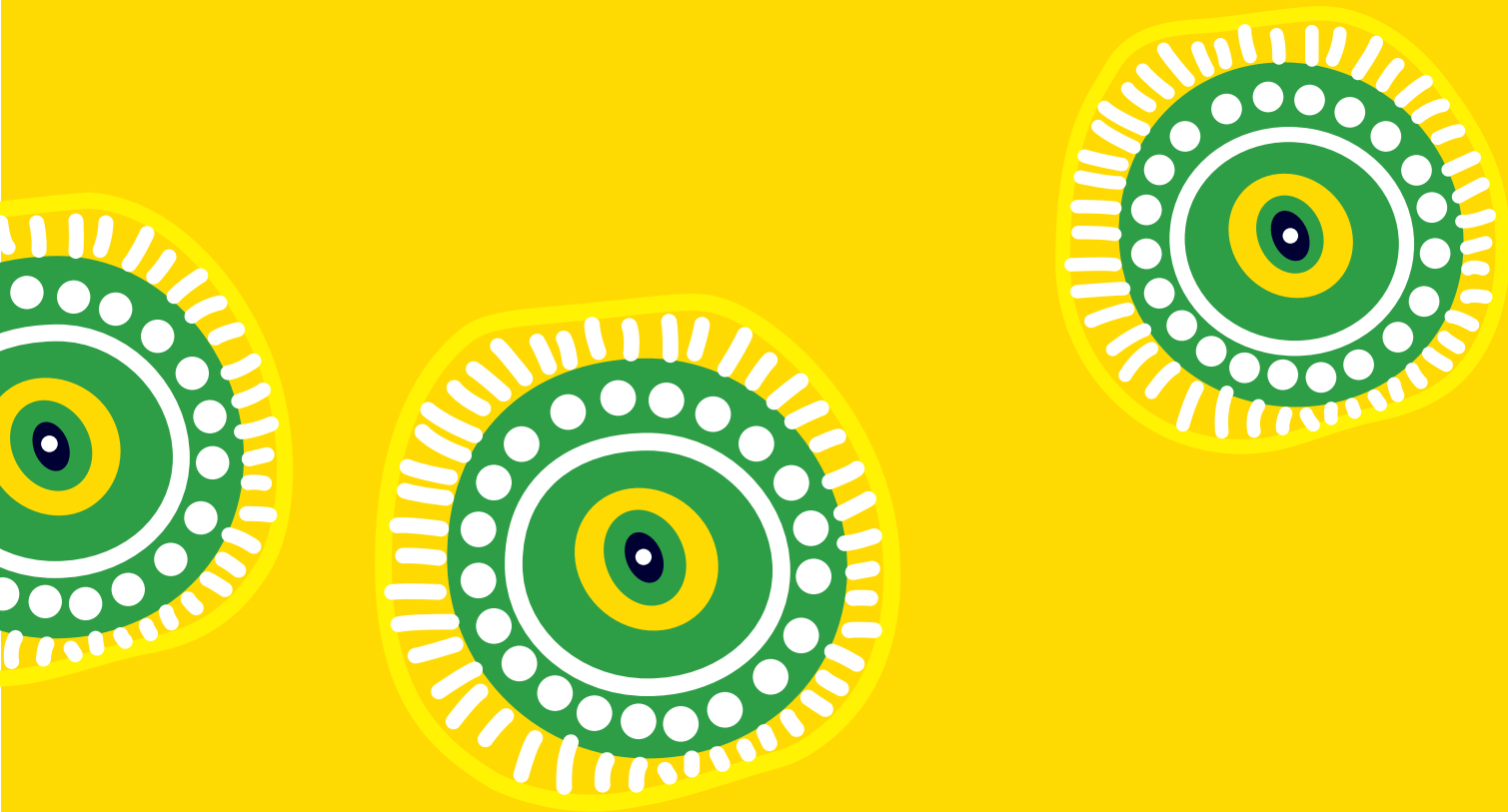




**Australian Government**  
**Australian Sports Commission**

# MODERN SLAVERY STATEMENT



### **Australian Sports Commission Acknowledgement of Country**

The Australian Sports Commission (ASC) acknowledges the Traditional Owners of Country throughout Australia and acknowledges their continuing connection to the lands, seas, skies and waters on which we live, work and play. We pay our respects to the people, the cultures and all Elders past and present.

The ASC extends this acknowledgement to the Traditional Custodians of the lands where our offices are located, the Ngunnawal people and recognise any other people or families with connection to the lands of the ACT and region, the Wurundjeri Woi-wurrung people of the Kulin Nation and the Gadigal people of the Eora Nation.

The ASC recognises the outstanding contribution Aboriginal and Torres Strait Islander peoples make to society and sport in Australia and celebrates the powerful role that sport can play to promote reconciliation and reduce inequality.



# Contents

<b>Foreword</b> .....	<b>4</b>
<b>Introduction</b> .....	<b>5</b>
<b>Our Organisation</b> .....	<b>6</b>
Identification of the Reporting Entity .....	6
Consultation with Owned or Controlled Entities .....	6
Our Operations.....	7
Our Supply Chains .....	8
<b>Risk of Modern Slavery Practices</b> .....	<b>9</b>
<b>Current Actions to Address Modern Slavery Risks</b> .....	<b>10</b>
Additional Actions to Address Modern Slavery Risks.....	11
<b>Effectiveness of our Actions</b> .....	<b>12</b>



# Foreword

It has been a successful and transformative year for the Australian Sports Commission (ASC), marked by progress across our organisation, investment in our future, and strong momentum in our efforts to promote ethical and responsible practices across the sport sector. As we continue to support Australian sport to grow and thrive, we remain committed to ensuring that our operations and supply chains reflect the core values of Australian sport – fairness, respect and integrity.

This year also saw the ASC join the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts, creating new opportunities to strengthen connections between sport, infrastructure, community development and the arts. This integration has enhanced our ability to collaborate across sectors and embed ethical considerations, including those related to modern slavery risk management, into broader strategic initiatives.

As Australia continues to lead efforts to combat modern slavery, the ASC recognises its responsibility to contribute meaningfully to this national agenda. We understand that addressing modern slavery is not only a legal obligation, but a moral imperative.

In 2024-25, we focused on strengthening the foundations of our modern slavery response. This included enhancing internal awareness of procurement obligations, embedding ethical sourcing into our procurement processes, and applying rigorous due diligence in key engagements such as the procurements of a catering supplier for the ASC and a design consultant for the AIS Podium Project. These actions reflect our commitment to proactive risk management and continuous improvement, ensuring that our operations and supply chains uphold the highest standards of ethical conduct.

It is with this commitment that I present the ASC's sixth Modern Slavery Statement, approved by the ASC Board of Commissioners. This Statement outlines the progress we have made and the actions we continue to take to reduce risk, build capability, and promote transparency across our organisation and the broader sport sector. I thank our staff, suppliers, and partners for their dedication to this important work. I remain confident that together, we are advancing toward a future where sport is not only a source of pride and achievement, but also a key supporter of ethical leadership and social responsibility.



*Kate Jenkins*

**Kate Jenkins AO**  
ASC Board Chair



# Introduction

This Modern Slavery Statement (Statement) is prepared by the Australian Sports Commission (ASC) in accordance with section 13 of the *Modern Slavery Act 2018* (Cth) and guided by the mandatory reporting criteria outlined in section 16 of the Act. This Statement covers the reporting period from 1 July 2024 to 30 June 2025.

The ASC reaffirms its commitment to identifying, mitigating, and addressing modern slavery risks across our operations and supply chains. As the national agency responsible for supporting and investing in sport at all levels, we recognise our responsibility to promote ethical practices in every aspect of our work, from grassroots participation to elite performance and major infrastructure delivery.

Throughout the 2024-25 reporting period, we continued to strengthen our governance and procurement frameworks to better detect and respond to potential modern slavery risks. We focused on enhancing supplier engagement, refining our risk assessment tools, and embedding modern slavery considerations into tender evaluations and contract management. These efforts reflect our broader commitment to integrity, transparency, and continuous improvement.

This Statement outlines the actions we have taken during the reporting period, the risks we have identified, and the steps we are taking to assess the effectiveness of our approach. We remain committed to working collaboratively with our partners, suppliers, and stakeholders to ensure that those contributing to Australia's sporting success do so in environments that are fair, safe, and free from exploitation.



# Our Organisation

**This section details content to satisfy mandatory criteria 1(a), 1(b) and 1(f) under section 16 of the Act, including identification of the reporting entity, a description of its structure, operations and supply chains and a description of the process of consultation in the development of the Statement with any entities owned or controlled.**

## Identification of the Reporting Entity

The Australian Sports Commission (ASC) is the Australian Government agency dedicated to supporting and investing in sport. It was established in 1985 under the *Australian Sports Commission Act 1989* (ASC Act) and operates in accordance with the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). This Statement is submitted by the ASC as a reporting entity under section 13 of the *Modern Slavery Act 2018* (Cth).

The ASC is a corporate Commonwealth entity funded by the Australian Government to deliver strategic investment in sport at all levels, from grassroots participation to high-performance pathways. The ASC is governed by a Board of Commissioners appointed by, and accountable to, the Minister for Sport. The Board determines the ASC's overall direction, decides on the allocation of resources and policy for delegated decisions.

The ASC operates nationally, with its main office located at the Australian Institute of Sport (AIS) campus in Bruce, Canberra, and additional offices in Melbourne and Sydney. Our workforce is employed under the Australian Sports Commission Enterprise Agreement and comprises individuals from diverse professional backgrounds, including former athletes, coaches, officials, sports administrators, and subject matter experts with previous experience from both public and private sectors.

## Consultation with Owned or Controlled Entities

To address mandatory criteria 1(f) under section 16 of the Act, the ASC confirms that it does not own or control any other entities. As such, there was no requirement for consultation with owned or controlled entities in the development of this Statement.

You can learn more about the ASC by visiting [ausport.gov.au](https://ausport.gov.au).



# Our Operations

The ASC's purpose is to increase participation in organised sport and drive continued international sporting success. We achieve this through leadership and development of a cohesive and effective sports sector, targeted financial support, and the operation of the Australian Institute of Sport (AIS). Our 2024-25 strategy was centred around three strategic goals:

	<b>LEAD AND ENABLE THE WORLD'S BEST SPORT SYSTEM</b>
	<b>INVOLVE MORE AUSTRALIANS WITH SPORT AT ALL LEVELS</b>
	<b>DRIVE INNOVATION IN SPORT</b>

To achieve these goals, our operations need to be diverse and strategically aligned to build a stronger, more inclusive, and resilient sport system for all Australians. We deliver a broad portfolio of programs and services that encompass funding, administration, and strategic direction of initiatives that promote participation, enhance talent pathways, and support high-performance outcomes. These efforts are underpinned by strong partnerships with national sporting organisations (NSOs), national sporting organisations for people with disability (NSODs), and the National Institute Network. We also collaborate with high-performance Games partners, including the Australian Olympic Committee, Paralympics Australia, and Commonwealth Games Australia to support Australia's athletes on the world stage.

In fulfilling our responsibilities, the ASC provides strategic investment in sport, delivers high-performance programs through the AIS, and oversees major infrastructure and capital works projects such as the AIS Podium Project. We administer grants to support national participation programs, performance pathways, athlete wellbeing, people development, and innovation. Our procurement activities span professional services, ICT systems, uniforms, equipment, and construction, and we continue to embed ethical sourcing and modern slavery risk management into these processes.

The ASC operates from its headquarters at the AIS campus in Canberra – a 65-hectare multipurpose facility with sporting, administrative, commercial, and residential functions. The campus supports high-performance programs and is also used by community, sporting, and commercial groups. Additional strategic facilities include Pizzey Park (Gold Coast), the European Training Centre (Varese, Italy), and the Reinhold Batschi Men's National Training Centre for Rowing in Yarralumla (ACT). We also maintain leased office premises in Melbourne and Sydney to support our national operations. These facilities and services underpin our commitment to delivering world-class support to athletes, sports organisations, and the broader community.



## Our Supply Chains

The ASC engages a diverse range of suppliers to support the delivery of its strategic objectives across sport investment, infrastructure, high-performance programs, and organisational operations. Our supply chains reflect the breadth and complexity of our activities and include both domestic and international suppliers across multiple sectors. Some of these sectors are recognised as having elevated risks for modern slavery practices.

Key categories within our supply chains include:

- **Food and Catering Services** – These services support the delivery of adequate nutrition for residents and visitors at the AIS campus, as well as catering for events, camps, and stakeholder engagements across ASC operated facilities.
- **Cleaning Services** – Cleaning contracts are in place across ASC sites to maintain hygiene, presentation, and operational standards for office, residential and high-performance environments.
- **Facilities Management, Maintenance and Capital Works** – This category includes the management of ASC properties, routine maintenance, landscaping, and the delivery of infrastructure upgrades and capital works projects.
- **Security Services** – Security personnel and systems are engaged to ensure the safety, integrity, and operational continuity of ASC facilities, including the AIS campus and other ASC sites.
- **Sporting Equipment and Apparel** – This includes the procurement of uniforms, branded merchandise, training gear, and sport-specific equipment used by athletes, staff, and program participants.
- **Travel and Accommodation** – These services support athlete mobility, staff travel, and logistics for national and international sporting events, camps, and conferences.
- **Professional and Support Services** – This category includes legal, financial, consulting, recruitment, and other specialist services that support ASC's strategic, operational, and governance functions.
- **Information and Communication Technology (ICT)** – ICT procurement includes hardware, software, cloud services, and technical support that enable digital transformation, data analytics, and operational efficiency across the organisation.

The ASC is committed to ethical sourcing and responsible procurement. We have embedded modern slavery considerations into our procurement and contract management processes, requiring suppliers to comply with relevant legislation and standards. Supplier responses to ethical sourcing requirements are assessed as part of our tender evaluation and due diligence procedures, and our procurement framework is aligned with the Commonwealth Procurement Rules. We will continue to build internal capability, strengthen supplier relationships, and improve oversight to ensure our supply chains reflect the core values of Australian sport – fairness, respect and integrity .

All ASC contracts valued at or above the reporting threshold of AUD\$100,000 (GST inclusive) are published on the ASC website biannually and tabled in Parliament as required under the Senate Order on Entity Contracts (Murray Motion).



# Risk of Modern Slavery Practices

**This section details content to satisfy mandatory criteria 1(c) under section 16 of the Act, describing the risks of modern slavery practices in the operations and supply chains of the ASC.**

The ASC acknowledges that modern slavery risks may exist within both our operations and supply chains, particularly where goods and services are sourced from sectors or regions known to have elevated risk profiles. While the ASC operates primarily within Australia and engages suppliers subject to Australian laws and standards, we recognise that modern slavery practices, including forced labour, debt bondage, deceptive recruitment, and exploitative subcontracting can occur deeper within supply chains, often beyond Tier 1 suppliers.

The ASC's supply chains present a more complex risk landscape. We procure goods and services across a range of sectors, each with distinct modern slavery risk profiles:

- **Food and Catering Services** may involve supply chains linked to agricultural production and food processing, where risks such as underpayment, poor working conditions, and migrant labour exploitation are documented.
- **Cleaning Services** are recognised as high-risk due to the prevalence of low-paid, casual labour and subcontracting, which can obscure oversight of employment practices.
- **Facilities Management, Maintenance and Capital Works** involve construction materials and labour hire. Risks in this area include forced labour and exploitative recruitment practices, particularly in large-scale infrastructure projects.
- **Security Services** may involve vulnerable workers and labour hire arrangements.
- **Sporting Equipment and Apparel** are often manufactured in regions with known risks of child labour, forced labour, and poor factory conditions.
- **Professional and Support Services** while generally lower risk, may involve complex subcontracting arrangements that reduce transparency into employment conditions.
- **Information and Communication Technology (ICT)** hardware and components are frequently sourced from global supply chains where forced labour and exploitative practices are documented, particularly in electronics manufacturing and raw material extraction.

To address these risks, the ASC adopts a risk-based approach to modern slavery governance. During procurement processes, we assess supplier categories for inherent risk, consider geographic and sectoral indicators, and evaluate supplier responses to ethical sourcing requirements. We continue to build internal capability to identify red flags, enhance staff awareness, and engage with existing suppliers about their own risk management practices.

During the 2024-25 reporting period, the ASC undertook two large-scale procurements where modern slavery due diligence was a key focus:

- The **ASC Catering Contract** involved a comprehensive assessment of supplier practices, including ethical sourcing policies, workforce protections, and subcontractor oversight. Supplier responses were evaluated against a set of procurement risk criteria.
- The **Design Consultant procurement for the AIS Podium Project** incorporated modern slavery checks as part of the tender evaluation process. The ASC reviewed the consultant's approach to ethical sourcing, labour practices, and supply chain transparency. This engagement set a precedent for future ASC infrastructure procurements where robust modern slavery risk management measures will also be applied.



# Current Actions to Address Modern Slavery Risks

**This section details content to satisfy mandatory criteria 1(d) under section 16 of the Act, describing the actions taken by the ASC to assess and address these risks, including due diligence and remediation processes.**

The ASC continues to strengthen its approach to identifying, assessing, and addressing modern slavery risks across its operations and supply chains. Our actions during the 2024/25 reporting period reflect a commitment to continuous improvement and alignment with Commonwealth procurement and human rights obligations.

Modern slavery risk considerations are embedded throughout the ASC's procurement lifecycle, including planning, sourcing, contract management, and supplier engagement. All procurement activities are conducted in accordance with key principles from the Commonwealth Procurement Rules, which require value for money, accountability, and ethical sourcing. As part of our due diligence processes, we assess supplier responses to modern slavery risk through tender documentation and evaluating their policies and practices. Where required, we include relevant clauses in contracts to ensure compliance with the *Modern Slavery Act 2018*.

To support the consistent application of these practices, ASC officials have access to a dedicated Modern Slavery intranet page, which provides practical guidance and tools ASC officials are required to utilise when planning any procurement activity. This includes:

- A Risk Screening Tool to assess the likelihood of modern slavery risks in proposed procurements.
- A Supplier Questionnaire to gather information on supplier practices and risk mitigation strategies.
- Instructions for checking the Modern Slavery Statements Register to determine whether prospective suppliers have publicly disclosed their risk management efforts.
- Guidance on identifying high-risk industries (e.g. catering, cleaning, construction, ICT, apparel) and elevated-risk regions based on governance, human rights, and socio-economic indicators.
- Model contract clauses for inclusion in high-value or high-risk procurements.

Internally, the ASC continues to build awareness and capability among staff involved in procurement, contract management, and infrastructure delivery. Training and guidance materials have been updated to reflect emerging risks and best practice approaches. Staff are encouraged to use the intranet tools to assess risk and apply appropriate mitigation strategies in all relevant procurements.

In terms of remediation, the ASC maintains mechanisms to respond to any identified or suspected instances of modern slavery. While no cases have been reported to date, we are committed to ensuring that any concerns raised are investigated promptly and addressed in accordance with Commonwealth policies and legal obligations. We continue to explore opportunities to strengthen our grievance and reporting mechanisms, including through supplier engagement and cross-agency collaboration.

The ASC recognises that addressing modern slavery risks is an ongoing responsibility. We remain committed to refining our due diligence processes, improving supply chain visibility, and fostering a culture of ethical leadership across all areas of our work.



## Additional Actions to Address Modern Slavery Risks

To further strengthen our commitment to ethical procurement and modern slavery risk management, the ASC has undertaken a series of additional actions during the 2024-25 reporting period. These initiatives are designed to enhance staff capability, improve supplier engagement, and embed modern slavery awareness more deeply across our operations and procurement practices.

### Enhancing Internal Guidance and Resources

The ASC maintained and expanded its internal modern slavery guidance, accessible to employees via the ASC intranet. This centralised resource provides staff with practical tools and up-to-date information to support ethical decision-making. It includes a risk screening tool, supplier questionnaire templates, guidance on accessing the Modern Slavery Statements Register, and instructions for incorporating model clauses into contracts. Regular updates ensure the resource remains relevant and responsive to emerging risks and legislative developments.

### Capability Building Through Training and Education

To ensure staff are equipped to identify and manage modern slavery risks, the ASC has incorporated modern slavery content into its procurement training program. These sessions cover risk identification, supplier engagement, and contract management strategies. In addition, ASC staff have access to the Attorney-General's Department's eLearning modules, which provide foundational knowledge on modern slavery, its global impacts, and practical steps for risk mitigation. These learning tools are promoted to relevant business areas through procurement training.

### Strengthening Oversight of Existing Contracts

The ASC has worked closely with contract managers to improve the monitoring of modern slavery risks in existing agreements. This has included identifying contracts with elevated risk profiles and implementing periodic reviews of supplier performance and compliance. Where appropriate, suppliers may be asked to provide updates on their modern slavery mitigation efforts or participate in targeted audits.

During the 2024-25 reporting period, the ASC Procure to Pay Team collaborated with the AIS Shop to reassess modern slavery risks associated with several existing suppliers of apparel and merchandise, an area identified as high risk due to global sourcing and manufacturing practices. This targeted review supported our broader commitment to ensuring that suppliers uphold ethical standards throughout the duration of their contracts and across all tiers of their supply chains.

### Leveraging Whole-of-Government Procurement Panels

To reduce exposure to high-risk suppliers, the ASC continued to increase its use of Whole-of-Australian-Government (WoAG) panel arrangements. These panels offer prequalified suppliers who have undergone compliance checks, providing greater assurance around ethical sourcing and labour practices. This approach supports consistency with Commonwealth procurement standards and reduces the administrative burden of individual supplier assessments.

### Sector Engagement and Awareness Raising

The ASC continued to engage with sport industry bodies and stakeholders to promote awareness of modern slavery risks across the sector. Through guidance materials and online resources, including the public-facing Modern Slavery webpage on the ASC's website – [Modern Slavery | Australian Sports Commission \(ausport.gov.au\)](https://www.ausport.gov.au/modern-slavery) – we support organisations in understanding their obligations and improving their own risk management practices. This outreach reinforces the ASC's leadership role in promoting ethical conduct across Australian sport.

### Building Transparent Supplier Relationships

The ASC is committed to fostering open and constructive relationships with suppliers. We encourage regular dialogue on modern slavery risk management, provide feedback on supplier practices, and offer support to help suppliers strengthen their internal controls. This collaborative approach promotes shared accountability and helps build supplier capability to meet ethical standards.

Together, these additional actions reflect the ASC's proactive stance on modern slavery and our broader commitment to responsible procurement. By continuing to evolve our practices, we aim to create a sport sector that upholds the highest standards of integrity and human rights.



# Effectiveness of our Actions

**This section details content to satisfy mandatory criteria 1(e) under section 16 of the Act, describing the actions taken by the ASC to assess the effectiveness of these actions.**

The ASC continues to strengthen its approach to modern slavery risk management through structured evaluation mechanisms, capacity building, and continuous improvement. During the 2024-25 reporting period, we expanded our strategies to assess the impact and effectiveness of our actions across operations and supply chains.

Key measures included:

## **Monitoring Staff Engagement with Modern Slavery Resources**

We tracked usage of our internal modern slavery intranet page, including page views and staff interactions. These metrics informed updates to guidance material and helped assess the adoption of current modern slavery considerations into procurement activities.

## **Audit and Assurance of High-Value Procurement Documentation**

The ASC conducted reviews of procurement documentation for high-value procurement activities. These reviews ensured modern slavery due diligence was completed during the approach-to-market phase and that appropriate clauses were included in contracts, supporting real-time compliance and continuous improvement.

## **Employee Training and eLearning Deployment**

We monitored participation in procurement training and provided ASC officials access to the Attorney-General's Department's eLearning modules, which provide foundational knowledge on modern slavery. Completion rates and feedback were used to evaluate staff understanding and confidence, and to inform content of future training sessions.

## **Support and Capacity Building Among National Sporting Organisations (NSOs)**

The ASC continued to provide guidance to NSOs on modern slavery obligations. Four NSOs have registered Modern Slavery Statements in the last 12 months, reflecting sector-wide progress and the ASC's leadership in promoting ethical practices across sport.

## **Increasing Use of Whole-of-Australian-Government (WoAG) Panel Arrangements**

We increased adoption of WoAG panels to reduce exposure to high-risk suppliers and improve oversight. Panel usage was monitored as part of this initiative.

## **Improved Monitoring of Existing Contracts**

We initiated a review of existing contracts to assess the inclusion and enforcement of modern slavery provisions. This included direct engagement with suppliers in high-risk categories to understand their sourcing practices and risk frameworks.

Through these measures, the ASC continues to assess and enhance the effectiveness of our modern slavery actions. Our structured approach supports ethical procurement, strengthens internal practices, and contributes to a broader culture of transparency, accountability, and leadership within the sport sector.

This statement was approved by the ASC Board, in its capacity as the Accountable Authority, on 20 November 2025.

Kate Jenkins AO  
ASC Board Chair



**Australian Government**  
**Australian Sports Commission**

[ausport.gov.au](http://ausport.gov.au)



Leverrier Street Bruce ACT 2617  
PO Box 176 Belconnen ACT 2616  
+61 2 6214 1111

