



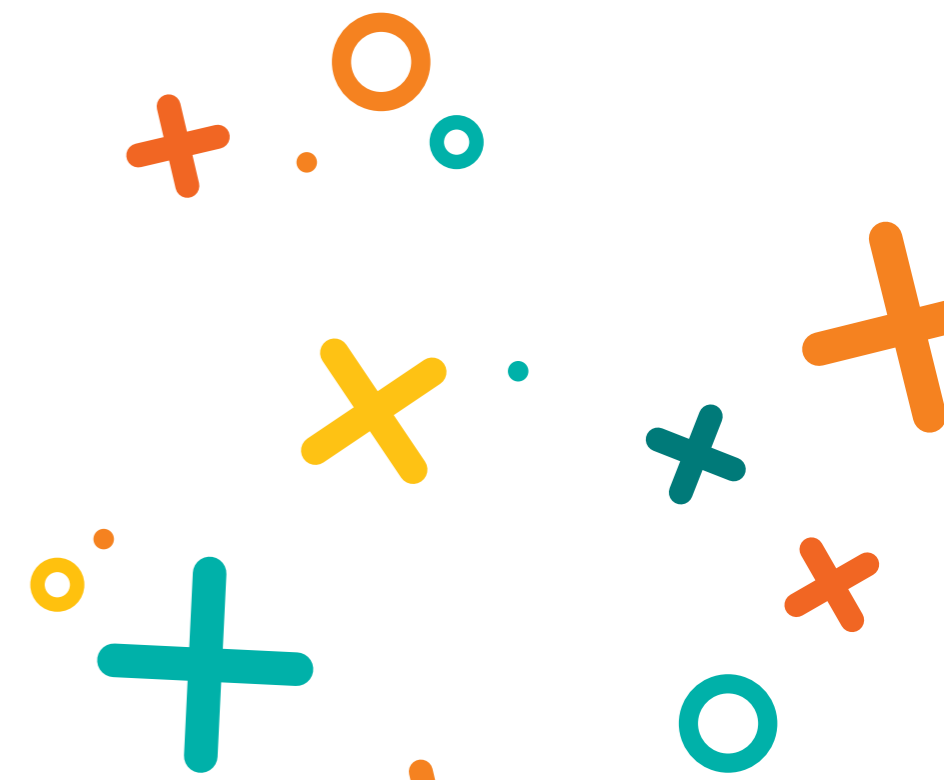
modern slavery statement

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Introduction to the FY24 modern slavery statement

This Modern Slavery Statement is made by Aruma pursuant to the Modern Slavery Act 2018 (Cth). It outlines the actions we have taken to assess and address the risks of modern slavery within our operations and supply chains during the financial year ending 30 June 2024.



Message from our CEO

I am proud to present Aruma's Modern Slavery Statement for FY24. As CEO, I reaffirm my commitment, along with that of the Board and senior leadership team, to combating modern slavery through our strong governance framework, core values, and our unwavering focus on upholding human rights and putting our participants first.

Since the introduction of the Modern Slavery Act in 2018, Aruma has reported on our commitment and actions to ensure the highest professional and ethical standards are delivered and maintained. We actively promote a culture of responsibility and uphold a strict zero-tolerance policy against any form of harm, including slavery and human trafficking. Aruma ensures full compliance with all relevant laws, regulations, and standards and expects the same from our suppliers, contractors, employees, and business partners.

This year our focus has continued to be on creating a knowledgeable workforce that recognises the signs of modern slavery and knows how to take appropriate action. Increased awareness helps identify risks associated with modern slavery in our supply chains, procurement processes and business operations. We remain proud that the steps we are taking protects vulnerable individuals, upholds human rights within our organisation and supply chain, and foster a culture of accountability and transparency, where diversity is respected, and exploitation is not tolerated.



Martin Lavery,
Aruma's CEO

Message from our Human Rights Lead

Modern slavery is a critical issue that affects millions of people worldwide, including some of the most vulnerable members of our community. Modern slavery includes practices such as human trafficking, forced labour, and exploitation, which violate fundamental human rights and dignity.

As a disability service provider, Aruma plays a significant role in promoting the human rights of the participants accessing our services. However, our commitment extends beyond our immediate services to encompass the rights of every individual in our supply chains and beyond.

Together, we can make a difference in ending modern slavery and upholding the rights and dignity of all individuals.

Judy Topper,
Aruma's Human Rights Lead



Our commitment to addressing modern slavery

As a leading provider of disability services, we are committed to upholding the rights of all individuals, including the people we support, our employees, and those impacted through our supply chains. We recognise the importance of protecting vulnerable people and are dedicated to ensuring that modern slavery has no place in any part of our organisation.

The Board of Directors and Executive Leadership Team are committed to ensuring there is no modern slavery in our supply chains or business relationships. Aruma does not tolerate modern slavery in any of its forms of slavery and servitude, forced labour and human trafficking within any part of our business or our supply chain. By publishing this statement, we are demonstrating not only our commitment to the principles of the Modern Slavery Act, but also our commitment to operating in a way that is compatible with the Human Rights Act 1998, including the right for people to be free from slavery and forced labour.



Aruma is doing everything it can to ensure modern slavery plays no part in the services we provide and supply chain we engage with.

Our organisation

Aruma is a for-purpose disability service provider supporting individuals to live, learn and work as they choose. Aruma is one of the largest disability services and a trusted partner of around 5000 people with disability throughout the east coast of Australia.

Our purpose

Our Purpose is why we exist. It's what brings us joy and what will keep us going both now and into the future.

Supporting people with a disability to live a great life, the life they want, the life they choose.

Our structure, operations and supply chains

Aruma structure

Aruma Group is a charity registered with the Australian Charities and Not-for-Profit Commission (ACNC). The principal activity of the Group is the provision of support services to people with a disability, their families and carers. The group consists of a parent company; Aruma Services Limited (ABN 31 001 813 403). Aruma Services Limited, formerly known as House with No Steps (HWNS), has operated since 2 June 1962. Aruma Services has acquired and merged with a number of entities since that date.

Aruma Services operates and controls a number of subsidiaries, which are companies limited by guarantee under Australian law:

Aruma Services NSW Limited
(ABN 96 619 337 156)

Aruma Foundation Limited
(ABN 59 032 986 751)

Victorian Person-Centred Services Limited
(ABN 64 762 103 425)

Aruma Services Victoria Limited
(ABN 86 628 265 387)

Aruma operations

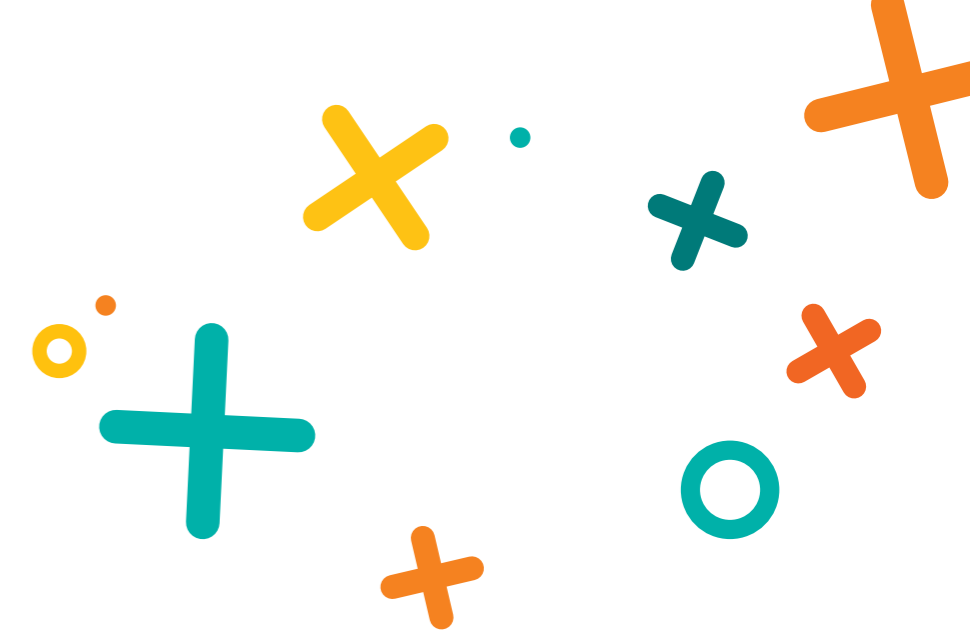
Aruma has operations in New South Wales (NSW), Victoria (VIC), Queensland (QLD) and the Australian Capital Territory (ACT), the Aruma Group provides a range of services to approximately 4200 people living with disability, including:

- Supported independent living services;
- Community support services
- Specialist disability accommodation;
- Short term accommodation services in the form of respite care;
- Social and community participation services;
- Daily living skills services;
- Children’s services such as early childhood intervention, out-of-home care, respite, community and in home support;
- Therapy and Behaviour Support services;
- School leaver transition programs; and
- Employment Supports for approximately 500 people with a disability.

Aruma supply chains

Aruma’s supply chains support our staff in doing their work, the services we provide for our Aruma customers and the businesses we operate. We procure goods and services in the following key categories:

Real Estate	Medical, Health and Support Services
Labour/Recruitment agencies	Travel
Health and Wellbeing	Consultancy Services
Marketing	Fleet Services
Legal Services	Service delivery equipment/consumables
Property/Facility Management	ICT Hardware and Software
Utilities	Corporate Services



Combating risks of modern slavery

At Aruma, we understand that modern slavery is interconnected with global challenges like climate change, gender inequality, racial injustice, and poverty. We also recognise that people with disabilities may face a higher risk of exploitation and have fewer opportunities to report or escape from such situations. Addressing modern slavery effectively requires a focus on:

- enhancing access
- promoting inclusivity
- combating discrimination

We have embedded these actions into the policies we write, our operational practices and our culture. We are committed to promoting inclusivity, combating discrimination, and enhancing access across all areas of our operations and supply chains.

We actively implement inclusive hiring practices, enforce fair labour conditions, and collaborate with suppliers who share our values. By embedding these principles, we aim to reduce vulnerabilities that can lead to exploitation, particularly for marginalised groups. Our training programs and policies ensure that all stakeholders are equipped to recognise and address modern slavery risks while fostering a workplace that champions equality and human rights.



Ethical employment practices

Aruma has inclusive recruitment practices that increase opportunities for marginalised groups to gain access to meaningful employment. This reduces the risk of exploitation of vulnerable populations, including women, First Nationals people and people with disability who may otherwise be at risk of forced labour.



Supplier engagement and ethical procurement

Aruma provides all prospective and current suppliers with the Aruma Supplier Principles which align with the anti-modern slavery efforts, promotes inclusivity, and combats discrimination. All Aruma Suppliers are required to commit to the requirements of the Modern Slavery Act and adhere to labour standards.

Training and awareness program

At Aruma, we recognise that no one document, or training program can cover every conceivable situation. Our employees are required to successfully complete various e-learning and face to face training as part of their induction and engage in ongoing learning and development, including modules on whistleblowing, fairness and dignity, workplace diversity and Modern Slavery.

The Modern Slavery training program has been developed to educate employees on the signs of modern slavery, as well as how to report and address potential exploitation. Equipping our employees with the knowledge to remain vigilant and to report any suspected and actual lapses with compliance is fundamental in managing the risks of modern slavery. Each Aruma employee is empowered through training, awareness and our values to raise any concerns they have within our operations, businesses and supply chain.



Policy development

Our Modern Slavery policy reflects our core values of inclusion, respect and dignity that drives our commitment to act ethically and with integrity in all our business relationships and our human rights approach. This ensures our employees understand potential modern slavery and human trafficking risks and how to implement effective systems and controls to prevent and report abuse or harm within our businesses and supply chain.

Management of our human rights risks, including modern slavery, are underpinned by our Human Rights Policy and Risk Management Framework, with oversight from the Aruma Audit & Risk Committee and Board.

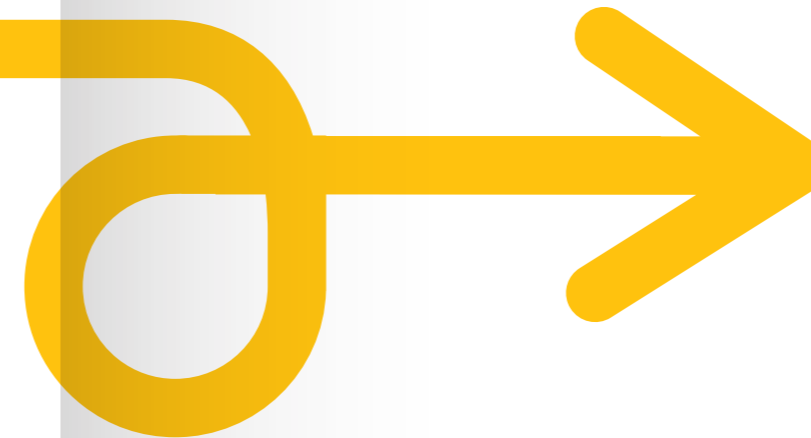
Raising concerns

Aruma encourages our employees, suppliers, and stakeholders to speak up about any concerns regarding slavery or human rights violations in our operations, businesses or supply chain. As detailed on our website, in our supplier principles and throughout our feedback and complaints communication material, anyone can raise a concern in person or electronically.

In addition to the reporting options provided by Aruma, our comprehensive Supplier Principles, provided to all potential and existing suppliers outlines our expectations for suppliers to provide accessible mechanisms for staff and third parties to report concerns. The supplier must also comply with any audit request and notify Aruma of any failure to comply with the Supplier Principles.

Aruma provides employees with access to an independent service for making disclosures of misconduct, the employee can remain anonymous, and still receive feedback and outcome notifications. These details can be found in our Whistleblower Policy, Complaints Policy and more broadly on the intranet and website. Providing people with the knowledge of how to report misconduct and the means to anonymously report is underpinned by Aruma's values to speak up, respect others and do things well.

We are confident that our risk of modern slavery through our internal staff is low due to a range of policies, systems, and practices we have in operation.



Governance structure

Aruma's Board, CEO and Executive Leadership Team are committed to achieving the highest standards of ethical behaviour in the conduct of Aruma's operations. Aruma's Board review and approve the Modern Slavery Statement for each reporting period, and subsequently monitor its implementation.

Assessing the ongoing effectiveness of our actions

Aruma has an established Modern Slavery Working Group which includes representatives from across different areas of Aruma, including the Human Rights Advisory team. This group collaborates to achieve the key actions, raise awareness of Modern Slavery practices within Aruma and provides updates to the Audit and Risk Committee.

Aruma understands that effectively managing the risk of modern slavery at Aruma requires a comprehensive approach that combines awareness, policies, due diligence, and ongoing monitoring. Aruma has a strong commitment to ethical and responsible practices, including a zero-tolerance for any forms of abuse, neglect, or exploitation.



Engagement and advocacy

We understand that putting an end to modern slavery demands unwavering commitment to enhancing people's lives, perfectly aligning with Aruma's core purpose.

At Aruma, we have an established team of Human Rights Ambassadors. Their mission is to relentlessly champion the absolute respect for human rights and ensure zero tolerance towards rights violations, safeguarding both our employees and customers.

The following diagram illustrates the diverse methods our Human Rights team employ to achieve this:



Vision ahead

As a leading disability service provider, we are committed to leading by example to fulfil our corporate responsibilities through our focus on social justice and human rights in our operations, businesses and supply chain.



Leadership

Refresh our modern slavery stakeholder engagement plan and carry out at least 4 engagements with the modern slavery working group.



Compliance

Monitor and swiftly react to any reforms that are passed to strengthen efforts to eradicate modern slavery.



Third Parties and Suppliers

Continue to deepen our engagement with suppliers, to enhance due diligence processes and to ensure high-risk products and services meet legal requirements and our expectations. Further embed modern slavery in the third-party vendor evaluation process.



Risk Management

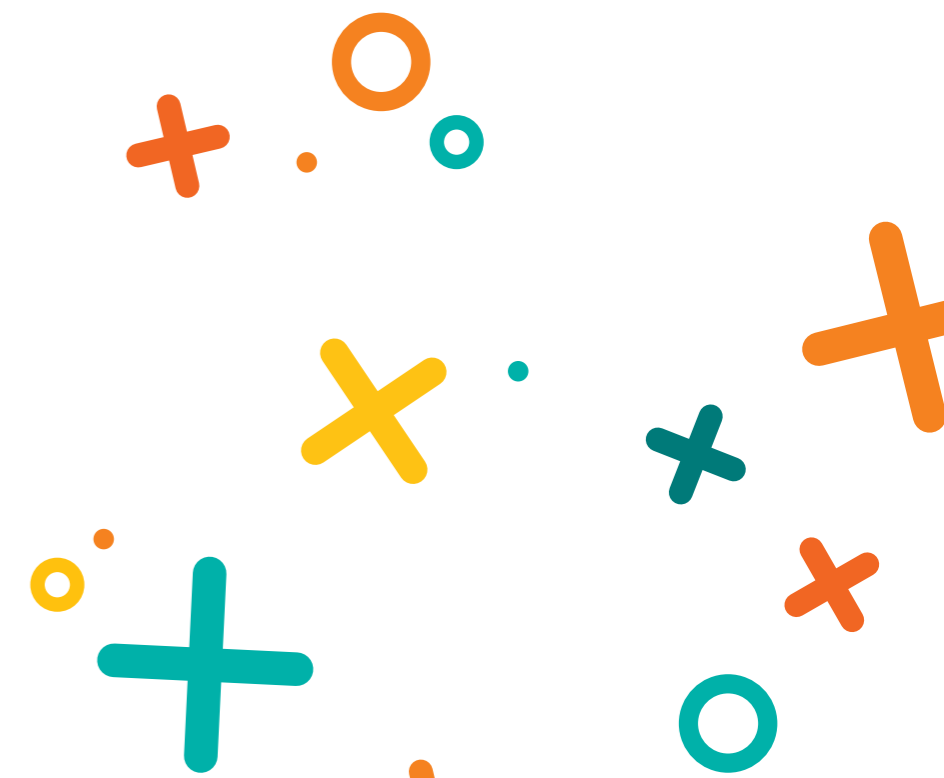
Continue to explore avenues to consistently identify, assess and mitigate risks by applying a human rights lens to the review and development of policies, delivering organisational wide training and building on our existing practices.

Endorsement

Each Statement issued by Aruma during the reporting periods in the timeline will be approved by the Board and signed by the Chair of the Board.

This Statement was approved by the Aruma Board for the relevant entities in the Aruma Group on 4th December 2024 and signed by:

Malcolm Kinns
Chair of the Board



modern slavery statement

aruma.