



Letter from Chair

Modern slavery practices include major violations of human rights, and serious crimes where coercion, threats or deception are used to exploit victims and deprive them of their freedom. The 2023 Global Slavery Index indicated that an estimated 50 million people were living in modern slavery worldwide.¹ Modern slavery practices can occur in any country, in any industry, and at any point in the supply chain.

This is Screen Australia's second Modern Slavery Statement pursuant to the *Modern Slavery Act 2018* (Cth). The modern slavery reporting requirement supports the Australian business community and government bodies and agencies to identify and address modern slavery risks, and maintain responsible and transparent supply chains.

Screen Australia's 2022/23 Modern Slavery Statement outlines the steps the agency has taken to identify, manage and mitigate the risks of modern slavery in our operations and supply chains. This process has focused the agency's attention on this important area, and we look forward to further work in this space.

We are pleased to submit Screen Australia's Modern Slavery Statement for the 2022/23 reporting period, approved by the Board of Screen Australia on 6 November 2023.

A handwritten signature in black ink, appearing to read "Nicholas Moore".

Nicholas Moore
Chair
Screen Australia Board

¹ Walk Free Foundation (September 2023) [Global Slavery Index 2023](#).



MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE

Principal Governing Body Approval

This modern slavery statement was approved by the *principal governing body* of

Screen Australia

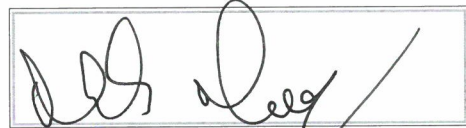
as defined by the *Modern Slavery Act 2018 (Cth)*¹ (“the Act”) on 11/06/2023

Signature of Responsible Member

This modern slavery statement is signed by a *responsible member* of

Screen Australia

as defined by the Act²:



Mr Nicholas Moore

Chair

Mandatory criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act:

Mandatory criteria	Page number/s
a) Identify the reporting entity.	2
b) Describe the reporting entity’s structure, operations and supply chains.	2-5
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	6
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	7
e) Describe how the reporting entity assesses the effectiveness of these actions.	9
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).*	N/A
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.**	N/A

* If your entity does not own or control any other entities and you are not submitting a joint statement, please include the statement ‘Do not own or control any other entities’ instead of a page number.

** You are not required to include information for this criterion if you consider your responses to the other six criteria are sufficient.

1. Section 4 of the Act defines a principal governing body as: (a) the body, or group of members of the entity, with primary responsibility for the governance of the entity; or (b) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed body within the entity, or a prescribed member or members of the entity.

2. Section 4 of the Act defines a responsible member as: (a) an individual member of the entity’s principal governing body who is authorised to sign modern slavery statements for the purposes of this Act; or (b) if the entity is a trust administered by a sole trustee—that trustee; or (c) if the entity is a corporation sole—the individual constituting the corporation; or (d) if the entity is under administration within the meaning of the *Corporations Act 2001*—the administrator; or (e) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed member of the entity.

About Screen Australia

Section 16(1)(a) of the *Modern Slavery Act 2018* requires modern slavery statements to identify the reporting entity covered by the statement.

Established under the *Screen Australia Act 2008* (Cth), Screen Australia is a Federal Government agency with a remit to support Australian screen development, production and promotion.

From 1 July 2008, Screen Australia took over the functions and appropriations of its predecessor agencies, the Australian Film Commission (AFC), the Film Finance Corporation Australia (FFC) and Film Australia Limited.

Under Section 6 of the *Screen Australia Act 2008* our agency's functions are to support:

- **industry:** supporting and promoting the development of a highly creative, innovative and commercially sustainable Australian screen production industry
- **content:** developing, producing, promoting and distributing Australian programs
- **culture:** supporting and promoting the development of screen culture in Australia.

We are also the **Film Authority** responsible for administering the producer offset under Division 376 of the *Income Tax Assessment Act 1997* (Cth) as well as the Australian **Competent Authority** for the international co-production program to encourage production between international filmmakers.

Our agency's vision is to inspire, inform and connect audiences with compelling Australian stories. We develop and support screen projects, practitioners and businesses working across all platforms and genres. Screen Australia does this through a range of direct funding programs including script and talent development, support for production-ready projects, promotion and marketing support and bespoke business assistance.

Structure, operations and supply chains

Section 16(1)(b) of the *Modern Slavery Act 2018* requires modern slavery statements to describe the structure, operations and supply chains of the reporting entity.

Our structure

Screen Australia is a corporate Commonwealth entity. We do not own or control any other entities.

Our agency maintains a strong and active relationship with the Department of Infrastructure, Transport, Regional Development, Communications and the Arts and the agency's responsible Minister, which in the reporting period was the Hon Tony Burke MP. This primary relationship ensures Screen Australia meets its expectations and obligations as a federal agency, through its governance and administration.

Screen Australia operates within Australia, with its head office located in Sydney at 45 Jones Street, Ultimo, and an office in Melbourne at 290 Coventry Street, South Melbourne.

Accountability

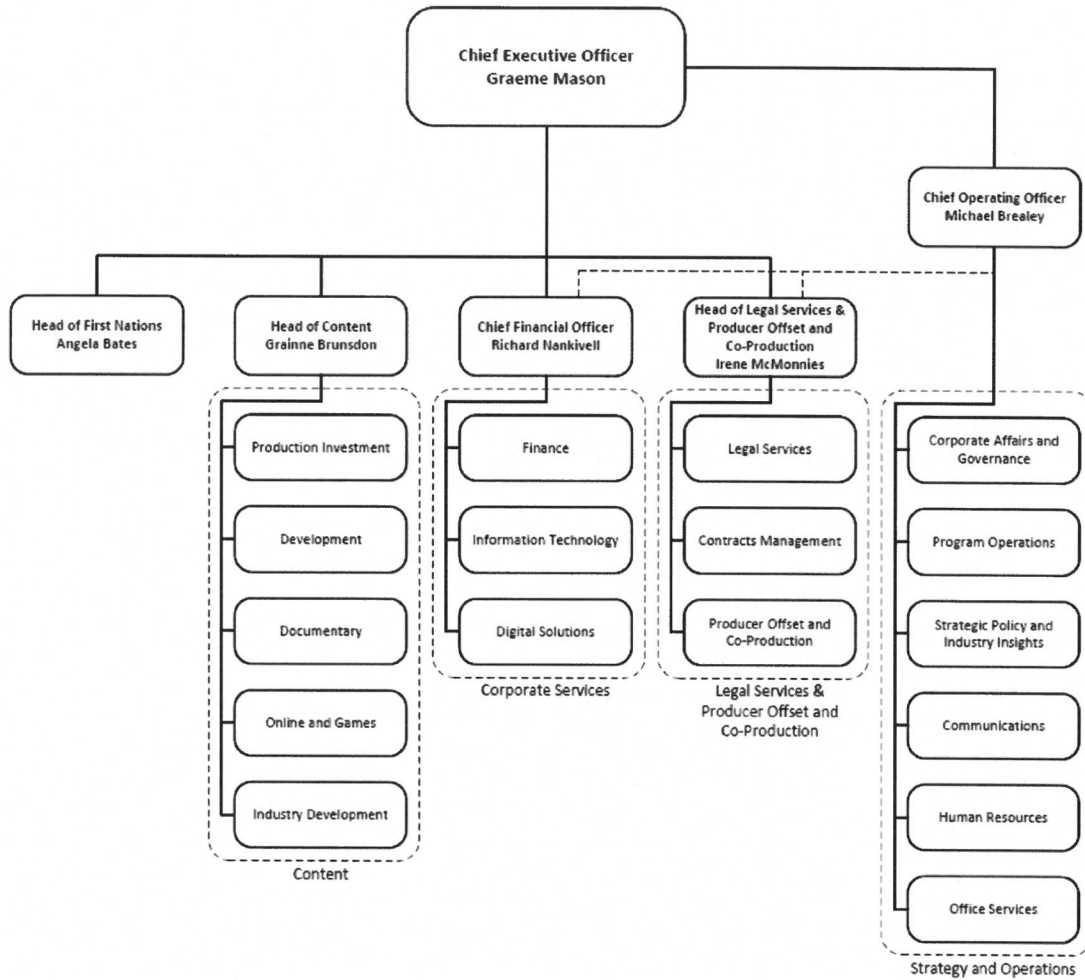
Screen Australia's corporate governance arrangements are primarily determined by the *Screen Australia Act 2008* (Cth) and the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act).

The *Screen Australia Act 2008* (Cth) establishes Screen Australia as a statutory authority, governed by a Board of Directors appointed by the Minister. The Board is responsible for ensuring the proper and efficient performance of Screen Australia's functions. In 2022/23, Screen Australia's Board members were Nicholas Moore (Chair), Megan Brownlow (Deputy Chair), Helen Leake AM, Deborah Mailman AM, Marta Dusseldorp, Sacha Horler and Nicholas Pickard. Board members whose term expired during the reporting period were Claudia Karvan, Richard King (to 22 August, 2022), Joanna Werner (to 13 March, 2023).

The PGPA Act determines the accountability, reporting and other rules that Commonwealth entities such as Screen Australia must follow.

Structural overview

As at 30 June 2023:



Our operations

Screen Australia's direct funding is typically provided by way of grant, loan or recoupable investment, depending on the type of project and program applied for. In 2022/23, Screen Australia distributed funding to provide:

- **development funding** for stories and scripts to enhance quality and prepare for production
- **international finance funding** for travel to attract investment and attend events
- **production funding** for drama, documentary and children's stories on all screens
- funding for **initiatives** with a broad range of industry partners
- **distribution support** for marketing and innovative strategies
- **talent development** to build skills and career pathways
- **business development** supporting industry growth, capacity, and collaboration
- **screen culture funding** for film festivals, events and partnerships
- **a new games fund** supporting independent games studios
- **COVID pandemic support**, including the Temporary Interruption Fund (TIF) (to 14 October 2022 following the end to mandatory periods of isolation).

In 2022/23, Screen Australia also provided a range of other services to Government, industry and the public:

- management and administration of the **Producer Offset** for qualifying Australian expenditure on projects with significant Australian content
- **market intel and advice** on sales and distribution deals for producers
- **research** for Government and industry on the production and outcomes of content, **reports** on issues such as equity and inclusion, and **strategy and policy information** for Government
- **online news, podcasts and videos** exploring sector issues and showcasing titles and talent.

Our operations also include the direct **employment** of Screen Australia staff under the *Public Service Act 1999* or the *Screen Australia Act 2008*. As at 30 June 2023, Screen Australia had approximately 114 part-time and full-time employees.

Our supply chain

During 2022/23, Screen Australia engaged approximately 403 third party suppliers for goods and services. These contracts included arrangements for:

- **sponsorships/partnerships** with external parties such as agencies or organisations
- **audit and legal** advisory services
- **consultancy** services, including engagement of external assessors of applications for funding, external secondee assessors and independent film production consultants for producer offset applications, all on standard commercial terms
- **information and communications technology** services, including for hardware, maintenance and support
- **travel** services
- **facilities and property management** services, including office accommodation, cleaners, furniture, office supplies, contractors and electricity supply

- recruitment and training programs
- market research services.

Risks

Section 16(1)(c) of the *Modern Slavery Act 2018* requires statements to describe the risks of modern slavery practices in the operations and supply chains of the reporting entity

Screen Australia considered the guidance provided by the Department of Home Affairs² and the Australian Border Force's *Toolkit for Government Procurement Officers*,³ and assessed the risks of modern slavery in its operations and supply chains.

In 2021/22 we conducted an assessment of our risks, undertaking a review to scope out and identify any general areas of risk and how Screen Australia could cause, contribute to, or be directly linked to modern slavery through our operations and supply chains. This involved analysis of the structure of our contracts and dealings at a thematic, overarching level, taking into consideration the general sector and industry, the products and services required or provided, the geographic regions, and the type of entities involved.

Having reassessed the risk of modern slavery for 2022/23,⁴ Screen Australia did not identify any high risks of modern slavery in relation to its direct operations or supply chains in 2022/23. While no high risks were identified for 2022/23, we acknowledge that there may be potential for modern slavery risks to arise indirectly through:

- Screen Australia's involvement at overseas festivals and events
- the actions and practices of Screen Australia-supported productions and industry partnerships, especially those taking place in other countries
- the activities of Screen Australia's suppliers and their supply chains, in particular in the procurement of goods and services that may be 'at risk' due to the nature of their supply chains, such as our contracts for facilities or building services (e.g. cleaning and maintenance).

However, Screen Australia considers the overall risk in our operations and supply chains to remain low due to factors including:

- Screen Australia's operations being conducted entirely within Australia where there is considerable regulatory oversight of the working conditions of our employees and contractors, particularly in comparison to some overseas jurisdictions
- the lower risk profile associated with the Australian screen industry
- the lower prevalence of modern slavery in Australia
- the robust policies Screen Australia has in relation to governance and workplace relations
- the Screen Australia workforce comprising predominantly professionals and other office-based workers who are not from groups associated with a high risk of modern slavery or worker exploitation

² Department of Home Affairs (2018) [Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities](#).

³ Australian Border Force (2018) [Modern Slavery Toolkit for Government Procurement Officers](#).

⁴ Again with reference to the [Government's 'Official Modern Slavery Act Guidance: Guidance for Reporting Entities'](#).

- the legislative and industrial frameworks governing and regulating Screen Australia’s employment conditions

While most of our supply chain expenditure is in Australia, there are a small number of instances of suppliers operating in overseas jurisdictions. We take active measures to engage with these suppliers to better understand their business, operations and supply chains. Screen Australia also seeks to obtain products and services from suppliers who are reputable commercial entities.

Screen Australia does not work regularly with children but is aware of the legal and regulatory requirements that apply to working with children and has adequate processes in place to ensure compliance with these requirements.

Actions

Section 16(1)(d) of the *Modern Slavery Act 2018* requires reporting entities to describe the actions they have taken to assess and address the risks outlined in the previous section, including due diligence and remediation processes.

Due diligence

Many of Screen Australia’s internal controls contribute to identifying, addressing and mitigating modern slavery risks in our operations.

Screen Australia’s staff responsible for governance, finance and legal functions monitor compliance with relevant laws and internal policies, and report on these to the Executive, internal committees, and to the Screen Australia Board.

Screen Australia has a number of policies, procedures and guidelines in place that support the agency’s governance frameworks and internal controls. In 2022/23, policies relevant to identifying, preventing and mitigating modern slavery risks in Screen Australia’s operations and supply chains included:

- The Australian Public Service and Screen Australia **Codes of Conduct** set the standard of behaviour that is expected of all Screen Australia employees. The Codes determine that all Screen Australia employees must maintain the highest standards of ethical business practice, and that all business should be conducted by employees legally, honestly and fairly.
- Screen Australia’s **Procurement Policy** requires Screen Australia staff undertaking procurement activities to act ethically throughout the procurement. Non-compliance with the requirements of the policy may attract civil, criminal or administrative remedies.
- Screen Australia’s **Procurement Guidelines** contains minimum due diligence considerations for the agency’s procurements, and other requirements such as researching the market, identifying risks associated with suppliers, and developing a Procurement Plan for certain procurements. The aim of our Procurement Guidelines is to ensure all procurement activities we undertake are fair, transparent and ethical, and maintain our integrity and reputation.
- Screen Australia’s **Terms of Trade** outlines the core terms on which the agency conducts its business. The Terms apply to the agency’s funding support, excluding its

administration of the Producer Offset and its dealings as the Australian Competent Authority for the purposes of Australia's Official Co-production program. The Terms indicate applicants must act in good faith, and codifies the agency's expectation that all recipients of Screen Australia funding act fairly and reasonably in relation to third parties involved in the funded project.

- Screen Australia's **Enterprise Agreement** covers the pay and conditions for Screen Australia employees.
- Other relevant Screen Australia policies include: **Fraud Control Policy, Credit Card Policy, Risk Management Policy, and Delegations (Financial Authorisations) Policy.**

During 2022/23, Screen Australia also developed standard clauses addressing modern slavery risks, compliance with applicable laws and workplace regulation for progressive inclusion in supplier contracts. As a starting point, this standard clause has been included in our IT services contracts in recognition that such services and associated goods may be considered to be 'at risk'.

Remediation processes

Screen Australia has policies and internal committees that provide guidance and assistance to stakeholders or employees that wish to provide feedback to the agency:

- Screen Australia's **Public Interest Disclosure Procedure** (in line with the *Public Interest Disclosure Act 2013*) facilitates the disclosure and investigation of any wrongdoing or maladministration within the agency, by agency officials.
- Screen Australia's **Staff Consultative Committee** provides a formal, two-way channel for communication, consultation and information sharing between the agency and its employees regarding organisational matters.
- Screen Australia's **Complaints Handling Policy** provides guidance for external stakeholders who wish to give feedback to Screen Australia, including complaints and concerns about our operations. The policy is located on our website and includes a dedicated email address.⁵
- In 2022/23 KPMG was Screen Australia's internal auditor, and reported to the Screen Australia **Audit Committee**. No compliance deficiencies constituting unacceptable risks to Screen Australia were identified during the 2022/23 audits.

While we acknowledge that it may not be possible for Screen Australia to fully investigate all activities of its funding applicants or suppliers, and in turn, their suppliers, we continue to look for ways to support the promotion of human rights within our operations and across the screen industry. If Screen Australia became aware of any instances of a supplier engaging in modern slavery practices, it would promptly seek to address the issue to determine whether it is appropriate for Screen Australia to continue to deal with that supplier.

⁵ <https://www.screenaustralia.gov.au/about-us/corporate-documents/policies/complaints-handling> and complaints@screenaustralia.gov.au

Next steps

As this is Screen Australia's second Modern Slavery Statement, the next steps outlined below will follow a period of preliminary assessment and consideration:

- Roll out the modern slavery standard clauses into other supply contracts to ensure that suppliers are aware of and comply with modern slavery obligations
- Identify training opportunities to increase agency awareness and educate relevant staff about identifying, addressing and mitigating modern slavery risks. We have informed relevant members of our Senior Leadership Team and the Screen Australia Board about specific modern slavery risks, and discussed how we can improve in this area.
- Review our engagement with major suppliers, and consider our methods of assessing modern slavery risks in their operations and supply chains. We will start with those services and goods that are recognised to be higher risk.
- Review our engagement with funding recipients, and consider our methods of assessing modern slavery risks in their operations and supply chains.
- Continue to monitor our operations and supply chains, and will report on any due diligence and remediation actions undertaken by our agency in future Modern Slavery Statements.

Evaluation of actions

Section 16(1)(e) of the *Modern Slavery Act 2018* requires modern slavery statements to describe how the reporting entity assesses the effectiveness of the actions being taken to assess and address modern slavery risks.

We did not receive any reports or complaints of actual or suspected modern slavery incidents via the above grievance mechanisms or otherwise during 2022/23.

Screen Australia assesses effectiveness through:

- reviewing our relevant standards, policies and procedures, and where appropriate, we have updated our policies and contracts to include clauses related to modern slavery.
- the types of information suppliers provide during procurement activities

Our focus during this reporting period was to gain a better understanding of our modern slavery risks and how risks may be present in our operations and supply chains. We are continuing to review our policies and processes to ensure that we can review the effectiveness of our actions to assess and address modern slavery risks in Screen Australia's operations and supply chains.

We recognise that our review and assessment of our actions will be an evolving process. We will continue to monitor the effectiveness of current measures, and intend to implement new and/or revised measures on an ongoing basis. Screen Australia's risk register was reviewed by KPMG and is up to date. KPMG has also been assisting Screen Australia in reviewing major risk categories and articulating approaches to managing such risks.

Screen Australia is committed to improvement in this area, and will report how we assess the effectiveness of our actions in any future Modern Slavery Statement.

Consultation

Section 16(1)(f) of the *Modern Slavery Act 2018* requires reporting entities to describe the process of consultation with any entities that the reporting entity owns or controls.

Screen Australia does not own or control any other entities.

Relevant information

Section 16(1)(g) of the *Modern Slavery Act 2018* allows for reporting entities to include any other relevant information that the reporting entity thinks is relevant.

Screen Australia has no further information to report in our 2022/23 Modern Slavery Statement.