



# modern slavery statement

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## Introduction to the FY25 modern slavery statement

This Modern Slavery Statement is prepared by Aruma in accordance with the Modern Slavery Act 2018 (Cth). It outlines the measures undertaken during the financial year ending 30 June 2025 to identify, assess and address the risks of modern slavery across our operations and supply chains.

## Message from our CEO

**I am proud to present Aruma's Modern Slavery Statement for FY25. As CEO, I reaffirm our unwavering commitment to protecting the rights and dignity of all individuals, especially those most vulnerable to exploitation. This commitment is shared by our Board, senior leadership team and every member of the Aruma community.**

Modern slavery is a serious violation of human rights and remains a global challenge. As a national organisation operating within complex supply chains, we maintain a strict zero-tolerance approach to all forms of exploitation, including forced labour and human trafficking. This is reflected in our governance practices, procurement processes and the expectations we place on our suppliers, contractors and business partners.

Over the past year, Aruma has strengthened workforce awareness and embedded modern slavery risk management into our procurement and operations practices. These actions help protect vulnerable individuals, uphold ethical standards and foster a culture of transparency and accountability.

We remain committed to continuous improvement and collaboration, ensuring our practices contribute to the elimination of modern slavery and promote dignity and respect for all.

**Martin Lavery,**  
Aruma's CEO



## Message from our Human Rights Lead

**Modern slavery is a serious and widespread issue impacting millions of people around the world, including those most at risk in our communities. It takes many forms - such as human trafficking, forced labour, and various types of exploitation.**

These practices are a violation of people's basic rights and dignity, and they often affect the most vulnerable members of our community.

At Aruma, we believe in standing up for the rights and dignity of every person. As a disability service provider, we're proud to support the human rights of the people who use our services. But our responsibility doesn't stop there - we are also committed to making sure the people involved in our supply chains are treated fairly and ethically.

By working together, we can help end modern slavery and create a safer, more just world for everyone.

**Judy Topper,**  
Aruma's Human Rights Lead



# Our commitment to addressing modern slavery

Aruma is committed to upholding the rights and wellbeing of the people we support, our staff and everyone connected through our operations and supply chains. We recognise modern slavery, including forced, bonded and compulsory labour, as serious human rights violations and are committed to preventing its presence across our organisation.

This Statement is made in accordance with the Modern Slavery Act 2018 and affirms our alignment with internationally recognised human rights, including those set by the Universal Declaration of Human Rights, and the UN Guiding Principles on Business and Human Rights. We do not tolerate any form of slavery, servitude, forced labour or human trafficking.

Our Board of Directors and Executive Leadership Team are actively engaged in identifying, assessing and addressing modern slavery risks. We continue to strengthen governance frameworks, build organisational awareness and enhance due diligence across our services and procurement.

Through these actions, we reaffirm our commitment to ethical, transparent and respectful practices.



## Our organisation

Aruma is a for-purpose disability service provider committed to supporting individuals to live, learn and work in ways that reflect their personal choices. As one of Australia's largest providers of disability services, we are a trusted partner to approximately 4,000 people with disability across the east coast.

## Our purpose

Our purpose is at the heart of everything we do. It guides our decisions, drives our actions and shapes our future direction.

This purpose underpins our commitment to safeguarding human rights and promoting ethical, inclusive and respectful practices. These values are critical to preventing modern slavery and ensuring that dignity and respect remain central across our organisation and supply chains.



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

# Aruma structure, operations and supply chains



Aruma Group is a registered charity with the Australian Charities and Not-for-Profit Commission (ACNC). Our principal activity is the provision of support services to individuals with disability, their families and carers. Established in 1962 as House with No Steps, Aruma has since grown through acquisitions and mergers with several organisations, expanding both available services and geographic footprint across multiple Australian jurisdictions.

The parent entity Aruma Services Limited operates and controls several subsidiaries, also structured as companies limited by guarantee under Australian law. These include:

Aruma Services NSW Limited  
(ABN 93 619 337 156)

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 maintains a national footprint, with facilities management services operating across every state and territory in Australia. Our disability, community and children's services are primarily delivered in New South Wales (NSW), Victoria (VIC), Queensland (QLD), and the Australian Capital Territory (ACT).

As one of Australia's largest disability service providers, Aruma delivers a wide range of supports for people with disability, children and young people, families, and communities, including:

- Supported Independent Living (SIL);
- Community Support Services;
- Specialist Disability Accommodation (SDA);
- Short Term Accommodation (Respite Care);
- Community Participation;
- Assistance with Daily Life (ADL);
- Children's Services (including early childhood intervention, speech pathology, occupational therapy, behaviour support, psychology, family counselling, respite, paediatric clinic, social and community participation and out-of-home care);
- Therapy and Positive Behaviour Supports;
- Work Ready Program (formerly School Leaver Employment Supports); and
- Supported Employment.

## Aruma supply chains

Aruma's supply chains are critical to the delivery of services to both our individual customers, such as people with disability and their families, and our business clients, including partner organisations and commercial enterprises. These supply chains also underpin the operation of our businesses and the support we provide to our workforce.

We engage a broad network of suppliers, labour providers and subcontractors across diverse procurement categories. Key areas of focus in our efforts to identify and address modern slavery risks include:

- Labour hire and recruitment agencies, which provide direct care and support staff.
- Subcontractors engaged in service delivery and operational support.
- Suppliers of goods and services essential to our operations, including facilities, IT, property, transport, and consumables.

These categories represent the areas where the risk of modern slavery is more pronounced, and therefore require strengthened due diligence and ongoing monitoring.

Key procurement categories include:

<b>Real Estate</b>	<b>Property/Facility Management</b>
<b>Fleet Services</b>	<b>Utilities</b>
<b>Labour / Recruitment Agencies</b>	<b>Service Delivery Equipment /Consumables</b>
<b>Health and Wellbeing</b>	<b>Medical, Health and Support Services</b>
<b>ICT Hardware and Software</b>	<b>Travel</b>
<b>Marketing</b>	<b>Corporate Services</b>
<b>Legal Services</b>	<b>Consultancy Services</b>

These supplier relationships are essential to Aruma's operations and are subject to our commitment to ethical sourcing, transparency and the prevention of modern slavery.

# Combating risks of modern slavery

At Aruma, we continue to recognise that modern slavery is deeply intertwined with systemic issues such as climate change, gender inequality, racial injustice and poverty. We remain particularly mindful of the heightened vulnerability faced by people with disability, who may encounter barriers to reporting exploitation or accessing support.

Our approach to addressing modern slavery continues to focus on:

- Enhancing access to safe, fair and equitable opportunities.
- Promoting inclusivity across all aspects of our services and operations.
- Challenging discrimination through strong policy, targeted education and a culture of respect.

These principles are embedded in Aruma's practices, from inclusive recruitment and fair labour conditions to ethical procurement and supplier engagement. This includes our Facilities Management operations, where we actively assess risks across subcontractors, suppliers, waste management and service providers. Controls such as ethical sourcing, Fair Work compliance, modern slavery clauses and license and insurance checks are regularly reviewed to ensure alignment with our values.

We work closely with partners who share our values and uphold human rights across their operations. We have strengthened our internal training and awareness programs to ensure all staff and stakeholders are equipped to identify and respond to modern slavery risks. By fostering a culture of vigilance, respect and accountability, we aim to reduce vulnerabilities and protect the rights of those most at risk of exploitation.

Aruma remains committed to continuous improvement, collaboration and transparency in our efforts to prevent modern slavery and promote dignity and equality for all.

# Ethical employment practices

Aruma champions inclusive recruitment practices in line with its Recruitment and Selection Policy and Procedure, which are designed to increase access to meaningful employment for individuals from marginalised communities. These practices help reduce the risk of exploitation, particularly for groups who may face heightened vulnerability to forced labour or other forms of modern slavery, including women and people with disability.

# Supplier engagement and ethical procurement

Aruma engages all prospective and current suppliers through the Aruma Supplier Principles, which are embedded within our Procurement Policy and Procedure. These principles reinforce our commitment to combatting modern slavery, promoting inclusivity and eliminating discrimination in supply chains.

As part of our standard supplier engagement process, all suppliers are required to acknowledge and adhere to the requirements of the Modern Slavery Act 2018 and uphold labour standards consistent with Aruma's ethical expectations.

To further strengthen our ethical sourcing practices, Aruma is preparing to enhance its contract management framework following the completion of a recent audit. Planned improvements include the integration of standardised risk assessment tools and supplier performance monitoring aligned with our ethical procurement standards. These measures are designed to promote transparency, consistency, and responsible business conduct across our supply chain.



## Training and awareness program

Aruma continues to strengthen its commitment to modern slavery awareness through targeted training and education. All new staff receive introductory training as part of the Aruma Way Induction (AWI), which includes dedicated modules on recognising signs of exploitation and understanding reporting pathways. This ensure that every employee begins their role with a clear awareness of modern slavery risks and responsibilities in preventing and reporting them.

An eLearning module is also available to all staff, covering key topics including types of modern slavery, risk indicators, reporting procedures and Aruma's role in prevention across its operations and supply chain. The module has been completed by 4,353 employees, demonstrating a strong organisational commitment. Aruma recognises that ongoing education is essential and continues to explore ways to enhance training accessibility and reinforce awareness across the organisation.

## Raising concerns

Aruma remains committed to fostering a culture where concerns about slavery or human rights violations can be raised safely and respectfully. We encourage employees, suppliers and stakeholders to speak up about any issues within our operations, businesses or supply chain. Clear guidance on how to raise concerns, whether in person or electronically, is provided through our website, supplier principles and feedback and complaints materials.

Employees have access to an independent reporting service that enables anonymous disclosures of misconduct, with the option to receive feedback and outcome notifications. These mechanisms are supported by our Whistleblower Policy, Complaints Policy and are prominently featured on our website.

Aligned with Aruma's values to speak up, respect others and do things well, we ensure that individuals are empowered with both the knowledge and means to report concerns. Our Supplier Principles continue to set clear expectations for suppliers to:

- Provide accessible reporting channels for staff and third parties.
- Comply with audit requests.
- Notify Aruma of any breaches.

With these systems in place, and a strong commitment to ethical employment practices, Aruma considers the risk of modern slavery within its direct workforce to be low.

## Policy development

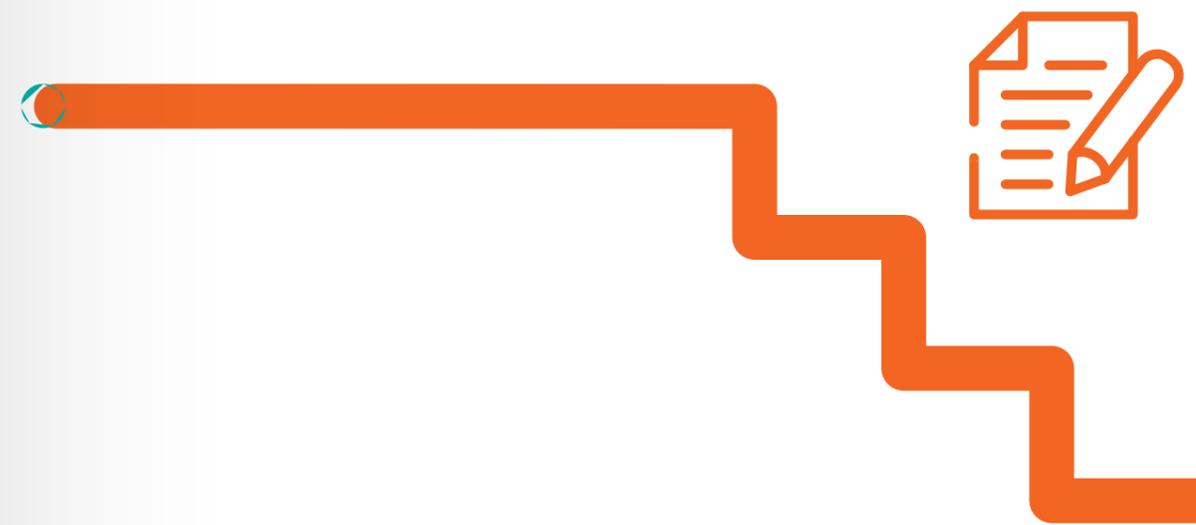
Aruma's Modern Slavery Policy is grounded in our core values of inclusion, respect and dignity. These principles guide our commitment to ethical conduct and integrity across all business relationships and form the foundation of our human rights approach.

The policy ensures our workforce is equipped to identify and address risks related to modern slavery and human trafficking. It supports the implementation of robust systems and controls that help prevent, detect and report abuse or exploitation within Aruma's operations and supply chain.

Oversight of our human rights risk management, including modern slavery, is guided by our Human Rights Policy and Risk Management Framework, and is regularly reviewed by the Aruma Audit & Risk Committee and the Board.

## Governance structure

Aruma's Board, CEO and Executive Leadership Team are committed to upholding the highest standards of ethical conduct across Aruma's operations. The Board reviews and approves the Modern Slavery Statement for each reporting period and monitors its implementation. Oversight of modern slavery risks is embedded within Aruma's governance framework, supported by policies, reporting mechanisms, and assurance processes that reinforce accountability across the organisation.



# Assessing the ongoing effectiveness of our actions

Aruma has established a Modern Slavery Working Group comprising representatives from various areas across the organisation, including the Human Rights Advisory Group. This group collaborates to implement key actions, raise awareness of modern slavery practices within Aruma and provide updates to the Audit and Risk Committee.

Aruma recognises that managing the risk of modern slavery effectively requires a comprehensive approach, one that integrates awareness, robust policies, due diligence and ongoing monitoring. We are deeply committed to ethical and responsible practices, including zero tolerance for any form of abuse, neglect or exploitation.

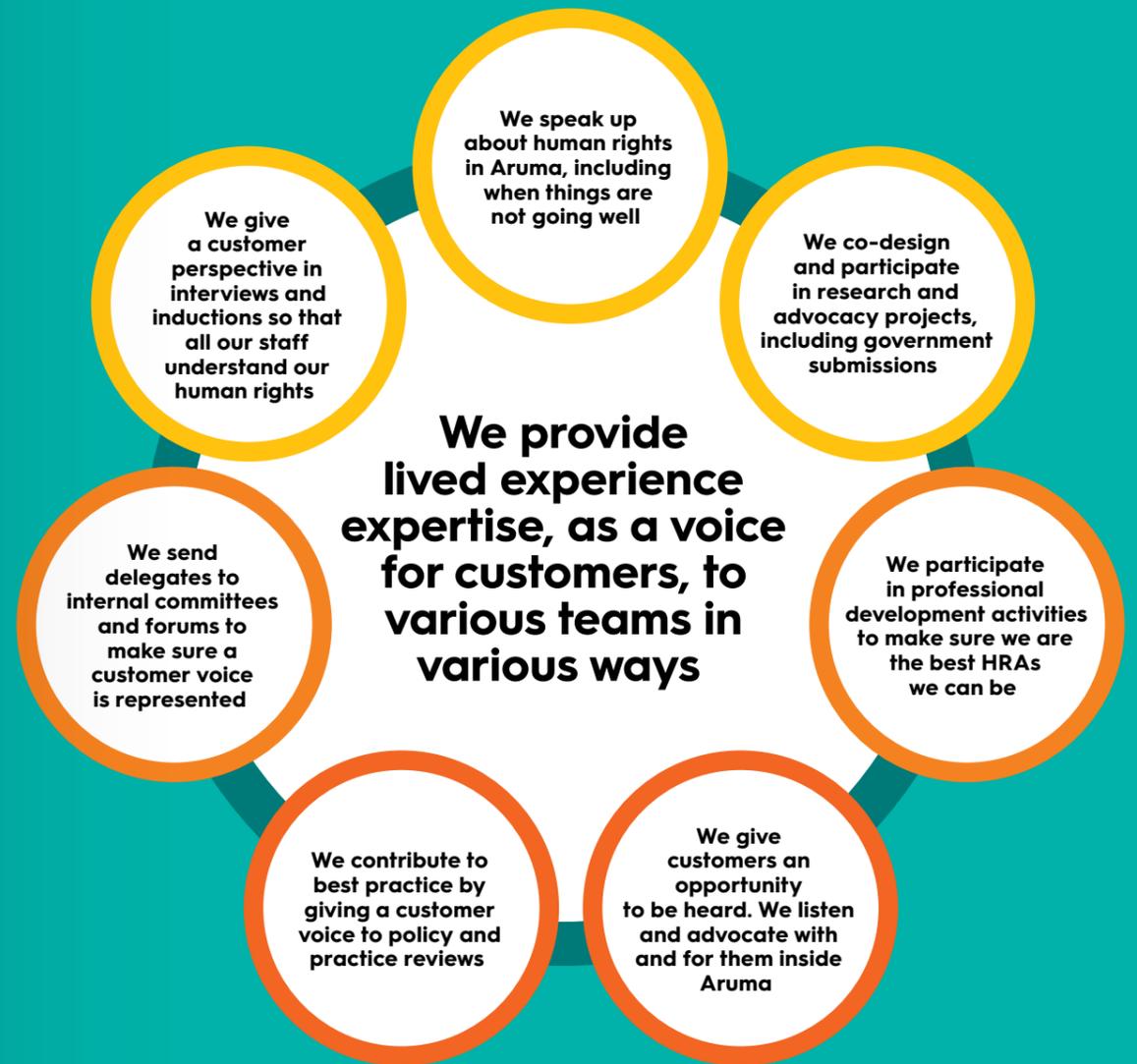


# Engagement and advocacy

We understand that putting an end to modern slavery demands unwavering commitment to Aruma's proactive stance against modern slavery is guided by our dedicated team of Human Rights Advisors. Their mission is to champion respect for human rights and promote zero tolerance towards rights violations, safeguarding both our employees and participants.

In FY25, Aruma strengthened its engagement and advocacy efforts to address modern slavery and advance human rights across the sector. Our efforts reflect a broader vision, one where inclusivity, dignity and systemic fairness are actively pursued through collaboration, partnerships and reform.

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



## Highlights of our engagement and advocacy this year include:

- Policy contributions for inclusive workplaces**  
 Aruma contributed to the Supported Employment Discussion Paper Response, advocating for a future in which all people with disability, including those with high support needs, have genuine access to meaningful and fairly paid employment. This submission reinforced our belief that employment is a right, not a privilege and that all supports and systems must enable this right.
- Participation in legal reform**  
 Aruma delegates joined the NSW Law Reform Commission roundtable consultation as part of its review of the Anti-Discrimination Act 1977 (NSW). Their input focused on strengthening protections for vulnerable populations and removing structural barriers to equity.
- National leadership in disability rights**  
 Aruma was invited to the Disability Discrimination Commissioner Roundtable, where we shared practice-based approaches to embedding the Convention on the Rights of Persons with Disabilities (CRPD) across our policy framework and daily operations. This reaffirmed our frontline commitment to upholding human rights.

Through these engagements, Aruma continues to build momentum toward a society free of exploitation, where every individual's rights are not only protected but celebrated.

# Vision ahead

**As a leading disability service provider, Aruma continues to advance social justice and human rights across our operations, business practices and supply chain. We are committed to deepening our impact and resilience as we strengthen our approach to addressing modern slavery.**

## Leadership



Revise our stakeholder engagement plan on modern slavery and facilitate a minimum of four targeted engagements with the modern slavery working group to strengthen collaboration and inform our approach.

Aruma will seek opportunities to join or contribute to sector alliances, roundtables, and cross-agency working groups focused on disability, human rights, and modern slavery.

## Compliance



Stay ahead of legislative reforms to ensure our practices remain responsive, lawful, and aligned with global human rights standards.

## Third parties and suppliers



Further strengthen supplier due diligence by continuing to embed and enhance modern slavery risk management into procurement processes.

Evaluate high-risk products and services against legal and ethical standards.

Continue to engage Indigenous businesses through Supply Nation as part of our Reconciliation Action Plan, supporting ethical sourcing and supplier diversity. While not solely focused on modern slavery, this initiative helps reduce exposure to exploitative practices by strengthening relationships with socially responsible suppliers.

## Risk management



Continue to strengthen our ability to identify, assess and address modern slavery risks by applying a human rights lens to policy development, expanding organisation-wide training and enhancing existing practices through continuous improvement.

# 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 26 November 2025 and signed by:

**Malcolm Kinns**  
Chair of the Board

# modern slavery statement

aruma.