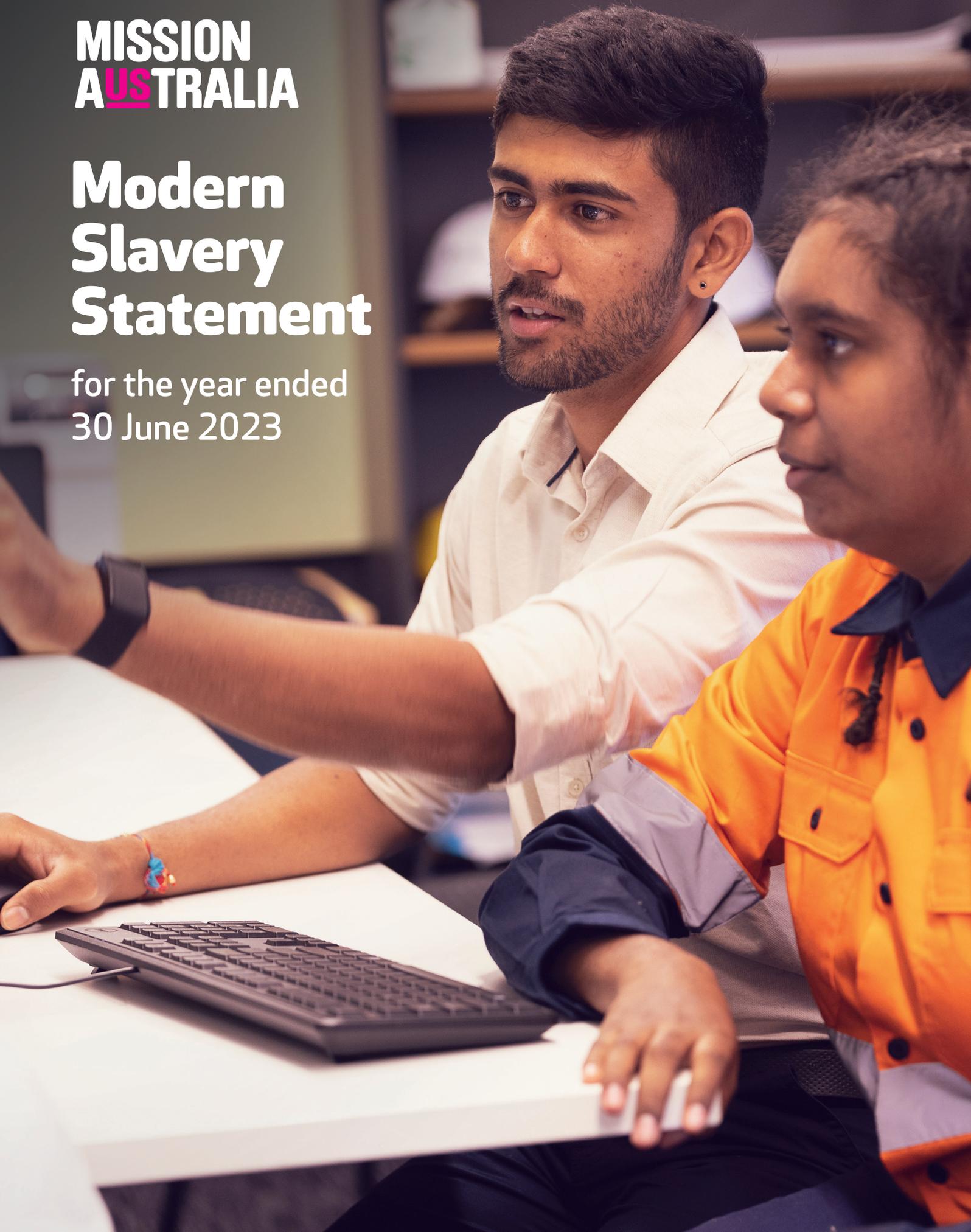


The logo for Mission Australia, with 'MISSION' in white and 'AUSTRALIA' in white with a pink underline under the 'A'.

**MISSION
AUSTRALIA**

Modern Slavery Statement

for the year ended
30 June 2023





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We are Mission Australia

Our Purpose

Inspired by Jesus Christ, Mission Australia exists to meet human need and spread the knowledge of the love of God.

Our Vision

An Australia where all of us have a safe home and can thrive.

Our Goal

End homelessness and ensure people and communities in need can thrive.

Mission Australia acknowledges the traditional custodians of this Country, and pay our respects to Elders past and present for they hold the memories, the culture and dreams of Aboriginal and Torres Strait Islander peoples.

We recognise and respect their cultural heritage, beliefs, and continual relationship with the land, and we recognise the importance of the young people who are our future leaders.



Our Values



Compassion

We are sensitive, understanding and caring in our service of all people.



Integrity

We are honest and transparent in our relationships and are accountable for our performance.



Respect

We treat people with respect, embracing them as they are, by offering compassionate support.



Perseverance

We are dedicated to serving and helping people to overcome their challenges, no matter how hard it is.



Celebration

We readily celebrate the efforts and successes - large and small - of the people we help, our volunteers, supporters and colleagues.

We stand together with Australians in need, until they can stand for themselves. It's an ethos that's bound us together for over 160 years, and remains at the heart of our work today.

“

For I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me... just as you did to one of the least of these... you did it to me.

- Matthew 25:35-40

A message from our CEO

I am pleased to provide and endorse Mission Australia's fourth Modern Slavery Statement.

Mission Australia is committed to doing everything we can to end modern slavery. We do this by systematically assessing and addressing modern slavery risks in our operations and supply chain.

We strongly oppose modern slavery and human rights abuse in every form, as they are in direct opposition to the values held by our people-centred organisation.

As a values-driven organisation, integrity is at the heart of our operations, as is immense respect and care for all people whose lives we touch.

This includes everyone we engage with directly and indirectly through procurement to deliver our 463 services and programs Australia-wide which support almost 150,000 people annually. In achieving our founding purpose, inspired by Jesus Christ Mission Australia exists to meet human need, we prioritise clear actions to mitigate the risk that our operations and service provision come at a human cost.

Mission Australia has not identified any specific instances of modern slavery harm in our operations. We are conscious that the Modern Slavery Act 2018 calls on us to make continual improvements and we review our process on a regular basis accordingly. We make it our ongoing business to closely assess our supply chain and identify risk areas which shift and change within a constantly evolving environment.

In FY23, we entered the "Improve" stage of our Modern Slavery Roadmap. We have made good progress further developing our supply chain risk assessment process and we have developed and

implemented an updated procurement framework with a stronger focus on principles-based procurement, emphasising our commitment to human rights. Collaborating and consulting with staff and keeping them informed has been prioritised through our Modern Slavery Working Group, key staff engagement sessions and via our dedicated Modern Slavery intranet page. To identify high risk priority sectors, we continued with our strong focus on supplier management and engagement.

By continuing to collaborate with the Not For Profit 'Purpose' Consortia, it has given Mission Australia greater visibility on supplier Modern Slavery risks within their supply chain and of the actions they take to mitigate these risks.

It fills me with pride to see the work Mission Australia does to address any risk of modern slavery, while meeting the needs of the people we serve.

This Statement outlines Mission Australia's actions and efforts taken to prevent and identify modern slavery. We remain committed to continuously developing and strengthening our approach towards identifying and eradicating modern slavery in Australia.

This Statement has been approved by the Mission Australia Board.



Sharon Callister

Sharon Callister
Chief Executive Officer

Our values



Compassion



Integrity



Respect



Perseverance



Celebration



**MISSION
AUSTRALIA**

Section One
Reporting entities

Our reporting entities

This Modern Slavery Statement (Statement) covers Mission Australia (ABN 15 000 002 522) and its controlled entities being Mission Australia Housing, Mission Australia Housing Tasmania, Mission Australia Housing Northern Territory, Mission Australia Housing (Victoria), Mission Australia Housing Partnership Ltd and as Trustee of the Sir David Martin Foundation. Throughout this Statement, "Mission Australia" refers jointly to each of these entities, reflective of our corporate group.

**MISSION
AUSTRALIA** | together
we stand



Section Two

**Our structure, operations
and supply chains**

Our structure

Mission Australia is a national, non-denominational Christian charity that has been helping vulnerable people move towards independence for 160 years. From humble beginnings in Queensland, Mission Australia’s founding purpose has remained unchanged:

Inspired by Jesus Christ, Mission Australia exists to meet human need and to spread the knowledge of the love of God.

Mission Australia and its corporate controlled entities are committed to proper and effective corporate governance. We constantly seek to maximise efficiency and effectiveness of our operations, while continuing to place our clients at the centre of everything we do.

Each Mission Australia Group company, as a registered charity regulated by the Australian Charities and Not-for-profits Commission (ACNC), applies the ACNC Governance Standards.

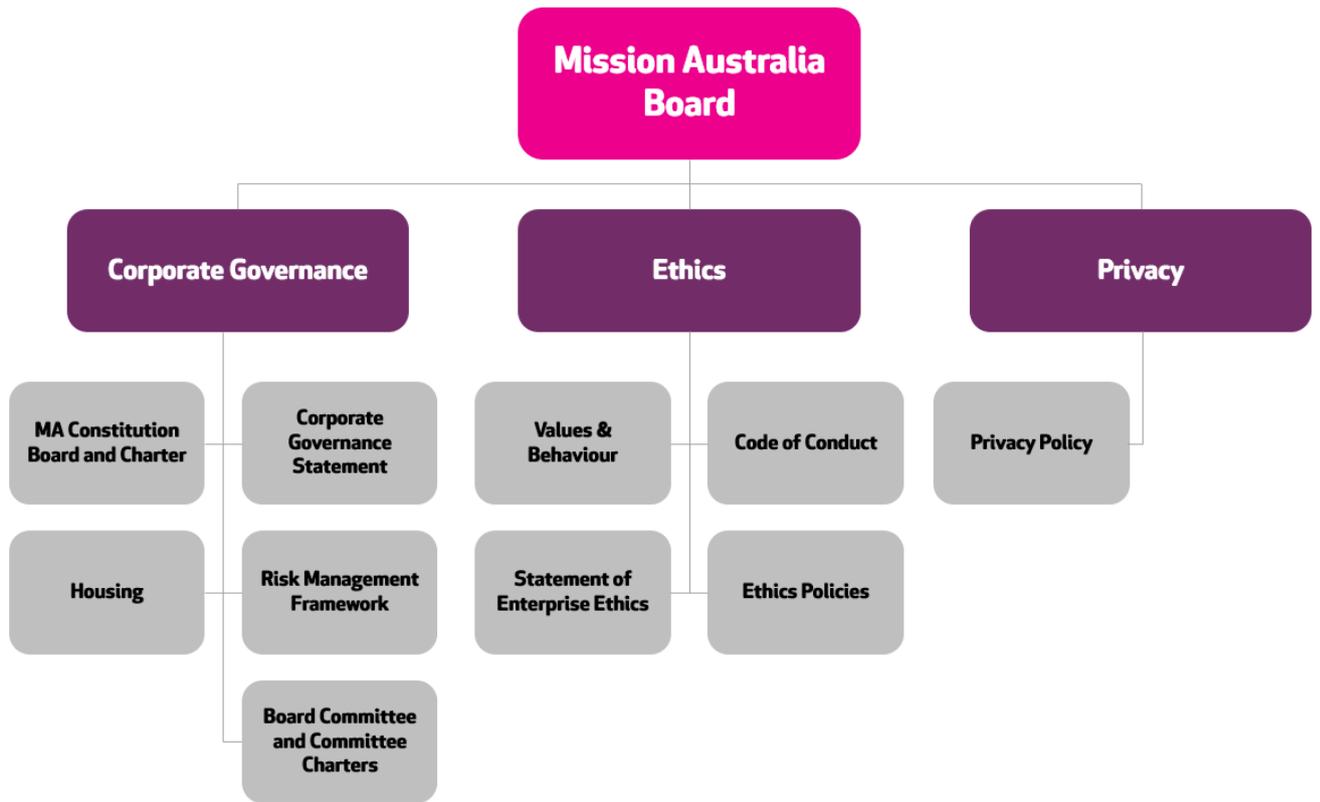
The Mission Australia Board has overall responsibility for the financial performance of Mission Australia and the achievement of its founding purpose, as set out in our [Board Charter](#). The Mission Australia Board recognises its role in overseeing the determination and implementation of policies and processes that reflect good corporate governance aligned with the ACNC Governance Standards, its contractual commitments and stakeholder expectations that together with our Values inform and guide the organisation. The full Corporate Governance Statement is available on the Mission Australia website at missionaustralia.com.au.

In applying the ACNC Governance Standards we are guided by, where practicable and relevant to do so, the Corporate Governance Principles and Recommendations established by the Australian Securities Exchange (ASX) Corporate Governance Council.



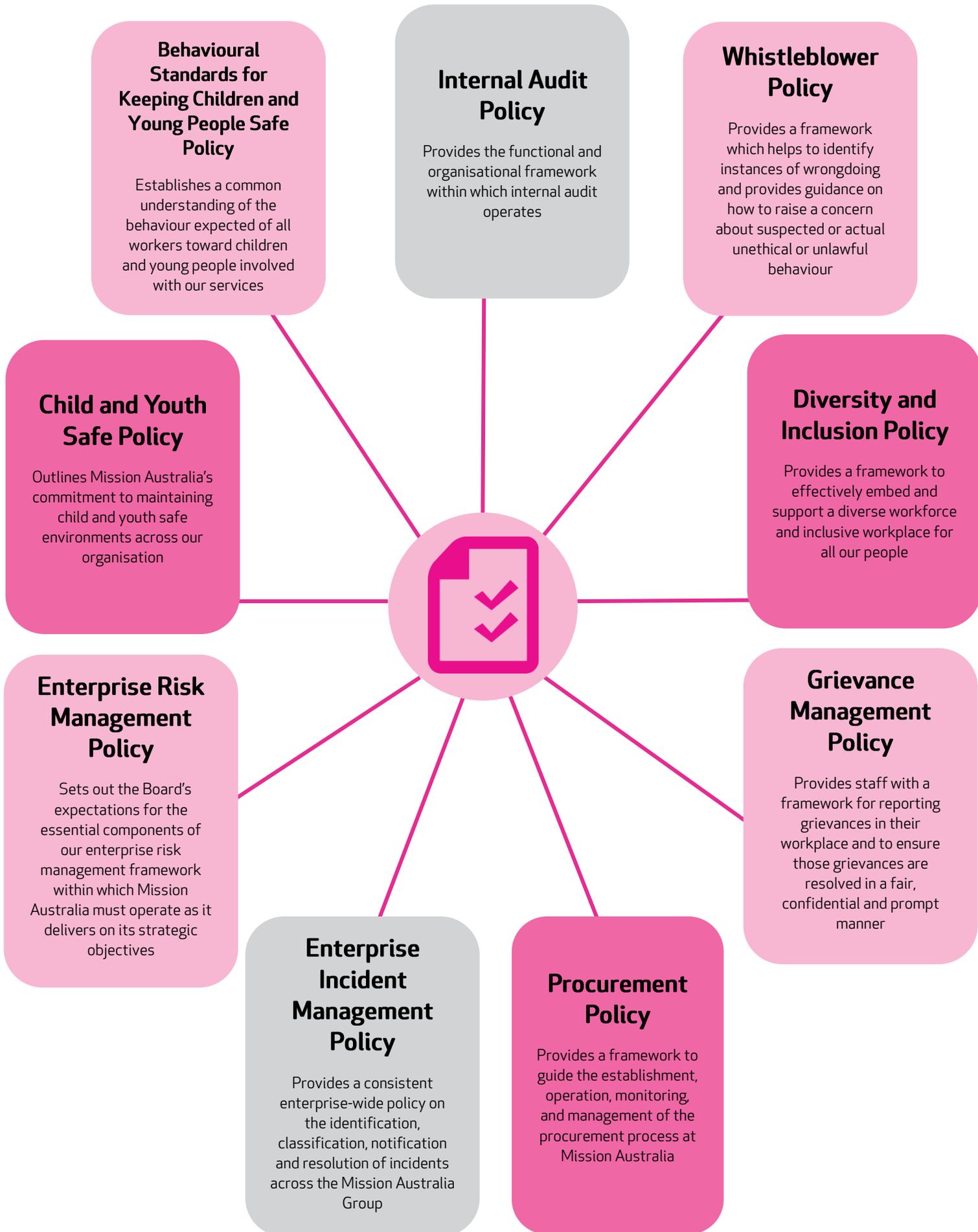
The Mission Australia Board provides strategic guidance for Mission Australia and oversight of management, however, delegates its responsibility for the day-to-day operations to the CEO and the Executive Team. The Board also delegates some of its functions to Board Committees.

As part of Mission Australia's corporate governance, its Enterprise Risk and Assurance framework is designed to assist Mission Australia to meet its strategic objectives. It is designed to strengthen sustainability and maximise opportunity by upholding our Values and organisational identity.



Risk is an integral part of any business. Potential events, decisions and opportunities that create risks are identified, analysed, defined and addressed. Importantly, the framework recognises that in order for Mission Australia to stand up for vulnerable Australian's, it must continue to thrive as a well-respected, sustainable, client centred organisation. Effective risk management has the benefit of increasing the likelihood of achieving objectives, improving stakeholder confidence and trust and improving operational effectiveness and efficiency.

Relevant to modern slavery and underpinning our governance framework are the suite of policies outlined on page 9.



In addition to the policies mentioned above, Mission Australia's operational governance framework includes the following:

- A [Code of Conduct](#) which specifies behavioural standards necessary to maintain confidence in Mission Australia's integrity.
- A [Values & Behaviours](#) statement which includes descriptions of the behaviours that underpin each value to so that people throughout Mission Australia understand how we put each value into practice – with each other, with our clients, supporters, partners, governments and other organisations.
- An [Ethics Policy](#) suite reinforces a culture in which honesty, integrity and business ethics are a part of everyday behaviour.
- A [Statement of Enterprise Ethics](#) which sets out ethical expectations for people who work for Mission Australia as well as the ethical expectations for those working with us.
- A [Speak Up & Speak Out Statement](#) which encourages Mission Australia employees to give and receive feedback and complaints, and to foster an open corporate culture in which honesty, integrity and business ethics are part of everyday behaviour.

Our people

Mission Australia is committed to diversity and inclusion for all, both in our service provision and in our workforce. We actively work towards attracting, recruiting, and retaining a workforce that is representative of the people and communities we work with.

Mission Australia employed 2,464 staff at the end of the reporting period, of which 65% were full-time staff, 26% were part-time staff and 9% were casual staff. 73.6% of staff were female, 26.3% were male and 0.1% were non-specific. 8.07% of staff identified as Aboriginal and/or Torres Strait Islander.

Together, with 1,092 volunteers who contributed over 27,000 hours, Mission Australia's workforce represents a vast team of people who are determined to make a difference.

On the frontline, our support service staff walk alongside ordinary Australians struggling with generational disadvantage and complex challenges that limit their independence. They offer support in a range of environments. Some do their jobs from vans as part of mobile services that reach out to vulnerable youth and homeless people on our city streets.



Behind the scenes, supporting our frontline staff, is a team ensuring the organisation's efficiency. They look after our finances, property, vehicles and IT needs, and also help raise vital funds. In addition, our Chaplaincy team offers personal and spiritual support to members of the Mission Australia community.

Employees of Mission Australia are subject to either an enterprise agreement, an Award or individual employment contracts which are benchmarked against external market information on an annual basis. The Better Off Overall Test (BOOT) is carried out on our Enterprise Agreement which is lodged with the Fair Work Commission as part of the approval process. All employees are covered by the National Employment Standards which relate to the 10 minimum standards of employment.

Our human resource policy and procedural suite provide a strong control framework that meets external legislative and statutory requirements. This suite of policies includes;

- Employment Screening Policy
- Recruitment Policy and Procedures
- Induction and Orientation
- Performance Appraisal
- Remuneration and Benefits

Our Team provides guidance and support on all aspects of employment at Mission Australia.

Mission Australia is committed to ensuring all employees are treated fairly in all aspects of their employment. To achieve a fair workplace for all employees, Mission Australia aims to provide a workplace that is free from all forms of discrimination, harassment and bullying and that all employees are treated equally.

Equal employment opportunity

Mission Australia is committed to ensuring the provision of equal opportunities for all current and prospective employees. Mission Australia respects and celebrates the diversity of skills, experiences, views and opinions that its employees bring to the workplace and looks forward to these attributes enhancing business outcomes for clients and families, fellow employees, communities, and all other persons and companies connected with Mission Australia.

Mission Australia commits to meeting all of its equal opportunity responsibilities and obligations as an employer, with particular regard to:

- Promoting merit in employment-related decisions
- Promoting equal employment opportunity and eliminating discrimination in the recruitment process
- Eliminating all forms of discrimination from our work environments
- Complying with all relevant equal employment opportunity industrial instruments and legislation

Employee support structure

Mission Australia is committed to take any action necessary to ensure that all Mission Australia team members can feel safe and be safe, this includes physical, cultural and psychological safety. Underpinned by the 'look, do, tell' framework, we amplify and promote the voice and rights of our Mission Australia Team, through the prevention, identification and response of any concerns, grievances or complaints.

Preventing bullying, harassment and discrimination in the workplace

Mission Australia is committed to ensuring fair and equitable workplace practices and does not tolerate bullying, harassment and discrimination in the workplace.

Mission Australia considers all types of harassment, discrimination, and bullying to be unacceptable forms of behaviours that will not be tolerated under any circumstances. We believe that all employees should be treated fairly and with respect.

Mission Australia is therefore committed to ensuring that:

- Harassment, discrimination, and bullying complaints in the workplace are treated seriously
- Complaints are attended to promptly and confidentially
- Complaints are investigated impartially
- Action is taken to ensure that misconduct does not continue
- Complainants and witnesses are not victimised in any way

Disciplinary management

Mission Australia expects all employees to undertake their work duties and behave in accordance with organisational standards, including the Code of Conduct and Child/Youth Safe Behaviour Standards.

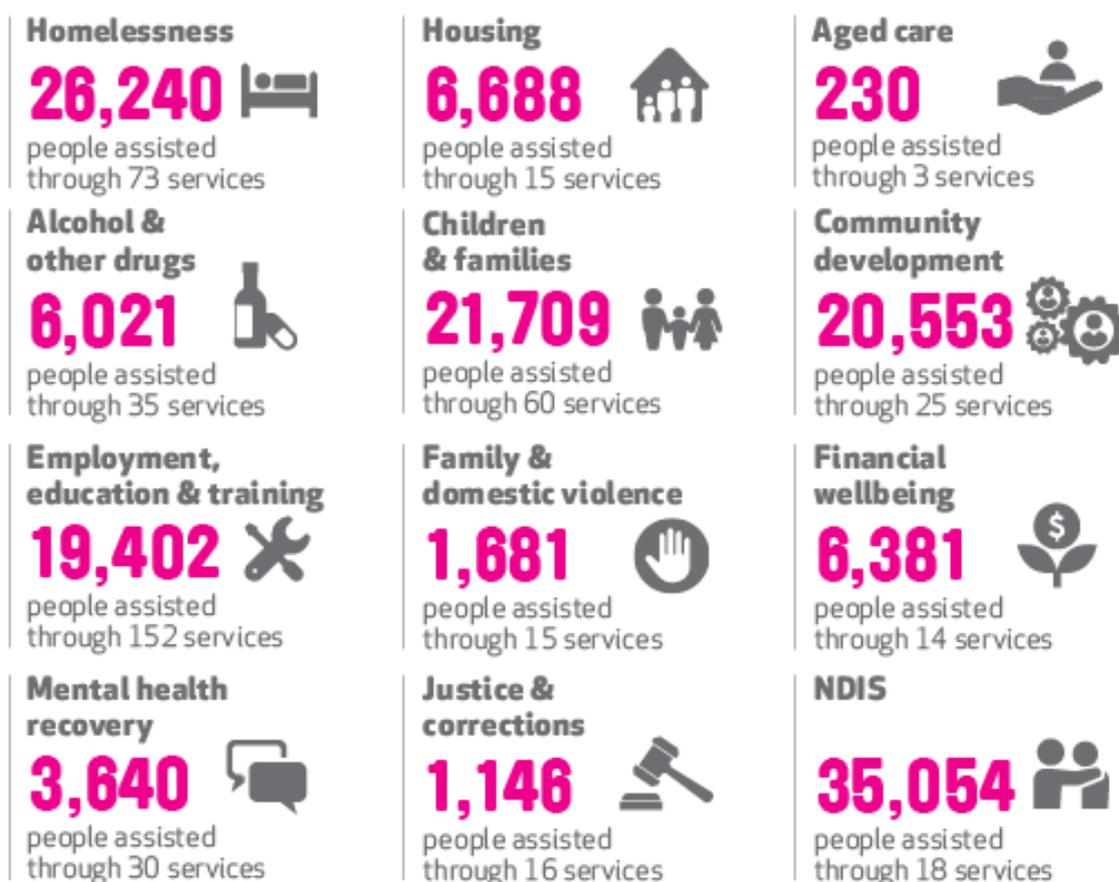
Mission Australia aims to ensure that any concern or issue regarding unacceptable performance or unacceptable behaviour, and any consequent disciplinary action, will be handled appropriately, fairly, and consistently and in line with the principles of natural justice.

Our operations

Mission Australia is an Australian organisation which operates only in Australia (across all States and Territories) in approximately 270 locations.

Our strategic goal is to 'end homelessness and ensure people and communities in need can thrive'. We are dedicated to delivering evidence-based, integrated services that create powerful and sustainable change in people's lives. Over the reporting period, Mission Australia supported 149,096 Australians on their journey towards independence.

Our FY2023 highlights include:



Mission Australia delivers services that are commissioned and largely funded through Government contracts. Mission Australia relies on fundraising income to provide services that Mission Australia identifies as going to truly make a difference in our quest to enable disadvantaged Australians to live an independent and participatory life.

Mission Australia also enters partnership and/or subcontract arrangements with other service providers to deliver on certain elements of its services. A Partnership Framework sets out standards and principles that inform Mission Australia's approach to partnerships. These relationships are also managed (where appropriate) through supply chain (procurement) contracts, subcontracts, and tender documentation.

Our investments

Mission Australia's assets include investments managed by professional investment managers under an investment policy. The investment policy sets out ethical investing parameters that restrict investment in entities whose activities may conflict with Mission Australia's purpose and strategic goals. The investment manager routinely provides reporting of compliance of the investment policy including the ethical investing parameters. Additionally, the investment manager maintains its own ethical overlay in the investments of its own and client funds, which includes an emphasis toward ethical, social and governance considerations including the monitoring of adherence to modern slavery obligations.

Our supply chain

Throughout the reporting period, Mission Australia procured goods and services from approximately 6,600 suppliers with a total spend of \$159 million.

Generally, the purchasing of goods and services is managed locally with centre-led policy, governance and advice. In addition, selected categories of expenditure and suppliers are centrally negotiated through national contracts ('preferred suppliers') to achieve value for money and compliance with corporate requirements. National contracts are reviewed periodically and include Corporate Fleet, Insurance, Travel, Stationery, Printed Material, Merchandise, Property and Facilities Management and Information Technology. Outside of these key categories, purchasing of goods and services is decentralised to end-use buyers, resulting in a high volume of vendors with low level transactions.

Due to the size and nature of Mission Australia's core business, rigour in our procurement processes, practices and dealings with suppliers is essential for strong sustainable business results and maintaining relationships with our key suppliers. This includes an enterprise-wide Procurement Policy that is applicable to all employees who are responsible for procurement of property, goods and services on behalf of Mission Australia.

The Mission Australia **Supplier Code of Conduct** is applicable to all suppliers and outlines our supplier expectations in relation to:

- Labour and human rights
- Health and safety
- Integrity, ethics and conduct
- Corporate and supply chain governance

The Supplier Code of Conduct is issued to every supplier and forms part of our contractual relationship requirements.

Our policy and governance approach to minimise modern slavery risks in our operations and supply chain includes:

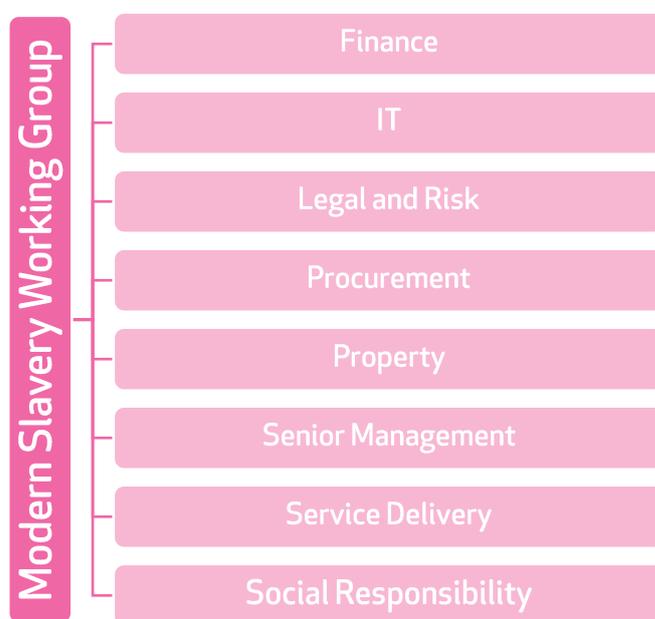
- Procurement Policy and Framework documents and processes
- Fundraising Supply Chain Governance including Fundraising Services Responsibility Standards Statement and Fundraising Supplier Code of Conduct
- Enterprise Risk and Incident Framework and Policy and Procedure Suite
- Contracts and Service Level Agreements (SLA)
- Human Resources Policies and Procedure suite
- Work Health Safety Policies and Procedures
- Child and Youth Safe Policies, Procedures and Guidelines.
- Partnership Framework

Modern slavery governance

Mission Australia's Modern Slavery Working Group continued to meet throughout the reporting period. The composition of the Working Group extends to staff from across seven divisions of the organisation and includes two members from the Executive Committee.

The primary objectives of the Working Group are to:

- Identify and assess potential modern slavery risks within Mission Australia's operations, supply chains, client relationships and communities
- Develop and implement policies, procedures, and controls to prevent, detect, and address instances of modern slavery
- Raise awareness among employees, stakeholders, and partners about the importance of eradicating modern slavery and the role each entity plays
- Monitor and evaluate the effectiveness of anti-modern slavery measures, ensuring continuous improvement and alignment with best practices
- Collaborate with relevant departments, external partners, and NGOs to share knowledge, insights, and resources in the fight against modern slavery
- Report to senior management/Board Audit and Risk Committee (BARC) on the progress, challenges, and outcomes of the Working Group's initiatives





Section Three

Risks of Modern Slavery in our operations and supply chains

Mission Australia is an Australian based company delivering services in a sector identified as 'low' risk in the Global Slavery Index. Our assessment of risk in relation to causing or contributing to modern slavery based on our operations, governance structure, employment practices and internal control framework is identified as 'low'. Our internal control framework, as detailed above and in addition, includes:

- Implementation of a Procurement Function to centrally administer and support our modern slavery assessment, mitigation and reporting requirements
- A robust Corporate Governance Framework
- Mandatory employment screening practices and verification of right to work in Australia for all employees
- Human Resources Policies and Procedural suite that supports operational recruitment and ongoing employment practices
- Industrial instruments (awards, agreements, employment contracts) that govern employment relationships
- Notification procedures and mechanisms where employees can report any concerns regarding potential instances of modern slavery either directly through line management or confidentially through our Integrity Line
- Chaplaincy Support in all states that employees can access for confidential support and guidance
- Education and awareness to our staff around modern slavery
- Engagement with key buyers across the organisation via the Business Operations Collaboration Committee and other awareness sessions

Mission Australia has not yet identified any specific instances of modern slavery harm in our operations or supply chain, and we will continue to implement strategies so that supplier employees identified as potentially being of higher risk have access to the resources and support to report modern slavery practices.

Throughout the reporting period, Mission Australia continued to assess the potential risks of modern slavery practices across our operations and supply chain.

Supply chain risks

As mentioned in previous statements, we have identified several areas within our supply chain that pose a potential higher risk of being directly linked to modern slavery practices.

The goods and services we procure are obtained from companies operating within Australia, however we understand our suppliers may operate in countries where modern slavery risks are high, increasing the risk of being directly linked to modern slavery throughout subsequent tiers of our supply chain.

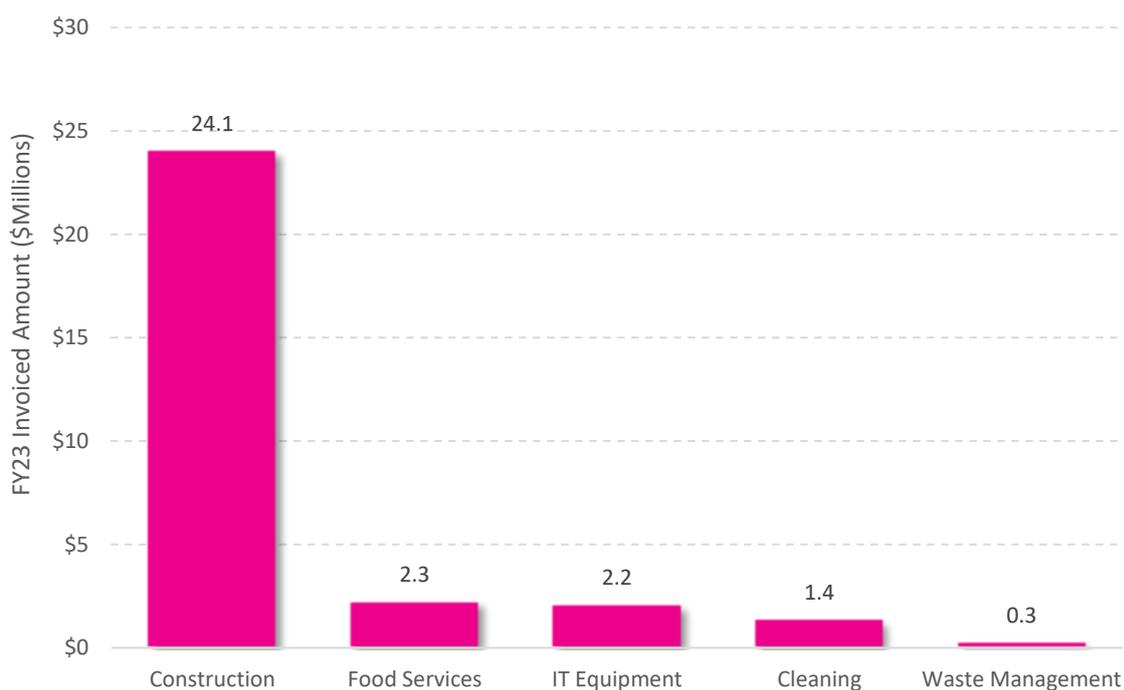
Mission Australia has previously undertaken an assessment of our supply chain, focussing on quantifying and categorising each Tier 1 supplier to determine those which are highest risk, drawing on results and findings from external ratings resources such as the Global Slavery Index. Whilst a total number of 14 high-risk industries were identified, based on Mission Australia's spend profile, the assessment identified our top five high risk priority sectors (being construction,

food services, IT equipment, cleaning, and waste management) and allowed Mission Australia to classify individual suppliers identified as higher risk suppliers. Throughout the reporting period, Mission Australia spent approximately A\$30.3million with suppliers identified as operating in a high-risk sector, see Graph 1 for details.

A risk assessment of our active suppliers across the reporting period was performed, identifying 103 suppliers as operating in potential high-risk geographical or industry sectors. As all of the 103 suppliers were operating within Australia, the identification focussed on their exposure to potentially high-risk industry sectors. Further review, including issuing and assessing responses to Supplier Assessment Questionnaires (SAQ), was undertaken to better understand how our suppliers are managing their risks associated with modern slavery.



Graph 1: Key High-Risk Sectors and their FY23 Invoice (A\$) Amount

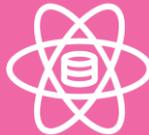


Among the sectors more vulnerable to modern slavery exploitation in which Mission Australia procures services, of note, are the construction and food service sectors, both of which have been identified by the International Labour Organisation as high-risk sectors for forced labour exploitation. This comes as a result of several contributing factors, including high demand for low-skilled, manual, low-waged work, which has been identified as likely to be subjected to forced labour.

Mission Australia recognises that our supply chain is linked to other high-risk industries, such as clothing and textiles with the procurement of uniforms and other clothing. We are aware that our suppliers of these products and services may also have modern slavery risks further in their supply chain.

Additionally, procured services such as cleaning, property maintenance services, hired security, catering and hospitality, provided through contractors and recruitment agencies, present higher risk as these sectors are known to utilise sole traders, women, overseas workers and international students, all groups who have been shown to be more vulnerable to modern slavery.

Key goods and services categories sourced by Mission Australia include:

Banking & Insurance 	Business Operations 	Cleaning 	Construction 	Data Services 
Fleet 	Food Services 	Furniture & Whitegoods 	Gift Cards 	Healthcare 
HR Services 	IT Equipment 	Marketing 	Professional Services 	Property & Facilities 
Public Admin, Education & Health 	Retail 	Security 	Software 	Stationary & Office Consumables 
Telecommunication 	Textiles 	Travel & Events 	Utilities 	Waste Management 



Section Four
**Action taken to assess and
address risks**

Due diligence

Mission Australia's Modern Slavery Working Group was established in 2022 to oversee and implement the activities outlined in the Mission Australia *Modern Slavery Roadmap*.

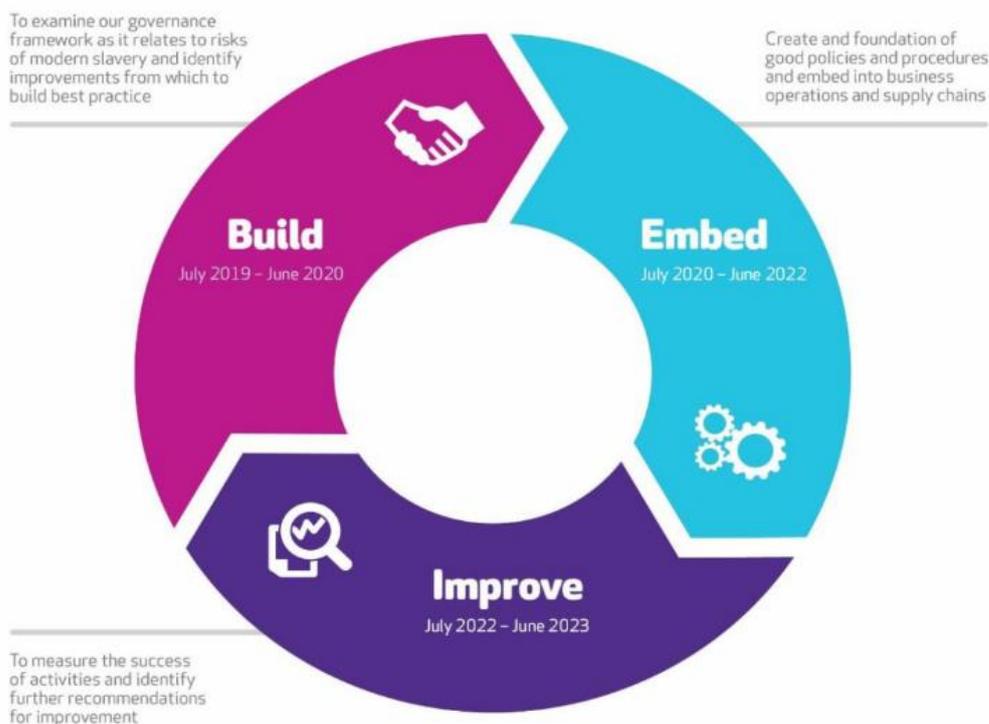
The *Modern Slavery Roadmap* outlines the planned activities and actions to be undertaken to promote and safeguard the lawful and socially responsible engagement of human labour in our business operations and supply chains.

So that these actions and activities are successful in achieving desired outcomes, the roadmap was separated into three phases *Build*, *Embed* and *Improve* to be implemented over a four-year period.

The objectives of the *Modern Slavery Roadmap* are:

- To articulate and document our ambition in addressing modern slavery risks
- To provide transparency to our clients, suppliers and wider stakeholders on our commitments in reducing the risks of modern slavery
- To refine our governance in relation to supplier management through development of policies and processes that respect the rights of workers and other relevant stakeholders in our business operations and supply chains

Mission Australia Modern Slavery Roadmap



Throughout the reporting period, Mission Australia entered the *Improve* stage of the Modern Slavery Roadmap, which saw the organisation continue to focus on existing strategies as well as identifying and implementing further incremental improvements to our modern slavery risk identification and mitigation process across our operation and supply chain. Following are the key actions undertaken:

Leadership

- Maintained a *Modern Slavery Working Group* to provide governance and lead the development and implementation of activities to mitigate modern slavery risks. The working group met on regular basis to monitor the progress of the Modern Slavery Roadmap and Statements and provide a forum for consultation of developments with modern slavery and human rights.
- Employment of a Procurement Manager to develop and manage Mission Australia's procurement governance framework nationally, with a remit to oversee the approach to assessing, managing and mitigating modern slavery risks.
- Procurement Manager attended a three-day *Modern Slavery Conference* in Melbourne, hosted by the Australian Government.

Governance

- Maintained a *Modern Slavery Risk Assessment* to understand potential areas of risks regarding modern slavery within our operations and supply chain. The risk assessment reflects risk ratings based on implementation of controls through the Modern Slavery Roadmap and analysis and consultation being undertaken with Mission Australia's high-risk suppliers.
- Maintained a *Supply Chain Governance Strategy* reflecting the Ambition Statements and risks identified.

Policy

- Review and refresh of the *Procurement Policy*, with a renewed focus on key procurement principles designed to ensure Mission Australia's procurement processes operate in a transparent and ethical manner.
- Mission Australia maintains a *Supplier Code of Conduct* which outlines requirements and expectations for suppliers in the areas of labour and human rights, health and safety, integrity, ethics and conduct and corporate and supply chain governance as well as detailing grievance and reporting mechanisms for suppliers to report instances of misconduct or unethical behaviour within their operations or supply chain. Mission Australia expects its suppliers to comply with the Supplier Code of Conduct and a requirement to comply is currently being inserted into major procurement contracts, subcontracts and procurement tender documentation.

Operations

- Maintained a *Modern Slavery intranet page*, accessible by all Mission Australia staff, which include a Simple Modern Slavery Guide and clear actions on what staff can take should they suspect Modern Slavery.
- Maintenance of internal communication channels to enable staff queries and responses.

Supplier management

- Continued to *analyse our current suppliers*, focussing on quantifying and categorising each Tier 1 supplier to determine those which are highest risk, drawing on results and findings from external ratings resources such as the Global Slavery Index. The update reflected active suppliers which included suppliers where there with a minimum transaction threshold over the reporting period.
- Maintained membership of a Not For Profit ('NFP') Consortium who meet on a monthly basis to discuss approaches to assessing modern slavery risks as well as upcoming initiatives and activities.
- Since joining the *NFP Consortium* Mission Australia have issued a targeted Supplier Assessment Questionnaire (SAQ) to 151 of our suppliers that operate in high-risk categories.
- To date, an analysis has been conducted on 42 suppliers who have completed the SAQ. Key findings of the analysis are shown on pages 24-27.
- *Remittance advice* documentation continues to include a statement regarding modern slavery and expectations for suppliers in relation to compliance with the Supplier Code of Conduct.

Remediation

During the reporting period, Mission Australia did not identify any instances of modern slavery occurring within our operation or supply chain.

Where we identify impacts that we may have caused, or to which we may have contributed or be directly linked to modern slavery, we will develop risk treatment plans, with agreed timeframes to mitigate, in line with our Enterprise Risk Management policy and procedure.

Mission Australia has notification procedures and mechanisms where employees can report any concerns regarding potential instances of modern slavery either directly through line management or confidentially through our Integrity Line.

Our Employee Assistance Program (EAP) and Chaplaincy services are also available to all staff where we encourage employees to seek counselling with a view to provide an avenue for confidential reporting of any such practices. Similarly, we have established reporting mechanisms for suppliers and/or third parties, detailed within our Supplier Code of Conduct and on our website, via the Integrity Line.

Key findings from supplier SAQ responses

Subject	Supplier responses	Outcome
Supplier Details		
Revenue	75% of suppliers have an annual revenue of less than \$10m	
Workforce Size	53% of suppliers employ up to 19 workers 26% of suppliers employ between 20 – 199 workers	A large majority of our suppliers are small and medium sized businesses
Geographical location	85% of suppliers do not have operational sites, or manufacture products, outside of Australia	Most of our suppliers have simple, domestic operations only
Incidents related to prohibited business practices	100% of suppliers declared that in the last 10 years they have not been involved in any prohibited business practices or criminal proceedings	Our supply chain is compliant with local laws and operates in an ethical and lawful manner
Labour and Resources		
Stakeholder understanding of modern slavery	84% of suppliers stated that their stakeholders are aware of modern slavery means and understand the risks 16% do not yet understand or were unsure	Most of our suppliers are aware of modern slavery and how to identify and understand the risks However, a proportion are currently unsure of whether their stakeholders have an understanding and awareness of modern slavery
Employee training	35% of suppliers provide modern slavery training to their employees 14% intended to do so within the next 12 months 51% do not provide modern slavery training to employees	Half of our suppliers are not providing training to their employees, likely as a result of the size of the suppliers who responded Future Mission Australia activities may focus on providing short resources to suppliers, explaining the importance of assessing modern slavery risks
Permanent employees	65% of suppliers have a permanent workforce of more than 76% 19% of suppliers have a permanent workforce of up to 50%	Whilst a majority of suppliers have a mostly permanent workforce, approximately 1 in 5 have a majority non-permanent workforce, instead relying on casual labour

Subject	Supplier responses	Outcome
Pay entitlements	100% of suppliers stated their workers are paid their legal pay entitlements on time and are provided with payslips or digital payment summaries	Our suppliers operate in a lawful manner when paying their workers
Withholding of pay entitlements	98% of suppliers stated that they do not deduct wages or impose fines for misconduct or poor production One supplier did respond in the affirmative	Most suppliers do not impose the withholding of pay entitlements based on performance Mission Australia is currently engaging with the supplier who responded in the affirmative to assess any potential risks
Recruitment of overseas workers	77% of suppliers do not recruit overseas workers, such as temporary or casual migrant workers 10% do recruit overseas workers 13% were unsure	Whilst most suppliers do not employ overseas workers, a small proportion do Of those that do employ overseas workers, all are paid above the minimum wage and, based on the supplier responses, Mission Australia was satisfied that no risk exists
Formal grievance mechanism	98% of suppliers have a process in place that provides an opportunity for employees' 'voice of the worker' to be heard Only one supplier does not have a formal grievance mechanism in place	Workers at almost all supplying organisations have a formal process or procedure in place whereby they can submit a formal complaint

Policies and Reporting

Reporting entity under the Modern Slavery Act 2018	83% of suppliers are not required to submit an annual modern slavery statement	Given that a large proportion of suppliers are small and medium sized entities, they are currently not required to submit statements
Human rights/modern slavery related policy	40% of suppliers do not have a policy in place that covers the issues of human rights and modern slavery 26% do have a policy in place, whilst a further 21% intended to develop one within the next 12 months 12% were unsure	As only a quarter of suppliers have a formal policy in place that covers human rights and modern slavery, continual due diligence by Mission Australia is required at both supplier onboarding and as part of our supplier relationship management process

Subject	Supplier responses	Outcome
Ability to raise concerns regarding modern slavery	72% of suppliers provide a mechanism for staff and the general public to anonymously raise concerns related to modern slavery	Almost three quarters of suppliers have a mechanism in place for staff and the public to raise modern slavery concerns. The number of those who do not is somewhat consistent with the number of suppliers who stated that their staff either do not have an understanding of modern slavery or were unsure if they did or not

Assessment of Risks

Assessment of modern slavery risks in operations and supply chain	<p>29% of suppliers have not assessed modern slavery risks in their operations and supply chain</p> <p>A further 29% stated that, whilst they have not undertaken risk assessment, they have a general understanding of their modern slavery risks</p> <p>24% have assessed their modern slavery risks, with a further 13% stating they intended to do so in the next 12 months</p>	<p>There is a wide spread of responses amongst suppliers regarding their approach to assessing modern slavery risks in their operations and supply chains</p> <p>Continual due diligence by Mission Australia is required at both supplier onboarding and as part of our supplier relationship management process</p>
Supplier screening	<p>47% of suppliers do not screen suppliers to assess modern slavery risks</p> <p>32% stated they do not currently screen suppliers but intended to do so in the next 12 months</p> <p>21% of suppliers currently screen their suppliers for modern slavery risks</p>	<p>Given the high proportion of small and medium sized businesses that responded, supplier screening is likely a non-resourced activity</p> <p>It is encouraging to see almost a third of suppliers preparing to introduce supplier screening</p> <p>Continual due diligence by Mission Australia is required at both supplier onboarding and as part of our supplier relationship management process</p>



Section Five

Assessing the effectiveness of our actions

The work of the Modern Slavery Working Group has been undertaken with consultation and feedback from key stakeholders, internal and external to Mission Australia, and reported to and monitored by the Senior Executive Team and Mission Australia Board.

Each phase of our *Modern Slavery Roadmap* outlined key activities and milestones to guide our actions and keep us accountable. Our success has been a journey of ongoing review, assessment and refinement.

In line with Mission Australia's Enterprise Risk Management Policy, we continue to assess risks of modern slavery within our operations and supply chains and the effectiveness of mitigation strategies to manage these risks appropriately. We do this by:

- Regularly discussing, tracking and reporting our agreed actions and outcomes
- Discussing modern slavery with key suppliers and external partners
- Regularly reviewing and assessing the effectiveness of our policies, procedures and frameworks as part of requirements outlined in the Enterprise Policy Governance, which details mandatory review timeframes

A centralised Risk Team undertakes reporting and trend analysis of risks and incidents lodged in a risk and incident system. Reporting is provided to the Executive Committee and the Board's Audit and Risk Committee on both risk and incident data and the effectiveness of mitigation strategies.

Based on the results of these processes we continue to adapt and strengthen our actions to continually improve our response to modern slavery.

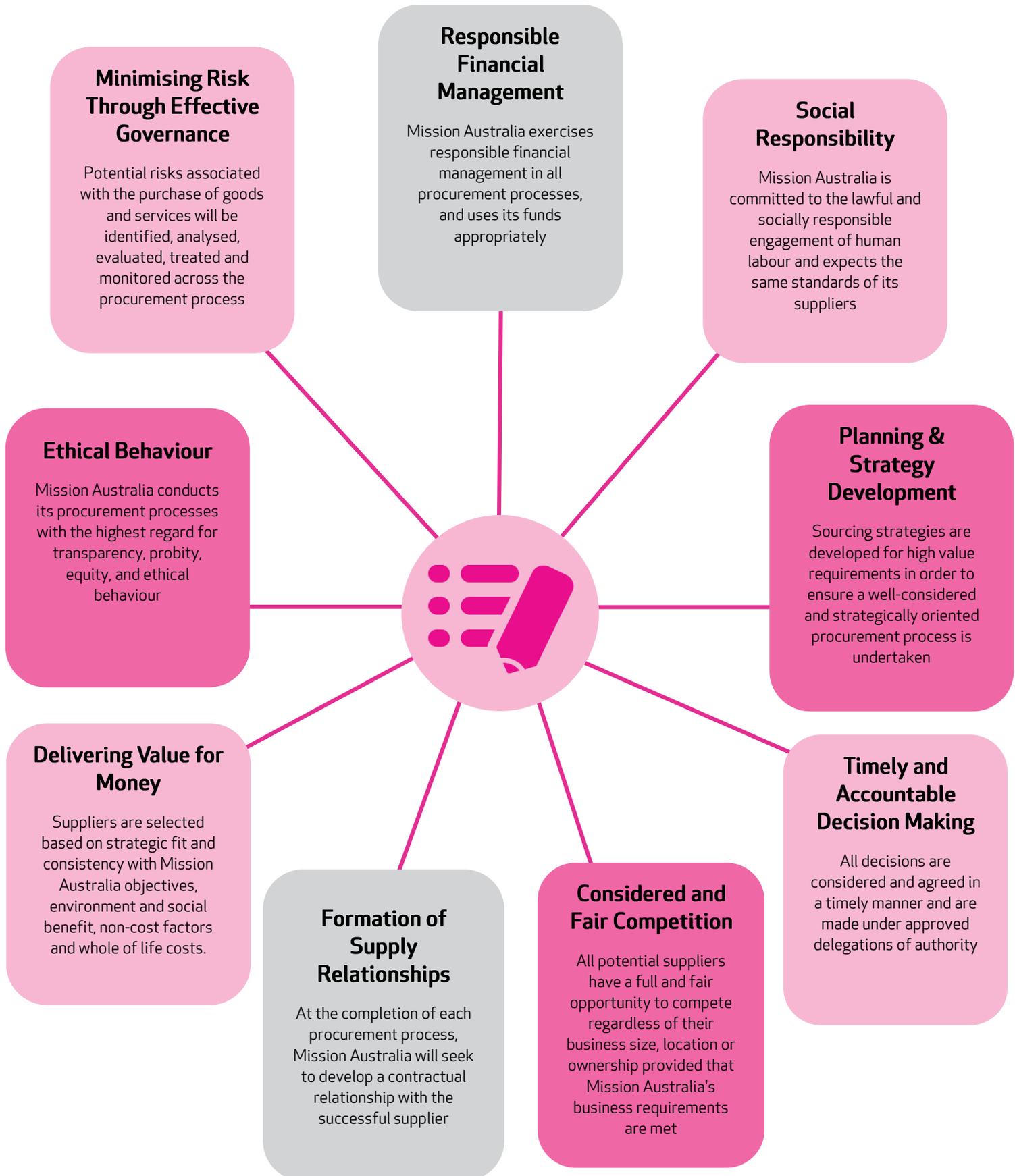
Throughout the reporting period, with the assistance of the Modern Slavery Working Group, we have continued to monitor and review the effectiveness of our strategies and processes to address the modern slavery risks that Mission Australia causes, contributes to, or is directly linked to.

Update to Procurement Policy

As part of our ongoing effort to assess the effectiveness of our actions, Mission Australia has recently updated its Procurement Policy which includes the establishment of nine key procurement principles, outlined on page 29.

Whilst the updated Procurement Policy is currently being implemented, all staff will be required to conduct their procurement activities in line with these key principles. High risk/value activities will be assessed and reviewed against these principles.

Procurement Policy – Key Procurement Principles





Section Six

Consultation process

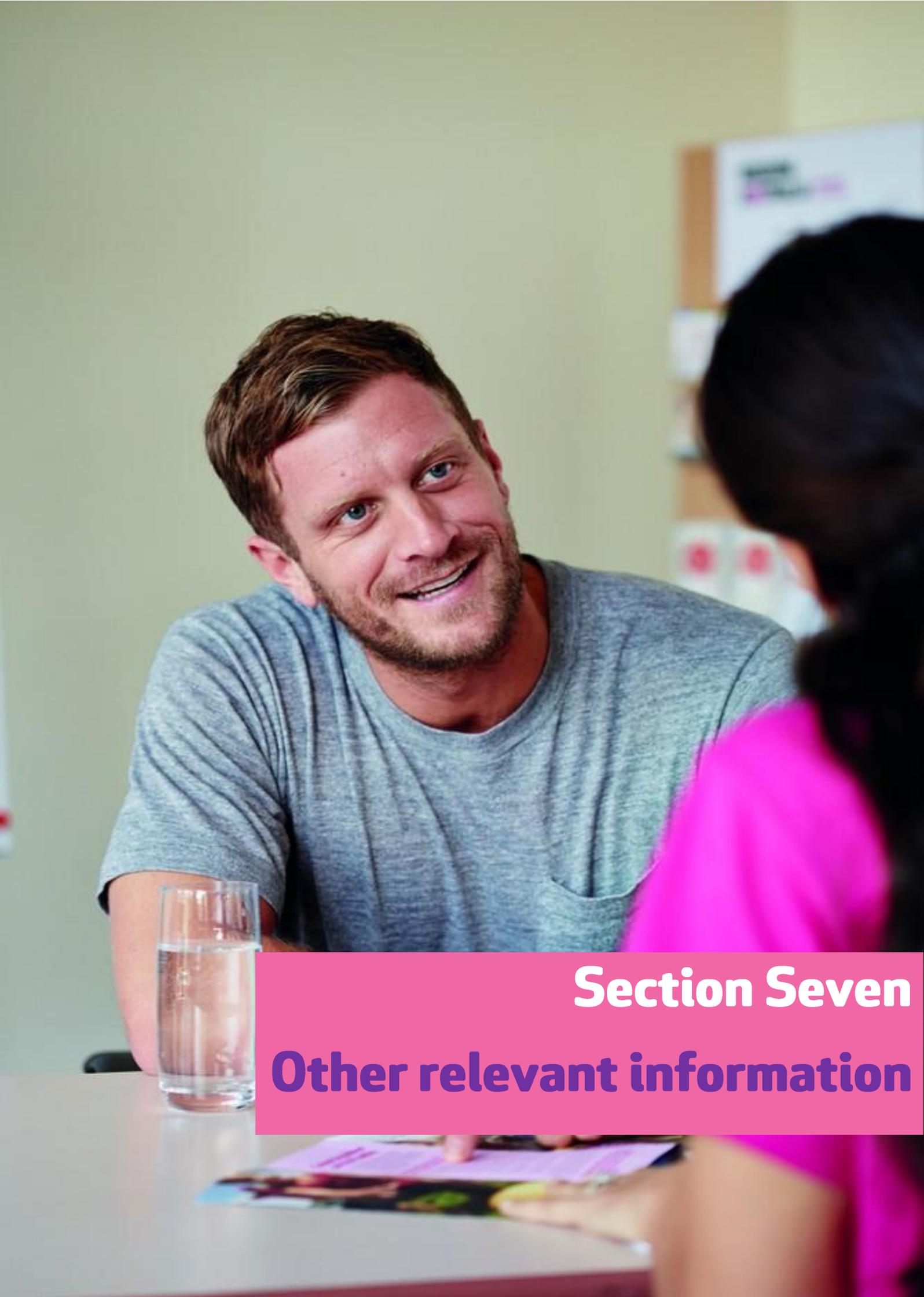
In performing the actions described throughout this Statement, consultation and engagement during the year was undertaken with:

- A permanent Modern Slavery Working Group involving various levels of management and business unit representatives.
- Management committees and forums including the Business Operations Collaboration Committee.
- Mission Australia's Board Audit and Risk Committee and the Mission Australia Board who have reviewed relevant assessments and key documentation.

Mission Australia management is responding to the legislation in an effective and appropriate manner, with due diligence and remedial actions applicable enterprise wide.

Mission Australia continues to work collaboratively with third parties to leverage information and resources and to share best-practice approaches to combatting modern slavery.





Section Seven
Other relevant information

Future commitments

Over the coming reporting period Mission Australia will undertake additional activities to address the risk of modern slavery within our operations and supply chain. Mission Australia's focus in the 2024 reporting period will include the following key actions:

Supplier Resources



- Assist Mission Australia's small and medium sized suppliers by developing a resource guide that details the modern slavery due diligence requirements and provides a pragmatic outline of steps they should take to assess their own operations and supply chains for modern slavery risks.
- Assess the need for further resources as required.

Policy Development



- Develop a Modern Slavery Policy (or similar) to complement existing policies outlining Mission Australia's commitment to:
 - Respecting human rights
 - Taking action to address modern slavery
 - Defining standards of behaviour of all stakeholders

Updated eLearning



- Development of an on-demand eLearning module available to all staff via the national learning platform
- The eLearning module will be tailored and relevant to Mission Australia's sector and risk profile
- Although non-mandatory, the eLearning module will be communicated periodically, and completion rates will be monitored and reported

Contract Review



- In collaboration with Mission Australia's Legal office, our supplier contracts will be updated to incorporate Modern Slavery clauses based on the Australian Government's model contract clauses
- All suppliers engaged under a Mission Australia supplier contract will be required to accept and confirm their obligations towards combatting modern slavery within their operations and supply chains

Supply Chain Engagement



- Refresh the Mission Australia Preferred Supplier Arrangement strategy with a requirement that preferred suppliers demonstrate their commitment towards combatting modern slavery
- Incorporate modern slavery reviews into Contract and Supplier Relationship Management frameworks
- Assess opportunities to enhance our supplier risk-assessment process

Collaboration



- Review the composition of the Modern Slavery Working Group to ensure an effective and balanced representation across the organisation
- In collaboration with Legal team, conduct an enterprise risk review
- Continue to engage with sector and other external stakeholders

This modern slavery statement was approved by the principal governing body of Mission Australia as defined by the Modern Slavery Act 2018 on 13 December 2023.



A handwritten signature in black ink, appearing to read 'I. Hammond'.

Ian Hammond

Chairman
Mission Australia Board

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