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**INSTITUTE for URBAN INDIGENOUS HEALTH LIMITED**  
MODERN SLAVERY STATEMENT 2024

# IUIH MODERN SLAVERY STATEMENT 2024

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The Modern Slavery Act 2018 (Cth) (the Act) mandates a new statutory modern slavery reporting requirement for larger companies operating in Australia.

Under the Act, companies are required to publish statements explaining who they are, their structure, operations and supply chains and describing the risk of modern slavery practices in their operations and supply chains and actions being taken to assess and address modern slavery risks in their operations and supply chains and effectiveness of those actions.

## 1. Who we are.

This Modern Slavery Statement is made by the Institute for Urban Indigenous Health Ltd (ABN 32 140 019 290) referred to as "IUIH".

IUIH is a health promotion charity registered with the Australian Charities and Not-for-profit Commission (ACNC). As one of Australia's largest Aboriginal and Torres Strait Islander Community Controlled Health Organisations (ATSICCHO), IUIH represents a network of ATSICCHOs in South East Queensland, one of Australia's largest and fastest-growing Indigenous regions.

It is ironic that Australia now has modern slavery legislation, when its own history includes significant injustices against Aboriginal and Torres Strait Islander peoples, including forced labour and exploitation.

While this is the case, IUIH sees positives in the modern slavery reporting process, including:

- 1. Advocacy and Awareness:** IUIH can highlight the historical exploitation faced by Indigenous communities and the need to address modern slavery in Australia and around the world. This will serve as a powerful advocacy tool to raise awareness and aligns with the need for broader systemic changes at a global level.
- 2. Leadership and Integrity:** As an organisation with a strong social mission, it demonstrates IUIH's leadership within the not-for-profit sector through its commitment to supply chain ethical practices and to developing best practice responses to modern slavery. This can influence and have an impact on improving Indigenous rights and economic wealth development.
- 3. Solidarity and Support:** By addressing modern slavery risks, IUIH is showing solidarity with other vulnerable groups and its support for broader human rights initiatives. This aligns with our advocacy for justice and equity and our focus on promoting the prevention and control of diseases resulting in health and well-being for all.

This is IUIH's third statement and is prepared in relation to the financial year ended 30 June 2024.

## 2. About Us.

### Our Vision

Our vision is for healthy and strong Aboriginal and Torres Strait Islander children, families and communities.

### Our Purpose

Leadership in health system reform and provision of a high quality, integrated system of health and social support services.

### Our Values



#### Respect

We believe that respectful relationships are essential to achieving Our Vision. We understand that respectful relationships are built on the recognition that we all have a contribution to make. Therefore, we commit to treating each other and our partners with dignity, generosity and responsiveness.



#### Culture

We are here because of those who came before us. We draw upon Aboriginal teachings and ways for strength, wisdom and guidance. We uphold holistic approaches to healthcare and strive to achieve balance in our mental, spiritual, emotional and physical wellbeing.



#### Discipline

We have an opportunity to achieve transformative change in the health and wellbeing of our Communities and an obligation to make the most of this opportunity. This will require us to be disciplined, to maintain loyalty to each other and to Our Vision, to maintain and nurture unity, integrity and reliability in fulfilling our commitments to one another.



#### Excellence

We are humbled and honoured to have been asked by our Communities to work on their behalf, and in doing so, we have a moral obligation to strive for excellence in outcomes and our practices. We strive to continuously learn through capacity development opportunities, from new and innovative models, and from each other.



#### Relationships

We believe that effective relationships with Community, with our partners and with each other are foundations for achieving Our Vision and fulfilling our commitments. We commit to fostering working relationships underpinned by trust, honesty, understanding, teamwork and mutual support.



#### Fairness

We work to improve the health and wellbeing of our Communities. Our decision-making reflects their best interests and leads to just and equitable treatment of all Aboriginal and Torres Strait Islander people across South East Queensland. We are inclusive in our practices, our communications and discussions.



## Structure

IUIH is a company limited by guarantee, incorporated with the Australian Securities and Investment Commission (ASIC).

In the 2024 financial year the company members were the four (4) Aboriginal Community Controlled Health Services (ACCHSs) in South East Queensland. IUIH does not own or control other entities, but its business units included Moreton Aboriginal and Torres Strait Islander Community Health Service (MATSICHS) which comprises five (5) primary health care clinics that operate across the Brisbane North region, and a Registered Training Organisation unit.

Head office is in Windsor, Brisbane and although its primary activities are in South East Queensland, some Home Care Services to Elders operate on the Sunshine Coast and Fraser Coast Regions.

## Operations

Care coordination is embedded within the IUIH System of Care (ISoC) - a nationally acclaimed and independently validated model shown to close the gap faster. In a ground-breaking approach to systems design, ISoC supports new care pathways, pioneering an interwoven and seamlessly navigable co-location of primary and preventive health, chronic disease care, mental health, aged care, disability, child care, legal, child protection, family wellbeing, domestic violence, social services, specialist service and surgical pathways, spanning the entire life course.

Further information about IUIH activities can be found in our Annual Report and on our website at [www.iuih.org.au](http://www.iuih.org.au).

The IUIH *Cultural Integrity Investment Framework* and *The Ways Statement* are representations of IUIH's approach to embedding Our Stance, Our Values and Our Knowledge within all aspects of IUIH's operations and directions.

Originally endorsed in 2016, *The Ways Statement* has guided IUIH in an evolutionary process of transforming IUIH's Strategic (Intent), Operational (Processes) and Workforce (Relational) approaches, further solidifying IUIH's Cultural Integrity as an ACCHS.



There is no place in Aboriginal Terms of Reference or 'The Ways Statement for modern slavery practices.

In carrying out its operations the company:

- Directly employs workers to manage programs, deliver services to clients and provide back of office support
- Subcontracts member services (Community Controlled Health Services – CCHSs) and other ACCHSs to provide services
- Provides products to clients and ACCHS meeting relevant criteria – such as health check promotional shirts, pharmaceutical items, medical aids
- Leases premises, motor vehicles and office equipment
- Undertakes charitable activities providing unfunded health services to mob from self-generated income
- Uses a warehouse system to source, store and distribute a multitude of items across all business units.

## Supply Chains

To support its operations, IUIH employed 945 staff as of 30 June 2024.

Its supply chain consists of many suppliers and wholesalers largely in the healthcare industry (including prosthesis, consumables, medical equipment), some in training (RTO's), clothing manufacturers (uniforms and promotional clothing), support services (including cleaning, midwifery, accounting, legal, fit-out, maintenance and food services) and electronics such as mobile phones for work related communication and computers / related devices and equipment).

Suppliers include preferred suppliers with which IUIH has stable long-term relationships, short-term suppliers for urgent requirements and one-off suppliers on an ad hoc basis. Most product supplies are organised through the company's 'Warehouse' system except electronic devices which are sourced by the Information Technology (IT) team.

### **3. Risks of modern slavery practices in IUIH operations and supply chains**

As a health promotion charity operating only in Australia there is no material risk of modern slavery occurring within our direct business operations. All IUIH's workers are employed under Modern Awards or are on professional salaries. IUIH employees are provided with employee contracts and referred to IUIH's HR Policy and Procedures Framework, which outlines key policies.

Modern slavery is also unlikely in the Australian organisations from whom IUIH contracts or purchases services or products. However, IUIH recognises it could be indirectly exposed to the risk of modern slavery and human trafficking through supply chains, particularly where supplier's supply chains source products from countries deemed as high risk.

### **4. Actions taken by IUIH during July 2023 - 2024 to assess and address the risks identified in Criteria 3**

IUIH continues to look for opportunities to improve its identification of modern slavery risk.

Given the level of control IUIH exercises over day-to-day operations and the emphasis on The Ways, the internal risk of modern slavery occurring remains extremely low. The majority of IUIH services staff are engaged directly, reducing the risk of modern slavery within the workforce as the company endeavours to comply with Australian employment law.

Ensuring that people are treated with respect, dignity, and fairness throughout the supply chain and operations is consistent with IUIH's *Cultural Integrity Investment Framework* and *The Ways Statement*. Through employee orientation, IUIH introduces The Ways to all new employees and continues to imbed Aboriginal Ways of Seeing, Doing, Belonging, Being and Knowing throughout its operations and beyond - influencing partner organisations and other providers with which it does business.

The suppliers of services and products to IUIH are in the majority Australian suppliers, this reduces the risk of modern slavery within the workforce of suppliers.

As a health promotion charity and healthcare provider, IUIH's operations are highly regulated and subject to a range of State and Commonwealth legislation and accreditation requirements.

During the 2024 financial year IUIH:

- Purposefully sought out external information on modern slavery matters and reporting - including risks that may be relevant to the company (through professional membership conferences, discussions and articles), and explored information from businesses such as 'Fair Supply'
- identified the purchase of electronic devices as a risk area, informed the (new) IT Manager accordingly and of statutory modern slavery requirements
- reviewed by desktop examination key IT providers practices, policies and procedures aimed at preventing and addressing modern slavery risks within their operations and supply chains modern slavery policies implemented by key IT Department vendors and suppliers
- Explored Modern Slavery best practice and academic literature approaches to addressing modern slavery risks
- Formalised its modern slavery governance to support long term planning and to review progress
- Reviewed the questions we ask suppliers in the *Supplier Questionnaire – Identifying modern slavery risks*
- Continued to include the modern slavery *Supplier Questionnaire* for new preferred suppliers (through the IUIH Warehouse ordering system) and periodic supplier review. In the 2024 financial year IUIH received responses to its "*Supplier Questionnaire – Identifying modern slavery risks*" from:
  - a main garments and uniform supplier and
  - a new supplier of promotional products
- Continued to review supplier websites to ascertain who have published modern slavery and /or human rights policies or statements
- Maintained a list of supplier information for all IUIH Business Units
- Continued to raise staff awareness of modern slavery matters by:
  - Updating the new IT Manager on modern slavery matters including the need to identify supply chain risks, apply due diligence and statutory requirements
  - Inviting all staff to be part of a report back from a Student Project reviewing Modern Slavery best practice and academic literature
  - Including our Modern Slavery Statement as an item to be updated annually on our website (under development)
  - Posting an article on our internal intranet reflecting on the International Day for the Abolition of Slavery 2023 (Fighting Slavery's Legacy of Racism through Transformative Education) and understanding the importance of the day.

In June 2024, the IUIH Board approved the company's new Environmental, Social and Governance Statement which includes reference to compliance with, and promotion of, modern slavery requirements.

## **5. How UIH assesses the effectiveness of actions being taken to assess and address modern slavery risks**

During this reporting period UIH has increased its understanding of modern slavery risks by continuing to undertake due diligence process and increasing awareness across the organisation.

The company has assessed the effectiveness of actions being taken to assess and address modern slavery risks by:

- Assessing the answers to the *Supplier Questionnaire – Identifying modern slavery risks*
- Monitoring the number of interactions with the internal communications 'Post' of 1 December 2023 regarding International Abolish Slavery Day
- Considering if the policies and measures being undertaken by key IT providers aimed at preventing and addressing modern slavery risks within their operations and supply chains were robust, transparent and demonstrated commitment towards eradicating modern slavery from their supply chains
- Ascertaining purchases made by business leads outside the UIH Warehouse ordering system.

No remediation requirements were identified in the reporting period.

As part of its Strategy, Innovation and Planning Collaborative Committee, UIH meets regularly to consider how to develop and embed ways to assess the effectiveness of its actions.

## **6. Consultation with entities owned or controlled by UIH**

UIH does not own or control any other entities.

## **7. Other relevant information**

UIH is committed to acting and conducting business respectfully, responsibly, inclusively and ethically in accordance with The Ways principles. UIH endeavours to ensure all aspects of business practices, including supply chains, are aware of modern slavery risks. UIH rejects all forms of modern slavery.

UIH is committed to considering and taking steps to implement effective systems and controls to ensure that modern slavery does not take place within its own business. If issues are identified through its supply chains, UIH will consider what is an appropriate response.

The future focus for UIH continues to be on identifying material risks of modern slavery which may exist in our external supply chains, undertaking due diligence and risk assessments and addressing those risks with suppliers.



## Governance and Risk Framework

The UIIH Board and its Performance Quality and Risk Committee oversees risk.

A Risk Management Framework is in place which outlines the governance structures in place to ensure an effective risk management infrastructure and culture is in place to promote systematic risk management processes in UIIH'S activities, functions and operations.

UIIH is committed to implementing and maintaining the high ethical standards required by Aboriginal Terms of Reference and The Ways and therefore to undertaking business in honourable and propa ways.

## Our risk assessment and due diligence

We are committed to assessing the risk of modern slavery taking place in our operations by taking steps to identify and manage areas of concern within our business and any external suppliers to UIIH.

## Training

UIIH will continue to post key updates in modern slavery planning on the Intranet, to keep staff aware of commitments and up to date on UIIH's approach.

UIIH will consider developing its own inhouse training to increase staff awareness and capabilities. Key staff involved in due diligence and risk assessment will be informed as to the basic principles of modern slavery (kinds, prevalence), the requirements of the Act, and the goals of UIIH's approach.

## Ongoing compliance

UIIH reviews its supply chain and suppliers, undertaking risk assessments for those located in countries commonly known to be at higher risk for modern slavery and in high-risk industries or sectors. If any modern slavery associated issues are identified, UIIH will consider an appropriate response.

UIIH will continue to identify and evaluate risks relating to human rights and where necessary, develop our policies, procedures, and training to help combat modern slavery.

## Statement

This Modern Slavery Statement is made pursuant to the *Modern Slavery Act 2018 (Cth)* for the Institute for Urban Indigenous Health Ltd (ABN 32 140 019 290) and relates to the financial year ended 30 June 2024.

This statement was approved by the UIIH Board on 18 December 2024.



### Kieran Chilcott

Chairperson  
Institute for Urban Indigenous Health



[www.iuih.org.au](http://www.iuih.org.au)