



CRICKET
AUSTRALIA

CRICKET AUSTRALIA

MODERN SLAVERY STATEMENT

FINANCIAL YEAR ENDED 30 JUNE 2025



Opening Statement

The Walk Free Foundation's Global Slavery Index estimated that 50 million people across the globe are living in Modern Slavery in 2023. The Walk Free Foundation also estimated that in Australia, 41,000 people experienced forced labour or forced marriage¹.

In recognition of what is a fundamental human right, Cricket Australia (CA) reaffirms our ongoing commitment to combating Modern Slavery and views the prevention of Modern Slavery as an essential component of our core business, values and culture.

CA is submitting this Modern Slavery Statement (**Statement**) for the period 1 July 2024 to 20 June 2025 (**FY2025**). This Statement outlines actions taken by CA to identify and address Modern Slavery risks in our operations and supply chains.

CA recognises that Modern Slavery risks can exist across any organisation, regardless of size, sector or geography. CA is committed to taking a proactive, transparent and risk-based approach to engaging with our supply chain. We continue to examine our supply chain and undertake due diligence into higher risk sectors, as well as ensuring that we are continually improving our approach to operations and supply chain practices.

Whilst we did not find any instances of Modern Slavery in our operations or supply chain in FY2025, we continue to strengthen our due diligence processes, increase visibility across our supplier network and encourage a culture where employees, suppliers and stakeholders understand, report and help eliminate potential risks.

This statement has been written in line with the requirements and guidelines set out in the Modern Slavery Act 2018 (Cth).

¹ Walk Free 2023, Global Slavery Index 2023, Minderoo Foundation. Available from: <https://www.walkfree.org/global-slavery-index/>

Our structure, business operations and supply chain

Business structure and operations

Our Structure

Who we are

CA is the governing body for professional and amateur cricket in Australia, and its registered and main office is in East Melbourne, Victoria. Originally formed in 1905 as the 'Australian Board of Control for International Cricket', we are a not-for-profit organisation and a foundation member of cricket's world governing body, the International Cricket Council.

CA operates all the Australian national representative cricket sides, including the Men's, the Women's, Youth, Indigenous and inclusion teams, and is also responsible for organising and hosting Test tours, One Day and T20 Internationals with other nations, as well as scheduling the home and international fixtures. CA works in partnership with State and Territory cricket associations, including men's and women's Big Bash Leagues and supports the development and growth of cricket in the community.

CA comprises more than 285 employees, located in East Melbourne, the National Cricket Centre in Brisbane and in the offices of State cricket associations around the nation.

Whilst CA does not own nor control any other entities, CA will share learnings with our State and Territory cricket associations and relevant cricket bodies.

Our Operations

What we do



ELITE LEVEL COMPETITIONS AND PROGRAMS

Manage national elite level cricket, including training and logistics for national team players and match officials, management of training facilities, and payment of contracted national players and match officials.



AUSTRALIAN CRICKET AND THE STATE/TERRITORY CRICKET ASSOCIATIONS

Facilitate collaboration and grants across state and territory cricket associations pursuant to the Australian Cricket delivery and funding model.



TOURNAMENTS AND EVENTS

Stage elite cricket tournaments and events including international cricket series, domestic cricket leagues and cricket pathway carnivals.



FAN ENGAGEMENT, LICENSING AND MERCHANDISE

Retain and grow our audience across formats and drive deeper fan experiences, ticket and merchandise sales and revenue, viewership, participation registrations and the love of the game.



SUPPORT FOR COMMUNITY CRICKET

Develop and support grassroots cricket through establishment of participation programs and providing training, resources, technology, infrastructure and financial grants to support community volunteers, clubs and associations.



MEDIA AND BROADCAST CONTENT AND SUPPORT

Produce, manage and support content for fans in conjunction with our broadcast partners, for broadcast on various domestic and international platforms.

Our Supply Chain

How we operate

An assessment of CA's supply chain for FY2025 identified that we transacted with 880 direct (tier 1) suppliers in FY2025. Our supplier arrangements range from one-off purchases through to multi-year agreements within the following categories:



ADVERTISING, MARKETING AND PROMOTIONAL SERVICES



EVENT HOSTING/ MANAGEMENT AND SECURITY, TICKET AND HOSPITALITY PROVIDERS, ENTERTAINMENT AND VENUE HIRE



GARMENT/APPAREL & MERCHANDISE MANUFACTURE



SPORTS EQUIPMENT



TROPHIES AND AWARDS



PLAYER SUPPORT/ SPORTS SCIENCE SERVICE PROVIDERS (COACHING, MEDICAL)



TRAVEL AND ACCOMMODATION PROVIDERS



FREIGHT AND LOGISTICS



**BROADCAST AND PRODUCTION
OFFICE AND FACILITY SERVICES AND SUPPLIES INCLUDING CLEANING**



INFORMATION TECHNOLOGY, SOFTWARE AND HARDWARE



PROFESSIONAL SERVICES & CONSULTANCY

Risk of exposure to Modern Slavery

Whilst no Modern Slavery connections have been identified in CA's supply chain since the commencement of this initiative, we have continued to reflect on the key industries, products and services and geographical locations that present the greatest risk within our supply chain. These risk areas include:



Industry/Products and Services:

Provision of cleaning products and services, medical products and services, security services, manufacture of garment/apparel and branded merchandise, sport equipment, trophies, computers, technology and audio/visual equipment and services, solar panels. and office equipment.



Geographic Location: With reference to the Global Slavery Index and recognition by other NGOs, locations primarily including China, India, North Korea, Pakistan, Russia, Indonesia, Nigeria, Türkiye, Bangladesh and the USA.

Modern Slavery risk assessment FY2025

To assess CA's supply chain for FY2025, we continued to utilise a third-party platform to segment and analyse our supplier and purchase information. This system enables CA to use data-driven insights to identify, assess and address potential risks, including high-risk industries, high-risk purchases, and high-risk geographic locations. CA's risk and data-informed approach identified that 50% of our FY2025 expenditure was with 15 suppliers.

Further analysis of this shortlist indicated that no suppliers in our top 15 pose a higher risk of Modern Slavery based on our partner's monitoring and assessment tools.

A wider review of suppliers outside of the top 15 shows 3 potential elevated higher risk suppliers based on their geographical operations and /or industries they operate within. These 3 suppliers have been tagged within our third-party supply chain platform for further monitoring.

Our actions to mitigate Modern Slavery risks

In the reporting periods prior to FY2025, CA focused on enhancing our awareness, management and reporting via our third-party monitoring tool which provides media alerts and assists us in tracing the higher risk categories of spend and ensuring appropriate risk mitigation is developed.

In the previous reporting period, we invested time and money into building up the quality of supply chain data uploaded to a specialist third party monitoring tool. During this reporting period, we conducted an audit against the uploaded lists of suppliers to check for accuracy, ensure currency of information, and alignment with our payment system.

DUE DILIGENCE

CA requires all suppliers involved in Procurement led RFP processes in FY25 to complete Self-Assessment Questionnaires (SAQ). The SAQ includes a wide range of questions from governance and policy commitments to management controls and processes, and human rights practices including employment conditions and recruitment processes, including a requirement to provide supporting artefacts as evidence. After a quality assurance and moderation process by our third-party supply chain risk monitoring provider, the responses are recorded and provide the respondent with a risk rating in relation to the country, industry and product risk which is tracked and reported on by CA.

STAFF EDUCATION AND AWARENESS

We have continued to educate our employees and focused on a targeted training approach for CA people who have a higher frequency of interactions with suppliers, the procurement process, and contract management. This tailored group was provided with targeted training, which provided a reminder on Modern Slavery risks and reinforced how robust procurement practice can strengthen our Modern Slavery resilience and proactive mitigation.

AUDIT OF SUPPLIER RECORDS

We have conducted an audit of our supplier records within our partner's database to remove inactive suppliers and confirmed the accuracy of industry, country, and purchase information. This has enhanced the quality of our media monitoring alerts and allowed us to reassess risk ratings more effectively.

SUPPLIER CODE OF CONDUCT

Risk and Procurement have led the review and redevelopment of CA's Supplier Code of Conduct which underwent consultation with our Health and Safety, Cyber Security, Legal, Communications, Integrity and People and Culture teams.

The Code is available on the CA website and establishes CA's ethical, social, environmental and business standards expected of Suppliers, contractors and business partners. social, environmental and business standards expected of Suppliers, contractors and business partners.

The Code is designed to complement existing Procurement documents, legal agreements, and additional detailed requirements CA has established for Suppliers to assist in our ongoing commitment the proactive management of Modern Slavery risks.

REVIEW OF LEGAL TEMPLATE AGREEMENTS

Our legal team has reviewed and updated CA's template agreements to ensure the inclusion of adequate Human Rights-related terms. This strengthens our contractual obligations and reinforces our commitment to ethical practices.

Continued Actions

The following actions support the ongoing assessment and monitoring of Modern Slavery risks at CA:



PROCUREMENT POLICY

Our Procurement Policy explicitly outlines our commitments to addressing Modern Slavery. Stakeholders who undertake purchasing practices in line with the policy must consider the risks when engaging a vendor with or without the Procurement Team's guidance.



WHISTLEBLOWER HOTLINE

CA's Whistleblower procedure, which is managed by a third party and is publicised on our website, is scoped to include reports of misconduct relating to Modern Slavery concerns from our employees, employees of our suppliers or concerned individuals from the public. No reports were received by the Whistleblower hotline in FY2025 in relation to Modern Slavery risks.



MEDIA MONITORING

We have continued to review and assess media alerts to stay informed about potential risks and issues related to Modern Slavery within our supply chain. We receive a broad variety of risk alerts which cover industry, product and geography. Alerts are reviewed to determine if the risk applies to the supplier that has been flagged, prompting further investigation and escalation if required. This ongoing vigilance enables us respond promptly and effectively to any emerging concerns.

Assessing Our Actions for Effectiveness

PROGRAM MONITORING

The Procurement and Risk departments act as joint custodians of the program and are accountable for the monitoring of our actions effectiveness in assessing and addressing Modern Slavery risks.

Methods comprise of:

- Ongoing monitoring of Modern Slavery risks in our supply chain and in the external environment.
- Regular review of policies and associated processes.
- Ongoing support and guidance from an external subject matter expert which includes optimisation of our monitoring platform and updates on emerging risks.

This proactive monitoring and commitment to learn and adapt based on latest research and emerging external trends and factors, enables us to continually refine our knowledge as we look to improve our efforts in mitigating Modern Slavery risks.

Future Commitments

As part of our ongoing commitment to combat modern slavery and uphold ethical practices, CA has outlined several key initiatives for the upcoming fiscal year:

- **Review of Venue Hire Agreements** We will review our venue hire agreements to ensure that new venue hire agreements include appropriate provisions regarding Modern Slavery and labour hire in relation to the applicable venue's supply chains.
- **Commitment to undertake Self-Assessment Questionnaire** We will undertake the same SAQ that we ask suppliers to undertake to monitor our own Modern Slavery performance.
- **Development of a formalised Modern Slavery Working Group** We will enhance our existing Modern Slavery Working Group to encompass broader cross-functional collaboration and regular discussion throughout the year. Regular updates will also be formally provided to our Audit and Risk Committee as part of quarterly reporting.
- **Training and Staff Awareness** We will broaden our targeted and tailored training to create an enhanced and encompassing Modern Slavery training module for CA employees in alignment with our learning management system.
- **Update of Supplier Self-Assessment Questionnaire submissions** We commit to reviewing supplier questionnaire responses with the support of our supply chain risk management provider to ensure that all suppliers that have not updated their modern slavery assessment within the last 3 years do so,

These initiatives reflect our dedication to continuous improvement and our proactive approach to safeguarding human rights within our operations and supply chain.

Closing Statement

CA has continued to make progress with our actions in FY2025 and has set clear priorities to continue enhancing and evolving this work into FY2026, demonstrating our commitment to the collective goal of abolishing Modern Slavery and associated practices globally.

This statement was prepared in consultation with, and approved by, the Board of Directors for Cricket Australia (ABN 53 006 089 130).

Signed on behalf of Cricket Australia by Mike Baird -Chair on **18 December 2025**.



Mike Baird

Chair