

MODERN SLAVERY STATEMENT FY22

Cricket Australia (CA) acknowledges our responsibility in combatting Modern Slavery.

In recognition of what is a fundamental human right, CA is committed to actively ensuring no modern slavery is present within our operations or supply chain.

In our third Modern Slavery Statement, we expand on the foundation established through the preceding years by putting these learnings into practice, refining our insights and, with the guidance of subject matter experts, undertaking a program of work as the base to a robust assessment of our supply chain.

Whilst we did not find any instances of modern slavery in our operations or supply chain in FY22, we continue to reflect and iterate and ensure we play our part in the eradication of modern slavery and associated practices globally.

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



CRICKET
AUSTRALIA



CRICKET IS A SPORT FOR ALL

CA is the governing body for professional and amateur cricket in Australia and its registered office 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 and Youth sides, and is also responsible for organising and hosting Test tours and One Day Internationals with other nations, as well as scheduling the home and international fixtures. CA works in partnership with state and territory cricket associations and supports the development and growth of cricket in the community.

CA comprises more than 290 employees, located in East Melbourne, the Bupa 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, we will work together with Australian Cricket organisations and share our learnings.

Cricket Australia, ABN 53 006 089 130 is registered as an Australian Public Company limited by Guarantee and is the reporting entity.



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.



FUNDING AND SUPPORT FOR 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 CHAINS: HOW WE OPERATE

CA procures a range of goods and services from a diverse global supply chain, across around 17 countries. Our supplier arrangements range from one-off purchases through to multi-year agreements. CA has more than 700 direct (tier 1) suppliers, where 80 per cent of our spend is with 118 vendors within the following categories:



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



GARMENT/APPAREL & MERCHANDISE MANUFACTURE



SPORTS EQUIPMENT



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



TRAVEL AND ACCOMMODATION PROVIDERS



FREIGHT AND LOGISTICS



BROADCAST AND PRODUCTION



ADVERTISING, MARKETING AND PROMOTIONAL SERVICES



TROPHIES AND AWARDS



OFFICE AND FACILITY SERVICES AND SUPPLIES INCLUDING CLEANING



INFORMATION TECHNOLOGY, SOFTWARE AND HARDWARE

RISK OF MODERN SLAVERY PRACTICE WITHIN OUR OPERATIONS AND SUPPLY CHAINS

Whilst no modern slavery connections have been identified in CA's supply chain since the commencement of this initiative, we reflect on the key industries, products and services and geographical locations that present the greatest risk within our supply chain, whilst iterating on this review for any new areas of focus. These risk areas include:



Industry/Products and Services: Cleaning products and services, medical products and services, security services, garment/apparel and branded merchandise, sport equipment, computers, technology and audio/visual equipment and services, and office equipment and products.



Geographic Location: With reference to the Global Slavery Index and recognition by other NGOs, locations primarily including China, India, and Vietnam.

We recognise that the risk of modern slavery goes beyond the direct supplier relationship, and it is our responsibility to ensure we are appropriately assessing those engaged with our suppliers within our supply chain. In collaboration with our suppliers, we are heavily focused on determining risks that may be present in the sub-tiers of supply.



ACTIONS TAKEN

Leading up to FY22, CA focused on the establishment of a strong foundation; understanding our supply chain and operations and where the inherent risks may lie whilst developing the associated policies, processes, and education to ensure relevant mitigation strategies were in place.

In FY22, CA has progressed with the 2 distinct phases of work identified in our previous statement:

RISK REVIEW AND CLASSIFICATION



The completion of CA's entire supply base review, using the UNSPSC global classification system. The objective of this action was to establish the potential for human rights risks using a known classification and support the prioritisation of future works through the identity of CA's highest-risk suppliers.

Whilst this review was successful in enabling further transparency of CA's supply base, it also identified the limited UNSPSC classification for cricket specific equipment on a global scale. This presents a unique opportunity for CA to contribute to and support in conjunction with our partner.



ACTIONS TAKEN

DUE DILIGENCE



With the completion of our risk review and the clear identification of which parts of CA's supply base pose a greater modern slavery risk, a targeted program of work has commenced.

The purpose of this program is to prioritise those suppliers identified through the review as being in the sectors at greatest modern slavery risk and engage with them on the topic of modern slavery directly. This program will periodically be exposed to more of our supply base as we complete each wave.

The initial group of suppliers have been engaged to complete a Supplier Self-Assessment Questionnaire (SAQ) developed by our partner. The SAQ encompasses a wide range of questions from governance & policy commitments to management controls and processes, and human rights practices including employment conditions and recruitment processes.

CA's action is to assess each response individually (~100 questions), seek any additional information where there may be gaps, and address any determined risk as soon as practicable. This program will continue throughout the entire supply base until CA is comfortable that an appropriate level of secondary due diligence has been complete to then support a subsequent program of work.

More broadly, these SAQ's have been included as part of all Procurement sourcing events, and the same process applied in parallel with the primary program.

We have also held training for our senior leadership team to increase the understanding and awareness of modern slavery and highlight CA's commitment to assessing and reducing these risks in our supply chain and also promoted this information within our staff communication forums.



ACTIONS TAKEN

PROCUREMENT POLICY



Our Procurement Policy has been revised with updates made to reflect the specific consideration of 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.

SUPPLIER CODE OF CONDUCT



Underpinned by our Procurement Policy, our Supplier Code of Conduct has been developed to set out the expectations of CA's suppliers regarding human rights and modern slavery (amongst several other categories).

WHISTLE-BLOWER HOTLINE



Pursuant to CA's Whistle-blower procedure, reports of misconduct relating to modern slavery concerns are able to be raised anonymously by our employees and third parties.

This action will be retained each year.

MEDIA MONITORING



CA monitors any global news arising regarding modern slavery via our partner's platform.



ASSESSING OUR ACTIONS FOR EFFECTIVENESS



The Modern Slavery working group, comprising of members from several departments, acts as custodian to the program and is accountable for the monitoring of our actions effectiveness in assessing and addressing modern slavery risks.

Methods comprise of:

- Monitoring of actions and outcomes (identified in this statement and future roadmap) against our action register
- Regular review of policies and associated process
- Ongoing support and guidance from an external subject matter expert

These ongoing items enable us to continually refine our knowledge as we look to improve our efforts in mitigating modern slavery risks.

CLOSING STATEMENT

CA has made steady progress with our actions in FY22 particularly with support of our suppliers and will continue to progress with our actions well into FY23, supporting our goal of abolishing modern slavery and associated practices globally.

This statement was approved by CA's Board of Directors on 08/12/2022.

A handwritten signature in black ink, appearing to read 'L Henderson', followed by a horizontal line.

Dr Lachlan Henderson
Chair

