

**RUGBY
AU**



Modern Slavery Statement

Rugby Australia Ltd ACN 002 898 544

For the Reporting Period 1 January 2022 to 31 December 2022

Modern Slavery Statement

Reporting Period 1 January 2022 to 31 December 2022

This is the first Modern Slavery Statement issued by Rugby Australia Ltd (ACN 002 898 544) (Rugby AU) as a reporting entity for the purposes of the *Modern Slavery Act 2018* (Cth) (Modern Slavery Act).

Rugby AU is cognisant of its obligations, both legal and ethical, to identify and address impacts associated with modern slavery through its operations and in particular its supply chains.

In response to the risks related to modern slavery we will continue to work with our suppliers and commercial partners to better understand the processes and policies that they have in place to prevent modern slavery within their organisations and supply chains.

We will monitor the maintenance and effectiveness of the measures taken by Rugby AU and our suppliers and commercial partners and we will review and, where necessary, refine our policies and procedures in relation to modern slavery.



Introduction

Modern slavery is a crime, and a violation of fundamental human rights. Rugby AU is firmly opposed to modern slavery, and we seek to ensure that we act ethically and with integrity in all our business dealings and relationships.

The United Nations Guiding Principles (UNGPs) on Business and Human Rights state that business should avoid causing or contributing to human rights violations, but also should seek to prevent or mitigate any impacts that are directly linked to their operations by business relationships, even if they have not directly contributed to those impacts.

Modern slavery is one of the most egregious violations of human rights and Rugby AU takes its legal obligations extremely seriously – we are committed to identifying and preventing these crimes from occurring in our organisation and supply chains, in line with the requirements of the Modern Slavery Act.

Modern Slavery is an umbrella term that encompasses various forms of serious exploitation, including:

- Trafficking in persons;
- Slavery;
- Servitude;
- Forced Labour;
- Debt Bondage;
- Forced Marriage; and
- Deceptive recruiting for labour or services.

In line with the Modern Slavery Act this statement explains the actions Rugby AU is taking to assess and address modern slavery risks in its operation and supply chains, including those actions Rugby AU will take to continually improve its approach to compliance with its obligations under the Modern Slavery Act.



About us, our Structure & operations

Rugby AU is an Australian Public Company (Limited by Guarantee) and is a not-for-profit organisation. Originally established as the Australian Rugby Football Union in 1949, it is the national governing body for rugby union in Australia and is a member of World Rugby, Oceania Rugby and SANZAAR. Rugby AU's membership includes six State Unions and two Territory Unions, known as Rugby AU's Member Unions (MUs).

Rugby AU is headquartered in Moore Park, Sydney. Most of Rugby AU's staff work from this location, however some work interstate either remotely or at the offices of the MUs.

Our main areas of operation are set out below. Further information about us including our financial position for the reporting period can be found in our [2022 Annual Report](#).



Elite National Level Competition and Programs

Managing national elite level Rugby Union, including training and logistics for national team players and match officials, including the supply of kit and equipment.



Tournaments and Events

Staging and/or participating in Rugby Union tournament and events - international, national and pathways.



Fan Engagement, Licensing and Merchandise

Promoting Rugby Union and growing our game in all its formats, driving stronger and more regular fan engagement, ticket and merchandise sales and revenue, viewership, and participation registrations.



Funding and Support for Community Rugby, through Member Unions

Rugby AU provides funding to the Member Unions, pursuant to the Rugby Australia Funding Model and supports grassroots Rugby Union through the establishment of programs, training, resources, and technology.



Media and Broadcast Content and Support

Production, management, and support of content for fans in conjunction with our broadcast partners, for broadcast on various platforms.

Our Values & Culture

Rugby AU's operations are underpinned by strong values - Passion, Integrity, Discipline, Respect and Teamwork - which are embedded throughout our sport and are critical to ensuring that we protect the image and integrity of rugby and retain the trust of the rugby community and the public.

We strive to ensure that this culture exists throughout our business and all our staff must constantly demonstrate this commitment through their actions and behaviours, consistent with these values.

Moreover, we expect all our commercial suppliers and partners to also demonstrate the integrity and values that we expect of our own people.

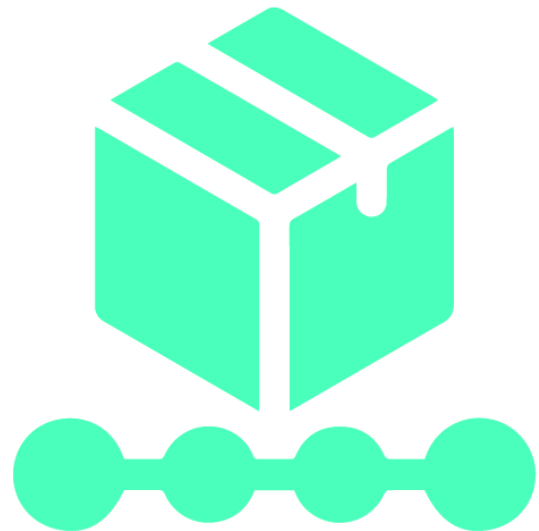
Our 'Speak Up Hotline' (Whistle Blowing Line) provides a confidential means for any of our staff or the rugby community to report any concerns they have regarding potential ethical violations (including suspected instances of modern slavery) anywhere in our business or supply chain. To date there have been no reports related to modern slavery.



Our Supply Chain

Rugby AU is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act. We expect the same high standards from all our contractors, suppliers, and other commercial partners.

Our supply chain is diverse and includes both direct suppliers and those that indirectly supply our direct suppliers and commercial partners. While we consider that the risk of modern slavery in our direct supply chains is low, we are aware that several of our partners and suppliers source goods and services from overseas regions that are recognised by the Global Slavery Index and other NGOs as having higher modern slavery risks, such as China and India. This includes, in particular, in relation to the sourcing of apparel, merchandise, and sports equipment. However, we expect all our contractors, suppliers, and partners to share the same values and not to tolerate modern slavery in any of its forms and to the best of our knowledge they are all well-established and reputable, and many have their own Modern Slavery Statements.



Our suppliers include, but are not limited to:

Suppliers associated with event hosting, management and security, event management, ticket and hospitality providers, entertainment, and venue hire.

Garment Suppliers (Apparel & Merchandise).

Sports Equipment Suppliers

Player and Match Official/Sports Science Service Providers

Consultancy Services

Financial Services

Insurance Services

Travel and Accommodation Providers

Freight and Logistics, including Couriers.

Broadcast and Production

Advertising, Marketing & Promotional Services

Trophies and Awards

Office and Facility Services & Suppliers including Cleaning

Information Technology and Hardware

Office Supplies

Road Map

Rugby AU is not currently aware of any specific instances or specific material risks of modern slavery in our supply chain. However, we are committed to taking a number of important actions in order to promote compliance with our obligations under the Modern Slavery Act and to reduce the modern slavery risks within our organisation. We have already commenced a due diligence exercise on existing suppliers to review their compliance with modern slavery obligations.



Going forward, we plan to continue to:

- partner with contractors, suppliers and commercial partners that share our values, and we expect our supply chain to operate fair and equitable practices, whereby modern slavery is not tolerated;
- gain a better understanding of modern slavery risks related to our business and our supply chain and drive for best practice in this area;
- take steps to ensure that our procurement processes consider modern slavery risks when engaging potential suppliers;
- conduct a review of a broad cross section of our supplier base for modern slavery risks;
- analyse our supply chain and understand our spheres of material influence; and
- seek to include provisions in our contracts with suppliers and partners to ensure that they comply with the Modern Slavery Act (or equivalent); declare that, to the best of their knowledge, their business' supply chains are not involved in modern slavery in any form; and impose equivalent obligations on their own suppliers.

Rugby AU also has in place a comprehensive set of policies and guidelines which will assist in reducing the modern slavery risks associated with its organisation and broader operations, including the following:

- Code of Conduct;
- Whistleblowing Policy;
- Safeguarding Children Guidelines; and
- Child Safe Framework.

As noted above, Rugby AU's 'Speak Up Hotline' also provides a confidential means for any of our staff or the rugby community to report any concerns they have regarding potential ethical violations, including modern slavery risks, anywhere in our business or supply chains.

Rugby AU is committed to continuous improvement in our response to addressing modern slavery risks and promoting compliance with our obligations under the Modern Slavery Act.

Ensuring Governance

Should Rugby AU be made aware of an activity that would breach this statement it will be raised with our Audit and Risk Committee, which comprises at least 3 Rugby AU Directors. The Audit and Risk Committee oversees our risk management, compliance frameworks and assurance processes used to assess the effectiveness of identified risk mitigation strategies.



This Modern Slavery Statement was approved by the Rugby AU Board of Directors on 29 June 2023.

Hamish McLennan
Rugby AU Chair

Date: 29 June 2023