



# Modern Slavery Statement

for the financial Year 1 January to 31 December 2023



Save the Children

## Save the Children Australia's Modern Slavery Statement (2023)

### Introduction

This Modern Slavery Statement (Statement) for Save the Children Australia (Save the Children) is submitted pursuant to the Modern Slavery Act 2018 (Cth). The Statement covers the reporting period from 1 January 2023 to 31 December 2023.

Save the Children is the world's leading independent organisation for children. Modern slavery, including trafficking, forced labour, as well as forced recruitment for armed conflict, prostitution, pornography and other illicit activities represents some of the worst children's rights violations. Save the Children works with many children and families around the world who have experienced or are at risk of these forms of slavery. As a collective movement, we help address the root causes of modern slavery, as well as support rehabilitation of those affected and protect them from further harm.

### Reporting Entities

#### s16(1)(a) of the Modern Slavery Act 2018 (Cth)

This statement pertains to the Save the Children Australia Group.

### About Us – Our Structure, Operations and Supply Chains

#### s16(1)(b) of the Modern Slavery Act 2018 (Cth)

#### About Us

Save the Children focuses on championing children's rights and providing a voice for young people. As a leading independent organisation for children, Save the Children operates both domestically and globally, directly impacting over 100 countries annually. Our work spans health, education, emergency response, and child protection, addressing issues from climate change to violence against children. With a history of advocacy since 1919, our mission extends to ensuring every child's right to survival, protection, development, and participation. Supported by volunteers, members, employees, and partners, Save the Children aims for a world where every child has a healthy start, education, and a safe life free from violence.

#### Our Structure

Save the Children is a public company limited by guarantee registered with the Australian Charities and Not-for-profits Commission. Save the Children is endorsed by the Australian Taxation Office as a Public Benevolent Institution.

Save the Children is the parent company of a number of entities whose missions align with that of Save the Children, including the Save the Children Impact Fund Ltd, the Centre for Evidence and Implementation Ltd and Library For All Ltd. These entities operate from Australia, Singapore and United Kingdom.

The Save the Children Board of directors is responsible for the overall governance of the organisation and is the decision-making body for Save the Children. Various Board Committees assist the board in fulfilling its responsibilities.

The Chief Executive Officer, Mat Tinkler, is accountable to the board and leads Save the Children’s executive team.

The Save the Children group has a robust governance framework and organisational structures comprising policies, procedures and systems, operating within audit and risk management frameworks.

### Operations:

Save the Children’s main operations consist of:

- implementing programs in the fields of health, education and child protection in Australia and overseas,
- advocacy on child rights and protection, and
- fundraising activities include selling second-hand clothing in opportunity shops around Australia.

The operations of some of Save the Children’s controlled entities include consulting and research and impact investing.

At the end of 2023, Save the Children employed a total of 819 people. Additionally, CEI Group and Library for All, both part of Save the Children, had 46 and 17 employees respectively.

### Save the Children the Pacific

Save the Children directly implements projects in Papua New Guinea, Solomon Islands, Vanuatu and Tonga and undertakes operations under registered associations and Trusts.

**Table 1: SAVE THE CHILDREN’s operations in the pacific.**

Country	Entity	Employees
<b>Papua New Guinea</b> Established 2011 	<b>Save the Children in Papua New Guinea (SCIPNG) Inc.</b> Association No. 5-4999 under PNG Associations Incorporation Act	53
<b>Solomon Islands</b> Established 2004 	<b>Save the Children Solomon Islands Trust Board (Incorporated)</b> CT 14 of 2015 under Solomon Islands Charitable Trusts Act	57
<b>Vanuatu</b> Established 2013 	<b>Save the Children in Vanuatu Association Committee Inc.</b> No. 012567 under Vanuatu Charitable Associations (Incorporation) Act	65

<p><b>Tonga</b></p> 	<p>No local SCAus entity incorporated.</p>	<p>1 Tongan consultant</p>
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To learn more about SCA, visit [www.savethechildren.org.au](http://www.savethechildren.org.au)

### **Risks of modern slavery practices in our operations and supply chain s16(1)(c) of the Modern Slavery Act 2018 (Cth)**

Save the Children’s purchasing extends to local, metropolitan, and regional areas within our operations, as well as internationally. We engage third-party suppliers and sub-contractors for various needs. Major expenditure categories also include subcontractor costs (such as salaries and employment expenses), leased property expenses (for offices and client housing like Domestic Family Violence Refuges), communications, consulting services, and utilities.

Save the Children’s areas of spend include:

- **Program delivery partners/contractors:** This is considered low risk. We mitigate risk by conducting thorough due diligence in partner selection and incorporating modern slavery clauses in contracts.
- **Electronic Goods:** We purchase electronic devices (e.g. laptops, monitors, phones) and other related items to facilitate our office operations and service delivery. This industry poses a high-risk due to global supply chains often involving numerous subcontractors with the potential for use of forced labour in mining raw materials and assembling components.
- **Cleaning and Waste Management Services:** We collaborate with numerous service providers for cleaning and waste management. The cleaning industry poses a high risk of modern slavery, and Save the Children relies on suppliers’ adhere to the Act. While we control the physical workspace, we do not directly oversee employment of third party contract staff. Additional internal systems and procedures encompass thorough supplier vetting, incorporation of contractual clauses addressing modern slavery, and mandating compliance with our Supplier Code of Conduct.
- **Clothing, Textiles, and Miscellaneous Products:** Our procurement extends to clothing and textiles, such as T-shirts, lanyards, and tote bags. Although direct oversight of these suppliers’ operations is beyond our capacity, we are obliged to source from companies that are transparent about labour practices, especially those operating in regions known for labour risks. In these circumstances, we ensure our commitment by engaging in collaborative efforts to assess their supply chains by undertaking company research and completing due diligence checks of companies.

In addition to our purchasing, Save the Children receives donated items from individuals and companies. We are aware of the potential modern slavery risks due to limited oversight over the source of these donations. Our commitment involves collaborating with major donors and partners to understand their supply chains.

Where appropriate, we assess supply chains before accepting major donations, in accordance with our donation acceptance and refusal policy and guidelines.

## **Actions taken to assess and address modern slavery risks including due diligence and remediation**

### **Section 16(1)(d) of the Modern Slavery Act 2018 (Cth)**

#### **Actions**

**Note:** The actions discussed below are aligned with those detailed in the 2022 Modern Slavery Statement to complete in 2023.

#### Improving Supplier Vetting and Monitoring Protocols

In 2023, Save the Children undertook a comprehensive review of suppliers. All 2,396 identified suppliers were re-vetted through third-party vetting software.

Through this process, 26 suppliers were assessed as representing a medium to high risk of modern slavery. Suppliers assessed with a potential for high risk of modern slavery non-compliance will be monitored ongoing through our supplier vetting system.

A risk assessment tool has been developed to gain better insights into potential risks amongst our suppliers and procurement categories with significant spend. A supplier questionnaire has also been developed.

Procurement and Supplier Requirements: Suppliers assessed as having the potential for higher risk are required to present their Modern Slavery Policy or agree to follow our Supplier Code of Conduct. This ensures that our partners and suppliers are committed to combatting modern slavery and uphold values that align with ours.

Contracts: During this reporting period, Save the Children has continued to incorporate modern slavery clauses into contracts with new suppliers and partners, a practice that started in 2020. These clauses are also added to existing contracts upon review or renewal, reinforcing the organisation's commitments to fighting modern slavery through contractual relationships.

Policy and Governance: Save the Children has implemented policy and governance frameworks to reduce the risk of modern slavery in our operations and supply chain. The Modern Slavery Policy emphasises our dedication to minimising these risks and is supported by a variety of other policies, procedures, and governance structures. These include:

- *Code of Conduct* - which sets out expectations for the behaviour of all Save the Children's employees, volunteers, ambassadors, consultants, and visitors. It states that we endorse the concept of human rights in general and children's rights in particular and commit to respecting and safeguarding those rights in all decisions and actions.
- *Child Safeguarding Policy* - The Child Safeguarding Policy sets out standards for staff and partners regarding identifying and reporting child exploitation and abuse.
- *Donation Acceptance and Refusal Policy* – This Policy governs the acceptance of donations in situations where there is a perceived risk to Save the Children's programming, reputation, financial position or brand in accepting a donation.
- *Procurement Policy* – This policy outlines Save the Children's approach to sourcing, selecting and vetting suppliers. The vetting activities performed in accordance with these Guidelines assist Save the Children to identify suppliers who have committed modern slavery offences.
- *Whistleblower Policy and complaints mechanism* – The Whistleblower Policy and publicly available complaints mechanism on the Save the Children's website allow anyone to raise concerns anonymously, including concerns about modern slavery. Save the

Save the Children encourages individuals to report any misconduct they observe, and strictly opposes any retaliation against those who come forward. Whistleblower reports can also be made anonymously, and our Whistleblower channel is available to our suppliers members of the public through the Save the Children website.

## **Remediation**

Save the Children has not identified any cases of modern slavery within our operations or supply chain. We have established reporting mechanisms, including documented processes and guidance materials for addressing concerns, incidents, or issues and risks, and which can be related to modern slavery. These processes and supporting tools are available to all Save the Children employees, volunteers and representatives in Australia and the Pacific.

### **In the next reporting period:**

**Understanding our Suppliers:** Save the Children is dedicated to continuously assessing suppliers who may represent high risk of modern slavery. We will continue to reduce modern slavery risks by carefully selecting and partnering with suppliers, with special attention to inherently high-risk supplier categories.

Save the Children will use the risk assessment tool referred to in '[Improving Supplier Vetting and Monitoring Protocols](#)' above to assess modern slavery risk. We will use information from expert groups like the Global Slavery Index to help identify which parts of our operations and supply chain might be more likely to encounter issues with modern slavery.

*For Further details on plans to address modern slavery risks, see Annexure A.*

## **Assessing the effectiveness of actions taken**

### **Section 16(1)(e) of the Modern Slavery Act 2018 (Cth).**

Save the Children periodically reviews and updates its policies and processes, including its Modern Slavery framework, in accordance with a set schedule. Save the Children is committed to approaching its modern slavery obligations with a mindset of continuous improvement and seeking opportunities to better its practices and procedures over time.

While some progress was made, we have made limited progress on raising awareness and capability of our wider workforce. Staff seem more aware of modern slavery by asking questions about what considerations are made about modern slavery in the procurement process, however it is not yet embedded in the business. While there is a Policy, we have not moved on the Modern Slavery guidelines to assist it mitigating risks and these two go together. Further consideration will be given internally to how Save the Children can better train senior leaders and staff and embed Modern Slavery practices across the organisation.

## **Consultation**

### **Section 16(1)(f) of the Modern Slavery Act 2018 (Cth)**

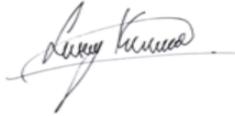
Save the Children and its controlled entities receive centralised support from finance, human resources, risk, safeguarding, business services, technology, and legal teams. All group policies and procedures are developed and approved under the Save the Children Policy Framework,

which mandates a consultation process involving all controlled entities of Save the Children. This statement was prepared in consultation with Senior Management from the abovementioned business units, as well as Save the Children's Principal Child Protection Advisor.

**Governing Body Approval**

This Modern Slavery Statement was approved by Save the Children's Board on 23 May 2024.

**Larry Kamener**  
**Board Chair**



**ANNEXURE A:  
Save the Children Modern Slavery Workplan 2024**

<b>What is the outcome we are seeking</b>	<b>Actions</b>	<b>How we will do it</b>	<b>Timeframe</b>
Reduce the risk of Modern slavery within Save the Children's supply chain	1. Continue reviewing supply chain to reduce risk. Continue to review partners	Detail consideration of new Corporate partners using DARP framework  Embed communications of Supplier Code of Conduct across business units.	<b>Q2 - 2024</b>
	2. Develop and send out modern slavery self-assessment questionnaire to proposed new suppliers who have been assessed as having the potential for high-risk	Finalise the questionnaire.  Send to suppliers who we have deemed to be at high risk of being connected to modern slavery.	<b>Q2 - 2024</b>
Enhance Internal Capability – increased awareness and understanding of modern slavery among Directors and senior leaders.	1. Incorporate modern slavery in Director and senior leader induction.	Integrate awareness through tailored training sessions and resources materials.	<b>Q4 – 2024 (and ongoing)</b>
	2. Run targeted internal campaign to raise awareness of modern slavery	Run a targeted human rights and modern slavery awareness campaign on related internationally recognised date e.g. Anti-Slavery Day on 18 Oct, or International Day for the Abolition of Slavery on 2 Dec	<b>Q4 – 2024 (and ongoing)</b>

**Annexure B**  
**Approval and Mandatory Criteria**

**Mandatory Criteria**

<b>Mandatory Criteria</b>	<b>Page</b>
<b>a) Identify the reporting entity.</b>	<b>2</b>
<b>b) Describe the reporting entity’s structure, operations and supply chains.</b>	<b>2</b>
<b>c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls</b>	<b>4</b>
<b>d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.</b>	<b>5</b>
<b>e) Describe how the reporting entity assesses the effectiveness of these actions</b>	<b>6</b>
<b>f) Describe the process of consultation on the development of the statement with any entities and the reporting entity owns or controls.</b>	<b>6</b>