

Modern Slavery Statement

Australian Red Cross Society
(Humanitarian Services)
2023-2024



Statement annexure

Mandatory criteria

This modern slavery statement (**Statement**) addresses the mandatory reporting criteria of the *Modern Slavery Act 2018 (Cth)* in the following sections:

<i>Modern Slavery Act 2018 (Cth)</i> requirements	Page
Identify the reporting entity.	4
Describe the reporting entity's structure, operations and supply chains.	6-9
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	10-17
Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes.	10-17
Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks.	18
Describe the process of consultation with any entities that the reporting entity owns or controls.	19
Any other information that the reporting entity, or the entity giving the statement, considers relevant.	19

Principal governing body approval

This modern slavery statement was approved by the principal governing body of Australian Red Cross as defined by the *Modern Slavery Act 2018 (Cth)* on 18 October 2024.

Signature of responsible member

This Statement is signed by a responsible member of Australian Red Cross as defined by the *Modern Slavery Act 2018*:



President, Australian Red Cross Society

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Red Cross acknowledges the Traditional Owners of this land, their ancestors and Elders, past and present.

Acknowledgement of Country

Australian Red Cross acknowledges Aboriginal and Torres Strait Islander peoples, as the Traditional Owners and Custodians, and as valued Australians. We pay respect to them; to Elders past and present and to those who come, for you hold the memories, the traditions, the culture, and hopes of Aboriginal and Torres Strait Islander people across this country. Australian Red Cross acknowledge their ancestors were first to walk upon this land, are survivors of war and conflict, have preserved their culture and have cared for and protected this continent for over 60,000 years.

Note: This document may contain the names and/or images of Aboriginal and Torres Strait Islander peoples who are now deceased.

From the President



Australian Red Cross remains committed to addressing modern slavery risk in all operations and our supply chain. Our actions to address modern slavery are overseen by the Board of Australian Red Cross Society.

2024 marks four years since the inception of a dedicated work stream to address modern slavery risk at Australian Red Cross. In the past years, we have made steady progress in the development and compliance of our internal policies and systems.

We remain committed to a whole community approach to eradicating modern slavery. We welcome the progress during the year including the establishment of the role of an Australian Anti-Slavery Commissioner and the new civil society led referral pathway to the Support for Trafficked People Program.

We continue to bring a humanitarian lens to our work with external stakeholders and corporate Australia around modern slavery. We have provided guidance and advice that has been led by consultation with survivors. We continue to be dedicated to ensuring those voices will be leading, and heard, in the expansion of our work in this area.

This Modern Slavery Statement outlines our processes for assessing and addressing risks, the progress we have made, and our future commitments. We look forward to working with all levels of government, civil society, business and organisations in Australia and our Movement partners within our region and beyond.



Charles Burkitt

President, Australian Red Cross Society

From the CEO



At Australian Red Cross we see the impacts of modern slavery firsthand. Survivors who enter the Support for Trafficked People Program have experienced the worst forms of exploitation often hidden in plain sight. Our actions to eradicate modern slavery in Australia and beyond are co-created with and inspired by the resilience and courage of those that we support.

We have continued to advance our actions to fulfil our modern slavery obligations. This report outlines our actions to mitigate risk and prevent modern slavery in our operations and supply chain in financial year 2023-2024 (FY24).

This year has seen us complete the review of related internal policies. Our updated Procurement Policy was released in March 2024, highlighting the need to continuously monitor risk in our supply chains. We also published an internal ethical sourcing toolkit to support procurement activities across our organisation.

We continue to educate our staff through our induction and Speak Up training, with updated resources available each year. Based on feedback from Australian Red Cross staff and stakeholders, we have expanded our modern slavery training modules to be soon available on the Australian Red Cross website.

Preventative action in the form of information dissemination to diverse communities is one of the most important factors in successfully combatting modern slavery across at-risk industries and groups. Together with partners we are developing strategies to make information easily and readily available across Australia. We have been consulting with groups in situations that increase their vulnerability to modern slavery to further tailor information available through the Work Right Hub and continue our work to raise understanding of forced marriage in communities.

Active participation in the dialogue with a wide range of stakeholders, including government, civil-society and corporate Australia has seen Australian Red Cross informing policy decisions and contributing actively to a better understanding of modern slavery, the root causes, the challenges and the ongoing needs of survivors.

I'm proud to present this report and affirm our unwavering commitment to ensure the experience of survivors guide our initiatives and influence those taking action to eliminate modern slavery in Australia and beyond.



Andrew Colvin

CEO, Australian Red Cross Society



The reporting entity

Australian Red Cross Society (ABN 50 169 561 394) (the **Society**) is incorporated by Royal Charter and is registered with the independent national regulator of charities, the Australian Charities and Not-for-Profit Commission.

Australian Red Cross Society is comprised of two operating divisions: Australian Red Cross Humanitarian Services (**Australian Red Cross**) and Australian Red Cross Lifeblood (**Australian Red Cross Lifeblood**).

This Modern Slavery Statement refers to the actions of Australian Red Cross Humanitarian Services Division, known throughout this Statement as Australian Red Cross. Australian Red Cross Lifeblood will submit a separate Modern Slavery Statement.

Our progress on a page

Australian Red Cross remains committed to improving our efforts to identify and address modern slavery risks throughout our operations and supply chains.

FY2021	FY2022	FY2023	FY2024
<ul style="list-style-type: none"> Established the Modern Slavery Community of Interest Established a dedicated resource to lead program of work to address modern slavery in our operations and supply chain Developed a three-year plan to address modern slavery risks Enhanced supplier engagement, due diligence and risk assessment Introduced trafficking and modern slavery e-module as mandatory training for all staff. Training also offered to volunteers 	<ul style="list-style-type: none"> Developed mandatory training modules for all new and existing employees Began targeted training with Red Cross teams to workshop their roles in identifying and preventing modern slavery Deep-dive interviews with selected high-risk suppliers to identify and address specific risks Expanded our operational risk assessment methodology to broaden reach and assist in the identification of risks Worked with Lifeblood to support its implementation of supplier due diligence processes Worked together with other not-for-profit organisations to collaboratively assess supplier risk Began development of a 'Work Right Hub' to provide support to workers in Australia who are more likely to be vulnerable to labour exploitation and modern slavery 	<ul style="list-style-type: none"> Updated the Australian Red Cross Modern Slavery Policy Introduced an onboarding process for all new suppliers Continued detailed examinations of high-risk areas of our supply chain Hosted a Modern Slavery Awareness Week for Australian Red Cross staff Launched a whole-of-organisation modern slavery Speak Up campaign Rolled out mandatory modern slavery training for new staff members Rolled out a new incident reporting system that includes a modern slavery category Codesigned and launched the Work Right Hub to raise awareness of workplace exploitation, in partnership with the Attorney-General's Department Conducted primary research with slavery survivors in Australia 	<ul style="list-style-type: none"> Introduced a new organisation wide procurement policy Published an internal ethical sourcing toolkit to support procurement activities across Australian Red Cross Updated our Speak Up training and our Induction training module Launched a new Speak Up podcast to educate Australian Red Cross staff on modern slavery Expanded our impact by providing training and consulting services to Australian corporate sector Consulted with stakeholder groups to improve the Work Right Hub Supported the development of the Additional Referral Pathway for survivors Began a review of our response principles and procedures

Concerned about modern slavery? How to get help.

Modern slavery includes human trafficking, slavery, and slavery-like practices (including forced marriage). If you are concerned that you or someone you have contact with is at risk of modern slavery, help is available through these channels:

- If someone is at risk of immediate harm in Australia call 000 for support.
- Concerned that you or someone else may be at risk of modern slavery call the Australian Federal Police on 131 AFP (131 237) or you can make a report through [AFPs confidential online form](#).

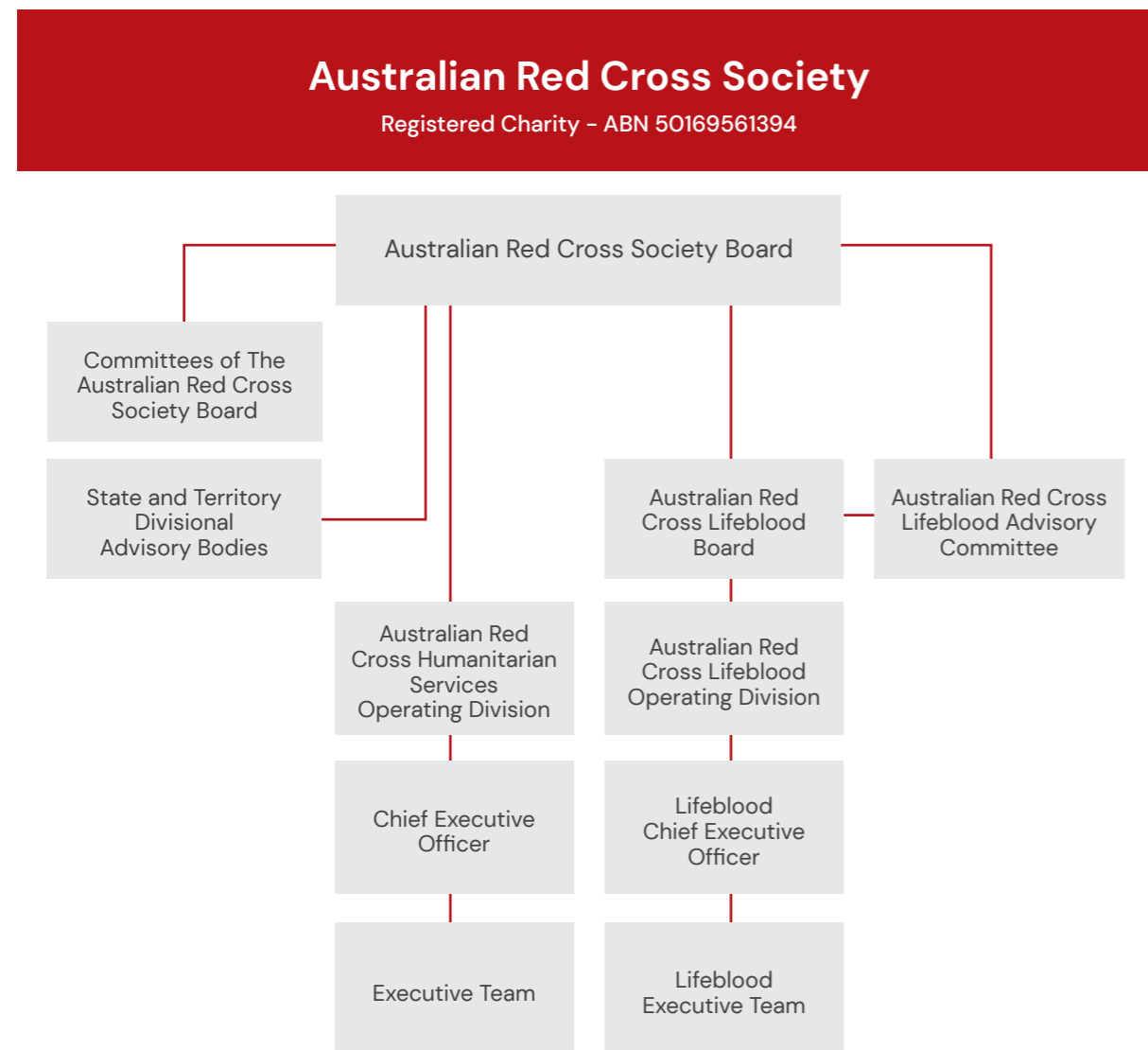
- For more information or a confidential discussion contact Australian Red Cross on 1800 113 015 or email national_STPP@redcross.org.au.
- If you have experienced modern slavery and would like support contact the Additional Referral Pathway on 1800 000 277 or visit salvationarmy.org.au/additional-referral-pathway/contact-us/.

- If you believe you or someone you know may be exploited at work visit the [Work Right Hub](#) for information and support.

For more information about modern slavery including downloadable materials, videos, guides and toolkits visit Australian Red Cross [modern slavery resources](#).

Our structure, operations and supply chain

Our structure



The Australian Red Cross head office for the Society is located at 23–47 Villiers Street, North Melbourne, Victoria 3051.

Who we are

Australian Red Cross is a volunteer-based organisation that exists to reduce human suffering. We act locally and connect globally to deliver what's needed, when it's needed most.

Our Fundamental Principles

Empowering communities and building resilience is crucial to addressing the underlying factors that increase people's vulnerability to exploitation and slavery. Our work towards this goal, and indeed all our activity, is guided by seven Fundamental Principles:

- **Humanity:** to prevent and alleviate suffering, protect life and health, and ensure respect for the human being without discrimination. To promote mutual understanding, friendship, co-operation and lasting peace.
- **Impartiality:** to be guided solely by need and make no discrimination based on nationality, race, religious beliefs, class or political opinions.
- **Neutrality:** to ensure we maintain the confidence of all, we do not take sides in hostilities or engage at any time in controversies of a political, racial, religious or ideological nature.
- **Independence:** while National Societies are auxiliary to the public authorities in the humanitarian field, we also maintain autonomy to ensure we are always able to act in accordance with all the Movement's Fundamental Principles.
- **Voluntary service:** we are not prompted by a desire for gain in any manner.
- **Unity:** there can only be one Red Cross or Red Crescent Society in any one country, and that is open to all.
- **Universality:** all Societies in the International Red Cross and Red Crescent Movement have equal status and share equal responsibilities and duties in helping each other.

What we do

Emergency services and disasters

We help build communities that are strong, resilient and able to anticipate, respond and recover well from disasters and climate change related emergencies. In FY24, over 213,000 people received support before, during and after disasters, 5.8 million people accessed information from disaster preparedness campaigns, and over 47,000 people received preparedness information and attended disaster resilience activities including workshops, training, community initiatives and events.

Migration

We help build fair, welcoming, and inclusive communities where migrants are safe and have their humanitarian needs met. Our programs include [Emergency Relief Support](#), [Migrant and Refugee Settlement Services](#), [Find My Family: Restoring Family Links](#), the [Support for Trafficked People Program](#), the [Work Right Hub](#), and the [Asia Pacific Migration Network](#). In FY24, over 23,600 people from 129 countries received direct support, 16,810 people accessed our new Work Right Hub website and 6,537 people participated in "In Search of Safety" community education sessions.

Community activities and programs

We build connection and resilience through volunteering and responding to the humanitarian needs of local communities. Our programs include aged care services for older people, homelessness services, support for people in the justice system, and [walking alongside First Nations peoples](#) to support them to build their capacity to develop their own solutions. During FY24, 18,355 members and volunteers acted for humanity, 427 Australian Red Cross Branches, units, clubs and Friends of Red Cross initiatives led by members inspired social connection in communities. Fifty-one member-run services took place at 53 locations across Australia, we had 78,401 hours of volunteers connecting with older and vulnerable people through our Telecross and Telechat programs, and 117,152 meals were delivered to 1,077 older people.



International programs

The International Red Cross Red Crescent Movement is home to 191 National Societies, the International Federation of Red Cross and Red Crescent (IFRC) and the International Committee of the Red Cross (ICRC), who together mobilise the power of humanity in times of crisis. In Australia, we work closely with Movement partners both within and beyond our local region, supporting locally led disaster response planning and action and deploying funding, humanitarian relief, suppliers, and specialist personnel across the globe. Over the 12 months of this report, we contributed to disaster preparedness, response and recovery activities for nine National Societies; supported 22 crisis response operations globally; deployed almost 20 tonnes of humanitarian relief supplies across the Pacific; and mobilised \$20 million in humanitarian funding to support international emergencies. At the request of the Movement, we also deployed 43 specialist delegates and 10 training delegates with expertise in protection, water, engineering, emergency operations coordination and clinical health, among others, to 22 countries.

We take no side other than the side of humanity. We call on all parties to uphold international humanitarian law, ensuring the protection of civilians, critical infrastructure, healthcare and humanitarian workers and their facilities.

International Humanitarian Law

As a member of the International Red Cross and Red Crescent Movement, Australian Red Cross has a responsibility to promote awareness and respect for international humanitarian law (IHL) at home. Our focus has remained on organisations that operate in conflict zones and those that have a role in the implementation and interpretation of IHL. This includes businesses, government, the military and humanitarian organisations.

A key concept enshrined in our organisational strategy, is we work with and for Aboriginal and Torres Strait Islander people, placing their cultural knowledge, leadership, values, and perspectives at the centre.

More details on how we achieve our objectives across each area of strategic focus can be found in our [Annual Report](#).

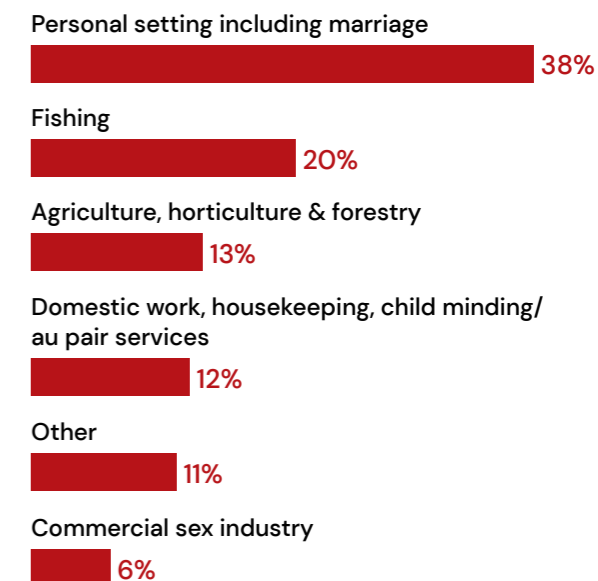
In Focus – The Support for Trafficked People Program

Supporting people who have experienced modern slavery in Australia

Australian Red Cross delivers the Australian Government funded Support for Trafficked People Program (Support Program), which connects people who have experienced modern slavery in Australia to casework, financial, health, accommodation and counselling support. Since 2009, this program has supported 746 people to find safety from slavery and exploitation, including 129 who were referred during the reporting period.

This financial year, Australian Red Cross received an increased number of referrals from the fishing industry. Twenty per cent of the referrals received during the financial year were people who experienced severe exploitation in fishing vessels, with reports of excessive work hours with minimal or no pay, in extreme and hazardous conditions. Agriculture, horticulture and forestry was the second highest industry for referrals with an increased number of referrals of migrant workers from the Pacific Islands.

Main Perpetrating Industry of Referrals in FY24



Primary Type of Exploitation of Referrals in FY24





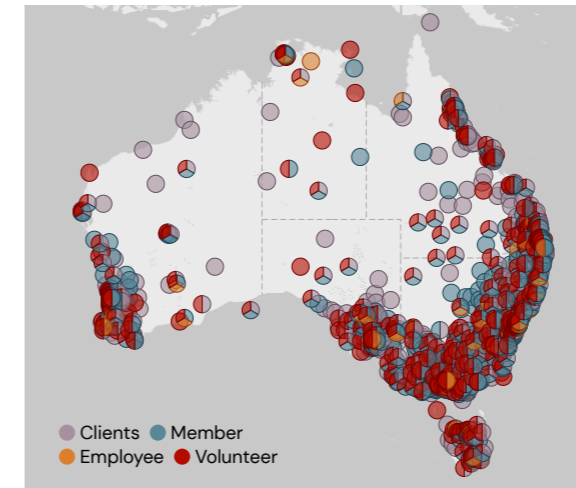
“Thank you to Red Cross for supporting me when I needed help. Red Cross supported me immensely and without ARC I would be suicidal/have died, but because of your support, I am now in a stable situation. ...now I have freedom to think, express myself, and be myself. I used to feel trapped/unable to move, now I’m free. Now that I live here with my new family, I am myself. Red Cross played a big role in supporting me. I didn’t know English before, didn’t know ABCs or how big Australia is...but now I know that Australia is big and has a great system of supports for people like me. Now I have my L driver’s licence!”

– Quote from survivor who receive support through the Support Program.

How we do it

Our people

Location of Australian Red Cross people and clients



Our work reaches people everywhere, from major cities to remote areas and everywhere in between. Our people (members, volunteers and employees) are on the ground in every state and territory. As of 30 June 2024, Australian Red Cross benefited from the support and contributions of:

- 6,790 members
- 10,065 active volunteers
- 1,676 Australian Red Cross employees.

Inclusion and diversity underpin Australian Red Cross’ purpose to bring people and communities together in times of need and build on community strengths. By embracing the diverse identities and lived experiences of employees, volunteers, members and the communities we serve, we continue to strengthen an inclusive and welcoming culture where belonging is a core Australian Red Cross experience. We annually seek feedback from Australian Red Cross people on their perceptions of diversity, equity, inclusion and belonging experiences, and explore the impact of intersections of identity on these experiences. These perceptions are positive and have all increased since 2022 – but to slightly different degrees depending on employee identities and lived experiences.

- 75% of our staff identify as women
- 68% of senior staff (job grade 6 and above) identify as women
- 31% of our staff work part time and 19% are employed as casual staff
- 38% of our staff were born in a country other than Australia
- 49% of our staff are culturally and linguistically diverse
- 3% of our staff are First Nations people.³



Our operations and supply chain

Australian Red Cross sites

Australian Red Cross operates 291 sites across Australia including eight national and state offices. These sites house our community programs, membership services and other program and administrative functions.

Australian Red Cross shops

Australian Red Cross runs 166 shops across Australia selling pre-loved clothing and new sunglasses. Every purchase made at our shops channels revenue into our programs to help people and communities stand strong in the face of adversity.

In financial year 2024, our retail operations employed approximately 250 staff (33% full time, 24% part time and 43% as casual staff) and operated with the generous assistance of 3,200 volunteers over the year.

Ninety-eight per cent of the goods sold in our stores were pre-loved items, including recycled donated clothes (78%) and unsold clothing donated from major retailers (20%). Our stores also sell new purchased sunglasses purchased through our long-term supplier ROC Eyewear.

First aid

A registered training organisation, Australian Red Cross conducts lifesaving First Aid and Mental Health Training nationally. During the financial year, we provide training for approximately 61,000 people. We also sell first aid products, kits and automated external defibrillators. Our first aid products are sourced primarily through two established, Australian-based suppliers. We also source mannequins for training through a supplier based in Australia.

Fundraising

Generous donations from the community support our programs and allow us to support people in need. Funds are raised through personal bequests, single and regular donations and community fundraising events. We engage two fundraising agencies that assist with face-to-face fundraising and one agency that supports fundraising through telemarketing.

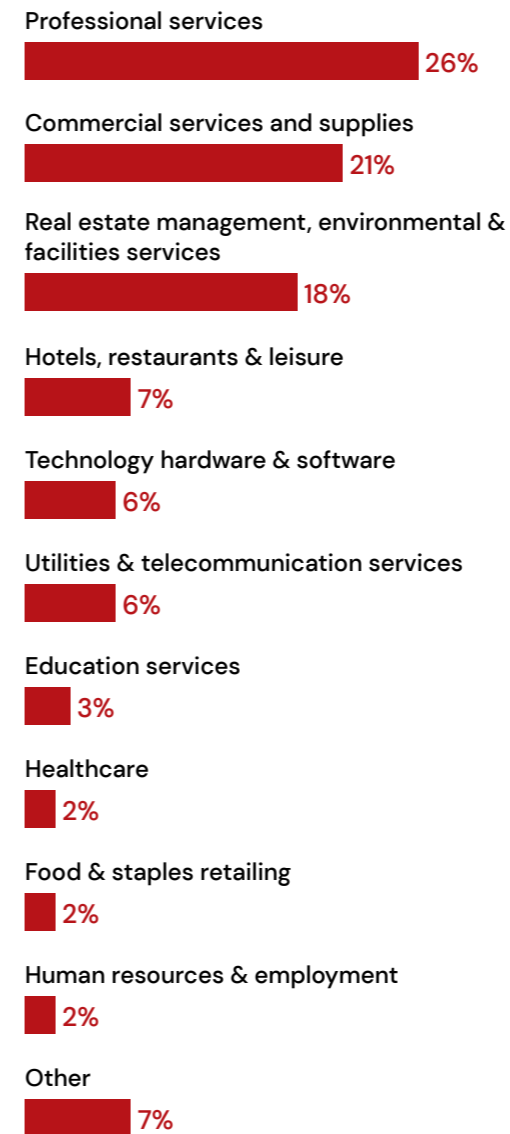
Partnerships

Australian Red Cross partners with a variety of companies and other entities to support our humanitarian work. Our partnerships include formalised partnerships with large organisations through to collaborations with small community partners.

Our suppliers and supply chain

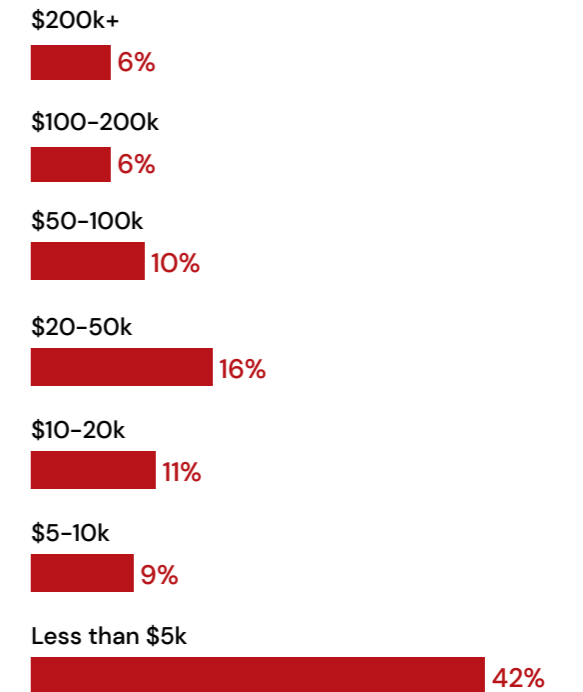
During FY24, Australian Red Cross purchased from 1,512 suppliers. Ninety-seven per cent of those suppliers were based in Australia. Our top spend categories are listed in the table below:

Percentage of Suppliers by Category



Many of our suppliers are small local businesses that play a vital role in the delivery of our support services. Consequently, we spent less than \$5000 with 42% of our suppliers, making it challenging to engage suppliers in due diligence and necessary to adapt practices to address modern slavery accordingly.

Percentage of Suppliers by Spend Level



Identifying and addressing modern slavery risks across our organisation

Our work is informed by lived experience

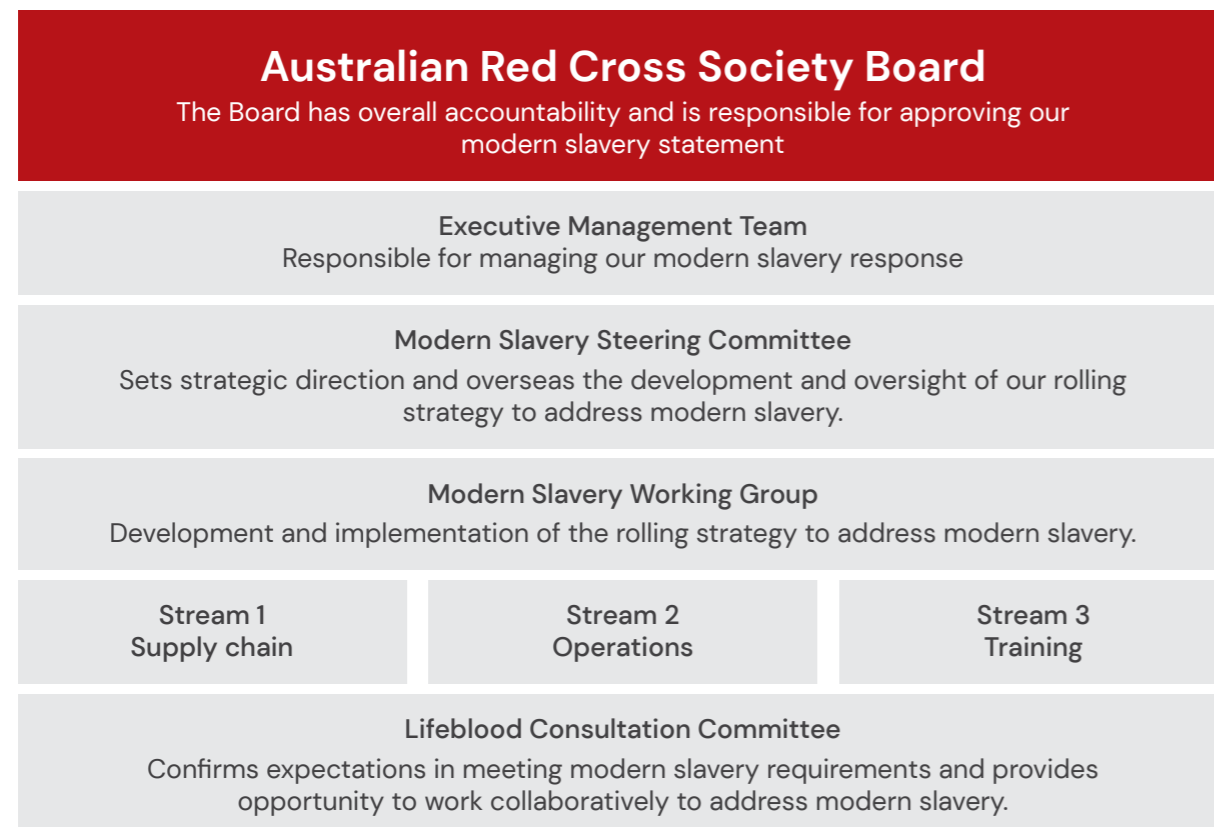
The voices of those with lived experience of modern slavery are central to our actions to address modern slavery. The experience of survivors and people in situations that increase their vulnerability to modern slavery provides a framework that guides our work and a lens through which we assess the effectiveness of our actions.

“I believe it is a great idea the fact that we the victims of this situation are able to raise our voice and share our experience ... nobody knows better about it than us because we are the ones who had to deal with it.”

– Support Program client.

Our governance structure

We have continued to evolve our whole-of-organisation governance process in line with our maturity, aiming to embed modern slavery risk assessment and mitigation across our business practices. Our cross-organisational Modern Slavery Working Group met every second month to drive our work, focused around three specialist streams (supply chain, operations, and training) and drew on specialists from across the organisation as required.



Embedding modern slavery commitments into our practices and policies

Our policies translate our commitment to address modern slavery into actions across all aspects of our work. Key policies that integrate our actions to address modern slavery into our work include:

Governing document	Relevance to modern slavery	How we implement it
Modern Slavery Policy	The Modern Slavery Policy sets our commitment to promoting a whole-of-community approach to addressing modern slavery. It includes a commitment to addressing modern slavery in our operations and supply chain and supporting survivors.	The Policy sets clear requirements for Australian Red Cross people, suppliers and partners. The Policy is introduced during induction training and reinforced in our annual Speak Up modern slavery module.
Risk Management Policy	Provides a structured and consistent approach to managing risks across Australian Red Cross, including modern slavery risk.	All our people are required to identify and proactively manage risks to guide day-to-day operations and decision making.
Code of Conduct	Provides a clear and shared understanding of the values and principles to which all Australian Red Cross people commit. It recognises that the way we do things is as important as what we do. The Code of Conduct sets out our expectation that our people consider modern slavery risks and behaviours that could cause, contribute or directly link our organisation to modern slavery.	Our people are introduced to the Australian Red Cross Code of Conduct during induction. The training provides clear examples and practical guidance to support our people to act consistently with our vision and values.
Whistleblower Policy	Provides a platform for people (including those in our supply chain) to confidently raise concerns.	Australian Red Cross provides an independent channel through which people can raise concerns, with the option for anonymity for those who are looking to protect their identity.

Governing document	Relevance to modern slavery	How we implement it
Complaints, Concerns & Feedback policy	Recognises the importance of feedback as a mechanism for continuous improvement and sets out the principles that govern our response to complaints, concerns, or feedback.	Australian Red Cross promotes a positive risk culture where people are encouraged to proactively speak up about concerns, incidents and issues. Australian Red Cross People, clients and community members have various channels and mechanism to raise complaints, concerns and feedback about the actions of Australian Red Cross, both internally and externally.
Grievance Policy	Provides a clear and transparent process for dealing with staff and volunteer human resource related grievances.	All staff are made aware of the Grievance Policy as part of employee induction. Each department and program is assigned dedicated HR Business Partners to ensure that all grievances are managed in alignment with our Grievance Policy and Procedures.
Supplier Code of Conduct	Outlines our baseline expectation that suppliers comply with all laws and regulations, must not be complicit in any human rights abuses, and must endeavour to ensure that there is no modern slavery in their operations or supply chain.	The Supplier Code of Conduct forms part of our supplier contractual terms. All new suppliers are asked to read and acknowledge the Code via our online portal as part of our onboarding processes.
Safeguarding Policies	Expresses our commitment to protecting and improving the wellbeing and safety of all people we interact with, particularly those experiencing vulnerability and/or who depend on Australian Red Cross support and services. Related policies and documents can be found here .	We provide regular training on child and adult safeguarding and reporting. We also have a national Client Practice Framework supporting quality client practice. Our risk management practices also ensure a clear focus on safeguarding of people, including from risks of modern slavery.
Partnership Protocol	Provides a framework for engaging partners who are aligned with our values.	We screen large partners against the Protocol to ensure they support our vision and Fundamental Principles.

Governing document	Relevance to modern slavery	How we implement it
Investment Guidelines	Ensures our investments are consistent with our Fundamental Principles.	We screen and monitor investments on an ongoing basis to ensure continued alignment with our Guidelines.
Fundraising and Donations Policy	Sets out the principles that underpin our fundraising activities and describes the circumstances in which we may/ may not accept donations.	The policy applies to all Australian Red Cross people across the Humanitarian Services Division and Australian Red Cross Lifeblood and empowers our people to refuse funds from donors who are actively engaged in practices that involve high risks of modern slavery.
Work Experience Policy	Expresses our commitment to safe and appropriate work experience opportunities.	Staff are required to conduct a risk assessment to ensure that work experience placements are appropriate and supported by proper supervision.
Volunteering Policy	Recognises the importance of volunteering and our commitment to meaningful engagement with volunteers.	Volunteering opportunities are incorporated into program assessments. Volunteers are invited to participate in decision making and we allocate resourcing to ensure we support volunteers appropriately.

Our Procurement Policy is key to addressing modern slavery risk in our supply chain. During the year, we revised our Procurement Policy to ensure it promoted a holistic approach to procurement incorporating consideration of modern slavery and other environmental social and governance risks.

In Focus – Updating our Procurement Policy

Australian Red Cross has decentralised procurement processes enabling us to provide support to communities at a local level. Clear procurement processes are necessary to ensure people take a holistic approach to purchase decisions considering modern slavery, environmental and human rights risks as part of the purchase decision.

During the reporting period, we updated our Procurement Policy to support a systematic and comprehensive procurement approach. The policy mandates that purchasers consider the broader impacts of their purchase decisions (including modern slavery risk).

The policy applies to all Australian Red Cross people and aims to ensure that we engage with suppliers that support the Fundamental Principles and align with our risk appetite. The policy requires that Australian Red Cross people do not engage with suppliers that fail to comply with legislative and regulatory requirements or international standards (including suppliers that fail to submit a modern slavery statement when required by law to do so) or do not agree to abide by the Australian Red Cross Supplier Code of Conduct (among other things). Additionally, the policy encourages purchasing from pre-qualified suppliers where possible, with the pre-qualification including an assessment or modern slavery risks and enhanced due diligence for high-risk suppliers.

Staff are introduced to the Procurement Policy at induction and receive support for implementation through the national procurement function.

We are also updating our procurement processes to align with the new Procurement Policy, with this work expected to continue into FY25.

Upskilling our people

Tackling modern slavery involves equipping everyone in the organisation with the skills to recognise risks, the knowledge to respond appropriately, and fostering a culture that encourages speaking up, even in the face of uncertainty. In FY24, we advanced our initiatives to increase awareness of modern slavery and enhance our team's ability to address and manage risks. We expanded our existing training program by incorporating new methods to engage our staff more effectively.

- **Induction training.** We updated our induction training for new staff, incorporating revised policies and incorporating new support tools. All new employees are required to complete a modern-slavery e-module during induction.
- **Speak Up Modern Slavery Training.** We updated our modern slavery training e-module which forms part of mandatory Speak Up training for all staff. Eight hundred and twenty-eight of our staff completed the Speak Up Modern Slavery e-module during the reporting period.
- **Team-specific training.** We continued to conduct training for specific teams focussed on what they could do to identify and respond to modern slavery in their roles at Australian Red Cross.
- **Supporting clients and communities to address modern slavery risk.** We conducted specific training for our teams engaged with clients and communities that may be at increased risk of modern slavery. The training was designed to help them identify risk and support clients or community members seek appropriate support.
- **Modern slavery podcast.** We launched a podcast on modern slavery for staff. The podcast aims to raise awareness of modern slavery amongst staff and build their knowledge of response processes.

- **Ethical sourcing guide.** We developed an ethical sourcing guide for staff. Recognising the importance of considering modern slavery and other ethical sourcing issues when making purchasing decisions, the Guide sets out websites and Apps that can be used to help people consider the risks associated with products and services when making purchases.

Our due diligence approach

Our due diligence, mitigation and response processes are specifically tailored to address the unique risks associated with different areas of our operations and supply chain.

Australian Red Cross aims to identify where we may cause, contribute, or be directly linked to modern slavery. The Modern Slavery Working Group conducts an annual risk assessment process to identify salient risks. The risk assessment process identifies risk areas and then ranks each based on the likelihood, scale, scope and irremediable character of the risk and the effectiveness of controls in each area. We complement this with an ongoing consideration of risks, including:

1. Incorporating modern slavery risk consideration as part of our standard risk assessments
2. Modern slavery risk workshops that identify risk areas and mitigation strategies within individual Australian Red Cross teams
3. Our Speak Up campaign, which helps our people speak up about incidents or issues of concern, including modern slavery.

Addressing our operational risks

Addressing partnership risks

Australian Red Cross is committed to engaging with partners that support our vision and values. We screen any partners entering contractual agreements in line with a comprehensive assessment process outlined in the Partnerships Protocol. The screening includes consideration of a range of factors including whether the partners' activities fail to respect human rights and labour rights.

Community partners

We aim to support smaller, Australian-based community partners through awareness raising and capacity building.

We developed the [Modern Slavery Community Partner Toolkit](#) to raise awareness of modern slavery and provide some guidance to address risk. To support community partners to respond to risk, we developed:

- an e-module on Understanding and Responding to Labour Exploitation in Migrant Communities,
- a Labour Exploitation in Migrant Communities – [Training Module](#) and [Delivery Guide](#),
- [Understanding and responding to modern slavery in Australia, A pocket guide for frontline workers and responders](#), and
- [A National Services Directory](#).



International partners

Working internationally can increase our risk of being linked to modern slavery. We continue to review our contractual agreements with international partners and our approach to supporting a systematic evaluation of risk appropriate to the local context.

In Focus – Labour Exploitation in Migrant Communities Training Module & Delivery Guide

Supporting communities and community partners identify and respond to modern slavery is essential to breaking the cycle of exploitation.

The Labour Exploitation in Migrant Communities Training Module and Delivery Guide aims to equip frontline staff and volunteers working with migrants and refugees to identify labour exploitation and respond to concerns and disclosures. It is designed for workers performing a variety of frontline roles including casework, community development, clinical care, and bilingual support.

Developed through a series of consultations with staff and volunteers from organisations across New South Wales and Australian Capital Territory, the package provides practical case studies and examples of good practice, trauma informed response.

The training module consists of two parts and is supported by a delivery guide and a toolkit.

To promote the Guide, modern slavery awareness sessions were conducted with community members and frontline responders working in civil society organisations. The sessions aimed to raise awareness of modern slavery, the indicators and safe response processes.

In Focus – Retail Partners

Approximately 20% of the sales in Australian Red Cross shops is of stock donated from major apparel retailers. With complex and opaque supply chains, which rely heavily on labour, the textile industry is considered high risk of modern slavery. An estimated \$6.4B USD worth of garments is imported into Australia each year.²

Australian Red Cross continued to work with our regular retail donors to understand their actions to address modern slavery. We asked all major donors to complete our modern slavery self-assessment questionnaire and conducted a deep-dive assessment of their practices to understand their risks and actions to address risk. We use what leverage we have as a recipient of donations to encourage partners to address risks and improve governance processes.

Sunglasses that we sell in store are all purchased through one supplier. This supplier has fully participated in supplier due diligence processes.

Stock that doesn't sell in our stores is on-sold to four organisations. We continued to work with these organisations to understand their processes and have become a member of Charitable Reuse Australia. Pioneering the concept of circularity, this national network of charitable purpose-driven reuse enterprises aims to help members build their capacity and scale their impact. Members must take part in a site visit protocol that reviews their management of unsold stock.

Taking an ethical approach to investment

Australian Red Cross does not invest in companies involved in the manufacture of arms, adult entertainment, or gambling. Our Investment Policy and Ethical Investment Guidelines ensure our Australian equities investments are in organisations that have a minimum independently assessed positive ESG rating. In addition, we have chosen not to invest in companies that earn more than 10% of their revenue from fossil fuels, alcohol, or tobacco.

Protecting our people through ethical employment

Our Staff Recruitment and Selection Policy is designed to ensure that our hiring processes are equitable, fair, transparent, and merit-based while also upholding our commitments to First Nations peoples and prioritising child safety and wellbeing. All employees are engaged under contracts, are covered by the appropriate modern awards and can choose whether they join a trade union. Our People & Culture business partners participate actively in any recruitment process to provide support and process assurance.

We are committed to providing a safe work environment. All staff are required to undertake work, health and safety training as part of our annual training program and are encouraged to Speak Up about any incidents. During the year, we did a review of our site security, aiming to uplift our systems and processes to ensure staff were safe. We also initiated a work, health and safety audit which included a focus on psychosocial safety at work.

Creating safe and responsive operations

Individuals who use our services may be at risk of exploitation, particularly migrants who fall through the cracks and people in need of assistance after a disaster. We understand the importance of ensuring that staff who interact with clients and community members are vigilant to signs of modern slavery and can provide support in a client-centered, trauma-informed way. Throughout the year, some staff members encountered cases where clients or community reports suggested modern slavery. In these instances, staff sought assistance from our specialist teams and reported the incidents through our Speak Up system. Each case was addressed individually, following our response principles which emphasise empowering individuals with the necessary information and support to manage their own situation appropriately.

We began a review of our response principles and procedures to ensure that our response prioritised the safety and agency of people at risk. We also identified the areas where frontline staff were more likely to encounter risk and launched a training program to support them identify and appropriately respond to these situations.

Safeguarding our supply chain

A supply chain comprised of many low-value transactions and decentralised procurement processes presents an ongoing challenge to managing our supply chain risk. In response, we've adopted a multifaceted approach to addressing modern slavery risk, described below.

Supporting our people to consider modern slavery risks in procurement

With a decentralised procurement process, Australian Red Cross aims to foster an environment that promotes responsible purchasing practices. We aim to empower our people to make well-rounded purchase decisions and engage with suppliers in a fair and transparent manner.

We updated our Procurement Policy to emphasise a sustainable approach, offering clear guidelines for Australian Red Cross staff and suppliers. The revised policy also acknowledges suppliers who effectively complete due diligence processes.

See page 12 for more information.

To support Australian Red Cross people to make responsible procurement choices, we created and shared an Ethical Sourcing Guide. This guide consolidates essential databases and reports and supports individuals to assess the ESG risks associated with their purchasing decisions.

Strengthening supplier onboarding mechanisms

From January 2023, all new suppliers have been asked to acknowledge our Supplier Code of Conduct as part of the onboarding process. Our Supplier Code of Conduct sets out clear expectations for suppliers, including that their workers:

- are paid at least minimum wage
- have the right to collective bargaining
- can access relevant channels to report concerns, including through the Australian Red Cross whistleblower service.

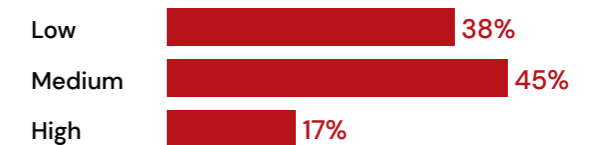
Acknowledging that many of our suppliers are small to medium enterprises, we also added a Quick Guide to Modern Slavery to the onboarding process. This guide provides an overview of modern slavery, guidance around the steps organisations can take to address modern slavery and information on where to find further support.

During the reporting period, we began recording suppliers' acknowledgement of the Supplier Code of Conduct in our accounting system and going forward suppliers that have not acknowledged the Code will be excluded from our pre-qualified supplier list.

Understanding supplier risk profiles

We continued to conduct an annual risk screening of all suppliers based on their geographic location and industry. Seventeen per cent of our suppliers were of high-risk of modern slavery. With 97% of our suppliers based in Australia, supplier risk is largely driven by inherent industry risk. High-risk suppliers were primarily in the industries below.

Percentage of Suppliers by modern slavery risk



Our high risks suppliers were primarily in the following industries:

- Environmental & facilities services (including security)
- Health care facilities, services & supplies
- Technology & telecommunications
- Textile, apparel and luxury goods
- Hotels, restaurants and leisure
- Food & staples retailing

The likely risks associated with each category are outlined in the table below.

Category	Risks
Environmental and facilities services	High involvement of migrant workers in industries with associated risk of forced labour, debt bondage and deceptive recruitment.
Healthcare	High risk of forced labour, debt bondage and deceptive recruitment in health care consumables produced outside Australia.
Technology	High risk of forced labour in electronic products manufactured outside Australia.
Textile, apparel and luxury goods	High risk of forced labour, debt bondage and child labour in apparel products manufactured outside Australia that are donated to our retail stores and sunglasses sold in our stores.
Hotels, restaurants and leisure	High risk of forced labour, debt bondage and deceptive recruitment associated with hospitality and food services.
Food and staples retailing	High risk of forced labour, debt bondage and deceptive recruitment associated with agriculture.

High risk suppliers that we spent over \$5000 with during FY24 were asked to complete our modern slavery self-assessment questionnaire (SAQ) as part of the Purpose Collaboration. The questionnaire assesses suppliers’:

- modern slavery risk indicators
- governance processes
- risks relating to workforce composition and supply chain, including:
 - the main products and services sourced through their supply chain
 - the percentage of goods and services sourced from outside Australia
 - details about the countries from which these goods are sourced.

The information obtained from the questionnaire enables us to undertake red flag analysis to identify increased risk indicators and conduct a robust assessment of our modern slavery risks beyond the first tier of our supply chains.

To complement this supplier risk assessment, we also:

- monitored international policy and assessment tools designed to improve supply chain integrity, including the US Customs Withhold and Release Orders, and
- assessed the suppliers’ modern slavery statements (where available) when making substantial purchases in high risks areas.

Supplier engagement in due diligence processes is an ongoing challenge, particularly given our diverse supply chain and the low level of spend we have with many of our suppliers. During the reporting period we had a 47% engagement rate for our modern slavery self-assessment questionnaire and a 30% engagement rate with our Supplier Code of Conduct.

In line with our revised Procurement Policy, suppliers that have not acknowledged our supplier code of conduct or completed the self-assessment questionnaire upon request, will be excluded from our pre-qualified supplier list.

In Focus – The Purpose Collaboration

The Purpose Collaboration is a group of not-for-profit reporting organisations that work together to conduct supplier due diligence and share resources. To encourage suppliers to engage in modern slavery due diligence, suppliers of collaboration members can elect to share their responses with other members of the collaboration.

The Collaboration meets monthly, to share information on modern slavery and strategies to increase awareness of modern slavery risk in the supplier base and the community.

A detailed exploration of high-risk areas

We continued to conduct systematic deep dives into specific areas that were at higher risk of modern slavery. This year we focussed on Australian Red Cross shops (see page 13 for further details), first aid products and fundraising suppliers.

In Focus – First aid suppliers

Australian Red Cross sources medical supplies for our first aid kits and products through two medical suppliers. Both suppliers have acknowledged our Supplier Code of Conduct and completed our supplier due diligence processes. Both suppliers reported having risk assessment and governance processes in place to address modern slavery.

In FY25 we plan to review our contractual arrangements with our suppliers and extend our supplier due diligence processes to our AED and mannequin suppliers.

In Focus – Fundraising suppliers

Australian Red Cross engages in fundraising through two agencies to support face-to-face fundraising and one agency that provides telephone fundraising. We actively engage with these agencies to ensure effective governance and controls. All agencies are required to comply with the Fundraising Institute of Australia Code and the Public Fundraising Regulatory Association Standards. Australian Red Cross has a right to audit its fundraising suppliers to verify compliance with these requirements. People engaged in fundraising activities participate in regular training including around appropriate standards in engaging with the public, identifying and protecting people in vulnerable situations, and how complaints are managed.

In FY25 we plan to review our fundraising contracts and aim to enhance our due diligence processes.

Response processes

Addressing modern slavery risks in our supply chain is an ongoing challenge. Given the complexity of our supply chain and our dependence on numerous small local suppliers, engaging with them effectively and influencing their practices can be difficult. During the reporting period, the modern slavery working group prepared detailed guidance on response processes, including our response to:

- red flags in response to due diligence,
- external reports of supplier risks, and
- failure to complete our modern slavery self-assessment questionnaire and/or Supplier Code of Conduct.

Our response is tailored to the risk level, nature of the supplier and the relationship with the supplier. In all instances we seek to engage with the supplier to address the risk. The revised Procurement Policy requires Australian Red Cross people to engage suppliers from our pre-qualified supplier list where possible. As we implement the processes to support this Policy, suppliers that fail to engage in supplier due diligence or acknowledge our supplier Code of Conduct will be precluded from our pre-qualified supplier list.

Contractual terms

Our supplier contracts include modern slavery clauses tailored to the level of engagement and risk. The clauses require suppliers to use best endeavours to ensure that there is no modern slavery in their operations and supply chain and notify Australian Red Cross if material risks are identified. Suppliers also agree that we can provide training to their personnel.

Grievance mechanisms

Accessible, safe, and reliable grievance mechanisms are crucial for effectively tackling modern slavery. Anyone impacted by Australian Red Cross activities can raise a concern through our Complaints, Concerns and Feedback Policy or our Whistleblower Policy.

Preventing modern slavery in the community

As a humanitarian organisation, our efforts to prevent modern slavery extend far beyond our workplaces. Through our programs and services, we promote a whole-of-community approach to eliminating modern slavery in Australia and beyond.

Working in partnership with stakeholders

We collaborate with a range of stakeholders, including migrant workers, government, non-government and industry partners, to identify and prevent modern slavery. Highlights of our collaboration activities during the reporting period are detailed below.

Research and policy

In addition to delivering programs and services that tackle modern slavery in all its forms, we participate in a range of research and policy initiatives that help strengthen Australia's modern slavery policy response. Our research draws on our extensive history of supporting survivors of modern slavery in Australia and those at risk of exploitation.

Highlights of our research participation during the reporting period included:

- **Understanding the support needs and experiences of sexual exploitation victims/survivors.** Australian Red Cross and Project Respect collaborated with the Australian Institute of Criminology (AIC) to build a qualitative picture of the support and service needs of people who have experienced sexual exploitation, particularly in commercial settings. The research involved the analysis of case management records for 50 female-identifying victim-survivors of sexual exploitation in Australia, and interviews with 12 caseworkers. The online launch of the report occurred in November 2023 and included the findings from the study, which described the complex and co-occurring support needs of victim-survivors and the barriers to support provision in Australia.

- **Exploring family inclusive support options in situations of forced marriage in Australia.** Australian Red Cross commissioned a scoping study exploring the benefits of inclusion of families in responses to forced marriage in ways that are safe and supported. The results of the study will continue to inform our responses to people who have experienced, or at risk of, experiencing forced marriage in Australia.

Australian Red Cross also provided submissions to a range of government enquiries on modern slavery, including:

- **National Action Plan Action item #27 – availability of state and territory schemes to victims and survivors of modern slavery.** Australian Red Cross drafted a confidential submission to Attorney General's Department on client experiences in accessing state and territory victims of crime financial assistance schemes, highlighting measures that could make the schemes more equitable and accessible for victim-survivors.
- **Legal and Constitutional Affairs Legislation Committee Inquiry into the Modern Slavery Amendment (Australian Anti-Slavery Commissioner) Bill 2023 [Provisions].** Australian Red Cross submitted a letter to the Legal and Constitutional Affairs Legislation Committee inquiry into the Modern Slavery Amendment Bill 2023 supporting the establishment of an Australian Anti-Slavery Commissioner. Australian Red Cross has advocated for the establishment of an independent federal Anti-Slavery Commissioner for many years. There is a critical role for an independent Commissioner in actively overseeing, promoting and supporting a nationally consistent response to modern slavery that is centred on victim-survivors and those at risk. An independent Commissioner would further strengthen Australia's commitments to ensure effective prevention mechanisms against modern slavery; to protect, support and assist victim-survivors; to improve collaboration within and across sectors at the federal, state and territory levels; and to embed meaningful engagement of people with lived experience and affected communities.

- Australian Law Reform Commission (ALRC) Issues Paper: Justice responses to sexual violence in Australia. In response to an ALRC call for submissions in May, Red Cross highlighted the [Sexual exploitation in Australia: Victim-survivor support needs and barriers to support provision](#) Research Report which responds to and provides recommendations relating to support needs of victim-survivors of sexual exploitation.
- Department of Home Affairs Consultations on increased visa protections for migrant workers seeking redress. Australian Red Cross participated in four workshops and a wrap-session when the Department of Home Affairs brought together key stakeholders to provide their feedback on the design of a visa protections framework that will be tested through two pilot programs.

Australian Red Cross is also a member of different consultative bodies, working groups and advisory panels that influence policy changes and responses to modern slavery in Australia, including the:

- National Roundtable on Trafficking and Slavery Working Group to Update the Guidelines for NGO's Working with Trafficked People, and
- Forced Marriage Civil Society Consultation Group (FMCSG) convened by the Attorney General's Department to inform and guide the work around enhancing Civil Protections and Remedies on Forced Marriage.

Lived Experience engagement

Australian Red Cross is committed to embedding lived experience in the design and delivery of the Support Program and our actions to promote a whole-of-community approach to addressing modern slavery. During the reporting period, Australian Red Cross has progressed lived experience engagement activities and supported several government and external requests to facilitate, collaborate or co-lead lived experience engagement including supporting:

- The Attorney-General's Department in the development of a Victim and Survivor Engagement and Empowerment Strategy to engage effectively with victims-survivors and empower them to share their lived experience to inform policies, programs and partnerships to combat modern slavery in Australia.
- The Attorney General's Department Forced Marriage Sub-Committee in consultations on the model to enhance civil protections and remedies for people who have experienced, or are at risk of, forced marriage.
- The Migrant Justice Institute in the development and dissemination of a national survey of temporary visa holders to improve understanding of their experiences of workplace exploitation in Australia. Australian Red Cross assisted by identifying and supporting participants involvement in the sessions.
- The Attorney General's Department National Roundtable on Human Trafficking and Slavery Working Group to Update the Guidelines for NGO's Working with Trafficked People to engage with people with lived experience to support the revision of the Guidelines.
- The Attorney General's Department International and Community Engagement, Modern Slavery and Human Trafficking Branch to engage with people with lived experience to inform the Australian Government's Modern Slavery Website Development User Experience Research.

In Focus – Building knowledge and resilience among at-risk workers

Survivors of modern slavery have advised that to address modern slavery in a work context, we need to ensure that people are aware of their work rights and have safe and trusted channels to report potential exploitation and access support. In March 2023, Australian Red Cross launched the Work Right Hub (the Hub), an online platform designed to empower migrant workers and frontline responders to access support if they, or someone they know, is being exploited at work in Australia. Funded by a Modern Slavery Grant from the Australian Government, the Hub was co-designed in consultation with migrants and frontline responders. Over 16,810 people accessed the Work Right Hub during the year.

During the reporting period, Australian Red Cross continued to expand the Hub with a specific focus on developing materials tailored to the specific needs of international students. International students have been identified as a group at heightened risk of being exploited in the workplace, and if left unaddressed, could lead to modern slavery.

Supported by further funding through the Australian Government's second round of the Modern Slavery Grant, we facilitated consultations with international students and frontline responders working with international students to tailor modern slavery materials to promote awareness, encourage help seeking, and empower response to modern slavery risks.

Australian Red Cross continues to engage with civil society groups, community-based organisations, business, and government agencies to support effective, trauma informed, proactive approaches towards the prevention of and safe response to migrant workers at risk to exploitation at work. During the reporting period, Australian Red Cross worked with a variety of community-based groups, corporations and other stakeholders to promote the Hub and support broader awareness of modern slavery.

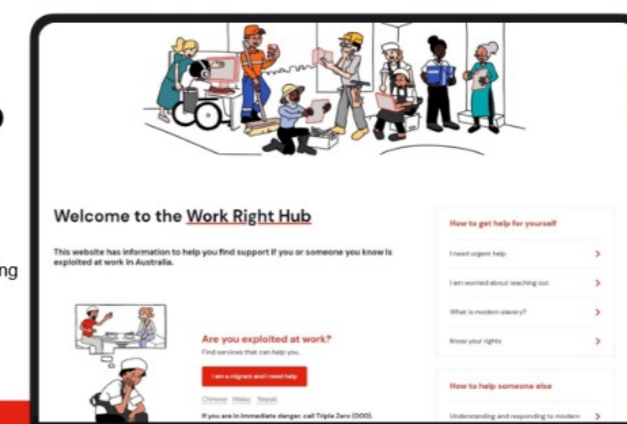
In May, we launched a social media campaign in multiple languages (English, Chinese, Nepali and Malay) to promote the Work Right Hub and increase engagement with its resources and tools. The social ads focussed on indicators of modern slavery including excessive work hours, debt bondage, visa cancellation threats, restricted freedom of movement, and confiscated travel documents. The campaign ran from mid-May through to the end of June and reached 1.5 million with 8.7k link clicks through to the Work Right Hub.



The Work Right Hub

The Hub is a website with information and tools to help migrants find support if they, or someone they know, is experiencing exploitation at work.

The Hub also supports frontline responders to better identify and respond to labour exploitation.



Effectiveness of Actions

Australian Red Cross aims to progressively improve our actions to address modern slavery risks in our operations and supply chain considering where we may cause, contribute or be directly linked to modern slavery, in line with the United Nations Guiding Principles on Business and Human Rights. Our evaluation of these efforts is informed by insights from individuals with firsthand experience of modern slavery.

By integrating this feedback, we aim to target our actions where they will be most effective in identifying, preventing, and responding to risks. To this end, we continue to develop qualitative and quantitative measures to assess the effectiveness of our actions and track our progress.

Key outcomes from this work are captured in the table below.

	Objective	What's working well	Effectiveness measures
Governance & Policy Commitment	Commitment to addressing modern slavery that is reflected in strategy, policies and processes and supported by good governance.	<ul style="list-style-type: none"> Regularly review our governance structure and processes to ensure it supports a cross-organisational approach to addressing modern slavery Review policies and procedures to ensure they reflect strong commitment to addressing modern slavery risks and incorporate consideration of modern slavery risks where applicable Assess the engagement of Board, executive and our people 	<ul style="list-style-type: none"> Six meetings of the Modern Slavery Working Group Four consultation meetings with Lifeblood
Risk Assessment	Understand and address modern slavery risks in supply chain and operations.	<ul style="list-style-type: none"> Monitor modern slavery risk profile and salient risk areas Monitor inherent and residual supplier risk Monitor percentage of suppliers engaged in due diligence Monitor partnership screening processes and their application Monitor our people's confidence in identifying risk 	<ul style="list-style-type: none"> 100% of suppliers asked to acknowledge our Supplier Code of Conduct during onboarding and provided information about identifying and managing modern slavery risk 307 suppliers asked to complete modern slavery due diligence questionnaire 47% of suppliers engaged with supplier due diligence
Act & Remediate	Ensure people are not exposed to modern slavery through our operations or supply chain. Adopt a survivor-centred approach to response and remedy.	<ul style="list-style-type: none"> Monitor our people's confidence in responding to risk. Monitor modern slavery training & capacity building engagement rates. Regularly evaluate the risk and capacity-building processes to ensure they address modern slavery risks effectively. 	<ul style="list-style-type: none"> 828 staff completed modern slavery Speak Up training
Stakeholder Engagement & Grievance Mechanisms	Support a whole-of-community approach to addressing modern slavery & ensure people have access to easy-to-use mechanisms to voice their concerns.	<ul style="list-style-type: none"> Regularly evaluate our feedback channels & response processes Monitor risks/incidents reported through grievance mechanisms and our response process. Engage with survivors for guidance on effective process to identify, respond to, and prevent risk 	<ul style="list-style-type: none"> 32 training sessions to external stakeholders to increase awareness and understanding of modern slavery We led or were involved in seven lived experience engagement initiatives, involving at least 26 people with lived experience of modern slavery.
Reporting & Measurement	Ongoing assessment of the effectiveness of actions informed by lived experience & transparent reporting.	<ul style="list-style-type: none"> Review and benchmark our reporting and measurement practices against third party reports and best practice guidance. Frequency and quality of reporting to Executive and Board. 	



Consultation with entities owned or controlled

Australian Red Cross consulted with Australian Red Cross Lifeblood during the reporting period on its actions to assess and address modern slavery and in the preparation of this Statement. Our established cross-functional group including Procurement, Legal, Partnerships and Strategy, includes members of both divisions. The group consults and collaborates on the requirements of the Modern Slavery Act and the approach of both divisions to addressing the requirements and preparing the statements. In addition to formal meetings, the Australian Red Cross Modern Slavery Lead regularly consulted with Australian Red Cross Lifeblood on an informal basis.

Other information

Continuing our work

Key priorities for FY25 include:

- Review our governance structure to align it with organisational maturity and structure post Australian Red Cross transformation.
- Continuing to work collaboratively with Australian Red Cross Lifeblood to support their progress.
- Embed our revised Procurement Policy with a focus on developing a pre-qualified list of suppliers that have completed onboarding and due diligence process.
- Enhance supplier involvement in onboarding and due diligence processes by increasing follow-up efforts and prioritising engaged suppliers through the pre-qualified supplier list.
- Continue to develop innovative ways to increase awareness and understanding of modern slavery across Australian Red Cross people and communities, including implementing quarterly drop-in session for Australian Red Cross people.
- Update our operational risk assessment process.
- Complete and embed the review of our modern slavery response procedure for supply chain and operations.
- Review and update our key performance indicators and frequency of reporting to Executive and Board.

Resources

As part of our commitment to ending modern slavery, we have developed a vast suite of resources to support people, communities and organisations to address this pressing humanitarian issue.

- [Work Right Hub](#) — information about identifying and addressing workplace exploitation
- [Community Partner: Modern Slavery toolkit](#) — a guide for our community partners
- [Step-by-Step Guide to Understanding Modern Slavery](#) — a guide for businesses and partners
- [Understanding and responding to modern slavery in Australia](#) — a guide for frontline workers and responders
- A suite of [modern slavery resources](#) for community members and frontline workers, developed in August 2019 with funding support from the Department of Home Affairs
- [Support for Trafficked People Program Data Snapshot: 2009 -2019](#) — a summary of program findings
- [Addressing Modern Slavery – A Guide for Australian Businesses](#) — developed in January 2020 in conjunction with students from Ducere Global Business School

Endnotes

1. Article (iv), Royal Charter, 28 June 1941. Prior to incorporation, the Society was an unincorporated Society formed in 1914 as a Branch of the British Red Cross Society.
2. See Walk Free, Global Slavery Index 2021, Country Studies, Australia, <https://www.walkfree.org/global-slavery-index/country-studies/australia/>.
3. Australian Red Cross, Inclusion & Diversity Survey Results, 2023.