



MODERN SLAVERY STATEMENT

2022-23

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In the spirit of reconciliation, genU acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea, and community.

We pay our respect to their Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples.

We are proud to continue our reconciliation journey with the genU Innovate Reconciliation Action Plan, introduced in March 2023.

Artwork copyright Chris Delamont, Wirandjuri/Nari Nari, Riverina, Balnuruwanha 'Take Flight', 2022.



WHO WE ARE

OUR VISION

To build inclusive communities.

OUR MISSION

To create and deliver innovative services and supports that empower people to reach their full potential.

For more than 70 years, genU has been an intrinsic part of our local communities.

genU helps people of all ages and abilities to find jobs, homes, training, support and assistance to lead a fulfilling life, based on their individual circumstances and needs.

Today, genU provides support and services to around 65,000 people a year through our core disability, ageing, training and employment services. We have over 4,200 staff in more than 230 locations across Australia.

OUR VALUES



WELCOMING



INNOVATIVE



SAFE



EMPOWERED



RESPECTFUL

OUR POSITIVE IMPACT AND REACH

Today, genU works with 65,500 people a year through its wide range of services, many of whom access multiple services and programs.



1.08M

Hours of disability service provided to over 5,100 people



4,800+

Candidates placed in temporary or permanent work



15,000+

Job seekers with barriers placed into employment



9,600+

Students trained



93%

Average occupancy of aged care and retirement living



1,030+

Student placements facilitated



290

Volunteers



4,200

Employees



\$10.9M

Reinvested back into the community through capital infrastructure projects



230+

Locations across ACT, NSW, QLD, SA, TAS, VIC and WA

SERVICES WE PROVIDE

Using a client-centric approach, genU provides a range of supports, services, programs, and offerings that individuals can access and move between depending on their changing needs and aspirations.

Some clients have a singular need, while others may engage with numerous genU services throughout their journey with us.

A client may opt to vary their supports, taking the opportunity to build new skills, gain employment or access individual (or group) support when they need it.

By building inclusive communities, genU supports and empowers people so they can reach their full potential.



DISABILITY

- Support coordination
- Accommodation
- Eastern Hub Community Centre
- Lifestyle and participation programs such as art classes, cooking and outdoor programs
- Outreach services
- Individual support services
- Support for carers
- Allied Health
- Psychosocial recovery coaching
- Youth services
- Volunteer services
- Business inclusion corporate partnerships
- School Leaver Employment Services (Pathways)
- Supported employment
- Business Enterprises - Food Services, Seasons cafes, catering and gourmet range, Otway Kitchen, commercial food preparation
- Business Enterprises - Business solutions: Document destruction, commercial laundry, commercial warehousing and packaging
- Business Enterprises - Grounds maintenance, community nurseries



AGEING

- Retirement living
- Residential aged care
- In home support – Home Care Packages, Commonwealth Home Support Program
- Allied Health
- Support for carers
- Outreach services
- Volunteer services



TRAINING

- Training U for Work courses designed for jobseekers
- Accredited and non-accredited short courses designed for upskilling
- Digital and micro credential study modules
- Corporate training programs
- Nationally accredited qualifications
- Childcare and early learning



EMPLOYMENT

- MatchWorks (Disability Employment Services and Workforce Australia contracts)
- IPA recruitment

MESSAGE FROM THE CEO



COMMITMENT STATEMENT

genU's vision of building inclusive communities includes the ongoing development of capabilities and capacity across the organisation, to manage our obligations under the Australian Modern Slavery Act 2018 (the Act) and contribute to the eradication of modern slavery and human rights abuses.

In our fourth year working under the Act, we are proud of the commitment demonstrated by our Senior Leadership Team as they engaged with formal and informal education and training programs to create awareness throughout all levels of genU.

genU acknowledges that human rights issues can occur in our operations and our supply chain. We have developed a strong suite of policies and procedures to help avoid incidents of modern slavery or human rights issues occurring. We are proud of our commitment to diversity and inclusion across our operations and our supply chain.

This, our fourth Modern Slavery Statement, details the framework that controls and records our progress towards identifying and addressing modern slavery risks and maintaining responsible and transparent supply chains.

We acknowledge the United Nations Guiding Principles on Business and Human Rights. We believe that both the Act and these Principles align with our Vision, Mission and core Values.

This Modern Slavery Statement demonstrates the actions undertaken and activities planned to ensure that managing the risk of Modern Slavery is top of mind and ultimately becomes second nature to everyone within genU who transacts with a supply chain.

A handwritten signature in black ink, appearing to read 'Clare Amies'.

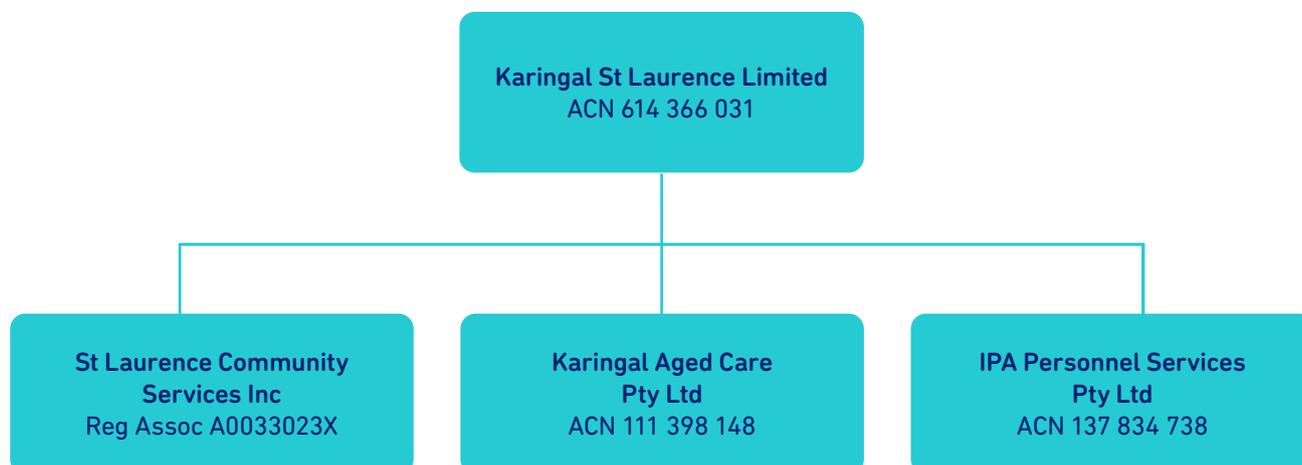
Clare Amies

Chief Executive Officer
Karingal St Laurence Limited (genU)

This statement was approved by the Board of Directors, Karingal St Laurence Limited (genU) on 22 November 2023

OUR ORGANISATIONAL STRUCTURE

The following organisational structure is in place:



Karingal St Laurence Limited (ACN 614 366 031) is a public company limited by guarantee, is registered with the Australian Charities and Not for Profits Commission and conducts its business under various registered trademarks and business names, including genU and MatchWorks, throughout Australia.

The reporting entity's registered office is located at 21-29 Reynolds Road, Highton, Victoria 3216.

Karingal Aged Care Pty Ltd (ACN 111 398 148) and St Laurence Community Services Inc Reg Assoc A0033023X were not operational and did not procure goods and services during the Reporting Period.

IPA Personnel Services Pty Ltd (ACN 137 834 738) (IPA) provides recruitment and labour hire services nationally and was operational during the Reporting Period.

Together, the four entities make up the genU Group. The genU Group is governed and managed by the same Board, Chief Executive Officer and Executive Leadership Team and as a result, all entities owned or controlled by Karingal St Laurence are included in this Statement.

OUR GOVERNANCE STRUCTURE

CORPORATE GOVERNANCE

Karingal St Laurence Limited is committed to proper and effective corporate governance arrangements. As a registered charity regulated by the Australian Charities and Not-for-Profit Commission (ACNC), Karingal St Laurence applies the ACNC Governance Standards and in applying them, is guided by the Not-for-Profit Governance Principles established by the Australian Institute of Company Directors.

The Karingal St Laurence Board has overall responsibility for the financial performance of the genU Group and the achievement of its founding purpose. The Karingal St Laurence Board recognises its role in overseeing the determination and implementation of policies and processes that reflect good corporate governance aligned with the ACNC Governance Standards, its contractual commitments and stakeholder expectations that, together with our Values, inform and guide the organisation.

The Karingal St Laurence Board Charter is available under Governance on the genU website at genu.org.au.

RISK MANAGEMENT APPROACH

Karingal St Laurence Limited has a risk management process in place consistent with the International Risk Management Standard (ISO31000:2018) and an internal control system that enables the Executive to understand, manage and satisfactorily control risk exposures.

The Board of Directors has continued oversight of the risk profile of Karingal St Laurence and confirms the profile has been critically reviewed within the last 12 months.

KEY POLICIES

The genU Group has numerous policies, guidelines, procedures, committees and working groups in place that outline and fulfil our enforcement of human rights and which advance and support a diverse and inclusive workforce. Key examples of such policies include:

- genU Code of Conduct
- Procurement and Purchasing Policy
- Contract Review and Execution Checklist
- Risk Management Framework
- Supplier Code of Conduct and Declaration.

In particular, genU's labour hire organisation IPA has committed dedicated resources, policies, procedures and governance arrangements in place to ensure that at all times, on hire employees receive at least their minimum entitlements under the National Employment Standards and applicable modern awards. IPA also engages people to actively ensure the fair and equitable treatment of employees, including compliance with the Fair Work Act 2009 (Cth) and related Federal and State legislation.

OUR BUSINESS AND SUPPLY CHAIN

The genU Group has continued to invest in dedicated software (Informed 365) that assists us to identify and mitigate the risks of modern slavery in our supply chains. This program automatically issues questionnaires to suppliers and profiles the risks of modern slavery based on three key metrics: country, industry and overall. It further provides genU with monitoring and alerts of emerging issues with our supply chain to enable the organisation to manage future risks. As part of our partnership with Informed 365, genU is proud to be one of the founding members of the For Purpose Consortium. This Consortium is a group of like-minded not-for-profit entities that have also partnered with Informed 365 to help profile supply chain risks of modern slavery.

Registered commercial entities that provide the genU Group with goods and services to the value of no less than \$150,000 in any given financial year, or to a value of no less than \$50,000 for at least three continuous years, are known as 'Continuous Suppliers'. These suppliers have been engaged by the Procurement Team to complete our Modern Slavery Questionnaire, and any new Continuous Suppliers are required to complete the Modern Slavery Questionnaire prior to an agreement being signed.

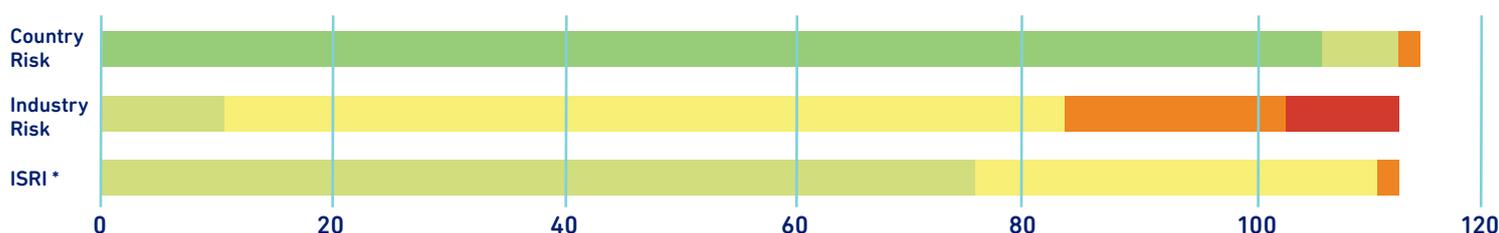
We identified 120 Continuous Suppliers who operated during the reporting period.

Of the 120 Continuous Suppliers surveyed, 65 have completed the Modern Slavery Questionnaire. A further 22 Continuous Suppliers have started the Modern Slavery Questionnaire, showing intent to comply. We currently have a supplier response rate of 54%, considerably higher than the overall response rate of 44% of the For Purpose Consortium.

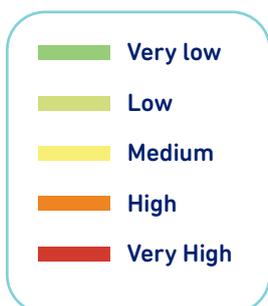
The chart below profiles the Continuous Suppliers who have completed the Modern Slavery Questionnaire, providing the genU Group with a level of comfort around their willingness to work with the genU Group to identify and eliminate serious human rights issues.

The genU Group is exposed to very low levels of risk of modern slavery based on the country our suppliers operate from, a medium level of risk based on their industry of operations, and a low to medium risk based on the Informed 365 overall risk index. This risk summary is in line with the outcomes from previous reporting periods.

RISK SUMMARY



* I365 Slavery Risk Index (ISRI)



RISK ASSESSMENT AND DUE DILIGENCE

The genU Group engages major suppliers and providers through a tender process to render any goods/services to our organisation. As part of this rigorous process, all suppliers are required to complete several requirements including social responsibility, diversity and modern slavery, which are all considered when selecting the supplier for the contract. The successful applicant must then submit responses to the Modern Slavery Questionnaire prior to commencing any work with the genU Group.

STAFF TRAINING AND AWARENESS

genU is exposed to very low levels of risk of modern slavery based on the country our suppliers operate from, a medium level of risk based on their industry of operations and a low to medium risk based on the Informed 365 overall risk index.

However, the level of risk based on the industries we source from increase due to the known risks of modern slavery existing in the following supply chains:

- Information technology
- Office furniture
- Office supplies
- Clothing and household goods
- Medical personal protective equipment.

The genU Group has modern slavery principles embedded into all procurement processes. genU has created an internal training module called Modern Slavery – Slavery in the 21st Century. This module is completed by the below team members within the organisation:

- all members of our Senior Leadership Team
- all managers
- all staff who either raise and approve purchase orders or are a contract manager.

CURRENT ACTIONS TAKEN

As part of the genU Group's commitment to managing modern slavery risks in our operations and supply chain, our Modern Slavery Plan has incorporated short, medium, and long-term actions to improve our management of potential modern slavery risks.

Actions progressed during this reporting period include, but are not limited to:

- A risk assessment checklist to identify modern slavery risks within genU incorporated into our contract review and execution checklist.
- Assessment undertaken of the genU Group's stakeholders to determine which suppliers should be engaged around modern slavery.
- Redevelopment of the Procurement and Purchasing Policy to determine the engagement required with suppliers based on the level of risk.
- Improved staff training to ensure awareness of modern slavery risks, specifically for those involved with procurement processes such as tender panel members and contract managers.
- Digital investment, including commencing implementation of a new finance and purchasing system, to move towards increased centralisation and management of procurement across the organisation.

FUTURE PLANS

We are working on broadening and enhancing our analysis and training of our supply chains against modern slavery values whilst looking at ways to strengthen our internal controls.

The genU Group anticipates that in the next reporting period many initiatives will be implemented including:

1. Centralisation of our procurement and purchasing teams. This will ensure that team members dealing with suppliers on a regular basis are well versed in modern slavery principles and requirements and can pinpoint risks quickly and effectively.
2. Complete implementation of the new finance and purchasing system.
3. Modern Slavery Plan enhanced to include medium and long-term actions to manage and mitigate any modern slavery risks within the suppliers engaged by genU.
4. Modern Slavery Risk Register developed to track and manage all modern slavery risks identified within the genU Group.
5. Broadening the current supplier base that is required to complete our Modern Slavery Questionnaire to all suppliers engaged by the genU Group that we pay over \$50,000 a year to.

CONCLUSION

The genU Group remains steadfast in our commitment to combat modern slavery and human trafficking. This Statement reflects our ongoing efforts and dedication to transparency, ethics, and social responsibility. Through meticulous process review and reform, we will continue to work diligently to ensure that our operations and supply chains are free from any form of modern slavery.

**THANK YOU FOR READING GENU'S
MODERN SLAVERY STATEMENT.**

If you have any questions about
the information contained in
this statement, please contact:
companysecretary@genu.org.au

genU Karingal St Laurence

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