

# MODERN SLAVERY STATEMENT FY20

Cricket Australia acknowledges that freedom from slavery is a fundamental human right.

We are committed to taking steps to identify, assess and mitigate modern slavery risks in our business operations and supply chains. We take this legal and ethical obligation extremely seriously.

Our report on these steps is in line with the requirements under *The Modern Slavery Act 2018*.

The term 'modern slavery' is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom.

The Act defines modern slavery as including eight types of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and child labour.

While modern slavery can occur anywhere, certain industries, products, services, geographic areas and entities may have higher risks of modern slavery due to their characteristics, nature and processes.



CRICKET AUSTRALIA

# CRICKET IS A SPORT FOR ALL

Cricket Australia (CA) is the governing body for professional and amateur cricket in Australia and its registered office and main office is in East Melbourne, Victoria. Originally formed in 1905 as the 'Australian Board of Control for International Cricket', it is a not-for-profit organisation and is a foundation member of cricket's world governing body, the International Cricket Council.

CA operates all the Australian national representative cricket sides, including the Men's, the Women's and Youth sides, and is also responsible for organising and hosting Test tours and One Day Internationals with other nations, as well as scheduling the home and international fixtures. CA works in partnership with state and territory cricket associations and supports the development and growth of cricket in the community.

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

T20 World Cup 2020 Ltd – the local organising committee for ICC Women's World Cup Tournament (2020) and the ICC Men's World Cup Tournament (2022) – and CA are related bodies corporate.

This modern slavery statement was prepared in consultation with T20 World Cup 2020 Ltd.



CRICKET  
AUSTRALIA



There are more than 300 employees at CA. Our locations include the main office in East Melbourne, Victoria, the Bupa National Cricket Centre in Brisbane. Assorted employees are also located in the offices of state associations.

# STRUCTURE AND OPERATIONS



## ELITE LEVEL COMPETITIONS AND PROGRAMS

Managing national elite level cricket, including training and logistics for national team players and match officials, management of training facilities, and payment of contracted national players and match officials.



## FUNDING AND SUPPORT FOR STATE /TERRITORY CRICKET ASSOCIATIONS

CA provides grants to state and territory cricket associations pursuant to the Australian Cricket Funding Model.



## TOURNAMENTS AND EVENTS

Staging elite cricket tournaments and events including international cricket series, domestic cricket leagues and cricket pathway carnivals.



## FAN ENGAGEMENT, LICENSING AND MERCHANDISE

Retaining and growing our audiences across formats and driving deeper fan experiences, ticket and merchandise sales and revenue, viewership, participation registrations and love of the game.



## SUPPORT FOR COMMUNITY CRICKET

Development and support of grassroots cricket through establishment of participation programs, and providing training, resources, technology, infrastructure and financial grants to support community volunteers, clubs and associations.



## MEDIA AND BROADCAST CONTENT AND SUPPORT

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

While most of our direct supply chain expenditure is in Australia, a small number of our suppliers are based overseas in countries such as India and Denmark. We also acknowledge that our suppliers' supply chains include some involvement from overseas organisations.

# CA SUPPLY CHAINS



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



GARMENT SUPPLIERS  
(APPAREL AND MERCHANDISE)



SPORTS EQUIPMENT  
SUPPLIERS



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



TRAVEL AND  
ACCOMMODATION  
PROVIDERS



FREIGHT AND  
LOGISTICS



BROADCAST AND  
PRODUCTION



ADVERTISING, MARKETING AND  
PROMOTIONAL SERVICES



TROPHIES  
AND AWARDS



OFFICE AND FACILITY  
SERVICES AND SUPPLIES  
INCLUDING CLEANING



INFORMATION TECHNOLOGY,  
SOFTWARE AND HARDWARE

# THE RISKS OF MODERN SLAVERY PRACTICES IN THE OPERATIONS AND SUPPLY CHAINS

Based on our actions to date, CA considers that the risk of modern slavery in our direct supply chains is low. Despite this, we have identified some risks in our supply chains that relate mostly to specific industries, products and geographic regions.

CA obtains goods and services from suppliers in industries with elevated modern slavery risks including cleaning and medical products and services, security services, garments and branded merchandise, computer, technology and audiovisual services/equipment and office supplies/equipment. The risks associated with these industries include poor worker conditions, health and safety, child labour and modern slavery, especially where they occur in countries with poor human rights track records.

We are aware that several of our suppliers (including those that are Australian-based) source goods and services from overseas regions that are also recognised by the Global Slavery Index and other NGOs as having a higher risk of modern slavery, such as China and India.

We are dedicated to gaining a better understanding of modern slavery risks related directly to our business and our supply chains.



# ACTIONS TAKEN TO ASSESS AND ADDRESS THESE RISKS, INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES



## CLARIFYING SUPPLY CHAINS

In 2019, CA began analysing our supply chains to enhance our understanding of our suppliers and the modern slavery risks present in their supply chains. This process includes:

- Engaging an independent modern slavery consultant to conduct a pilot review of a broad cross section of our supplier base for modern slavery risks;
- Developing modern slavery risk assessment criteria;
- Developing a supplier questionnaire to gather data from our current and future major suppliers, to help us identify where in our supply chain potential modern slavery risks might exist and prioritise our responses.



## ESTABLISHING A DEDICATED WORKING GROUP

CA has established a dedicated working group to review and improve our internal processes that manage modern slavery mitigation.



## DEVELOPING EDUCATION FRAMEWORKS

CA has begun briefing relevant members of our organisation's obligations under modern slavery legislation.

Our Modern Slavery Working Group is currently developing an education framework to increase organisational awareness of the risks of modern slavery in our operations as well as our reporting obligations.

# ACTIONS TAKEN TO ASSESS AND ADDRESS THESE RISKS, INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES



## IMPLEMENTATION AND ENFORCING POLICIES AND PROCEDURES

CA has well-established contracting and procurement policies that are supported by in-house Legal and Procurement teams. We have developed standard contract terms that comply with modern slavery laws, which will be inserted into contracts with those suppliers that are considered to have higher risks of modern slavery in their supply chains.

Our Modern Slavery Working Group are working to strengthen our due diligence and supplier screening processes. For example, we are incorporating aspects of our modern slavery questionnaire into our Request for Proposal documentation and review processes.

We also have a Whistleblower Policy, which provides a channel for concerns and grievances to be raised anonymously by our employees and third parties.



## CONSIDERATION OF A SUPPLIER CODE OF CONDUCT

CA is reviewing the need for a Supplier Code of Conduct to ensure that our suppliers are aware of and remain compliant with our standards and expectations.



## ENSURING GOVERNANCE

CA has a dedicated Audit and Risk Committee (ARC) comprising several CA Directors. The ARC oversees our risk management, compliance frameworks and assurance processes used to assess the effectiveness of identified risk mitigation strategies. The ARC will review our response to risks of modern slavery periodically.

# ASSESSMENT



Based on actions undertaken to date, CA is not aware of any specific instances or specific material risks of modern slavery in our direct supply chains. We have started to implement a formal process to review our policies, processes and frameworks associated with our response to modern slavery risks.

This process will involve regular engagement with our internal stakeholders and clear reporting milestones, to ensure that we are effectively identifying and addressing modern slavery risks in our supply chains.

This statement was approved by CA's Board of Directors on 18 March 2021.



Earl Eddings  
Chair