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The Kids Research Institute Australia acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land and waters of Australia. We also acknowledge the Nyoongar, Wadjuk, Yawuru, Kariyarra and Kaurna Elders, their people and their land upon which the Institute is located and seek their wisdom in our work to improve the health and development of all children.

1. INTRODUCTION

The Commonwealth Modern Slavery Act 2018 came into effect on 1 January 2019. The Act established a national modern slavery reporting requirement for organisations with annual consolidated revenue of at least AUD\$100 million. This requirement encourages Australian organisations to identify and address their modern slavery risks and maintain responsible and transparent supply chains. Entities required to comply with the reporting requirement must prepare annual Modern Slavery Statements. This is The Kids Research Institute Australia's fifth Modern Slavery Statement and the fourth issued under the Modern Slavery Act 2018.

Modern slavery is defined in the *Modern Slavery Act (Cth) 2018* as including eight forms of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour services; and the worst forms of child labour.

The issue of modern slavery goes to the heart of The Kids Research Institute Australia's vision of "Happy Healthy Kids" because globally one in four of the estimated 50 million victims of modern slavery are children.

It is everyone's responsibility to mitigate the risks of modern slavery through a persistent and collaborative approach involving employees, contractors, and other organisations on the same path. The Kids Research Institute Australia recognises this responsibility and is determined to minimise its footprint in the entrenched global network that is modern slavery.



¹The Global Slavery Index (GSI) 2023 produced by the International Labour Organization (ILO), Walk Free, and the International Organization for Migration (IOM)

2. ABOUT THE KIDS RESEARCH INSTITUTE AUSTRALIA

2.1 OUR ORGANISATION

The Kids Research Institute Australia (The Kids) was officially opened in 1990 and has grown into one of the largest and most successful medical research institutes in Australia. The Kids is comprised of a dedicated and diverse team of over 1,200 staff, students and honorary researchers.

In 2024, The Institute undertook a key rebrand to better reflect our evolving mission and vision for the future. Our new name "The Kids Research Institute Australia" clarifies our focus on children's health, incorporating "Australia" into our name helps to position the Institute on a national level. The rebrand also reflects on the growing scope of our research providing opportunity for further collaboration, partnerships and now better aligns with our strategic direction.

In conjunction with our new name and brand, 2024 brought a new Strategic Plan 'Research Reimagined'. This Plan sets out the blueprint for how we work to achieve our vision of Happy, Healthy Kids and defines "Our Purpose" to find solutions to improve the health and happiness of children and young people. Our new strategy centers around our focus, impact and how we will thrive in years to come while working through our values of Collaboration, Courage, Evidence and Respect.

The Kids is an independent Australian not-for-profit public organisation and is a charity registered with the Australian Charities and Not-for-Profits-Commission (ACNC) (ABN 86 009 278 755). The Kids does not wholly own or control any other entities and is not part of a larger group, so no related consultation was required to produce this Statement. Our financial year runs from 1st January to 31st December and for the 2024 financial year our total operating revenue was over AUD\$100 million.

2.2 OUR STRUCTURE

The Kids is governed by an eminent and highly skilled Board of Directors who all give their time voluntarily and work together to guide the overall business of the Institute, bringing a diverse range of experience from government (State and Commonwealth), academic and community sectors plus business and research organisations with substantial global reach.

The Board is Chaired by Naomi Flutter, the Executive General Manager, Corporate Affairs at Wesfarmers Ltd. Naomi brings extensive leadership experience across a diverse range of sectors.



JULIE BISHOP, CHAIR until July 2024



NAOMI FLUTTER, CHAIR from July 2024



JONATHAN CARAPETIS AM



HON BEN WYATT



JANE MUIRSMITH



JOZEF GÉCZ



NICOLE O'CONNOR



ED BOSTOCK



BRENDAN CRABB AC

Under the leadership of Executive Director Prof Jonathan Carapetis, the <u>Institute's Executive team</u> is responsible for the overall management and strategic direction of the Institute to enable it to achieve its strategic vision, goals and priorities.

2.3 OUR OPERATIONS



The Kids head office is based within the Perth Children's Hospital (PCH) on the QEII Medical Centre campus in Nedlands, Western Australia. The Kids also has research teams based at other locations including Joondalup, the Kimberley (Broome), the Pilbara (South Hedland), Cockburn and Adelaide, South Australia.

Our research is broadly organised into key themes relating to child health: Early Environment, Brain and Behaviour, Chronic and Severe Diseases and Indigenous Health. The Indigenous Health research theme integrates the needs of Indigenous families and children into all relevant areas of our work. Improving the health and wellbeing of Indigenous children and families is an overarching priority for every program and team at the Institute.

Other key elements of our operations include:

- Supervision and experience for students
- Provision of specialist research services and equipment
- Integration of research into clinical practice (e.g. CliniKids)
- Fundraising and development
- Community engagement
- Education and outreach
- Commercialization and innovation



Our national and international collaborative networks enable the ongoing development of medical research capacity as we work together to improve the lives of children in key areas. We are focused on training the next generation of child health researchers with 168 Honours, Masters, PhD and Doctor of Medicine students, sharing our state-of-the-art facilities, equipment, technology and expertise to benefit child health and development research worldwide.

Our annual <u>Impact Report</u> provides a full summary of the ways in which our research is making a real difference to children, young people, families and communities across the world. Recent examples of our research impacts include:

- Prevention of respiratory syncytial virus (RSV) is now a real possibility thanks to the rollout of an immunisation program backed by a decade's worth of epidemiological research led by The Kids Research Institute Australia.
- Formative research undertaken by The Kids Research Institute Australia has helped inform tough new laws introduced by the Federal Government to reduce the harm caused by vapes.
- More than 80,000 Australian children are expected to benefit from a trial being rolled out to 700 childcare centres across the country that aims to boost declining physical activity levels.
- A world-first program for babies with differences in their social and communication skills is aiming to help parents and caregivers better understand the different ways their child communicates.
- A program aimed at raising awareness of the dangers of a chronic wet cough in Aboriginal children has been extended to 14 remote and regional towns in Western Australia - thanks to a partnership between The Kids Research Institute Australia and Cystic Fibrosis WA.



2.4 OUR SUPPLY CHAIN

Our supply chain consists primarily of research and consultancy service providers and contractors who supply products and services that support the research, our facilities and operations.

Key products purchased include laboratory and scientific equipment and consumables, ICT infrastructure, facilities consumables, and office consumables.

Key services purchased include research and consulting services, equipment servicing, facilities management services (including cleaning, waste disposal, repairs, and maintenance), travel services, ICT services, energy, software and delivery services.

3. IDENTIFYING MODERN SLAVERY RISKS

To identify risk areas related to modern slavery, the Institute conducts an assessment of its operations and supply chains. This involves mapping procurement categories, evaluating supplier locations and industries, and reviewing labour practices—particularly in high-risk sectors such as cleaning, catering, building & maintenance trades, and overseas research collaborations. The process includes consultation with legal and procurement teams, supplier due diligence, and the use of risk assessment tools to flag potential vulnerabilities. Findings inform targeted actions, such as contract reviews, supplier engagement, and staff training.

The Institute has identified the following key areas in our operations and supply chain where there is an elevated risk of modern slavery or new modern slavery risk factors are present.

3.1 OUR OPERATIONS

- **Our people** including workers from diverse backgrounds and across various skill levels plus students, volunteers and honorary researchers.
- **Overseas operations** including research conducted abroad with overseas collaborators, especially collaborators from high-risk geographies.
- **Investments** being surplus Institute funds invested in organisations that do not adequately assess, understand, and address risks of modern slavery in their operations or supply chains.
- **Donations and partnerships** being funds from and implicitly endorses organisations that do not adequately assess, understand, and address risks of modern slavery in their operations or supply chains.

3.2 OUR SUPPLY CHAINS

- **Engagement of contractors** including contractors we engage do not adequately assess, understand, and address risks of modern slavery in their operations or supply chains.
- **Procurement of higher risk goods and services** including the supply chains involved in the development of these goods and services do not adequately assess, understand, and address risks of modern slavery in their operations or supply chains.

4. ASSESSMENT OF MODERN SLAVERY RISKS

4.1 OUR OPERATIONS

Our People

The Institute's staff, students, volunteers and honorary researchers are predominantly based in Australia. Per the Global Slavery Index 2023, the prevalence of modern slavery in Australia is low (1.6 per 1,000 population) and its vulnerability to modern slavery is also low at 7%, with a high government response score of 67%. Furthermore, the Institute's recruitment processes, and employment standards are aligned with Australian legal and ethical obligations, including the *Fair Work Act 2009*. Salaries and benefits are supported by relevant awards and industrial instruments, and further reinforced by our internal policy framework, including the *Hours of Work Policy and Recruitment Procedure*.

Further, the Institute has a host of support mechanisms in place to further support the health and wellbeing of our workforce, explored further in **Section 5**.

Overseas operations

The majority of the Institute's overseas activities and projects relate to research being conducted abroad with research collaborators. The Institute collaborates with researchers around the world, with active research collaborations in countries such as the United Kingdom, Belgium, Ethiopia, Tanzania, Zambia, Rwanda, Nigeria, Fiji and Solomon Islands in 2024. The operations and supply chains in some of these geographies evidently attract higher risk factors for modern slavery, so these collaborations are subject to due diligence and an appropriate contractual framework to mitigate these risk factors.

Investments

In lieu of independently managing our investments, the Institute engages a sustainability-focused investment management organisation to guide our investment decisions.

This organisation conducts modern slavery reviews of the entities they engage with, which complements the Institute's own due diligence processes and policy requirements.

Environmental, Social, and Governance (ESG) considerations are integrated into our underlying investment decisions. However, the implementation of these considerations remains challenging due to the limited number of jurisdictions with mandatory modern slavery reporting requirements.

Donations and partnerships

The Institute actively seeks and accepts donations and partnerships from Australian and international-based donors to ensure a sustainable approach to funding is achieved and maintained. The Institute understands its responsibility and accountability for ensuring that donations and partnerships are derived from ethical sources. The Institute's risk assessment procedure for donations includes assessing donors for links to modern slavery and human rights issue.

4.2 OUR SUPPLY CHAINS

Engagement of contractors

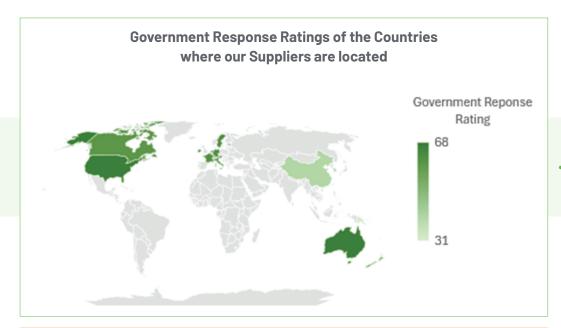
The Institute engages with many contractors across different sectors and geographies. During the 2024 financial year, the Institute directly engaged 1,141 contractors (a decrease from 1,207 in 2023). 91% of our contractors in 2024 were Australian based contractors (consistent with 2022 & 2023). As assessed by the Global Slavery Index 2023, Australia has a low prevalence of and vulnerability to modern slavery, together with active government responses to dealing with issues. However, such indications must not lead to complacence since Australia still has an estimated 41,000 victims of modern slavery per the Global Slavery Index 2023.

The Institute's online supply chain questionnaire with the CSR platform continues to collect modern slavery information about our key contractors, including the following:

- 11% of respondents have a consolidated revenue above \$100 million and report under the Modern Slavery Act.
- 34% provide human rights and modern slavery training to their staff.
- 41% have an established policy in place that covers human rights and modern slavery and 9% have plans to develop one in the next 12 months, although 35% had no current plans as there is no requirement under the Modern Slavery Act for them to do so.
- 12% of respondents reported that their organisation's Modern Slavery risk assessment goes beyond (first level) contractors of organisation partners. This is an area the Institute is keen to progress within our own supply chain.

The following maps indicate ratings from the countries the Institute sources its goods and services from in relation to the following estimates from the 2023 Global Slavery Index:

- Government response rating
- Vulnerability to modern slavery
 Prevalence of modern slavery



Government response rating



Vulnerability to modern slavery



Prevalence of modern slavery The following table provides the percentage of total spend for the Institute's key international contractors highlighted on the maps above:

Country	% Total 2024 Spend
United states	2.91%
United Kingdom	2.10%
Canada	0.57%
Sweden	0.34%
Singapore	0.31%
Papua New Guinea	0.15%
Netherlands	0.06%
Germany	0.05%

The assessment of contractor risk in terms of geography enabled us to identify our highest risk contractor from a country perspective, similar to 2023 we have identified the Papua New Guinea as very high risk (where the prevalence of modern slavery 10.3 per 1,000), The Institute's spend in Papua New Guinea accounted for 0.15% of the total spend and relates to research collaboration with a medical research institute and was subject to appropriate due diligence and a contractual framework.

• Procurement of higher risk goods and services

From a goods and services perspective, the Institute's greatest areas of expenditure fall into the following five broad categories:

1. People related spend (including salary reimbursements, scholarships and recruitments costs): 17% of total spend

2. Consultancy services: 13% of total spend

3. Research Services: 10% of total spend

4. Laboratory Consumables: 10% of total spend

5. IT Services: 8% of total spend.

These spend categories are not linked to high-risk profiles in relation to modern slavery, but key contractors in these categories were subject to modern slavery due diligence due to the related level of spend.

Outside of the top 5 spend categories, the Institute also purchased goods and services from the following higher-risk categories therefore the key contractors in these categories were also subject to appropriate modern slavery due diligence: cleaning, facilities repairs and maintenance, IT Hardware, coffee and merchandise.

5. ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

With reference to the Institute's key identified modern slavery risk exposures, the following actions have been taken.

Concerns regarding human rights or modern slavery risks can be raised in accordance with the Institute's Safeguarding Policy, Safeguarding Incident Response Procedure, Grievance Handling Policy, Feedback and Complaints Procedure or Whistleblower Policy.

5.1 OUR OPERATIONS

Our workforce

In addition to the Institute's robust recruitment processes, compliance with all applicable employment laws and established policy and procedure framework outlined in **Section 4** above, the Institute supports its staff's mental and physical wellbeing through a variety of initiatives, including training programs, wellbeing workshops, walks, yoga, social events, education style seminars, mentoring services and the provision of an employee assistance program.

The Institute offers a supportive and flexible workplace for those balancing families and other responsibilities with their careers, and strives to ensure our work environment is safe, family-friendly, environmentally friendly, and culturally sensitive with equal opportunity for all. The Institute embraces modern ways of working, with a focus on flexibility, adaptability and teamwork.

Overseas operations

The majority of the Institute's overseas activities and projects relate to research being conducted abroad with research collaborators. These projects are actively monitored throughout the life of the project, through a series of processes and controls including:

- Research governance controls (including research governance review and approval prior to commencement including ethics);
- Ongoing monitoring of research projects;
- · Procurement controls (including contractor checks, contract reviews); and
- Financial controls (including delegation of authority, segregation of duties, reporting, EFT and acquittal controls).

Details of projects to be undertaken are captured in collaboration agreements which are rigorously reviewed prior to execution and stored in the Institute's contract register. Furthermore our contract template for collaboration and research agreements now includes a clause articulating our requirements in relation to modern slavery. Active project and contract monitoring provides opportunities for greater oversight of overseas activities, for issues to be identified and proactively managed, and ensures desired research outcomes are met.

Our investments

The Institute's investment policy statement clearly stipulates the requirement for a mission based / socially responsible investment strategy wherever direct investments are made, including requirements around human rights, child labour, anti-competitive practices and environmental responsibility that need to be upheld.

Our investment advisers annually facilitate the completion of modern slavery questionnaires on behalf of their clients and recognise the importance of raising awareness of modern slavery and promoting the adoption and awareness of good practices by businesses. They have a Board approved modern slavery policy in place and conducted a formal modern slavery risk assessment of their top 250 direct operational suppliers.

Our donations and partnerships

Making ethical decisions regarding potential donations and partnerships requires sensitivity and a practiced method for exploring a wide range of factors relevant to the arrangement.

The Institute has developed a Donations and Partnerships Decision-Making Framework to:

- Encourage a robust, considered and consistent approach to evaluating all relevant aspects of potential donations or partnerships;
- Integrate adequate and proactive stakeholder engagement to inform decision-making;
- Ensure decisions regarding philanthropic support are aligned with the Institute's mission, vision and values; and
- Enable a sound, transparent and defensible position to explain decisions when requested.

Fundamental to the application of the Framework is the consideration of a series of risk assessment criteria which includes consideration of relevant geographical and political risk factors, including human rights and modern slavery risks associated with any potential donation or partnership.

5.2 OUR SUPPLY CHAIN

Although it is recognised that modern slavery can be hidden within a supply chain beyond an organisation's key contractors, the Institute's focus remains on understanding the modern slavery mechanisms that our key contractors have in place to manage their supply chains.

Outlined below are the key actions taken to manage the supply chain risks of modern slavery to date:

- The Institute's Procurement Policy mandates that all major purchases are to be managed via the Institute's Procurement team who are committed to ethical sourcing (supported by annual ethical training via the Chartered Institute of Procurement & Supply and evidenced by the robust and transparent processes and the due diligence undertaken) and work with contractors to improve their social and environmental practices.
- Key contractor engagement, contract, and relationship management to increase transparency of their supply chains.
- Due diligence on contractors during relevant procurement processes and prior to onboarding new contractors.
- Annual contractor mapping analysis to identify the Institute's highest-risk contractors in terms of location and category of spend.
- Continued monitoring our supply chain via the online CSR platform where contractors upload their
 information and share with all relevant organisations. The Institute has furthered its ability to
 monitor our supply chain by instigating the adaption of the CSR platform into the AAMRI (Association
 of Australian Medical Research Institutes) Procurement Network members working group. This
 collaboration is expected to have a positive outcome on our contractor response rates.
- Implementation of media monitoring capability.
- The Institute also initiated the process of expanding our internal training to external high risk contractors.
- All Institute procurement contract templates incorporate modern slavery clauses.
- All Request for Proposal (RFP) processes conducted by Procurement specifically ask providers about their approach to modern slavery as part of the weighted corporate social responsibility criteria, and this is also recommended in our Request for Quote (RFQ) document that all staff have access to.

5.3 WHOLE OF INSTITUTE

The issue of modern slavery extends beyond the key risk areas identified, with efforts undertaken at a whole of Institute level to raise awareness of and improve the rigour with which we monitor and manage the risks of modern slavery. Examples of actions taken are outlined below:

- Cross functional Modern Slavery Working Group: The working group leads the Institute's approach to mitigating modern slavery and drives staff training and awareness. Chaired by the Procurement & Contracts team Manager, membership includes representatives from, Researcher Projects, Communications, Program Managers and Procurement. The group continues to seek new members from across the Institute.
- Focus on research, education and training, including:
- Enhanced modern slavery awareness training within the Institute's online platform was developed and made available to all staff, students and honorary researchers via engaging communications.
 The refreshed and expanded training module incorporates a quiz and links to additional resources for further reading. In 2024 this training became mandatory for all staff who have purchasing tasks within their role along with all department managers
- Provision of communication resources to teams, committees and all staff to increase awareness of modern slavery and related risks and opportunities
- Information sessions to provide data driven updates about the importance of identifying and mitigating the risk of modern slavery across the Institute
- An extensive review of modern slavery statements to benchmark, learn and develop our understanding of appropriate and innovative mitigations
- Attendance at various webinars and modern slavery information sessions and shared key findings with the working group
- The topic of Modern Slavery has also been introduced into every purchasing training held in 2024.
- Dedicated suite of policies and procedures: The Institute has developed and implemented a range of
 policies and procedures to establish expectations and express our commitment to protecting human
 rights and managing the risks of modern slavery. These policies and procedures seek to identify, avoid,
 and if necessary, mitigate human rights impacts that may result from our operations and supply chains.
 Examples of relevant policy and procedure frameworks include: our Modern Slavery Policy, Code of
 Conduct, Procurement Policy, Volunteer Policy, Contractor Code of Conduct, and our Environmental
 Sustainability Policy.
- **Governance Committee oversight**: Modern slavery compliance obligations and associated mitigation strategies are outlined within the Institute's Regulatory Compliance Obligations Register which is presented to the Risk and Compliance Committee on a six-monthly basis. Modern slavery risk is also considered as part of our broader supply chain risk, included within our organisation's corporate risk register which is reported quarterly to our Risk and Compliance Committee.
- **Networking and engagement:** Multiple conversations and collaborations with other organisations who continue to share best practice and learn from each other, including other not for profits, medical research institutes, universities and key contractors.
- **Performance of annual self-assessments**: Annual self-assessment of compliance against ACNC External Conduct Standards which evaluates the extent to which the Institute complies with the ACNC'S standards regarding operations outside of Australia.
- **Record-keeping**: Transparency, oversight and record-keeping of activities and expenditure occurring outside of Australia

6. MEASURING THE EFFECTIVENESS OF ACTIONS TAKEN

Modern slavery occurs in every country in the world and almost every supply chain, therefore The Institute takes the issue seriously and has implemented several initiatives designed to manage this risk exposure as detailed above.

An assessment of the effectiveness of our approach to modern slavery includes considering whether we find instances of such extreme forms of exploitation within our operations and supply chains. During this reporting period, we did not identify any potential issues of concern.

Clearly, we still have work to do in relation to mitigating modern slavery risk. We recognise that the process of developing a robust, effective, and sustainable approach to identifying, assessing, and managing modern slavery risk requires both time and resources. The Institute's effort this year has continued to focus on building a strong foundation to monitor the effectiveness of our actions. However, the Institute remains committed to expanding its scope and reach into the future to not only avoid any incidents but to continue to collaborate, educate and work on extending mitigations with internal and external stakeholders.

7. FUTURE COMMITMENTS AND THE WAY FORWARD

To continue to develop our approach to modern slavery mitigation and due diligence, over the next twelve months the Institute intends to focus on the following:

1. Supply Chain:

- In collaboration with other MRIs from the AAMRI procurement network we plan to further extend the number of contractors monitored via the online CSR portal and expand related collaboration and engagement to further engage suppliers on the issue of modern slavery;
- Substantially improve contractor questionnaire response rates;
- Explore ways to achieve greater visibility over our contractors' supply chains, in particular across higher risk categories;
- Continue to work with our contractors to make them more aware of the risks of modern slavery and encourage risk mitigation;
- Continue to establish panels of contractors to minimise risk by consolidating the number of contractors used by the Institute, achieve greater transparency, operational efficiencies and sustainability outcomes.
- When enacting extensions of existing contracts seek to add modern slavery mitigation clauses where appropriate; and
- Improve spend management reporting and analysis to strengthen related visibility and improve decision making capability.

2. Broaden the scope of our approach to modern slavery mitigation:

- Continue to increase our understanding and awareness of the Institute's modern slavery risk areas, including ongoing identification of mechanisms to better manage our risk exposure, particularly in relation to our operations;
- Extend internal and external collaborations; In particular work within the AAMRI working groups to further contractor engagement and awareness within the medical research sector;
- Continue to extend modern slavery risk identification, assessment and mitigation processes more widely across our operations, research programs and partnerships in Australia and internationally;

- Conduct further related research and training, including mandatory training for higher risk stakeholders; and
- Continue to utilise the Institute's collaborative procurement program to raise modern slavery risk awareness and improve identification and mitigation capability across its memberships.

3. Build awareness internally and externally:

- Further expand the scope of staff, researchers, honoraries and students for mandatory modern slavery training.
- Explore developing a modern slavery training module for contractors and encourage them to work towards ISO 26000 Social Responsibility; and
- In 2025, we plan to conduct awareness campaigns for broader stakeholder engagement, we aim to enhance our internal communications to raise awareness of Modern Slavery, showcase the Institute's efforts to address it, and empower our staff to take action as well.
- An Institute-wide seminar will be made available to all staff to attend, featuring an external keynote speaker on the topic of modern slavery.
- 4. Continual improvement including enhanced monitoring of the effectiveness of our actions.
 - Develop and monitor Key Performance Indicators (KPIs); and
 - Explore the opportunity to engage a third-party expert to review and validate the effectiveness of our actions and provide further insights to assist us to improve our mitigation strategy.

8. STATEMENT APPROVAL

This statement was reviewed and approved by the Board of Directors of The Kids Research Institute Australia on 19 June 2025 and signed on its behalf by:

Naomi Flutter

Noomi Frutter

Chair

Professor Jonathan Carapetis AM

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Executive Director



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