



SHORE

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ABN 60 352 822 184
CRICOS 00772M

Modern Slavery Statement 2025

Introduction

This Modern Slavery Statement is made by Sydney Church of England Grammar School Council (Shore) in accordance with the Modern Slavery Act 2018 (Cth). Shore recognises that modern slavery is a serious violation of human rights and can take many forms, including forced labour, debt bondage, human trafficking and the worst forms of child labour.

Shore is committed to acting ethically and with integrity in all areas of its operations and supply arrangements. Through this Statement, Shore sets out the steps it has taken during the reporting period to identify, assess and address modern slavery risks in its operations and supply chains, and to support a culture of responsible procurement, transparency and continuous improvement. Shore acknowledges the importance of maintaining systems and practices that help safeguard the dignity, rights and wellbeing of all people connected to our activities and business practices.

About Shore

Established in 1889, Shore is an independent Anglican school for boys and young men located Sydney, New South Wales (NSW). Shore's campus locations are:

- Northbridge NSW - Early Learning Centre (ELC – co-educational) and Preparatory School (K-2)
- North Sydney NSW - Preparatory School (3-6) and Senior School (7-12)
- Shore School Boat Shed - 78-88 Wharf Rd, Gladesville NSW 2111

Our Motto

"Vitai Lampada Tradunt" translated from Latin means "They hand on the torch of life"

Our Mission

Shore's mission is to educate and shape students of strong character, rigorous intellect and Christ-inspired virtue, who thrive and serve their communities and beyond.

Our Strategic Pillars

- *Excellence and Rigour in Teaching and Learning* : To shape young minds to be ready to meet the opportunities and challenges of the future.
- *Integrity and Respect in Character* : We inspire each student to seek a life of meaning and purpose.
- *Humility and Compassion in Service* : We develop hearts and minds to consider and care for the wellbeing of others.
- *Faithfulness and Commitment in Community Life* : To build capacity to support our Mission today and into the future.

Structure and Operations

Reporting Entities

This Modern Slavery Statement has been prepared by Shore and covers the activities of the school (ABN 60 352 822 184) and its controlled entities.



Governance Structure

The Shore School Council oversees the governance of the School. The Council has subcommittees covering Governance and Risk, Finance, Human Resources, Assets, Programme Impact and Investment.

Operations

The Headmaster is responsible for the operation of Shore. The Headmaster leads the Executive Leadership Team comprising:

- Director of Business
- Head of the Preparatory School
- Head of Northbridge Campus
- Director of Teaching and Learning
- Chaplain
- Head of Students
- Deputy Head - Operations
- Deputy Head - Pastoral Care
- Deputy Head - Co-Curricular
- Deputy Head - Academic
- Director of Community Engagement
- Director of Human Resources

Shore's primary role is to deliver comprehensive education. The School is registered and accredited with the NSW Education Standards Authority (NESA) for both day and boarding students and holds CRICOS accreditation to enrol international students. The Preparatory School is currently an International Baccalaureate (IB) candidate school, and the Early Learning Centre (ELC) is approved by ACECQA.

The Northbridge campus comprises an Early Learning Centre for boys and girls and a Preparatory School for Kindergarten to Year 2. The 25-acre site also includes sporting fields and related facilities.

The North Sydney campus accommodates Preparatory School students in Years 3 to 6 and Senior School day and Boarding students. This 21-acre site is Shore's original campus and includes the R A I Grant Centre, which features an aquatic centre, gymnasium and basketball facility. The Gladesville site is the location of Shore's rowing facilities.

Alongside academic pursuits, Shore's co-curricular and pastoral care facilities provide a holistic and Christian approach to student life at Shore.

Modern Slavery Risk and Shore

Shore has commenced an assessment of its operations and supply chains to identify and evaluate potential modern slavery risks.

No modern slavery issue or breach has been identified within Shore's operations or supply chains. Shore remains committed to ensuring that employees have access to appropriate resources, guidance and reporting channels should any modern slavery concerns arise.

In considering the modern slavery risk, Shore has broken this into a review of our internal operational risk and our supply chain risk.

Operational Risk

Shore assesses that the modern slavery risk within its own operations as negligible. This assessment reflects the following controls and practices:

- recruitment and employment policies and procedures;
- Staff Code of Conduct;

- screening and verification processes; and
- industrial agreements, employment and work health and safety legislation.

Shore is engaging with key service providers whose services are closely connected with its operations. This engagement is intended to help Shore understand their risks and mitigations concerning modern slavery.

Supply Chain Risk

Shore recognises that the modern slavery risk may be greater within its supply chains than within its own operations. As Shore engages suppliers in Australia and overseas and does not directly control the employment and operational practices of these suppliers, there is potential exposure to modern slavery risks.

In assessing the supply chain risk, Shore has considered the following factors:

- the geographic location of suppliers' primary operations;
- industry-specific practices and risk indicators; and
- the labour laws and regulatory environment in relevant jurisdictions.

The following table shows the risks areas that have been identified, to date, from the initial assessment process.

Supply Chain Category	What is the modern slavery concern?
Cleaning and linen services	Use of outsourced or labour hire workers may create risks relating to recruitment practices, underpayment, excessive overtime, unlawful employment arrangements, and non-compliance with work health and safety obligations.
Catering and food services	Risks may arise from labour hire arrangements involving temporary or undocumented workers, poor working conditions, or non-compliant employment practices. There may also be risks in sourcing imported ingredients such as rice, tea, coffee and other agricultural products from supply chains associated with exploitation or modern slavery.
Uniforms supplies	Low-cost sourcing, limited traceability to factories or mills, lack of supplier disclosure, and risks of forced labour or child labour in garment production.
ICT services and devices	Complex global supply chains, limited transparency over component sourcing, and elevated risks associated with raw materials and electronics manufacturing.
Facilities maintenance	Subcontracting chains, use of migrant workers, compressed delivery timeframes, inadequate site oversight, or unclear employment practices among trades and labour hire providers.
Security services	Long shifts, low wages, subcontracted guards, insufficient licensing checks, poor payroll transparency, or workers dependent on one employer for visa sponsorship.
Grounds, gardening and outdoor services	Seasonal or migrant labour, cash-in-hand arrangements, inadequate safety controls, low visibility of subcontractors, or inconsistent time and wage records.
Overseas educational tours, camps and service providers	Limited due diligence on overseas operators, reliance on local subcontractors, or sourcing in jurisdictions with weaker labour protections.

Actions to Mitigate Modern Slavery Risk

Shore has adopted a risk-based approach to assessing and addressing modern slavery risks across its operations and supply chains. This approach will focus on higher-risk categories, strengthen supplier oversight, support responsible procurement, and promote ongoing review and improvement.

- Integrate modern slavery risk into procurement and supplier onboarding, with a clear focus on higher-risk areas.
- Require key suppliers to meet defined standards through due diligence, disclosures and contractual obligations.
- Monitor supplier information to identify risks and escalate concerns through appropriate governance channels.
- Maintain records of due diligence and strengthen staff capability through targeted training and awareness.

Effectiveness Assessment

Shore will continue to refine its assessment, management and procurement practices over time to strengthen its response to modern slavery risks. Shore will assess the effectiveness of its approach to modern slavery by monitoring the performance of its policies, procurement controls, supplier due diligence and internal employment practices. This includes evaluating whether higher-risk suppliers receive appropriate scrutiny, concerns are properly escalated and addressed, contractual and policy requirements are implemented, and staff understand and apply Shore's expectations.

Approval

This statement has been approved by the Shore School Council on 23 June 2026 in its capacity as the governing body of Sydney Church of England Grammar School. This statement has been signed by the Chair of the Council, and Dr Peter Miller as the Headmaster.



Dr Peter Miller
Headmaster at Shore

25 June 2026

Date:



Mr Rob Clarke
Chair of Council

25 June 2026

Date: