



# Modern Slavery Statement

Cricket Australia

Financial Year Ended 30 June 2023

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## OPENING STATEMENT

Cricket Australia (CA) acknowledges our responsibility in combatting Modern Slavery.

In recognition of what is a fundamental human right, CA restates our ongoing commitment to taking steps to minimise the risk of child labour, forced labour and other forms of Modern Slavery within our operations or supply chain.

In our fourth Modern Slavery Statement, we have continued to examine our supply chain and undertake due diligence into riskier areas, as well as building up staff awareness of the prevalence of Modern Slavery risks and their relevance to the specific purchasing activity of CA.

Whilst we did not find any instances of modern slavery in our operations or supply chain in FY23, we continue to reflect and iterate and ensure we play our part in the eradication of modern slavery and associated practices globally.

This statement has been written in line with the requirements and guidelines set out in the Modern Slavery Act 2018.

## OUR ENTITY

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', we are a not-for-profit organisation and 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, Youth, Indigenous and Inclusion teams, 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.

CA comprises more than 290 employees, located in East Melbourne, the Bupa National Cricket Centre in Brisbane and in the offices of State cricket associations around the nation.

Whilst CA does not own nor control any other entities, CA will share learnings with our State and Territory cricket associations and relevant cricket bodies.

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

## **OUR OPERATIONS *WHAT WE DO***

### **ELITE LEVEL COMPETITIONS AND PROGRAMS**

Manage 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.

### **AUSTRALIAN CRICKET AND THE STATE/TERRITORY CRICKET ASSOCIATIONS**

Facilitate collaboration and grants across state and territory cricket associations pursuant to the Australian Cricket delivery and funding model.

**TOURNAMENTS AND EVENTS:** Stage elite cricket tournaments and events including international cricket series, domestic cricket leagues and cricket pathway carnivals.

**FAN ENGAGEMENT, LICENSING AND MERCHANDISE:** Retain and grow our audience across formats and drive deeper fan experiences, ticket and merchandise sales and revenue, viewership, participation registrations and the love of the game.

**SUPPORT FOR COMMUNITY CRICKET:** Develop and support 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:** Produce, manage and support content for fans in conjunction with our broadcast partners, for broadcast on various domestic and international platforms.

## **SUPPLY CHAINS *HOW DO WE OPERATE***

CA procures a range of goods and services from a diverse global supply chain, across around 17 countries.

Our supplier arrangements range from one-off purchases through to multi-year agreements. CA has more than 700 direct (tier 1) suppliers, where 80 per cent of our spend is with 118 vendors within the following categories:

1. EVENT HOSTING/ MANAGEMENT AND SECURITY, TICKET AND HOSPITALITY PROVIDERS, ENTERTAINMENT AND VENUE HIRE
2. GARMENT/APPAREL & MERCHANDISE MANUFACTURE
3. SPORTS EQUIPMENT
4. PLAYER SUPPORT/ SPORTS SCIENCE SERVICE PROVIDERS (COACHING, MEDICAL)
5. TRAVEL AND ACCOMMODATION PROVIDERS
6. FREIGHT AND LOGISTICS
7. BROADCAST AND PRODUCTION
8. ADVERTISING, MARKETING AND PROMOTIONAL SERVICES
9. TROPHIES AND AWARDS
10. OFFICE AND FACILITY SERVICES AND SUPPLIES INCLUDING CLEANING
11. INFORMATION TECHNOLOGY, SOFTWARE AND HARDWARE

## RISK OF MODERN SLAVERY PRACTICE WITHIN OUR OPERATIONS AND SUPPLY CHAIN

Whilst no modern slavery connections have been identified in CA's supply chain since the commencement of this initiative, we have continued to reflect on the key industries, products and services and geographical locations that present the greatest risk within our supply chain. These risk areas include:

**Industry/Products and Services:** Manufacture of solar panels, provision of cleaning products and services, medical products and services, security services, manufacture of garment/apparel and branded merchandise, sport equipment, trophies, computers, technology and audio/visual equipment and services, and office equipment and products.

**Geographic Location:** With reference to the Global Slavery Index and recognition by other NGOs, locations primarily including China, India, North Korea, Pakistan, Russia, Indonesia, Nigeria, Türkiye, Bangladesh and the USA.

## **ACTIONS**

In the reporting periods prior to FY23, CA focused on building up a strong foundation; understanding our supply chain and operations and where the inherent risks may lie whilst developing the associated policies, processes, and education to ensure relevant mitigation strategies were in place. We have also previously invested time and money into building up the quality of supply chain data uploaded to a specialist third party monitoring tool which assists us to trace the riskiest categories of expenditure (using the UNSPSC global classification system) for prioritization as to further investigation.

In FY23, CA has progressed with the 2 distinct phases of work identified in our previous statement:

### **DUE DILIGENCE**

We have continued the work done in prior years to roll out a Supplier Self-Assessment Questionnaire (SAQ) across the riskier categories of supply, in conjunction with our partner. The SAQ includes a wide range of questions from governance and policy commitments to management controls and processes, and human rights practices including employment conditions and recruitment processes, including a requirement to provide supporting artefacts as evidence. After a quality assurance and moderation process by our partner, the responses are published and provide the respondent with a risk rating in relation to country, industry and product risk.

CA then assesses each response individually and requests any additional information where there may be gaps and addresses any determined risk as soon as practicable.

More broadly, these SAQ's have been included in our standard Procurement process for expenditure meeting certain criteria such as monetary thresholds or duration of contract commitments.

We have also attended various professional development sessions and reviewed relevant material flagged in media monitoring alerts, to further develop our awareness of Modern Slavery risks. As a result of these education sessions and media monitoring, we have identified areas for further investigation in relation to our procurement of solar equipment and cleaning services. These investigations are still ongoing and will be discussed further in our FY24 Modern Slavery Statement.

We have also held further training for our staff to increase their understanding and awareness of modern slavery and highlight CA's commitment to assessing and reducing these risks in our supply chain.

### **Continued Actions**

The following actions support the ongoing assessment and monitoring of modern slavery risks at CA:

### **PROCUREMENT POLICY**

Our Procurement Policy makes specific reference to our commitments in respect of Modern Slavery. Stakeholders who undertake purchasing practices in line with the policy must consider the risks when engaging a vendor with or without the Procurement Team's guidance.

### **SUPPLIER CODE OF CONDUCT**

Underpinned by our Procurement Policy, our Supplier Code of Conduct has been developed to set out the expectations of CA's suppliers regarding human rights and modern slavery (amongst several other categories).

## **STAFF EDUCATION AND AWARENESS**

We have continued to educate our employees in relation to the risks of Modern Slavery and how they can assist by encouraging our suppliers to participate in assessment and screening to assist CA in making risk-informed decisions for larger scale procurement initiatives.

## **WHISTLEBLOWER HOTLINE**

CA's Whistleblower procedure, which is managed by a third party and is publicized on our website, is scoped to include reports of misconduct relating to modern slavery concerns from our employees, employees of our suppliers or concerned individuals from the general public. No reports were received by the Whistleblower hotline in FY23 in relation to Modern Slavery risks.

## **MEDIA MONITORING**

CA continues to monitor credible news articles in respect of Modern Slavery developments impacting on our suppliers which are collected in our partner's platform and sent to us in regular email alerts.

## **ASSESSING OUR ACTIONS FOR EFFECTIVENESS**

The Modern Slavery working group, comprising of members from several departments, acts as custodian to the program and is accountable for the monitoring of our actions effectiveness in assessing and addressing modern slavery risks.

Methods comprise of:

- Monitoring of actions and outcomes (identified in this statement and future roadmap) against our action register
- Regular review of policies and associated process
- Ongoing support and guidance from an external subject matter expert

These ongoing items enable us to continually refine our knowledge as we look to improve our efforts in mitigating modern slavery risks.

## **CLOSING STATEMENT**

CA has continued to make progress with our actions in FY23 and has set clear priorities to continue these works into FY24, supporting our goal of abolishing modern slavery and associated practices globally.

This statement was approved by CA's Board of Directors on **8<sup>th</sup> December 2023**.



Mike Baird  
Chair