



Modern Slavery Statement 2025

Returned & Services League of Australia (Queensland Branch)



RSL
Queensland

Contents

1 Introduction..... 3

2 Our Business and Objects 3

 2.1 Main Activities 4

 2.2 Our Supply Chains 6

3 Risk Identification 7

4 Actions Taken..... 7

 4.1 Contractual Arrangements with Suppliers..... 7

 4.2 Continuous Improvement of Procurement Processes 7

 4.3 Employees 8

 4.4 Suppliers and at risk service providers 8

5 Future commitments..... 8

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Date: April 2026

1 Introduction

The Returned & Services League of Australia Limited (ABN 63 008 488 097) is a national network, comprising State Branches, District Branches and Sub Branches in each state and territory. Each State Branch, District Branch and Sub Branch is a separate legal entity, and they all operate slightly differently while working to fulfil the principal purpose of promoting the interests and welfare of serving and ex-serving members of the Australian Defence Force and their families.

This is the seventh Modern Slavery statement for the Returned & Services League of Australia (Queensland Branch) (ABN 79 902 601 713) (**RSL Queensland**), an independent branch of Returned & Services League of Australia.

RSL Queensland is a body corporate established by Letters Patent issued pursuant to the *Religious, Educational and Charitable Institutions Act 1861 (Qld)*. We are domiciled in Fortitude Valley, Queensland and employ approximately 463 people.

RSL Queensland is comprised of more than 34,000 members across 10 Districts and around 230 Sub Branches. RSL Queensland membership is open to any serving or ex-service Australian Defence Force member that has conducted at least 1 day of continuous full-time service or who meets the eligibility criteria set out in the RSL Queensland By-Laws.

2 Our Business and Objects

RSL Queensland was established in 1916 and is the largest ex-service organisation in Queensland, with around 230 Sub Branches across 10 Districts. We offer advice, support and camaraderie to all current and former Australian Defence Force members and their families through the funds primarily generated by the prize home lottery, Dream Home Art Union.

RSL Queensland is consistently guided by the pursuit of our main Object to relieve the distress and poverty suffered by the sick, helpless, wounded, aged, vulnerable, destitute and needy among those who are serving or who have served in the Australian Defence Forces and their dependants.

RSL Queensland achieves this Object by implementing and connecting those in need with programs and services to assist in the relief of their distress and suffering. These programs, services and activities may include the following:

- relieving mental health issues and isolation experienced by past and present members of the Defence Forces and encourage their transition to civilian life by:
 - a. facilitating the close and kindly ties of friendship created by a mutual service in the Australian Defence Force or in the forces of nations traditionally allied with Australia and the recollections associated with that experience;

- b. maintaining a proper standard of dignity and honour among all past and present members of the Defence Forces of the nation and to set an example of public spirit and noble hearted endeavour;
- c. protecting the good name and preserve the interests and standing of members of the Australian Defence Force;
- d. encouraging Members, as citizens, to serve Australia with that spirit of self-sacrifice and loyalty with which they served as members of the Australian Defence Forces; and
- e. encouraging continued loyalty to Australia and secure patriotic service in the interests of Australia;
- assisting in the preservation of the memory and the records of those who suffered and died for Australia, erecting monuments to their valour, providing them with suitable burial places, and establishing and preserving, in their honour, the annual commemoration days known as ANZAC Day, Remembrance Day and other commemorative days;
- providing welfare to the sick, helpless, wounded, vulnerable, aged, destitute and needy; and
- supporting serving Australian Defence Force members at home and abroad and actively assist them in their transition to civilian life, especially if they are detrimentally affected by their defence service.

RSL Queensland has proudly supported the veteran and Defence community since our beginning in 1916. Understanding their needs means we can improve our delivery of care, promote the importance and continuance of commemoration, and maintain and build camaraderie in our community.

It's our mission to provide care, commemoration and camaraderie to enable veterans and their families to live with dignity and respect.

In all that we do, we're consistently guided by the pursuit of RSL Queensland's Objects.

RSL Queensland is committed to operating our business lawfully and ethically and in only working with suppliers that are aligned to our values wherever possible.

2.1 Main Activities

RSL Queensland provides support and assistance to current and former Australian Defence Force (**Defence**) members and their families. Veterans have served overseas and at home, in armed conflict, peacekeeping missions and disaster recovery and they have all served their country and their communities. RSL Queensland support services and programs are designed to support veterans and their families at all stages of their Defence journey – from the point of enlistment to transition and life beyond service.

Defence members experience different needs depending on where they are in the Defence journey. When they first enlist they have little need for external support. They are finding their feet, forging strong friendships, and becoming accustomed to the military life. As they travel along the path, they may encounter challenges – relocating with a young family, receiving an injury, deciding to transition out, experiencing difficulty finding civilian employment, suffering mental health or substance abuse issues, even becoming homeless. RSL Queensland has tailored our service offering to support veterans and their families at each touchpoint along the Defence journey.

RSL Queensland is permitted by our Constitution to:

- undertake all manner of charitable or other work to further the Objects;
- raise money to secure sufficient funds for the purposes of the organisation; and
- receive any funds and distribute these funds in a manner that best attains the Objects of the organisation.

RSL Queensland is predominantly concerned with the welfare and wellbeing of veterans and their dependants. Our activities include mutual support, breaking of social isolation and assistance with Department of Veterans' Affairs entitlements and related matters. RSL Queensland also carries out commemorative activities for ANZAC Day, Remembrance Day, Vietnam Veterans' Day, and other appropriate occasions, including commemorative activity in the community and particularly in schools.

RSL Queensland also runs the successful Dream Home Art Union (previously operating as the RSL Art Union) to support our delivery of charitable or other work.

RSL Queensland's strategic goals are:

CARE



Care for the welfare and interests of veterans

Every day, we recognise and advocate for the exceptional skills and values veterans bring to our society, and we help all veterans and their families to find purpose, connection and support when they need it.

COMMEMORATION



Enable and support the commemoration of the service and sacrifice of veterans

As custodians of our commemorative days and events, RSL Queensland keeps the flame of respect burning brightly, inspiring new generations to understand and appreciate the sacrifices made by those who serve.

CAMARADERIE



Provide ways for veterans to rekindle their bonds of service and mateship

We recognise and nurture the bonds of mateship, nourishing the deep and enduring ties created through service, especially through RSL Sub Branches.

To deliver on RSL Queensland's mission, we've developed a strategic plan that outlines our intent to provide increased support to more veterans and their families, promote wider recognition of their legacy, and offer a sense of belonging and purpose to all in the veteran community.

Our 2030 'Strategy on a Page' outlines our priorities, goals and key initiatives, and our continued commitment to deliver for veterans and their families now and into the future.

For more information about our 2030 'Strategy on a Page', please refer to our website at: rslqld.org/about-us/about-rsl-queensland

2.2 Our Supply Chains

RSL Queensland has the following main operations:

- The RSL Employment Program
- Advocacy of client claims to the Department of Veterans Affairs (**DVA**)
- Wellbeing and Veteran Homelessness Program
- Long-term, independent living accommodation
- Education and skills program
- Peer-led partner programs funded by RSL Queensland
- Dream Home Art Union, proudly RSL Queensland (previously operating as the RSL Art Union), a prize home lottery that raises funds to support our charitable activities
- Commemorative events
- Bereavement support
- Research programs
- Psychological evidence-based services, including individual and group therapy
- Physical rehabilitation and wellbeing services that are delivered by accredited exercise physiologists in individual and group settings, promoting balanced lifestyles.
- Social connection activities facilitating regular opportunities for mateship and peer support through social, recreational, and family activities.
- Skills for recovery programs enabling veterans and their families to develop new skills and learn techniques to help them find pathways to a positive future. These programs have a clinically therapeutic focus but are conducted as part of outdoor activities as well as one, two- and three-day intensive retreats

RSL Queensland also purchases products and services needed for the business' day-to-day operations including office supplies, employment and training of staff, external corporate services advice, leasing of office space, maintenance of capital assets, IT infrastructure and support services and travel.

Conducting these operations involve a number of supply chains including:

- Acquiring, operating, maintaining, and disposing of real estate assets (including construction)
- Ticket sales and VIP Club subscription management for the Dream Home Art Union including customer support services, management of ticket order forms and cash handling
- Partnering with several groups and organisations that offer specialist expertise or treatments to aid an individual's physical and emotional recovery
- Conducting and celebrating education services and commemorative events.
- Investment in IT hardware, infrastructure and systems

RSL Queensland operates six Veteran & Family Wellbeing Centres, located in Brisbane, Cairns, the Sunshine Coast, Townsville, Ipswich and Darwin.

3 Risk Identification

Our procurement practices ensure that our procurement practices and contractual arrangements support our approach to minimising modern slavery risks and establishing processes to measure effectiveness of these approaches.

RSL Queensland considers that the direct risk of modern slavery practices within its operations is relatively low, considering all of RSL Queensland's operations and services are provided within Australia and its commitment to compliance with Australian labour laws. However, RSL Queensland recognises that there may be an indirect risk of modern slavery connected with its supply chains, within the following categories:

1. Facility Management, including contract cleaning, building and maintenance services of offices, service delivery locations and prize homes.
2. Services suppliers who provide services such as ticket sales who procure labour to staff these services.
3. Suppliers who have sourced goods and materials from overseas, including construction materials, IT and communication equipment and accessories, home furnishings used in prize homes and uniforms and merchandise.

In categories 1 and 2, the risk may be around suppliers who employ staff who although located within Australia are from vulnerable communities and do not engage them in line with Australian labour laws.

In category 3, the risk is around modern slavery risks that may be embedded within supply chains located overseas.

4 Actions Taken

4.1 Contractual Arrangements with Suppliers

RSL Queensland continues to ensure its standard supply agreements and continued to include provisions in its templates requiring suppliers to comply with all relevant laws, as well as provisions which expressly refer to, and demand compliance with, all applicable Modern Slavery laws. Before RSL Queensland enters into new agreements, or renews existing agreements, we ensure Modern Slavery compliance clauses are included in their contractual arrangements where appropriate.

4.2 Continuous Improvement of Procurement Processes

RSL Queensland has continued to improve and enhance its procurement processes and vendor management framework, which includes a comprehensive step by step online guide to the procurement process which assists the business to comply with policies when engaging in the procurement of goods and services. The guide was developed with appropriate consultation and rolled out with targeted training.

4.3 Employees

Our employees are required to comply with our codes and policies which requires them to act lawfully, ethically and with integrity and encourages them to raise compliance and ethics concerns. Any RSL Queensland employee who violates our standards may be subject to disciplinary action up to and including termination of employment.

We ensure that no under aged people are employed within our company.

We have in place a whistleblowing policy which ensures that anyone who has concerns, for example, about how staff are behaving, has a means of raising their concerns confidentially including when this concerns suspicion of modern slavery. RSL Queensland's whistleblowing policy has regular review cycles.

4.4 Suppliers and at risk service providers

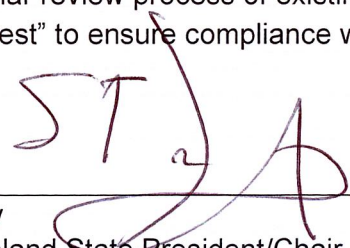
Tender and service agreement templates ensure modern slavery risk measures are disclosed before proposals are accepted and where possible, all new negotiated supplier agreements include modern slavery compliance provisions.

RSL Queensland continues to minimise the number of service providers who supply potential 'at risk' services (such as art union ticket sales and call centre support services), to ensure greater control and oversight of their operations so as to reduce modern slavery risk.

5 Future commitments

In 2026, RSL Queensland acknowledges the success of and intends continue carrying out the following actions:

- use the expertise of the specialist internal procurement team to embed and optimise procurement processes, including to ensure measures which assess and address modern slavery risks are part of the process;
- ensure training is delivered to the organisation around modern slavery, including to ensure new staff complete training as part of the onboarding process and that all staff receive annual training;
- ask questions of potential new suppliers regarding their modern slavery policies and processes and where possible to do so, including modern slavery compliance clauses in arrangements with new suppliers and in renewals of arrangements with existing suppliers, where possible to do so; and
- regular review process of existing suppliers, including questionnaires for "vendors of interest" to ensure compliance with modern slavery clauses in their contracts.


Stephen Day
RSL Queensland State President/Chair

16 / 1 June 2026