

Modern Slavery Act 2018
Modern Slavery Statement
Year ended 30 June 2023

The Reporting Entity

Cerebral Palsy Alliance is a reporting entity under the Modern Slavery Act 2018 and is required to prepare an annual statement for a reporting period. The reporting period for Cerebral Palsy Alliance is each year ending 30 June and this Modern Slavery Statement for Cerebral Palsy Alliance is in relation to the reporting period ended 30 June 2023.

Structure, operations and supply chains

Structure

Cerebral Palsy Alliance is a charity registered with the Australian Charities and Not-for-Profits Commission providing services to children and adults with cerebral palsy and other similar disabilities in NSW and the ACT.

Cerebral Palsy Alliance is a public company limited by guarantee incorporated under the Corporations Act 2001.

Cerebral Palsy Alliance has a number of subsidiary companies all of which are owned 100% and supply employment and other services solely to Cerebral Palsy Alliance. A list of the subsidiary companies of CPA during the reporting period are:

1. Cerebral Palsy Alliance – Accommodation South ABN 77 088 178 849
2. Cerebral Palsy Alliance – Accommodation North ABN 85 088 178 821
3. Cerebral Palsy Alliance – Accommodation Hunter ABN 81 088 178 867
4. Cerebral Palsy Alliance – Therapy Services ABN 79 088 178 858
5. Cerebral Palsy Alliance – Casual Relief Services ABN 85 088 178 885
6. Cerebral Palsy Alliance – Venee Burges House ABN 87 088 178 894
7. The Cerebral Palsy Institute ABN 20 111 708 500
8. Cerebral Palsy Alliance – Accommodation Northern Sydney ABN 49 623 563 986
9. The Cerebral Palsy Foundation Pty Limited ABN 48 069 475 387

(together **CPA Subsidiary Companies**).

The Board of Directors is the ultimate decision-making body of Cerebral Palsy Alliance and the Directors for each of its subsidiaries are common and the Board of Directors is responsible for their overall governance. The Finance and Audit Committee is the Board Committee that has oversight of financial and compliance risks, including in relation to Modern Slavery Act requirements.

Operations

Cerebral Palsy Alliance provides accommodation and respite care services, lifestyle programs and therapeutic services to children and adults with cerebral palsy and other neurological disabilities in NSW and the ACT.

Cerebral Palsy Alliance is a Registered Training Organisation providing training, online and in person, with particular focus in areas pertinent for caring for people living with disability.

Cerebral Palsy Alliance provides an accelerator program and various other programs to support technology start-ups developing technology to improve the lives of people living with disability.

Cerebral Palsy Alliance employs researchers, supports a Research Institute affiliated with Sydney University and provides grants to institutions globally for the purposes of leading and influencing discoveries in prevention, treatment and cures of cerebral palsy.

Cerebral Palsy Alliance raises funds through fundraising campaigns and from donors, trusts and foundations and corporate partners to support the research, the accelerator programs and services not otherwise funded by the National Disability Insurance Scheme.

Cerebral Palsy Alliance operates a supported employment program with sites in Northern and Western Sydney where people with disability are employed in a packaging and assembly, mail house and fulfilment business.

Supply Chains

Whilst, as with other organisations providing services to people living with disability, the primary suppliers of the services provided by Cerebral Palsy Alliance are our employees, we also procure goods and services that contribute to the delivery of these services.

The goods and services procured fall into the following main categories:

- Contract Labour – Disability Support workers, Registered Nurses, general administration staff, fundraising activities staff
- Building, Construction and Maintenance
- Information and communications technology (ICT) - hardware and software
- Equipment for people with a disability
- Vehicles
- Facilities Management
- Office Supplies
- Medical supplies – personal protective equipment (**PPE**) such as masks, gloves and gowns
- Food
- Utilities

Risks of modern slavery practices in operations and supply chains

Cerebral Palsy Alliance is fully committed to acting ethically and operating responsibly and we oppose slavery in all forms.

We have various policies in place that support our operations to ensure our employees and suppliers meet our core values.

Most of our suppliers are based in Australia, relate to the provision of contract labour and are subject to the laws, including human rights legislation, of Australia. Additionally, we have long established relationships with a significant proportion of these suppliers.

The more significant risks to modern slavery practices are through the purchase of goods and services from third party suppliers and these risks are heightened where the goods and services are sourced from countries with known modern slavery concerns.

Actions taken by the reporting entity

We have recognised our obligations in our Risk register and reflected in our Procurement, Commitments and Purchasing Policy and continued to educate our Procurement Team and Senior Management and Board members through the Quality, Risk and Compliance Committee, Executive group, Finance and Audit Board committee and Board.

For the reporting period ended 30 June 2023, we have continued to take a risk-based approach to determine the actions required to address the risk that there may be any contribution or direct link to modern slavery through the operations of suppliers in our supply chain.

We focussed on our key suppliers and determined whether these organisations had published policies defining their commitment to international labour and human rights standards and had stated principles demonstrating their commitment to the rights of their employees and workers in their supply chain. We reviewed our contracts with them to evidence a stated commitment to adhere to their policies.

We have engaged with suppliers to assess their awareness of Modern Slavery risks and commitment to labour and human rights standards. We have established a register of suppliers detailing their Modern Slavery Statements, where applicable, and/or policy and code of conduct statements in relation to labour and human rights standards. Prior to engaging a supplier or purchasing further supplies from an existing supplier, the Procurement team ensure the supplier has stated policies regarding labour and human rights.

Our Legal counsel ensures our key contractual arrangements reflect adherence to labour and human rights standards and commitment to comply with organisations stated principles, policies and procedures. Further work is being done to ensure that contractual arrangements are being entered into with key suppliers on terms that require these key suppliers ensure that modern slavery is not occurring and does not occur, in the operations and supply chains of the supplier and its related bodies corporate during the term of the agreement.

In addition, we have a framework where any matters of concern are reported to the Quality, Risk & Compliance Committee for assessment, remediation and escalation as required.

We have continued to map our modern slavery risk in our operations and supply chain and review our processes as part of our risk framework to ensure they are effective in identifying and mitigating any risk of engaging in modern slavery practices.

Cerebral Palsy Alliance has over the Reporting Period focused on the risk of modern slavery practices in its supply chain for PPE, and has focused on ensuring its suppliers of PPE are themselves required to meet the Modern Slavery Act requirements.

Assessment and effectiveness of actions

These actions are designed to ensure that Cerebral Palsy Alliance mitigates any risk of engaging in, or any of its supply chain engaging in, modern slavery practices.

The actions taken and due diligence processes will be reviewed regularly as part of our corporate risk management and continuous improvement framework.

Consultation process with group entities

During the reporting period this statement covers, Cerebral Palsy Alliance actively engaged and consulted with the CPA Subsidiary Companies (being all the companies Cerebral Palsy Alliance owns or controls) in the development of this statement. As indicated above, the CPA Subsidiary Companies are all wholly owned and controlled by Cerebral Palsy Alliance. Cerebral Palsy Alliance and the Subsidiary Companies are managed and governed by a Board with common Directors, Executive team and principles, policies and practices are applied to all entities within the group. We discussed details of the Modern Slavery Act reporting requirements; information regarding the actions we intend to take to address these requirements and provided them with relevant materials and updates.

This statement is approved by the Board of Cerebral Palsy Alliance.



Andrew Buchanan
Chair
Cerebral Palsy Alliance

Date: 22 November 2023