



MODERN SLAVERY STATEMENT

2021-22



In the spirit of reconciliation, genU acknowledges the Traditional Custodians of Country throughout Australia.

We recognise their continuing connection to land, sea and community and we pay our respects to Elders, past, present and emerging.

CONTENTS

WHO WE ARE.....	4
MESSAGE FROM THE CEO	5
EXTRACT OF MINUTES.....	6
ORGANISATION STRUCTURE.....	7
OUR GOVERNANCE STRUCTURE.....	8
RISK MANAGEMENT.....	9
STRATEGIC PLAN 2019-2024 UPDATE.....	10
OUR SERVICES.....	12
OUR IMPACT	13
OUR PEOPLE	14
IPA LABOUR HIRE	15
HUMAN RIGHTS GOVERNANCE.....	16
PROCUREMENT MODEL	17
SUPPLY CHAIN POLICY.....	18
SUPPLIER PROFILE.....	19
REPORTING YEAR IN REVIEW	22
LOOKING AHEAD.....	23

WHO WE ARE

OUR VISION

To build inclusive communities.

OUR MISSION

To create and deliver innovative services and supports that empower people to reach their full potential.

For 70 years, genU has been providing support and services to people in the community.

With more than 3600 staff and volunteers across Australia, we are united in one common mission to empower people to reach their full potential.

Our clients include people with disability and/or mental health challenges, seniors, job seekers and students.

Whatever generation you belong to — whether you're younger, older or somewhere in between — genU is ready to support you.

Our five core values — Welcoming, Innovative, Safe, Empowered and Respectful — support our vision, reflect our goals and shape our culture.

As a 'profit for purpose' organisation, we're committed to reinvesting our surpluses into services that build inclusive communities.

At genU, we believe in achievements to be accomplished, challenges to be met boldly and adventures to be realised.

OUR VALUES



WELCOMING



INNOVATIVE



SAFE



EMPOWERED



RESPECTFUL

MESSAGE FROM THE CEO



COMMITMENT STATEMENT

genU's vision of building inclusive communities, includes the ongoing development of capabilities and capacity across the organisation, to manage our obligations under the Australian Modern Slavery Act 2018 (the Act) and contribute to the eradication of modern slavery and human rights abuses.

As our third year working under the Act, we are proud of the commitment demonstrated by our Senior Leadership Team as they engaged with formal and informal education and training programs to create awareness throughout all levels of genU.

genU acknowledges that human rights issues can occur in our operations and our supply chain. We have developed a strong suite of policies and procedures to help avoid incidents of modern slavery or human rights issues occurring. We are proud of our commitment to diversity and inclusion across our operations and our supply chain.

This, our third Modern Slavery Statement, details the framework that controls and records our progress towards identifying and addressing modern slavery risks and maintaining responsible and transparent supply chains.

We acknowledge the United Nations Guiding Principles on Business and Human Rights. We believe that both the Act and these Principles align with our Vision, Mission and core Values.

This Modern Slavery Statement demonstrates the actions undertaken and planned activities to ensure that managing the risk of Modern Slavery is top of mind and ultimately becomes second nature to everyone within genU who transacts with a supply chain.

Warm regards,

A handwritten signature in black ink, appearing to read 'Clare Amies'.

Clare Amies

Chief Executive Officer
Karingal St Laurence Limited (genU)

This statement was approved by the Board of Directors, Karingal St Laurence Limited (genU) on 21 November 2022.

This statement is signed by Clare Amies in her role as the CEO of Karingal St Laurence Limited (genU) on 21 November 2022.

EXTRACT OF MINUTES



**KARINGAL ST LAURENCE LIMITED
ACN 614 366 031
("Company")**

Extract of Minutes of Board Meeting of the Company

The Board resolved to approve the Modern Slavery Statement 2022 noting that the Company Secretary will include an extract of minutes of this meeting evidencing the approval of this resolution and authorizes the Company Secretary to attend to publishing the statement with the relevant government authority.

I hereby certify that this is a true and correct extract of the Minutes of the Board Meeting of Karingal St Laurence Limited held on 21 November 2022.

A handwritten signature in black ink, appearing to be 'Travis Neal', written over a horizontal line.

Travis Neal
Company Secretary

Date: 1 December 2022

ORGANISATIONAL STRUCTURE

Karingal St Laurence Limited (ACN 614 366 031) is a public company limited by guarantee, is registered with the Australian Charities and Not for Profits Commission (ACNC) and conducts its business under various registered trademarks and business names, including genU and MatchWorks, throughout Australia.

The reporting entity's registered office is located at 21-29 Reynolds Road, Highton, Victoria.

The following organisational structure is in place:

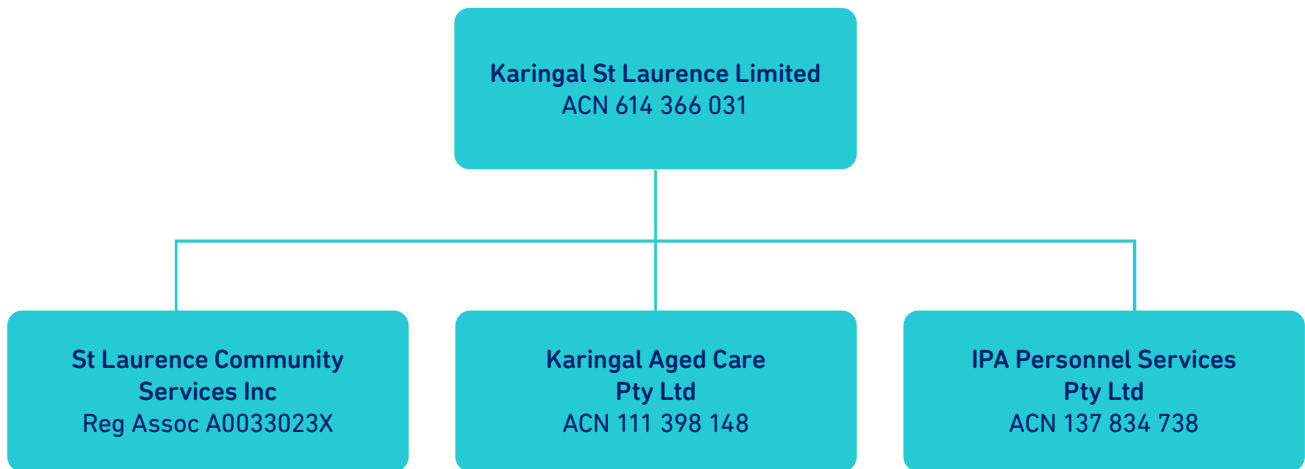


Figure 1. Organisational structure

Karingal St Laurence Limited heads up a corporate structure that includes three entities. One of these was operational during the reporting period being IPA Personnel Services Pty Ltd (ACN 137 834 738), a proprietary limited company that provides recruitment and labour hire services nationally.

It should be noted that Karingal Aged Care Pty Ltd (ACN 111 398 148) and St Laurence Community Services Inc Reg Assoc A0033023X were not operational and did not procure goods and services during the reporting period.

PROCESS OF CONSULTATION WITH ENTITIES OWNED OR CONTROLLED

The genU group is governed and managed by the same Board, Chief Executive Officer and Executive Leadership Team and as a result, all entities owned or controlled have been fully included in the process of consultation.

LOCATIONS

genU is a large and diverse business with locations across Australia and headquarters in Geelong, Victoria.

Visit genu.org.au for a full list of genU locations nationally.

OUR GOVERNANCE STRUCTURE

A strong and robust governance framework underpins everything we do.

Our governance arrangements are set out in our Constitution and all Directors, Executive Leadership Team and employees are required to meet the standards of conduct and behaviour that are set out in our Code of Conduct.

The Board's role and responsibilities are set out in the Board Charter.

There is a Delegations framework in place with certain responsibilities delegated to the Executive Leadership Team.

The Board is supported by the following subcommittees: Finance, People and Culture, and Risk, Client Experience and Clinical Governance.

RISK MANAGEMENT



RISK AND INSURANCE ATTESTATION STATEMENT

I, Michael Stanford, Chair, certify that Karingal St Laurence Limited has:

- Risk management processes in place consistent with the International Risk Management Standard (ISO31000:2018) and an internal control system that enables the Executive to understand, manage and satisfactorily control risk exposures. The Board of Directors verifies this assurance and that the risk profile of Karingal St Laurence Limited has been critically reviewed within the last 12 months.
- Complied with Ministerial Standing Direction 3.7.1 – Risk Management Framework and Processes.

A handwritten signature in black ink, appearing to read 'M Stanford', with a horizontal line extending to the right.

Michael Stanford

Chair, Board of Directors
Karingal St Laurence Limited (genU)

STRATEGIC PLAN 2019-24 UPDATE

At genU, we are committed to our vision of building inclusive communities. Our strategic pillars guide our mission to create and deliver innovative services and supports that empower people to reach their full potential.

CLIENT FOCUSED

We will work with and advocate for clients to achieve their desired outcome.

- Around 67,000 people were supported by genU in the 2021-22 financial year.
- More than 1300 pieces of client feedback have informed our service delivery.

Client needs are at the heart of our services at genU. Our Client Experience and Strategy team was established in 2021 to enhance the safety and experience of our clients across Australia.

Feedback is crucial to our success and ongoing improvement. Our Client Experience team recently reviewed over 1300 pieces of client feedback, including insights, learnings and compliments around communication, staff retention and client care levels.

KEY INSIGHTS AND LEARNINGS

Connectedness, communication, and level of care provided by genU accounted for 95 per cent of compliments.

91 per cent of clients surveyed said genU services have improved their quality of life and genU supports independence wherever possible.

More accessible and meaningful communication to reduce client uncertainty; reducing staff turnover to maintain trust; and ensuring client care levels are high when needed most, were all key learnings.

PASSIONATE AND CAPABLE PEOPLE

Our people will continue to be highly engaged, capable, safe and productive.

The 2021 Victorian Disability Awards were cause for celebration:

- Noel Bates, Colanda Parents and Friends Association - Lifetime Achievement Honour Roll inductee.
- Jacqueline McKim - Highly Commended in Emerging Leader category.
- genU Business Enterprises - Finalist Excellence in Employment Outcomes.

genU Board Director Dr Peter Langkamp received a Medal of the Order of Australia (OAM) 'for service to social welfare organisations' in the 2022 Queen's Birthday Honours List.

genU is committed to growing our people to be great leaders and high-quality contributors to achieve the genU mission and vision.

We have significantly invested in learning and leadership development throughout the financial year.

genU is an employer of choice, focused on disability recruitment excellence. To remove barriers to recruitment and selection, 150 genU managers have completed Disability Confident Recruitment training.

INNOVATION

We will be known for our innovation in the delivery of programs and services.

- 91 per cent of Aged Care and Retirement residents said in a recent survey that genU services improved their quality of life.
- At the 2021 Volunteering Awards, genU was announced runner up for the COVID-19 Innovation Award, recognising our highly successful virtual volunteer program to meet the social and emotional needs of clients during the pandemic.

The Housing Strategy at genU continues to be implemented with innovative developments in planning phase in Geelong East, Ocean Grove and Balnarring.

New collaboration agreements with Specialist Disability Accommodation (SDA) providers have been agreed to and new partnerships are in place with Australian Unity, Accessible Housing and MHK Projects. genU remains actively involved in key projects with Emerge Living, Summer Housing, SDA Australia, Housing Choices and other collaborators.

Allied Health services have been expanded, including the opening of a new base at St Laurence Park. This allows genU to broaden the support offered to clients who access Home Care Packages, In Home Support and other genU services.

In Shared and Respite Living, embedding foundational practices of Person-Centered Active Support and Supported Decision Making has been a focus. genU remains committed to the investment of practice leadership, learning and culture to ensure people with disability can fully participate in all aspects of their lives and experience genuine inclusion.

SUSTAINABLE GROWTH

We will have a balanced portfolio of activities that ensures financial sustainability to support the growth of our mission.

- \$17.6 million re-invested into community.
- Over ten disability and aged care housing projects.
- Nine per cent growth in Home Care Packages.
- IPA Recruitment Services and genU Training expansion across Australia.

As a 'profit for purpose' organisation, we're committed to reinvesting our surpluses into services that build inclusive communities. In 2021-22 we reinvested \$17.6 million into major and minor projects across aged care, accommodation, disability support and more.

Home Care Packages experienced net growth of near nine per cent across the financial year, growing from 510 packages to 584. All growth was sustained in areas of existing footprint.

IPA's expansion of offices in regional centres has further underpinned the strong performance nationally, and we expect this trend to continue in the 2022-23 financial year.

The rollout of the National genU Training Strategy expanded our education and training delivery across Australia. This strategy has laid the foundations to create a digital ecosystem for both efficiency and expanded commercial outcomes.

genU appreciates the funding support received from Federal and State Governments, our community partners, donors and sponsors to enable the provision of services and supports to our clients.

OUR SERVICES

genU has a rich 70-year history of building inclusive communities.

With over 3600 staff and volunteers across Australia, we are united in our mission to empower people to reach their full potential. Our services are centered around enabling people to lead happier and healthier lives.

DISABILITY AND AGED CARE

genU empowers people to be the best they can be. We offer a range of services encompassing disability, aged care and mental health. From supporting people to be more independent, connect with a community, be active, finding a job that's right or finding a place to call home — we enable people to gain choice, control and to find their voice.

Our services include:

- Accommodation
- Individual Support Services
- NDIS Support Coordination
- Employment Pathways & Supported Employment
- Participate Lifestyle & Recreation Programs
- GAMER
- Allied Health
- Home Care Packages
- Residential Aged Care
- Retirement Living
- Support for Carers
- Outreach
- Low Intensity Mental Health Support.

TRAINING

Immersive, inspiring, and impactful. At genU Training, we take a holistic and lifelong approach to learning. With training that is outcome-focused, we empower learners to build knowledge, confidence, and leadership. Co-designed with industry and led by experts, our courses are at the forefront of what's valued by individuals, employers, and the community. We proudly invest our profits into building diverse and inclusive communities.

EMPLOYMENT

MatchWorks has more than 20 years' experience supporting people to overcome barriers to employment. We support people from all ages, backgrounds and abilities through our Workforce Australia and Disability Employment Services. Our employer partnerships also help build workplaces where diversity and inclusion are valued.

RECRUITMENT

IPA is a leading recruitment company specialising in permanent recruitment, diversity and inclusion recruitment and temporary labour hire. More than 4700 people are placed into work each year via these services. IPA reinvests profits into genU services and initiatives to grow our social impact.

CHILDCARE

Pipsqueaks Early Learning Centre offers high-quality childcare programs that allow children to learn to the best of their potential. We create purposeful programs catering for diversity and embracing inclusion, underpinned by a commitment to early learning framework outcomes.

genU needs to manage modern slavery across its supply chain, particularly in its IPA labour hire business.

OUR IMPACT

2021-22 FINANCIAL YEAR

\$17.6M

reinvested back into community

1.2M

hours of disability service delivered

23,500+

job seekers with barriers placed into employment

67,000+

people supported

91%

of our Aged Care and Retirement residents believe genU services improved their quality of life

4,700+

people placed into permanent, part time, casual or contract work

9,940+

learners upskilled with genU Training



OUR PEOPLE

TOTAL STAFF

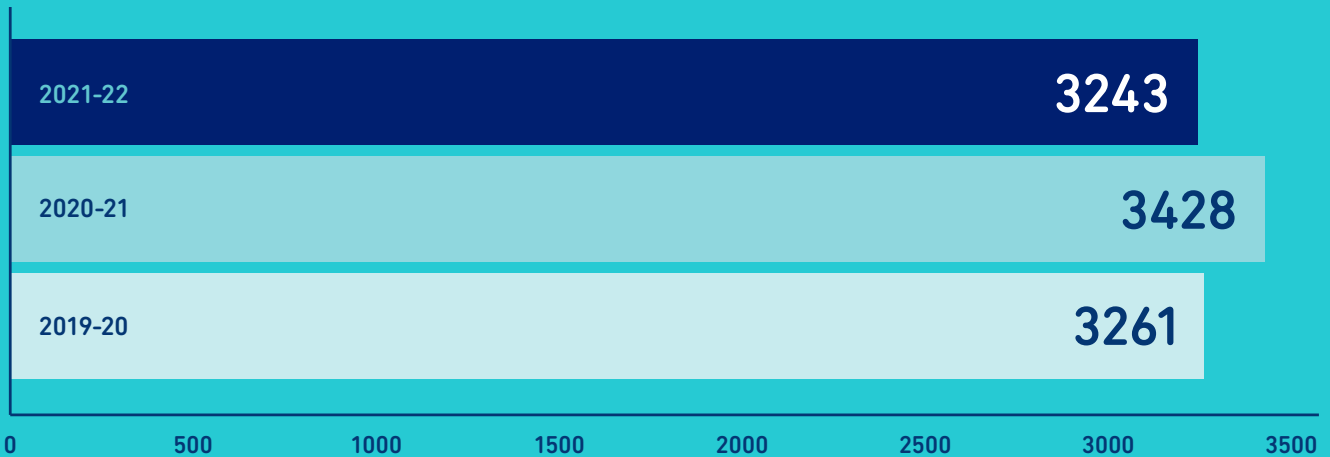


Figure 2. Total staff comparison by year

169
LOCATIONS
NATIONALLY

376
VOLUNTEERS

2,482
FULL-TIME EQUIVALENT
EMPLOYEES

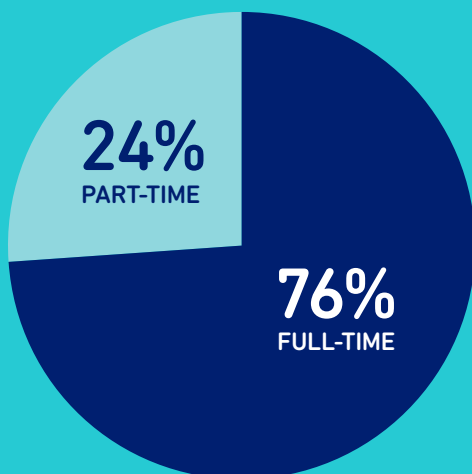


Figure 3. Percentage of full and part time staff

Figures correct as of 30 June 2022.
Total staff includes supported employees and employees from genU, MatchWorks and IPA.



IPA LABOUR HIRE

IPA RECRUITMENT SERVICES

IPA is a division of genU and has been providing labour hire services for over 35 years, partnering with Australian employers of all sizes to deliver tailored solutions to meet their workforce needs.

As part of genU, IPA is a certified social enterprise recruitment agency. 100% of profits support people with a disability and people from disadvantaged backgrounds.

According to Anti-Slavery Australia, 28% of all cases of modern slavery reported to the Australian Federal Police were for incidents of labour exploitation.

IPA has committed dedicated resources, policies, procedures and governance arrangements in place to ensure that at all times, on hire employees receive at least their minimum entitlements under the National Employment Standards and applicable modern awards. IPA also engages people to actively ensure the fair and equitable treatment of employees, including compliance with the Fair Work Act 2009 and related Federal and State legislation.

In addition to the genU-wide Human Rights Governance controls and activities recorded on page 16, IPA has separate controls in place specifically designed to manage labour hire services, which include:

- IPA genU Procedure Determine On Hire Employee Pay and Bill Rate and,
- IPA Onboarding Pack for employers, which includes:
 - IPA On-hired Employee Employment Agreement
 - IPA Policy Document
 - IPA Code of Conduct
 - IPA Privacy Policy and Collection Statement
 - IPA Safety and Equal Employment Opportunity (EEO) Information.

The recruitment, selection, onboarding and employment of on hire employees is documented in an online operating system with a suite of procedures and policies. All staff undergo training in how to apply the tenants of our operating system

IPA does not engage workers overseas. Like many organisations, our modern slavery risk would be within our supply chain or that we place staff within organisations that that are at risk in their supply chains. The risk of modern slavery is further mitigated due to the nature of our major clients, such as Australia Post and State and Federal Government. These clients are fellow reporting entities under the Modern Slavery Act and have clear commitments to identifying and reducing the impact of modern slavery in Australia.

HUMAN RIGHTS GOVERNANCE

Our organisation holds numerous policy documents that outline and fulfil our enforcement of Human Rights, and that advance and support a diverse and inclusive workforce.

POLICY AND RELATED DOCUMENTS

- Diversity and Inclusion Strategy 2021-2024
- Reflect - genU Reconciliation Action Plan 2020-2021 and 2022-2024
Innovate RAP
- genU Code of Conduct
- Acceptable Behaviours Policy
- Family Violence Policy
- Keeping Children Safe Policy
- genU Gender Affirmation Guide
- genU Inclusive Language Guide
- Client Wellbeing, Rights and Responsibilities Foundational Policy
- Compliance Procedure
- Conflict of Interest Procedure
- Delegations of Authority Policy
- Fraud and Corruption Prevention Policy and Procedure
- Fraud Control Plan
- Privacy Foundational Policy
- Risk Management Framework
- genU Brand Style and Inclusive Communication Guide
- Universal Access Policy
- Procurement and Purchasing Policy
- Supplier Code of Conduct and Declaration
- Terms for the Supply of Goods and Services
- Supplier Review Checklist

COMMITTEES AND GROUPS

- genU Diversity and Inclusion Committee
- genU RAP Working Group
- genU Disability Working Group
- genU Reconciliation Action Plan Working Group
- genU Pride Working Group
- genU Care Governance Committee
- genU Risk Compliance and Integrity Management Committee

TRAINING AND SUPPORT

- Cultural Awareness Workshop
- Rainbow 101
- Discrimination and Equal Employment Opportunity
- Keeping Children Safe
- genU Code of Conduct
- genU Fraud and Corruption
- Ignite Corporate Induction
- Privacy at genU
- Purchasing Goods and Services at genU
- Slavery in the 21st Century
- WHS Induction for new employees at genU
- Client Complaints and Feedback
- Staff Complaints and Feedback
- Accessibility Document Writing and Tips
- Informed 365

OUR PROCUREMENT MODEL

genU is committed to continually enhancing its procurement capabilities and capacity with the development of a centralised contract management database and increasing centralisation and management of its supply chain and suppliers. genU is currently developing its Digital Transformation roadmap which will include strategies and technology to further enhance procurement and supply chain management within the organisation.

During 2021-22 genU has implemented dedicated software to continue investment in identifying and mitigating the risks of modern slavery in our supply chain. This program automatically issues questionnaires to suppliers and profiles the risks of modern slavery on three key metrics:

- Country
- Industry
- Overall

Our procurement department has engaged with the business units through both informal and formal training and education programs, creating awareness and understanding of the role every employee plays in managing the supply chain.

For the purposes of managing the risks of modern slavery, genU defines its supply chain as a direct supplier of goods and services, where genU has full control over supplier selection and contractual obligations. We called this group 'Direct Suppliers'.

Furthermore, genU defines a supplier as a registered commercial entity who provides genU with goods and services to the value of no less than \$150,000 in any given financial year, or to a value of no less than \$50,000 for at least three continuous years. We call this group 'Continuous Suppliers'.

genU's policies encompass Operating and Capital Expenses from categories of goods and services purchased under formal contract terms (Procurement) and the one-off or infrequent purchase of individual goods and services (Purchasing).

The procurement cycle follows a six-stage model, as depicted in Figure 1, of Planning, Scoping, Tendering, Evaluation, Contracting and Contract Management.

genU's approach to engaging with suppliers is that all activities should reflect our core values and beliefs. We value respectful and welcoming relationships with suppliers as reflected in our policy principles of:

1. Value for Money
2. Social Responsibility and
3. Accountability, Transparency and Ethics



Figure 4. Procurement cycle

Note: The Procurement Model excludes Labour Hire Services. Please see page 15 for more information.

SUPPLY CHAIN POLICY

genU manages its supply chain through identifying the level of control required as defined by procurement and purchasing activities.

Under our master policy, a contract manager is appointed to manage supplier performance to manage risk, monitor costs, identify performance gaps, drive improvement, and achieve contract outcomes.

From \$114m in payments last financial year, 1371 suppliers accounting for \$50m can be considered as a Direct Supplier to genU. Of this group, 130 are defined by genU as a Continuous Supplier. While the number of suppliers is small, continuous suppliers account for \$42.5m, or 85% of total spend. It is this group that genU is focussing its attention on when assessing the risks of modern slavery, amongst other procurement principles.

The majority of the remaining financial transactions relate to costs for Jobseekers or Disability and Aged Care clients where supplier selection is retained by the client to ensure individual choice and control. As genU has very limited control over the selection of these supplier selections, they are currently excluded from the supply chain analysis below.

SUPPLIER PROFILE

A small portion of our suppliers, less than 10%, account for \$42.5m, or 85% of total procurement spend as shown in Figure 5 and is the current focus for gaining a deeper understanding and management of modern slavery risks in genU’s supply chain.

DIRECT SUPPLIER SPEND VS SHARE

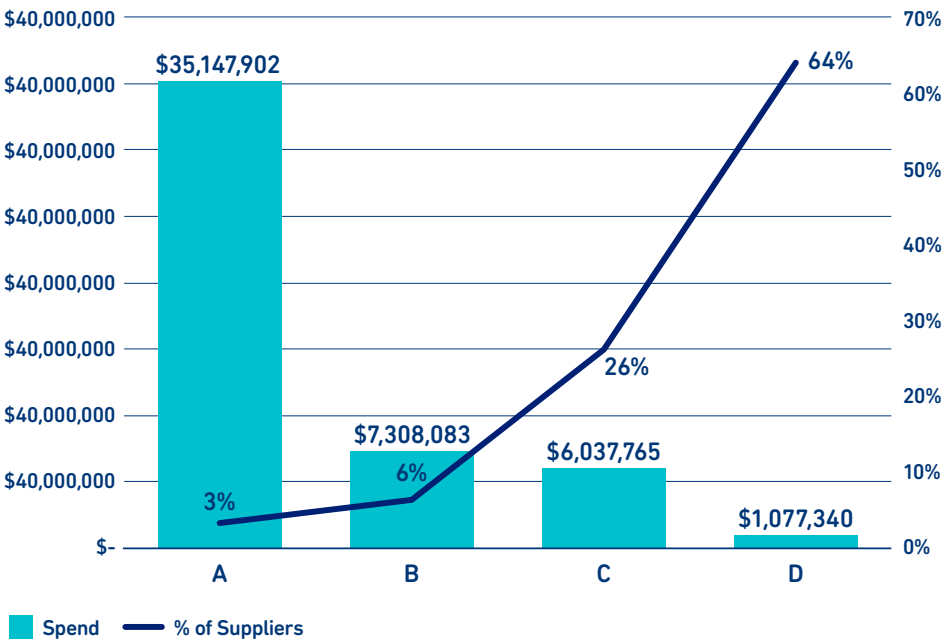


Figure 5. Direct supplier spend and share comparison

INFORMED 365 – RISK PROFILES

One of our stated modern slavery objectives was to onboard a dedicated platform to help profile the risks of modern slavery in our supply chain. Through our partnership with Informed 365, genU is proud to be one of the founding members of the For Purpose Consortium. This is a group of like-minded not-for-profit entities that have also partnered with Informed 365 to help profile supply chains risks of modern slavery.

The group has co-designed a modern slavery questionnaire for all members to use and gain the benefits of group wide analysis and efficiencies through supplier responses being made available to all members.

Of the 82 suppliers genU surveyed, 46 have completed the modern slavery questionnaire. This has provided genU with an enhanced level of insight and intelligence. A further 16 suppliers have started the questionnaire, showing intent to comply. It is also rewarding that our supplier response rate of 56% compares favourably with the overall response rate of 27% of the Consortium.

Figure 6 profiles our suppliers who have completed the questionnaire, providing genU with a level of comfort around their willingness to work with genU to identify and eliminate serious human rights issues.

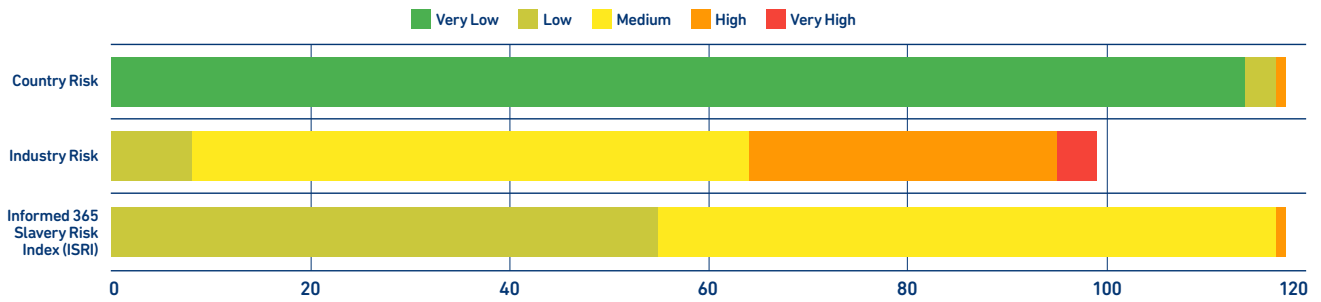


Figure 6. Supplier risk rating summary of suppliers who have completed the questionnaire

genU is exposed to very low levels of risk of modern slavery based on the country our suppliers operate from, a medium level of risk based on their Industry of operations and a low to medium risk based the Informed 365 overall risk index.

However, the level of risk based on the industries we source from increase due to the known risks of modern slavery existing in the following supply chains:

- Information technology
- Office furniture
- Office supplies
- Clothing and household goods
- Medical protective equipment (PPE).

Figure 7 profiles the 20 suppliers who are yet to start the questionnaire. Overall, the risk profile remains consistent with the first chart, giving genU confidence that actions and activities undertaken with the first group of suppliers will be appropriate and supported when these suppliers start submitting completed questionnaires.

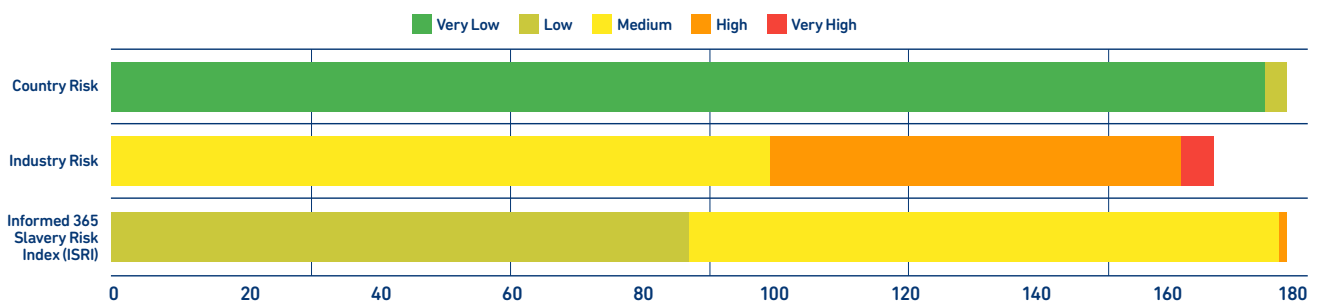


Figure 7. Supplier risk rating summary of 20 suppliers yet to start the questionnaire

The industries that genU is exposed to include Food Distributors, Information Technology and Medical PPE.

COUNTRY OF ORIGIN

As illustrated above, genU has a very low level of modern slavery risk based on the country of origin.

Further insights from completed surveys, and crossed referenced against the high risk countries as reported by The Global Slavery Index, strengthens the view that our current supply chain has a low level of risk of exposing genU to issues of modern slavery.

GLOBAL SLAVERY INDEX – TOP 10 COUNTRIES	genU SUPPLY CHAIN
North Korea	✘
Eritrea	✘
Burundi	✘
The Central African Republic	✘
Afghanistan	✘
Mauritania	✘
South Sudan	✘
Pakistan	✘
Cambodia	✘
Iran	✘

GLOBAL SLAVERY INDEX – OTHER COUNTRIES – % genU SUPPLIERS	
China – 8%	✔
India – 6%	✔
Indonesia – 3%	✔
Hong Kong – 2%	✔

OTHER INSIGHTS

The following insights are elements that genU believes have a direct impact on our ability to manage our modern slavery obligations effectively and efficiently:

- 22% of suppliers are reporting entities under the Act
- 15% of suppliers are publicly listed entities
- 26% of suppliers have operational sites outside of Australia
- 83% of suppliers do not offer their employees training on Modern Slavery
- 52% of our Tier2+ suppliers purchase IT / office equipment and telecommunication goods and services
- 20% of suppliers report having less than 50% of staff under permanent employment agreements
- 4% of suppliers have raised concerns of issues of modern slavery in their supply chain.

REPORTING YEAR IN REVIEW

genU's Top 20 suppliers account for \$24m, almost 50% of total spend. For this reason, one of our stated objectives for the reporting year was to formalise contractual arrangements for our Top 20 suppliers. Currently 15 (75%) of our top 20 suppliers are under formal contract, with additional modern slavery controls in place for the remaining 5 top suppliers including Supplier Modern Slavery Statements and profiling through Informed 365. Another stated objective was to audit our top 10 suppliers. Through either published statements or inclusion in Informed 365, which was achieved during the year.

One of genU's stated objectives for the 2021-22 financial year was to ensure all members of our Senior Leadership Team completed our internal training module on Modern Slavery – Slavery in the 21st Century.

genU has illustrated its commitment to creating awareness and understanding by including this training module in its list of mandatory modules for all managers.

Furthermore, genU promotes completion of the training module to all staff and their managers who either raise and approve purchase orders or are a contract manager. The same principles apply for our training module on our Procurement and Purchasing Policy. Overall, nearly 400 staff completed one or both training modules during the year.

The procurement team introduced two initiatives during the year, aimed at creating understanding and awareness of how to manage procurement activities. The first was aimed at users of our financial management system, in particular those users who raised or approved purchase orders.

The second initiative was inviting new employees who were taking on a leadership role to attend a presentation on both our procurement and contract management principles.

The following table records the stated objectives for the reporting year and the status as at the end of the year.

OBJECTIVE	CONTROL	STATUS
Go Live with Risk Assessment Tool	Effective Assessment	Complete
Join For Purpose Consortium	Effective Assessment	Complete
genU's SLT complete Modern Slavery Training Module	Assessment Control	Complete
Enhance Supplier Assessment when onboarding suppliers	Assessment Control	Complete
Data leaning project to improve supplier engagement	Assessment Control	Complete
Modern Slavery as standing agenda item for relevant Committee	Assessment Control	Complete
Audit of Top 10 Suppliers	Assessment Control	Complete
Formal contracts with Top 20 Suppliers	Assessment Control	In Progress
Enhance training and education programs	Continuous Improvement	Complete
Develop three-stage strategy to manage suppliers	Continuous Improvement	In Progress
Develop off-system supplier management capabilities	Continuous Improvement	Complete
Promote the wider issue of social procurement	Continuous Improvement	Complete
Audit high-risk suppliers	Continuous Improvement	Complete
Audit continuous suppliers and contract status	Continuous Improvement	Complete

LOOKING AHEAD

genU continues to enhance, educate and invest in the management of its supply chain since developing our first Modern Slavery Statement for the financial year 2019-2020.

Significant changes have been made to the procurement framework, resources - both people and systems - controls and governance, resulting in a measurable increase in the level of awareness and understanding across the organisation.

Looking ahead, genU's biggest challenge will be to leverage the insights gained from our supply chain analysis and developing and implementing mitigation strategies in conjunction with suppliers. We expect that the planned digitalisation roadmap will enable technology to provide a step change in the way we procure, monitor and manage our supply chain.

genU anticipates our next reporting year to be one of stabilising the many initiatives implemented and assessing the effectiveness of our progress by:

1. Increasing the number of suppliers under contract
2. Increasing the number of suppliers who complete our modern slavery questionnaire
3. Reviewing and enhancing our current training module
4. Increasing the centralisation and management of procurement
5. Identifying how technology can enhance procurement and supplier management across the organisation.

**THANK YOU FOR READING THE
MODERN SLAVERY STATEMENT.**

If you have any questions about the information
contained in this statement, please contact:
companysecretary@genu.org.au

genU Karingal St Laurence

ABN 74 614 366 031 | ACN 614 366 031 | TOID 5553

