



**hendercare**  
**foundation**

# **HenderCare Foundation**

## **Modern Slavery Statement**

**FY25**



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## 1. Our structure, operations and supply chains

### Reporting entity

HenderCare Foundation ABN 80 139 328 662.

This statement covers HenderCare Foundation activities for the financial year ended 30 June 2025.

### Structure and Workforce

HenderCare Foundation is an Australian public company registered with the Australian Charities and Not-for-profits Commission (ACNC). The directors of HenderCare Foundation are Mark Hender, Sarah Hender and Amanda Blight. Head office is located in Adelaide, South Australia. At the end of the relevant reporting period, HenderCare Foundation employed approximately 666 workers, this includes full time, part time and casual workers.

### Our history

HenderCare Foundation commenced delivering services in Adelaide, South Australia in 2009. HenderCare Foundation has expanded operations to Western Australia and Queensland. HenderCare Foundation is dedicated to improving the lives of vulnerable children and young people with disability, and those involved with child protection services who are unable to live with their families. We are proud of our ability to respond to the individual needs of each child and young person. Our aim is to ensure every child and young person in our care feels safe, supported, and genuinely heard.

### Our operations

*Children's services* - HenderCare Foundation provides Temporary Staff Services and Residential Care (including Placement and Support Packages). These services can include temporary, short-term, long-term or immediate response accommodation and support to children and young people who cannot reside in their family home. These services include home and community support and allied health.

### Our supply chain

Our supply chain consists of a diverse range of goods and services across multiple categories to deliver its services. The main types of goods and services it obtains to support its care services are:

- a. services provided by suppliers – including youth workers, allied health professionals, professional and administrative services, consultancy, IT, insurance, advertising services (both print and online);
- b. products provided by suppliers – including direct care related support equipment, personal protective equipment, uniforms, office supplies, IT equipment; and
- c. products and services used by indirect suppliers – including utilities, maintenance to buildings, equipment servicing and refurbishments.

HenderCare Foundation biggest spend is on wages for employees that it employs directly in Australia.

## 2. Our operations and supply chains risk

HenderCare Foundation is committed to supporting the global effort to combat modern slavery. We are focused on increasing awareness and reviewing our procurement policies and procedures to ensure modern slavery practices are effectively identified and do not go unaddressed in our supply chains.

HenderCare Foundation's operations are solely in Australia. The operations do not directly result in modern slavery practices, as it does not engage in any practices that constitute modern slavery. The HenderCare Foundation's operations are predominately based on direct service provision to service recipients (clients).

HenderCare Foundation has formed the view that there is a risk that it contributes to modern slavery practices, however the risk is very low. HenderCare Foundation has formed this view based on its practices when engaging suppliers. HenderCare Foundation does not turn a blind eye to potential labour exploitation of its suppliers, nor does it knowingly set unrealistic cost targets or delivery timeframes for suppliers that can only be met by using exploited labour.

HenderCare Foundation has formed the view that there is a risk that it may be connected to modern slavery through the activities of entities who supply products and services to it. Due to HenderCare Foundation's large and diverse supply chain means that we may engage with suppliers which might then participate in modern slavery practices themselves, or whose supply chains might be at increased risk of modern slavery.

### **3. Addressing the risk of modern slavery practices**

HenderCare Foundation's Modern Slavery Policy continues to guide our commitment to reducing modern slavery risks. Throughout FY25, HenderCare Foundation leveraged Informed 365 software as a key tool to enhance supplier transparency and conduct rigorous due diligence. Suppliers lacking modern slavery statements are required to complete a modern slavery questionnaire via Informed 365. This software allows for systematic tracking and response to potential risks. Informed 365 as a tool provides HenderCare Foundation with real-time feedback on organisations who operate in countries with a higher prevalence of modern slavery in their workforce using the Global Slavery Index Vulnerability Model and who operate in industries with a higher risk of modern slavery. To focus our efforts effectively, HenderCare Foundation has established a \$150,000 threshold for supplier payments. Modern slavery risk management practices, including the use of Informed 365 software, will prioritise suppliers who are paid more than \$150,000 in a financial year. HenderCare Foundation continued modern slavery awareness training for all employees, with periodic updates planned to maintain high awareness across all teams regarding modern slavery risks and preventative actions. HenderCare Foundation will collectively continue to reassess, revise and develop our approach to modern slavery compliance.

HenderCare Foundation have also reviewed and updated our Supplier Policies and Supplier Registers to capture evidence of our commitment to Modern Slavery. All contracts issued by HenderCare Foundation for the supply of services include clauses pertaining to modern slavery with a view to identifying and addressing modern slavery in its supply chains.

### **4. Assessment, reporting & consultation**

In FY25, HenderCare Foundation enhanced its approach to assessing the effectiveness of our modern slavery mitigation actions. Key actions included:

- a. Ongoing Assessment of Supplier Practices: We reviewed high-risk supplier responses to the Modern Slavery Questionnaire and conducted follow-up actions where needed
- b. Due Diligence Improvements: New due diligence processes were introduced, focusing on early risk identification and active remediation.
- c. Modern Slavery Training Metrics: HenderCare Foundation reviewed and documented employee training participation, with plans to increase engagement and ensure continuous awareness.

During the next reporting period and moving forward, the HenderCare Foundation intends to:

- a. Continue evaluating and refining our modern slavery compliance framework,
- b. Expand supplier engagement to increase transparency across supply chains,
- c. Implement additional remediation processes as necessary.

This statement was drafted by HenderCare Foundation's senior leadership. The process of consultation included the sharing of materials and meetings to discuss progress that was made during the reporting period.

This statement has been approved by the Directors of HenderCare Foundation.



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Mark Hender

Director

19 December 2025