

Modern Slavery Statement

For the year ended 30 June 2025

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Contents

Acknowledgement of Country	3
Statement Overview	4
About Endeavour Foundation	5
Structure	5
Governance Framework	6
Our Values	6
About Us	7
Our Operations	8
Home and Community Division	8
Work Division	8
Community Solutions and BRACE	8
Supporting Functions	8
Additional Information	8
Modern Slavery Risks	9
Our Supply Chain	10
Assessment of modern slavery risks in our supply chains	11
Assessment of modern slavery risks in our operations	11
Actions Taken	14
Effectiveness of Actions Taken	14
Looking Forward	15
Consultation with Controlled Entities	15
Board Approval	15

Acknowledgement of Country

In the spirit of reconciliation, we acknowledge the Traditional Custodians of Country throughout Australia and recognise their connections to land, seas and community. We pay our respects to Elders past and present.

We further acknowledge the forced labour, servitude and enslavement of Aboriginal and Torres Strait Islander people and Pacific Island peoples in Australia's history. We recognise the trauma and impact those injustices have had on individuals, their families and their communities.

We also acknowledge the victims and survivors of all forms of exploitation that we recognise as modern slavery.

Acknowledgement of people with disability

We recognise the role that people with disability, their families and supporters play in their communities. We acknowledge the structural inequalities that create barriers from social, economic and community participation. We work towards inclusion and upholding their human rights.

Statement Overview

Endeavour Foundation Limited (ABN 80 009 670 704) is a reporting entity under the *Modern Slavery Act 2018* (Cth) (the Act). This Statement covers the activities of Endeavour Foundation Limited and its controlled entities (Endeavour Foundation) for the period 1 July 2024 to 30 June 2025. It outlines the steps Endeavour Foundation has taken to identify and address modern slavery risks in our operations and supply chains.

The sections of this Statement responding to our mandatory reporting criteria under the Act are set out in the table below.

Mandatory Reporting Criteria	Page
Identify the reporting entity	5
Describe the reporting entity's structure, operations and supply chains	5-10
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	10
Describe the actions taken by the reporting entities, and any entities the reporting entity owns or controls, to assess and address these risks, including due diligence and remediation processes	14
Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	14
Describe the process of consultation with any entities the reporting entity owns or controls	15
Board approval	15

About Endeavour Foundation

Endeavour Foundation's purpose is making possibilities a reality for the people we support. We champion individuals, helping them live their best lives.

We are an independent not-for-profit organisation providing a range of supports to help people with disabilities feel safe, healthy, empowered, included and employed. We also provide supports to help individuals in the wider community to obtain employment and employment skills.

Our services include:

- accommodation
- in-home support and community access
- inclusive employment pathways and opportunities
- learning and life skills programs
- National Disability Insurance Scheme (NDIS) support coordination
- behaviour and psychological support
- apprenticeships and traineeships.

We operate in every state and territory, except Tasmania.

We fundamentally believe in the rights and abilities of every person and wholeheartedly champion individuals as the architects of their own decisions. We apply a human rights lens across all we do.

Structure

Endeavour Foundation Limited (ABN 80 009 670 704) is a not-for profit organisation, incorporated as a public company limited by guarantee and based in Australia. Endeavour Foundation Limited is a registered charity with the Australian Charities and Not-for-Profits Commission (ACNC). Endeavour Foundation's registered address is 33 Corporate Drive, Cannon Hill, QLD 4170.

The entities Community Solutions Group (ABN 47 209 006 415) and BRACE Education & Training (ABN 55 015 861 710) are controlled entities of Endeavour Foundation.

Governance Framework

Endeavour Foundation is a member-based organisation governed by a Board of Directors. Our directors are both appointed and elected. We ensure our board comprises members with relevant professional experience and/or lived experience of disability. The following Committees provide organisational oversight to the Board:

- Audit, Finance, Risk and Compliance Committee
- People and Culture Committee
- Client Care Committee.

Our controlled entities are governed by their own Board.

Endeavour Foundation's governance structure is set out in our Constitution and By-Laws. All officers, executives, employees and volunteers are required to abide by our Code of Conduct.

Our Values

Our values, Code of Conduct and policies set our behaviour standards and provide guidance for Endeavour Foundation officers, employees, contractors and volunteers. Our Board and Executive foster and demonstrate the highest standards of ethical behaviour to encourage an environment intolerant to human rights abuses.



We are one

– valuing individual strengths to achieve more.



We care

– treating everyone with kindness and respect.



We are passionate

– the people we support are at the heart of everything we do.



We never stop imagining

– striving for a better future, together.

About Us

In 2024-25 we supported:

971 people in their homes



1,755 employees in our social enterprises and open employment

890 people to develop their skills and access the community



2,000 people with NDIS Support Coordination Services and **1,050** people with specialist behaviour supports

Over **6,000** people in the workforce through the Workforce Australia and Disability Employment Scheme programs



241 individuals to find traineeships and apprenticeships

Our Operations

Endeavour Foundation provides supports in all states and territories, with the exception of Tasmania.

Our workforce comprises employees, contractors and volunteers. The majority of our employees are directly employed by Endeavour Foundation by contract, award or industrial agreement. A small number of agency employees are engaged annually to fill temporary staffing shortages.

Home and Community Division

The Home and Community Division operates in Queensland, New South Wales and Victoria. This division provide Specialist Disability Accommodation, Supported Independent Living supports, education and skills development, and services to support people engage with their communities. We also provide supports to young people with disability.

Work Division

Our Work Division's focus is on supporting people with disability find paid employment that works for them. We operate social enterprises and supported hosted employment opportunities. This Division operates in every state and territory except Tasmania.

Community Solutions and BRACE

Community Solutions and BRACE provide a range of National Disability Insurance Scheme, employment, training and community services throughout Queensland, New South Wales and Victoria.

In the reporting year Community Solutions also delivered employment services under the Workforce Australia and Disability Employment Service programs.

Supporting Functions

The above operations are supported by the following Divisions:

- Finance, Infrastructure and Lotteries
- Fundraising, Advocacy, Marketing and Engagement
- Legal and Governance
- People and Wellbeing.

Additional Information

For more information about our operations, please refer to our Annual Reports.

Modern Slavery Risks

Modern slavery encompasses a range of practices and human rights violations, and may include:

- trafficking in persons
- slavery
- servitude
- forced marriage
- child labour
- deceptive or restrictive recruiting for labour or services.

We are committed to assessing the risk of modern slavery in our operations and supply chains. We are working to continuously improve the risk assessment process to ensure adequate controls are in place and functioning, and that we respond appropriately to identified instances of modern slavery.

Endeavour Foundation's primary risks of involvement in modern slavery are:

- as a purchaser of goods and services there is a risk we could purchase goods or services which involved modern slavery practices in their creation or provision
- as an employer there is a risk that labour could be exploited in our workforce.

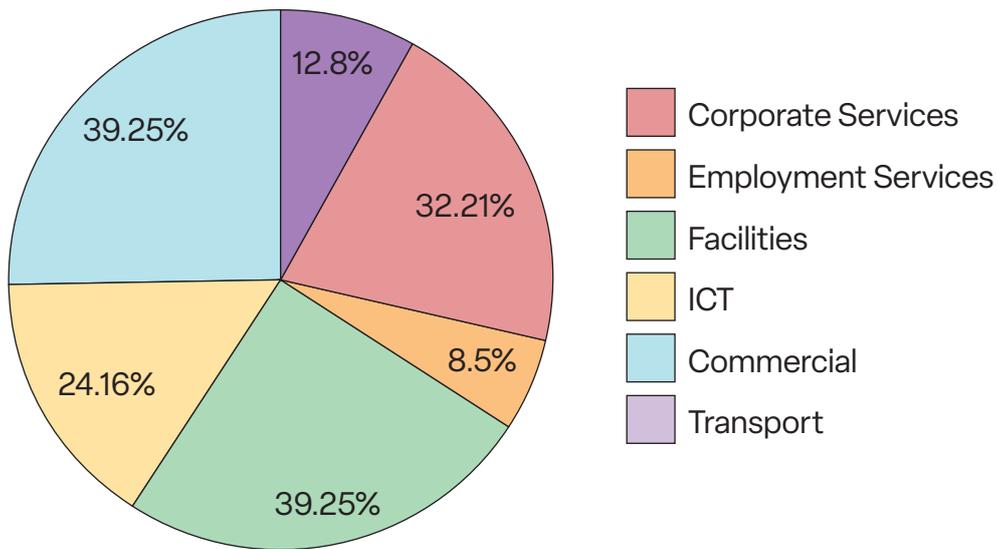
No instances of modern slavery were identified in our operations or supply chains in 2024-25. However, we do acknowledge that due to long supply chains we may inadvertently be contributing to modern slavery.

Our Supply Chain

Our supply chain comprises general corporate services and products, services and products specific to the disability supports we provide, and products relating to the commercial work carried out in our social enterprises.

An analysis was undertaken of all suppliers with whom we spent over \$100,000 in Financial Year 2024-25. Our spend by category is outlined in Graph 1 below.

Graph 1: Proportion of spend by category



Of the 159 suppliers assessed:



74% were Australia-based, with the remainder being large multinational corporations with Australian operations



Modern Slavery Statements of were found and reviewed for 55 suppliers



55% of our spend was on services and 45% on products

Assessment of modern slavery risks in our supply chains

Our primary modern slavery risks lie in our supply chains when raw inputs to finished products and services originate in high-risk countries.

When assessing the modern slavery risk in our supply chain we review our suppliers by industry, the nature of the products or services sought and geographic footprint.¹

We assess there is currently low risk of causing, contributing or being directly linked to instances of modern slavery within our supply chain. However:

- We recognise the high risk associated with ICT hardware, due to the long supply chains, and poor employment practices in source countries of raw materials and production.
- We also recognise risks from our facilities maintenance and cleaning service providers, due to contracted services potentially subcontracting to businesses engaging in exploitative employment practices.

Assessment of modern slavery risks in our operations

Within our operations there are modern slavery risks associated with our commercial activities and employment practices. We engage with a range of commercial clients to provide services including packaging, production and document destruction.

We assess there is currently low risk of causing, contributing or being directly linked to instances of modern slavery within our commercial operations.

We operate in two high-risk industries – timber production and e-waste. We have undertaken an assessment of our operations in these industries, including the controls we have implemented appropriately manage our risk of contributing to, causing or being directly linked to modern slavery. See box on the following page.

¹ Risk indicators as set out in Table 6, Appendix 1, Commonwealth Modern Slavery Act 2018-Guidance for Reporting Entities.

Timber production

We operate timber manufacturing facilities at three sites in Queensland, focused on the production of cross arms, pallets, stakes, and pegs. We do not engage in timber farming or logging.

The global forestry sector is recognised as high-risk for modern slavery due to the reliance on low-skilled labour, the remote nature of operations, and the potential involvement of vulnerable groups, including Indigenous communities.

To mitigate the risk of contributing to modern slavery in this sector, our timber is sourced domestically, significantly reducing exposure to overseas supply chain risks. The Maryborough Timber Cross Arm Mill site is certified to ISO 9001:2015 (Quality Management Systems) and aligns with Forest Stewardship Council (FSC) principles.

Some of our timber products are exported, primarily to countries in the South Pacific. However, our limited visibility over the downstream supply chain once products leave Australia means we are unable to assess the modern slavery risks associated with use of these products.

e-Waste Services

We carry out manual e-waste dismantling across three Queensland sites. These operations are certified to ISO 14001:2015 (Environmental Management Systems) and AS 5377:2013 (E-Waste Management Standard), providing assurance around environmental responsibility, traceability, and accountability in processing practices.

We report annually to the Australia and New Zealand Recycling Platform (ANZRP), a co-regulator under the National Television and Computer Recycling Scheme (NCRS).

E-waste is dismantled into recyclable components, which are then sold to Australia-based downstream vendors. These vendors have been assessed as part of our modern slavery risk framework. However, we acknowledge that there may be modern slavery risks beyond our control if these components are later exported overseas.

As an employer, we acknowledge the risk of modern slavery as it applies to employment practices. We are a person-centred organisation with our practices guided by human rights principles.

Our workforce comprises employees, contractors and volunteers. Our directly employed staff are engaged by contract, award or collective industrial agreement. We are in the process of improving our rostering system to provide greater flexibility and transparency for employees. We minimise the engagement of agency staff to fill vacancies in our rosters.

Our controls contribute to our assessment there is currently minimal risk of causing, contributing or being directly linked to instances of modern slavery within our workforce. These controls include:

- confirming right to work status via visa checks
- having a large proportion of our employees undertaking pre-employment screening, such as criminal history checks, working with children checks and disability worker checks
- policies and procedures addressing fair and equitable treatment, diversity and human rights
- mandatory and voluntary training on a range of subjects, including recognising and reporting violence, abuse, neglect and exploitation; human rights; cultural awareness; and diversity.

We have in place a Feedback (Complaints and Compliments) Policy and Whistleblower Policy and encourage our employees to report wrongdoing such as modern slavery or other concerns.

Actions Taken

We continue to build our ability to identify and respond to modern slavery risks in our operations and supply chains. This year we developed and implemented a three-year Modern Slavery Action Plan to facilitate continuous improvement in this area.

This year we:

- completed a risk assessment involving over 150 suppliers and commercial customers
- updated our Modern Slavery Policy
- implemented a Modern Slavery Governance Framework
- implemented a Modern Slavery Remediation Procedure
- made modern slavery training available to all staff, bespoke modules will be added in the next reporting period
- progressed improvements in procurement due diligence practices
- provided education on superannuation, financial planning and financial decision making to 150 employees we support and their families.
- improved our internal data sourcing for use in the risk assessment process
- participated in events hosted by modern slavery survivor advocates and government entities, such as the NSW Modern Slavery Commissioner
- cooperated with partners to ensure they met their modern slavery obligations.

Effectiveness of Actions Taken

Modern slavery is included amongst our enterprise risks. Along with other enterprise risks, it is regularly monitored and reported on to our Board and the Audit, Finance, Risk and Compliance Committee.

As our understanding of the modern slavery risks in our operations and supply chains continues to grow we are better able to identify and respond to those risks. With the implementation of a Modern Slavery Governance Framework, we are able to better assess the effectiveness of our assessments and actions.

Looking Forward

Our priority actions in 2024-25 include:

- delivery of mandatory modern slavery training to identified priority teams
- modern slavery awareness raising, including referring employees to report concerns to our whistleblowing service
- undertake a risk assessment of our suppliers with identified sub-contracting arrangements
- conducting our annual modern slavery supplier analysis
- incorporating modern slavery due diligence when on-boarding new suppliers.

Consultation with Controlled Entities

This statement covers activities of Endeavour Foundation and its controlled entities. In preparing this statement, Endeavour Foundation consulted its controlled entities. The directors and officers of all entities were consulted and provided an opportunity to review the statement prior to its approval by the Board of Endeavour Foundation Limited.

Board Approval

This statement by Endeavour Foundation and its controlled entities was approved by the Board of Endeavour Foundation Limited as the parent entity on 26 November.

This statement is signed on behalf of the Endeavour Foundation Limited Board.



Elizabeth Jameson, AM
Chair

Dated this day 26 November 2025