

# **MODERN SLAVERY STATEMENT** **FY23/24**



This Modern Slavery Statement covers the activities of the Movember Foundation Trust (ABN 48 894 537 905) and its controlled entities for the financial year running from 1 May 2023 through to 30 April 2024.

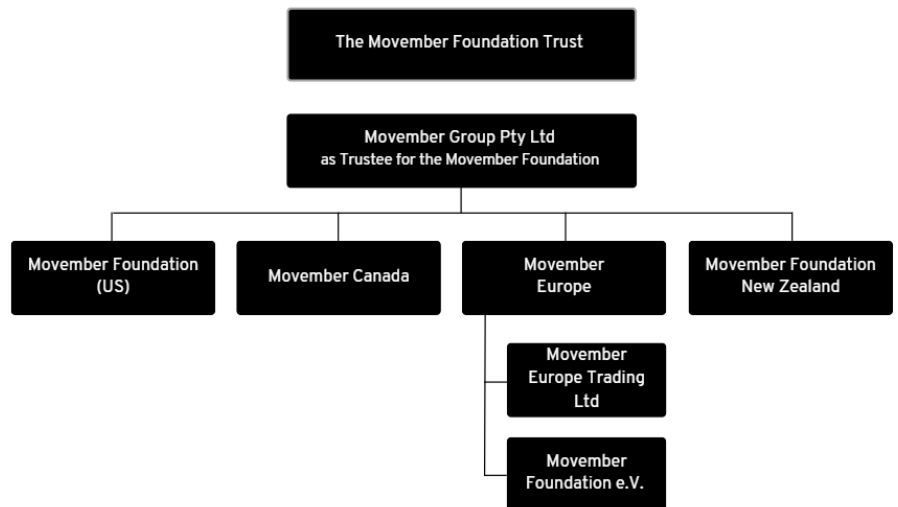
It outlines the actions Movember has taken to identify modern slavery risks in our operations and supply chain. It also describes the steps Movember has taken to minimise the risk that our operations will support or otherwise sustain modern slavery practices.

## ABOUT MOVEMBER

### ORGANISATIONAL STRUCTURE

For the purposes of this Statement a reference to Movember means the Movember Foundation Trust (ABN 48 894 537 905), its Trustee, The Movember Group Pty Ltd, and the following controlled entities domiciled outside of Australia:

- Movember Foundation (US)
- Movember Canada (CA)
- Movember Europe (UK)
- Movember Europe Trading Ltd (UK)
- Movember Foundation New Zealand (NZ)
- Movember Foundation e.V. (DE)



Movember’s 299 staff work across offices located in Australia, the US, Canada, the UK, Ireland & New Zealand.

Movember’s global consolidated Board consists of 8 Non-Executive Directors and is our organisation’s principal governing body for the purposes of the *Modern Slavery Act 2018* (Cth). The Board delegates decision-making and day-to-day management of Movember’s operations to the CEO and her senior management team.

Movember’s CEO is based at our global headquarters, located at Level 4, 21-31 Goodwood Street, Richmond, VIC 3121 Australia.

### OPERATIONS

In 2003, a bristly idea was born in Melbourne, igniting a movement that would transcend borders and change the face of men’s health forever. The movement, known as Movember, united people from all walks of life. Sparking billions of important conversations, raising vital funds, and shattering the silence surrounding men’s health issues.

Movember has challenged the status quo, shaken up men’s health research and transformed the way that health services reach and support men. Taking on prostate cancer, testicular cancer, mental health and suicide prevention, with unwavering determination.

Movember has raised over \$1.68B AUD for men’s health since 2003, thanks to a passionate network of global Movember supporters. While Movember is supported through year-round fundraising efforts, the annual Movember campaign held in November, is the primary fundraising initiative for the organisation. During the month of ‘Movember’, we ask supporters to sign up and fundraise by growing a moustache, taking the Move challenge, hosting an event or ‘Mo’ing your own way’ through an idea of their own. Through their actions they seek donations from their networks and consequently, not only raise funds but also importantly help spread the organisation’s health messages to their family, friends, and colleagues.

These critical funds have delivered more than 1,300 men’s health projects around the world. Funding hundreds of biomedical research projects and developing some of the largest prostate cancer registries in the world, based on the real-life experiences of hundreds of thousands of men. Since taking on mental health and suicide prevention in 2006,



Movember has emphasised the importance of better social connections, early recognition of what men's poor mental health looks like, and how clinicians can better respond to men in distress. We want to make sure more men know what to do when mental health issues appear, and that their supporters are better prepared to step in when they need it.

Movember continues championing new research, cutting-edge treatments and healthy behaviours. We advocate for inclusive, gender responsive healthcare systems that are tailored to the unique needs of men, women and gender-diverse people from a diverse range of cultural backgrounds. In doing so, we hope to forge a future where barriers to healthy living are overcome, stigmas are removed, and where everyone has an equal opportunity to live a long healthy life.

By improving men's health, we can have a profoundly positive impact on women, families, and society. Healthier men means a healthier world.

To learn more, visit [Movember.com](https://www.movember.com)

## SUPPLY CHAIN OVERVIEW

The majority of spending on goods and services that support our operations occurs across these main categories:

<b>Facilities</b>	Office rent, cleaning & simple maintenance as well as ad hoc catering/hospitality services.
<b>Technology</b>	Software, hardware, infrastructure, cyber security and cloud hosting
<b>Marketing &amp; fundraising</b>	Advertising, events & merchandise
<b>Travel support</b>	Domestic & international travel and accommodation
<b>Professional services</b>	Fees for specialist expertise and services in areas including legal, audit, tax, insurance, product design, scientific research, and research evaluation.

Most of our suppliers are located in Australia, the US, Canada, and UK, but we also engage with professional services firms who provide ad hoc advice and support around our tax and compliance obligations across Austria, Belgium, Denmark, the Czech Republic, France, Germany, the Netherlands, Norway, Spain, Sweden and Switzerland.

# MODERN SLAVERY RISK PROFILE

## IN OUR OPERATIONS

Movember considers the modern slavery risk profile associated with our operations to be low.

Principally, this is because our operations are carried out by a workforce that is made up of professionally qualified and highly skilled service workers employed across Australia, the US, Canada, the UK, Ireland and New Zealand; these are locations where workers' rights, and the regulation of employment conditions and corporate governance/business practices is high.

In the context of this Statement, Movember acknowledges that at different points in recent years, we have considered our organisation's reach and fundraising presence across the globe, and have decided to cease operating, or decline to start operating in some regions. Those decisions have been made where we've determined that local economic, regulatory, or cultural factors make it unfeasible for us to operate effectively and in line with our organisational values and strategy.

## IN OUR SUPPLY CHAIN

In assessing our supply chain to prepare this Statement, we considered the sectors and industries our suppliers work in, along with the nature of the products and services we consume, and in particular:

- how those products and services are produced or provided
- where products are produced, or services are provided
- our visibility over the onwards supply chain of the suppliers we work with.

(Together, referred to as our **risk consideration points**).

We believe that the modern slavery risk profile associated with our supply chain is low. But we have reached that conclusion acknowledging that our supply chain is not without modern slavery risk and that this risk must be thoughtfully considered on an on-going basis.



We also recognise the need to take care in making choices in relation to the procurement of the following categories of goods or services. In these categories, we consider there's an elevated need to ensure we're comfortable with our suppliers' management of potential modern slavery risk, reflecting on the risk consideration points described above.

<b>Merchandise</b>	The purchase of branded merchandise comes with a potential risk of contributing to, or being directly linked to modern slavery where we use suppliers that rely on offshore supply chains over which we have limited visibility.
<b>Cleaning, simple maintenance, and ad hoc catering or hospitality services</b>	Workers in these industries may come from vulnerable populations within and outside Australia, and where we procure these services through third parties, without careful due diligence to understand the business practices of those third parties, there is a risk that we could be engaging workers who may be subject to modern slavery practices such as forced labour, debt bondage or deceptive/unfair recruitment and employment conditions.
<b>Hotels &amp; accommodation suppliers</b>	As above, workers providing cleaning, simple maintenance or catering services within the hotel & accommodation industry globally can be vulnerable to modern slavery practices such as forced labour, debt bondage or deceptive/unfair recruitment and employment conditions. We recognise that it can be difficult to get visibility over the business practices of individual hotels, which are often operated as franchises within global hotel groups, but can be cautious about the choices we make in this area and leverage the due diligence of our booking agents, including Corporate Traveller.

## MITIGATING RISK

<b>Organisational governance</b>	<p>As a charity holding registration with the Australian Charities and Not for Profits Commission (ACNC), Movember is required to comply with the ACNC's Governance Standards and External Conduct Standards, which includes requirements to manage and safeguard the wellbeing of those who benefit from, or work for/with Movember in our operations.</p> <p>We have developed and implemented a range of policies and processes that help us meet these obligations. In context of managing modern slavery risk, those policies include our:</p> <ul style="list-style-type: none"><li>• Codes of Conduct</li><li>• Anti-fraud, Bribery and Corruption Policy</li><li>• Risk Appetite Statement</li><li>• External Safeguarding Policy</li><li>• Whistleblowing Policy.</li></ul>
<b>Training</b>	<p>In 2024, we will prepare and deliver training on modern slavery risks to our finance and legal teams, as well as those employees who make procurement decisions concerning merchandise. This training, intended to increase employee awareness of modern slavery risk, will be created with reference to the <a href="#"><u>OECD Due Diligence Guidance on Responsible Business Conduct</u></a>.</p>
<b>Procurement policies and processes</b>	<p>To prepare this Statement, we reviewed the suppliers we use to support our operations, to assess the risk of modern slavery that extends to our supply chain (using the risk consideration points noted earlier in this Statement).</p> <p>We will continue to periodically repeat that review process, to ensure we have an appropriate level of awareness of who we work with and how the suppliers supporting our operations manage their activities in a way that is aligned with our values and our compliance and ethical obligations.</p> <p>In 2024, Movember also intends to develop a centralised in-house procurement function, which we hope will improve the efficiency of our purchasing of goods and services, and increase overall visibility of our supply chain. In undertaking this project, we will look to further standardise the supplier due diligence processes we currently undertake; we'll include consideration of modern slavery risk in this due diligence process as a means of further reducing the risk of modern slavery in our operations and supply chain going forward.</p>



## ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

This is Movember's first Modern Slavery Statement, and we have not previously assessed how effective our mitigation of modern slavery risk is in a way that is structured to effectively report against at this time.

Movember's Board and management team is committed to continuously assessing and improving our risk management activities across all areas of our operations.

We expect the following indicators will support us to assess the effectiveness of our modern slavery risk mitigation going forward:

- The proportion of staff trained in modern slavery risk
- The number of modern slavery incidents identified in our operations and supply chain
- The proportion of our relevant organisational policies and processes that explicitly acknowledge modern slavery risk.

## PREPARATION OF THIS STATEMENT

This Statement is made pursuant to the *Modern Slavery Act 2018* (Cth), and has been prepared by Movember's Global General Counsel & Company Secretary, who also acts as Movember's Chief Risk Officer.

In preparing this Statement, Movember's Chief Financial Officer and Chief Operating Officer have been consulted; along with Australian, UK and Canadian-based employees who have responsibility for procuring goods and services in the areas of our supply chain that we have identified as carrying an elevated modern slavery risk.

This statement has been reviewed and endorsed by Movember's Board as a true and accurate representation of the matters covered herein. It is signed by Movember's CEO on behalf of the Board.

**Michelle Terry**  
CEO