

AMES Australia

Modern Slavery Statement

2024 - 2025



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Introduction

AMES Australia is a Victorian public entity, which meets the threshold reporting requirements of the *Modern Slavery Act 2018* (Cth) (the Act). Accountable to the Victorian Minister for Skills and TAFE under the Education and Training Reform Act 2006 AMES Australia is a leading provider of settlement, education, training and employment services to migrants, refugees and asylum seekers.

This is AMES Australia’s first Modern Slavery Statement, prepared under the Act, and it outlines the steps that AMES Australia has taken during the financial year ending 30 June 2025 to identify, assess and address the risk of modern slavery practices in its business operations and supply chains.

About AMES Australia

Organisation and Structure

AMES Australia (AMES) delivers services across Australia states and territories, including:

- Settlement Support and Community Care
- Employment Services
- Education services
- Community development and volunteering.

AMES employs over 850 employees across a network of state, metropolitan and regional offices and delivers services both directly to clients and in partnership with community organisations and government agencies.

AMES Head Office is based at Level 4, 1 Little Collins Street, Melbourne Victoria 3000.

AMES has a robust organisational structure and governance capability, including organisational wide policies, procedures and systems operating within strong audit and risk management frameworks.

Accountability and Key Relationships

AMES Australia is governed by a Board of Directors, accountable to the Minister with objectives, functions and powers defined by its enabling legislation and constitution.

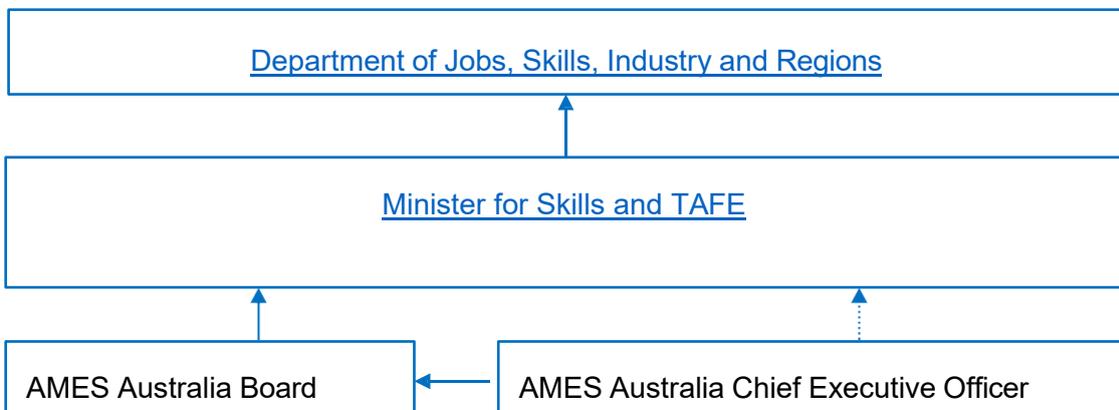


Diagram 1: AMES Australia Governance Structure

The Board, Finance, Audit and Risk Management (FARM) Committee and the Appointments, Remuneration and Governance (AR&G) Committee assist the Board in fulfilling its corporate governance and oversight responsibilities in relation to risk and compliance obligations.

AMES has a fully owned entity Kare ONE - Home and Community Care Services.

Although Kare ONE is not a reporting entity themselves under the Act, AMES recognises the importance of a collaborative approach and acknowledges that as such each operating entity has a role to play.

Supply Chains

AMES procures a wide range of goods and services to support its operations, including:

- Professional and consultancy services
- Facility management, cleaning and maintenance
- Information and communication technology equipment and services
- Office supplies
- Subcontracted program delivery and community partnerships.

With the exception of miscellaneous and ad hoc procurement, as a Victorian public entity AMES uses the Victorian Government's centralized State Purchase Contracts (SPCs) for the majority of its procurement. Approved suppliers under the SPC have been vetted by the Victorian Government and are required to adhere to the Victorian Government's Supplier Code of Conduct.

Risks of Modern Slavery Practices

Potential risks regarding modern slavery have been identified within AMES operations and its extended supply chain. The following key risk areas have been identified by AMES and are addressed within our Modern Slavery Risk Management Plan:

- Potential use of unlicensed or unethical recruitment practices
- Procurement of goods outside of the SPC from suppliers operating out of a high-risk location or providing goods and/or services that have a high-risk of modern slavery in their supply chain
- Subcontractors and community partners that may employ vulnerable workers
- Potential for exploitation of refugees or new arrivals by third-party employers within AMES' employment pathways
- Potential misuse of volunteer relationships.

AMES recognises that its client base – which includes newly arrived migrants and refugees – may be inherently vulnerable to coercion, deceptive recruitment or financial exploitation and has processes in place to mitigate these risks.

Actions to Assess and Address Modern Slavery Risk

The 2024-2025 financial year reporting period primarily served as a preliminary planning period for AMES to begin scoping how it will more actively identify, assess and address risks of modern slavery practices in its operations and supply chains.

During this first reporting period, AMES established a Modern Slavery Working Group with representatives from AMES business areas and support functions.

In the previous twelve months, AMES has commenced and/or completed the following actions to assess and mitigate modern slavery risks.

Table 1: Actions to assess and address modern slavery risk within AMES operations

Area of operation	Action taken
Governance and accountability	<ul style="list-style-type: none"> • AMES Board oversees modern slavery compliance. • Establishment of Modern Slavery Working Group to lead and coordinate AMES efforts to identify, prevent and address risks of modern slavery across our operations and supply Chains. • Commenced a review of AMES policies and procedures.
Risk assessment and due diligence	<ul style="list-style-type: none"> • Modern Slavery Risk Assessment (MSRA) conducted across all of AMES. • Potential risks identified and categorised • Actions captured in the MSRA.
Supplier and partner management	<ul style="list-style-type: none"> • Procurement Policy reviewed, setting out the fundamental principles, rules and Standards applicable to Procure activities within AMES Australia. • Supplier Code of Conduct.
Training and Awareness	<ul style="list-style-type: none"> • AMES has identified an e-learning training program for release to all staff in February 2026. The Program is designed to raise awareness of modern slavery; to recognise what it is; to understand why it is relevant organisations; and what staff responsibilities are in terms of reporting. Staff will be required to complete an assessment task to confirm understanding upon completion of the training. • AMES has released a new website which includes a statement regarding AMES commitment to Modern Slavery.

Measuring the Effectiveness of Our Actions

Table 2: Quantifying our actions to reduce Modern Slavery risks

Action	Target outcome	Outcome achieved
Modern Slavery Working Group established	100%	100%
Modern Slavery training	e-training developed for release to employees and volunteers.	Training to be released February 2026.
Modern slavery resources developed and available on AMES intranet for all AMES employees and volunteers.	100%	Links to resources to be released with the training in February 2026.
Modern slavery resources developed and available on AMES internet for public access	100%	AMES has released a new website which includes a statement regarding AMES commitment to Modern Slavery.
Review and update Modern Slavery Risk Assessment Plan	100%	100%
Contact non-SPC Suppliers and request their commitment to adhere the Victorian Government's Supplier Code of Conduct	95%	Commenced the process of ensuring Non-State Purchase Contract (SPC) Suppliers required to commit to uphold SPC Supplier Code of Conduct.
Incidents investigation commenced within three working days	100%	N/A – no incidents.
Outcomes of incident investigations used to inform changes to Modern Slavery policies, plans and processes	100%	N/A – no incidents.
Policy and Procedure Review	100%	AMES policies and procedures are all subject to a regular review process.

Consultation

This statement was developed in consultation with key personnel from each AMES division and corporate area.

Future Commitments

AMES will continue to strengthen its approach to identifying and mitigating modern slavery risks through continued collaboration with suppliers and community partners, enhancement of the Modern Slavery Risk Management Plan, increased training to all staff and increased transparency through public reporting and stakeholder engagement.

AMES will regularly review its policies, plans and procedures relating to Modern Slavery to ensure alignment with national reforms and emerging best practice.

This Modern Slavery Statement was approved by the Board of AMES Australia on 18 December 2025.	
	Vanda Fortunato AMES Australia Board Chair
On behalf of	The Board of AMES Australia
Date Signed	23/12/2025

Contact

For questions or further information, please contact:

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