

Modern Slavery Act 2018
Modern Slavery Statement
Year ended 30 June 2020

The Reporting Entity

Cerebral Palsy Alliance is a reporting entity under the Modern Slavery Act 2018 and is required to prepare an annual statement for a reporting period. The reporting period for Cerebral Palsy Alliance is each year ending 30 June and this Modern Slavery Statement for Cerebral Palsy Alliance is in relation to the reporting period ended 30 June 2020.

Structure, operations and supply chains

Structure

Cerebral Palsy Alliance is a charity registered with the Australian Charities and Not-for-Profits Commission providing services to children and adults with cerebral palsy and similar disabilities in NSW and the ACT.

Cerebral Palsy Alliance is a public company limited by guarantee incorporated under the Corporations Act 2001.

It has a number of subsidiary companies all of which are owned 100% and supply employment services solely to Cerebral Palsy Alliance.

The Board of Directors is the ultimate decision making body of Cerebral Palsy Alliance and its subsidiaries and is responsible for their overall governance. The Finance and Audit Committee is the Board Committee that has oversight of financial and compliance risks, including in relation to Modern Slavery Act requirements.

Operations

Cerebral Palsy Alliance provides accommodation and respite care services, lifestyle programs and therapeutic services to children and adults with cerebral palsy and similar disabilities in NSW and the ACT.

Cerebral Palsy Alliance is a Registered Training Organisation providing training, online and in person, with particular focus in areas pertinent for caring for people living with disability.

Cerebral Palsy Alliance provides an accelerator program for technology start-ups developing technology to improve the lives of people living with disability.

Cerebral Palsy Alliance employs researchers, supports a Research Institute affiliated with Sydney University and provides grants to institutions globally for the purposes of leading and influencing discoveries in prevention, treatment and cures of cerebral palsy.

Cerebral Palsy Alliance raises funds through fundraising campaigns and from donors, trusts and foundations and corporate partners to support the research, the accelerator programs and services not otherwise funded by the National Disability Insurance Scheme.

Cerebral Palsy Alliance operates a supported employment program with sites in Northern and Western Sydney where people with disability are employed in a packaging and assembly, mail house and fulfilment business.

Supply Chains

Whilst, as with other organisations providing services to people living with disability, the primary suppliers of the services provided by Cerebral Palsy Alliance are our employees, we also procure goods and services that contribute to the delivery of these services.

The goods and services procured fall into the following main categories:

- Contract Labour – Disability Support workers, Registered Nurses, general administration staff, fundraising activities
- Building, Construction and Maintenance
- Information and communications technology (ICT) - hardware and software
- Equipment for People with Disability
- Vehicles
- Facilities Management
- Office Supplies
- Medical supplies – Personal Protective Equipment such as masks, gloves and gowns
- Food
- Utilities

Risks of modern slavery practices in operations and supply chains

Cerebral Palsy Alliance is fully committed to acting ethically and operating responsibly and we oppose slavery in all forms.

We have various policies in place that support our operations to ensure our employees and suppliers meet our core values.

The majority of our suppliers are based in Australia, relate to the provision of contract labour and are subject to the laws, including human rights legislation, of Australia. Additionally we have long established relationships with a significant proportion of these suppliers.

The more significant risks to modern slavery practices are through the purchase of goods and services from third party suppliers and these risks are heightened where the goods and services are sourced from countries with known modern slavery concerns.

Actions taken by the reporting entity

We have recognised our obligations in our Risk register and reflected in our Procurement, Commitments and Purchasing Policy and educated our procurement team and senior management and board members through the Quality, Risk and Compliance executive, Executive group, Finance and Audit board committee and Board.

For the reporting period ended 30 June 2020, we have taken a risk based approach to determine the actions required to address the risk that there may be any contribution or direct link to modern slavery through the operations of suppliers in our supply chain.

We have embarked on identifying material Tier 1 suppliers and those with significant operations outside Australia. In this reporting period we focussed on our key suppliers of information and communications technology (ICT), and determined whether these organisations had published policies defining their commitment to international labour and human rights standards and had stated principles demonstrating their commitment to the rights of their employees and workers in their supply chain. We reviewed our contracts with them to evidence a stated commitment to adhere to their policies.

With our operations and those of our suppliers impacted by the COVID-19 pandemic, the exercise of Modern Slavery risk mapping in our supply chain is still being progressed.

For the next reporting period we are looking to:

- Finalise Modern Slavery risk mapping in our operations and supply chain
- Embed due diligence processes to engage with suppliers and assess their awareness of Modern Slavery risks and commitment to labour and human rights standards
- Ensure procurement processes contemplate Modern Slavery risk as key to determining a suppliers suitability to provide, or continue to provide, goods and services
- Ensure contractual arrangements reflect adherence to labour and human rights standards and commitment to comply with organisations stated principles, policies and procedures
- Report any matters of concern to the Quality, Risk & Compliance Committee for assessment, remediation and escalation as required.

Assessment and effectiveness of actions

These actions are designed to ensure that Cerebral Palsy Alliance mitigates any risk of engaging in, or any of its supply chain engaging in, modern slavery practices.

The actions taken and due diligence processes will be reviewed regularly as part of our corporate risk management and continuous improvement framework.

Consultation process with group entities

Cerebral Palsy Alliance and its subsidiaries are managed and governed by a single Board and Executive team and principles, policies and practices are applied to all entities within the group.

This statement is approved by the Board of Cerebral Palsy Alliance.

A handwritten signature in blue ink, appearing to read 'P. Masi', with a small dot at the end of the line.

Paul Masi

Chairman