



# Modern Slavery Statement

Financial Year Ending 30 June 2022



## Foreword

Modern slavery is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. It can occur in many forms including human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage and the worst forms of child labour.

The introduction of the Modern Slavery Act 2018 aims to combat modern slavery in global supply chains.

The Baptist Union of Queensland - Carinity (Carinity) is committed to ensuring that the risks of modern slavery in our business operations and supply chain are managed and where possible, eliminated.

We are pleased to publish our first statement on modern slavery.

It is an expression of our beliefs as a socially responsible organisation and a reflection of Carinity's core values:

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|----------------------|--|
| Compassion:          | We reflect God's love by caring for others with kindness, patience and empathy.            |
| Respect:             | We value relationships, treating others the way we want to be treated.                     |
| Excellence:          | We strive to provide outstanding person-centered care and services.                        |
| Accountability:      | We take responsibility for our decisions, behaviors and actions.                           |
| Teamwork:            | We work together to achieve the best outcomes for our clients.                             |
| Engaging Positively: | We each contribute to the creation of a caring, welcoming and inclusive workplace culture. |

Carinity's Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 and covers the reporting period 1 July 2021 to 30 June 2022. The Statement outlines the approach Carinity has taken to identify, assess and manage modern slavery risks in our operations and supply chain.

This statement was approved by the Board of The Baptist Union of Queensland - Carinity on 17/11/2022.



Richard Wray

Chair of Board

## Message from the CEO

Welcome to Carinity's first Modern Slavery Statement.

As one of Australia's leading not-for-profit Christian based care organisations we recognise we have a responsibility to respect and advance human rights as a purchaser of goods and services.

We recognise the real and growing problem of modern slavery and that it can affect any industry. We have made a commitment to take seriously our responsibility to be alert to the risks in our organisation and our wider supply chain. Our organisation has adopted a continuous improvement approach to reduce the risk in our operations and supply chain.

During the year we took steps to reduce this risk through a number of initiatives including supplier spend analysis, engaging our key suppliers to set our human rights expectations, conducting a risk analysis, creating a modern slavery strategy, developing our Modern Slavery policy and introducing new contractual clauses into our procurement contracts.

I am greatly pleased by the work Carinity has done and its ongoing commitment to reduce the misery and suffering caused by modern slavery.



Jon Campbell

CEO

# MODERN SLAVERY STATEMENT

## THE BAPTIST UNION OF QUEENSLAND – CARINITY

### FOR FINANCIAL YEAR ENDING JUNE 2022

#### Introduction

This is the first Modern Slavery Statement ("Statement") for The Baptist Union of Queensland - Carinity (Carinity) as Carinity is required to comply with the *Modern Slavery Act 2018* (Cth) ("Act"). This Statement covers the reporting period from 1 July 2021 to 30 June 2022 ("FY22"). The term 'Modern Slavery' in this statement has the same meaning given in the Act.

Carinity understands the importance of its customers, employees and the broader communities in which it works and wishes to ensure that its service delivery and business practices are ethical and sustainable.

Carinity recognises its role and responsibility to seek to safeguard the human rights of its customers who live with intellectual disability. It is entirely consistent with that focus for Carinity to recognise and take steps to safeguard the human rights of the people who participate in its supply chain. This Statement explains what Carinity is doing to address Modern Slavery risks in its operations and supply chain.

This statement covers activities of The Baptist Union of Queensland - Carinity, (ABN 46 909 844 617), and its controlled entities and has been prepared in accordance with the requirements of the *Modern Slavery Act 2018* (Cth).

#### Our Structure

The Baptist Union of Queensland - Carinity is a body incorporated under the Letters Patent issued pursuant to the Religious Educational and Charitable Institutions Act 1861 (Qld). Carinity is a public benevolent institution, registered with the Australian Charities and Not-for-profits Commission and is part of The Baptist Union of Queensland corporate group. The Baptist Union of Queensland and Carinity are reporting entities under the *Modern Slavery Act 2018*.

The Board of Directors is the ultimate decision-making body of Carinity and is responsible for its overall governance. The Board delegates day-to-day operational management and decision-making to the Executive team.

The Chief Executive Officer has responsibility for oversight of Carinity's risk and compliance obligations, including matters in relation to Modern Slavery reporting.

#### Acknowledgement.

Carinity acknowledges the traditional custodians of Country throughout Australia, and we pay our respects to the Elders, past, present and emerging for they hold the memories, traditions, cultures, hopes and aspirations of Aboriginal and Torres Strait Islander people. We recognise, respect and celebrate the survival and resilience of Aboriginal and Torres Strait Islander people including recognition of those whose ongoing effort to protect and promote the world's oldest living culture will leave a lasting and proud legacy for their people.

## About Carinity

Carinity is a not-for-profit, Christian based care organisation that focuses on making a positive difference in the lives of all members of our community. We help individuals and families reach their full potential and live enriched lives.

The Baptist Union of Queensland - Carinity, (ABN 46 909 844 617) is an unincorporated charitable institution and is registered as a charity with the Australian Charities and Not-for-profits Commission.

Our organisation is a Public Benevolent Institution (PBI), with Deductible Gift Recipient (DGR) status and has provided innovative and people-focused service to the community for over 70 years. Our offering to regional and metropolitan communities includes Disability Support, Youth and Families, Home Care and Education Services for teenagers who have not met with success in the mainstream, encouraging them to find and pursue their dreams.

Carinity operates throughout the greater Brisbane metropolitan area, and regional Queensland. Our organisation is built on a strong workforce of over 1,400 staff, and more than 200 volunteers across Queensland who freely give of their time, energy and experience to support a wide range of activities for people who are supported by Carinity

Carinity is governed by a Board of Directors. Carinity's independent Board ensures that Carinity delivers on its purpose for its clients. The organisation is managed by the CEO who is supported by the Executive Team.

## Our Guiding Purpose

Our guiding purpose is our statement of why we were founded and what continues to guide our vision and mission. 'Following the example of Jesus Christ, we exist to reflect God's love to people in need.'

## Our Vision

Our vision is our statement of what we want to become, to achieve and to be known for; it is our image of the ideal future. 'Creating communities where people are loved, accepted and supported to reach their full potential.'

## Our Mission

Our mission states what, why, how and for whom we do what we do, articulating the driving force behind the organisation. 'Driven by our Christian values, we provide high quality care and services, making a real difference to people in need.'

## Our Operations

Carinity's operations and activities are conducted wholly within Queensland. Carinity delivers services from 30 sites in Queensland. During FY2022, we supported 1180 seniors in residential aged care; 2920 seniors receiving care while living independently at home; 438 people in retirement villages; and 643 students across our five schools.

Carinity's Quality Framework in part measures our delivery of best practice services (including recruitment practices) to clients and employees through our governance principles that demonstrate adherence to regulatory and legislative requirements. This is further demonstrated through our mandated accreditation certification audits for Home Care and Disability Services.

In reviewing the risks of modern slavery practices within our operations, we have considered the risks across all our service areas.

When assessing modern slavery risks amongst our suppliers we considered:

- Human Rights Principle based Certifications held by these organisations, such as National Standards for Disability Services and National Disability Insurance Scheme. These certifications consider participants' rights, participation and inclusion, individual outcomes, feedback and complaints, access to services and the management of services provided.
- Supplier's policies and procedures, which focus on areas such as human rights, abuse, neglect and exploitation, self-harm and suicide, indigenous or disability employment, child safety, equal employment opportunity, worker screening, recruitment and whistleblowing. Our assessment process has relied upon our Suppliers' implementation of these policies and procedures, and we have not undertaken further reviews to confirm their effectiveness.
- Whether the individual Suppliers were required to undertake modern slavery assessments and evidence of implemented modern slavery policies.

The results of these assessments revealed that overall, the risk of modern slavery across Carinity's Supplier network is considered to be low at this time.

## Our Workforce

Carinity prides itself on having a highly skilled, diverse and effective workforce.

Carinity employs approximately 1,400 staff, operating primarily in the greater Brisbane and Regional areas of Queensland. All our paid staff are remunerated appropriately in accordance with the various awards they are covered under. Our 200+ volunteers are an integral part of our organisation through their friendship, experience and connections within communities. The hard work and commitment of our volunteers is especially appreciated. We recognise the hard work and dedication of the unsung heroes of Carinity at special Thank You High Teas.

All paid employees are based in Australia and are covered by the Fair Work Act 2009 with the majority covered by the Social Community, Home Care and Disability Services Industry Award. Other staff are covered under the Health Professional and Support Services Award. Our Supported Employees are covered by the Supported Employment Services Award.

Our employee contracts are as per or above the provisions in the Fair Work Act and relevant Award. Carinity staff and employees are Australian residents, citizens, or long-term visa holders.

We do not offer unpaid work experience or unpaid internships. We do not outsource labour to organisations outside of Australia.

Carinity has developed a range of measures that recognise the importance of treating people fairly, ethically and with respect:

- Our Recruitment Policy guides our hiring practices and is based on the principles of equity, fairness and transparency across our recruitment, selection and appointment processes.
- Carinity has worked hard to establish a positive work culture and Code of Conduct that respects staff and employees and is based on a 'safety first' approach.
- We have implemented a range of flexible working initiatives that aim to foster our employees' work/ life balance, including work from home arrangements, flexible working times.
- We are committed to standards such as the National Standards for Disability Services, to ensure quality service delivery adherence to Human Rights Principles, promoting freedom, choice, dignity, respect and opportunity.
- Carinity is committed to the highest standard of legal, ethical and moral behavior and adopts a zero-tolerance approach to any form of misconduct or fraud. Our Complaints and Feedback Policy; Grievance process and Whistleblower Policy provide mechanisms for staff, clients and employees to raise concerns in confidence and without fear of repercussion.

Our reviews into the modern slavery risks associated with our direct workforce did not identify any areas of concern.

## Our Supply Chain

Carinity's supply chain covers the products and services that are required in order to support its operations. The products and services we procure include the following:

- Food and Drink,
- Personal Hygiene Products,
- Medical Consumables,
- Pharmacy,
- Occupational and Physiotherapy services,
- Office Materials and Equipment,
- Safety/Personal Protection Equipment (PPE),
- Consulting services,
- Fire Safety Services,
- Laundry Services and Chemicals,
- Utilities,
- Assisted Living Aids,
- Technology contracts,
- Construction and Maintenance,
- Vehicles and Fuel, and
- Waste Management Services

As our operations are located in Queensland, the majority of our suppliers are located in Australia. Notably, a key requirement of our government contracts is that the customer data we collect must be stored within Australia and our key technology partners are therefore also Australian based organisations.

We have undertaken a preliminary assessment of modern slavery risks in our supply chain, focusing on direct suppliers over a particular spend threshold. Our assessment for FY2021-2022 has not considered the providers our suppliers use, although major tenders have included mandatory responses around modern slavery and their subsequent supply chain to ensure compliance.

In reviewing the risks across our direct suppliers, factors including industry, product and service type, geographic location and contract value were considered. Further targeted due diligence assessments were undertaken with key suppliers identified from this review in order to determine the risks of modern slavery within their own organisations. In reviewing the responses and outcomes of these assessments, Carinity has relied upon the information provided by suppliers during the due diligence assessment process.

The results of these preliminary assessments revealed that overall, the risks of modern slavery across Carinity's key suppliers are considered to be low at this time.



## How we assessed our response

Our key focus in FY2021-2022 was to understand, identify and assess the modern slavery risks within our operations and supply chain.

Carinity's Executive Team oversees the annual program of work as part of Carinity's modern slavery obligations and monitors progress to this, including:

- The approach we have taken for FY2021-2022 in assessing our modern slavery risks
- The outcomes of our due diligence processes
- Development of our Modern Slavery Statement.

Our Board is responsible for ensuring that Carinity is compliant with legal, statutory and governance obligations and by providing oversight of Carinity's modern slavery obligations.

Whilst Carinity operates in a relatively low risk business sector, we will continue to review our approach to addressing human rights risks and explore ways to improve identification and action on modern slavery risks throughout our operations and supply chain through:

- Refinement of our supplier due diligence and evaluation processes to consider modern slavery risks at the supplier assessment and procurement stage for key contracts.
- Ongoing consideration and assessment of Carinity's supply chain.