



KING'S
CHRISTIAN COLLEGE

About the Statement

The Modern Slavery Act 2018 (Cth) (Act) came into force on 1 January 2019. It required Australian entities with minimum consolidated revenue of \$100 million to report on the risk of modern slavery in its operations and supply chain and the steps taking to respond to the risks identified. The statement by King's Christian College (the College or King's) made pursuant to the act sets out actions we have taken to address modern slavery in our business, operations & supply chain in the reporting year 1 January 2025 – 31 December 2025.

King's Christian College Approach

King's Christian College acknowledges that modern slavery practices are a serious violation of human rights. We do not tolerate any form of slavery as it is not aligned with our values.

Foundational Values

Our Values are the enduring tenets of our organisation. They set guiding principles that describe what we value, how we teach, and how we work.



Learn Passionately

Excellence - With God's help, I give my personal best to everything I do and am willing to work hard.

Curiosity - With God's help, I explore and discover. I learn by asking questions and investigating new ideas.

Perseverance - With God's help, I overcome obstacles by not giving up when things get hard. I will not quit.

Live Purposefully

Courage - With God's help, I am brave when met with difficult choices or new experiences.

Wisdom - With God's help, I am sensible to hear what is good and then do it.

Aspiration - With God's help, I am moving in the right direction and motivated to achieve my goals.

Love Faithfully

Compassion - With God's help, I take action to show care and lift others up.

Respect - With God's help, I am obedient and courteous.

Grace - With God's help, I can show others the unconditional love that God has shown me.

Lead Diligently

Integrity - With God's help, I tell the truth and do what is right, even when no one is looking.

Humility - With God's help, I give all the glory to God. I listen to and learn from others; giving God credit for my achievements.

Self-Control - With God's help, I take charge of my thoughts, feelings and actions.

About King's and Governance

About King's

"Educating students in Christian leadership for tomorrow's generation"

- King's Christian College Mission

King's is a Christian school. We were founded by a group of parents from King's Church and our Christian ethos is woven through everything that we do. We operate from three thriving campuses in Southeast Queensland.

Reedy Creek campus opened in 1980 and provides a quality learning environment for Pre Kindy and Pre-Prep (Kindergarten Approved) in our Noah's Ark Early Learning Centre, as well as Prep - Year 12 and a Trade Training Centre, all on the one campus.

Pimpama campus opened in 2015 and offers Pre Kindy and Pre-Prep (Kindergarten Approved) in our Noah's Ark Early Learning Centre, along with Primary School and High School for students, Prep to Year 12.

Logan Village campus opened in 2020 and offers Pre Kindy and Pre-Prep (Kindergarten Approved) in our Noah's Ark Early Learning Centre, along with Primary School and High School for students, Prep to Year 7 (with a new year level added annually).

King's Christian College works in partnership with our parents in the education of their children as we lay the foundations to ensure every student has the opportunity to achieve their full potential. We have a strong reputation for success, achieving high academic results above State and national averages, as well as excellence in sport and the arts.

Governance

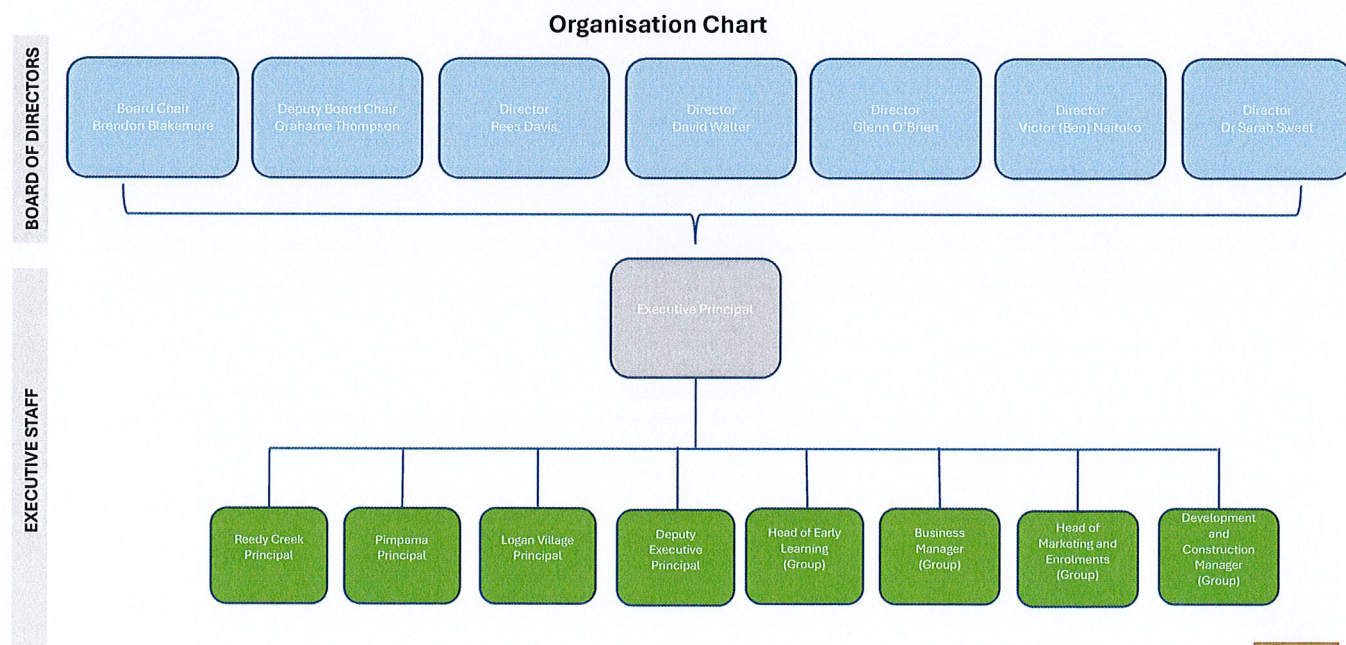
Kings Christian Education Ltd is an independent incorporated entity, charged with the operation of King's Christian College. The College is a Ministry of the King's Church and is governed by a board of directors who have been appointed by the church to promote the ongoing welfare and direction of the school.

A strength of King's has been the stability of the College Board over many years. This has enabled the vision of our founders to remain at the forefront of our mission, as we continue to provide a strong, vibrant Christian school that continues to shape amazing *Christian leaders for tomorrow's generation*.

Kings Christian Education Ltd Board is accountable to Non-State Schools Accreditation Board (NSSAB) and Australian Charities and Not-For Profit Commission (ACNC) for the overall strategy, governance, and performance of King's Christian College.

The Board has appointed an Executive Principal who is supported by:

- Principal per Campus
- Deputy Executive Principal
- Group Business Manager
- Group Head of Early Learning
- Group Head of Marketing & Enrolment
- Group Development & Construction Manager



Operations

King's Christian College has been delivering Education since 1980, as prominent school in Southeast Queensland, the College operates 3 campuses, Reedy Creek, Pimpama, and Logan Village and teaches more than 5100 students. In 2025 the College employed more than 1100 staff across three campuses.

Kings Christian Education Ltd does not own or control any separate reporting entities. Accordingly, consultation with controlled entities was not required for the preparation of this statement.

The statement was developed through consultation with key internal stakeholders including:

- Group Business Manager
- Finance Committee
- Procurement/Purchasing personnel
- Members of the Modern Slavery Working Group

These stakeholders provided input regarding procurement practices, supplier management, operational activities, and modern slavery risk management initiatives.

Procurement & Supply Chain

Procurement

Each year the College is delivering a wide range of goods and services to support teaching and the corporate support function. The Business Manager under the delegation of the board is responsible for the governance framework for procurement and is accountable for implementation of the procurement procedure as set in the Procurement Policy. King's Christian College drives the procurement methodologies through the policy to help identify risk including modern slavery risk.

A Finance Committee supports the Business Manager ensuring compliance with regulatory requirements and embedding good procurement practices to support the Business Objectives. The Finance Committee will monitor procurement activities and sign off with final approval.

Supply Chain

The Annual expenditure of King's Christian College on goods and services was \$71,936,639 in 2025, spread across 926 vendors. Expenditure with the Top 20 Suppliers was \$51,164,289.

The largest expenditure for 2025 was Maintenance and Construction at 61.3% and Electronics at 2.5% of spend.

TOP 20 SUPPLIERS FOR 2025		
Industry	%	#
Maintenance & Construction	61.3%	8
Electronics	2.5%	3
Travel Services	2.4%	3
IT Services and Software	1.4%	1
Utilities	0.9%	1
Uniforms	0.7%	1
Security	0.7%	1
Insurance	0.6%	1
Furniture	0.5%	1

Risk of Modern Slavery

The approach the College has undertaken in identifying and addressing the modern slavery has been risk-based on spend (as per table) and consideration to industry type and geographic location. King's Christian College acknowledges that the risk in the supply chain could increase per industry type and geographical location.

Certain sectors are at elevated risk for modern slavery. The Electronic and Textile industries and vendors will be scrutinised.

Action taken to assess and address the Risk

In the process of identifying and addressing modern slavery through a risk-based analysis of spend, the College has considered both the industry type and geographic locations of its suppliers. These vendors in high-risk industries or geographic location will be scrutinised and asked to sign the supplier Code of Conduct.

Where possible, King's Christian College will directly employ all teachers and operational staff including maintenance, cleaning bus and office employees within a legally binding Enterprise Bargaining Agreement.

Future Steps will be implemented in the ongoing attempt to eradicate the exploitation of people in the form of modern slavery.

Assessing Effectiveness of Actions

King's Christian College assesses the effectiveness of its modern slavery risk management activities through several measures including:

- Annual review of supplier expenditure and risk profile.
- Initiating the monitoring of suppliers that have acknowledged or signed the Supplier Code of Conduct.

- Review of procurement processes to ensure modern slavery considerations are incorporated into supplier selection and onboarding.
- Annual review by the Modern Slavery Working Group of identified high-risk supplier categories.
- Monitoring and investigation of any reported concerns relating to labour practices or human rights issues within the supply chain.
- Staff awareness and participation in modern slavery training and education initiatives.
- Periodic benchmarking against other educational institutions and sector best practice.

The outcomes of these reviews are reported to the Business Manager, a member of the Executive Team.

Statement Approval

Approved by the Board: 26/06/2026



Brendon Blakemore

Chair of the Board

Kings Christian Education Ltd



Rees Davis

Executive Principal

Kings Christian Education Ltd