



Beyond Blue Limited Modern Slavery Statement 2021

This statement covers the activities of Beyond Blue Limited (ABN 87 093 865 840) (Beyond Blue) (and its controlled entity the Beyond Blue Depression Research Ancillary Fund Trust (ABN 41 688 712 705)) to understand and implement actions to minimise the risk of modern slavery and human trafficking in our operations and supply chain.

Introduction

This is the first mandatory Modern Slavery Statement (Statement) for Beyond Blue, having met the income threshold contained within the Modern Slavery Act 2018 (Cth) (Act) for the first time in 2021. Previously, Beyond Blue has voluntarily published a Modern Slavery Statement on the basis that it was felt appropriate for it to be pro-active in the management of its modern slavery risks and obligations.

The purpose of this Statement is to outline our approach to ensuring that Beyond Blue has robust frameworks and processes in place to minimise the risk of modern slavery in our business operations and supply chain.

Preparation of this statement is also consistent with our organisational values of:

- Collaboration - We treat all people, and other organisations, with humility and compassion and value the knowledge they share with us.
- Integrity - Honesty and transparency are the guiding principles for all our work. We are authentic and open about why, when and how we engage with the community, and we are transparent about how we use those learnings and what we need to do to improve.

Our business

Beyond Blue is an Australian public company, limited by guarantee, incorporated and domiciled in Australia under the Corporations Act 2001 (Cth). The members of Beyond Blue are the Commonwealth of Australia and each Australian State and Territory.

Beyond Blue:

- is registered as a charity with the Australian Charities and Not-for-profits Commission (ACNC).
- is classified as a Health Promotion Charity under the Income Tax Assessment Act 1997 (Cth).
- is endorsed as a Deductible Gift Recipient and is eligible for certain tax concessions.
- acts as the Trustee of the Beyond Blue Depression Research Ancillary Fund Trust (Trust). The purpose of the Trust is to commission and undertake research relating to depression, anxiety and related conditions.

Established in 2000, Beyond Blue is a national, independent, not-for-profit organisation working to increase awareness and understanding of depression, anxiety and suicide prevention in Australia and reduce associated stigma. Our vision is that all people in Australia achieve their best possible mental health. For more information about our business structure, strategy and performance, please refer to our website www.beyondblue.org.au.

Respect for human rights is fundamental to our values and the long-term sustainability of our business, and to the wellbeing of the communities in which we operate. At Beyond Blue, this means doing business in a

way that acknowledges and respects the rights of our people, community and service providers to be free from practices of modern slavery, including forced labour, human trafficking and child labour.

Beyond Blue is committed to complying with the labour rights standards, legislation and statutory requirements in Australia. Further, Beyond Blue is committed to acting ethically and with integrity in all business dealings, and to ensuring its service providers and suppliers comply with the labour rights standards, legislation and statutory requirements in the countries in which they operate.

Our operations and supply chain

Our key operations and the associated supply chains are as follows:

Area	Main operations	Supply chain
Corporate functions	<ul style="list-style-type: none"> • Finance • Information Technology • Human Resources • Risk Management • Commercial Services - Procurement, Legal • Legal and Secretariat - Privacy • Marketing • Digital Product and Experience • Fundraising and philanthropy – Community, Corporate Partnerships • Strategy, Policy and Reform – Policy and Advocacy, Evaluation and Research, Strategy and Planning, Strategic Communications 	<ul style="list-style-type: none"> • Technology (hardware, software and cloud services). • Professional services consultants who provide a service directly to Beyond Blue. • Contractors and sub-contractors who provide research and evaluation services • Office consumables • Promotional merchandise
Programs and Services	<ul style="list-style-type: none"> • Wellness and Prevention/Community Participation: <ul style="list-style-type: none"> ▪ Education ▪ Be You ▪ Blue Voices ▪ Speakers ▪ Volunteers ▪ Workplace Partnerships and Engagement ▪ Heads Up ▪ Community engagement activities • Services and Supports: <ul style="list-style-type: none"> ▪ 24/7 Support Service ▪ NewAccess ▪ Suicide Prevention - The Way Back Support Service, Online Communities ▪ Beyond Now ▪ Coronavirus Mental Wellbeing Support Service 	<ul style="list-style-type: none"> • Contractors and sub-contractors who deliver services to our community

Our approach

Beyond Blue has zero tolerance for any form of slavery-like practices.

We have established the following governance process to provide the Board oversight of the implementation phase as we embed requirements into Beyond Blue's existing corporate governance processes:

- The Commercial Services Team has consulted, and will continue to consult, with the operational areas of the business to assist with the assessment of modern slavery risks;
- Modern slavery has been identified as specific risk within Beyond Blue's Risk Management Framework and incorporated into its new risk management system, and therefore will be assessed regularly as part of the ongoing review of Beyond Blue's business risks; and
- Reports will be made annually to Beyond Blue's Audit, Finance and Risk Committee on compliance against this Statement.

Our policies and procedures

We have formal policies already in place that are intended to promote ethical and legally compliant business conduct. Our policies contribute to our commitment to prevent violations of human rights such as modern forms of slavery in our business including our Code of Conduct, Whistleblower Policy, Corporate Partnership Policy and Procurement Policy.

We have procurement and legal processes in place to minimise the risk of modern slavery occurring in our operations and supply chain.

Potential risks in our operations and supply chains

Since 2020, we have engaged in a review of potential risks of modern slavery practices across our operations and supply chains.

During the assessment process, we have considered/are considering risks that may possibly cause, contribute and/or be directly linked to modern slavery practices. We are also taking into consideration other risk factors such as the sector, industry, types of products and services, geographic locations and business models.

Beyond Blue has been able to identify areas with no or low risk, for example, in any operational activities that are directly undertaken by Beyond Blue employees and covered by our internal processes. An initial assessment of Beyond Blue's main risks in relation to Modern Slavery relate to the procurement of IT equipment, merchandise and printing.

Beyond Blue has consulted the relevant companies we own or control in the development of this statement (the Beyond Blue Depression Research Ancillary Fund Trust). It is noted that the entity does not form part of a supply chain and does not present a material risk in these terms.

Addressing the risk of modern slavery practices

We are incorporating our approach to address the various risks of modern slavery practices in our corporate governance processes e.g. procurement, legal, contracts and risk management. This will help ensure that our organisation has robust and effective processes that are firmly embedded in how we do business.

Beyond Blue's template procurement request for proposal, service agreements and purchase order terms and conditions have already been amended to help ensure that our service providers are meeting their modern slavery obligations.

Future commitments:

Over the next year, our key focus areas will be:

- Continuing the ongoing assessment of our modern slavery supply chain risks;
- Considering appropriate stakeholder engagement on this issue, as part of revisions to the organisational policy framework and the learning and development program. This might include delivering appropriate awareness training sessions on modern slavery principles to relevant Beyond Blue staff and key suppliers/service providers; and
- Incorporating requirements into existing assurance processes.

This Statement was approved by Beyond Blue's Board of Directors on 7 December 2021.

A handwritten signature in blue ink, appearing to read "Julia Gillard". The signature is fluid and cursive, with a horizontal line underlining the name.

The Hon Julia Gillard AC (Board Chair)