

# Baptcare

## Modern Slavery Statement

### Shaping Baptcare's ethical procurement



Baptcare has taken a risk-based approach to considering its supply chain in the context of modern slavery.

This includes products provided to Baptcare by suppliers, services provided by suppliers, and products and services used by indirect suppliers in Baptcare's supply chains. Areas of focus across the sectors we operate include:

- **Contracted property and hospitality services:** outsourced cleaning, laundry, construction workers on site developments.
- **Equipment and inventories suppliers:** both onshore and offshore manufacturers e.g. clothing and uniforms, medical supplies, chemicals, computer equipment, mobile phones.
- **Labour hire services:** short term and ad hoc service providers of staff to provide direct client care and/or corporate roles.

### The Risks of Modern Slavery in our Operations and Supply Chain

Baptcare understand that our operations could cause, contribute to, or be linked to modern slavery practices.

#### Introduction

Baptcare is a faith based not for profit organisation and an innovative leader in the provision of high-quality care and support in youth, family and disability services, residential aged care, social housing and community aged care services since 1945.

Baptcare operates in Victoria, Tasmania and South Australia to provide care and support to vulnerable people in our community.

We recognise that we have a critical role to play in promoting and respecting human rights, identifying and addressing any human rights and modern slavery issues in our workforce and supply chain, and working collaboratively with peers, suppliers and stakeholders.

This report has been prepared in line with the requirements of the Modern Slavery Act 2018 (Cth) and builds on the foundations and progress we detailed

on our previous Modern Slavery Statements. We continue to be committed to being alert to the risks in our organisation and in wider business relationships.

Baptcare expects that our people, partners and suppliers share our commitment in combating modern slavery.



#### Our commitment

Baptcare's mission of promoting fullness of life for all people aligns well with the ambitions of Australia's modern slavery reforms.

Baptcare have a broad vision of community participation and envisions a future where we engage with the world by taking a critical, analytical, flexible, and creative approach to identifying and responding to human needs and rights.

We are committed to creating positive change by addressing significant, emerging, and chronic conditions within the community, particularly issues which concern the marginalized and the disadvantaged. This extends to the broader influence Baptcare has over its partners, collaborators, and distributors.

By working together, we can continue to identify and address the risk of exploitation across our operational sectors.

#### Baptcare's Supply Chain

Baptcare's supply chain includes a wide range of goods, services and works across multiple operational areas across our organisation, sourced from local suppliers.

Our suppliers, service providers and contractors are important partners in our delivery of services to the community.

We recognise that their performance and business practices impact on our commitment to socially and environmentally responsible behavior.

We expect all suppliers to commit to high standards of human rights, transparency, and ethical conduct.

It is once again important to recognise that the global pandemic continues to challenge and impact our supply chain during this reporting period, and we have been in constant communication with our suppliers to continue reporting as a cycle of continuous improvement.

## In our Operations

We assess the risk of modern slavery in our immediate workforce (i.e. direct employees) is low. Baptcare complies with relevant employment laws and regulations and takes steps to ensure all staff are not exploited and enjoy positive working conditions with access to wellness programs and support. Beyond simply remunerating in line with legislation, we ensure salary packages are sufficient to attract and retain skilled and qualified employees.

We recognise the highest risk of modern slavery in our direct operations will occur through labour agencies. The ongoing workforce challenges have exacerbated the need for us to rely on labour agencies to fill recruitment gaps, and we continue to focus on mitigating these risks through ongoing human rights due diligence.

## Our supply chain

We have examined our core suppliers, and categorized the primary modern slavery risks into a number of areas with related exposure to modern slavery:

- Product manufacturers
- Electronics product manufacturers
- Construction
- Labour agencies (Nursing, allied health)
- Facilities management
- Food suppliers.

## Actions taken to assess and address modern slavery risks, including due diligence and remediation processes.

Baptcare has continued to execute its plan to identify and address risks to modern slavery arising from its operations, which is based on the risk-based analysis of supply chains across the sectors we operate described earlier in this statement. A summary of the activities undertaken during the reporting period include:

**Engagement with suppliers:** Baptcare continues to engage with our Top 100 suppliers to support mitigation of modern slavery risk. We ensure suppliers produce acceptable Modern Slaver Statements to indicate that they continue to investigate their own supply chains so that they fully understand the requirements and obligations for modern slavery within their own operations.

We continue to engage our suppliers that sit outside the Top 100 as part of our continual change management process within our supply chain to raise awareness and provide us with assurance that this topic continues to be front and centre of the supplier relationship with Baptcare.

**Governance and Accountability:** Baptcare's Procurement Policy has had an annual review to ensure modern slavery requirements are current and up to date. Baptcare templates Baptcare uses for Request for Tenders and Expressions of Interest have also been reviewed and updated accordingly.

**Local supply chain:** In most cases, Baptcare sources its goods and services from local suppliers, which provides a level of risk mitigation by virtue of



Australian companies being subject to local Awards and local employment laws. We continue to explore our supply chain in terms of international reach and have identified those local suppliers who source some of their inventories from overseas countries and monitor their modern slavery initiatives accordingly.

**Collaboration with partners:** Baptcare is a member of Baptist Care Australia which is a collaboration of like-minded Baptist organisations around Australia. A key focus of this collaboration is the sharing of information, resources and research and to speak as a unified voice on policy issues such as modern slavery.

This network continues to be an important avenue for knowledge sharing across like sector providers in relation to activities in the context of modern slavery.

Where practical national supply arrangements are negotiated with suppliers and service providers that allows us to mitigate risk on a larger scale and service agreement templates include relevant requirements regarding modern slavery.

## How the reporting entity assesses the effectiveness of actions taken

The effectiveness of actions taken by Baptcare to address modern slavery will be considered by management's Executive Leadership Team (ELT), with governance oversight by the Board's Audit and Risk Committee. Over time KPI's will be developed to address Baptcare's effectiveness in this area.



## Our ongoing commitment

Over the next year our focus will be on:

1. continuing to develop the maturity of our supplier due diligence program including further examination of local supply chains with a focus on local suppliers who provide inventory from overseas countries,
2. review and update Baptcare's modern slavery roadmap, and
3. identifying opportunities to practically respond to modern slavery risks within our supply chain.

**This statement is made pursuant to the Modern Slavery Act 2018 (Cth) articulates the modern slavery statement of Baptcare Ltd for the year ending 30 June 2023 and has been approved by the Baptcare Board.**

Signed

**Tim Farren,**  
Baptcare Board Chair