

# Baptcare

## Modern Slavery Statement

### Shaping Baptcare's ethical procurement



### Introduction

Baptcare is a faith based 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. Our experience has been built over a 75-year history of providing care and support to vulnerable and marginalised people in our community. Baptcare operates in Victoria, Tasmania and South Australia employing 3,415 staff with support from 683 volunteers. Baptcare is a registered company limited by guarantee with a revenue of \$272M for the 2020/2021 financial year, it does not own or control any other entities.

This report has been prepared in line with the requirements of the Modern Slavery Act (2018). Baptcare is strongly committed to opposing the challenge of modern slavery and human trafficking. Baptcare is a diverse organisation, operating across a range of sectors, and recognises that modern slavery can exist across a broad range of industries across our supply chains. Baptcare is committed to being alert to the risks in our organisation and in our wider business relationships. Baptcare expects that our people, partners and suppliers share our commitment in combatting modern slavery.

### Our commitment

Baptcare has 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 marginalised and the disadvantaged. Baptcare recognises this includes addressing any such issues if they occur, even when we have not directly contributed to those impacts. Baptcare will actively search for opportunities to partner with other Australian businesses to eliminate modern slavery from our supply chains and operations.

### Slavery and human trafficking risks

Baptcare's supply chain includes providers of equipment and utilities and a range of professional service providers such as allied health services, insurance products and legal and advisory services. It is important to highlight that the global pandemic had an impact on our supply chain this reporting period, so we have been in constant communication with our suppliers to continue reporting as a cycle of continuous improvement.

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 in which we operate include:

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

## Due diligence processes in relation to slavery and human trafficking in supply chains

Baptcare has developed a three-year plan to identify and address risks to modern slavery arising from its operations. This included the risk-based analysis of supply chains across the sectors in which we operate described above. Other activities undertaken during the reporting period include:

- **Engagement with suppliers:** This analysis included identification of Baptcare's Top 100 and Top 25 suppliers, we considered areas of risk – location, outsourced labour, and specific industries (raw materials). For those suppliers who do not fall under the reporting requirements but pose a potential risk to our business, we have broached this subject with them to increase awareness and education around Baptcare's expectations of Modern Slavery.
- **Assessing and understanding the supply chain:** Baptcare identified publicly available information from key suppliers on modern slavery for its Top 25 suppliers. Given the maturity of international frameworks, it was more likely that suppliers with international operations had publicly available information on their approach to addressing

modern slavery concerns across their respective supply chains. Baptcare stores these Modern Slavery Statements from suppliers on our company SharePoint site where all employees can access.

- **Governance and Accountability:** Baptcare's Procurement Policy has been updated to incorporate modern slavery requirements. This means any new employee of Baptcare is required to familiarise themselves with this policy documentation while employed with us. The templates Baptcare uses for Request for Tenders and Expression of Interest have also been updated to include reference to the requirements around the Modern Slavery Act (2018). We are in the process of adjusting our Supplier Onboarding documentation to include a checklist we send to new and existing suppliers who fall under our reporting category 100M.
- **Communication with suppliers:** Baptcare has obtained legal advice on clauses to strengthen approach to modern slavery through its existing contracting arrangements. Baptcare has finalised including new clauses in our base agreements which are used company wide. All template contracts and agreements have been updated to include expectations of modern slavery for those we partner with as well.



- **Collaboration with partners:** Baptcare is a member of Baptist Care Australia which is a collaboration of like-minded Baptist organisations from around Australia. One of the key purposes of the collaboration is to share information, resources and research and to speak as a unified voice on policy issues such as modern slavery. This network has been an important avenue for sharing knowledge across like sector providers in relation to activities in the context of modern slavery. Employees within Baptcare have attended seminars to greater understand Modern Slavery in similar industries, this includes the webinar *How to Master Modern Slavery Reporting for Healthcare*.

- **Our people:** Baptcare has a strong approach to recruiting personnel. We communicate directly with all candidates (or through established recruitment services) to discuss any work opportunities and to confirm details of any offer made. We have robust procedures in place for the vetting of new employees and workers and ensure that we can confirm their identities, their right to work in Australia and that they are paid directly into an appropriate, personal bank account. For any employee or worker with a work permit or visa, we carry out regular audits and management of these documents to ensure they remain valid.



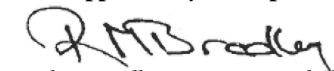
## How the reporting entity assesses the effectiveness of actions taken

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

## Our ongoing commitment

- Continuing to develop the maturity of our supplier due diligence program
- Enhancing internal and external awareness about Modern Slavery and its impacts
- Further assessing our practices against the requirements of the *Modern Slavery Act 2018 (Cth)*

This statement is made pursuant to the *Modern Slavery Act 2018 (Cth)* and represents the modern slavery statement of Baptcare Ltd for the year ended 30 June 2020. This statement has been approved by the Baptcare Board.

  
Robina Bradley, Baptcare Board Chair