



Modern Slavery Statement

Carers SA is guided by the values of **Inclusivity, Empathy, Integrity, Professional Excellence and Collaboration**, which shape its approach to ethical and responsible practices. Respect for human rights is central to these values and underpins Carers SA's commitment to playing its part in ending modern slavery and the exploitation of vulnerable people.

In line with this commitment, Carers SA actively works to prevent modern slavery in its operations and supply chains, recognising that such practices are incompatible with human dignity and freedom.

This Statement outlines Carers SA's understanding of modern slavery, the organisation's responsibilities, actions taken, and ongoing commitments to mitigate modern slavery risks.

What is Modern Slavery?

Modern slavery involves the serious exploitation of individuals through coercion, threats, or deception. It deprives people of their freedom for commercial gain and violates their human rights.

Modern slavery can take many forms, including:

- Slavery — ownership or control over a person.
- Human trafficking — the recruitment and movement of people for exploitation.
- Forced labour — work performed under threat or coercion.
- Servitude — significant restrictions on a person's freedom.
- Debt bondage — working to pay off a debt where conditions are exploitative.
- Forced marriage — marriage without free and full consent.
- Deceptive recruiting for labour or services.
- Child labour — where it deprives children of education, harms development, or involves dangerous conditions.

Modern slavery can be complex, hidden, and difficult to detect.

Recognising Modern Slavery Indicators

Carers SA recognises that modern slavery can manifest through subtle indicators, such as:

- Lack of personal identification or travel documents.
- Reluctance to speak freely, or being instructed by another.
- Signs of fear, withdrawal, or trauma.
- No control over finances or personal living arrangements.
- Overcrowded or substandard living conditions.
- Working excessively long hours under duress.

These indicators do not always confirm modern slavery but warrant further examination.

Carers SA's Responsibilities

Carers SA acknowledges its responsibility to take reasonable steps to ensure its operations and supply chains are free from modern slavery. All employees, volunteers, contractors, and suppliers share this responsibility.

Carers SA is committed to:

- Maintaining a zero-tolerance approach to modern slavery.
- Conducting due diligence in supplier onboarding and contract renewals.
- Embedding modern slavery clauses into contracts with significant suppliers and partners.
- Providing training to staff to identify and report potential risks.
- Prioritising risk assessments in higher-risk areas of operations.

Some areas of Carers SA's operations are likely to have greater exposure to modern slavery risks, including procurement and sourcing, human resources, finance, risk management, sustainability, project delivery, legal, and leadership functions. Staff in these areas are expected to remain especially vigilant and proactive in applying due diligence measures.

All staff are expected to:

- Lead by example and remain alert to potential risks.
- Use only approved contracts that include modern slavery provisions.
- Follow organisational instructions and comply with all relevant laws, including the Modern Slavery Act 2018 (Cth).

Actions Taken

Carers SA has commenced implementing practical measures to prevent and mitigate modern slavery risks in its operations and supply chains. Actions undertaken to date include:

- Developing and approving a *Modern Slavery Policy* and this Statement, setting out organisational expectations and responsibilities.
- Commencing a review of supplier agreements to embed modern slavery clauses into all new and renewed contracts.
- Identifying priority risk areas, particularly within procurement, sourcing, and partnerships, where additional due diligence is required.
- Raising staff awareness through internal communications on the risks of modern slavery and Carers SA's commitment to ethical procurement practices.
- Beginning to integrate modern slavery risk considerations into procurement templates and onboarding processes for suppliers and partners.

Future Commitments

Carers SA is committed to continuing to strengthen its approach to managing modern slavery risks over time. Planned actions include:

- Continuing to incorporate modern slavery clauses into all new and renewed supplier and partner agreements.
- Providing awareness training for staff with procurement and supplier engagement responsibilities.
- Monitoring emerging risks in operations and supply chains and taking appropriate steps to address them as required.
- Periodically reviewing the Modern Slavery Policy and this Statement to ensure they remain fit for purpose and reflect best practice.

Reporting Concerns

Any concerns about actual or suspected modern slavery can be raised confidentially with Carers SA's Privacy Officer, Joanne Cottle (on 08 8291 5600), or through Carers SA's Feedback and Complaints process ([Feedback & Complaints – Carers SA](#)).

FILING			
Management Area	BOARD GOVERNANCE		
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