

Modern Slavery Statement

For the year ended 30 June 2024

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Acknowledgement

In the spirit of reconciliation, we acknowledge the Traditional Custodians of Country throughout Australia and recognise their connections to land, sea and community. We pay our respects to Elders past, and present.

We further acknowledge the forced labour, servitude and enslavement of Aboriginal and Torres Strait Islander people and Pacific Island peoples in Australia's history. We recognise the trauma and impact those injustices have had on individuals, their families and their communities.

We also acknowledge the victims and survivors of all forms of exploitation that we recognise as modern slavery.

'Joy' by QArt Wurundjeri artist,
Mya Wilson



Message from the CEO

At Endeavour Foundation, we make a meaningful social impact by empowering people with intellectual disability to live full, purposeful lives where they are included, respected and in control of their choices. This focus is deeply rooted in human rights, which lie at the core of everything we do.

As both a purchaser and supplier, our role in advocating for and protecting human rights is significant. We recognise as a purchaser of products and services there are risks of human rights infringements in our supply chain. Endeavour Foundation has an important role in addressing modern slavery risks.

In this Modern Slavery Statement, I proudly reaffirm our unyielding commitment to ethical practices and social responsibility. Throughout the reporting period, we have not identified any modern slavery indicators or incidents of concern. While this is encouraging, we remain vigilant and continue strengthening our processes to mitigate risks.

In the next 12 months, we will focus on training efforts, improving our data systems and refining our identification and management of risks within our supply chains. We will continue to measure our progress, ensuring we uphold our collective responsibility to drive positive change.

Through our combined efforts, we can foster meaningful progress, uphold human dignity and champion human rights for all. I want to thank our stakeholders for their continued support.



David Swain
Chief Executive Officer

Statement Overview

Endeavour Foundation Limited (ABN 80 009 670 704) is a reporting entity under the Modern Slavery Act 2018 (Cth). This statement covers the activities of Endeavour Foundation and its controlled entities for the period 1 July 2023 to 30 June 2024. It outlines the steps Endeavour Foundation Limited and its controlled entities have taken to identify and address modern slavery risks in our operations and supply chains.

The sections of the Statement outlining our mandatory reporting criteria required by the Modern Slavery Act 2018 are set out in the table below.

Mandatory Reporting Criteria	Page
Identify the reporting entity	4-5
Describe the reporting entity's structure, operations and supply chains	5, 8-9
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	9-10
Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls, to assess and address these risks, including due diligence and remediation processes	11
Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	11
Describe the process of consultation with any entities the reporting entity owns or controls	12
Any other relevant information	12-13

About Endeavour Foundation

We identify ourselves as #TeamPossible and we take immense pride in our purpose to support thousands of Australians to make their possibilities a reality. Since our formation in 1951 by a group of parents committed to creating educational options for their children with disability, we have worked to ensure that the human rights of people with intellectual disability are met.

We are an independent not-for-profit organisation working in communities across the country to provide supports to over 14,000 people at over 230 sites. Services provided include:

- accommodation
- employment pathways and opportunities
- in-home supports and community access
- learning and life skills programs
- National Disability Insurance Scheme (NDIS) support coordination
- behaviour and psychological support
- education and training programs
- apprenticeships and traineeships.

We fundamentally believe in the abilities of every person and wholeheartedly champion individuals as the architects of their own decisions. Their choices take precedence and we actively seek opportunities to harness unique skills and interests, offering personalised support every step of the way.

Structure

Endeavour Foundation Limited (ABN 80 009 670 704) is a not-for-profit organisation, incorporated as a public company limited by guarantee and based in Australia. Endeavour Foundation Limited is a registered charity with the Australian Charities and Not-for-Profits Commission (ACNC). Endeavour Foundation's registered office is 33 Corporate Drive, Cannon Hill, Queensland 4170.

At a Glance

Our purpose: Help people make their possibilities a reality



With CARE, IMAGINATION, ONE and PASSION as our core values, we use our resources, experience, and skills to reach more people and support them in more ways, for over 70 years.

We're committed to providing opportunities for positive change. Whether through pathways to employment, or specialist support to access the services or tools people need to navigate a challenging world – we walk with the people we support on their pathway to possibilities.



+14,000
People we support



+2,700
Employees



+110
Volunteers



+520
People receive accommodation services.



+1,700
People are supported through employment.



+830
People take part in learning and life skills programs.



+650
People increase their independence with in-home support and community access.



Operates in **14 regions** across Australia.



Delivers services in **+230 sites** across Australia.



+8,000
Job seekers are supported towards open employment.



+210
People securing apprenticeships and traineeships.



+475
People take part in education and training programs.



+2,300
People benefited from support coordination and behaviour support services.



Operates in **6 regions** across Queensland and Victoria.



Delivers services in **+80 sites** across Queensland and Victoria.

Our Values

Our values, Code of Conduct and policies set our behavioural standards and provide guidance for anyone who works at Endeavour Foundation. All employees are responsible for knowing the ethical, legal, and policy requirements that apply to their jobs and reporting any suspected breaches of law or our code. Our leaders are accountable for creating and promoting a workplace environment in which compliance and ethical conduct are expected.



We are one, valuing individual strengths to achieve more.



We never stop imagining a better future for our clients.



We care and treat everyone with respect and kindness.



We are passionate, our clients are at the heart of everything that we do.

Governance Framework

Endeavour Foundation is a member-based organisation governed by a Board of Directors, both appointed and elected. They provide a balance of corporate expertise and lived experience of disability. Additional oversight is provided by the following Board Committees:

- Audit, Finance, Risk and Compliance Committee
- People and Culture Committee
- Client Care Committee.

Our controlled entities are governed by their own Boards.

Endeavour Foundation's governance arrangements are set out in our Constitution and By-Laws. All officers, executives, employees and volunteers are required to abide by our Code of Conduct.

Operations

Endeavour Foundation operates primarily in Queensland, New South Wales and Victoria, with smaller operations in other states and territories supporting individuals employed under the Defence Assistance Program.

Home and Community

An integral part of the Endeavour Foundation family, the Home and Community Division operates in Queensland, New South Wales and Victoria. Our Home Portfolio operates 24/7 services that support people with disability who want to live independently, by providing flexible options for living arrangements. Supported Independent Living is supported accommodation that provides greater independence while ensuring residents have the support needed to navigate daily life.

Through our Community portfolio we support people with disability to gain experiences and develop skills within a community environment through a variety of programs. Programs allow people with disability to be as independent as possible and live their best life.

Work

Our Work Division actively focuses on creating employment opportunities for people with disability. We collaborate with corporate partners and mainstream employers to provide a range of pathways and training programs, helping people achieve their personal employment goals.

Community Solutions and BRACE

Community Solutions and BRACE are dedicated to providing inclusive and diverse support services in Queensland, New South Wales and Victoria. This division empowers people, families and communities to realise their full potential through employment, education, training and specialised disability support services.

Supporting Functions

The above services are supported by our Finance, Infrastructure and Lotteries; Legal and Governance; People and Wellbeing; and Fundraising, Advocacy, Marketing and Engagement Divisions.

Additional Information

For more information about our operations, please refer to our Annual Reports.

Modern Slavery Risks

We are committed to acting ethically in our operations and throughout the supply chain, this includes continually evolving how we integrate modern slavery risk reduction activities into standard procedures. How we mitigate the risk of modern slavery in our operations and supply chain is set out further in this Statement.

The term modern slavery encompasses a range of human rights violations including trafficking in persons, slavery; servitude, forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and forms of child labour. In identifying modern slavery risks in our operations and supply chain, we acknowledge organisations may directly or indirectly cause or contribute to modern slavery.

Endeavour Foundation's risks of involvement in modern slavery are:

- as a purchaser of goods and services there is a risk we could purchase goods or services which involved modern slavery practices in their creation or provision
- as an employer there is a risk that labour could be exploited within our workforce.

Potential modern slavery risks in our operations

As an employer, we recognise there is a risk of modern slavery in our operations. We recognise risk indicators such as:

- low-skilled workers, with a substantial number from cultural and linguistically diverse and new migrant background
- utilisation of third-party labour hire relationships.

We assess there is currently minimal risk of causing, contributing or being directly linked to instances of modern slavery within

our operations. Our workforce comprises employees, contractors and volunteers. Our directly employed staff are engaged by contract, award or collective industrial agreement.

We have processes in place to ensure our employees are treated fairly, including:

- confirming right to work in Australian via visa status checks
- ensuring all employment is covered by a regulated industrial agreement
- policies and procedures addressing fair and equitable treatment, diversity and human rights.

In the reporting period, we have also worked extensively to reduce the reliance on labour hire staff to fill vacancies in our rosters.

We also engage with a range of commercial clients in our business solutions (Work) sites to provide services related to packaging, recycling, timber products and document destruction. As a provider of various business solutions there is a risk that we are indirectly contribute to modern slavery through our commercial relationships with partners in the following higher-risk industries agriculture, timber product manufacturing and recycling. During this reported period, we engaged with a number of commercial customers for the first time on their modern slavery risk identification and risk mitigation activities. In addition, a number of our customers undertook due diligence on Endeavour Foundation's operations including a SMETA¹ SEDEX audit.

Potential modern slavery risks in our supply chain

We recognise that through our supply chain, there is a risk we may contribute to or be indirectly linked to modern slavery. In recognition of this potential as a purchaser of goods and services, we have:

- considered the Commonwealth Government guidance on modern slavery risk indicators – *geographic, products, services, sector and industry*²
- researched high risk areas for our sector and operations
- have undertaken an assessment of our suppliers and commercial partners to identify potential risks associated with high-risk industries, products and source countries.

ICT hardware

ICT hardware is recognised globally as a high-risk category due to the prevalence of modern slavery practices in the manufacturing process. There is a risk that Endeavour Foundation may indirectly contribute to modern slavery practices through the purchase of electronic devices and computer hardware.

Building and construction

The building and construction industry is recognised to involve long supply chains and use base-skilled workers which are risk factors for modern slavery. As a result, there is a risk that Endeavour Foundation may indirectly contribute to modern slavery through construction of residential properties and lottery prize homes, as well as furnishing of the same.

Outsourced services

Outsourced services have been identified as a high risk for modern slavery. Our cleaning and building maintenance services are outsourced. There is a risk that Endeavour Foundation may indirectly contribute to modern slavery practices through our arrangements for facilities management.

¹Sedex's vision is to drive organisations globally to improve the lives of the people they impact. SEDEX believes every person working in the supply chain should have equality, a safe place to work, and the means to support themselves and their families, free of bribery and corruption, using sustainable methods that keep the environment intact for future generations.

²Risk indicators as set out in Table 6, Appendix 1, Commonwealth Modern Slavery Act 2018 – Guidance for Reporting Entities.

Actions Taken

We continue to assess our supply chains and operations for potential risks of direct or indirect involvement in modern slavery. This reporting period we built on earlier work by:

- completing a risk assessment of over 150 of our suppliers and commercial customers based on spend, sector, source country of products, whether they have published a Modern Slavery Statement and contractual arrangements
- asking suppliers and commercial customers who have been rated a high or medium risk, within our risk management framework, to complete a modern slavery due diligence questionnaire
- the Procurement and Policy & Governance Teams undertaking modern slavery training
- cooperating with commercial customers to ensure they met their modern slavery obligations

- undertaking self-assessment against the National Child Safe Principles and developing and implementing policies, procedures and systems to meet the requirements of being a child safe organisation
- successfully completing a SEDEX (Supplier Ethical Data Exchange) full audit at our Bundaberg site with favourable results
- SEDEX vetting our Annual Supplier Assessment Questionnaire conducted over six sites
- reviewing and updating our Modern Slavery Policy.

Through these actions, there have not been identified any indicators or incidents of concern.

Key Actions Delivered
We refined our supplier risk assessment
We continued to build awareness of modern slavery risks by providing training for key staff.
We identified over 150 suppliers as having a higher risk.
We focussed on higher-risk suppliers, including identifying where engagement and further action is required.
We continued to strengthen our procurement process.
We updated contract templates.
We sought additional information from key suppliers on their risk mitigation activities.
Worked with commercial partners to assist in mitigating risks in supply chains.

Effectiveness of Actions Taken

As noted above, during the reporting period, our focus was on continuing to develop our understanding of our modern slavery risks and how such risks present in our operations and supply chains.

We assessed our effectiveness by tracking the progress of our initiatives and engaging with suppliers. Our modern slavery risk management action plan and risk mitigations are reviewed regularly. We also recognise the challenge in assessing the effectiveness of our initiatives due to the complexity of modern slavery and that many of the risks may exist deep in our supply chains, where our visibility and ability to influence suppliers is more difficult.

Looking Forward

Endeavour Foundation has adopted a continuous improvement approach to our obligations under the Modern Slavery Act 2018. Our ongoing focus is to cement our due diligence activities as usual practice in engaging with suppliers and commercial customers.

In the next reporting period we aim to:

- identify the most appropriate training modules to provide to employees
- continue to strengthen our practices by implementing a risk-based due diligence toolbox to enable assessment of modern slavery risk prior to onboarding, contract award or contract renewal
- improve our data systems to enable more effective spend analysis
- continue refinement of our due diligence and response activities for managing modern slavery risk.

Consultation with controlled entities

Endeavour Foundation is a reporting entity under the *Modern Slavery Act 2018*. This statement covers activities of Endeavour Foundation and its controlled entities. In preparing this statement, Endeavour Foundation consulted its controlled entities, The directors and officers of all entities were consulted and provided with an opportunity to review the statement prior to its approval by the Board of Endeavour Foundation.

Board Approval

This statement for Endeavour Foundation and its controlled entities was approved by the Board of Endeavour Foundation Limited as the parent entity on 28 November 2024.

This statement is signed on behalf of the Endeavour Foundation Limited Board.



Elizabeth Jameson, AM
Chair

Dated this day 28 of November 2024