

Anti-Slavery Policy

Policy Statement

commUnity+ is dedicated to upholding moral standards, we are dedicated to advancing human rights, especially the abolition of all forms of forced labour and modern slavery. Our commitment to eradicating modern slavery in our community is outlined in our anti-slavery policy. We will work to create a safe environment where our community members feel and are safe to be heard and advocated for.

Child Safety Statement

CommUnity Plus Services Ltd commits to the safety of children and young people in all that we do. It is the responsibility of all members of our team.

We understand that we have a responsibility to uphold the safety and wellbeing of children and young people who come in contact with us, our team and services. Their safety and wellbeing will always be our first priority.

We will always act promptly when we learn that a child is at risk.

Purpose

This policy affirms our commitment to contribute to ending all forms of modern slavery and outlines our approach to reducing the risk of modern slavery practices and those impacted by them within our community and our suppliers and operations. This includes:

- Encourage an open and transparent culture that upholds the safety of our community members to ensure slavery is identified and discussed to support the prevention of community members being impacted by slavery.
- Provide guidance on action that should be taken where slavery is identified or suspected
- Provide assurance that any suspected slavery will be reported to the appropriate authorities.
- prevent, detect, and respond with mitigating controls to the risk of Modern Slavery occurring within commUnity+, our community, our suppliers or in any other business relationships.
- ensure compliance with the Act (as may be amended from time to time).

This Policy also supports the intent of international conventions, treaties and protocols relevant to combatting modern slavery and the *Modern Slavery Act (Cth) 2018*.

Authorisation and Responsibility

Level	Position
Authorisation	Board
Responsibility	CEO
Responsibility for implementation	SLT

Scope

This policy applies to all Board members, employees, volunteers, consultants, contractors, and suppliers.

Policy

We are dedicated to conducting ourselves ethically and honestly in all our business interactions and connections, as well as putting in place and upholding efficient procedures and controls to make sure that modern slavery doesn't exist anywhere within our company or suppliers. Our structures, systems, policies, and procedures are designed to ensure the organisation is responsive to the needs and voices of those impacted by slavery.

Compliance with legislation

The Modern Slavery Act and any ensuing revisions are among the laws and regulations relating to slavery and human trafficking that we shall abide by.

Risk assessment and due diligence

To identify and evaluate the risk of modern slavery and exploitation, we will regularly review the risks in our company, community and supply networks. We will take the necessary precautions to reduce these risks, including investigating our suppliers and service providers thoroughly.

Supplier code of conduct

We will inform our suppliers and service providers of our expectations and demand that they abide by our anti-slavery policy. We will cooperate with them to make sure they get how crucial it is to stop modern slavery, and we will assist them in putting in place the necessary restrictions.

Training and awareness

We will provide training and awareness to our employees and those who work on our behalf on how to identify, discuss and report any potential risks or incidents of modern slavery.

Reporting and investigation

We encourage all employees and stakeholders to report any concerns about modern slavery in our organisation. We will investigate all reported incidents and take appropriate action to address any identified issues.

Continuous improvement

In order to maintain their efficacy and ensure that they continue to reflect the shifting legal and social situation, we shall routinely evaluate and update our anti-slavery policy and associated processes.

We take our responsibility to prevent modern slavery seriously and are committed to working with our employees, suppliers, and stakeholders to ensure we are doing everything we can to prevent these practices.

Review

This policy will be reviewed every two years by the GMSS with endorsement by the CEO for approval by the Board to ensure our approach to modern slavery is reviewed on a regular basis, and make improvements where necessary.

Activities	Frequency
Review	Every two years

Related Documents

Legislation:	- Modern Slavery Act 2018
Standards and Guidelines:	- Australian Charities and Not for profit Commission (ACNC) – External Conduct Standards
Organisational Documents:	- Code of Conduct - Investment Policy - Glossary of Terms

Version Control

Version	Code Type	Change	Authorised	Date
1	POL021	New	Board	21 June 2023