

Modern Slavery Statement 2021-2022

Head Office – 1 Fennell Street, North Parramatta NSW 2151

This statement covers the activities of The Northcott Society (Northcott)

ABN: 87 302 064 152 and its owned entities, in line with the Modern Slavery Act 2018 (Cth)

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About us

Our Purpose and Values

Our purpose is to build an inclusive society where people can live the life they choose. We support people with disability to reach their full potential by providing services and support to promote a genuinely inclusive society.

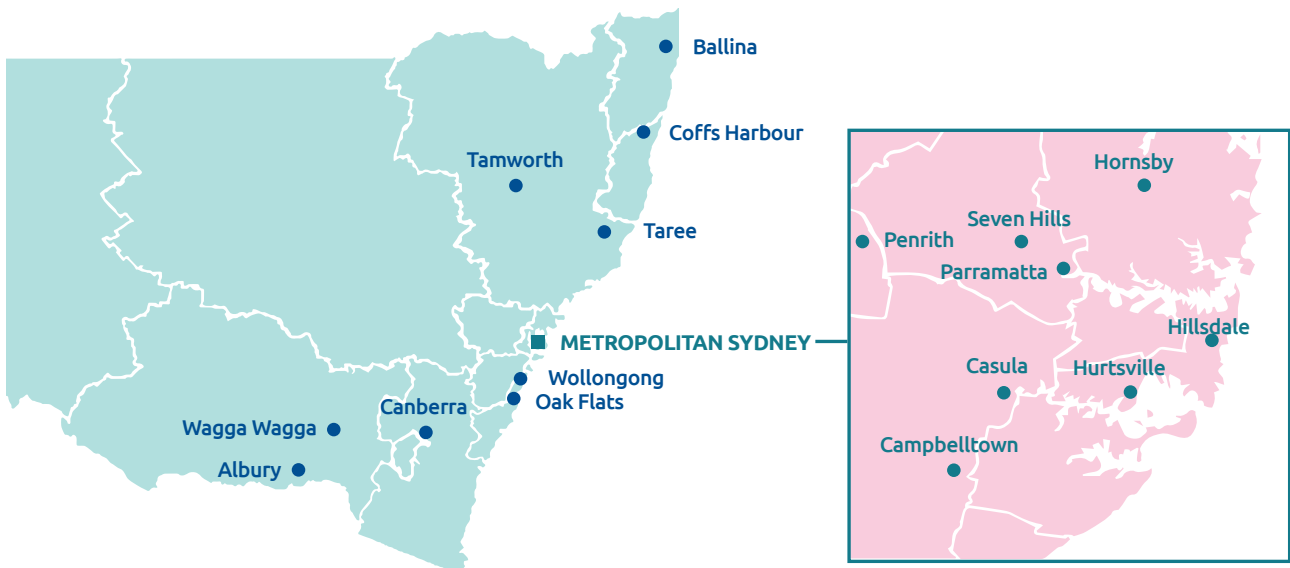
Our vision is to grow our services because customers choose us as their provider of choice.

We are a values-based organisation that strives to foster a workplace culture based on our core values. We are:

- **Innovative** because we develop new ideas and solutions with creativity in anticipation of changing needs
- **Respectful** because we believe that everyone's voice is unique and that they have the right to be heard
- **Brave** because we have the courage to stand up for people with all abilities even in the face of adversity



Northcott has offices throughout NSW and the ACT, including Metropolitan Sydney, south to the Victorian border and north to the Queensland border. Additionally (and not indicated in the graphic below), we have over 180 group homes, respite and specialist supported living services based throughout NSW.



What is Modern Slavery?

Modern slavery is the term used to describe situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Under Australian and international law, modern slavery includes offences such as human trafficking, forced labour, servitude, child labour, deceptive recruiting and debt bondage. It is estimated that there are approximately 40 million victims of modern slavery around the world today.

Sadly, modern slavery is not just an international issue. The evidence is clear that there are people in Australia who are also affected. In addition, Australia imports millions of dollars' worth of products which may have been produced by victims of modern slavery.

We continue to review our processes and communicate with our suppliers to understand the potential risks linked to our organisation. We developed a training module for all new staff that covers the following topics; What is modern slavery, How to identify modern slavery, and what to do if you suspect modern slavery.

Our Modern Slavery Statement has been prepared in accordance with the Australian Modern Slavery Act 2018. This statement outlines the risks of modern slavery in our operations and supply chain, and the actions we are taking to address these risks and assess their effectiveness.

Message from our CEO



I am pleased to present Northcott's third Modern Slavery Statement. As a disability service provider, we recognise the importance of upholding human rights and putting our customers first.

We believe that everyone, everywhere, has the right to a life free from any form of modern slavery and we strongly support efforts to help eliminate modern slavery in all areas of business.

We continue to focus on ensuring fair and safe working conditions for our staff, and contractors and ensuring positive contributions

to the people we support and the communities in which we operate. We are committed to a program of continuous improvement to ensure we monitor and remediate any risk of modern slavery in our operations and supply chains.

A handwritten signature in black ink, reading "Liz Forsyth". The signature is stylized and includes a flourish at the end.

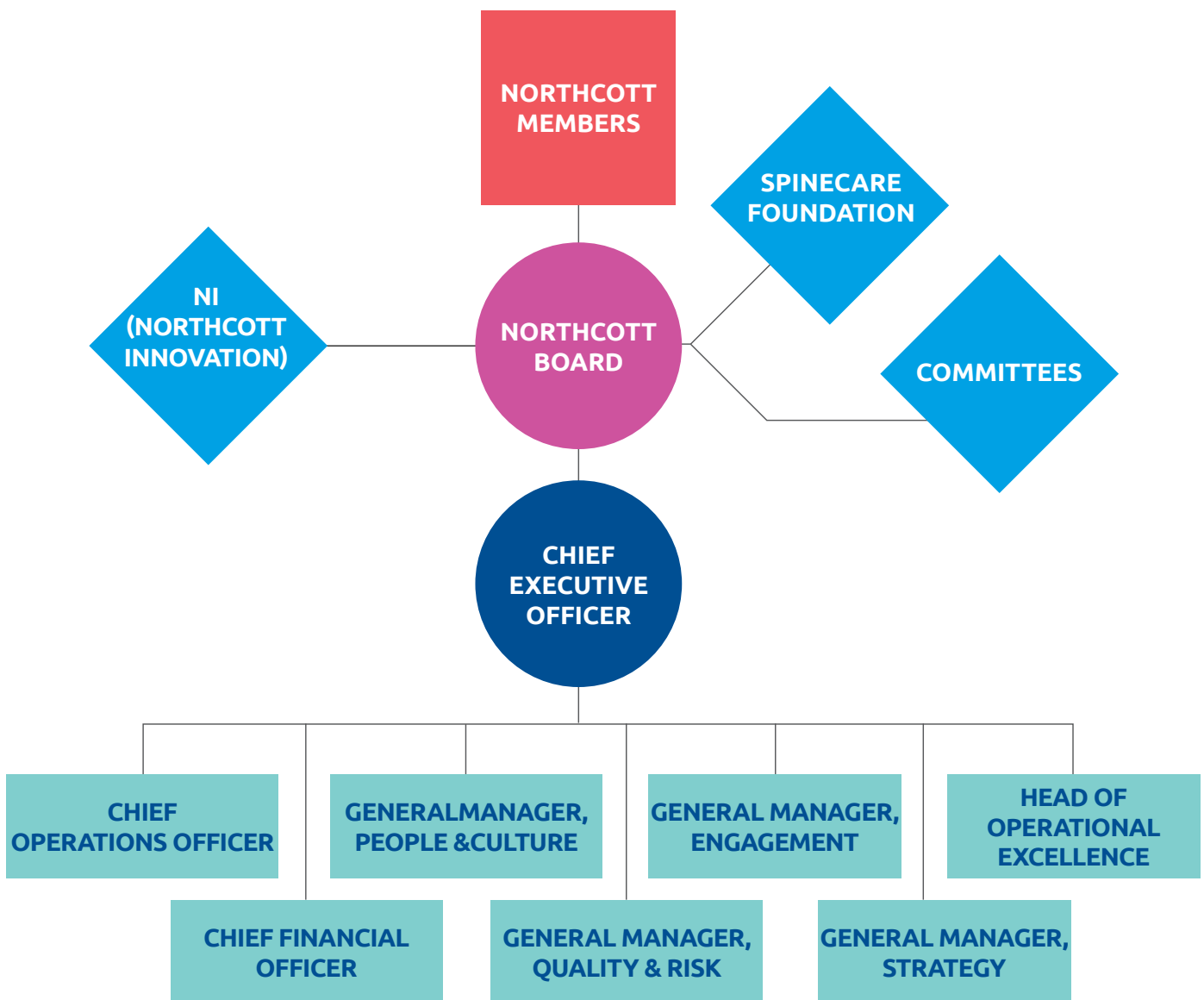
Liz Forsyth
CEO, Northcott

Our organisation

Northcott is a not-for-profit disability service provider that works with customers to realise their potential. We are striving to build an inclusive society where people can live the life they choose. We support people with disability to reach their full potential by providing services and support to promote a genuinely inclusive society. In FY21/22 we provided support and services to 16,777 children and adults with disability.

Organisational Structure

During the financial year of 2021-2022 Northcott reviewed its organisational structure to align operational service delivery, simplify operational support and corporate functions, and ensure the right resourcing is available to support our strategic vision and business plan. The below organisational structure came into effect from July 2021.



Operations and Structure

Northcott provides support and services to people with disability, their families and carers from over 180 locations across NSW and the ACT, with all divisions and subsidiary businesses working together to provide our full-service offering. Northcott comprises of the following entities:

	Northcott Innovation Ltd (NI) ABN 45 601 575 633
	SpineCare Foundation ABN 98 003 427 2

The Northcott Society



The services that Northcott provides are:

Centre Based Respite	Skills 4 life
Coordination of Supports	Therapy
Early Childhood Early Intervention (ECEI)	Vocational Skills
Everyday Life Skills	Aboriginal and Torres Strait Islander programs
Housing and Supported Independent Living	Aboriginal and Torres Strait Islander programs
In-home and Community Supports	Orthotics and Custom Footwear
Sexuality and Relationships Education	Nursing
Short Breaks and Outings	Person Centered Behavior Support

All entities are wholly owned subsidiaries of The Northcott Society and share main business functions such as Human Resources, Learning and Development, Finance, Payroll, Contracts and Procurement, Fleet, Facilities, IT and Communications.

The services that Northcott's subsidiaries provide are:

NI (Northcott Innovation)



- Accessible and inclusive co-design services
- Incubator and Accelerator supports for solutions benefiting the disability community
- Consultative supports to organisations seeking to work alongside people with disability



- Community and Professional Education
- Provision of Tertiary scholarships
- Research

Our supply chains

Northcott's supply chains support our staff in doing their work, the services we provide for our customers and the businesses we operate. We procure goods and services in the following key categories:

Key category	Principle activities
Real estate	Premises our customers live in, the premises our businesses operate in, and premises our staff work in
Property/facility management	cleaning, property maintenance, builders, property refurbishments, furniture, and equipment, pest control services, painters etc.
Fleet Services	Vehicle lease and maintenance
Labour	Labour hire such as nurses and support worker staff
Service delivery equipment/ consumables	Goods and services to support our businesses (such as food ingredients, laundry equipment, leather, rubber, plastics, metal, glues and other shoe related products for our custom footwear and orthotics)
Health and wellbeing	Personal Protective Equipment (PPE) (masks, hand sanitisers, gloves etc), children's educational equipment and craft supplies
Medical, health and support services	Hygiene products, medical supplies and equipment, pharmaceutical, specialized therapy and welfare services and supported living expenses for our customers
ICT hardware and software	Laptops, screens, printers, cabling, software, support and network services
Marketing	Marketing and advertising and fundraising services
Corporate services	Office supplies and consumables

Potential risks in our operations and supply chains

The products we procure in the IT, Facilities and Fleet areas, that are manufactured overseas and have many levels in their supply chain, show that we have a link to Modern Slavery.

To identify any potential risks, all new suppliers will be sent a questionnaire to better understand their supply chains and any risks that may be present within their organisations, that may affect Northcott.

As we are considered a high-risk health setting, most of our staff are still required to wear PPE. We have seen more stock available in Australia as requirements to wear masks in certain circumstances, have eased.

We have preferred supplier arrangements in place with suppliers to ensure our risks are minimised and our engagement and management with preferred suppliers has increased.

Assessing and addressing risks and mitigations

We pride ourselves in promoting and advocating for the rights of all human beings and to create a safe, supportive, and inclusive environment for everyone who works with Northcott. To strengthen this statement and our commitment, we developed the Modern Slavery Policy and Procedure. The policy and procedure outlines our approach to reducing the risk of Modern Slavery practices within our operations and supply chains, across all areas of our organisation and how to report concerns of Modern Slavery.

The policy includes;

- The Modern Slavery Working Group
- Communications, Engagement and Training
- Continuous Improvement Approach to Reducing the Risk of Modern Slavery
- Reporting on and responding to concerns of Modern slavery

Looking forward

Over the next reporting period we aim to:

- Maintain engagement with suppliers and internal stakeholders in more effective ways
- Update our Modern Slavery Policy and Procedure if required
- Continue to drive compliance of due diligence processes across our organisation
- Continue to deliver Modern Slavery training to our staff and update our training module to ensure the information contained is up to date
- Continue to ensure all staff and visitors have the appropriate Worker checks
- Keep customers and staff aware of what we are achieving in the Modern Slavery space through our intranet and website
- Strengthen relationships and partnerships that we have made with civil society organisations such as Anti-Slavery Australia and the National Partnership against Modern Slavery.

Disclosure note

This statement has been made on behalf of The Northcott Society (Northcott). This Statement covers all entities owned or controlled by Northcott.

This Statement is approved by Northcott's Board of Directors on 15 December 2022 and signed by Michael Briggs, Chair of Northcott's Board of Directors.



Michael Briggs
Northcott