

# Human Rights and Modern Slavery Policy

5 December 2022

## Purpose

The purpose of this policy is to outline our organisational commitment to respecting, protecting and promoting human rights and combatting modern slavery.

## Scope

This policy applies to all Directors, Committee members, staff, contractors/suppliers, and volunteers of The Benevolent Society and any entity that is controlled by The Benevolent Society (**we, us, our**).

# Policy Statements

1. We are committed to respecting, protecting and promoting human rights. As a charity and human service provider, we acknowledge our role and responsibility in safeguarding human rights.
2. We comply with:
  - 2.1. Fair Work Act 2009 (Cth)
  - 2.2. Modern Slavery Act 2018 (Cth)
  - 2.3. Modern Slavery Act 2018 (NSW)
  - 2.4. Australian Criminal Code Act 1995 (Cth), specifically, Division 270 or 271 of the Criminal Code, extending to conduct in and outside of Australia
  - 2.5. Human Rights Act 2019 (QLD)
  - 2.6. Charter of Human Rights and Responsibilities Act 2006 (VIC)
  - 2.7. Human Rights Act 2004 (ACT)as they relate to and are relevant to us (together, **Human Rights Laws**).

Our work is also guided by relevant international human rights guiding principles, protocols and conventions.

3. We take all reasonable steps to implement practices, procedures and systems to help ensure we comply with Human Rights Laws and to deal with related enquiries and complaints, including any allegations or violations of human rights breaches, and implementing training and raising awareness strategies for all our staff.
4. We are committed to assessing human rights compatibility with our actions and decisions in accordance with Human Rights Laws, as relevant.
5. We are a reporting entity under the Modern Slavery Act 2018 (Cth). We are committed to detecting, assessing, addressing, evaluating and reporting on modern slavery risks within our operations and supply chains.
6. We embrace and continue to embed a human rights culture across the organisation including the way we make decisions, develop policy and support our clients and the Australian community more broadly.
7. We are a learning organisation and apply a continuous learning and improvement lens to our work and understanding of human rights and modern slavery.

## General

8. Legal advice must be sought before there are any deviations to this policy or if a dispute arises in relation to a matter referred to in this policy.
9. The Group General Counsel has authority to release directions and instructions as well as develop educational information on human rights and/or modern slavery.

## Responsibilities and policy owner

- The policy owner is the Board.
- The policy is maintained by the Group General Counsel on behalf of the Board.
- The Board Chair has overall responsibility for the compliance of this policy at a Board level. The CEO has overall responsibility for the compliance of this policy at an organisational level.

## Consultation and approval

The following were consulted in the development of this policy:

- the CEO
- Executive Directors
- Human Rights and Modern Slavery Committee
- Risk, Quality and Safety Committee

This policy has been approved by:

**The Board of The Benevolent Society**