

2019-2020



GOVERNANCE

Formalised human rights organisational approach and commitment

Established framework for human rights decision making and rolled out in Queensland

Explicitly incorporated human rights into the Board's decision making process

Reiterate emphasis on acting legally, ethically and responsibly in organisational culture

Commenced process for strengthening human rights into our organisational policies

Considered responsible investment in our Endowment



SUPPLY CHAIN

Established organisational ethical procurement program

Incorporated due diligence checks for supplier pre-screening



INTERNAL CAPABILITY

Facilitated deep dive sessions with Queensland colleagues

Developed a Human Rights Assessment Tool



SERVICE DELIVERY

Identified risk factors and human rights infringements common to groups and communities that are vulnerable to modern slavery



SECTOR COLLABORATION

Created forums for collaboration and education

2020-2021



GOVERNANCE

Established a Human Rights and Modern Slavery Committee

Demonstrated commitment to human rights in our 2022-2024 strategic plan

Incorporated compulsory human rights assessments in the review process of new and revised policies

Strengthened our human rights compatibility assessment tool based on employee feedback.



SUPPLY CHAIN

Reduced supply chain size from a total of 303 'at risk' suppliers to 57

50% of high risk suppliers met our requirements

Established modern slavery procurement guidelines

Commenced incorporating modern slavery risk criteria into each stage of the supplier lifecycle (due diligence, on-boarding, contractual requirements, assurance)

Set up remedial process and exit strategy

Explored introducing a validation process for suppliers to hold memberships to industry association bodies where applicable. We identified commercial cleaning and promotional merchandise as two industries for further consideration

Applied a selection criteria which considered managers' commitment to addressing human rights and modern slavery for investment management arrangements



INTERNAL CAPABILITY

Strengthened capability on human rights decision making

Developed a modern slavery team activity toolkit

Facilitated deep dive sessions with Senior Leaders and Human Resources

Developed organisational resources and guides

Established an organisation wide Human Rights Discussion Forum



SERVICE DELIVERY

Carried out risk identification and due diligence in TBS's 4 service delivery areas

Developed client guides including easy read and child friendly human rights and modern slavery guides

Established an internal referral pathway including the production of an internal guide for our people



SECTOR COLLABORATION

Created a Modern Slavery Community Partner Toolkit

Convened a Modern Slavery Charities and Not for Profit Forum

Shared resources with sector peers

Supported Anti-Slavery Australia by promoting Human Mart and attending the 'Partnering to End Modern Slavery: Australia's National Conference on Modern Slavery'

Commenced a sector collaboration with Red Cross to advance streamlining of supply chain considerations

2021-2022



GOVERNANCE

Facilitated Board and Executive deep dive sessions

Launched Human Rights and Modern Slavery Policy

Incorporated human rights into our professional governance framework

Explored ways to advance victim-survivor voice

Strengthened our whistleblower protection policy

Mapped strategy and activities to the Sustainable Development Goals



SUPPLY CHAIN

Further reduced and consolidated supply chain

Reviewed and refined supplier classification

Developed and sent out modern slavery supplier self-assessed questionnaires to our high-risk suppliers

Introduced and commenced a validation process for suppliers to hold memberships to industry association bodies where applicable. In this reporting period we engaged suppliers from commercial cleaning and promotional merchandise industries who reported to hold applicable memberships



INTERNAL CAPABILITY

Incorporated human rights and modern slavery in Director and employee on-boarding and induction

Ran an internal human rights and modern slavery awareness raising campaign

Facilitated human rights decision making practice sessions for senior leaders

Ran organisation wide practice workshops on human rights and modern slavery

Completed our Quick Guide series on Human Rights.



SERVICE DELIVERY

Reviewed reporting mechanisms to increase data collection and analysis

Created guide for families and communities

Created a specific modern slavery category in our internal risk management program

Staff-inspired submission of article on the SDGs and protecting people with communication disability from modern slavery to the International Journal of Speech-Language Pathology

Staff-inspired facilitation of modern slavery specific 'sharing practice' in Child and Family



SECTOR COLLABORATION

Continued to chair the Modern Slavery Charities and Not for Profit Forum and share resources within the forum

Revised and explored ways of further sharing our Modern Slavery Community Partner Toolkit

Considered joining the Purpose Collaboration

Established formal engagement with Freedom Hub

Shared insights and resources via speaker sessions

Created standalone Human Rights and Modern Slavery webpage to share insights and resources



GOVERNANCE

- Strengthened the voice of victim-survivors in our governance
- Raised awareness of our grievance and complaints mechanisms
- Commenced a process to identify our salient human rights
- Developed an easy read version of our human rights and modern slavery policy
- Strengthened our human rights assessment tool



SUPPLY CHAIN

- Joined the Purpose Collaboration and invited selected suppliers to complete a self-assessment questionnaire
- Developed a Procurement Improvement Plan for FY23/24, with specific reference to modern slavery
- Commenced a review of the suite of internal supply chain management tools we have with the view to enhance efficiency and effectiveness.



INTERNAL CAPABILITY

- Partnered with Anti-slavery Australia to deliver forced marriage training to some of our frontline practitioners
- Ran an internal human rights and modern slavery awareness raising campaign
- Produced education materials to strengthen understanding of modern slavery among our workforce
- Provided organisation-wide human rights and modern slavery quarterly updates



SERVICE DELIVERY

- Strengthened existing relationships and formed new ones with modern slavery specialists to assist us navigate complexities in service delivery



SECTOR COLLABORATION

- Continued to chair the Modern Slavery Charities and Not for Profit Forum and share resources within the forum
- Facilitated a workshop with the NSW Anti-Slavery Commissioner and several charities and not-for-profit organisations
- Assisted in the development of an ESG Charities Guide and contributed a modern slavery-related case study to the guide
- Participated in several initiatives including workshops with the NSW Anti-slavery Commissioner and roundtable discussions with Anti-slavery Australia
- Continued to raise awareness of our Modern Slavery Community Partner Toolkit
- Established a referral pathway for clients between The Freedom Hub and our Centre of Women's, Children's and Family Health
- Partnered with one of our panel law firms to provide some of our practitioners with training on immigration law to strengthen capabilities around complex visa systems