Modern Slavery Statement

2024 - 2025

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Process Owner:	Chief Executive Officer				

Accordwest acknowledges the Australian Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and traditional custodians of the land we live, learn and work.

Accordwest Modern Slavery Statement 2024–2025

Introduction

This is the first Modern Slavery Statement ("the Statement") voluntarily submitted by Agencies for South West Accommodation (trading as Accordwest) pursuant to the **Modern Slavery Act 2018 (Cth)**. This Statement covers the reporting period from **1 July 2024 to 30 June 2025**.

Accordwest is committed to upholding the principles outlined in the Act and maintains a **zero-tolerance stance towards modern slavery**. We recognise that modern slavery—including slavery, servitude, forced or child labour, debt bondage, deceptive recruitment, and human trafficking—constitutes a grave violation of human rights.

Our commitment to eradicating modern slavery aligns with our broader values of **social justice, inclusion, child safety, wellbeing, and enabling hopeful futures** for the young people and communities we support.

Purpose of this Statement

The purpose of this Statement is to:

- Report on the steps taken during the reporting period to identify and assess risks of modern slavery in our operations and supply chains.
- Outline the actions we have implemented to mitigate those risks.
- Demonstrate our ongoing commitment to respecting human rights across our workforce, operations, and supplier relationships.
- Indicate that we do not own or control any other entities and therefore did not require consultation in the development of this statement.

Our Commitment

Accordwest is committed to **continuous improvement** in processes and strategies to reduce the risk of modern slavery within our operations and supply chains. We strive to foster ethical practices, transparency, and accountability, and to contribute positively to the eradication of slavery, servitude, forced labour, child labour, and human trafficking.

About Accordwest

Accordwest is a **not-for-profit provider of support services in the South West**, dedicated to helping people experiencing hardship and disadvantage to live the life they choose. For over 40 years, our unwavering belief that **"every story matters"** has inspired meaningful impacts in local communities.

We provide a range of services, including:

- Coaching families to improve relationships and parenting skills
- Supporting people experiencing or at risk of homelessness
- Assisting individuals exiting the prison system to reintegrate into society
- Providing emergency relief and crisis intervention

Our work focuses on **Aboriginal and Torres Strait Islander communities, youth, family services, transitional intervention, and specialist homelessness services**.

Vision, Mission, and Values

Vision: Extend hope, equity, and belonging to all people in our community.
Mission: Support people to better manage their lifestyle, health, relationships, and general wellbeing.
Purpose: People are our purpose. We help those facing hardship or disadvantages live the life they want to live.

Our values emphasis **cultural responsiveness, restoration, momentum, and compassion**, ensuring services are delivered in a way that respects individuality, community, and place.

Structure, Operations, and Supply Chains

Accordwest operates across multiple locations in the South West, supported by **over 60 staff**. We engage a wide range of suppliers, focusing on Australian organisations that demonstrate modern slavery mitigation measures.

Key Supply Areas

- Motor vehicles and running costs
- IT equipment and software
- Mobile devices
- Furniture and household appliances
- Maintenance products and services

We recognise that supply chains may expose our organisation to modern slavery risks. Our procurement practices actively identify and address these risks through due diligence, supplier engagement, and contract clauses that promote transparency and ethical practices.

Governance and Accountability

Accordwest is governed by a **Board of Management**, responsible for oversight of modern slavery compliance. The **Executive Leadership Team** manages operational delivery, procurement, and risk assessment.

Roles and Responsibilities:

- **Board & Senior Management:** Ensure implementation of modern slavery policies and review risk assessments.
- **Procurement Team:** Conduct supplier due diligence, evaluate risks, and ensure ethical supply chain practices.
- **Staff:** Receive training on modern slavery risks and report concerns via our Protective Disclosure Policy and Procedure.

Risk Assessment and Mitigation

We assess risks of modern slavery across our operations and supply chains using **risk-based evaluations**. Key areas include:

- **Operations:** Direct employment is low-risk due to robust HR policies and compliance with Australian employment laws.
- **Suppliers:** Low to medium-risk areas include IT equipment, household appliances and furniture, promotional merchandise, cleaning services, and outsourced labour.

Actions Taken:

- Conducted due diligence on suppliers, including assessment of ethical labour practices.
- Updated supplier agreements to include modern slavery clauses.
- Provided training to staff on modern slavery awareness and mitigation.
- Engaged with key suppliers to understand their approach to ethical labour practices.
- Conducted audits and continuous review of procurement policies.

Remediation: Any confirmed modern slavery instances will trigger corrective action, including termination of supplier agreements where necessary.

Policies Supporting Modern Slavery Mitigation

Accordwest has implemented the following policies:

- **Modern Slavery Statement:** Outlines commitment and risk mitigation procedures
- **Purchasing and Procurement Policy:** Embeds ethical guidelines in supplier selection
- **Code of Conduct:** Ensures business is conducted ethically
- **Protective Disclosures Policy and Procedure:** Provides confidential reporting channels
- **Continuous Quality Improvement Policy:** Supports continuous improvement and risk management

These policies are regularly reviewed to ensure effectiveness and alignment with modern slavery obligations.

Assessing Effectiveness

Accordwest monitors and reviews its approach through:

- Regular risk reviews and supplier assessments
- Staff training programs integrated with human rights and diversity initiatives
- Supplier engagement and contract monitoring
- Reporting and analysis of incidents through internal governance structures

Effectiveness is reviewed annually by the **Accordwest Leadership Team**, forming part of our continuous improvement strategy.

Future Goals

- Enhance supplier engagement and monitoring, particularly in high-risk sectors
- Expand staff training programs on modern slavery awareness
- Strengthen due diligence processes and supply chain mapping
- Foster partnerships with community organisations and government initiatives
- Conduct annual reviews of risks and remediation measures

Board Approval

This Modern Slavery Statement was **approved by the Accordwest Board on** 15/10/2025

Graeme Carlin

Board Member