



The
Disability
TRUST

MODERN SLAVERY STATEMENT MESSAGE FROM THE CEO

The Disability Trust is a not-for-profit organisation that's sole purpose is to provide quality service and supports to people with disabilities and their families. Our purpose is to create an inclusive world built on trust, respect and equality where people with disabilities live the life they choose.

Central to our purpose is the delivery of services within a context of respect for human rights. We support social justice for all socially disadvantaged people. We further recognise the disproportionate impact of human slavery on the world's most vulnerable people including people with disabilities, people of colour, women, children, migrant workers and refugees. Our vision of an inclusive world extends from the protection of the rights of people with disabilities to the strengthening of societies within which the practice of human slavery is not tolerated.

The Disability Trust will work proactively with people in the community sector and the corporate world to play our part in the eradication of modern slavery. We value the focus that the Modern Slavery Act (2018) has placed on the investigation of supply chains as a means of bringing about this change. The Disability Trust will continue to learn and explore ways to refine our approach to examination of our supply chains.

The Modern Slavery Act (2018) requires reporting entities subject to the Act, to produce an annual modern slavery statement. Following is the inaugural statement from The Disability Trust which has been endorsed by our Board of Directors.

Margaret Bowen
Chief Executive Officer
The Disability Trust

...creating an inclusive world



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Protecting Human Rights - Modern Slavery Statement 2020

The Disability Trust is committed to actively supporting any processes that will eradicate modern slavery. The Trust recognises that slavery and human trafficking can occur in many forms, as considered in the Act. This can include slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services. We also recognise the particular vulnerability of some people with disabilities to these abhorrent practices.

The Trust operates lawfully and ethically and commits to only working with suppliers that respect the inherent worth of all people. We expect our suppliers to operate in accordance with all applicable modern slavery laws. We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection, staff inclusion and diversity. The Disability Trust has formal policies already in place that promote ethical governance including a Code of Conduct for our Board and employees and a Whistle-blower Protection Policy.

The Disability Trust has a relatively short supply chain. Disability services are primarily delivered through the employment and management of our workforce. Labour is therefore the most significant element of supply. The Disability Trust commits to payment of overseas born workers on visa restrictions in accordance with Australian Industrial Awards. The

Trust does not sponsor immigrants to relocate to Australia for the purpose of work. The Disability Trust does not utilise unregulated Labour Hire Companies that may expose us to the risk of exploitation.

In other respects, The Disability Trust has a very simple supply chain that includes the purchase of products and services needed for the businesses day-to-day operations including office supplies and office equipment, employment and training of staff, purchase and leasing of property suitable for our operations, purchase of vehicles, access to external advice and consultancies. For our residential services, we purchase from mainstream supermarkets, large furniture stores, and other suppliers of household items. We occasionally purchase specialist aids and equipment for people with disabilities through individual participant NDIS plans allocated by the Commonwealth.

The Disability Trust will take a risk assessment approach to investigation of supply chains. We will ensure that we sight the Modern Slavery Statements of Australian companies such as major supermarkets and retail chains. We will continue to ensure that our own workplace practices are compliant with the principles expressed in the statement. To the best of our ability, we will check the employment practices of companies from which we purchase any supplies.

...creating an inclusive world