







## 7-P19 Whistleblower Policy

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Complaints or reports can be sent to [whistleblower@affinityeducation.com.au](mailto:whistleblower@affinityeducation.com.au).

If the report contains allegations against these people, or the Whistleblower otherwise considers it inappropriate to make their report to any of these people, the Whistleblower is encouraged to report their reasonable suspicion to the Chief Executive Officer, who will assume the role of Whistleblower Protection Officer for the purposes of this policy:

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A Whistleblower may make a 'public interest disclosure' or an 'emergency disclosure'





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The *Modern Slavery Act 2018* (Cth) (Act) came into effect on 1 January 2019. The Act requires organisations based or operating in Australia with an annual consolidated revenue of \$100 million or more, to report annually on the actions they are taking to avoid or eliminate Modern Slavery in their operations and supply chains.

The Australian Government describes Modern Slavery as circumstances where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Modern Slavery can occur in every industry and presents itself in many ways including human trafficking, slavery and forced labour.

Modern Slavery distorts global markets, promotes cost cutting techniques and poses significant legal and reputational risks to entities. Affinity Education Group Limited (Affinity) is dedicated to ensuring we are limiting our impact as much as possible and working with our suppliers to ensure that our supply chain is ethically and responsibly sourced.

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Being aware of Modern Slavery means utilising the best quality and ethically sourced resources and services to ensure that we are not contributing to an issue of global harm. This Modern Slavery Statement outlines the steps Affinity has taken to identify, manage and mitigate specific risks of Modern Slavery within our operations and supply chain.

Affinity is a proprietary company based in Queensland and is a subsidiary of a broader group. Affinity currently provides childcare services to over 15,000 children across over 185 centres Australia wide and has over 4000 employees nationwide.

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Affinity promotes the following operational activities in support of its business objectives:

- delivering quality care and education to children within our centres;
- directly sourcing our employees;
- providing educational pathways for development to our educathvcati00000008871 0 595.32 841.92 reWñBT/F3 9.96 Tf1 0 0 1 40 68.



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Affinity recognises that there may be risks attributable to its current supply chain arising from the operations of its contractors or their sub-contractors. This may include risks that contractors are not using ethically sourced material or supplies, providing inadequate training or conducting insufficient enquiries into labour being utilised to ensure that Modern Slavery does not take place within their operational structures and risks relating to expedited time frames for completing various projects.

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Affinity has been working to address these risks by undertaking due diligence on its current suppliers and new suppliers in order to continuously implement practices to support the principles of Modern Slavery.

Affinity recognises that without sufficient due diligence on its contractors and suppliers, its contribution to equatC / rder