



Australian  
College of  
Nursing

Shaping health, advancing nursing

# Modern Slavery Statement **2023**



# Acknowledgement of Country

In the spirit of reconciliation ACN acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respects to elders past and present and extend that respect to all First Nations peoples today.

ACN is grateful and privileged to maintain physical office locations and campus located on Ngunnawal and Dharug lands.

ACN is committed to our Reconciliation Action Plan and will continue to incorporate this throughout decisions and actions across the organisation, our operations and supply chains both now and into the future.

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# Commitment



ACN is committed to upholding human rights and taking meaningful actions against modern slavery. We embrace our pivotal role in eradicating these reprehensible practices, positioning ourselves as leaders within our sector, and operating as a volunteer reporting entity.

At the heart of the Australian College of Nursing (ACN) lies an unwavering dedication to eradicating modern slavery, with a focus on our operations and supply chains.

Over the past year, our commitment to eradicating Modern Slavery has continued to evolve and is demonstrated by:

EXPANDING	INTEGRATING	REINFORCING	ADDRESSING AND RECTIFYING	ELEVATING	FORTIFYING	CREATING AWARENESS
Expanding avenues for engagement with stakeholders who champion human rights and share ACN's values.	Integrating a robust due diligence process specifically tailored to eradicating modern slavery.	Reinforcing our organisational policies to confront modern slavery head-on.	Addressing and rectifying any adverse impacts ACN may inadvertently contribute to.	Elevating ethical conduct and bolstering supply chain integrity.	Fortifying the prevention and mitigation of modern slavery across our operations and supply chains through heightened procurement diligence, ongoing assessments, and meticulous tender processes.	Creating awareness and training around this important cause with relevant stakeholders, which includes staff as well as members and students.

# CEO foreword



With a steadfast commitment to justice, education, and ethical leadership, ACN is more than a cornerstone of health. We are advocates for societal change, actively working to dismantle modern slavery's oppressive chains.

As we submit our Third Annual Modern Slavery Statement, detailing our journey from July 2022 to June 2023, it is clear we are not just meeting the Modern Slavery Act 2018 (Cth) standards; we are setting new ones. We are driving ethical change beyond compliance, leveraging our procurement power to effect real, sustainable transformation.

This year, we have strengthened our resolve through strategic alliances with Supply Clusters and Fair Supply, ensuring our supply chains resonate with our core principles of fairness, transparency, and respect. These partnerships amplify our efforts, particularly in championing First Nations suppliers and maintaining rigorous oversight to pre-empt and address supply chain vulnerabilities.

Our Purchasing and Procurement Policy has evolved, mirroring our deep-rooted social impact commitment. This renewed policy will soon transition from paper to practice, guiding our operations and decision-making processes.

We stride forward, as a team and as a tribe, united in our mission to shape a world where dignity and justice aren't mere aspirations, but realities for all. As with the Triple Impact Report, investing in nursing is an investment in gender equality, equity and building healthy communities.

At ACN we believe there is no greater opportunity to ensure social justice, health as a human right and the eradication of modern slavery than through nursing leadership which we are committed to championing.

Warmest regards,  
Adjunct Professor Kylie Ward FACN  
Australian College of Nursing  
Chief Executive Officer

# Introduction

This statement presents the Australian College of Nursing’s (ACN’s) approach to detecting and addressing modern slavery risks within our supply chain, operations, and investments. Each section outlines actions aligned with the mandatory reporting criteria of the Modern Slavery Act (Cth) for the year ending on 31 December 2023.

Modern slavery encompasses grave forms of exploitation, such as human trafficking, servitude, forced labor, debt bondage, forced marriage, and severe child labor. It arises when coercion, threats, or deceit are employed to exploit victims, eroding their freedom. Modern slavery infringes fundamental freedoms and human rights and is unacceptable in all its manifestations.

The Modern Slavery Act 2018 (Cth) refers to eight types of exploitation that meet the definition of modern slavery:

- TRAFFICKING IN PERSONS
- SLAVERY
- SERVITUDE
- FORCED MARRIAGE
- FORCED LABOUR
- DEBT BONDAGE
- DECEPTIVE RECRUITING FOR LABOUR OR SERVICES
- THE WORST FORMS OF CHILD LABOUR

# Operating context

ACN voluntarily adheres to the Modern Slavery Act 2018 (Cth) reporting requirements.

This is ACN’s third Modern Slavery Statement, covering the period from 1 July 2022 to 30 June 2023.

ACN is a member of the International Council of Nurses (ICN) and aligned with ICN’s stance on combating human trafficking and upholding the United Nations’ Universal Declaration of Human Rights, ACN stands for treating all individuals with respect and dignity. ACN acknowledges the pivotal role of nursing in preventing modern slavery, as underscored by the World Health Organization’s Global Strategy on Human Resources for Health: Workforce 2030.

This 2024 Modern Slavery Statement outlines ACN’s proactive measures to assess and mitigate modern slavery risks across its operations and supply chain. By sharing these actions in accordance with the Modern Slavery Act 2018 (Cth), ACN aims for transparency, industry leadership, and a learning opportunity for the broader healthcare sector.







# About ACN



ACN (ABN 48 154 924 642) is a public company limited by guarantee, registered as a not-for-profit organisation. ACN's mission is to shape health and advance nursing.

ACN reported an annual consolidated revenue of \$21.015 million for the 2023 financial year. Its membership includes Enrolled Nurses (EN), Registered Nurses (RN) and Midwives. ACN also offers Associate membership to anyone with an interest in the nursing profession.

ACN is governed by a Board of Directors. The Board comprises Directors elected from, and by, the membership of ACN and two independent Directors appointed by the Board. The Board is responsible for ensuring that ACN has an appropriate corporate governance structure.

ACN achieves its mission through the six strategic pillars of Shaping Health, Advancing Nursing. A key pillar to enable innovation and stability is Social Impact.

ACN is committed to highlighting the beneficial impact nurses have upon society. The organisation will lead by example through its voluntary reporting and transparent review of ACN's supply chain to ensure all members of the community know it is committed to eradicating modern slavery.

ACN primarily operates in Australia with an online presence worldwide. The registered office is in Canberra with an additional office in Sydney.

ACN is led by the Chief Executive Officer, who implements the strategy approved by the Board.



## ACN MANDATE AND OPERATIONS

ACN was established by its members to cultivate and maintain the highest principles of nursing and health care by:

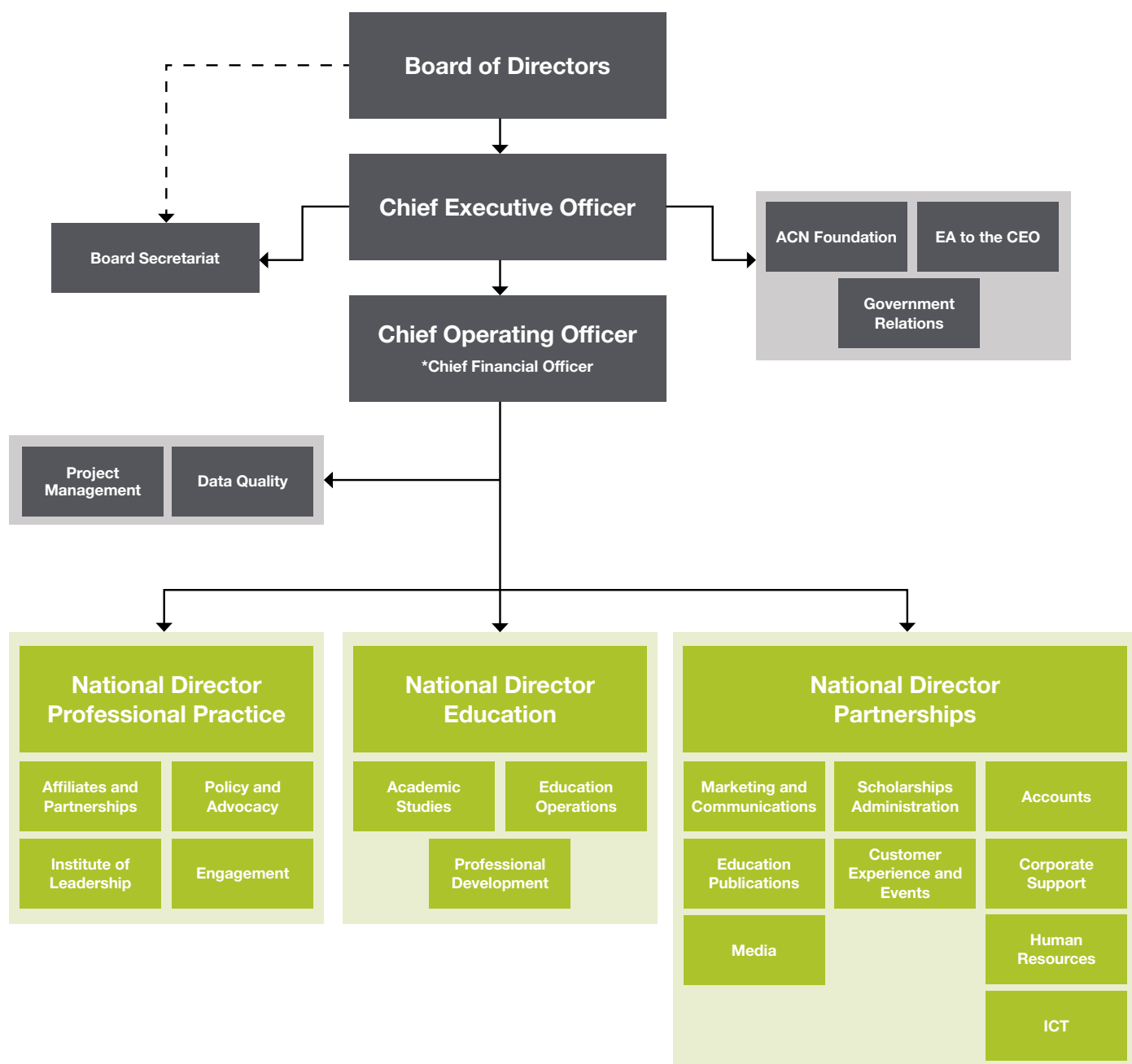
FACILITATING	PROVIDING OPPORTUNITY	CONTRIBUTING	INITIATING, ENCOURAGING & SUPPORTING	FOSTERING	ADVISING
Facilitating the education and continuing professional development of nurses and other health care professionals.	Providing opportunity for, and administering grants, trusts and awards to further nursing and health professional scholarships.	Contributing to a professional framework that enhances the practice, leadership and progression of nursing and health care nationally and internationally.	Initiating, encouraging and supporting research to seek solutions to issues and problems relevant to nursing and health care practice and the health of the community in general and taking action on such problems and issues.	Fostering and maintaining links with other nursing and allied organisations or relevant groups through cooperation and affiliation.	Acting in an advisory role and providing a consultative service on the process and outcomes of nursing and health policy development and research at national and state levels in order to improve health care across the community.

## ACN'S STRATEGIC DIRECTIONS FOR 2022–2026.

ADVOCACY	COMMUNITY	EDUCATION	LEADERSHIP	POLICY	SOCIAL IMPACT
We will advocate for the issues that matter to our profession and the health of all Australians to make real and lasting change for today and generations to come.	We will support an engaged and contributing community of nurses – at all stages and levels of their career – inclusive of a strong band of supporters, health professionals, media and government.	We will train, educate, inspire and mentor nurses, with constant access to world-class information, research and evidence, and foster the intellectual rigour required of professionals making health care decisions.	We will prepare nurses to lead. We will facilitate opportunities for nurses to make a difference and grow, to expand career options and horizons to reach their utmost potential.	We will demonstrate how health and professional care can be enhanced through the expertise and experience of nurses via developing, debating, responding, publishing, promoting and commissioning good policy.	We are inclusive and advocate for all nurses and their place in society. We will actively strive to develop respect and appreciation for nurses and improve the beneficial impact nurses have on our society and to protect the environment we all share.

# About ACN

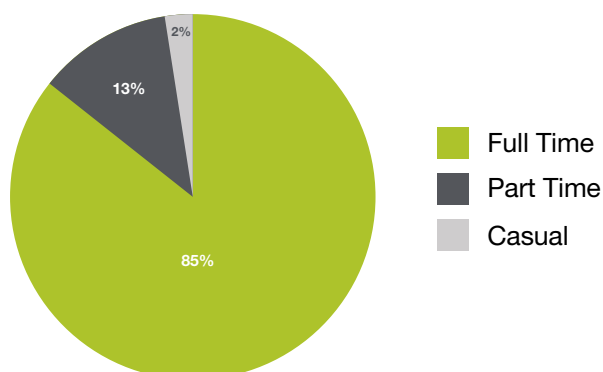
## ACN ORGANISATION STRUCTURE





## ACN WORKFORCE COMPOSITION

ACN employees are based across Australia and are recruited directly through the Australian College of Nursing on permanent, fixed term or casual agreements. ACN's workforce also extends to self-employed contractors.



## GOVERNANCE AND POLICIES

ACN has a suite of policies and procedures that seek to mitigate the risk of modern slavery and human rights violations across our operations and supply chains, including:

MODERN SLAVERY POLICY
CODE OF CONDUCT
RISK MANAGEMENT POLICY
MODERN SLAVERY POLICY
WHISTLEBLOWING POLICY
EQUITY AND DIVERSITY POLICY
GRIEVANCE POLICY AND PROCEDURES
RECRUITMENT POLICY, PROCESS AND PROCEDURES
SUPPLIER EVALUATION AND SELECTION POLICY, PROCESS AND PROCEDURES

# About ACN



## SUPPLY CHAINS

The Australian College of Nursing's (ACN's) supplier footprint comprises 350 key vendors in 2023. It procures a diverse range of first-tier goods and services to support our internal activities and operations, including but not limited to:

- ▶ IT
- ▶ telecommunications
- ▶ infrastructure and facilities management
- ▶ cleaning
- ▶ marketing, media and events
- ▶ energy
- ▶ human resources and labour hire
- ▶ finance operations
- ▶ fundraising and investment
- ▶ travel services
- ▶ laboratory supplies
- ▶ catering
- ▶ printing

Results from the 2022-2023 supplier risk profile identified:

- ▶ Five (5) suppliers ranked at moderate risk
- ▶ 88 suppliers ranked at moderate low risk
- ▶ 257 suppliers ranked in the low risk category

ACN's total spending across the 350 key vendors is \$9.783m. Outcomes from the assessment indicate the following across the Tier rankings of 1 to 10:

**What is the estimated number of people in forced labour in your supply chain per \$M spent?**

**0.0162**

estimated people in forced labour per \$M

**What is the estimated number of people in forced labour in your supply chain?**

**0.1588**

estimated people in forced labour



# Actions undertaken



## PROCUREMENT PARTNERSHIP WITH SUPPLY CLUSTERS

As part of ACN's commitment to continuous improvement and best practice in eradicating modern slavery across supply chains, ACN has engaged with Supply Clusters, a values-based organisation that can assist in ethical purchasing controls and compliance.

Supply Clusters have the resources available to support ACN's commitment to explore additional avenues to purchase from First Nations suppliers and vendors that share ACN's values and position on Modern Slavery, ethical disposal, sustainability, social responsibility, and diversity.

## MODERN SLAVERY ASSESSMENT PARTNERSHIP WITH FAIR SUPPLY

In addition to the partnership with Supply Clusters, ACN also engaged with Fair Supply. The partnership with Fair Supply provides ACN a clearer oversight of our spend throughout the year and identifying potential issues with some suppliers.

## PROCUREMENT POLICY UPDATE

ACN's Purchasing and Procurement Policy has undergone considerable revision to incorporate a number of social impact initiatives implemented by ACN. Upon final approval by the Board, training will be provided to ACN staff to embed these into day-to-day operations.

## TRAINING AND AWARENESS

Text to be provided linking DV work and modules to training for members, fellows and partners

# The effectiveness of our actions

The table below outlines our continuing plan to assess the effectiveness of our actions against the Key Performance Indicators (KPI's) used to address the risks of modern slavery practices in our operations and supply chains:

ACTION (KPI)	HOW EFFECTIVENESS WILL BE ASSESSED	FY2024 OUTCOMES
<b>Board oversight of actions taken</b>	Regular discussion and review at ACN Board and/or the Audit and Risk Committee meeting	Material matters discussed at Audit and Risk Committee meetings during the year
<b>Modern Slavery Awareness Training program</b>	Monitoring from ACN's learning management system on the proportion of staff who have undertaken training	95% of employees have completed the Modern Slavery Awareness Training program
	Tracking and promoting training provided to members, fellows, partners and wider nursing profession	Effective strategies developed to collect relevant and appropriate data on Modern Slavery within our span of influence.
<b>Contracts which include modern slavery requirements</b>	The number of supplier contracts in 'higher risk' category for modern slavery conditions	All standard contracts for 'higher risk' category suppliers and service providers reviewed by authorised and accountable expenditure delegates.
<b>Supplier and Selection</b> (Modern Slavery Questionnaires)	Monitoring whether procurement process prevents the engagement of higher risk suppliers.  Number of new 'higher risk' category suppliers that complete ACN's Modern Slavery Supplier Questionnaire.  Number of suppliers responding positively to ACN's Modern Slavery Supplier Questionnaire.	Target: All new 'higher risk' category suppliers are sent an ACN's Modern Slavery Supplier Questionnaire.
<b>Grievances, Complaints and Whistleblowing</b> (Modern Slavery concerns)	Number of grievances, complaints or whistleblowing actions raised with modern slavery concerns	Target: Zero

Following approval by the Board of the Australian College of Nursing on 11 December 2023, we submit the Modern Slavery Statement of the Australian College of Nursing for the year ending 30 June 2023 for publication on the Australian Government's Online Register for Modern Slavery Statements.

Adjunct Professor David Plunkett FACN  
Director and ACN President



