

Modern Slavery Statement

Introduction

Modern slavery is a crime and a violation of human rights. Change Meridian (which commonly trades under the Michelle Gibbings brand) has a zero-tolerance approach to modern slavery, and we are committed to acting in line with our organisation [values](#). At its core, that is to act ethically and with integrity in all our relationships, practices and dealings. We also expect the same standards from all the people we work with, including contractors, suppliers, third parties, and business partners.

Purpose

Change Meridian's Modern Slavery Statement is voluntary because it does not meet the \$100m income threshold specified in the 'Modern Slavery Act 2018 (Cth).

This document outlines the actions we are taking to minimise the risk of modern slavery and human trafficking in our operations and supply chain.

Our Values

At Change Meridian, respecting human rights and empowering people to be their best is embedded in all we do. We treat everyone with dignity and compassion, creating a trusted, value-based and inspiring workplace.

Change Meridian believes that forced labour has no place in our operations or supply chains and that everyone plays a role in preventing slavery, slavery-like practices and human trafficking.

We are committed to doing what we can within our operations and supply chains and respecting internationally proclaimed human rights and fair labour practices.

Change Meridian is committed to:

- Ensuring the risk of modern slavery practices within its operations is understood and addressed in accordance with relevant principles and legislation
- Eliminating the potential for modern slavery practices in its operations and supply chain through robust frameworks and suitable processes
- Complying with the labour rights standards, legislation and statutory requirements in Australia
- Acting ethically and with integrity

Risk Assessment

Change Meridian's operations and service delivery details are specified at www.michellegibbings.com.

Our clients come from the private and public sectors, multiple industries, and range from mid-sized businesses to global organisations and government departments. The services provided include executive coaching, consulting advice, facilitation, public speaking, writing, and training programs.

In delivering those services, suppliers are sourced in the following areas:

- Accounting, Finance and Legal
- Advertising, Publicity and Social Media
- Photography and Digital Media
- Printing and office consumables
- Information Technology

In line with Change Meridian's philosophy to source locally, most suppliers are domiciled in Australia.

We have adopted a risk-based approach to managing potential modern slavery vulnerabilities within our business and supply chain. During the assessment process, we identified that the high-risk category for the organisation is the procurement of IT and phone equipment. Outside those two areas, the risk of modern slavery from the procurement of goods and services is low. The risk is also low within Change Meridian's direct business and service delivery.

However, Change Meridian recognises that contracting with other parties, whether as a client or as a supplier, there are risks that their practices may contribute to modern slavery practices. Consequently, we expect our contractors, clients, suppliers, and potential suppliers to operate ethically, legally, and professionally.

Our Approach

Modern slavery will be assessed regularly as part of the ongoing review of Change Meridian's business risks. In doing this, we will continue to identify, monitor and mitigate any risks that may link or contribute to modern slavery practices. We will also promptly act on allegations or findings of involvement in such practices.

As part of our processes for sourcing and contracting both contractors and suppliers, we include specific prohibitions against the use of forced, compulsory or trafficked labour.

We also expect our suppliers will hold their suppliers to the same high standards. We will use our best endeavours to procure from suppliers that comply with those expectations. Change Meridian's contracts and purchase order terms and conditions specify these expectations.

Scope of Policy

This policy applies to all persons working for Change Meridian or on our behalf in any capacity, including employees, contractors, external consultants, third-party representatives and business partners.

Change Meridian's Managing Director has overall responsibility for ensuring compliance with our legal and ethical obligations.

Looking Forward

We believe we have established a solid foundation to mitigate the risks of modern slavery in our business operations and supply chain. However, we appreciate there is always more to do in such a complex and vital area of human rights.

Most importantly, we recognise this is not a static program, so Change Meridian will continue to focus on reducing any potential modern slavery risks. This work includes improving our engagement with and understanding of our suppliers and their supply chains risks.

A handwritten signature in blue ink that reads 'Michelle'.

Michelle Gibbings, Managing Director,
Change Meridian Pty Ltd ATF Change Meridian
Discretionary Trust (ACN 607 246 408)
10 July 2021