



CATHOLIC DIOCESE  
OF ROCKHAMPTON

# 2021 Modern Slavery Statement



## Disclosure Note

This statement has been made on behalf of *The Roman Catholic Trust Corporation for the Diocese of Rockhampton*. This statement covers all entities owned and controlled by *The Roman Catholic Trust Corporation for the Diocese of Rockhampton*.

## Statement from our Bishop



Many of us think of slavery as a thing of the past. However, millions of people around the world continue to be affected by slavery through its modern manifestations, such as human trafficking, debt bondage and forced labour.

The Catholic Church in Australia, as the largest employer and procurer of goods and services in the country outside the public sector, has an obligation to do its part to eradicate modern slavery.

The Catholic Diocese of Rockhampton, as one part of the Church, takes seriously its responsibility to act; work that Pope Francis reminds us will require courage, patience and perseverance.

I commit the Diocese to continuing its efforts to eradicate modern slavery from its operations and supply chains.



**Most Rev. Michael McCarthy**  
**Bishop of Rockhampton**  
**8<sup>th</sup> June 2022**

## Principal Governing Body Approval

This Modern Slavery Statement was approved by Bishop Michael McCarthy, the principal governing authority of *The Roman Catholic Trust Corporation for the Diocese of Rockhampton*, as defined by the *Modern Slavery Act 2018 (Cth)* ("the Act"), on 8<sup>th</sup> June 2022.

**Most Rev. Michael McCarthy**  
**Bishop of Rockhampton**

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# About us

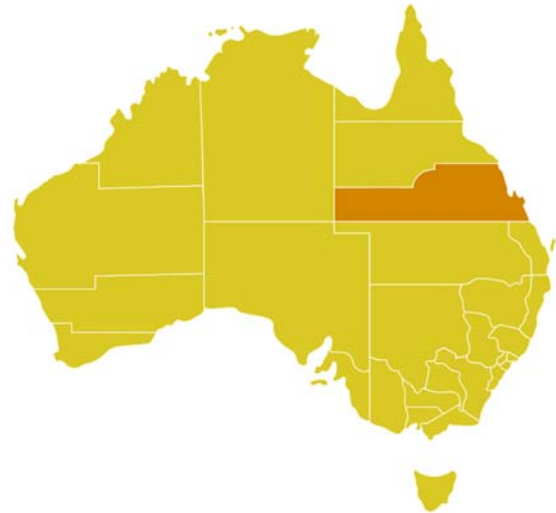
The Roman Catholic Diocese of Rockhampton ('Diocese'), established in 1882, is a suffragan Latin Church diocese located in central Queensland, covering an area of 414,400 square kilometres from Bundaberg in the south to Mackay in the north and west to the Northern Territory border.

'The Roman Catholic Trust Corporation for the Diocese of Rockhampton' ('RCTC') was incorporated by Letters Patent on 8<sup>th</sup> July 1915 under the now-repealed *Religious Educational and Charitable Institutions Act 1861 (Qld)* but it is still in force by virtue of the *Roman Catholic Church (Incorporation of Church Entities) Act 1994*. The RCTC is the civil legal entity under which the Diocese operates.

## Our Vision Statement

The Diocese's Vision Statement is:

*As a community of disciples of the Risen Christ, we live out the call of Baptism through personal faith in Jesus, witnessing together to the Good News of the Kingdom, co-responsible for the mission.*



## Our Values

The values of the Diocese reflect Catholic Social Teaching. These include:

### **The Dignity of the Human Person**

Every human being is created in God's image and likeness and therefore has inherent dignity. No person should have their dignity or freedom compromised.

### **The Common Good**

Every person should have access to the goods and resources of society so that they can live fulfilling lives. The common good is reached when we work together to improve the wellbeing of people in our society and the wider world.

### **Subsidiarity and Participation**

Everyone has the right to participate in decisions that affect their lives.

### **Solidarity**

Everyone belongs to one human family, regardless of their national, religious, ethnic, economic, political and ideological differences. We are called by the principle of solidarity to take the parable of the Good Samaritan to heart (Luke 10:29-37), and to express this in how we interact with others.

### **Preferential Option for the Poor**

Preferential care should be shown to poor and vulnerable people. Jesus taught that God asks each of us what we are doing to help the poor and needy: "Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me." (Matthew 25:40).

### **Economic Justice**

Everyone capable should be involved in economic activity and should be able to provide for themselves and their family.

### **Stewardship of Creation**

We must all respect, care for and share the resources of the earth, which are vital for the common good of all living beings.

### **Promotion of Peace**

Peace is more than just the absence of war. It is a positive movement towards equality and justice between all people, regardless of differences.

## **2021 Modern Slavery Risk Management Initiatives**

### **Modern slavery working group**

A working group made up of representatives from Diocesan Offices & Parishes, Catholic Education – Diocese of Rockhampton ('CEDR') and CatholicCare Central Queensland ('CatholicCareCQ'), met regularly to plan the implementation of modern slavery initiatives across the Diocese.

### **Modern slavery policy**

The Diocese is in the final stages of consultation on its draft Modern Slavery Policy, the purpose of which is to document the Diocese's commitment to the eradication of modern slavery from its operations and supply chains.

### **Operational gap analysis**

A gap analysis was performed in 2019 to provide a baseline for modern slavery risk management in the Diocese. The Diocese conducted a further gap analysis in 2021 to determine its progress and will continue to do so at regular intervals to evaluate progress over time.

### **Supplier risk identification and prioritisation**

The Diocese has identified those of its suppliers at highest risk of modern slavery across the following three organisational groupings:

- Diocesan Offices & Parishes
- CEDR
- CatholicCareCQ

### **Education**

The Diocese's Pastoral Council, Education Council, CatholicCare Council, Finance Council, and Council of Priests have each been given a presentation explaining what modern slavery is and how the Diocese aims to combat it.

### **Australian Catholic Anti-slavery Network ('ACAN')**

The Diocese's Modern Slavery Liaison Officer ('MSLO') has participated in monthly videoconferences organised by ACAN to network with other MSLOs and to hear updates about the latest modern slavery resources available to members.

## Our Plans for 2022

### **Embedding anti-slavery in organisational governance**

The Diocese is still in the process of updating the terms of reference for its various governance bodies to include anti-slavery as a key consideration in organisational decision-making.

### **Supplier engagement**

The Diocese has subscribed to Sedex, an online platform for managing and improving working conditions in global supply chains. It provides practical tools to help companies improve their business practices and source responsibly. The Diocese is still in the early stages of using Sedex to engage with suppliers. The Diocese's leading priority for modern slavery risk management in 2022 is supplier engagement.

### **Capability building**

Modern slavery risk management training will continue to be delivered to Diocesan personnel at every opportunity.

### **Ongoing due diligence**

Modern slavery contract clauses will be incorporated into existing and new contracts. In addition, modern slavery risk management will be embedded into existing operational systems and due diligence processes to ensure that suppliers are meeting their contractual obligations.

### **Transition Working Group to permanent committee**

Consultation has been undertaken on terms of reference for a permanent Modern Slavery Working Group. These are ready to be signed off by the Bishop.

### **ACAN Program**

The Diocese will continue its membership of ACAN to continue to build on its modern slavery risk management efforts and to take advantage of the resources made available by ACAN.

## Our Plans Beyond 2022

The Diocese is committed to ensuring it provides appropriate and timely remedy to people impacted by modern slavery in accordance with the *United Nations Guiding Principles on Business and Human Rights*, *Commonwealth Modern Slavery Act 2018 – Guidance for Reporting Entities* and relevant Australian laws. This includes providing for, or cooperating in, actions to address harms to people and root causes to mitigate future risks if the Diocese is found to have caused or contributed to modern slavery.

Due to the complexity of remediation, the need for specialist resources and to ensure the most comprehensive and rights-compatible outcomes for people impacted by modern slavery, the Diocese, is a founding partner of *Domus 8.7* - an independent program to provide remedy to people impacted by modern slavery. The Diocese's remediation efforts will be enhanced in future through further policy development, detailed response procedures and engagement with *Domus 8.7* and other civil society stakeholders. By partnering with *Domus 8.7*, the Diocese can help people impacted by modern slavery achieve meaningful outcomes that can be reported on and continuously improve risk management and our response.

Where the Diocese is directly linked to modern slavery by a business relationship, the Diocese is committed to working with the entity that caused the harm to ensure remediation and mitigation of its recurrence. Remediation obligations and expectations are to be included in contracts with high-risk suppliers who must notify and consult with the Diocese to ensure victim-centred remediation processes are implemented to the satisfaction of the Diocese.

The Diocese is a consortium partner to the *Building Links* program, a modern slavery grant funded by the Australian Government. *Building Links* targets modern slavery in the construction sector and includes deployment of an independent site-level operational grievance mechanism directly accessible to vulnerable construction workers.

When suspicions of modern slavery practices come to our attention through whistle-blower or other channels and a person is in immediate danger, staff will contact relevant law enforcement agencies. If staff have concerns or identify any issues and need expert advice, the matter will be referred through *Domus 8.7* for an assessment, investigation, action planning and implementation of a remediation process.

The Diocese has funded a “Remedy Pathways” module in its Modern Slavery E-Learning course that will be available to staff and other stakeholders.

Additional information about *Domus 8.7* and the process applied can be found on [www.domus87.org.au](http://www.domus87.org.au).



# Reporting Criteria 1 & 2: About the Catholic Diocese of Rockhampton

## Our Organisational Structure

The RCTC is the legal entity under which the Diocese and all its ministries and parishes operate. The Diocese holds five ABNs as follows:

### **ABN: 50 979 741 889**

A number of entities with distinct identities in canon (Catholic Church) law operate under this ABN, including:

- The Diocesan Offices, based at 170 William Street, Rockhampton QLD 4700, headed by the Bishop of Rockhampton and encompassing ministry activities, administration, and the practise and propagation of the Catholic faith; and
- 30 parishes (communities of the faithful with defined geographic areas within the Catholic Diocese of Rockhampton, whose pastoral care is entrusted to parish priests by the Bishop), each of which conduct their own ministry activities, administration, and practise and propagation of the Catholic faith.

In addition, the following entities operate under this ABN:

- 'The Haven', a retreat, conference and accommodation facility at Emu Park QLD 4710
- the Rockhampton Clergy Support Foundation, a Deductible Gift Recipient fund established to provide such social welfare, maintenance, necessities of life and relief from poverty as priests may need in infirmity, sickness, incapacity, old age or other necessitous circumstances'; and
- the Diocese of Religious Education Fund, a Deductible Gift Recipient fund established 'to provide religious instruction in government schools in Australia'.

### **ABN: 21 528 592 597**

CEDR has its head office at 143 West Street, Rockhampton QLD 4700, and employs approximately 3400 people. It operates kindergartens, primary and secondary schools and Outside School Hours Care services across the Diocese, as well as providing faith education for adults and children in state schools. CEDR educates approximately 17,100 students in its:

- 31 primary schools
- 9 colleges
- 10 kindergartens, and
- 16 Outside Schools Hours Care services

### **ABN: 90 507 529 241**

CatholicCareCQ has headquarters at 16 Bolsover Street, Rockhampton QLD 4700. It employs approximately 400 people and provides a broad range of services in communities across the Diocese, including aged care and disability support, counselling, and family and community support and education.

### **ABN: 94 424 754 630**

Stella Maris Seafarers' Centre, based in Brisbane Street, Mackay QLD 4740, operates under this ABN and is a ministry of the Catholic Diocese of Rockhampton whose object is to pursue the following charitable purposes:

- (a) Provide contact and counselling and crisis counselling for seafarers and their families;
- (b) Provide a visitation service to seafarers, including hospital visits;
- (c) Provide pastoral services and chaplaincy to seafarers;

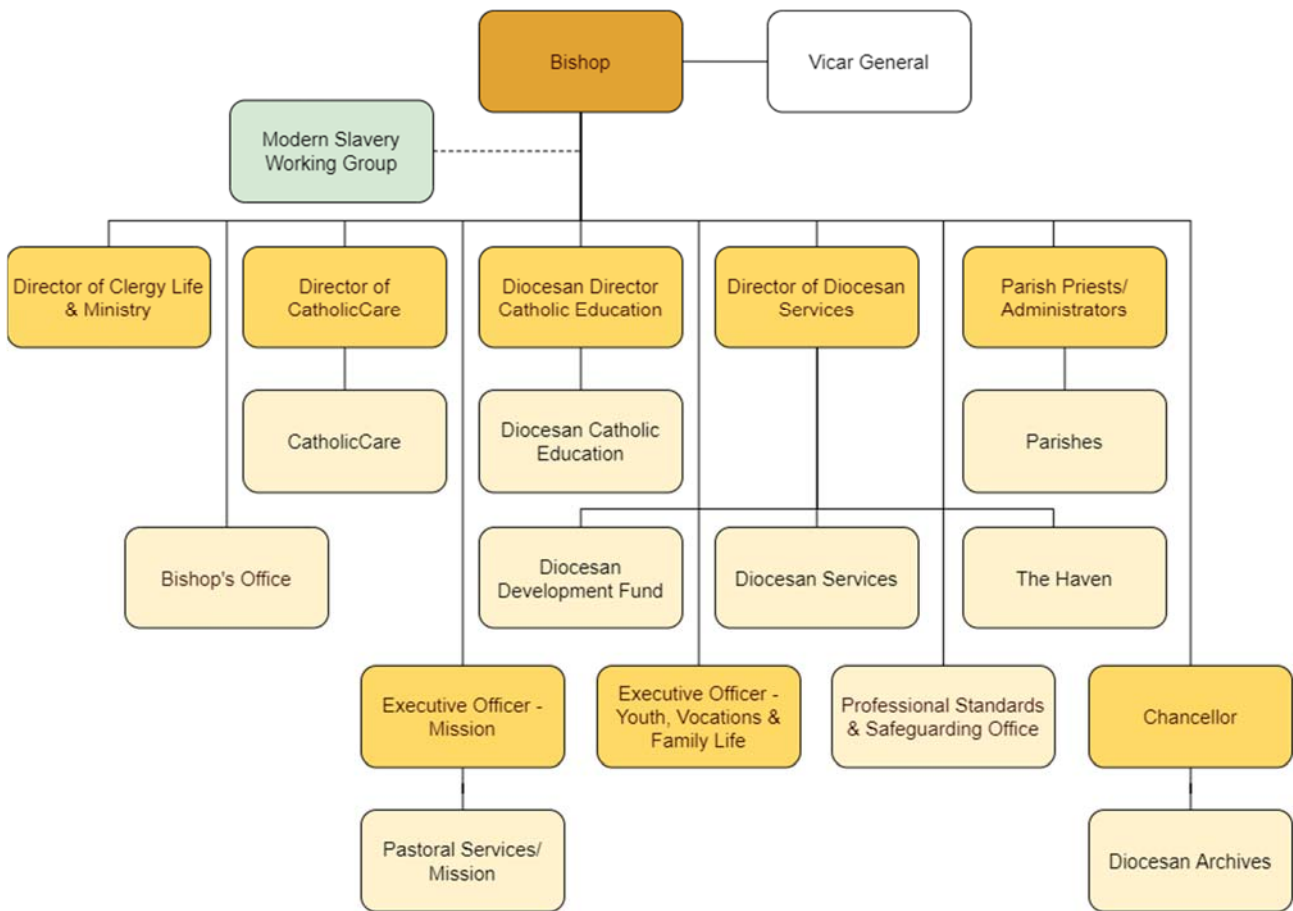
- (d) Provide stress-relieving recreational activities and services for seafarers;
- (e) Promote the physical, intellectual, emotional, psychological and spiritual development and wellbeing of seafarers, guided by Christian moral principles.

It services the shipping ports of Mackay and Hay Point.

**ABN: 64 786 814 301**

The Diocese of Rockhampton Trust Fund operates under this ABN and is a public ancillary fund whose object is 'to provide money, property, or benefits to or for funds, authorities, or institutions referred to and for the purposes (if any) referred to (if any) of the items in the tables in sub-section 7B(4) of the *Income Tax Assessment Act 1936*'.

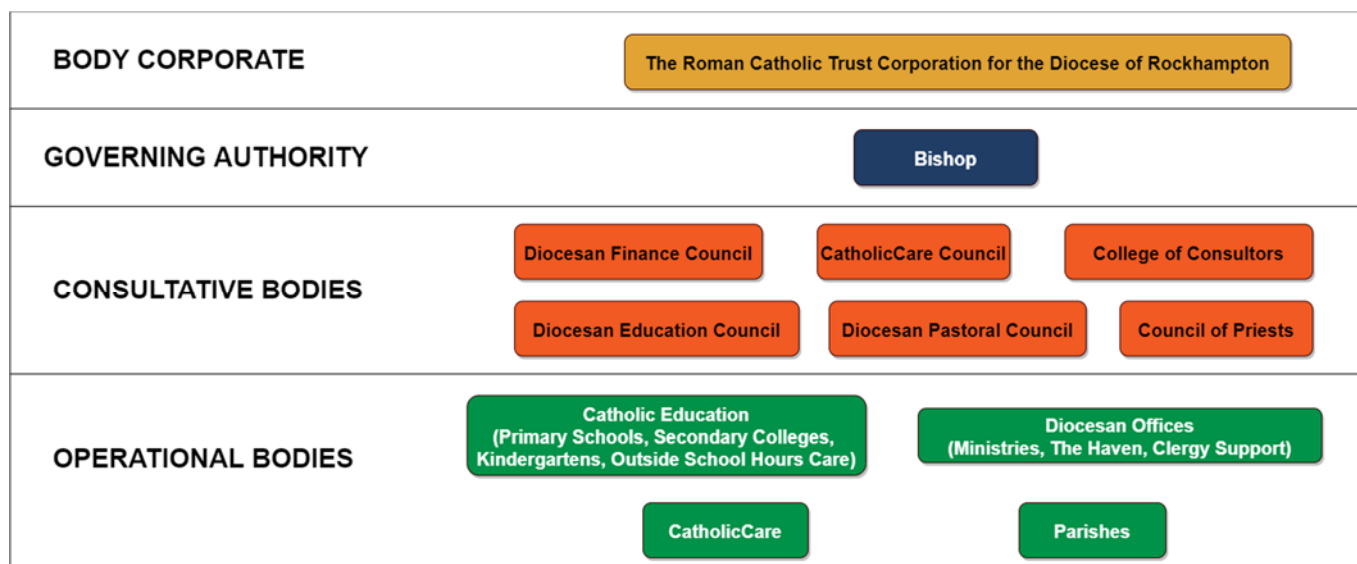
Following is a high-level organisation chart of the Diocese:



## Our Governance Framework

The Bishop of Rockhampton is the sole trustee of the RCTC and is also the governing authority of the Diocese under canon law. A requirement of canon law is for the Diocese to have a 'finance council' and a 'council of priests' to assist and advise the Bishop in the exercise of his governance. The Bishop of Rockhampton also chooses to have an additional three councils to assist him with governance in different areas, namely the:

- Diocesan Pastoral Council
- Diocesan Education Council
- CatholicCare Council



Apart from the Council of Priests and the College of Consultors, the meetings of each other council are chaired by lay persons.

The Bishop delegates certain responsibilities to Diocesan personnel to assist him in discharging his obligations under a Delegations Policy, whereas certain other responsibilities are entrusted to particular roles under canon law, most notably the Vicar General, the Chancellor, the Financial Administrator, and Parish Priests.

The terms of reference of the Diocesan Finance Council include responsibilities in relation to risk management.

## Our Operations

The Diocese's operations are conducted within its borders, as defined in the *About Us* section above, other than travel by its constituents elsewhere for Church purposes.

The Diocese employs more than 4560 people in total across the organisation. The Diocese's turnover in 2021 was approximately \$399 million. The total procurement spend was approximately \$126.8 million across more than 11000 suppliers. 87% of procurement spend was in the area of CEDR.

Long-term relationships are in place with the majority of suppliers. Other than suppliers, the Diocese has no other business relationships.

The Diocese's operations are described as follows:

### Diocesan Offices

#### Bishop's Office

The Bishop's Office supports the Bishop as the "chief shepherd" (spiritual leader) of the Diocese in his responsibilities of *teaching*, *sanctifying* and *governing*. This involves oversight of the preaching of the Gospel, Catholic education, the administration of the sacraments of the Catholic Church, and canon law matters. The Bishop's Office provides administrative support to the Bishop, and includes the Chancery, Archives, Professional Standards & Safeguarding, Pastoral Services, and Clergy Support.

### Diocesan Services

Diocesan Services provides corporate services and advice to the organisation in the areas of finance, human resources, facilities and property, community engagement, information and communications technology, and administration.

### Diocesan Development Fund (DDF)

The DDF provides a source of finance and credit for capital expenditure in the works of the Catholic Church and provides funds to support the Bishop of Rockhampton in exercising his duties of governance, teaching and sanctification across the Diocese. The DDF also provides investment services and financial services to diocesan agencies, ministries, parishes and schools.

The DDF Committee, a sub-committee of the Diocesan Finance Council, ensures that the activities of the DDF comply with all relevant laws, regulations and statutes and that those activities maintain the highest standards of ethical and commercial practice. The responsibilities of the Committee include setting and monitoring strategies; monitoring risks of the DDF; approval and recommendation of new loans; review and monitoring of compliance with policies and the review of the annual performance of the DDF.

### **Catholic Education – Diocese of Rockhampton ('CEDR')**

CEDR is a comprehensive educational ministry that embraces and promotes lifelong faith learning. In accordance with Canon Law:

*"Catholic education is an expression of Christ's mission entrusted to the Church to proclaim the Good News of Jesus Christ. Catholic education in the diocese is united around the bishop as leader and teacher. The bishop has responsibility for developing policies regarding Catholic education in the Diocese, regulating it and watching over it." (Canon 804.1)*

CEDR educates approximately 17,100 students in its 31 primary schools, 9 colleges, 10 kindergartens, and 16 Outside Schools Hours Care services located across the Diocese.

The Bishop has a Diocesan Education Council to provide advice in establishing the broad direction for Catholic education and faith formation. This Council assists the Bishop in his responsibility for approving policies regarding Catholic religious formation and education in the Diocese. All agencies providing educational services in the Diocese are represented on the Council as well as parents, parish representatives from all regions of the diocese and other individuals.

### **CatholicCareCQ**

From its seven offices across the Diocese, CatholicCareCQ works to encourage and strengthen individuals, couples and families through a broad range of services, which include aged care and disability support, counselling, and family and community support and education. CatholicCareCQ serves all people, without regard to religion, race, age, economic circumstance or ethnic background.

The CatholicCare Council is an advisory body to the Bishop in matters pertaining to the works of CatholicCareCQ. The Council makes recommendations to the Bishop as to the role, development and management of CatholicCareCQ.

## Parishes

The Diocese's 30 parishes are its worshipping communities occupying individual geographic regions in the Diocese. The Bishop appoints a parish priest to each parish community to provide pastoral care.

Each parish is required under canon law to have a parish finance council to advise the parish priest/administrator in the governance of the parish.

## Our Supply Chain

The Diocese has a decentralised procurement model. The various operations of the Diocese support local businesses wherever feasible. All supplies are procured from Australian-domiciled suppliers. The types of goods and services procured include:

- Advertising and marketing
- Building and construction
- Cleaning and security services
- Events and event management
- Facility management and property maintenance
- Finance and investment
- Financial expenses
- Fleet management, consumables and maintenance
- Food and catering services
- Furniture and office supplies
- Government and agency fees
- ICT Hardware
- ICT Software and network services
- Labour Hire
- Licence/membership fees
- Linen, laundry and textile products
- Medical devices and supplies
- Printing
- Professional services
- Travel and accommodation
- Uniforms and PPE
- Utilities
- Waste management services

At this stage, the Diocese has not identified the source countries for the goods and services it procures, other than identifying the potential risks associated with various categories of goods and services.

# Reporting Criteria 3: Modern slavery risks in operations and supply chain

The Diocese is a member organisation of the Australian Catholic Anti-Slavery Network ('ACAN'). As part of ACAN, the Diocese's Modern Slavery Liaison Officer (MSLO) and Modern Slavery Working Group use information and resources provided by ACAN to monitor and address the risks of modern slavery in its own operations and supply chain.

## Operational Risks

### Our COVID-19 Response

The Diocese is cognisant of the impact COVID-19 may have on workers in relevant supply chains. Following guidance from the Australian Border Force, the Diocese is maintaining its relationships with all its current suppliers.

The Diocese is identifying best practice approaches to protect vulnerable workers. The organisation is able to work with suppliers and to use its contacts with peak bodies to identify any weaknesses in the supply chains.

The impacts of COVID-19 may increase the vulnerability of workers in our supply chains to modern slavery, including in Australia. Factory shutdowns, order cancellations, workforce reductions, and sudden changes to supply chain structures can disproportionately affect some workers and increase their exposure to modern slavery and other forms of exploitation.

There are a variety of reasons why some workers may be more vulnerable to modern slavery. These include loss of income or fear of loss of income, low awareness of workplace rights, requirement to work excessive overtime to cover capacity gaps, increased demand due to supply chain shortages or the inability to safely return to home countries.

### Our People

The Diocese employs approximately 4560 people. The Directors of CEDR, CatholicCareCQ, Clergy Life & Ministry, and Diocesan Services are responsible for ensuring compliance by the Diocese with labour, employment, immigration and whistleblower laws to the extent that they are applicable. The Diocese and its two major ministries, CEDR and CatholicCareCQ, each employ professionally-qualified persons to manage human resource matters and to ensure compliance with relevant industrial instruments and legislation.

Other than the requirements of canon law for certain ecclesiastical positions to be occupied by persons of a specific gender, all other appointments are based on merit and are not gender specific.

Only a very small percentage of Diocesan personnel do not have permanent residency in Australia. Non-residents are only engaged in instances where particular skills shortages exist in Australia. Where non-residents are employed or contracted, they live in Australia for the duration of their engagement and they are paid at or higher than minimum rates applicable under Australian law.

The Diocese maintains codes of conduct and policies and procedures to require high standards of behaviour and to ensure procedural fairness.

## Modern Slavery Gap Analysis

In July 2019, the Diocese undertook a Modern Slavery Gap Analysis using a gap analysis tool provided by ACAN. The results of this and subsequent analyses serve as benchmarks against which the Diocese can measure itself from time to time to ascertain progress in managing its modern slavery risks. The following heat map shows the results of the gap analyses performed to date:

Category	Topic	Result 2019	Result 2021	Change
Management Systems	Governance	Red	Red	-
	Commitment	Orange	Yellow	↑
	Business Systems	Red	Yellow	↑
	Action	Red	Yellow	↑
	Monitor/Report	Red	Red	-
Risk Management	Risk Framework	Red	Red	-
	Operational Risk	Orange	Yellow	↑
	Identifying External Risks	Red	Red	-
	Monitoring and Reporting Risk	Red	Orange	↑
Human Resources and Recruitment	Awareness	Red	Yellow	↑
	Policies and Systems	Red	Red	-
	Training	Red	Yellow	↑
	Labour Hire/Outsourcing	Red	Orange	↑
Customers and Stakeholders	Customer Attitude	Orange	Orange	-
	Information Provision	Red	Orange	↑
	Feedback Mechanisms	Red	Red	-
	Worker Voice	Red	Red	-
Procurement and Supply Chain	Policy and Procedures	Red	Orange	↑
	Contract Management	Red	Red	-
	Screening and Traceability	Red	Orange	↑
	Supplier Engagement	Red	Yellow	↑
	Monitoring and Corrective Action	Red	Red	-

As can be seen from the heat map, the Diocese has improved in a number of areas but there is still much to be done.

The Diocese will perform gap analyses at least annually to ascertain progress made and where ongoing efforts should be focused.

## Supply Chain Risks

The Diocese examined its 2021 supplier expenditure to determine potential modern slavery risks. The following indicators were used:

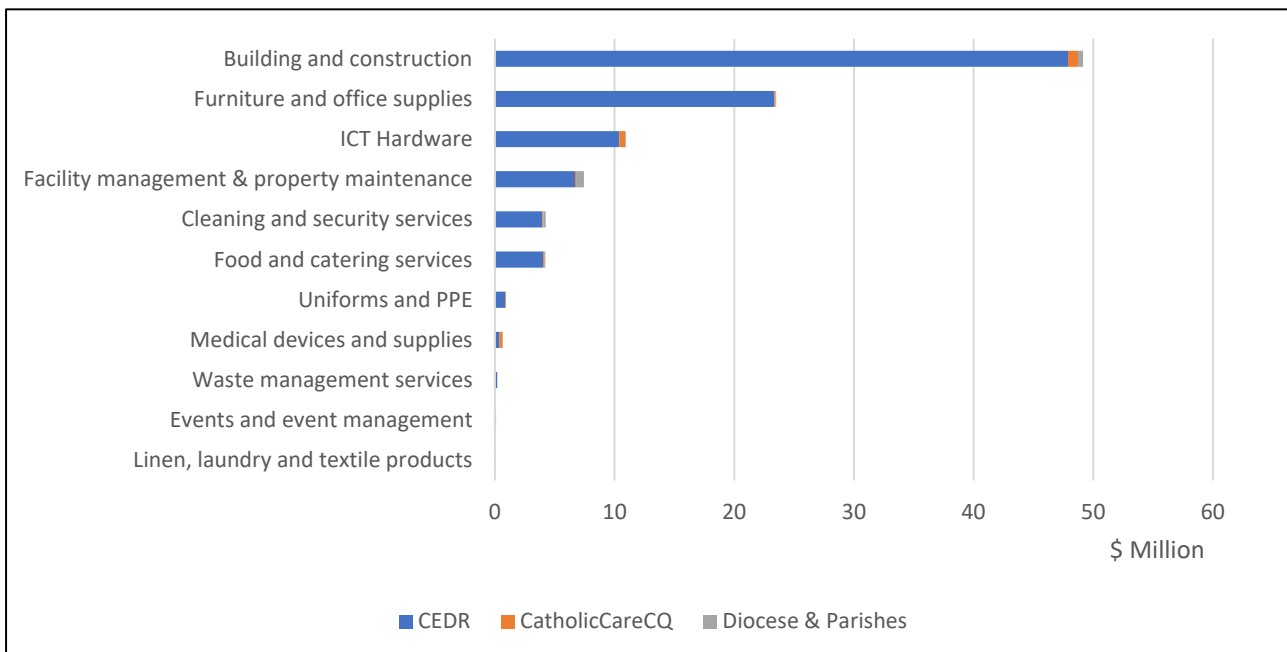
- **Industry sector** – Specific industry sectors deemed as high risk in international and national guidance documentation.
- **Commodity/product** – Specific products and commodities deemed as high risk by the US Department of Labor’s 2018 List of Goods Produced by Child and Forced Labor, the Global Slavery Index (GSI) and other international guidance materials.

- **Geographic location** – Based on estimated prevalence of modern slavery and the government responses as outlined in the 2018 GSI. While we predominantly use Australian suppliers, we recognise that our goods and services may come from countries other than those of suppliers’ headquarters.
- **Workforce profile** – In undertaking our supplier analysis we considered the type of labour involved in the production of our goods and services, particularly where low skilled, vulnerable or migrant labour is used, or where the work is deemed as ‘3D’ work (dirty, dull or dangerous).

Based on these indicators, the following high-risk expenditure categories were identified:

- Building and construction
- Cleaning and security services
- Events and event management
- Facility management & property maintenance
- Food and catering services
- Furniture and office supplies
- ICT Hardware
- Linen, laundry and textile products
- Medical devices and supplies
- Uniforms and PPE
- Waste management services

In 2021, the Catholic Diocese of Rockhampton spent approximately \$101 million, 80% of its total annual procurement spend, in high risk categories. 97% of high risk expenditure was in the area of CEDR. The highest level of expenditure for CEDR in high risk categories was in ‘Building and construction’, ‘Furniture and office supplies’, and ‘ICT Hardware’. The following graph illustrates the level of expenditure in each high risk category, by entity.





## Reporting Criteria 4: Actions taken to assess and address risk

The Diocese's focus in 2021 was on better understanding potential modern slavery risks and on where these might exist in its operations and supply chain. The Diocese achieved this through the following initiatives.

### ACAN Membership

The Diocese continued its membership of the Australian Catholic Anti-Slavery Network (ACAN) in 2021. One of ACAN's purposes is to share resources and experiences with network members, and to identify and manage modern slavery risks in Catholic supply chains. ACAN also provides a range of tools that can be adapted to meet the needs of each participating entity such as policies, contract templates, codes of conduct, and reporting tools. These help to embed modern slavery risk management in systems and processes and enable ACAN participants to have a consistent approach.

### Modern slavery working group

The Diocese's Modern Slavery Working Group included the following representatives in 2021:

- Mr Dean Smith, Director of Diocesan Services & Diocesan Financial Administrator (Chair)
- Mr Mark Effenev, Assistant Director Administration, Catholic Education Office
- Mr John Kennedy, Administration and Governance Co-ordinator, Catholic Education Office
- Ms Samantha Graham, Purchasing & Plan Management Services Coordinator, CatholicCareCQ
- Ms Janet Brosnan, Finance Manager, CatholicCareCQ
- Mrs Louise Hill, Senior Financial Accountant, Catholic Education Office
- Mr Chris Brosnan, Financial Accountant, Diocesan Services
- Mr John McDevitt, Finance Manager, Catholic Education Office
- Miss Krista Abraham, Graduate Accountant, Diocesan Services

The Working Group met five times in 2021 to consider how ACAN tools could best be adapted for deployment in the Diocese and to work on the preparation of the Diocese's first Modern Slavery Statement. The group will be formed into a permanent committee in 2022 and will continue to provide advice on the management of modern slavery risks and build an awareness of modern slavery throughout the organisation.

### Operational gap analysis

With the help of ACAN, the Diocese performed its second gap analysis in 2021 to gauge its progress on modern slavery risk management in the Diocese. The Diocese will revisit this exercise at least annually and compare subsequent gap analyses to determine progress made and where efforts should be focused to achieve change.

### Supplier risk identification and prioritisation

Organisational supplier spend was examined and the highest risk supplier categories were identified. Efforts will now be directed towards engaging with those suppliers to help them to understand the importance we place on eradicating modern slavery from our supply chains.

## Supplier engagement

In 2021, ACAN hosted three webinars for supplier. 9 suppliers in the categories of Information & Communications Technology (ICT), office supplies and uniforms participated in these webinars. The webinars presented information on the risks of modern slavery, outlined expectations of suppliers in regard to joining Sedex, completing the Self-Assessment Questionnaire (SAQ), and sharing results with the Diocese.

## Education

The Diocese has delivered information sessions to its various governance bodies and some staff gatherings to grow awareness of Modern Slavery among its personnel. Five staff members completed the ACAN *Business Relevance* e-learning module in 2021. The *Business Relevance* module outlines responsibilities of businesses to respect human rights and the key economic, legislative and stakeholder drivers to manage risk. The module also includes a review of relevant modern slavery criminal offences and key reporting requirements of the *Modern Slavery Act 2018 (Cth)*.

## Modern Slavery Action Plan

OBJECTIVE	PROPOSED ACTION
<b>Commitment</b>	
Engage top-level management and set direction	<ul style="list-style-type: none"> <li>• Deliver modern slavery awareness presentation to all five Diocesan Councils</li> </ul>
Adopt Modern Slavery Policy	<ul style="list-style-type: none"> <li>• Develop and promulgate Modern Slavery Policy</li> </ul>
Establish a Modern Slavery Working Group	<ul style="list-style-type: none"> <li>• Develop Terms of Reference for Working Group</li> <li>• Formally appoint members to Working Group</li> </ul>
Modern slavery roles and responsibilities defined	<ul style="list-style-type: none"> <li>• Embed modern slavery roles and responsibilities into position descriptions where applicable</li> </ul>
<b>Action Plan &amp; Monitoring</b>	
Prepare and implement a modern slavery action plan or strategy to address gaps	<ul style="list-style-type: none"> <li>• Develop Action Plan</li> </ul>
Monitor progress and ensure continual improvement	<ul style="list-style-type: none"> <li>• Hold regular Working Group meetings to monitor progress and propose improvements</li> <li>• Perform ACAN Gap Analysis at least annually</li> </ul>
<b>Supplier Risk</b>	
Prioritise suppliers based on potential risk and spend	<ul style="list-style-type: none"> <li>• Analyse supplier data at least annually to determine highest risk</li> </ul>
Seek responses from suppliers on their modern slavery actions	<ul style="list-style-type: none"> <li>• Implement Sedex and use it to engage with high risk suppliers</li> </ul>
Clearly outline expectations to suppliers	<ul style="list-style-type: none"> <li>• Write to high risk suppliers, outlining the importance that the Diocese places on the eradication of Modern Slavery</li> <li>• Develop and promulgate Supplier Code of Conduct</li> <li>• Embed modern slavery clause(s) in supplier contracts</li> </ul>

OBJECTIVE	PROPOSED ACTION
<b>Engage, Educate &amp; Respond</b>	
Engage and train management, employees and contractors	<ul style="list-style-type: none"> <li>• Roll out awareness presentation and e-learning modules to all staff and contractors and volunteers involved in procurement</li> <li>• Raise awareness of modern slavery through social media</li> </ul>
Engage and educate highest priority suppliers	<ul style="list-style-type: none"> <li>• Implement Sedex and use it to engage with high risk suppliers</li> </ul>
Establish remedy pathway to respond when slavery practices identified in operations or supply chain	<ul style="list-style-type: none"> <li>• Refer to <i>Our Plans Beyond 2022</i> section above</li> <li>• Develop and implement Whistleblower Policy</li> </ul>
<b>Modern Slavery Statement</b>	
Prepare and submit annual Modern Slavery Statements	<ul style="list-style-type: none"> <li>• Submit annual Modern Slavery Statements</li> </ul>
Collaborate with ACAN participants	<ul style="list-style-type: none"> <li>• Regularly participate in ACAN meetings</li> </ul>
Publish Modern Slavery Statement on website	<ul style="list-style-type: none"> <li>• Publish Modern Slavery Statements on Diocesan website annually</li> </ul>

# Reporting Criteria 5: Effectiveness Assessment

The Diocese uses its Modern Slavery Action Plan to assess its progress in the eradication of modern slavery from its operations and supply:

OBJECTIVE	CURRENT STATUS
<b>Commitment</b>	
Engage top-level management and set direction	<ul style="list-style-type: none"> <li>Modern slavery awareness presentation delivered to all five Diocesan Councils</li> </ul>
Adopt Modern Slavery Policy	<ul style="list-style-type: none"> <li>Modern Slavery Policy drafted</li> <li>Consultation on draft policy undertaken with CEDR and CatholicCareCQ</li> <li>Policy ready for sign off by Bishop</li> </ul>
Establish a Modern Slavery Working Group	<ul style="list-style-type: none"> <li>Informal Working Group meets regularly</li> <li>Working Group Terms of Reference drafted</li> <li>Consultation on draft Terms of Reference undertaken with CEDR and CatholicCareCQ</li> <li>Terms of Reference ready for sign off</li> </ul>
Modern slavery roles and responsibilities defined	<ul style="list-style-type: none"> <li>Modern slavery roles or responsibilities yet to be embedded in position descriptions</li> </ul>
<b>Action Plan &amp; Monitoring</b>	
Prepare and implement a modern slavery action plan or strategy to address gaps	<ul style="list-style-type: none"> <li>Working Group meets regularly to develop and monitor strategies for addressing gaps</li> </ul>
Monitor progress and ensure continual improvement	<ul style="list-style-type: none"> <li>Working Group discusses progress and opportunities for improvement</li> <li>ACAN Gap Analysis performed at least annually to produce heat map and visualise progress</li> </ul>
<b>Supplier Risk</b>	
Prioritise suppliers based on potential risk and spend	<ul style="list-style-type: none"> <li>Data is gathered and analysed annually to determine highest risk suppliers</li> </ul>
Seek responses from suppliers on their modern slavery actions	<ul style="list-style-type: none"> <li>Working Group members participated in Sedex Webinar for Beginners</li> <li>High risk suppliers will be invited to join Sedex</li> </ul>
Clearly outline expectations to suppliers	<ul style="list-style-type: none"> <li>Letters to be sent to high risk suppliers, outlining the importance that the Diocese places on the eradication of Modern Slavery</li> </ul>
<b>Engage, Educate &amp; Respond</b>	
Engage and train management, employees and contractors	<ul style="list-style-type: none"> <li>Diocesan Councils and some leadership positions have received awareness presentation</li> </ul>
Engage and educate highest priority suppliers	<ul style="list-style-type: none"> <li>Yet to commence</li> </ul>
Establish remedy pathway to respond when slavery practices identified in operations or supply chain	<ul style="list-style-type: none"> <li>Refer to <i>Our Plans Beyond 2022</i> section above</li> <li>Whistleblower Policy yet to be developed</li> </ul>

OBJECTIVE	CURRENT STATUS
<b>Modern Slavery Statement</b>	
Prepare and submit annual Modern Slavery Statements	<ul style="list-style-type: none"> <li>This is the Diocese's second annual Modern Slavery Statement</li> </ul>
Collaborate with ACAN participants	<ul style="list-style-type: none"> <li>MSLO participates in regular ACAN meetings</li> </ul>
Publish Modern Slavery Statement on website	<ul style="list-style-type: none"> <li>2021 Modern Slavery Statement will be published on Diocesan website once lodged with Australian Border Force</li> </ul>

The Diocese also uses the following performance indicators to measure its progress in the eradication of modern slavery:

STAKEHOLDER	ACTIVITY	2021	2020
Staff	e-learning modules completed	5	20
	Number of employees who participated in modern slavery activities, other training, presentations, meetings, webinars, conferences, workshops or events related to modern slavery	2349	
	Total number of hours spent working on modern slavery risk management program	1137	
Modern Slavery Working Group	Number of meetings	5	1
Suppliers	Total number of suppliers	11083	
	e-learning modules completed	0	0
	Contracts including Modern Slavery clause	0	0
	Suppliers engaged on Modern Slavery	3	0
	Suppliers invited to join Sedex	15	
	Suppliers joined Sedex	3	
	Suppliers shared Sedex Self-Assessment Questionnaire (SAQ) results	0	
	Sedex Members Ethical Trade Audit (SMETA) audits	0	
	Corrective actions	0	0

## Reporting Criteria 6: Process of consultation with entities owned or controlled

The Diocese has approached the task of addressing its Modern Slavery risks in collaboration with representatives from each of the entities it owns. The Modern Slavery working group has been comprised of representatives from CEDR, CatholicCareCQ and the Diocesan Offices (on behalf of parishes). The entire organisation has therefore had the opportunity to be a part of the Diocese's journey of understanding and addressing modern slavery risks.

## Reporting Criteria 7: Other

There is no other relevant information to report.



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