AUSTRALIAN CATHOLIC
ANTI-SLAVERY
NETWORK

COMPENDIUM OF

MODERN SLAVERY STATEMENTS

2023

ACAN COMPENDIUM
EXECUTIVE SUMMARY

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"Together we can encourage the growth of an economy of care, opposing with all our might every form of exploitation and human trafficking."

MESSAGE OF HIS HOLINESS POPE FRANCIS
FOR THE EIGHTH INTERNATIONAL DAY OF PRAYER AND AWARENESS AGAINST HUMAN TRAFFICKING 2022

Facilitated by the Catholic Archdiocese of Sydney

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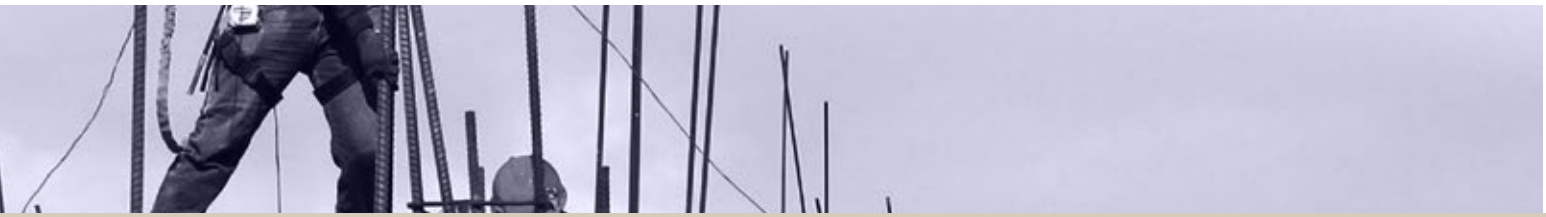

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1 About ACAN

1.1 Catholic Entities Participating in ACAN

VIC/TAS

St. Vincent's Hospital Melbourne
St Vincent's Private Hospitals

Cabrini Health

Cabrini Property
Cabrini Outreach

Mercy Health

Mercy Hospitals Victoria
Mercy Hospitals NSW
Mercy Palliative Care
Mercy Aged and Community Care
Mercy Health Property
Mercy Health Service Albury

Catholic Archdiocese of Melbourne

Melbourne Archdiocese Catholic Schools

Melbourne Catholic Development Fund

Villa Maria Catholic Homes

Diocese of Sale Catholic Education Ltd

Catholic Education Sandhurst

Diocese of Ballarat Catholic Education

Catholic Archdiocese of Hobart

Catholic Education Tasmania
CatholicCare Tasmania
Catholic Development Fund Tasmania
Centacare Evolve Housing
St Joseph Affordable Homes Inc
The Blueline Laundry Inc

Edmund Rice Education Australia

EREA Victorian Schools

Mercy Education

Victorian Catholic Education Authority (VCEA)

MacKillop Family Services

Catholic Church Insurance

Calvary Health Care Tasmania
St John of God Outreach Services

NSW/ACT

Catholic Health Australia

National Catholic Education Commission

St. Vincent's Health Australia

St Vincent's Healthcare
EREA NSW Colleges

Australian Catholic University

Calvary

Calvary Health Care Newcastle
Calvary Retirement Communities
Calvary Private Health Care Canberra
Calvary Health Care Riverina
Calvary Health Care Sydney
Calvary Home Care Services

Catholic Healthcare Ltd

Southern Cross Care NSW & ACT

St. Vincent's Hospital Sydney

Catholic Archdiocese of Sydney

Sydney Catholic Schools

CatholicCare Sydney

Catholic Development Fund

Catholic Diocese of Maitland-Newcastle

CatholicCare Social Services Hunter-Manning
Diocese of Maitland-Newcastle Catholic Schools
Catholic Development Fund

Catholic Schools Parramatta Diocese Limited

Diocese of Lismore Catholic Schools

Catholic Education Diocese of Bathurst

Catholic Education Diocese of Wollongong

Catholic Education Canberra Goulburn

Catholic Education Diocese of Wagga Wagga

Catholic Education Network (CEnet)

St Vincent de Paul Society (NSW)

St Vincent de Paul Housing

Marist Schools Australia

Dominican Education Australia

Catholic Cemeteries and Crematoria

Catholic Schools NSW

Catholic Employment Relations Ltd

St John of God Health Care

St John of God Hawkesbury Health Campus

QLD

St Vincent's Care Services
St Vincent's Care Services Boondall
St Vincent's Care Services Carseldine
EREA Flexible Schools
EREA Colleges

Catholic Archdiocese of Brisbane

Brisbane Catholic Education Centacare
Archdiocesan Development Fund

Mater Health

Mater Education
Mater Research

Catholic Diocese of Rockhampton

Catholic Education Diocese of Rockhampton
CentacareCQ
Stella Maris Apostleship of The Sea
Diocesan Development Fund

Southern Cross Care QLD

Mercy Community Services SEQ

St Vincent de Paul Society Qld

St Vincent De Paul Society Qld Housing

Ozcare

WA

Catholic Archdiocese of Perth

Southern Cross Care WA

St John of God Midland Health Campus
St John of God Berwick Health Campus

Catholic Education Western Australia

MercyCare WA

Mercy Community Services

Mercy Human Services

University of Notre Dame Australia

SA/NT

Calvary Health Care Adelaide

Catholic Archdiocese of Adelaide

Centacare Catholic Family Services
Catholic Education South Australia
Catholic Church Endowment Society

Catholic Education Northern Territory

1.2 Endorsements

Archbishop Peter Costelloe, President – Australian Catholic Bishops Conference

"The Australian Catholic Bishops Conference endorses the 2023 Compendium of Modern Slavery Statements from Catholic entities across Australia. The 2023 Compendium of Modern Slavery Statements serves as a vital resource that tangibly expresses our collective moral and civic commitment to the Modern Slavery Act (2018). The 2023 Compendium of Modern Slavery Statements reiterates the commitment of each Catholic entity to proactively respecting and upholding the infinite dignity of every human being, a principle that compels each of us to stand resolutely against all forms of modern slavery and human exploitation. We openly embrace the call to upholding the dignity of every person as we recommit ourselves to being bearers of God's love and justice in the world through the communities we serve across our nation."

Martin Teulan, Executive Director - Association of Ministerial Public Juridic Persons

"(AMPJP) brings together the MPJPs who sponsor some of Australia's major Catholic health, aged and community care, and educational organisations. MPJP ministries wish to ensure they are not directly or indirectly contributing to modern slavery. AMPJP commends the Australian Catholic Anti-slavery Network (ACAN) as a vital partner in informing and supporting MPJP Canonical Stewards and the ministries they sponsor in their missional role of addressing modern slavery."

Jacinta Collins, Executive Director – National Catholic Education Commission

"Catholic schools serve as both centres of faith and learning, fostering in our students a respect for the human dignity of all people. Education is a powerful tool in promoting social justice and equity, and this Compendium demonstrates our shared commitment and strong engagement in our schools and dioceses towards these important principles."

Jason Kara, Chief Executive Officer - Catholic Health Australia

"As a Catholic health and aged care peak body, we are deeply committed to the sanctity of every human life and the dignity of every individual. This Compendium highlights our collective efforts across the nation to ensure that our health care operations and supply chains are sustainable. We continue to lead with faith and compassion, striving to set a benchmark for integrity and responsibility in all aspects of health and aged care."

Monique Earsman, Executive Director - Catholic Social Services Australia

"Catholic Social Services Australia is committed to building a fair and inclusive society in Australia, one that upholds the dignity and equality of everyone, including those involved in our operations and supply chains. This Compendium highlights the ongoing efforts of our members to recognise and empower the vulnerable people who enable our work on the ground."

1.3 Introduction

Modern Slavery Act 2018

Australian Modern Slavery Act 2018 (Cth) (the Act) requires businesses and not-for-profits to take effective measures to assess, address and mitigate the risk of modern slavery to workers in supply chains and operations.

The Act requires annual reporting of activities and actions taken during the reporting period which Catholic entities align to the calendar year. The annual Modern Slavery Statement (Statement) must address the following seven mandatory reporting criteria:

i. Organisational structure and governance
ii. Operations and supply chains
iii. Modern slavery risks in operations and supply chains
iv. Action taken to assess and address risks, including due diligence and remediation processes
v. Measuring effectiveness of action taken and demonstrating continuous improvement
vi. Describe the process of consultation with entities owned or controlled
vii. Any other information

A senior representative of the highest governing body of the reporting entity (in the case of Catholic entities, the Chair of the Board or Bishop) must sign the Statement and include the date of approval.

ACAN Risk Management Program

In response to the Act, Catholic entities participate in the Australian Catholic Anti-slavery Network (ACAN) Modern Slavery Risk Management Program (ACAN Program).

Over 50 Catholic entities renewed their commitment to participate in the ACAN Program for 2023 – 2026. The ACAN Program creates the opportunity to increase leverage with suppliers, generate efficiencies, and embed sustainable business management practices within Catholic entities.

ACAN Program Managers support each Catholic entity to implement 72 tools and resources, which include tailored content, training, action planning and awareness-raising in their respective organisations. ACAN Program Managers also develop and support supplier engagement.

Catholic Modern Slavery Statements

ACAN Program Managers review each Statement for compliance, providing systematic and comprehensive feedback against a checklist of 55 criteria and make recommendations for areas of improvement.

Each Catholic entity completes an annual entity profile survey. The 2023 survey contained 134 questions that assess the maturity of each entity's modern slavery risk management program.

The results of the survey are also aggregated to produce an overview of activities undertaken across the network. That overview is incorporated into this Executive Summary.

This annual collection of self-reported data culminates in the publication of the ACAN Compendium of Catholic Modern Slavery Statements. This 2023 Compendium consists of 44 individual Statements submitted to the Australian Government Online Register on 27th June 2024 and published on the ACAN website.

2 Operations and Supply Chains

Catholic entities include hospitals and aged care, schools and universities, dioceses, social and community services, finance and investment entities from across metropolitan and regional Australia. As a result, the supply chains of Catholic entities vary widely in scale and complexity.

214,139*

Staff employed across **264** entities

41,266

Volunteers

623,851

Students educated in **1,482** Schools

106,302

Social Care Clients

13,414

Beds across **67** Hospitals

45,533

University students across **11** Campuses

*Increase from reporting year 2022 linked to additional Catholic entities joining ACAN

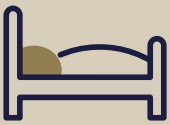
$29.5B
ANNUAL REVENUE

$8.5B
ANNUAL PROCUREMENT SPEND

166,215
TOTAL NUMBER OF SUPPLIERS

7,121

Community Service Beds



19,643

Aged Care Beds across **231** Facilities

3 Modern Slavery Risks

3.1 Risk Assessment

Of the $8.5 billion aggregated procurement expenditure by Catholic entities in 2023, $4.5 billion was spent with 45,534 suppliers across 13 high risk categories.

These risk categries are defined by the ACAN Category Risk Taxonomy, a classification standard that identifies inherent or potential modern slavery risks associated with major spend categories, based on sources such as the Global Slavery Index and the International Labor Organisation (ILO) definitions of modern slavery.

Five key factors are also used to determine the level of risk:

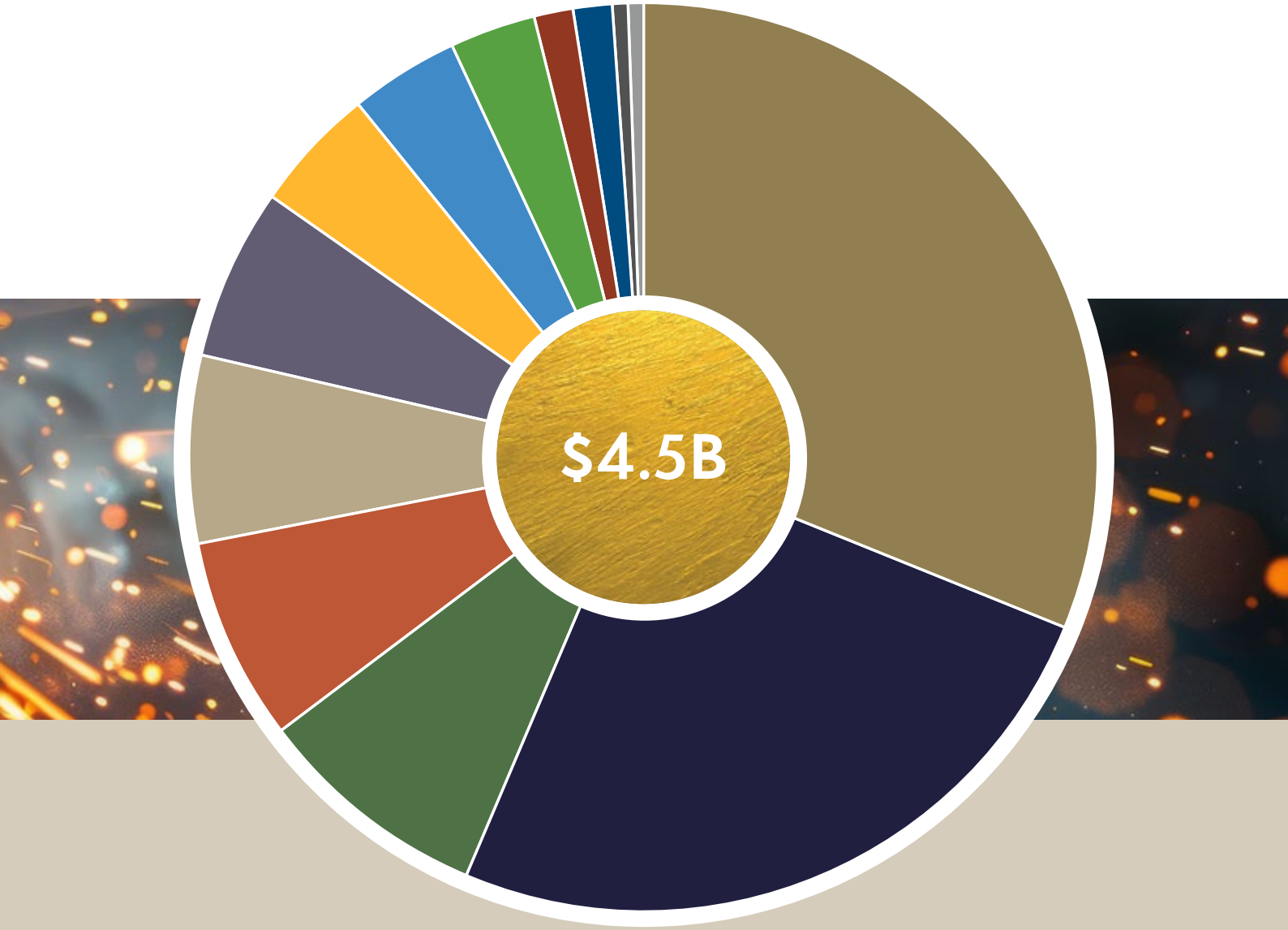
- Geography: the region of goods production or service provision
- Industry: the sector in which the making of the good or service occurred
- Commodity: the raw materials or components that comprise the goods or products
- Workforce vulnerability: factors such as migration status, age and gender can be associated with increased risk
- Domus 8.7 Intelligence

The categories align with the United Nations Standard Products and Services Code (UNSPSC), facilitating integration and equivalency to a multitude of procurement systems and models available in the network.

3.2 Risk Categories

Total Spend in High Risk Categories

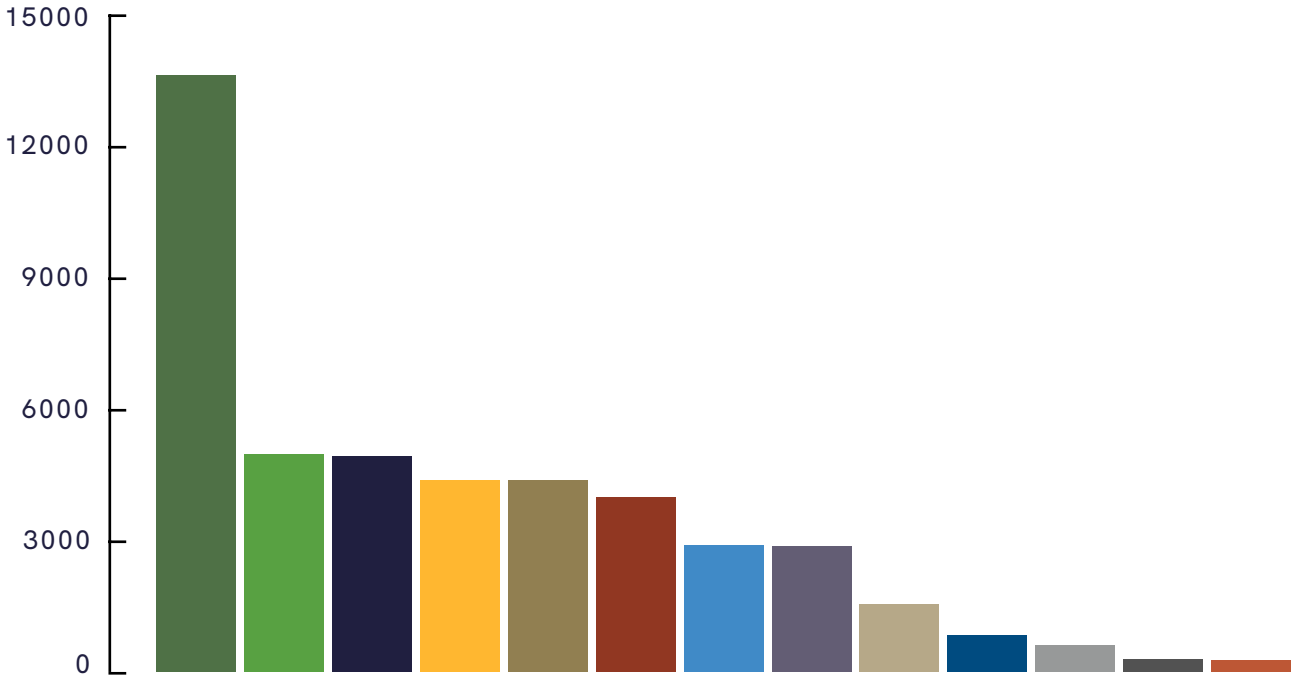
BUILDING AND CONSTRUCTION	$1,389,256,907.00
MEDICAL DEVICES AND SUPPLIES	$1,134,239,313.00
FACILITY MANAGEMENT & PROPERTY MAINTENANCE	$363,924,280.00
FINANCE, INVESTMENT, AND PORTFOLIO POSITIONS	$321,103,373.00
LABOUR HIRE	$305,672,287.00
ICT HARDWARE	$267,189,602.00
FOOD AND CATERING SERVICES	$205,744,558.00
CLEANING AND SECURITY SERVICES	$170,177,607.00
FURNITURE AND OFFICE SUPPLIES	$134,896,262.00
EVENTS AND EVENT MANAGEMENT	$67,474,810.00
WASTE MANAGEMENT SERVICES	$55,219,565.00
LINEN, LAUNDRY AND TEXTILE PRODUCTS	$31,175,218.00
UNIFORMS AND PPE	$19,073,222.00



- Building and Construction **31.1%**
- Medical Devices and Supplies **25.4%**
- Facility Management and Property Maintenance **8.2%**
- Finance, Investment, and Portfolio Positions **7.2%**
- Labour Hire **6.8%**
- ICT Hardware **6.0%**
- Food and Catering Services **4.6%**
- Cleaning and Security Services **3.8%**
- Furniture and Office Supplies **3.0%**
- Events and Event Management **1.5%**
- Waste Management Services **1.2%**
- Linen, Laundry and Textile Products **0.7%**
- Uniforms and PPE **0.4%**

3.2 Risk Categories

Number of Suppliers in the High Risk Categories



- **13604** Facility Management & Property Maintenance
- **4967** Furniture and Office Supplies
- **4912** Medical Devices and Supplies
- **4375*** Food and Catering Services
- **4369*** Building and Construction
- **3992** Events and Event Management
- **2890** Cleaning and Security Services
- **2867** ICT Hardware
- **1548*** Labour Hire
- **841*** Waste Management Services
- **614** Uniforms and PPE
- **284** Linen, Laundry and Textile Products
- **271** Finance, Investment, and Portfolio Positions

*In 2023, higher participation of reporting in decentralised procurement systems accounted for a higher overall spend figure and more an increased number of suppliers in building and construction, food and catering services, labour hire and waste management services.

3.3 Risk Profile

$8.5B

COMBINED ANNUAL PROCUREMENT SPEND

With over half of total spend considered to be high risk for modern slavery.

High Risk

THE FOUR LARGEST POTENTIALLY HIGH RISK SPEND CATEGORIES ARE:

- Building and Construction
- Medical Devices and Supplies
- Facility management & property maintenance
- Finance, Investment and Portfolio Positions

Over 72% of total spend is in categories with inherent high risk of modern slavery

45,534

TOTAL NUMBER OF SUPPLIERS IN HIGH RISK SPEND CATEGORIES ACCOUNT FOR $4.5B EXPENDITURE

The total number of ACAN suppliers increased by 6% between 2022 and 2023. In 2023 a higher participation of reporting in decentralised procurement systems accounted for a higher number of suppliers in building and construction, food and catering services, labour hire and waste management services.

The spend data indicates that 75% of suppliers have a procurement spend of less than $50,000 with 8% of all suppliers shared by 2 or more ACAN members. The overall spend across Catholic entities informs the supplier engagement strategy.

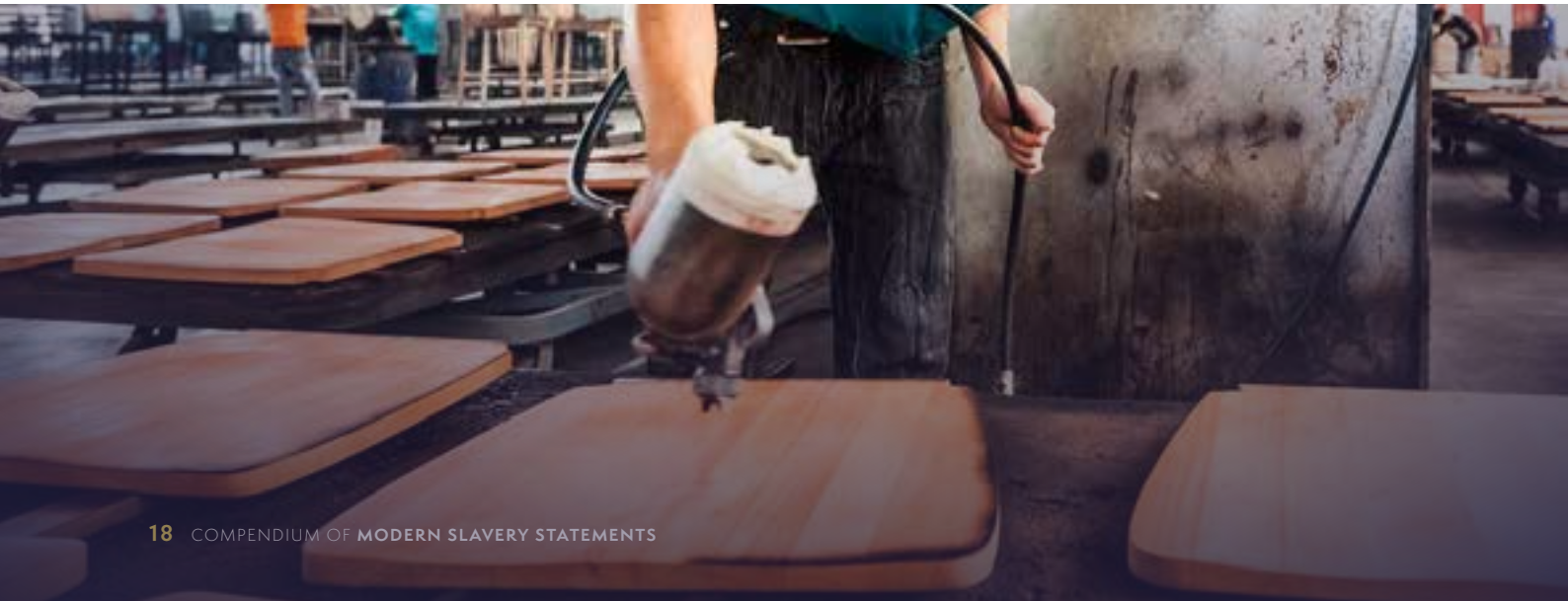
4 Actions Taken to Address Risk

4.1 Supplier Engagement

The ACAN Program provides supplier engagement support and data, enabling a systematic and comprehensive supply chain risk assessment. This assessment was updated in 2023 with the inclusion of supplier education and audits, and continues to evolve as the program matures.

SUPPLIER ENGAGEMENT PROCESS:

1. Evaluation of the modern slavery risk within operations and supply chains, using the ACAN Risk Taxonomy
2. ACAN Supplier Survey to identify Tier 1 suppliers for Sedex Onboarding and supplier profile in relation to revenue, number of employees, countries they source from and types of contractual arrangement with workforce
3. Supplier education on modern slavery and risk management in key areas: cleaning, building and construction, procurement of labour, labour hire and services, sourcing goods from overseas, grievance and remediation
4. Onboarding suppliers to the Sedex platform provides ACAN with a business address, contact details and goods or services provided
5. Sedex Self-Assessment Questionnaire (SAQ) helps suppliers to evaluate their practices against established standards and identify areas for improvement
6. Corporate Social Compliance Audits provide a point in time, objective and independent verification process of company alignment with local laws and international best practices concerning worker wellbeing standards
7. ACAN Prequalified Supplier Directory - a list of preferred suppliers accessible to ACAN participating entities



ACAN RISK TAXONOMY
45,534 Suppliers in high-risk categories

ACAN SUPPLIER SURVEY
2,181 Supplier surveys completed

SUPPLIER EDUCATION
1228 Suppliers attended webinars and forums

SEDEX ONBOARDING
1,403 Suppliers invited and 909 joined Sedex

SEDEX SAQ
245 SAQs completed

AUDITS
50 SMETA Audits visible in Sedex

ACAN PREQUALIFIED SUPPLIER DIRECTORY
147 Suppliers

The self-declarations (ACAN Supplier Survey and the Sedex Self Assessment questionnaire) used in ACAN's engagement process are for the purpose of identifying:

- suppliers willing to join ACAN's modern slavery supplier program
- key modern slavery contacts in the supplier's business
- business structure
- engagement supports for desktop reviews, audit and due diligence.

As a combined data set, the SAQs identify gaps in knowledge, understanding and controls in supply chains and guide additional tools and resources available for Catholic entities and their suppliers.

4.2 ACAN Supplier Pre-Qualification Categories

The ACAN Pre-qualified Supplier Directory is a searchable list of preferred suppliers that meet expectations of the ACAN Modern Slavery Risk Management Program. This list launched in 2023, together with a decision tree, training material and capacity building for small suppliers.

Over time, the Pre-qualified Supplier Directory will become an important tool for sourcing ethical products and services across Catholic entities. Maintaining a strong emphasis on supplier engagement will remain a key focus for the ACAN Program in 2024.

WHAT CAN SUPPLIERS DO?

1. Designate a staff role for modern slavery engagement and send contact details to info@acan.org.au
2. Enrol key staff in ACAN e-learning and complete training modules
3. Complete an ACAN Supplier Survey
4. Watch an ACAN supplier webinar to understand Catholic entity obligations to comply with the Modern Slavery Act 2018 and expectations of Catholic entities
5. Register for a live ACAN Webinar
6. Download and present the ACAN supplier PowerPoint presentation to management and staff
7. Join SEDEX as a Supplier Member. Connect to all Catholic entities and complete a Self-Assessment Questionnaire (SAQ)
8. Complete a short survey and consent form to be listed in the ACAN Pre-qualified Supplier Directory

Visit www.acan.org.au/suppliers or scan the QR Code.

5 Measuring Effectiveness

5.1 Baseline Data

The ACAN baseline data table is an important measure of effectiveness of ACAN Program activities. Aggregated supplier engagement data provides a useful measure to track progress and illustrate levels of engagement with suppliers and actions taken.

	ACTIVITY	2021	2022	2023
INTERNAL/ STAFF	Entities participating in ACAN	47	50	50
	Hours spent on modern slavery activities	14500	23,955	25,681
	Individual staff completed e-learning	**	6809	5430
	E-learning modules completed	3597	7106	9938
EXTERNAL SUPPLIER ENGAGEMENT	Total number of suppliers	164531	156,433	166,215
	Number of suppliers across high-risk categories	24929	46,369	45,534
	Number of ACAN Supplier Surveys	260	1235	2,181
	Supplier attending capacity building webinars	260	430	1228
	Invited to join Sedex	1262	1535	1403
	Joined Sedex	247	364	909
	Sedex SAQ completed	44	97	245
	Social audits	0	9	50
	Corrective actions	0	220	194
	ACAN Newsletter Total Opens	2582	15,282	24,433
	ACAN Newsletter Total Engagement	791	4,309	8,008
DOMUS 8.7 EXTERNAL REFERRALS	Contacts made via worker voice / grievance mechanism	11	0	0
	Referrals for advice and assistance	3	5	5
	Individuals identified or referred for modern slavery assessment	0	0	1
	Individuals with modern slavery cases remediated	1	0	0

** Not monitored during reporting year

Cumulative Metrics (2020 to 2023)

INTERNAL STAFF

50
Entities participating in ACAN

78,871
Hours spent on modern slavery activities

12,239
Individual staff completed e-learning

21,209
E-learning modules completed

EXTERNAL SUPPLIER ENGAGEMENT

3,676
Number of ACAN Supplier Surveys completed

1,488
Supplier attending capacity building webinars

4,200
Invited to join Sedex

1,156
Joined Sedex

13,108
ACAN Newsletter Total Engagement

555*
Sedex SAQ completed

9
Social audits

220
Corrective actions

24,433
ACAN Newsletter Total Opens

* 555 SAQs visible to ACAN, this is higher than the sum of questionnaires in ACAN Baseline Data as it includes additional information on SAQs completed prior to 2023 that became visible in 2023.

DOMUS 8.7 EXTERNAL REFERRALS

11
Contacts made via worker voice / grievance mechanism

19
Referrals for advice and assistance

1
Individuals identified or referred for modern slavery assessment

1
Individuals with modern slavery cases remediated

6 Index of Modern Slavery Statements

	ENTITY NAME	ABN
1	Victorian Catholic Education Authority Ltd	92119459853
2	Diocese of Sale Catholic Education Limited	91621266993
3	Catholic Education Office Diocese of Sandhurst	94493967364
4	Diocese of Ballarat Catholic Education Ltd	68629894686
5	The Roman Catholic Trusts Corporation for the Diocese of Melbourne	52768159282
6	Villa Maria Catholic Homes Ltd	32004364103
7	Roman Catholic Church Trust Corporation of The Archdiocese of Hobart	24097986470
8	Trustees for Catholic Education Office Archdiocese of Canberra & Goulburn	47824127996
9	Catholic Archdiocese of Sydney	72823907843
10	Catholic Schools Parramatta Diocese Limited	66661001798
11	Trustees for the Wollongong Diocese Catholic School System	67786923621
12	Trustees of the Roman Catholic Church for the Diocese of Maitland-Newcastle	62089182027
13	Catholic Education in the Diocese of Wagga Wagga	36345537994
14	Catholic Education Diocese of Bathurst	73470086952
15	Diocese of Lismore Catholic Schools Ltd	93638070836
16	Catholic Schools NSW Ltd	46619593369
17	The Corp of the Trustees of the Roman Catholic Archdiocese of Brisbane	25328758007
18	The Roman Catholic Trust Corporation for the Diocese of Rockhampton	50979741889
19	Catholic Education Northern Territory	22616685167
20	Catholic Archdiocese of Adelaide	29608297012
21	Catholic Education Western Australia Ltd	47634504135

	ENTITY NAME	ABN
22	**Australian Catholic University Ltd**	15050192660
23	**The University of Notre Dame Australia**	69330643210
24	**St. Vincent's Health Australia Ltd**	75073503536
25	**St John of God Health Care Inc**	21930207958
26	**Mater Misericordiae Ltd**	83096708922
27	**Mercy Health Australia Ltd**	89614115856
28	**MercyCare Ltd**	31098197490
29	**Mercy Community Services SEQ Ltd**	51166477318
30	**Little Company of Mary Health Care Ltd**	11079815697
31	**Catholic Healthcare Ltd**	69064946318
32	**Trustees of Edmund Rice Education Australia**	96372268340
33	**Mercy Education Ltd**	69154531870
34	**Dominican Education Australia**	54610124322
35	**Marist Schools Australia**	76654014794
36	**MacKillop Family Services Ltd**	79078299288
37	**Cabrini Australia Ltd**	42624828306
38	**Southern Cross Care (NSW & ACT) Ltd**	76131082374
39	**Southern Cross Care (QLD) Ltd**	65104033471
40	**St Vincent de Paul Society NSW**	91161127340
41	**St Vincent de Paul Society QLD**	14211506904
42	**Ozcare**	58072422925
43	**Catholic Metropolitan Cemeteries Trust**	85744325709
44	**Catholic Church Insurance Ltd**	76000005210

AUSTRALIAN CATHOLIC

ANTI-SLAVERY NETWORK

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