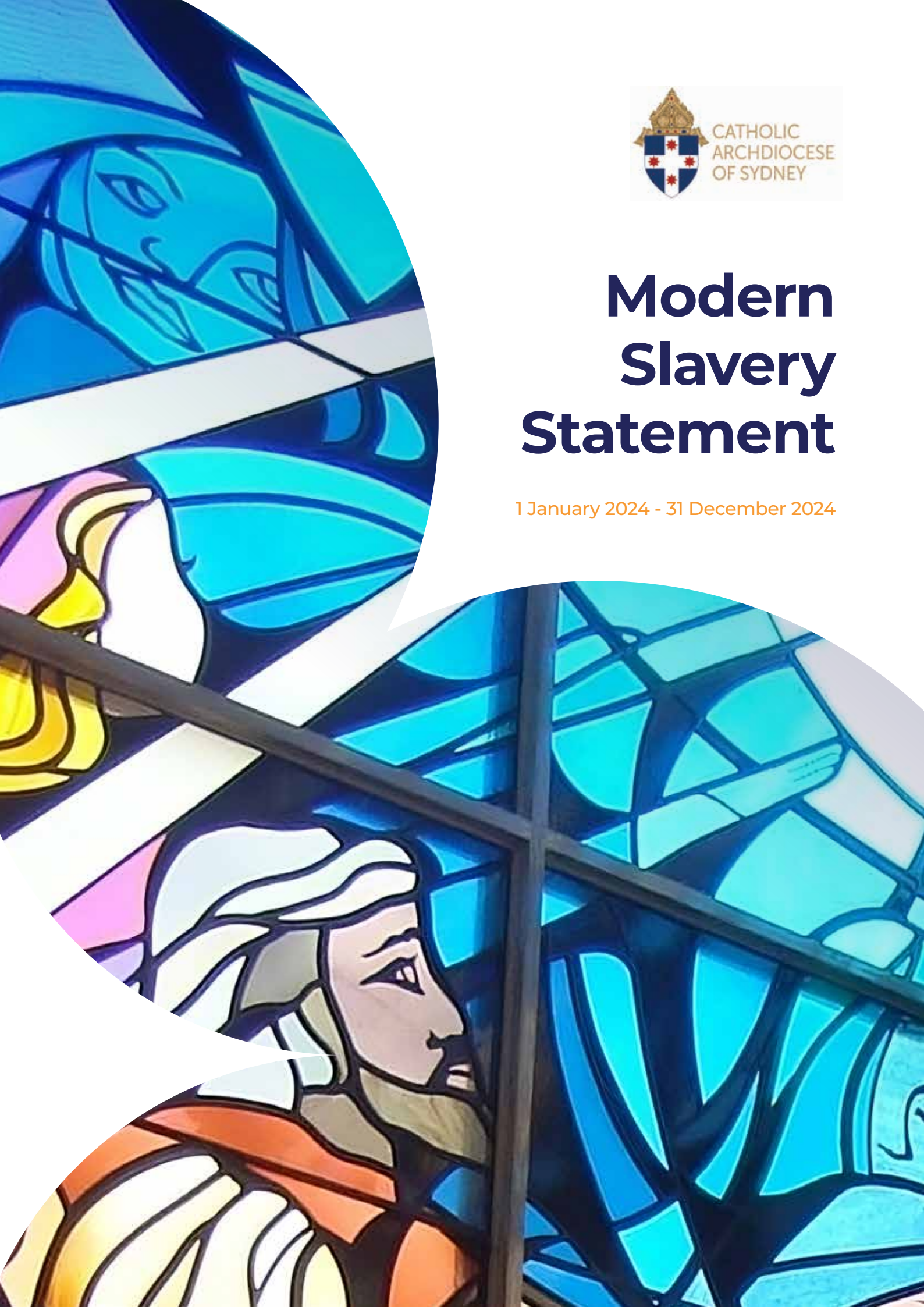




Modern Slavery Statement

1 January 2024 - 31 December 2024



Disclosure

This statement has been produced on behalf of the Catholic Archdiocese of Sydney and key entities of the Archdiocese.

The Catholic Archdiocese of Sydney acknowledges and pays respect to Aboriginal and Torres Strait Islander Peoples as the First Nations Peoples of Australia, on whose ancestral homelands we live, serve, learn, worship and work; the homelands of Eora, Guringai, Dharawal, and Dharug peoples. We pay our respects to Elders past, present and emerging. We celebrate the histories, languages, cultures and spiritualities of Aboriginal and Torres Strait Islander Peoples. We respect their continuing connections to Country and Sea over thousands of generations, as the world's oldest living cultures. We seek to learn and embrace their care and love of Country.

Catholic Archdiocese of Sydney
ABN 72 823 907 843
38 Renwick Street,
Leichhardt, NSW 2040
www.sydneycatholic.org

Michael Digges
Executive Director
Administration & Finance for the
Catholic Archdiocese of Sydney



Approval

Most Rev Archbishop Anthony Fisher OP



I'm pleased to authorise and submit the fifth annual Modern Slavery Statement for the Catholic Archdiocese of Sydney (CAS) in response to the Australian Government's Modern Slavery Act 2018. This reporting period shows progress in key areas across the Archdiocese. Our Statement stands proudly alongside other Catholic entities in the Australian Catholic Anti-slavery Network (ACAN) Compendium of Catholic Modern Slavery Statements – a collaboration unlike any other in the Catholic Church worldwide.

I am equally proud of the progress made by the Domus 8.7 Remediation Service, an agency of the Archdiocese. I thank the Committee Members for their contributions to this service and look forward to its continued growth.

I extend my heartfelt gratitude to staff across the Archdiocese who implement our modern slavery risk management program. In addressing the grave reality of modern slavery we are called to reflect the very heart of the Gospel. The actions we take to manage and mitigate the risks of modern slavery across our agencies are not mere administrative tasks; they are expressions of our Catholic faith.

The 2024 reporting period includes the realisation of anti-slavery milestones for Australia: the appointment of a Commonwealth Anti-Slavery Commissioner; implementation of the NSW Anti-slavery Commissioner's strategic plan; and increased recognition of survivor expertise. Our advocacy in the Archdiocese has made an impact. Additionally, the appointment of survivor leader Moe Turaga to the Domus 8.7 Committee affirms that the Archdiocese values the lived experience of people impacted by modern slavery.

We seek divine guidance and strength in this mission, praying for the intercession of St. Josephine Bakhita.

Together, let us continue to forge a path towards a world free of modern slavery, upheld by Catholic Social Teaching.

Yours sincerely in Christ,
Most Rev. Anthony Fisher OP



This Modern Slavery Statement was approved by the principal governing body of the Catholic Archdiocese of Sydney as defined by the Act on May 21, 2025. This Modern Slavery Statement is signed by a responsible member of the Catholic Archdiocese of Sydney as defined by the Act.

Sydney Catholic Schools

Sydney Catholic Schools (SCS) remains committed to the elimination of modern slavery and bringing our communities closer to achieving this goal.

Guided by Pope Francis' exhortation in *Laudato Si'* and the requirements of the Australian Commonwealth Modern Slavery Act, SCS maintains a rigorous approach to challenging injustices, protecting human rights and upholding our ethical responsibilities.

Our goal is to always ensure that risks to people in our operations and supply chains are mitigated through contractual obligations, social compliance audits, training, and stakeholder engagement.

All business managers and financial administration staff in our 147 schools have completed modern

slavery training modules, and we are developing ways to integrate modern slavery studies into the curriculum.

We also collaborate with anti-slavery agencies including Australian Catholic Anti-Slavery Network and the NSW Anti-Slavery Commissioner to build our capabilities and identify how we can best use our resources for impact.

This important work is managed and monitored by the SCS Modern Slavery Working Group, who meets monthly to coordinate initiatives and address ongoing risks in SCS' operations.

We will continue to support our staff, students, communities and suppliers as we work together to create a safe and equitable future for all.

Danielle Cronin
Executive Director
Sydney Catholic Schools

Very Rev Dr Gerald Gleeson
Chair
Sydney Catholic Schools Board

CatholicCare Sydney

CatholicCare Sydney has a vision for a society in which everyone feels supported and valued, irrespective of beliefs and abilities. CatholicCare Sydney is guided by five values – collaboration, compassion, courage, inclusion, and empowerment. Modern slavery is the antithesis of these values as it traps people in a relationship based on exploitation, where the value of a human person is diminished in the pursuit of wealth.

In 2024, CatholicCare Sydney advanced its anti-slavery risk management actions within the organisation by attending webinars, training staff, joining Sedex and assessing our network of suppliers. We have included modern slavery clauses in our supplier onboarding, and consolidated suppliers where possible to better assess and monitor risk. Our Modern Slavery Working Group and Modern Slavery Liaison Officer continued

to drive accountability within our organisation and we continued to participate in the Australian Catholic Anti-slavery Network (ACAN).

CatholicCare Sydney is committed to compliance with the Modern Slavery Act 2018 and working towards a world where modern slavery is eliminated from the practices of businesses and organisations worldwide.

Bay Warburton
Interim CEO
CatholicCare Sydney

John Leotta
Chair
CatholicCare Sydney Board



Table of Contents

Modern Slavery Statement	1
Approval	3
Most Rev Archbishop Anthony Fisher OP	3
Sydney Catholic Schools	4
CatholicCare Sydney	5
CRITERIA 1 and 2	
About the Catholic Archdiocese of Sydney	7
About Sydney Catholic Schools	9
Mission	10
About CatholicCare Sydney	11
Governance Framework	12
Agencies	14
Criteria 3	
Modern slavery risks in operations and supply chains	16
Sydney Catholic Schools	18
Criteria 4	
Actions taken to assess and address risk	20
SCS' Summary of 2024 Modern Slavery Risk Management Activities	22
SCS plans for 2025 and beyond	26
Remediation	28
Criteria 5	
Measuring Effectiveness	30
SCS Modern Slavery Effectiveness Measures	32
SCS Future measures of effectiveness	33
Criteria 6	
Process of consultation with key Archdiocesan entities	34
Criteria 7	
Other	35
Appendix A	
Organisational Charts	36
Appendix B	
Timeline of SCS 2024 Activities	40



Criteria 1 and 2

About the Catholic Archdiocese of Sydney

The Catholic Archdiocese of Sydney (CAS), under the leadership of Archbishop Anthony Fisher OP, serves the People of God in several metropolitan areas of Sydney including the eastern, southern, inner-western and south-western suburbs and the lower North Shore.

The Archdiocesan Head Office (Chancery) is located at 38 Renwick Street, Leichhardt, NSW 2040.
www.sydneycatholic.org

Archdiocesan entities covered by this Modern Slavery Statement:

Sydney Catholic Schools Limited (SCS) ACN 619137343 as Trustee for the Sydney Catholic Schools Trust
ABN: 26158447082,
L23 World Square, 680 George St, Sydney, NSW 2000.
www.sydneycatholic.org

Catholic Development Fund (CDF) ABN: 73866037848
38 Renwick Street, Leichhardt, NSW 2040.
www.sydneycdf.org.au

CatholicCare Sydney Limited ACN: 614 283 484 as Trustee for the CatholicCare Sydney Trust
ABN: 38 841 427 747, 2C West St, Lewisham, NSW 2049.
www.catholiccare.org

St Mary's Cathedral, Sydney ABN: 13120232163
St Mary's Cathedral, 2 St Mary's Rd, Sydney, NSW 2000.
www.stmaryscathedral.org.au



About Sydney Catholic Schools

Sydney Catholic Schools (SCS) is a system of 147 Catholic primary and secondary schools operating across the Archdiocese of Sydney providing more than 73,800 students with a high-quality Catholic education.

Catholic parishes are the cornerstone of local Catholic communities, which is why most parishes have access to Catholic schools with which to build an even stronger faith community.

Dedicated and hard-working educators deliver a strong faith-based education, catering for students with all interests and abilities through programs such as the Newman Selective Gifted Education Program, the Amadeus Music Program, Arts HQ, and our vocational education offerings.

SCS' commitment is to make sure that every student feels welcome at school and has the support to thrive academically and socially.

125
Parishes Serving
590,000
Catholics
spiritually supported by
400 Priests

CAS Agencies
employing
14,064
Staff



147
Schools educating
73,881
Students

73,881 Students
40,823 Primary Students
33,058 Secondary Students
13,475 Staff
147 Total Schools
110 Primary Schools
31 Secondary Schools
6 Combined Primary & Secondary Schools



Archdiocesan entities

Annual Revenue		
CCS \$62.09m	SCS \$1,480m	
CAS \$67.19m	CDF \$33.20m	
Capital Works		
SCS \$237.80m	CAS \$6.56m	
Suppliers		
CCS 712	SCS 7404	CAS 1232

About CatholicCare Sydney

CatholicCare Sydney is the social service agency of the Archdiocese of Sydney, and began as the Catholic Welfare Bureau in 1941. In 1958 the name changed to the Catholic Family Welfare Bureau, in 1973 it became Centacare Sydney, and in 2008 it became CatholicCare Sydney. Today CatholicCare Sydney employs more than 550 team members, and directly helps more than 32,000 people each year.

On behalf of the Catholic Archdiocese of Sydney, we collaborate with others to promote dignity, strengthen families and connect communities. We do this so that everyone can access meaningful opportunities and improve their wellbeing.

CatholicCare Sydney opens the door to all those who need support with relationships, parenting, ageing, disability,

addiction, homelessness, or mental wellbeing concerns. Our organisation is guided by five values – collaboration, compassion, courage, inclusion, and empowerment.

Our values define how we approach each other, our clients, and our work. We aim to embody each value in everything we undertake and encourage others to do the same.

CatholicCare Sydney is a not-for-profit entity registered with the Australian Charities and Not-for-Profits Commission. In addition to the head office in Lewisham, other offices are located in Bankstown, Cabramatta West, Fairfield, Lakemba, Liverpool, Sydney City and Sutherland.

CatholicCare Sydney’s annual revenue in 2024 was \$62,089,999.

Mission

Catholic Archdiocese of Sydney

The mission of the Archdiocese is that given by Jesus Christ to His Apostles: to preach the Good News of Salvation with love; to invite all people into unity with God through His Holy Church; and, to serve them with love and mercy by attending to their spiritual and corporal needs.

Sydney Catholic Schools

The Mission of SCS is ‘to know and love Christ through learning’. The SCS vision is to create ‘thriving Catholic communities through excellent teaching and learning’.

SCS priorities are:

- To participate in the life and mission of the Catholic faith community
- To deepen knowledge and engagement with the Catholic faith and tradition
- To build each student’s capacity to continuously reason reflectively, logically and critically
- To embrace the interdependence of human existence as global citizens, who are responsible to and for themselves and others
- To provide an engaging, holistic learning experience, where students thrive academically
- To be places where every student excels in a multitude of ways, through personalised and self-paced learning

SCS values are:

- *truth* – seeking to know and live the truth
- *curiosity* – nurturing the search for meaning
- *collaboration* – engaging respectfully and meaningfully with others
- *excellence* – striving to achieve one’s potential
- *empathy* – appreciating and responding to the views and needs of others.

Archbishop Anthony Fisher’s great vision:

“A Church in which the Gospel is preached with joy, the wisdom of our tradition mined with fidelity, the sacraments celebrated with dignity and welcome, and the seminaries, convents and youth groups teeming with new life; a Church in which our parishes, chaplaincies and educational institutions are true centres of the new evangelisation, our laity theologically literate and spiritually well-formed, our outreach to the needy effective and growing, and God glorified above all.”



Collaboration

We work together and respect the views of colleagues, clients, and stakeholders.



Compassion

We take the time to hear and understand the needs of others and ask how best we can support them.



Courage

We advocate, innovate, and speak up for ourselves and others, even when it seems difficult.



Inclusion

We welcome everyone, regardless of faith, background, gender, age, sexuality, identity, and ability.



Empowerment

We acknowledge people’s strengths and dignity and ensure they have the tools to be in control of their own story.

Governance Framework

Catholic Archdiocese of Sydney

CAS is an unincorporated association and registered charity, under the supervision of Archbishop Anthony Fisher OP. The Governance structure of CAS includes the Curia, Council of Deans, Archdiocesan Finance Council, College of Consultors and Trustees, Council of Priests, Archdiocesan Property Committee and the Archdiocesan Investment Committee. There are nine Deaneries – Western, Sutherland, Northern, South West, Central, City, Eastern, St George and Concord.

CAS has several divisions or operations known internally as agencies which provide services, care and support to people in:

- Education
- Prayer, worship and liturgy
- Solidarity and justice
- Vocations and seminary
- Youth and young adults ministry

In addition to pastoral care and religious ministry, CAS undertakes a range of commercial activities to support its works including long and short-term leasehold of properties, procuring goods and services, construction works and redevelopment of existing sites.

The largest agency of CAS is SCS with 147 systemic schools overseen by Sydney Catholic Schools Limited as Trustee for the Sydney Catholic Schools Trust.

The Australian Catholic Anti-slavery Network risk management program (ACAN Program) and the agency, Domus 8.7 modern slavery remediation service, are facilitated by CAS.

CAS employs five modern slavery specialist staff, including a Modern Slavery Survivor Consultant, to manage both the ACAN Program and Domus 8.7.

Sydney Catholic Schools

Sydney Catholic Schools Limited (Trustee) is the corporate trustee for Sydney Catholic Schools Trust (the Trust) and the Registered Proprietor of Catholic systemic schools in the Archdiocese of Sydney. The Trustee is responsible for ensuring:

The advancement of education through the operation of an effective system of Catholic education at all levels which contributes to the total educational needs of young people in Catholic schools, in accordance with the principles of the Catholic Church.

The SCS Trust Board is supported by the Executive Director, the executive leadership team and Board advisory committees. The SCS Trust Board is responsible for providing leadership and strategic guidance to SCS and for corporate governance. The SCS Audit and Risk Committee (ARC) assists the SCS Trust Board to exercise due care, diligence and skill through the oversight of risk management, compliance and assurance activities and making recommendations to the SCS Trust Board on those matters.

The SCS Modern Slavery Working Group (MSWG), chaired by the Director of Property and Finance, provides reports to the SCS ARC.

CatholicCare Sydney

The CatholicCare Sydney Executive Leadership team led by the Chief Executive Officer, reports to a nine-member Board, who in turn report to the Catholic Archdiocese of Sydney led by the Most Rev Anthony Fisher OP, Archbishop of Sydney. CatholicCare Sydney is a member of the Australian Catholic Anti-slavery Network (ACAN) and employs a Modern Slavery Liaison Officer. The CatholicCare Modern Slavery Working Group (MSWG), as part of the ESG Committee (under the Audit, Risk and Finance Committee), guides the organisation through modern slavery risk management actions.

Geographic Area of Operations

Organisational Structure

The Catholic Archdiocese of Sydney and Sydney Catholic Schools organisation charts are included in Appendix A.

Agencies

Sydney Catholic Schools

For the reporting period 1/1/2024 - 31/12/2024, SCS revenue was \$1,480m, the main expenditure being \$1,103m on the salaries of approximately 13,475 employees (school-based, central office, part-time and casual staff). Throughout 2024 SCS engaged with about 5200 suppliers. The significant areas of expenditure and investment were:

- Building and construction*
- Finance and Investments*
- Professional Services
- Facilities Management and Property Maintenance*
- Information and Communication Technology (ICT) hardware* and software
- Utilities
- Government and agency fees
- Events and event management, including transport services*
- Furniture and office supplies*
- Waste management services*
- Advertising and Marketing

** These spending areas are regarded as high risk according to the ACAN Modern Slavery Category Risk Taxonomy.*

CatholicCare Sydney

In 2024 CatholicCare Sydney supported over 25,700 children, young people and adults throughout the Sydney community and beyond through the following services:

Children & Family Services provided 70,000 occasions of service through 21 programs that range from primary prevention to tertiary interventions. These include Family Law Services, Gamble Aware, Men's Behaviour Change, Financial Counselling, Intensive Family Preservation, Parent Line, the HOPE Program, Family Dispute Resolution, Parenting Education, and the National Carer Gateway.

Home Care delivered more than 95,400 occasions of in-home support, allied health services, and volunteer connections. Disability Services delivered over 19,000 services to 75 clients.

School Wellbeing Services supported students and school leaders in more than 200 schools, with school counselling, onsite critical incident support, family support and remote clinical supervision.

Catholic Development Fund

Catholic Development Fund Sydney (CDF) was established by Cardinal Clancy in 1993. CDF is a mechanism through which the Church community of Sydney can make the most of Church financial resources and activities. CDF exists solely for the benefit of the membership of the Archdiocese and other members of the Church community. CDF is governed by a Charter and Rules and is administered through an Advisory Board.

CDF has an annual revenue of \$33.2m and expenditure of approximately \$1.4m excluding the salaries of its 13 staff. In its operations, CDF engages principally with other Catholic entities and banks.

CDF is committed to:

- Maximising the use of Church funds by providing deposit and loans facilities to Parishes, Schools, Religious Orders, Aged/Healthcare Entities and agencies of the Archdiocese
- Managing the funds invested in CDF prudently, ethically and profitably for the good of the wider Church
- Endeavouring to provide a stable and equitable interest rate environment
- Providing professional, helpful and personal service to clients
- Providing efficient and cost-effective transactional services to clients
- Providing a surplus so that the charitable and pastoral works of the Archdiocese may continue
- Continuing to support the Mission of the Church in all aspects of activities

CDF operates on a not-for-profit basis whereby annual surpluses are distributed to:

- Parishes through a rebate on their Charitable Works Fund contributions
- The Sydney Archdiocese for its Charitable and Pastoral Works
- The Reserves of the CDF to ensure its ongoing financial stability

CDF has an Audit and Risk Committee and maintains a comprehensive set of policies including prudential standards, governance, General Manager's authorities, Investments, Deposits and Risk Management.

Peter Bokeyar
General Manager at Catholic Development Fund,
Catholic Archdiocese of Sydney



Criteria 3

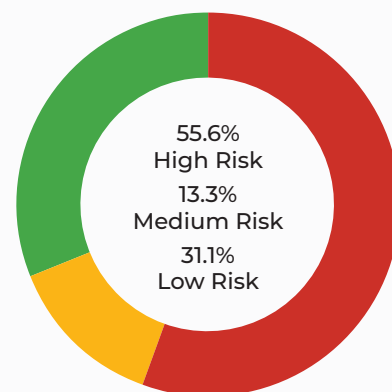
Modern slavery risks in operations and supply chains

Through the ACAN Program, CAS agencies continue to focus activities on suppliers of labour and the operational risk associated with the following labour supply chains:

- Cleaning and security services
- Facility management and property maintenance
- Labour Hire
- Waste management services

CAS Supply Chain Risk

Analysis of CAS supply chains is based on ACAN risk taxonomy across 23 categories of geographic location, industry or sector, commodity, product category and workforce profile.

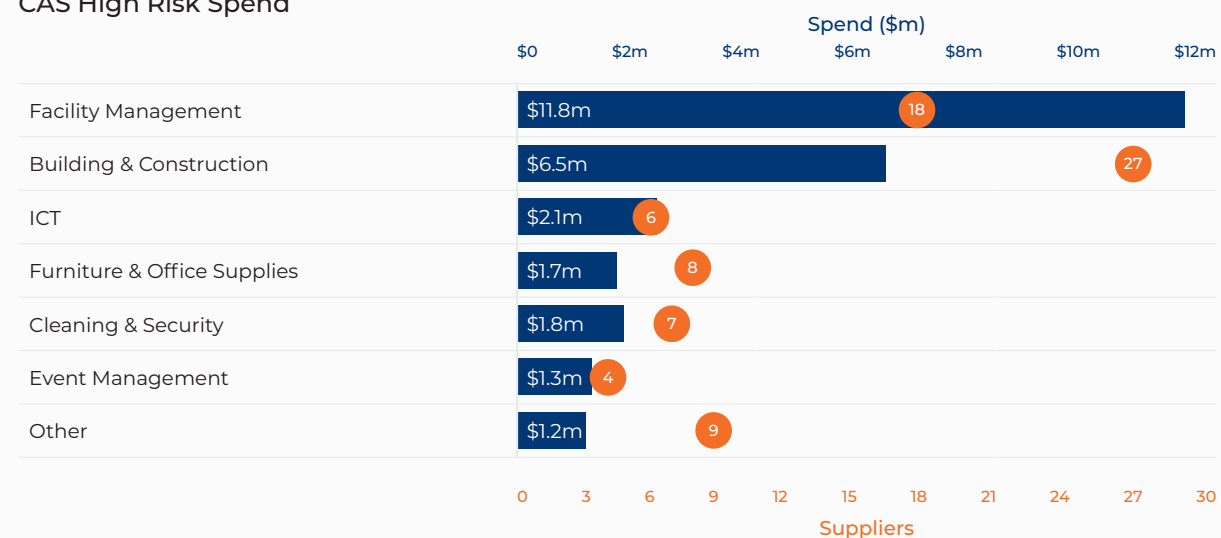


CAS Supplier Analysis

	Total	High Risk	Medium Risk	Low Risk
Spend (\$m)	\$57.9	\$26.6	\$2.2	\$29.1
Number of Suppliers (> \$45K spend)	142	79	19	44

The total number of CAS suppliers is 1426.

CAS High Risk Spend



\$26.6m
Total High Risk Spend

79
Total High Risk Suppliers

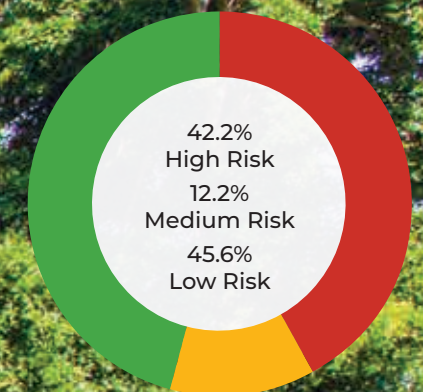
CRITERIA 3

CatholicCare Supply Chain Risk

CatholicCare procures products and services from suppliers across a range of industries including:

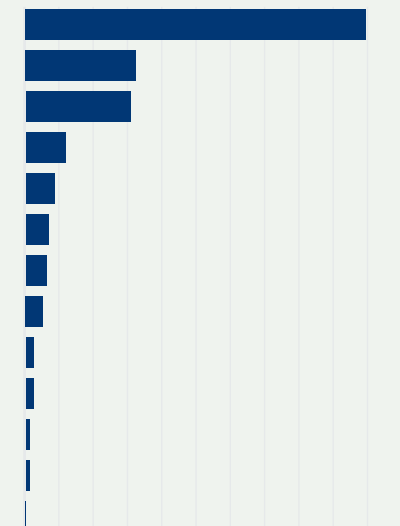
CatholicCare Supplier Analysis

	Total	High Risk	Medium Risk	Low Risk
Spend (\$m)	\$7.15	\$2.64	\$2.46	\$20.5
Number of Suppliers	502	212	61	229



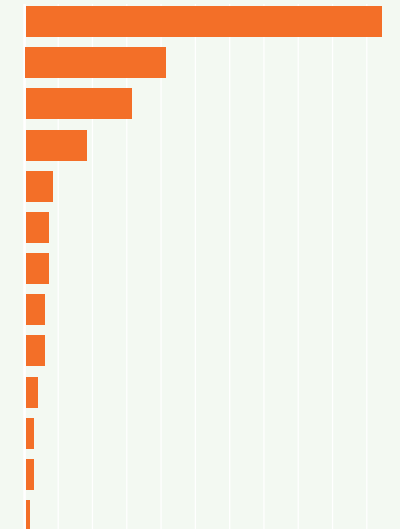
% of Spend in high risk taxonomy categories

Facility management and property maintenance	17.9%
Medical devices and supplies	5.8%
Finance and Investment	5.5%
Cleaning and Security	2.1%
Building and construction	1.5%
Furniture and office supplies	1.2%
Food and catering services	1.1%
Labour Hire	0.9%
Events and event management	0.4%
Transport and Logistics	0.4%
Waste management services	0.2%
Linen, laundry and textile products	0.1%
Uniforms and PPE	0.0%



Number of suppliers in high risk taxonomy categories

Facility management and property maintenance	94
Medical devices and supplies	37
Cleaning and Seairity	28
Food and catering services	16
Events and event management	7
Transport and Logistics	6
Labour Hire	6
Furniture and office supplies	5
Building and construction	5
Finance and Investment	3
Waste management services	2
Linen, laundry and textile products	2
Uniforms and PPE	1



Sydney Catholic Schools

SCS Operations

To support student learning, school staff, including principals, along with SCS Central Office staff, are responsible for ensuring that schools remain well-maintained and fully equipped. SCS operations include:

- Participating in the life and mission of the Catholic faith community
- Delivering an authentic high quality Catholic education to students
- Collecting fees and supporting families with fee assistance and bursary programs
- Support, professional development, and administration of salaries for our workforce
- Build and maintain buildings and facilities
- Procurement of good and services
- Financial management
- Compliance, risk and safety management
- Build and maintain Information technology services
- Marketing and communication services

SCS Workforce

SCS maintains standards of conduct based on Catholic Social Teaching for all employees and volunteers, and provide a safe work environment for everyone visiting or working on SCS premises.

The SCS workforce is managed through multiple Enterprise Agreements in accordance with workplace laws and freedom of association, so the risk of modern slavery in SCS' directly employed workforce is minimal. This is coupled with recruitment practices that ensure a fair and transparent merit-based process of appointment, ensuring additional controls are in place during the hiring process.

SCS recognises that there are areas with heightened risks of modern slavery such as security, cleaning and food and catering services. These functions are outsourced and are managed with other high risk functions. Approximately 530 people work across these functions on SCS sites. A due-diligence project is currently underway to ensure all these indirect on-site staff have up-to-date Working With Children Check (WWCC) credentials.

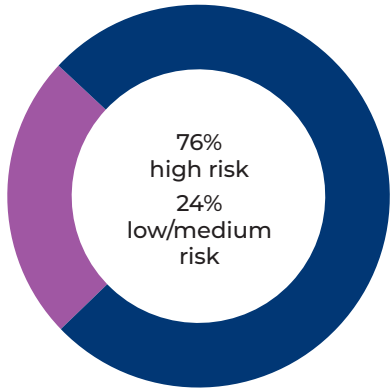
SCS Supply Chain

Schools have autonomy to engage suppliers in accordance with SCS' policies. However, for certain high value categories the SCS procurement team engages with suppliers on behalf of schools. This includes categories such as ICT, waste management, utilities and building works.

SCS procurement maintains a preferred suppliers list for schools to select suppliers. Suppliers on the list are vetted, reviewed and updated according to SCS requirements. SCS Procurement policy mandates due diligence processes, including ensuring new suppliers meet SCS modern slavery policy requirements.

SCS requires all suppliers to use standard SCS contracts except under exceptional circumstances. Standard SCS contracts include terms and conditions relating to modern slavery and more comprehensive clauses for high risk contracts. In the rare circumstances where a non-SCS templated contract is used, SCS negotiates to include appropriate Modern Slavery clauses to form part of the supplier's obligations.

CRITERIA 3



SCS Supply Chain Risk

Modern slavery risks associated with SCS have been identified in multiple spend categories using the ACAN Category Risk Taxonomy across 23 categories.

2024	Total	High Risk	Low/Med Risk
SCS Spend & Investments*	\$779.8m	\$594.2m	\$183.8m
SCS Number of Suppliers	5,197	2,571	2,626

*Does not include \$31.2m related to interest on borrowings and merchant facilities.

SCS High Risk Spend and Investment Categories

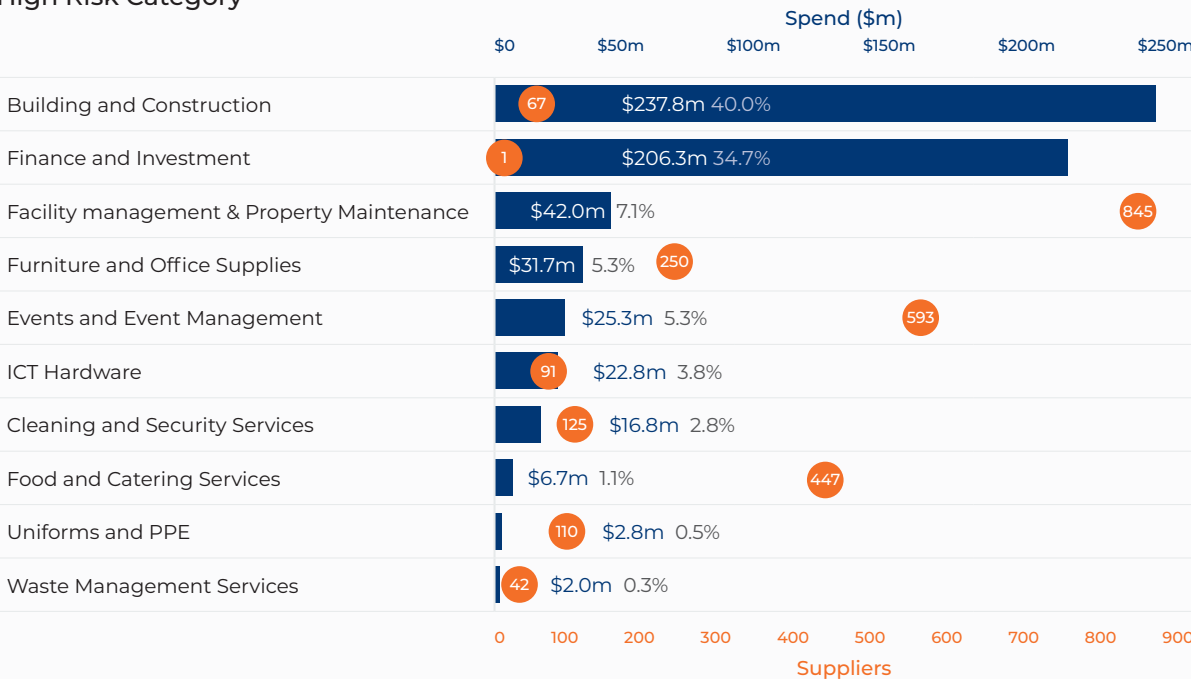
SCS High Risk Spend and Investment Categories for the calendar year 2024 totaled \$594.2m across 2,571 suppliers. The overall spend was divided into 76% high risk and 24% low/medium risk, while the supplier distribution was 49% high risk and 51% low/medium risk.

Building and Construction related spending (\$237.8m) presents the greatest spend risk for SCS at 40% of total high risk spend, although the lower number of suppliers (67) helps mitigate this risk. The Facilities Management & Property Maintenance category accounts for the highest number of high risk suppliers (845) and the second highest spend (\$42m).

SCS also has long-term investments of \$206.3m which are subject to strict ethical investment policies for both Australian and global equities.

Together, these three categories – Building and Construction, Facilities Management & Property Maintenance, and Finance and Investment – account for 82% of SCS' high risk spend and investments.

High Risk Category



\$594.2m
Total High Risk Spend
and Investment

2,571
Total High Risk Suppliers

Criteria 4

Actions taken to assess and address risk

CAS implemented the ACAN Program as follows:

1. Identification of suppliers in high risk procurement areas via ACAN Procurement Taxonomy.
2. Suppliers in high risk categories were invited to complete the ACAN Supplier Survey, results were analysed to identify:
 - Suppliers with Sedex membership
 - Suppliers willing to join Sedex
 - Suppliers not required by CAS to join Sedex
3. Suppliers were assisted to join Sedex and provided support to complete the Sedex Self Assessment Questionnaires (SAQ).
4. ACAN Program Managers assessed Supplier SAQ results, identified gaps in the supplier's management system such as further training, capacity building needs and development of risk management strategies.

As a member of Sedex, CAS agencies benefit from a range of services and tools to manage supply chain risks, improve supplier engagement, and enhance ethical and sustainable business practices.

Sedex provides CAS agencies a platform for collaboration, transparency, and continuous improvement in supply chains, leading to better outcomes and a more sustainable future for all stakeholders.

The ACAN Program supported suppliers to CAS agencies with onboarding to Sedex and achieving these objectives:

1. Managing the risk of modern slavery with existing suppliers
2. Validating inherent risk against actual risk
3. Screening new suppliers as part of tenders and supplier on-boarding processes
4. Gaining visibility upstream in relevant supply chains
5. Monitoring and reporting on progress of suppliers
6. Deployment of an ACAN pre qualified supplier directory.

ACAN Program Managers supported CAS agencies by providing suppliers with clear steps on actions required, as outlined in the supplier engagement plan:

1. Designate a role to drive modern slavery engagement
2. Complete the 5 minute ACAN Supplier Survey
3. Watch recordings or participate live in any of the 5 ACAN supplier webinars or two audit forums
4. Join Sedex as a Supplier Member, complete a Self Assessment Questionnaire (SAQ) and connect with the respective CAS agency
5. Provide access to Modern Slavery 101 and Modern Slavery Risk Management for Suppliers e-learning modules and which includes completion certificates as evidence of modern slavery training for CAS agencies and other customers.

The ACAN supplier engagement plan identified common suppliers shared across multiple Catholic entities within ACAN. Data relating to common suppliers increased leverage and reduced duplication of supplier engagement from multiple entities.

CAS suppliers were invited to attend the 2024 ACAN webinar series. Suppliers who registered to attend the webinar series were sent communications including a link to complete the ACAN Supplier Survey.

CAS Action Plan 2025

For the year 2025, CAS will commence the following activities:

- Reappoint members of the Anti-Slavery Working Group
- Review and relaunch the CAS Modern Slavery Policy and related documents:
 - review and update supplier agreement for goods and services
 - review and update the CAS Guide for Business Practice
- Undertake the ACAN remediation readiness assessment
- Complete the ACAN entity profile
- Consider results of the maturity assessment report
- Review and update the CAS risk management register
- CAS induction of new employees to include completion of the updated ACAN modern slavery e-learning modules.

CAS will continue to implement the following:

- All CAS job advertisements and new position descriptions refer to modern slavery as follows: "The Archdiocese is committed to continuous improvement to assess and address the risk of modern slavery in its operations and supply chains and to report annually on these actions in the form of a Modern Slavery Statement."

CAS will continue to administer, support, lead and drive the ACAN Program and Domus 8.7 remediation service.

SCS' Summary of 2024 Modern Slavery Risk Management Activities

2024 Key Initiatives

Training



592

SCS Central Office staff completed the MS101 Introduction to Modern Slavery online course.

Awareness

The Feast Day of St Josephine Bakhita, patron saint of victims of modern slavery and human trafficking, hosted by the Most Rev Archbishop Anthony Fisher OP and Sr Mary Leahy RSJ OAM on February 8.

Suppliers

537

Suppliers completed the ACAN supplier pre-assessment survey.

186

Suppliers invited to join Sedex.

105

Supplier staff attended ACAN Webinars;

104

Suppliers completed the Sedex Supplier Assessment Questionnaire (SAQ).

Actions

86%

Successfully completed 13 of 15 key performance indicators based on 2022 gap analysis, with 2 areas in progress.



Governance

The SCS Modern Slavery Working Group (MSWG) held monthly meetings during 2024 to review and manage the KPI-driven action plan.

Systems



Implemented supplier categorisation in the SCS Finance system using an updated ACAN risk taxonomy which improves the accuracy of SCS spend data across high, medium and low risk suppliers.

Processes

Completed desktop social compliance audits of 3 major SCS Cleaning contractors focussing on labour hire and subcontracting arrangements.



CRITERIA 4



Image A: partnering with ACAN to deliver a workshop for SCS property management staff to raise awareness of the risks of modern slavery and potential worker abuse on SCS capital works sites (April 18).



Image C.



Image D.

Image B: Wollongong Business Forum, April 23, hosted by the Catholic Archdiocese of Wollongong featuring a keynote address from the NSW Anti-slavery Commissioner, Dr James Cockayne.

Image C and D: commemorated the Feast Day of St Josephine Bakhita, patron saint of victims of modern slavery and human trafficking (February 8).

SCS maintains a proactive approach to address and mitigate the risks of modern slavery. The SCS Modern Slavery Working Group (MSWG), a collaborative group of executives from all SCS Directorates, continues to focus on the delivery of the Modern Slavery action plan and track progress against key performance indicators.

During the reporting period, SCS continued to work closely with Sydney Archdiocesan Anti-Slavery Taskforce (Taskforce) specialists to better understand, develop and action our risk management program. Refer to the specific activities listed below for further information.

In 2024, SCS implemented a number of initiatives and reached important milestones. These are summarised below:

- Continued the ACAN modern slavery risk management program for 2023 - 2026. Collaborated with other Catholic dioceses, social services and school systems.
- Executed the SCS Modern Slavery Action Plan with Key Performance Indicators (KPIs).
- The SCS Board and Audit and Risk Committee continued to review the SCS Anti-Modern Slavery risk profile and advise on mitigations.

- Continued on-boarding suppliers to Sedex via ACAN's pre-assessment survey and invitations to relevant suppliers to join Sedex. 537 suppliers completed the ACAN supplier pre-assessment survey and 104 suppliers completed the Sedex Supplier Assessment Questionnaire (SAQ).

- Increased the number of SCS staff completing ACAN eLearning modules via the SCS Learning Management System (LMS), focussing on SCS Central Office staff.

- MSWG staff either hosted or attended the following events to raise awareness of modern slavery including:
 - commemorated the Feast Day of St Josephine Bakhita, patron saint of victims of modern slavery and human trafficking (February 8).
 - partnering with ACAN to deliver a workshop for SCS property management staff to raise awareness of the risks of modern slavery and potential worker abuse on SCS capital works sites (April 18).

- Updated all SCS Business Managers regarding managing modern slavery risks in SCS supply chains and operations.
- Attended the Wollongong Business Forum, April 23, hosted by the Catholic Archdiocese of Wollongong featuring a keynote address from the NSW Anti-slavery Commissioner, Dr James Cockayne.
- Attended the Thomson-Reuters ESG (Environment, Social, Governance) Conference, August 29, covering updates to the Australian Modern Slavery Act and efforts to tackle online child exploitation and human trafficking in Asia-Pacific.
- Attended Sedex Webinars and in-person member sessions throughout the year covering topics such as Self-Assessment Questionnaires, Supplier engagement, SMETA Auditing standards, and remediation services for victims of modern slavery such as Domus 8.7.

- SCS staff and suppliers participated in nine ACAN modern slavery capacity building webinars throughout the reporting period. Webinars addressed sustainable and ethical procurement, and covered industries such as construction, uniforms and textiles, cleaning, waste management, and financial services.
- Collaborated with the SCS Chief Risk Officer to update the SCS Modern Slavery Risk Register and improve risk controls.
- Three SCS staff – the SCS Procurement Manager, Commercial Manager and Modern Slavery Liaison Officer – completed the four-day Compliance Practitioners Initiative (CPI) Lead Auditor Training Course on Social Compliance Auditing, 27 - 30 May 2024. This accreditation provides SCS staff with the skills to conduct desktop and in-person social compliance audits of our suppliers.
- All major SCS cleaning contractors (23 suppliers) and uniform providers (12 suppliers) registered with Sedex. It is now mandatory that all uniform suppliers, cleaning contractors and canteen operators join Sedex and complete the SAQ.
- Initiated desktop social compliance audits of 3 major SCS cleaning contractors focussing on labour hire and subcontracting arrangements.
- Ensured all new contracts included Modern Slavery as a mandatory criteria when evaluating all suppliers and tenders. SCS considers the modern slavery risk level (high, medium, low) of the supplier's industry according to the ACAN Category Risk Taxonomy, and any policies, procedures and systems the supplier uses to manage modern slavery risks in their own operations and supply chain.
- Modern Slavery clauses are included in external suppliers non-standard contracts that SCS enters into.
- Improved the accuracy of supplier records and spend data in SCS' enterprise financial management system (CiA) by updating supplier categorisation to align with new areas of the ACAN Risk Taxonomy categories.
- Developed a Suppliers List Dashboard in CiA (SCS finance system) that easily identifies suppliers across various industry groups that are aggregated into modern slavery risk categories.

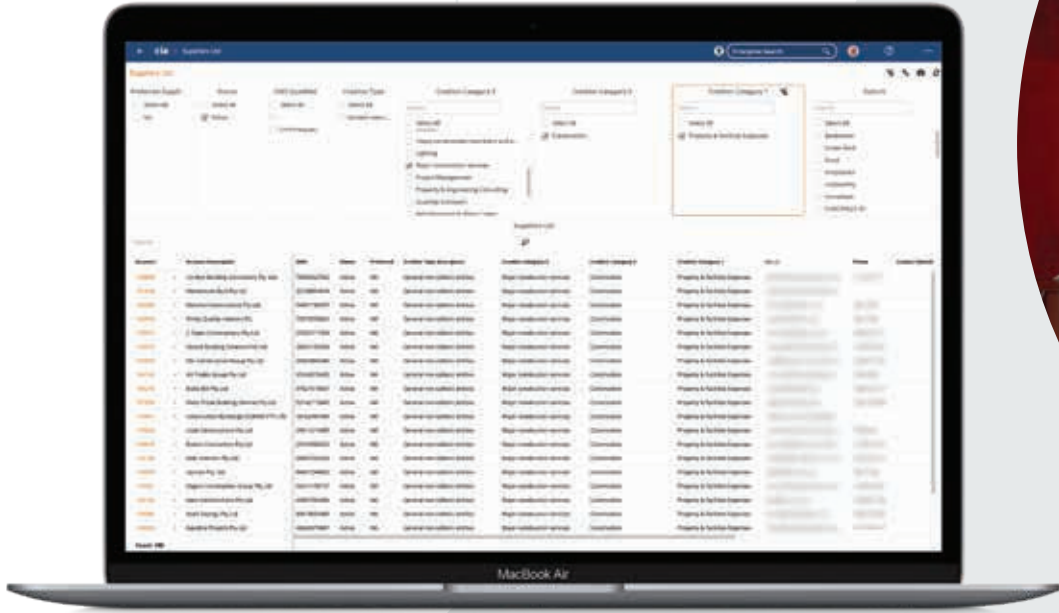


On Feb 8, 2024, SCS welcomed Most Rev Archbishop Anthony Fisher OP, Catholic Archdiocese of Sydney, and Sr Mary Leahy to speak at our commemoration of the Feast Day of St Josephine Bakhita, the patron saint of victims of modern slavery and human trafficking.

Archbishop Fisher spoke of the need to remain steadfastly focused on our mission to challenge any dehumanising attitudes or business practices that may contribute to the exploitation of people. He commended the work of all staff across the Archdiocese who play a role in implementing our modern slavery risk management program, and observed that the true elimination of modern slavery necessitates

a profound spiritual, moral and cultural transformation over time - a conversion in which the very notion of slavery becomes inconceivable.

Known as the 'angel of Sydney's waterfront', Sr Mary Leahy cares for the spiritual, social, and material welfare of Seafarers who enter Australian sea ports regardless of colour, race or creed. She spoke of work she does with each ship that docks at Port Botany offering support to those needing communication with loved ones, wage and abuse information, as well as those dealing with loneliness, isolation, illness and mental health issues. Sr Mary was awarded an Order of Australia medal in recognition for her 24-year service with the Archdiocese of Sydney's Stella Maris Apostleship of the Sea.



SCS plans for 2025 and beyond

- Continued execution of the SCS Modern Slavery Action Plan and achieve specified KPIs.
- Actively engage in, and encourage SCS suppliers to participate in, ACAN webinars and other learning and engagement opportunities.
- The SCS MSWG will actively engage in ACAN action planning workshops.
- Increase the number of suppliers joining Sedex and completing the SAQ.
- Continue investigating supply chains, including Tier 2 and 3 suppliers using the SMETA auditing standard, in high risk areas such as Cleaning Contractors and Uniform suppliers and Canteen operators.
- SCS Procurement plans to conduct a comprehensive investigation into all cleaning contractors to assess compliance with Fair Work and Modern Award payment obligations, Working with Children Checks, and Occupation, Health and Safety (OHS) requirements. The findings will be reported to the Modern Slavery Working Group and the Audit and Risk Committee (ARC).
- Enhance tender documentation for high risk categories, including Canteen, Uniforms, and Cleaning services, to strengthen the identification of subcontracting practices, supply chain transparency, employee Fair Work rights, Workplace Health and Safety (WHS) compliance, and modern slavery risks. This initiative aims to improve due diligence, enhance supplier accountability, and identify high risk suppliers more effectively.
- Develop a structured process to monitor and assess spending in high risk supply chains, including uniform, canteen, and stationery (such as textbooks) to enable inclusion in future Modern Slavery Statements.
- Continue improving data integrity and reporting capabilities by updating SCS Finance systems and supplier onboarding processes. This includes ensuring standard supplier classifications match the appropriate modern slavery risk category aligned with the ACAN Category Risk Taxonomy.
- Continue raising awareness of modern slavery with SCS staff and suppliers by commemorating the Feast Day of St Bakhita across SCS schools and the central office.
- Identify opportunities in the curriculum for including the study of issues relating to modern slavery and human trafficking
- Remain vigilant regarding the mandatory inclusion of Modern Slavery clauses in all new supplier contracts.



Case Study: Capacity Building in Social Compliance Auditing

From May 27 - 30, 2024 representatives from ACAN member entities, including modern slavery liaison officers, supply chain professionals, and anti-slavery business partners such as Sedex completed a 4-day Compliance Practitioners Initiative (CPI) Social Compliance Lead Auditor training course.

The CPI is a global qualification scheme for practitioners in a variety of cross-industrial and cross-functional roles, and is especially suitable for supply chain practitioners. The Social Compliance Lead Auditor accreditation provides ACAN members with the skills to conduct desktop and in-person social compliance audits of our suppliers. The training is also recognised by APSCA (Association of Professional Social Compliance Auditors).

The training course was facilitated by Intertek, a leading quality assurance, testing, inspection and certification provider. Our course trainer, Asim Faraz, demonstrated a solid foundation in both the theoretical and practical aspects of social compliance auditing, stemming from his real-world experience in industry and auditing practice.

The course focused on corporate social responsibility (CSR) audits, which are becoming more important in the global supply chain arena. The training provides a set of skills for practitioners to evaluate corporate social responsibility issues systematically and holistically:

- Understand Corporate Social Responsibility (CSR) programs and their history and importance.
- Understand CSR Audit, the CSR Audit process, Audit types, Auditor Professionalism, safety and security.
- Understand the components of CSR Audits and common Audit standards.
- Understand the Audit process, including effective Audit preparation, opening and closing meetings, social management systems and business ethics, site tours, management and worker interviews, worker records and payroll reviews.
- Interview and worker file review sampling techniques.
- Handling special situations and sensitive cases.
- Understand risk management techniques.
- Understand how to write CSR audit reports and corrective action plans.

Seven of the nine CAS and SCS participants passed the course examination (> 85% exam mark requirement) and attained the Social Compliance Lead Auditor accreditation. It was notable that Moe Turaga, ACAN's modern slavery survivor advocate, became Australia's first modern slavery survivor to achieve accreditation.

Following the course, ACAN members put their new skills into practice. For example, the Sydney Catholic Schools Procurement team conducted desktop audits of school cleaning services providers, uncovering potential issues regarding Fair Work conditions, Working With Children Checks (WWCC), and Modern Slavery obligations arising from subcontracting practices. These issues are subject to ongoing investigations and have resulted in proposed updates to supplier contracts that address subcontracting and labour hire gaps.



Remediation



Domus 8.7 was established to provide an independent remediation service to anyone impacted by modern slavery.

Domus 8.7 prioritises crisis support, referrals and case management that seeks to address the harms experienced by people impacted and provides guidance to Catholic entities when concerns arise about indicators of forced labour or modern slavery.

Domus 8.7 staff make an assessment to determine if people are eligible for remediation services or require a referral to other social and community services.

The assessment for modern slavery covers 135 indicators across 12 pillars - vulnerability, deception, exploitation, work arrangements, wages and entitlements, living conditions, documents, physical coercion, psychological coercion, financial coercion, choice and control.

Remedy may include transport, accommodation, financial compensation, alternative employment opportunities, back-payment of wages, reimbursement of unfair recruitment fees and training to support new employment opportunities.

Domus 8.7 offers the necessary expertise, training courses and resources to assist Catholic entities to address the challenges and responsibilities outlined by the Act. A thorough analysis is essential to determine the appropriate remedial actions and measures necessary to prevent future harm.

Domus 8.7 has a multidisciplinary team skilled in social and legal services, business and human rights, supply chain management, stakeholder engagement and community outreach.

Domus 8.7 Advisory Committee Members include slavery survivor advocate Moe Turaga, Australia's most experienced legal experts on modern slavery and business leaders.

In 2024 Domus 8.7 deployed a customised digital case management system to manage engagement, tracking, reporting of referrals, clients and member organisation referrals.

All Archdiocesan agencies:

	ACTIVITY	2023	2024
DOMUS 8.7	Contacts made via worker voice / grievance mechanism	0**	0
	Referrals for advice and assistance	0**	1
	Individuals identified or referred for modern slavery assessment	0**	0
	Individuals with modern slavery cases remediated	0**	0

** CAS Agencies only contacts and referrals made to Domus 8.7.

Criteria 5

Measuring Effectiveness

The baseline data tables below contains metrics for CAS and CatholicCare. These key metrics provide a quantitative basis to evaluate actions and results, providing an objective measure of achievements.

Data analysis shows an increase in the number of suppliers completing the ACAN supplier survey. Visibility over self-reported information and modern slavery risks associated with individual suppliers improved with an increase in the number of Sedex SAQs completed.

Catholic Archdiocese of Sydney

	ACTIVITY	2023 CAS	2024 CAS
INTERNAL / STAFF	Hours spent on modern slavery activities	0	20
	Individual staff completed e-learning	0	0
	E-learning modules completed	0	0
EXTERNAL / SUPPLIER ENGAGEMENT	Total number of suppliers	1,006	1,232
	Number of suppliers with visible contact information and ABN	3	167
	Number of suppliers across high-risk categories	574	80
	Number of ACAN Supplier Surveys completed	88	22
	Supplier staff attending capacity building webinars	11	0
	Invited to join Sedex	4	1
	Joined Sedex	4	15
	Sedex SAQ completed	4	40
	Social audits	1	0
	Corrective actions	0	0

CatholicCare Sydney

	ACTIVITY	2023 CCS	2024 CCS
INTERNAL / STAFF	Hours spent on modern slavery activities	57	42
	Individual staff completed e-learning	124	9
	E-learning modules completed	208	13
EXTERNAL / SUPPLIER ENGAGEMENT	Total number of suppliers	709	712
	Number of suppliers with visible contact information and ABN	661	660
	Number of suppliers across high-risk categories	1	137
	Number of ACAN Supplier Surveys completed	8	128
	Supplier staff attending capacity building webinars	85	32
	Invited to join Sedex	29	25
	Joined Sedex	12	25
	Sedex SAQ completed	0	10
	Social audits	1	2
	Corrective actions	0	13



SCS Modern Slavery Effectiveness Measures

Over the reporting period SCS continued to implement the ACAN Modern Slavery Risk Management Program and measure effectiveness across Key Performance Indicators.

Progress was made in elearning and awareness raising, with 592 additional staff completing the Modern Slavery 101 online course via our PHRIS Learning Management System.

SCS adopted the ACAN Supplier Pre-assessment Survey as a filtering mechanism for determining those suppliers that we would encourage to join the Sedex platform. To execute this strategy, ACAN reached out to 2,571 SCS suppliers from modern slavery high risk categories. Of those, 1,576 suppliers completed the pre-assessment survey with 186 of those suppliers invited to join Sedex. Of those invited, 151 suppliers joined Sedex.

	ACTIVITY	2023 SCS	2024 SCS
INTERNAL / STAFF	Hours spent on modern slavery activities	282	260*
	Individual staff completed e-learning	463	592
	Number of MSWG meetings	10	9
	E-learning modules completed	463	959**
EXTERNAL / SUPPLIER ENGAGEMENT	Total number of suppliers	5,679	5,197
	Number of suppliers across high risk categories	2,445	2,571
	Number of ACAN Supplier Surveys completed	792	1,576
	Supplier staff attending capacity building webinars	86	105
	Invited to join Sedex	267	186
	Joined Sedex	29	151
	Sedex SAQ completed	20	81
	Social audits	1	11
	Corrective actions	28	54

* Hours attributed to the Modern Slavery Liaison Officer only, excluding work done on producing the 2024 Modern Slavery Statement.
** Cumulative count of Staff who completed any ACAN Modern Slavery online courses.

SCS 2024 Key Performance Indicators

2024 KPI	2024 Target	Progress
Number of MSWG meetings in 2024	10 (monthly Feb - Nov)	9 meetings
Deliver SCS MS Statement to ARC and Board	May 2, 2024 (ARC); May 15, 2024 (Board)	Completed
Delivery of MS Briefing Papers, including Risk Register, to SCS ARC	May 2, 2024; Nov 14, 2024	Completed
Number of relevant SCS staff to have completed the MS 101 training module	All SCS Central Office Staff	592 staff (86%)
Number of relevant SCS staff to have completed all 4 MS modules	All SCS Board, ARC, SCS Executive, MSWG, Business Managers, Central Office Procurement staff	Completed
Number of training events attended by MSWG member(s)	Attend 6 MS Webinars (e.g. ACAN)	Completed
Celebration activities for the Feast Day of St Bakhita	Feb 8, 2024	Completed
Social media, schools, students and staff, inclusion in Units of Work	Ongoing	In progress
Number of suppliers who completed the ACAN Supplier Survey	80% of SCS high risk Suppliers > \$50K	1,576
Number of high risk suppliers who have joined Sedex	75	186
SAQ completions in Sedex	50	81
Number of policies and procedures that DO NOT include MS clauses where required.	0	0
Number of non-SCS-standard contracts that DO NOT include MS clauses (where relevant).	0	0
Social Compliance Audits conducted by SCS	1	3
Percentage of modern slavery cases identified that were effectively addressed (remediated), or are in the process of being addressed, using an SCS Corrective Action Plan.	100%	No cases identified

SCS Future measures of effectiveness

- As part of the SCS Modern Slavery Action Plan for 2025 and beyond, and considering insights from our partnerships with ACAN and the Office of the NSW Anti-slavery Commissioner, the key focus areas are:

 - The continued enhancement of supply chain visibility by encouraging and incentivising suppliers in high risk categories to complete the ACAN Pre-assessment Survey and, where appropriate, join the Sedex platform.
 - Efforts to raise awareness of Modern Slavery in schools via staff professional development and new curriculum units.
- Conducting social compliance audits for in-school cleaning service providers to assess adherence to Fair Work and Modern Award payment obligations, Working with Children Checks, and Workplace Health and Safety (WHS) standards.
 - Expanding investigations into the supply chains of uniform and canteen suppliers to identify potential risks related to subcontracting, ethical sourcing, and modern slavery.

KPIs will continue to be developed in collaboration with respective MSWG members.



CRITERIA 6

CRITERIA 7

Criteria 7 Other

No other relevant information.



Criteria 6

Process of consultation with key Archdiocesan entities

The CAS Modern Slavery Working Group representatives include:

- Director of Finance
- General Counsel and Legal Counsel
- Director of People and Culture
- Property Services Manager
- Manager of Communications
- Catholic Development Fund Sydney, CEO
- St Mary's Cathedral, General Manager
- CatholicCare Sydney, Property Manager

The SCS Modern Slavery Working Group has the following representatives:

- Director of Finance and Property (Chair)
- Chief Financial Officer
- Manager, Property & Facilities
- Procurement Manager
- Contracts Manager
- Legal Counsel, commercial law
- Supervisor: Education Leadership and Research
- Supervisor: People & Culture Operations
- K-12 Religious Education Officer
- ICT Executive Assistant
- ACAN Representative
- Finance Projects Manager (Modern Slavery Liaison Officer)

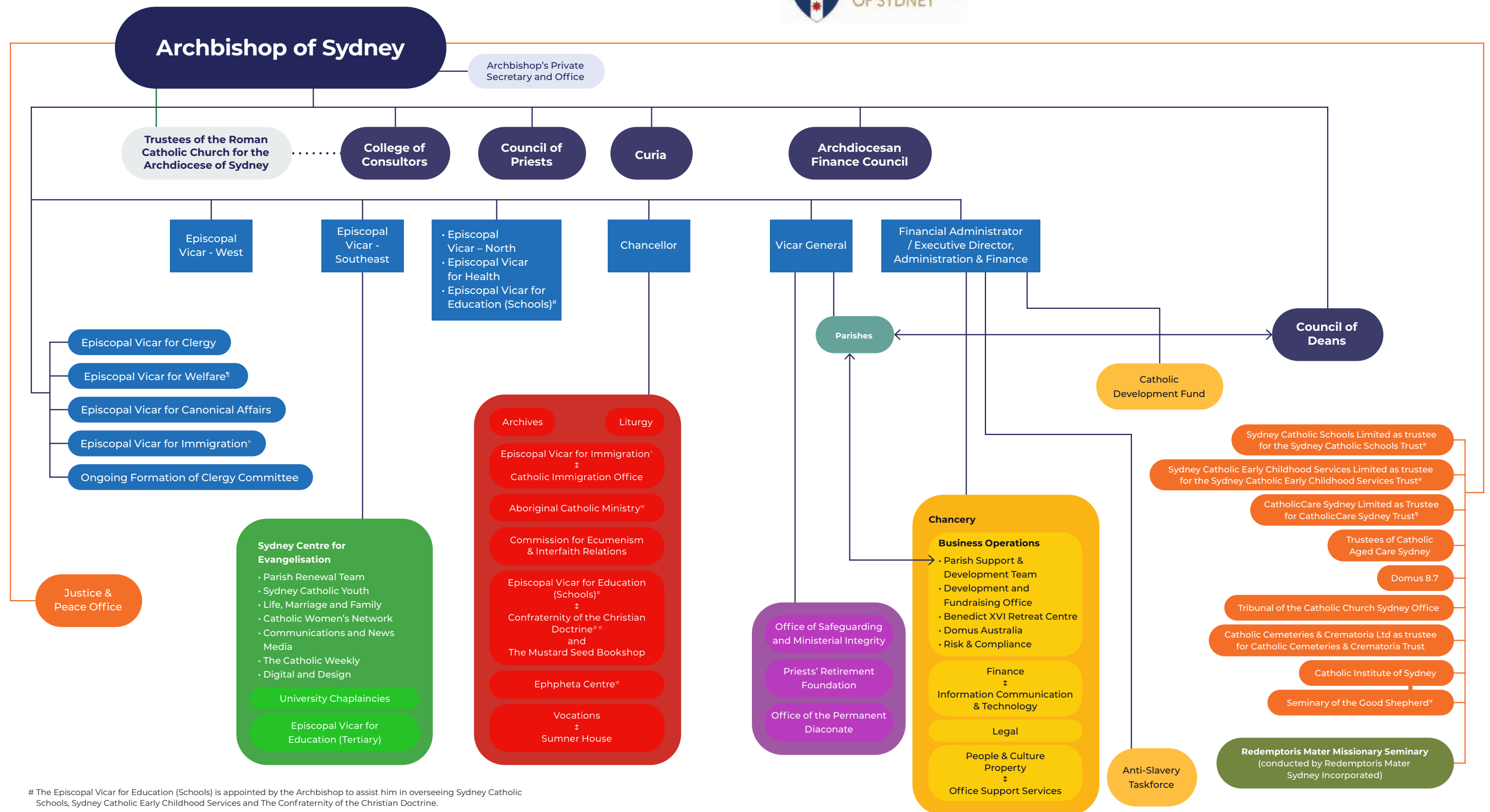
The CatholicCare Modern Slavery Working Group is comprised of members of the ESG Committee as follow:

- ESG Chairperson
- Finance
- Risk & Assurance
- People & Culture
- Procurement
- Communications

Appendix A

Organisational Charts

Catholic Archdiocese of Sydney Organisational Chart



The Episcopal Vicar for Education (Schools) is appointed by the Archbishop to assist him in overseeing Sydney Catholic Schools, Sydney Catholic Early Childhood Services and The Confraternity of the Christian Doctrine.

¶ The Episcopal Vicar for Welfare is appointed by the Archbishop to assist him in overseeing CatholicCare Sydney.

³ Charitable Works Fund is a centralised fund that supports the charitable and pastoral activities of 6 agencies, including the Aboriginal Catholic Ministry, Confraternity of the Christian Doctrine, Ephpheta Centre and the Seminary of the Good Shepherd.



Appendix B

Timeline of SCS 2024 Activities

Date	Activity
Feb 8	SCS Modern Slavery Working Group (MSWG) Meeting #1 2024
Feb 8	Celebration and Mass for St Bakhita's Feast Day
Feb 16	SCS completes survey for ACAN Modern Slavery Compendium
Feb 28	SCS MSWG Meeting #1 2024
Feb 29	ACAN Monthly Modern Slavery Working Group Webinar
Mar 6	Modern Slavery update for School Finance and Administration Staff (zoom)
Mar 7	MSWG support for Catholic Education Foundation at International Women's Day
Mar 26	MSLO attended seminar, "The role of debt in migration and forced labour"
Mar 28	SCS MSWG Meeting #2 2024
Mar 28	MSLO attends ACAN MSWG Webinar
Apr 10	Modern Slavery session at Finance Business Managers Workshop, 10/4
Apr 14	SCS MSWG Meeting #3 2024
Apr 18	Toolbox Talks workshop with SCS Property Team
Apr 23	MSLO & ACAN attend the Wollongong Business Forum with the NSW Anti-slavery Commissioner
Apr 24	MSLO attends ACAN MSWG Webinar
May 2	Modern Slavery Risk Register and 2023 SCS and CAS Modern Slavery Statement noted by the Audit and Risk Committee of the SCS Board
May 15	2023 SCS and CAS Modern Slavery Statement approved by the SCS Board
May 23	MSWG members attend ACAN MSWG Webinar
May 23	SCS MSWG Meeting #4 2024
May 27-30	SCS representatives (3) attend Intertek Social Compliance Lead Auditors course
Jun 13	SCS MSWG Meeting #5 2024
Jun 24	SCS procurement contracts incorporating updated MS clauses released

Jun 27	MSLO attends ACAN MSWG Webinar
Jul 3	Modern Slavery talk at Finance & Property Workshop for School Support Officers
Jul 18	SCS MSWG Meeting #6 2024
Jul 19	Distributed 2023 SCS and CAS Modern Slavery Statement to all SCS Directors and School Principals
Jul 25	MSLO attends ACAN MSWG Webinar
Jul 30	MSLO completes NSW Office of Anti-Slavery Commissioner survey
Jul 31	All SCS Central Office staff complete MS101 online course
Jul 31	MSLO attends Sedex webinar on SMETA 7 Auditing protocols
Aug 8	MLSO attends ACAN, Sedex and Cleaning Accountability Framework workshop
Aug 23	MSLO attends ACAN Webinar - Contracting Labour
Aug 28	ACAN Supplier Pre-assessment Survey distributed to high risk SCS Suppliers
Aug 29	SCS MSWG Meeting #7 2024
Aug 29	MSWG members attend ACAN MSWG Webinar
Aug 29	MSLO & ACAN attend Thompson-Reuters ESG Conference
Sept 26	MSWG members attend ACAN MSWG Webinar
Oct 10	ACAN Supplier Webinar - Cleaning and Security Services
Oct 12	SCS develops v1 of Suppliers List Dashboard
Oct 20	MSLO attends Sedex webinar: Focus on trafficking into online scams
Oct 31	SCS MSWG Meeting #8 2024
Oct 31	MSWG members attend ACAN MSWG Webinar
Nov 14	MSWG representatives attend the Intertek Workshop on Supply Chain Transparency and Modern Slavery Risks in the Construction Industry
Nov 14	MSWG and ACAN participates in research experiment with Dr Heather Moore from RMIT University on Modern Slavery remediation
Nov 14	Modern Slavery Risk Register and 2024 Modern Slavery Action Plan noted by the Audit and Risk Committee of the SCS Board
Nov 19	Investigation into reported potential Modern Slavery issue regarding ethical sourcing of uniforms. No issue found.
Nov 21	MSWG and ACAN representatives attend a Sedex member session on modern slavery risk management, social audits and remediation services
Nov 21, 28, Dec 5, 12, 18	Action planning with SCS Procurement team for supply chain due diligence with in-school cleaning services providers and uniform suppliers
Nov 26	MSLO attended the NSW Anti-Slavery Commissioner's Online Anti-slavery Forum
Nov 30	MSWG members attend ACAN MSWG Webinar
Dec 14	MSLO attended the ACAN end-of-year gathering to welcome Dr Chris Evans, Australian Anti-Slavery Commissioner.
Dec 9	SCS MSWG Meeting #9 2024
Dec 11	ACAN Supplier Webinar - Grievance Mechanisms and Remediation - December 2024





Modern Slavery Statement

1 January 2024 - 31 December 2024

Email: antislavery@sydneycatholic.org

Catholic Archdiocese of Sydney
ABN 72 823 907 843
38 Renwick Street,
Leichhardt, NSW 2040
www.sydneycatholic.org

Photo Credits: Giovanni Portelli

