

Catholic  
Archdiocese  
of Adelaide

# 2023 Modern Slavery Statement

## DISCLOSURE

This statement has been produced on behalf of Catholic Church Endowment Society Inc (CCES) ABN 29 608 297 012. This statement covers all entities owned or controlled by CCES, including Catholic Education Office ABN 91893631195 and Centacare Catholic Community Services (formally named Centacare Catholic Family Services) ABN 21578907988.

This Modern Slavery Statement was approved by the principal governing body of the Catholic Church Endowment Society Inc as defined by the Modern Slavery Act 2018 (Cth) (the Act) on 21st June 2024.

This Modern Slavery Statement is signed by Archbishop Patrick O'Regan as the sole Trustee of the Catholic Church Endowment Society Inc, the responsible member as defined by the Act.



Catholic  
Archdiocese  
of Adelaide



## ACKNOWLEDGEMENT OF COUNTRY

*We respectfully acknowledge Aboriginal and Torres Strait Islander people as the First Peoples of this country and especially acknowledge the traditional owners on whose lands we live and work throughout the Catholic Archdiocese of Adelaide.*

*We also acknowledge Elders, past, present and pay tribute to those who have contributed to the social, economic, cultural, political, and spiritual life of our community.*

*This acknowledgement affirms our commitment to social justice and the importance of healing and reconciliation between Indigenous and non-Indigenous peoples.*

# APPROVAL

A message from Archbishop Patrick O'Regan

The Archdiocese of Adelaide has been a member of the Australian Catholic Antislavery Network (ACAN) since 2020. This is the Archdiocese first Modern Slavery Statement and reporting year.

The Archdiocese is already committed to the tenets of Catholic social teaching and recognises alignment with our commitment in this space with the dignity of the human person, in particular the worker and the common good.

In 2023, we formed a working group to progress activities leading to reducing modern slavery risks through the Archdiocese which includes examination of our supplier network with the support of ACAN.

We look forward to continuing this important work in 2024.

In Domino,



**+Patrick O'Regan**  
*Archbishop of Adelaide*

*"Although we try to ignore it, slavery is not something from other times."*

**- Pope Francis**

*"There is dignity in work, through work, human beings participate in creation and help realise God's plan on earth."*

**- Pope Francis**

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# **CRITERIA 1 and 2**

## **About Archdiocese of Adelaide**

### **Mission**

### **Governance Framework**

### **Organisational structure and geographic regions**

## **About the Archdiocese of Adelaide**

The Catholic Church in South Australia dates back to 1842. Today the Adelaide Archdiocese is home to 253,870 Catholics, 15.7 per cent of the total population (ABS 2021 Census). The Church employs more than 11,800 South Australians working across the industry sectors of education, health, social services and parishes. The Church also has many volunteers who assist and support their communities. The Adelaide Archdiocese covers an area of 105,000sq km, taking in the city of Adelaide and outer metropolitan areas as well as the regional areas of Yorke Peninsula, Riverland, Barossa Valley, Adelaide Hills, Fleurieu Peninsula, Kangaroo Island, Coorong, South East and Limestone Coast. There are 57 parishes with 125 mass centres, and 22 multicultural communities in the Archdiocese. The rich cultural diversity of the local Church is reflected in 22 migrant communities. In 2023, there were more than 52,000 students attend 89 Catholic schools in the Archdiocese. Through community and social services, more than 20,000 people sought assistance across 34 locations or through outreach services into communities.

## **Our Hope for the Future**

Following local consultations that took place in the lead up to the Plenary Council and responses to the 2021 and 2022 Diocesan Assemblies, the Archdiocese launched a vision and mission for the Church in Adelaide in 2023.

## **Vision**

The Adelaide Catholic Archdiocese strives to be a welcoming Christ-centred community of servant leaders, committed to listening, discerning and growing in the Spirit, as disciples journeying together and as co-creators of the world that God desires.

## **Mission**

As followers of Jesus, loved by God, nurtured and formed in community we are called to be:

- Sharers of faith, hope and love
- Builders of bridges
- Healers of broken relationships
- Agents of transformation in a world that cries out to be made whole

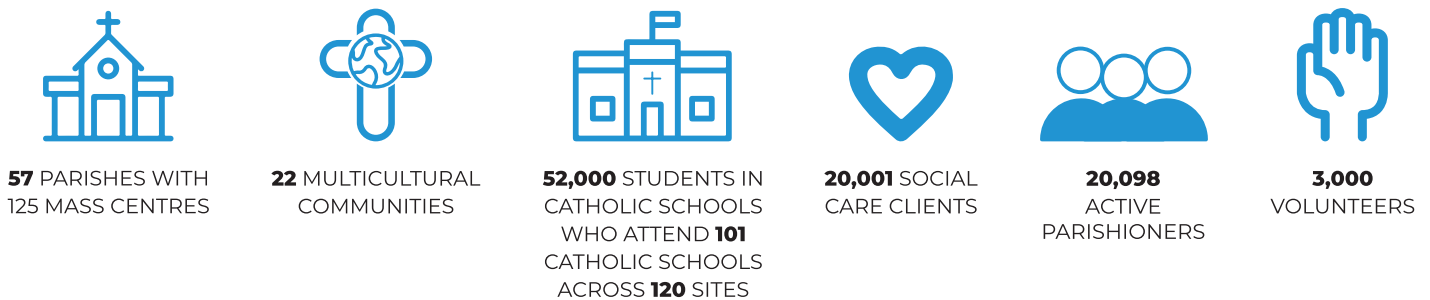
# ABOUT

The activities undertaken within the CCES encompass our Catholic schools, parishes, and welfare services delivered through Centacare. The relevant overarching civil entities established within the Archdiocese are the:

- Catholic Church Endowment Society Incorporated
- South Australian Commission for Catholic Schools Incorporated.

For clarity, this 2023 Modern Slavery Statement includes the entire financial spend across Centacare Family Services, the administrative expenditure from the Archdiocese of Adelaide office, as well as the Catholic Education Office. It is anticipated that in the coming years, we will examine the suppliers of both individual parishes and those of our Catholic schools.

## Operations (Demonstrated Graphically)



## Workforce Profile

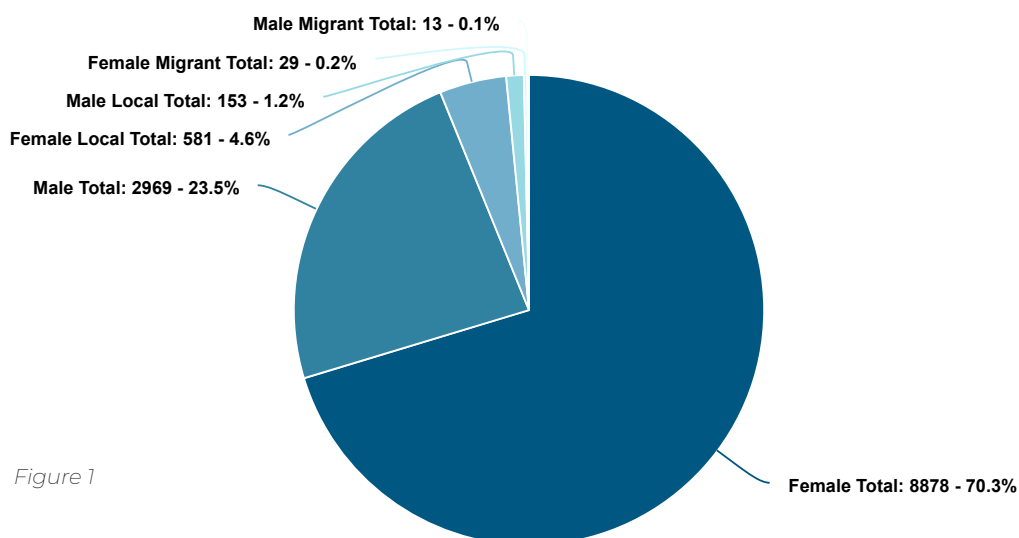


Figure 1

Employees in the Archdiocese total of 11,847 span the industry sectors of education, health, social services and parishes. Not all entities record female and male local and migrant employees (as depicted).

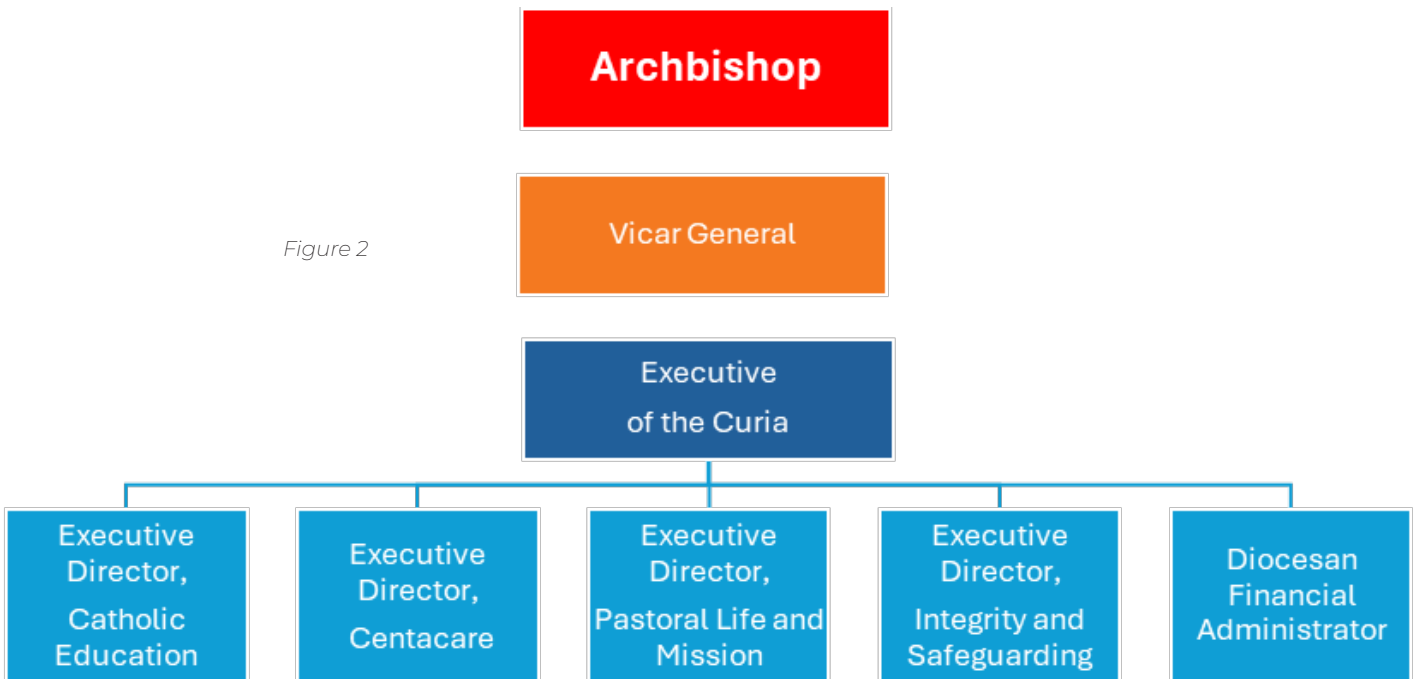
## Governance Structure

The Catholic Church Endowment Society Inc. (CCES) is the legal entity for all parishes and agencies of the Archdiocese.

The Archbishop of Adelaide is the Ordinary for the Archdiocese and has canonical authority for the operation of each of the parishes, agencies, schools and services of the Archdiocese.

The Archbishop is at the head of the governance structure (refer Figure 2). To assist in his role the Archbishop delegates certain responsibilities to the Executive Directors of the agencies and services outlined below.

The Executive Directors' roles are to ensure that the civil law responsibilities including financial accountability, legislative compliance, risk management and people management are met. The Executive Directors, Director of Communication, the Vicar General and the Archbishop form the Executive of Curia. The Executive of the Curia meets monthly and has responsibility for matters of operational and mission-related significance, including modern slavery.



The CCES Modern Slavery Working Group is accountable to the Executive of the Curia. The Working Group has appointed a Modern Slavery Liaison Officer, to act as a key contact between CCES and ACAN, with this key contact being the Executive Director, Pastoral Life and Mission. The Executive Director, Pastoral Life and Mission is also the chair of the CCES Modern Slavery Working Group, with membership including representatives from the main business units of CCES that are subject to meeting the modern slavery obligations under the Act.

## Risk Management

Catholic Church has adopted a structured approach to risk management within our internal Catholic Safety and Injury Management team.

On behalf of the worksites within the Church, CCES holds a Self-Insurer Registration with ReturnToWorkSA. Being self-insured under this scheme provides financial and personal benefits for Catholic Church employers and workers.

Catholic Safety & Injury Management South Australia (CSaIM SA) is the unit responsible for the implementation and management of the Safety & Injury Management System for the Catholic Church in South Australia.

## CRITERIA 3

### Modern slavery risks in operations and supply chains

#### Risks in Operations and Supply Chains

CCES has commenced its supplier chains to address modern slavery risks in 2023.

CCES supplier data has been reviewed against the ACAN Category Risk Taxonomy, based on the Global Slavery Index and International Labour Organisation (ILO) definitions of modern slavery.

Analysis of inherent heightened risk of modern slavery for CCES suppliers are the categories of building and construction and ICT hardware (laptops, computers and mobile phones).

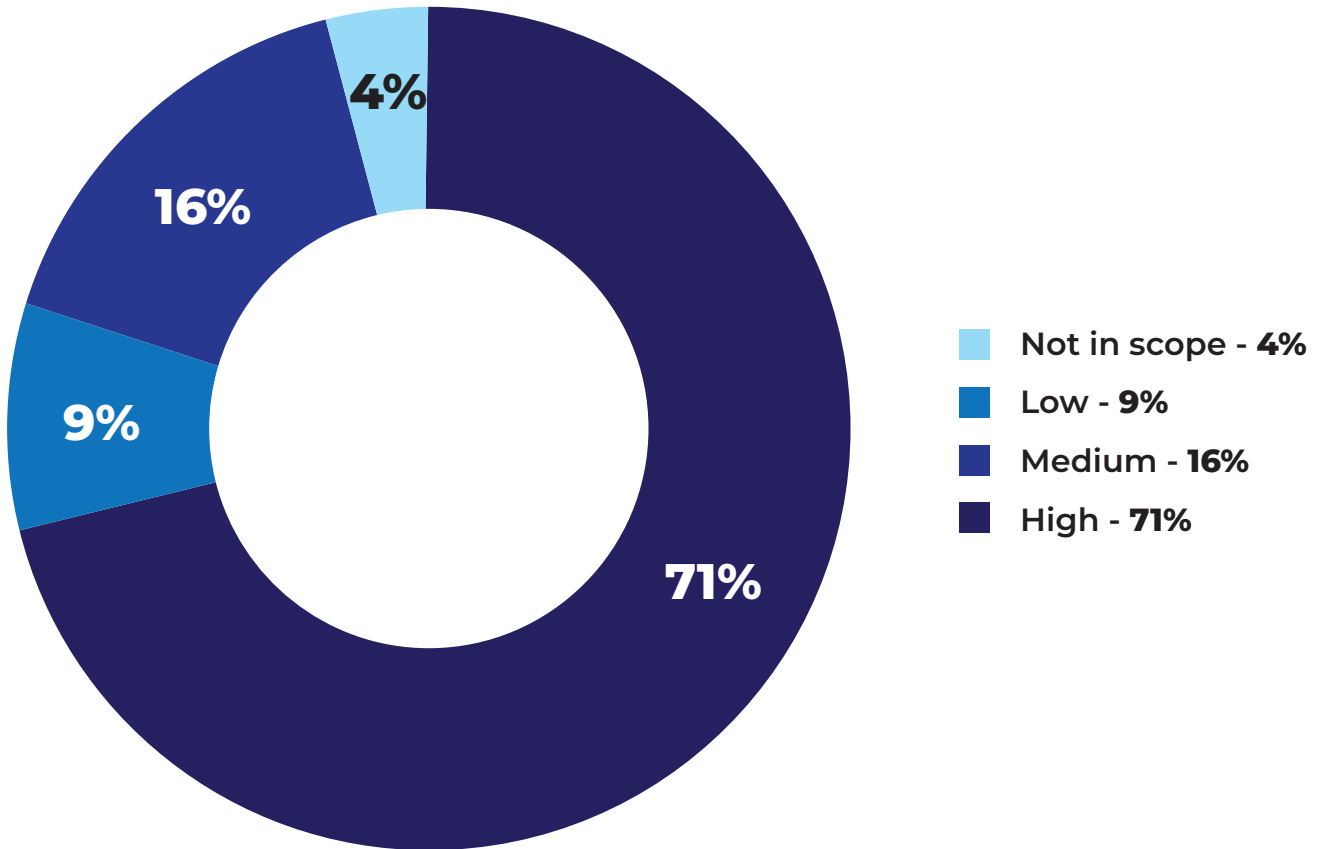
In order to further assess the risk CCES has committed to asking all suppliers to complete the ACAN supplier survey.

The following table summarises the Archdiocese vendor analysis for the 2023 financial year. **Note: Archdiocesan Services only includes top 50 spend.**

| VENDOR ANALYSIS       |                |                  |                  |                   |                    |
|-----------------------|----------------|------------------|------------------|-------------------|--------------------|
|                       | No. of Vendors | Vendors Reviewed | % of Total Spend | Max Spend/ Vendor | Min. Spend/ Vendor |
| Catholic Education    | 799            | 0                | 0                | \$36,457,929      | \$50               |
| Archdiocesan Services | 50             | 0                | 0                | \$2,155,019       | \$69,014           |
| Centacare             | 255            | 0                | 0                | \$1,413,859       | \$30               |



## RISK LEVEL SUPPLIERS



The high-risk categories across the Archdiocese of Adelaide, and including Centacare and Catholic Education with the highest spend value (over \$200,000) include:

- ICT Hardware
- Furniture and Office Supplies
- Building and Construction
- Labour Hire
- Events and Event Management
- Cleaning and Security

## CRITERIA 4

### Actions Taken to Assess and Address Modern Slavery Risks

The metrics in the table below provide a quantitative basis for evaluating actions and provide for a clear, objective measure of whether and to what extent goals are being achieved. The table captures the direct impact of actions and helps CCES understand the pace of change and set future direction.

The data shows engagement by suppliers of goods and services. The ACAN supplier survey was completed by 63 suppliers. Of those suppliers, 12 suppliers were invited to join SEDEX and complete the SEDEX Self Assessment Questionnaire.

The Modern Slavery Working Group consists of:

|                      |  |
|----------------------|--|
| <b>Sarah Moffatt</b> | Executive Director, Pastoral Life and Mission<br>Archdiocese of Adelaide |
| <b>James Lloyd</b>   | Pastoral Leader, Justice, Healing and Inclusion                          |
| <b>Jarden King</b>   | Manager, Governance and Quality Assurance, Centacare                     |
| <b>John Favretto</b> | Director, Governance, Quality and Assurance<br>Catholic Education SA     |

|   | <b>ACTIVITY</b>  | <b>Catholic Archdiocese<br/>of Adelaide</b> |
|---|--|---|
| <b>INTERNAL / STAFF</b>                       | Hours spent on modern slavery activities                         | 12  |
|   | Working Group meetings   | 3   |
|   | Individual staff completed e-learning                            | 0   |
|   | E-learning modules completed                                     | 0   |
| <b>EXTERNAL /<br/>SUPPLIER<br/>ENGAGEMENT</b> | Total number of suppliers  | 1064  |
|   | Number of suppliers with visible contact information and ABN     | 0   |
|   | Number of suppliers across high-risk categories                  | 121   |
|   | Number of ACAN Supplier Surveys completed                        | 63  |
|   | Supplier staff attending capacity building webinars              | 2   |
|   | Invited to join <u>Sedex</u>                                     | 12  |
|   | Joined <u>Sedex</u>  | 0   |
|   | <u>Sedex</u> SAQ completed                                       | 0   |
|   | Social audits  | 0   |
|   | Corrective actions   | 0   |
| <b>DOMUS 8.7<br/>EXTERNAL<br/>REFERRALS</b>   | Contacts made via worker voice / grievance mechanism             | 0   |
|   | Referrals for advice and assistance                              | 0   |
|   | Individuals identified or referred for modern slavery assessment | 0   |
|   | Individuals with modern slavery cases remediated                 | 0   |

In 2023, the following actions have been undertaken by CCES:

- Joined Modern Slavery Risk Management Program through Australian Catholic Anti Slavery Network (ACAN) and begun participating actively.
- Establishment of a Modern Slavery Working Group with members from the Archdiocesan Office, Centacare and Catholic Education. This working group have met on 3 occasions.
- Drafted Terms of Reference of the Modern Slavery Working Group.
- Established a Modern Slavery Statement.
- Commenced assessment of supplier spend and associated risks.

For 2023 reporting, CCES followed the ACAN program for assessing and addressing the risk of modern slavery through the following supplier engagement plan:

- I. Identification of suppliers in high risk procurement areas via ACAN Procurement Taxonomy.
- II. Suppliers in high risk categories were invited to complete the ACAN Supplier Survey. ACAN Program Managers assessed survey results to identify:
  - suppliers with SEDEX membership
  - suppliers willing to join SEDEX
  - suppliers not required by CSPD to join SEDEX
- III. Suppliers were assisted to join SEDEX and provided support to complete the SEDEX Self Assessment Questionnaires (SAQ).
- IV. 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.

## **SEDEX**

Supplier Ethical Data Exchange platform (SEDEX) is the largest collaborative platform for sharing ethical supply chain data. SEDEX is a global not-for-profit membership organisation supporting businesses to manage and improve social and environmental performance in supply chains.

SEDEX provides a platform for businesses to share information and collaborate with suppliers and buyers, in order to promote ethical and sustainable practices throughout the supply chain.

As a member of SEDEX, CCES can utilise services and resources aimed at managing supply chain risks, fostering supplier engagement, and promoting ethical and sustainable business practices. SEDEX benefits to CCES:

- Enhanced transparency: SEDEX offers a secure online platform for companies to exchange information regarding their ethical and environmental performance with stakeholders, suppliers, and customers. This fosters trust and confidence throughout the business and its supply chain.

- Improved risk management: SEDEX equips businesses with tools to identify and address risks within their supply chains, such as labor rights violations, environmental breaches, and instances of corruption. This proactive approach can mitigate the likelihood of reputational harm, legal ramifications, and supply chain disruptions.
- Heightened efficiency: SEDEX provides standardized templates and resources for suppliers to report on their ethical and environmental practices, streamlining the reporting process and alleviating administrative burdens for businesses.
- Access to expertise: SEDEX offers training, support materials, and guidance on ethical and sustainable practices, empowering businesses to enhance their performance and comply with legal and regulatory requirements.
- Achieve a competitive edge: Demonstrating a commitment to ethical and sustainable practices enables businesses to bolster their reputation and brand value, thereby gaining a competitive advantage.

## **Remediation**

CCES 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, the 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 CCES 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, CCES, is a founding partner of Domus 8.7 - an independent program to provide remedy to people impacted by modern slavery.

By partnering with Domus 8.7, CCES can help people impacted by modern slavery achieve meaningful outcomes that can be reported on and continuously improve risk management and our response.

# CRITERIA 5

Measuring effectiveness  
 Demonstrating continuous improvement  
 Action Plans

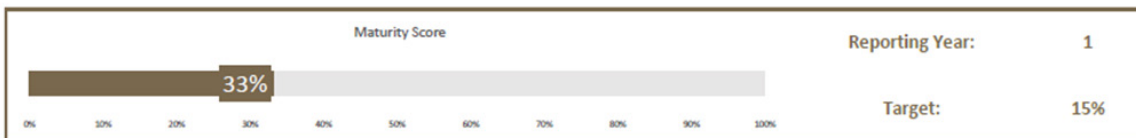
## Effectiveness of Steps undertaken

CCES completed the ACAN 2023 Entity Profile as part of ACAN’s Modern Slavery Maturity Assessment process. CCES’s overall assessment score of 33% is above the benchmark 15% for a Year 1 reporting entity; the assessment has identified areas that will need to be of focus for the year ahead, in particular internal worker engagement and supply chains.

The charts below provide a high-level understanding of CCES’s current level of maturity in managing modern slavery risk. The data shows that CCES has surpassed the target level of maturity in all areas except for Worker Engagement Governance, an area that will be of immediate focus for the organisation.

## Maturity Assessment 2023

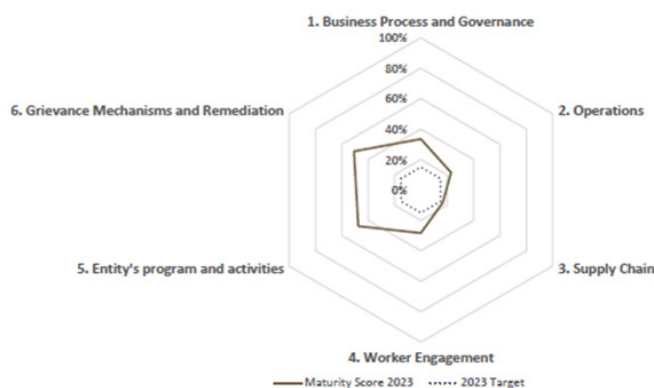
### Catholic Archdiocese of Adelaide - Overview



### Catholic Archdiocese of Adelaide - 2023 Analysis by Pillar

| Pillar                                  | A. Governance | B. Risk Assessment | C. Risk Management | D. Effectiveness of Actions | Maturity Score 2023 |
|---|---------------|--------------------|--------------------|-----------------------------|---------------------|
| 1. Business Process and Governance      | 40%           | 47%                | 29%                | 17%                         | 33%                 |
| 2. Operations                           | 36%           | 28%                | 19%                | 9%                          | 23%                 |
| 3. Supply Chain                         | 8%            | 40%                | 14%                | 4%                          | 17%                 |
| 4. Worker Engagement                    | 2%            | 60%                | 22%                | 29%                         | 28%                 |
| 5. Entity's program and activities      | 85%           | 30%                | 50%                | 25%                         | 48%                 |
| 6. Grievance Mechanisms and Remediation | 70%           | 60%                | 42%                | 31%                         | 51%                 |
| Average                                 | 40%           | 44%                | 29%                | 19%                         | 33%                 |

Maturity Score 2023 individual scoring by pillar and sub pillar, including averages and total 2023 score



## Action Plans

The following activities are planned for 2024:

- Finalise the Terms of Reference of the Working Group and Modern Slavery Policy.
- Invite staff to complete the e-learning modules on Modern Slavery
- Introduction of the Modern Slavery Working Group to SEDEX
- Invite high risk suppliers to complete the ACAN supplier survey
- Development of a contract clause for suppliers and as part of prospective new tender process.

## CRITERIA 6

### Process of Consultation

- The Executive of the Curia determined in October 2023 that it would proceed with producing a Modern Slavery Statement for the 2023 reporting period.
- Establishment of a Modern Slavery Working Group with members from the Archdiocesan Office, Centacare and Catholic Education. This working group have met 3 times.

## CRITERIA 7

### Other

As part of awareness raising activities in the Archdiocese:

- Each year the Feast of St Josephine Bakhita of South Sudan is held in St Francis Xavier's Cathedral. This important Feast Day Mass for the Patron Saint of victims of modern slavery and human trafficking; organized by the African community.  
**Link:** <https://adelaide.catholic.org.au/our-works-and-community/catholic-multicultural-office/events/the-feast-of-st-josephine-bakhita-2023-1>
- The Archdiocese promotes ethical Easter Egg campaigns through its parishes and communities in the lead up to easter.
- Centacare has established a Diversity, Equity and Inclusion committee that actively promotes the Diversity Council of Australia messaging, inclusive of Modern Slavery information that is to be linked to the internal Centacare Modern Slavery portal page.

## APPENDIX A – TIMELINE OF ACTIVITIES

|                    |  |
|--------------------|--|
| 2020               | Joined ACAN  |
| October 2023       | Commitment from executive of Curia to develop a Modern Slavery Statement |
| 9th August 2023    | Modern Slavery Working Group Meeting                                     |
| 14th November 2023 | Modern Slavery Working Group Meeting                                     |
| 7th February 2024  | Modern Slavery Working Group Meeting                                     |
| 28th February 2024 | Online Progress Meeting with ACAN  |
| 5th March 2024     | Modern Slavery Working Group Meeting                                     |
| 1st May 2024       | Online Progress Meeting with ACAN  |
| 14th May 2024      | Online Progress Meeting with ACAN  |
| 29th May 2024      | Modern Slavery Working Group Meeting                                     |