

Modern Slavery Statement 2020

Roman Catholic Trust Corporation for the Diocese of Cairns

Acknowledgment of Country

Our Diocese includes a large population of Aboriginal and Torres Strait Islander people, many of whom are Catholic. We would like to acknowledge these traditional custodians upon whose land our Catholic parishes, schools and agencies are built, and pay respect to the Elders, past, present, and future for they hold the memories, traditions, culture and hopes of Australia's Indigenous and Torres Strait Islander people.

Joint Statement

This is the first joint statement produced by the Roman Catholic Trust Corporation for the Diocese of Cairns in accordance with the Modern Slavery Act 2018. The Roman Catholic Trust Corporation for the Diocese of Cairns is committed to upholding the highest ethical standards by assessing and reducing the risks of modern slavery within our organisation and supply chains. This joint statement has been produced on behalf of the following businesses and entities:

- Diocese of Cairns
- Centacare Cairns
- Catholic Education Services Cairns
- Catholic Early Learning and Care
- Mount St Bernard College
- MacKillop Catholic College
- Holy Spirit College Cooktown and Cairns
- St Joseph's Parish School
- St Augustine's Primary School
- St Clare's School
- St Rita's School
- Holy Cross School
- Mother of Good Counsel School
- Our Lady Help of Christians School
- St Anthony's School
- St Francis Xavier's School
- St Gerard Majella School
- St John's School – Silkwood
- St Joseph's School – Atherton
- St Michael's School – Gordonvale
- St Rita's School – South Johnstone
- St Teresa's School
- St Therese's School
- St Thomas' School
- Our Lady of the Sacred Heart School
- St Joseph's School – Paramatta Park
- Newman Catholic College
- St Monica's College
- Good Counsel Primary School
- Good Counsel College
- St Stephen's Catholic College
- St Andrew's Catholic College
- St Mary's Catholic College
- St Augustine's College



Criteria 1 & 2

Structure and Operations

The Roman Catholic Trust Corporation for the Diocese of Cairns (“Corporation”) is a Body Corporate incorporated pursuant to letters patent issued under the Religious, Educational and Charitable Institutions Act 1861.

With over 2250 employees, The Corporation carries out the mission and objects of the Catholic Diocese of Cairns (“Diocese”) through its various agencies and pastoral operations conducted under four separate ABN’s.

The Diocese serves people of 23 parishes and parish clusters as well as 30 schools and colleges within 3 deaneries across Far North Queensland, including the Torres Strait.

Our Operations

SAFEGUARDING

An active commitment to fostering communities of safeguarding that recognise and uphold the dignity and rights of all children and vulnerable adults.

CATHOLIC DEVELOPMENT FUND (CDF)

The Corporation operates the CDF to further the mission of the Church to promote and support the religious and charitable work of the parishes, schools and institutions of the Corporation through harnessing the financial resources of the Diocesan Catholic Community.

CATHOLIC EDUCATION

The Cairns Diocese’s 30 Catholic schools and colleges provide a quality education to almost

11,500 students – over 6,700 primary and 4,700 secondary students. Our schools extend from Tully in the South, west to Dimbulah on the Atherton Tablelands, and north to Waiben in the Torres Strait.

The operation of the schools is coordinated by Catholic Education Services, Cairns.

Schools range in size from less than 50 to more than 1500 and serve urban, rural and remote communities. More than 2000 staff are employed across the system and schools.

SOCIAL SERVICES

Centacare FNQ is the social services agency of the Cairns Diocese. Centacare FNQ proudly works with the community to deliver social services that support the needs of residents in the region.

CATHOLIC EARLY LEARNING AND CARE (CELC)

CELC cater for children aged from 6 weeks to 13 years and include Early Learning, Kindergarten and Outside Schools Hours Care and provide authentic, developmentally sensitive and community centred educational and care service provision.

PASTORAL CARE

Pastoral care consists of:

- The Diocesan Marriage Tribunal which assists with the pastoral care of divorced and remarried persons
- Pastoral Support Services which supports home, hospital and aged care visits
- Cairns Catholic Youth Ministry encourages and supports young people in the life of the Church.

Supply Chains

The Diocese procures goods and services from a broad range of suppliers across various sectors, with the vast majority of suppliers and contractors procured from Australia. Some supply chains extend overseas.

Our supply chains include the following categories:

- Textiles: school and office uniforms
- Building and property development
- Office, classroom and playground equipment
- Management of facilities: maintenance, waste removal, landscaping, cleaning
- Food service / Catering companies
- ICT equipment and software
- Marketing and advertising
- Motor vehicles
- Professional Services – legal and consultancy
- Insurance
- Furniture and fittings
- Travel services
- Appliances: dishwashers, fridges/freezers, stoves etc.
- Couriers and freight
- Conference and training venues
- Tangible gifts and awards

Suppliers for the entities of the Corporation are required to be procured as per the requirements of our Purchasing Guideline which highlight the key objectives as:

- Value for money: Value for money is not restricted to price alone. The value for money assessment should include consideration of product quality, service and support and other related costs with its acquisition, use, maintenance and disposal
- Encourage competitive and non-discriminatory processes
- Use resources in efficient, effective, economical and ethical manners that are consistent with the policies and procedures
- Conduct a purchasing process commensurate with the scale and scope of the procurement
- Probity & Accountability: Conduct purchasing activities with the utmost probity. It should be conducted ethically, honestly and with fairness to all. Accordingly, appropriate records must be maintained to provide transparency and accountability.
- Environmental, workplace health and safety issues and regulations should be considered, including the compliance with the Environmental Protection Act and Workplace Health and Safety Act.

During the 2021 reporting period, further work will be undertaken to review the policy to incorporate compliance with the Modern Slavery Act 2018.

Criteria 3

Potential Risks

Operational risks:

The risks of modern slavery practices within the Corporation's operations are low. This is primarily due to direct employment of our workforce as well as mitigation of risks through industrial agreements and awards and compliance with Australian employment laws.

We acknowledge that through engaging with recruitment agencies for employment and contracting, we may be contributing or linked to modern slavery risks due to less visibility over these employees/contractors employment terms and processes for recruitment. In our setting this risk is very low.

Supply Chain Risks:

Our greatest supply chain risks come from procuring goods that are manufactured and sourced from countries outside of Australia, some of which have been identified as locations for modern slavery.

We undertook a risk assessment in 2020 which identified our main supply risks as:

- Uniform, clothing, and other textiles
- ICT equipment and resources
- Building materials and school and office fit out.

Criteria 4

Actions Taken to Address These Risks

As our first Modern Slavery Statement, our primary focus for 2020 was to grasp and develop a better understanding of the Modern Slavery Act and to work towards developing the foundation for how we will address modern slavery within the organisation and supply chains.

In 2020, we have developed a Modern Slavery policy¹ that states that we are committed to contributing to the elimination of modern slavery, not only because of our legal obligations but more importantly as our commitment to social justice which is integral to the teachings and practices of the Catholic Church. Once our action plan has been developed, we will be seeking written confirmation from suppliers regarding their compliance with the Modern Slavery Act. This has involved the production of an information sheet for suppliers and a compliance form. This process outline is educative and iterative rather than punitive or 'tick box'. Remedial actions that would be taken for suppliers who are in breach or possible breach of the Act and who do not commit to remedial actions undertaken in good faith will result in termination of their agreement or supplier status.

Criteria 5

Assessment of Effectiveness

As this is our first statement, we are unable to assess the effectiveness of actions. During the 2021 reporting period, our initial steps will involve creating an action plan for our major operational and supply risks and developing a process that allows us to determine the risks, what activities we can implement to mitigate the risks and how we will track the effectiveness of our implemented activities. This action plan will also be subject to progress reviews by the Bishop and the delegated officers responsible for Diocesan entities. One of the first supply risks we will be addressing in 2021 we will be the textile industry, primarily suppliers of our school and office uniforms. We will work to develop a register with written confirmation that our suppliers are compliant with the Act.

Criteria 6

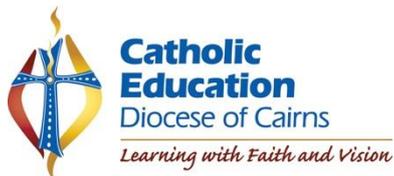
Consultation

The Roman Catholic Trust Corporation for the Diocese of Cairns (Corporation) is the single legal entity operating within the Cairns Diocese. The Corporation was originally incorporated by letters patent and is now a recognised corporation under the Roman Catholic Church (Incorporation of Church Entities) Act 1994 ("RCC Act").

This statement was approved by Bishop James Foley as the Sole Trustee of the Roman Catholic Trust Corporation for the Diocese of Cairns on 10 June 2021.



Bishop James Foley
Bishop, Diocese of Cairns
Sole Trustee of Roman Catholic Trust Corporation for the Diocese of Cairns
10 June 2021



Policy

Directive No: n/a

Approval Date: 2020 (BoG 30/11)

Previous Review Dates: n/a

Next Review Date: 2025

Author: Manager Governance and Engagement

Modern Slavery

Purpose

This policy commits Catholic Education schools, colleges and CES to our shared obligations to comply with the *Modern Slavery Act 2018* as part of the wider diocesan commitment through the Roman Catholic Trust Corporation for the Diocese of Cairns.

Policy

Catholic Education in the Diocese of Cairns is committed to contribute to the elimination of modern slavery, not only because of our legal obligations but more importantly as our commitment to social justice integral in the teachings and practice of the Catholic Church.

This commitment includes compliance with the *Modern Slavery Act 2018* which requires actions to identify and eliminate modern slavery from supply chains for goods and services, and to report on those compliance activities annually to the Australian Government. Actions and reporting will be conducted inclusive of the Diocesan commitment.

Any failure by suppliers of goods and services to commit in good faith to comply with the Act could result in the termination of supplier arrangements with Cairns Catholic Education.

Rationale

The Commonwealth *Modern Slavery Act 2018* seeks to combat modern slavery in global supply chains. All commercial and not-for-profit entities in Australia with annual consolidated revenue more than \$100m must comply with the Act. This includes the Catholic Diocese of Cairns, under the auspices of the Roman Catholic Trust Corporation of Cairns.

Consequences

The Act seeks to drive continuous improvement from reporting entities over time. Addressing modern slavery risks can be a complex and challenging process and how entities respond will evolve over time.

'Tick and flick' compliance from suppliers does not comply with the spirit of the Act and will do little to alleviate modern slavery. Instead our approach seeks the cooperation of our suppliers in researching their supply chains to either affirm their compliance or identify areas of concern that need to be addressed.

There is an expectation that suppliers discuss compliance issues with us and identify what actions they intend to take to comply. The existence of modern slavery in a supply chain is not cause for terminating a supplier contract however supplier status may be affected by a failure to act, or a failure to engage with us in our legal and moral obligation to eliminate modern slavery.

Reflection

For freedom Christ has set us free; stand firm therefore, and do not submit again to a yoke of slavery. (Galatians 5:1)

See also (Related Policies and Guidelines)

n/a