

Wesley Community Services (Wesley Mission)
Modern Slavery Statement – 2020/21

MODERN SLAVERY ACT STATEMENT 2020/21

Wesley Community Services Limited (ABN 42 164 655) has prepared this statement in accordance with the requirements of the Australian Modern Slavery Act 2018 (Cth). It demonstrates what actions Wesley Community Services Limited (also referred to as “Wesley Mission”, “us”, “we” or “our”) have taken to identify, address and manage modern slavery risks that may arise in the services that we have provided directly and through our supply chain for the financial year ended.

The vision of Wesley Mission compels us to collaborate with the Australian Government in playing its part to combat modern slavery and embrace the international community’s commitment to end modern slavery by 2030.

Our vision statement is to ‘Do all the good you can, by all the means, you can, in all the ways you can, in all the places you can, at all the times you can, to all people you can, as long as every you can.’ This requires us to consider and respond to the plight of those who have been entrapped in modern slavery of any kind and it is with that determination we provide the attached statement.

We are committed to reducing the risk of modern slavery:

- Wesley Mission is determined to base all of its actions, undertaken by our employees and volunteers or with the assistance of suppliers, on transparency, integrity and promotion of a high level of ethical behaviours in its dealings. This statement outlines this determination and our commitment to continue to improve the way in which we address this risk.
- Demonstrable improvement in process over the next year that will reduce the likelihood of modern slavery occurring within our operations or in any of the supply chains.
- Being diligent in reviewing our processes to ensure that in our efforts to help the vulnerable and marginalised, we do not adversely impact on others.

This statement was approved by the Board of Wesley Community Services Limited on 25 November 2021



Michael Anderson
Chair

About Wesley Mission

Guided by the vision to "Do all the good you can", Wesley Mission is a community services organisation with the primary purpose to develop and deliver services and programs that support people who are most in need. Working alongside people experiencing poverty and vulnerabilities has always been a priority for us and can be traced back to our work in the early 19th century. Our diversity is our strength.

We support people at every stage of life and in many ways, from housing and accommodation, to counselling, child and parenting support, education and training, preventing suicide at a local level, providing professional mental health services, supporting people with disability, to our work in retirement living, home care, aged care, foster care and beyond. In doing so we reach all facets of Australian communities.

Our Organisational Structure

Wesley Mission has operated under its current constituted form since 1 July 2014 when we commenced operating as a company limited by guarantee pursuant to the Corporations Act 2001 (Commonwealth of Australia). Prior to 1 July 2014, Wesley Mission was conducting its activities for 38 years under the Uniting Church in Australia Property Trust (NSW) being a statutory corporation pursuant to the Uniting Church in Australia Act 1977 NSW. Prior to 1977, Wesley Mission has been delivering services as the Central Methodist Church since 1812.

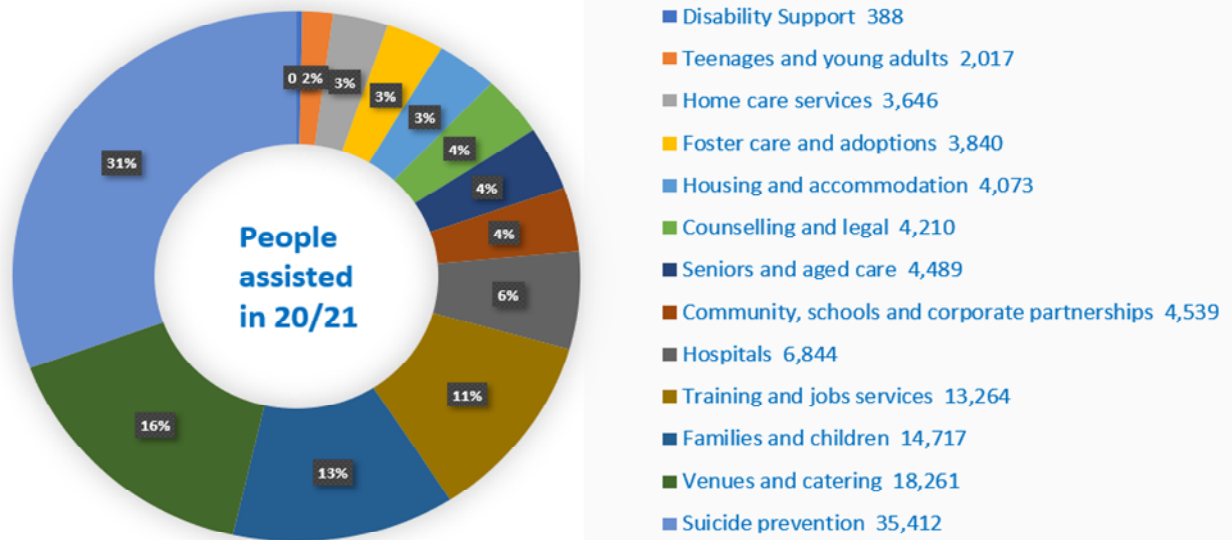
Wesley Mission is a not-for-profit entity registered with the Australian Charities and Not-for-profits Commission (ACNC), with its head office located at 220 Pitt Street Sydney NSW 2000. Our operations are in 144 locations across Australia but primarily are based in New South Wales.

Our Operations

In 2020-21 we assisted **115,700** clients throughout NSW through the following services:

- **Wesley Training and Jobs:** 'In charge of your money' financial literacy training, Wesley Vocational Institute, Disability Employment Services, and Opportunity Pathways
- **Wesley Mental Health:** Financial counselling, gambling counselling, Emergency Relief, inpatient and outpatient clinical care, LifeForce suicide prevention networks and training
- **Wesley Housing:** Specialist homelessness support programs, transitional housing, Edward Eagar Centre crisis accommodation, community housing, and Homes 4 Heroes veterans homelessness program
- **Wesley Families:** Early intervention, family preservation, foster care, ParentsNext, Mums and Kids Matter, and Young Healthy Minds
- **Wesley Seniors:** In-home community care, Veterans Home Care program, residential aged care, independent living villages, and social support
- **Wesley Disability Support:** supported accommodation, living skills, respite, and Australian Disability Enterprises.

The infographic on the following page provides a breakdown of the provision of those services to our clients.



During 2020-21 these services were provided by **2,425** staff and **1,023** regular volunteers.

Our Supply Chain

We acknowledge that we have social responsibilities for services that are provided internally and through the assistance of service providers and seek to provide structure into the procurement of goods and services. This is critical given that we operate across 144 individual locations in New South Wales, and the effective provision of these services is only possible with the support of suppliers.

To provide our services, we obtain products and services from a number of suppliers across many industries, including:

- Property maintenance and development;
- Medical supplies;
- Cleaning services;
- Security services;
- Gardening and landscape services;
- Temporary staff agencies;
- Utilities;
- Waste management;
- Catering services;
- Professional accounting and legal services;
- Stationery Supplies;
- Motor vehicles; and
- IT equipment.

THE RISKS OF MODERN SLAVERY

Our Operations

Wesley Mission acknowledges that there is an inherent risk that we may cause, contribute or be directly linked to modern slavery within our operations due to the employment of a large number of staff. Despite this we consider the risk of modern slavery within the employed staff of Wesley Mission is low. This is due to disciplined employment practices and a high concentration of workers within the residential aged care, disability services and hospital sectors that are subject to employment laws that we have complied with.

Our Supply Chain

We adopt a risk-based approach in addressing the potential of modern slavery existing in our supply chain. This approach involved giving consideration industries we currently receive products and services from and rating them in terms of modern slavery risk.

Rating	Industry
High	Cleaning services; security services; gardening and landscape services; medical supplies; catering; property development and maintenance.
Medium	IT equipment; temporary staff agencies; stationery supplies.
Low	Motor vehicles; waste management; professional accounting and legal services; utilities.

We have performed a risk assessment, noting that most of our major direct suppliers are based in New South Wales. As a result, our risk assessment has largely been based on industry analysis as noted above.

We also give consideration of the likelihood that our direct suppliers employ people from vulnerable populations in considering the risk.

We also have identified that due to the number of locations from which we operate there is the risk that one of our major suppliers is not able to provide services in that location resulting in alternate vendors being required to be engaged.

We are conscious that beyond our direct suppliers, within the second and subsequent tiers of our supply chain that there is an inherent risk of modern slavery occurring that we have no direct oversight of.

ACTIONS WESLEY MISSION HAS TAKEN TO ASSESS AND ADDRESS THE RISKS OF MODERN SLAVERY

Our Operations

All Wesley Mission employed staff are paid at or above the minimum, the relevant award rate where applicable. We are confident that no employee is subject to conditions that would equate to the definition of modern slavery.

Our Supply Chain

During the 2020/21 financial year Wesley Mission performed the following actions to embed modern slavery considerations in purchasing products and services.

- 1. Supplier review** - We recognise the need for continual review of suppliers to ensure that changes in internal (e.g. organisational structure / ownership) or external circumstances (e.g. pandemic, economic conditions) do not result in modern slavery risk management practices deteriorating with our suppliers. This is performed by periodic completion of Supplier Review and Supplier Review Audit forms as well as testing Supplier's through third party tools.
- 2. Supplier selection** – We continue to enhance our procedures to ensure that modern slavery is embedded in our selection process. These procedures include completion of forms in respect of supplier selection.

3. **UnitingCare Procurement Hub** - We identified and entered into contracts with suppliers that had been selected from the UnitingCare Procurement Hub. These contracts contained a modern slavery contract clause and modern slavery questions have been enhanced for the selection process
4. **Reporting to our senior leadership** – We continue to report to Senior Leadership and the Board on our modern slavery progress with six monthly reporting to Senior Leadership and annually to the Board.

CONSULTATION AND TRAINING

Consultation

We will continue to communicate with our suppliers their need to account for modern slavery risks within their business (including their suppliers) and a process for review. This will be done both in written agreements with the suppliers we engage and will be actively part of the supplier selection and the supplier review process.

As existing agreements with suppliers expire, we are updating the new agreements with that supplier meet modern slavery standards.

Training

Training of key staff involved in the procurement process will be undertaken to ensure that they understand our modern slavery policy and procedures and can effectively apply this in supplier selection and review.

Tracking of Modern Slavery Progress.

2019/20	2020/21 Current Year	2021/22 (Next year)
Establishing frameworks and understanding our risks <ul style="list-style-type: none"> • Profile Wesley Mission and our preferred suppliers to assess our modern slavery risk. • Update our supplier agreements, tender documents and policies to address modern slavery. • Develop and promote Wesley Mission’s stance on modern slavery through supplier reviews and the annual modern slavery statement. • Entered into / engaged with the Uniting Church Procurement Hub (UCPH) strengthening our procurement and included modern slavery as a selection review criterion. 	Implementation <ul style="list-style-type: none"> • Engage with preferred suppliers through ongoing supplier reviews and introduce other material suppliers into this review process • Ensure all relevant preferred suppliers have provided Modern Slavery statements. • Begin the process of assessing suppliers when going to market. • Trial a third-party supplier review system with the intent of selecting a third-party assessment tool. • Training and discussing with other Uniting Procurement Managers and peak industry bodies. 	Review and Monitoring <ul style="list-style-type: none"> • Engage with industry peer groups and other Uniting organisations • Expand modern slavery risk assessments beyond the supplier and look at the supplier’s supply chain. • Select a third-party assessment tool and begin supplier’s supply chain assessments. (note a third-party auditor may be required). • Develop a training awareness program so that key staff understand the Modern Slavery requirements and the tools available to Wesley Mission.

We have enhanced our systems so that we focus on the preferred suppliers that are required to report under the legislation (i.e. with turnover more than AUD\$100mpa). Modern Slavery statements have been received for all relevant suppliers.

We are working with colleagues in the Uniting Church Procurement Hub (UCPH) and other industry associates to leverage common areas of concern:

- Wesley Mission is leading an engagement with the UCPH members for an effective (system) solution improve the outcome, minimise duplication and allow the larger buying group to have a more influential role. We are also engaged with various peak industry bodies on a similar discussion.
- Several key suppliers are identified through our work with the Uniting Procurement Hub. These include some of our lower spend suppliers like lift maintenance and nurse call systems. Combining this spend across the hub creates a greater potential for making real change at this lower spend level.

Third-Party Monitoring

We have tested a third-party system to assess supplier issues including modern slavery as well as environmental and other ESG matters. There were no identified modern slavery issues.

Peer to peer discussions with Uniting and other industry procurement managers has recognised a need to strengthen the current third-party systems in assessing the supplier's supply chain. We expect that this will be improved as the assurance process matures. Additionally, the review of the effectiveness in our system has highlight the potential need for the use of third-party auditors to enhance our processes. One of the UCPH members (Uniting Vic Tas) has flagged a solution to this, in jointly using an independent review firm for selected audits. We will be testing a number of other suppliers through a different third-party system next year to see if this system moves further into the supply chain.

CONCLUSION

Wesley Mission is continuing to make a key difference in our world. Taking action to mitigate modern slavery is a method by which we can demonstrate this on a wider scale. We have taken the further steps in this reporting period by identifying suppliers with potential for modern slavery and adding enhancing our systems for selection and review. We are committed to building upon the foundations laid in identifying modern slavery within our supply chains and playing our part in the eradication of modern slavery in society.