

MODERN SLAVERY STATEMENT 2021

Background

This statement has been prepared pursuant to the *Modern Slavery Act 2018 (Cth)*, setting out the actions taken by the Anglican Church Southern Queensland (ABN 32 025 287 736), its Commissions, parishes and other owned or controlled entities such as schools and church institutions to address modern slavery and human trafficking risks within its operations and supply chains for the year ended 31 December 2021.

Corporate Entity

The Anglican Church Southern Queensland (ACSQ) is a business name of The Corporation of the Synod of the Diocese of Brisbane, which is incorporated under its own Act of Parliament: *The Anglican Church of Australia Act 1895 (Qld)*.

The Anglican Church of Southern Queensland is one of 23 Dioceses within the Anglican Church of Australia.

Each Diocese is separately governed under the direction of the Diocesan Bishop and the Diocesan Synod as the governing body.

Reporting for the other Dioceses remain out of scope for the purposes of this Statement.

Mission

The Mission of the Church is the Mission of Christ – to proclaim the good news of the kingdom of God. The six marks of the ACSQ Mission are as follows:

1. To teach, baptise and nurture new believers
2. To respond to human need by loving service
3. To seek to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
4. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth

5. To worship and celebrate the Grace of God
6. To live as one holy Catholic and Apostolic Church

Through this mission, ACSQ maintains the Anglican faith and mission activities across an area of more than half a million square kilometres, from Bundaberg in Central Queensland to the New South Wales border and west to the borders with South Australia and the Northern Territory.

ACSQ's mission of seeking to transform unjust structures of society is closely aligned to and encapsulates ACSQ's commitment to combatting Modern Slavery through its focus on social justice.

ACSQ remains a strong advocate for legislative Modern Slavery reforms, remaining a coalition member of Be Slavery Free, a Non-Government Organisation instrumental in social justice advocacy.

Organisational Structure

ACSQ, through its governance structures, manages the following activities and services, within its mission area:

- 133 Parishes
- 14 ACSQ owned or controlled schools
- 19 Early Learning and Outside School Hours Care Centres
- Anglicare Southern Queensland, including:
 - 8 Residential Aged Care Facilities
 - 4 Retirement Villages
 - Community care services
 - Social welfare services
- St John's College UQ
- St Francis Theological College
- Other church institutions (such as parish pantries and other registered charities etc)

These operations are governed by the following five Commissions, established under the Diocesan Governance Canon to further the mission of the Church.

- Parishes and Other Mission Agencies Commission (PMC)
- Anglican Schools Commission (ASC)
- Community Services Commission (CSC) (trading as Anglicare Southern Queensland)
- Finance and Diocesan Services Commission (FDSC); and
- Ministry Education Commission (MEC)

Consultations

ACSQ has consulted with its subsidiary entities with regards to the activities they are undertaking to reduce the modern slavery risks within their supply chains and have been incorporated into this statement.

Potential Supply Chain Risks

ACSQ recognises that it may be exposed to risks relating to the potential violation of human rights in areas including modern slavery and human trafficking, the risks of which are heightened for large organisations such as ACSQ, with extensive, complex and or global supply chains.

Having regard to key Modern Slavery risk factors, ACSQ acknowledges that the risks of modern slavery may be heightened in some of its supply chains and operations as a result of the geographical location / region of some suppliers, the type of import product, the nature of the operation and or the source materials used in products supplied. In particular, risks in the procurement of textiles (such as apparel) from source countries/regions such as Southeast Asia, ICT Equipment/Parts and Mobiles from source countries/regions such as China and Malaysia, as well as through medical and general consumables, stationery, cleaning and labour support contracts. Other potential exposures have been identified in medical consumables (such as Personal protective equipment), furniture, and construction raw materials.

Certain areas of ACSQ's operations have also been identified as being of higher modern slavery risk to the organisation due to the nature and or scale of their supply chains, including reliance on third party suppliers and also across its operations within the community care, aged care, schools and childcare industries.

Actions Taken to Address Risks

Governance

ACSQ has adopted a modern slavery policy, committing all parts of ACSQ to identify and reduce modern slavery risks across its operations and supply chains. The Policy framework is supported by a principles-based risk and control framework to support ACSQ owned or controlled entities better understand, identify, assess and manage their responses to Modern Slavery risks.

This Policy framework has been endorsed by Diocesan Council and communicated to Commissions, parishes, other church institutions and senior management of ACSQ.

Supplier Obligations

ACSQ requires that its suppliers identify and reduce modern slavery risks within their own supply chains. This is a contractual term within Diocesan operations and heightened risk supply contracts.

Several of the larger ACSQ operations have also:

- implemented ethical sourcing and modern slavery supplier due diligence to support in the identification of Modern Slavery risks at engagement and annually thereafter, including by leveraging the review of modern slavery statements and policies of ACSQ high-risk suppliers, with more detailed reviews occurring where risks were still considered high.
- established supplier codes of conduct detailing ACSQ expectations with regards to the identification and reduction of modern slavery risks.

- integrated standardised modern slavery terms and conditions in broader supply arrangements; and
- reviewed and enhanced procurement processes to include modern slavery considerations in the awarding of contracts.

COVID-19

ACSQ acknowledges the impact the global COVID-19 pandemic has had on Diocesan entities:

- increasing the vulnerability of workers within national and global supply chains.
- reducing the capacity for Australian entities, such as ACSQ to respond during times of unprecedented business and workforce interruption with focus being placed on workforce and operational continuity.
- Impacting the ability to progress Modern Slavery initiatives by Diocesan entities.
- Increasing the demand and ability to source products from long term suppliers.
- increasing the need for short turn around procurements for high demand, low supply or newly necessitated products with increased reliance on alternate suppliers impacting due diligence.

ACSQ has made best endeavours during times of COVID-19 to, where possible, maintain existing suppliers and to support its workforce through continued employment, maintaining a focus on supplier labour standards and sourcing from large reputable providers and Australian manufacturers.

Future Planned Actions

ACSQ is committed to strengthening its understanding of human rights issues as they apply to its business operations and supply chains, acknowledging collaboration amongst Diocesan entities remains vital to enhancing

the efficacy of ACSQ's response to Modern Slavery risks.

In recognition of this, ACSQ intends to embark on a 2022 Modern Slavery Action Plan to:

- a) better support ACSQ entities understand their obligations through enhanced education and awareness programs
- b) combat risks in procurement and sourcing through the implementation of revised policy frameworks to improve standardisation in the management processes utilised by ACSQ entities to identify, prevent, mitigate and respond to Modern Slavery risks through minimum principles-based risk screening and control expectations which give consideration to key Modern Slavery risk factors.
- c) build on its responses to Modern Slavery risks, year on year by reviewing the efficacy of controls and processes in place across ACSQ.
- d) enhance cross portfolio visibility on shared suppliers and improve systems focussed on reducing modern slavery risks at the broader organisational level.
- e) continue a focus on collaborative relationships with heightened risk suppliers to improve supplier understanding and Modern Slavery controls.

Work is also underway to integrate within ACSQ's largest operational division, a third-party supplier compliance management system to better manage supply chain risk including in respect to Modern Slavery and preferred supplier control standards.

In acknowledgement of the purchasing power of Diocesan entities, the Diocese's Social Responsibility Committee (SRC) assumes the advocacy role on Modern Slavery and will remain instrumental in enhancing the focus of ACSQ entities and building a stronger understanding on the nature and prevalence of Modern Slavery risks within the ACSQ, particularly for shared and heightened risk suppliers.

The focus of the SRC will be to:

- achieve an enhanced level of supply chain transparency across ACSQ entities
- review and develop key performance indicators for use in assessing the effectiveness of Modern Slavery controls utilised by ACSQ entities
- monitor and review the efficacy and uptake of the ACSQ Modern Slavery frameworks and minimum control expectations including the effectiveness of actions according to agreed key performance indicators.
- recommend enhancements to internal Modern Slavery risk management frameworks to promote, where possible, the shared intelligence, resources, purchasing and bargaining power of ACSQ entities; and to
- promote missional activity and advocacy in support of combatting modern slavery and unjust structures in society.

ACSQ through its Justice Enabler and Social Responsibilities Committee also continues to work with non-government and advocacy bodies to lobby for social justice reforms more broadly and will continue to review and enhance key performance indicators and develop further metrics to assess the effectiveness of ACSQ's actions in line with continuous improvement.

These actions build on ACSQs targeted, risk-based approach detailed in its Modern Slavery Statement for the period 1 January 2020 - 31 December 2020 to ensure priority is given to identifying and responding to the most severe risks according to their scale, scope and or irremediable character.

Grievance and Feedback Mechanisms

ACSQ has a Whistle-blower Policy and procedure, which encourages individuals to report any suspected wrongdoing by staff,

office holders, clergy, contractors, volunteers and suppliers of ACSQ. This includes reporting any suspected modern slavery risk.

Governing Body Approval

This Modern Slavery Statement was approved by Diocesan Council in their role as the principal governing body of The Corporation of the Synod of the Diocese of Brisbane on 26 May 2022.



Tim Reid
General Manager
On behalf of Diocesan Council