

Wesley Community Services (Wesley Mission)
Modern Slavery Statement – 2023/24

MODERN SLAVERY ACT STATEMENT 2023/24

Wesley Community Services Limited (ABN 42 164 655 145) 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 19 December 2024



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 those most in need across 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.

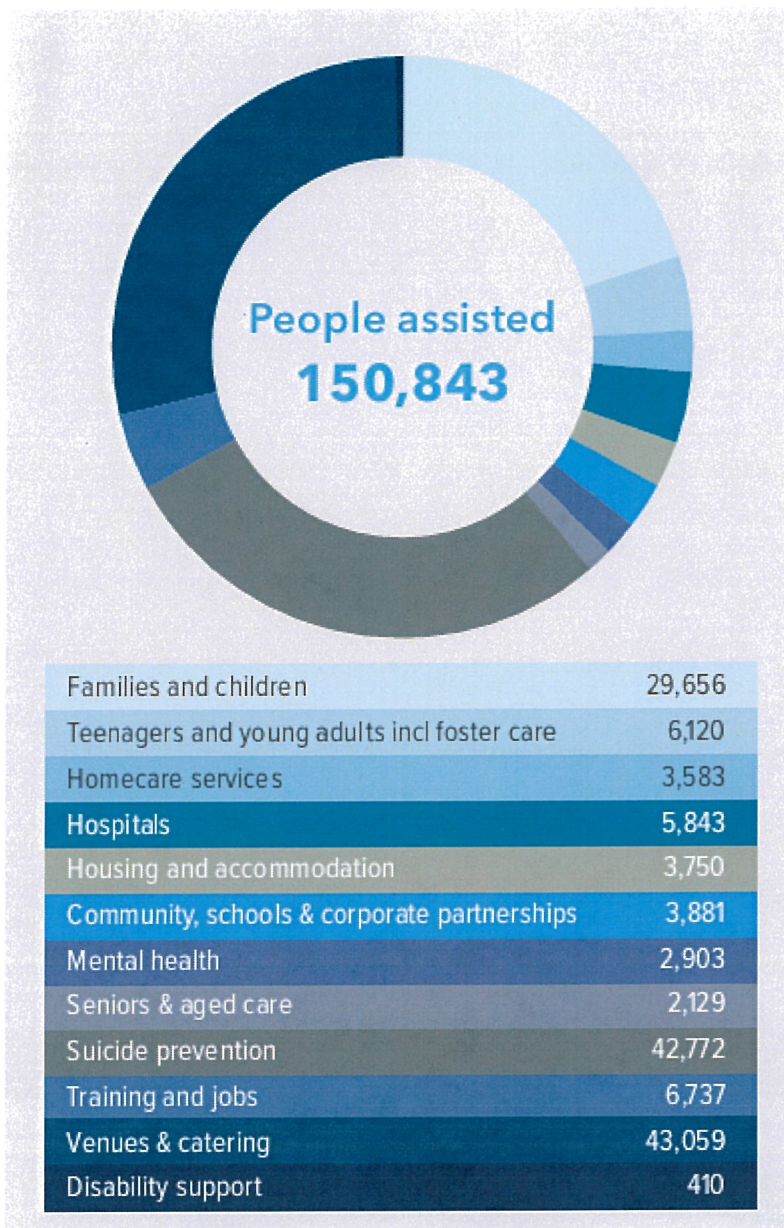
Wesley Mission is a not-for-profit entity registered with the Australian Charities and Not-for-profits Commission (ACNC), with its head office located at 220 Pitt Street Sydney NSW 2000. Our operations are in 144 locations across Australia but primarily are based in New South Wales.

Wesley Mission has a controlling interest in Wesley Nominees Limited ACN 602 837 221. This company has no assets or liabilities and does not trade and has no staff hence consultation is not required.

Our Operations

In 2023-24 we assisted 150,843 clients throughout NSW through the following services:

- **Wesley Families:** Early intervention, family preservation, foster care, ParentsNext, Mums and Kids Matter, and Young Healthy Minds
- **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 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.
- **Wesley Training and Jobs:** 'In charge of your money' financial literacy training, Wesley Vocational Institute, Disability Employment Services, and Opportunity Pathways



During 2023-24 these services were provided by more than 2,200 staff and 1,269 volunteers.
(change table above)

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;
- IT equipment;
- Food; and;
- Clothing

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 areas that are subject to employment laws that Wesley Mission operates within.

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.

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 of 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 2023/24 financial year Wesley Mission performed the following actions to embed Modern Slavery considerations in purchasing products and services.

1. **System review** – As this is the 4th year of our process, we investigated along with our peers the effectiveness of our system. The finding is that while we have identified risk we can improve our Modern Slavery process by drilling beyond the supplier level. This has meant that we have agreed to work collaboratively with the ACCPA our peak body and with them selected a third-party provider Sedex. We have commenced the pilot with Sedex and are in the process of adding our key suppliers to the Sedex system. The larger body will have greater ability to engage with companies to investigate deeper into the suppliers' supply chain and also do more extensive audits at third world factory level.
2. **Supplier selection and review** – We continue to enhance our procedures to ensure that reducing Modern Slavery risk is embedded in our selection and review processes. These procedures include completion of forms in respect of supplier selection and review following discussion and feedback from suppliers.
3. **UnitingCare Procurement Hub** - We continue to work across the Uniting Church through the UnitingCare Procurement Hub to identify and enter contracts with suppliers that have been selected by the Hub which includes a review of Modern Slavery aspects of potential suppliers. We have drilled down on the supply chain of an Australian solar panel company and were pleased with the planned actions that they are undertaking.
4. **Reporting to our senior leadership** – We continue to report to Senior Leadership and the Board on our Modern Slavery progress. This is done six monthly 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 is done both in written agreements with the suppliers we engage and is an active part of the supplier selection and the supplier review process.

Training

Procurement training including Modern Slavery has been rolled out to key staff involved in the procurement process and further training will continue. This is undertaken to ensure that staff understand our Modern Slavery policy and procedures, so we can effectively apply this in supplier selection and review.

Tracking of Modern Slavery Progress

2019/20	2020/21	2021/22 (Current year)	2022/23 This Year	2023/2024	2024/2025
Establishing frameworks and understanding our risks	Implementation	Review and Monitoring	Full Review of Process	Deeper dives into the Supply Chain	Enhance the value by working with our Peak Body
<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. 	<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. 	<ul style="list-style-type: none"> • Engaged with industry peer groups and other Uniting organisations • Expand Modern Slavery risk assessments beyond the supplier and look at the supplier's supply chain. (ongoing). • Selected a third-party assessment tool and identified issues with weakness of current third-party tools in assessing supplier's supply chain and completed jointly with the Aged Care Association and Uniting Hub 46 current and potential suppliers. (Note a third-party auditor will be required). • Develop a training awareness program so that key staff understand the Modern Slavery requirements and the tools available to Wesley Mission. 	<ul style="list-style-type: none"> • We are continuing to engage with our peers in the Uniting Care Procurement Hub (UCPH) and the Aged & Community Care Association (ACCPA) • We have selected a third part provider Sedex with ACCPA in consultation with the UCPH. This enhances our ability to dive deeper into the supplier's supply chain. • Our Procurement training program has commenced which includes a section on Modern Slavery. • We are aware of potential changes to the act including mandatory reporting and the potential for a commissioner. 	<ul style="list-style-type: none"> • Working with our peers at ACCPA and implement new Sedex system. • Test the capability of the Sedex system by deep diving into the supply chain of a sample of common suppliers. • Make any necessary changes to our system in line with potential legislation changes. • Continue training with procurement training in staff embedding Modern Slavery risk into our Management Orientation. 	<ul style="list-style-type: none"> • Use the Sedex system to review our supplier chain. • Increase the number of our suppliers in the Sedex system. • Onboarding of new suppliers to include Modern Slavery testing in the Sedex system. • Implementing of Procurement retraining module across new and existing staff to ensure an understanding of Modern Slavery and other similar risks.

We are working with procurement professionals across the sector to leverage common areas of concern to improve the effectiveness of Wesley Mission's anti-modern slavery work through:

- Wesley Mission is a key leader in the engagement with the UCPH (Uniting Church Procurement Hub) members for an effective process to improve the outcome, minimise duplication and allow the larger buying group to have a more influential role. We are also a key leader with our peak body in improving Modern Slavery outcomes. This includes the implementation of Sedex.
- With Sedex on board next year we will focus on drilling down a number of key suppliers in particular categories food & uniforms.
- Using ACCPA, an industry peak body with Sedex to identify suppliers as having Modern Slavery risk and having a greater ability to take corrective action for any Modern Slavery issues.

CONCLUSION

Wesley Mission is striving 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 fully reviewed our process during this period and have made the necessary changes to our system to improve outcomes. Five members of ACCPA have joined together in a pilot of the Sedex system. Wesley Mission remains 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.