

Modern Slavery

Statement from Wesley Mission Queensland



Reporting Period: 1 July 2019 to 30 June 2020

Table of Contents

Introduction	3
About Us	3
Reporting Criterion 1: Entity	3
Reporting Criterion 2: Structure, operations and supply chains	3
Structure	4
Supply Chains.....	5
Reporting Criterion 3: Risks	6
Reporting Criterion 4: Actions and Control	6
Reporting Criterion 5: Effectiveness	7
Reporting Criterion 6: Consultation.....	7

Introduction

As a not-for-profit organisation founded in the roots of the Uniting Church, Wesley Mission Queensland (WMQ) recognises the importance of combating modern slavery, a crime that affects communities and individuals across the globe. Our Mission, Vision and Values guide us to act in a way that upholds the intrinsic worth and dignity of every person at every stage of life and in every circumstance, regardless of race, age, gender, beliefs or economic status.

We oppose exploitative practices that violate an individual's dignity and human rights in all forms. In accordance with the Federal Government's Modern Slavery Act 2018, this statement outlines the steps that we have taken during FY2019/20 to assess and address the risks of modern slavery in any part of our business, operations or supply chains.

About Us

Since 1907, WMQ has been helping people across Queensland to build stronger and more inclusive communities. As an integral part of the Uniting Church in Queensland, we operate as a mission activity of the Albert Street Uniting Church.

We're an innovative and responsive not-for-profit community service provider, supporting more than 100,000 people in Queensland each year, and 3,500 members of the Deaf community across Australia through our National Auslan Interpreter Booking Service.

Every day we're engaging with thousands of people from all walks of life. We are committed to working collaboratively with other Uniting Church congregations, government bodies, and other community organisations to provide accessible and flexible services to older people, those living with a disability or mental illness, Aboriginal and Torres Strait Islanders, refugees and children and families.

Our Purpose: To participate in the mission of God towards reconciliation, transformation, justice and hope for all people.

Our Vision: A compassionate, just and inclusive society for all.

Our Mission: We walk alongside people in need, offering care and compassion and promoting choice, independence and community wellbeing.

Our Values: Integrity, Respect, Empowerment, Hope, Justice, Compassion, Innovation

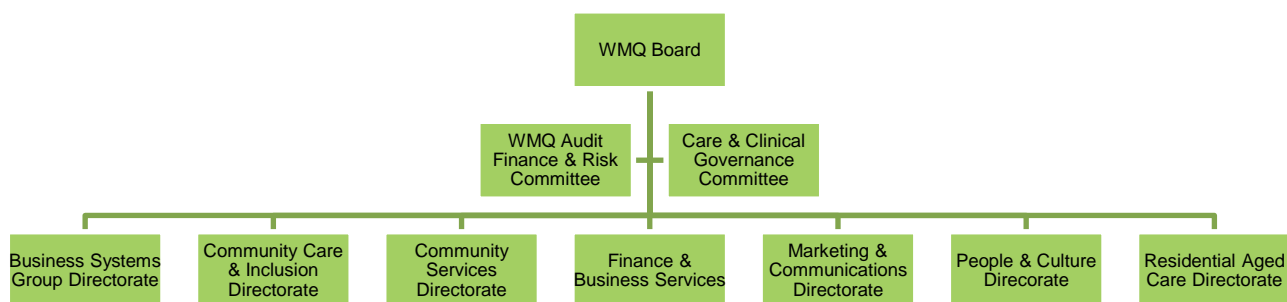
Reporting Criterion 1: Entity

This Statement covers:

Wesley Mission Queensland ABN: 28 746 881 862

Reporting Criterion 2: Structure, operations and supply chains

Structure



Operations

WMQ is a not-for-profit organisation with operations spanning a variety of services designed to support our Mission - *to walk alongside people in need offering care and compassion and promoting choice, independence and community wellbeing.*

Our operations include:

- Retirement Living
- In-home and Community Care
- Residential Aged Care
- Disability & NDIS
- Therapy, respite and wellness
- Child Care
- Mental Health
- Youth and family support
- Food, housing and emergency support
- Palliative and hospice care

Geographically WMQ primarily operates in the Queensland communities north to Bundaberg, south to the Gold Coast and west to Laidley, with additional services across Australia through the National Auslan Booking Interpreter Service (NABS)

- **70** locations across the state supporting more than **100,000** people
- **80** community service programs to support children, youth and families in need
- **2** palliative care services, Hummingbird House children's hospice and Hopewell Hospice
- **9** specialist supported accommodation communities for people living with disability or mental health issues
- **414** interpreters across the country supporting the Deaf community
- **13** residential aged care homes supporting **1,000** residents
- **3** child care centres and In-Home Child Care and Family Day Care services
- **3,200** volunteers who donated **325,936** hours in time
- **2** headspace youth mental health centres
- **3** retirement living communities
- **3000** employees



Supply Chains

WMQ obtain goods and services across five main procurement categories each with various subcategories:



Examples of the Goods and Services obtained by WMQ

- ❖ Clinical Care – Physiotherapy, Agency Staff, Occupational Therapist, Psychological Services/Counselling
- ❖ Clinical Consumables – Wound care products, Gloves, Gowns, Masks, Hand and body hygiene products
- ❖ Clinical Equipment – Beds, Hoists, Mattresses, Wheelchairs, Walking assistance
- ❖ Fleet Services – Vehicle purchases/leases, Vehicle repair & maintenance, Fuel & Tolls
- ❖ Human Resources – Training, Corporate Temp Labour, Recruitment, Staff Support
- ❖ Marketing & Communication – Print & Promo, Advertising Services, Signage
- ❖ Office Suppliers – Stationery, Office Furniture, Postage & Courier
- ❖ Travel & Events – Venue Hire, Accommodation, Air Travel, Car Hire, Cab/Taxi expenses
- ❖ Catering – Grocery, Meat, Dairy, Bakery, Beverages, Equipment, Catering Services
- ❖ Laundry – Equipment, Consumables, Laundry Services, Linen
- ❖ IT Hardware – Mobile Phones, Laptop Computers, Desktop Computer, Printers, Peripherals
- ❖ IT Software – Enterprise Software Solutions, Operating Solutions, Adobe, Microsoft
- ❖ IT Telco & Comms – Network and Cabling equipment, PABX systems, LAN/WAN Services
- ❖ Building Maintenance – Plumbing, Electrical, HVAC, Fire Services, Waste, Pest Control
- ❖ Equipment – Furniture & Fittings, Tools, Whitegoods & Appliances
- ❖ Land & Development – Builder Major & Minor works, Building Supplies, Ground works, Consultants
- ❖ Outdoor Maintenance – Landscapers & Supplies, Gardeners, Lawn maintenance
- ❖ Security – Alarm Systems, Onsite Security, Security Monitoring
- ❖ Utilities – Water, Electricity, Gas

In FY2019/2020 Wesley Mission Queensland had 1,568 suppliers with the top 100 representing 70 per cent of our overall category spend. Focus in this financial year were on the top 20 suppliers that accounted for 37 per cent of category spend.

Reporting Criterion 3: Risks

In 2020, WMQ worked in fellowship with other Uniting Church entities to attain knowledge and insight on our potential supplier risks across our highest spend suppliers and supply categories. WMQ determined potential risks for modern slavery by using risk indicators provided by expert organisations such as the Global Slavery Index (GSI) and SD Strategies, and identified the following operational and supply chain categories as giving rise to medium to high risk exposure to modern slavery infractions.

Supply Chain

CATEGORIES	OVERVIEW	MODERN SLAVERY RISKS IDENTIFIED
Building & Construction	<ul style="list-style-type: none"> Locally based contracted large suppliers, subject to local regional laws Locally based non-contracted smaller suppliers, subject to local regional laws Labour employed through sub-contractors or agents 	<ul style="list-style-type: none"> Complex multi-tiered supply chains, which may occur in high-risk countries Raw materials obtained through exploited/forced labour forces Opaque sub-contracting arrangements and frequent use of labour hire companies Potentially hazardous working conditions Lack of knowledge of suppliers' own modern slavery risk exposure
IT/Telecommunications	<ul style="list-style-type: none"> Multinational contracted, and non-contracted suppliers located in countries with modern slavery, human rights and/or labour laws 	
Apparel and other textiles	<ul style="list-style-type: none"> Non-contracted suppliers subject to location regional laws 	
Medical consumables	<ul style="list-style-type: none"> Contracted and non-contracted suppliers located in countries with modern slavery, human rights and/or labour laws 	
Medical equipment	<ul style="list-style-type: none"> Non-contracted suppliers subject to local regional laws 	
Catering & food	<ul style="list-style-type: none"> Contracted and non-contracted suppliers located in countries with modern slavery, human rights and/or labour laws 	

Wesley Mission Queensland Operations

CATEGORIES	OVERVIEW	MODERN SLAVERY RISKS IDENTIFIED
Recruitment processes	<ul style="list-style-type: none"> Direct employed staff covered by Australian labour laws 	<ul style="list-style-type: none"> Potential for deceptive recruitment processes and false information being provided
Agency labour contractors	<ul style="list-style-type: none"> Locally based Tier 1 suppliers, subject to Australian labour laws 	

Reporting Criterion 4: Actions and Control

WMQ focus for FY2019/2020 was to strengthen our understanding of potential modern slavery risks within our operations and supply chain whilst spreading the intent of the Act to our key suppliers and partners. Over this period WMQ undertook and implemented the follow actions and controls:

Modern slavery working group: Recognising the risk of modern slavery across the business operations and supply chains, a working group was formed that included representation from the various areas of our business to collaborate a coordinated effort in understanding, identifying, mitigating and addressing the risks.

Modern slavery action plan: An ongoing action plan highlighting key area of concern and what actions are taken by the appropriate internal personnel was formed to support the objectives of the working group

Terms & Conditions of Agreement: Our contractual terms and conditions were updated to include provisions specifically addressing the Modern Slavery Act, expectations to address risks within their supply chains and processes for reporting compliance to the act to WMQ.

Statement of Business Ethics: WMQ also has a Statement of Business Ethics that is provided to both contracted and non-contracted suppliers, which outlines our expectations and commitment to engaging with suppliers, who share our values and goals.

Due diligence questions: A standard question set was developed and implemented for all tenders run by, and on behalf of, WMQ to help identify and manage modern slavery risks when engaging with suppliers for new and/or ongoing work.

Third party systems: We commenced investigating third parties' online/portal solutions to assist in better identifying, understanding and managing the level of modern slavery risks within our supply chain.

Working with other Uniting Church entities: We engaged with other Uniting Church entities to form an informal working group to help guide, support, collaborate and discuss how we may implement policies, procedures and practices within each of our organisation to address the objectives of the Modern Slavery Act.

Working with suppliers: Information on the Act and the actions WMQ is taking have been added to operational and contractual management meeting with our key suppliers.

Reporting Criterion 5: Effectiveness

We will be continuously reviewing the effectiveness of the actions and controls implemented within our policies and processes relating to our modern slavery risks. The focus for FY2019/2020 was on establishing reviews and indicators into our governance and reporting processes that will assist in our understanding of the effectiveness of these actions going forward.

Examples of these future measures are as follows:

- Number of modern slavery training delivered to both suppliers and WMQ staff
- The number of contracts that include modern slavery provisions and clauses
- The number of supplier meetings that incorporate modern slavery progress discussions that address operational and supply chain risks

Reporting Criterion 6: Consultation

We have consulted with numerous areas of our business, including our Executive Leadership Team and senior representatives from our Property & Development, Facilities & Maintenance, Procurement, Business Services Group and Finance teams to support our obligations under the Act.

This statement is made in accordance with the Australian Modern Slavery Act 2018 and was approved by the Wesley Mission Queensland Board on 22 February 2021.



Paul Newman
Wesley Mission Queensland Board Chairperson
22 February 2021