



MODERN SLAVERY STATEMENT

**Roman Catholic Trust Corporation for the
Diocese of Cairns**

2022

STATEMENT 3

Purpose of Statement

As a religious organisation, the Catholic Diocese of Cairns (“Diocese”) recognises the important role it plays in making a significant contribution to the global effort to eradicate modern slavery. Modern slavery breaches the most fundamental freedoms and human rights of individuals. The Diocese rejects all forms of modern slavery and recognises that modern slavery is never acceptable in any of its forms.

The Diocese is committed to respecting human rights and taking meaningful action to identify and address risks within its direct control which have the potential to cause, contribute to, or directly link the Diocese to, modern slavery. When modern slavery risks arise outside our direct control, the Diocese will use its influence and leverage to engage with suppliers, partners and stakeholders to affect change in their relevant practices.

Acknowledgement of Country

We acknowledge the First Nations peoples of Australia, the traditional custodians of the land, seas, skies and waterways on which we reside, work, travel and meet. We pay our respect to First Nations elders past, present and emerging, and support the Uluru Statement From The Heart. We acknowledge that the land, seas, skies and waterways of Australia were, are and always will be, that of the First Nations peoples.

Joint Statement

This is the third joint statement produced by the Roman Catholic Trust Corporation for the Diocese of Cairns ("Corporation") in accordance with the Modern Slavery Act 2018. The Corporation 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:

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



Structure

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 centered 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 support 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:

- 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 Work Health and Safety Act.

Potential Risks

OPERATIONAL RISKS



As acknowledged in our first statement in 2020, the risks of modern slavery practices within the Corporation's operations remain 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 identified supply chain risks remain the same in 2022, with the greatest risks arising from procuring goods that are manufactured and sourced from countries outside of Australia, some of which have been identified as countries that practice modern slavery.

Our 2020 risk assessment identified our primary supply risks as:

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

Actions Taken

Our primary focus for 2022 was on our second identified supply chain risk, information and community technology (ICT) equipment and resources. All ICT equipment and resources are currently managed by Catholic Education Services on behalf of all entities under the Corporation. These arrangements are currently under review due to funding purposes. Changes will result in several entities under the Corporation obtaining their own accounts for purchasing good and services. These entities will also be subject to compliance with the Modern Slavery Act and will be incorporated in the 2023 statement.

In 2022 we commenced our review of all ICT equipment and resource providers that are used by entities under the Corporation and developed a compliance register. Our review had demonstrated that all of our suppliers within this space are already compliant with the Act and have existing measures in place to ensure their supply chains both domestically and internationally are also compliant. All suppliers have provided a written declaration confirming their compliance.

Further investigations were made into our non-compliant uniform and clothing suppliers. As outlined in statement two, we had commenced remedial action towards suppliers who were in possible breach of the Act or not committed to disclosing supplier chain details. Organisations who were in possible breach were contacted again and notified of their obligations. Entities within the corporation were also consulted to confirm if these companies were still used as primary suppliers. All uniform and clothing suppliers of the Corporation have confirmed that they are in compliance with the Act.

As outlined in statement two, to further our commitment to reduce Modern Slavery practices, we are continuously incorporating our Modern Slavery statement and compliance requirements into our policies, procedures and directives during scheduled reviews of documentation, where applicable.

2023 Action Plan

Our focus for 2023 will be on the third group in our identified primary supply risks, 'building materials and school and office fit out'. We will be contacting all building material suppliers that are used by entities under the Corporation and extend our current register of compliance.

Similarly to 2021, we will continue to incorporate our statement and compliance requirements into the relevant policies, procedures and directives as part of our document review processes.

As we will be reviewing our last identified primary supply risk in 2023, 2024 will allow a timely review of our 2020 risk assessment to evaluate if our risks remain the same or require revision.



Assessment of Effectiveness

The Corporation is committed to continuous improvement and opportunities to enhance our practices, increase awareness and understanding of Modern Slavery within our own organisation. Our effort to identify and address Modern Slavery risks in our supply chains is a continuous and evolving process.

In 2021 we had collated data from our textile (uniform) suppliers and developed a register of written confirmation of compliance. Our efforts in 2021 formed the key component for our review process and action plan.

In 2022 we endeavoured to make improvements based on the 2021 data and to further investigate our textile suppliers who had not confirmed their compliance. This exercise assisted in differentiating whether a company was not compliant or if they were unsure of the requirements of the Act. By the end of 2022 we had achieved 100% compliance.

The target for 2023 will be to make further improvements based on lessons learnt during further investigations into non-compliant textile suppliers for ICT suppliers and to commence the review of 'building materials and school and office fit out'.



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 Rev Fr Kerry Crowley as the Sole Trustee of the Roman Catholic Trust Corporation for the Diocese of Cairns on XXX 2023.



Rev Fr Kerry Crowley

Diocesan Administrator

Sole Trustee of the Roman Catholic Trust Corporation for the Diocese of Cairns

19 June 2023