

Uniting Church in Australia, Synod of NSW & ACT
Uniting NSW.ACT

FY24 Modern Slavery Statement.



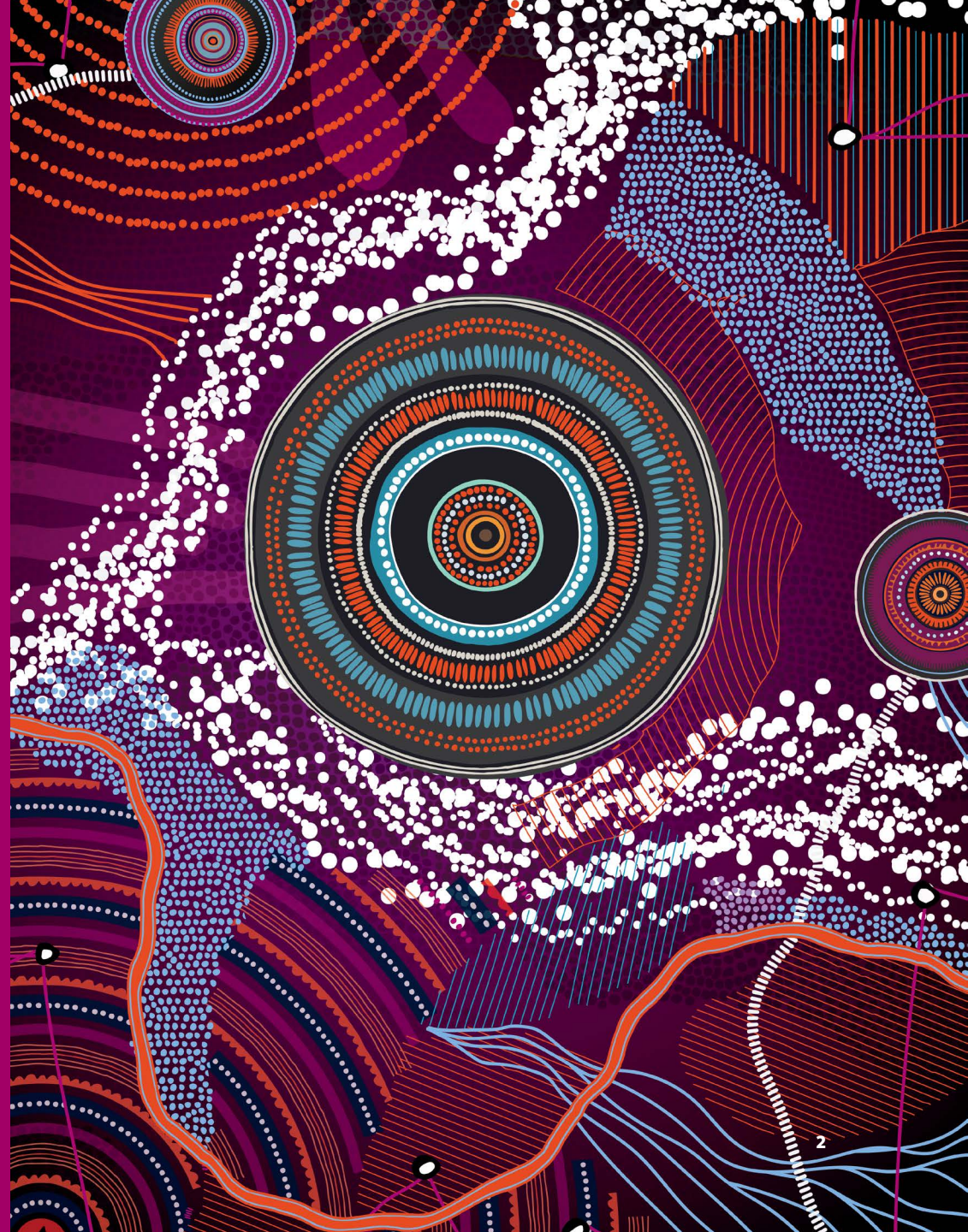
Uniting

Acknowledgement of Country

Uniting NSW.ACT acknowledges the continuing sovereignty and rich cultural diversity of Australia's First Peoples. We pay our respects to all Elders – past, present, and emerging – and to all First Peoples on whose lands we live and work.

This is an **interactive PDF** designed to enhance your experience. The best way to view this report is with Adobe Reader and by clicking on the links in the sidebar.

'Journey Flows' by David Williams of Gilimbaa.



Foreword

As part of the Uniting Church in Australia, Uniting NSW.ACT has a long history of advocating on behalf of disadvantaged and vulnerable people and championing social justice for all. We are driven by our purpose to inspire people, enliven communities, and confront injustice. We are committed to implementing and enforcing effective systems and controls to ensure modern slavery does not take place within our operations or supply chains.

We respect the human rights of our employees, volunteers, clients, suppliers, and business partners, and we commit to identifying and managing any risks to these rights. We will comply with relevant local and national laws relating to human rights and modern slavery, with respect to our employees and our business operations.

We aim to ensure that the services we provide and the ways we work are human-centred and rights-based, as articulated in international declarations, treaties and covenants that aim to ensure peace and equality among all peoples. We are committed to building relationships with suppliers, contractors and business partners who operate in a manner that is consistent with our purpose, with our values of being compassionate, respectful, imaginative, and bold, and who share our commitment to ethical and legal business practices.

In accordance with the Federal Government's Modern Slavery Act 2018 (Cth) (The Act), this statement outlines the steps taken during FY24 to assess and address modern slavery risks within the reporting entities.

Our FY24 areas of focus:

- Continuing to understand our supply chain risks. Our top-spend suppliers were re-evaluated via a third-party agency's (iPRO) Modern Slavery Assessment Tool, to assess these suppliers for modern slavery risks including geography, downstream supply chain management, labour policies and employment practices.
- Updating and refreshing our modern slavery awareness training module to incorporate more relevant case studies and the most up-to-date statistics, ensuring the content stays impactful. The training module has been completed by nearly 1,100 Uniting employees.
- Commencing a pilot within the aged care industry body ACCPA (Aged and Community Care Providers Association) to jointly fund a Sedex membership, with the intention of working together to assess mutual high-risk suppliers. This initiative is aimed at enhancing supply chain transparency and ethical practices within the industry, to a greater level than was previously possible.
- Reviewing and updating all our commercial legal contracts to include clauses relating to modern slavery.
- Developing a comprehensive protocol for taking decisive action if modern slavery is suspected or confirmed within our organisation or our supply chains.

Approach methodology

In preparing this statement, the reporting entities consulted with key stakeholders from various parts of the business including Procurement, Human Resources, Risk, Property, Learning and Development, and other members from our services as required.

These stakeholders agreed on a general approach and developed an action plan which was monitored throughout the reporting period. This statement has been prepared and published in accordance with The Act.



A message from Tracey Burton

As we present our FY24 Modern Slavery Report, we reaffirm our commitment to the health and wellbeing of every individual, not just within our communities, but across the globe. Modern slavery is a profound violation of human rights that impacts the very fabric of our society, and it is an issue that we can't ignore.

At Uniting we believe in social justice, advocacy, and person-centred care. We are mission-driven and the fight against modern slavery is core to our values. Confronting injustice and promoting inclusion are at the very heart of our mission. The experiences of those trapped in modern slavery have far-reaching consequences, affecting not only individuals but families and communities. It is our responsibility as a healthcare provider to advocate for the vulnerable and ensure that their voices are heard.

This year, we have taken significant steps to enhance our understanding of the risks associated with modern slavery within our operations and supply chains. We have strengthened our partnerships with stakeholders, engaged in comprehensive training for our staff, and implemented rigorous assessments to identify and address potential vulnerabilities. We have also updated our legal contracts to include modern slavery clauses.

As we move forward, we recognise that our work is far from complete. Tackling modern slavery requires an unwavering commitment to collaboration, transparency, and continuous improvement. We invite our partners, clients, colleagues, and communities to join us in this critical effort. Together, we can foster an environment where dignity and respect are upheld, and where health is accessible to all.

Thank you for your continued support as we strive to make a meaningful impact in the fight against modern slavery.

This statement was approved by the Board of Uniting NSW.ACT on 5th December 2024 .



Tracey Burton
Chief Executive Officer, Uniting NSW.ACT

Uniting NSW.ACT:

Our structure and operations

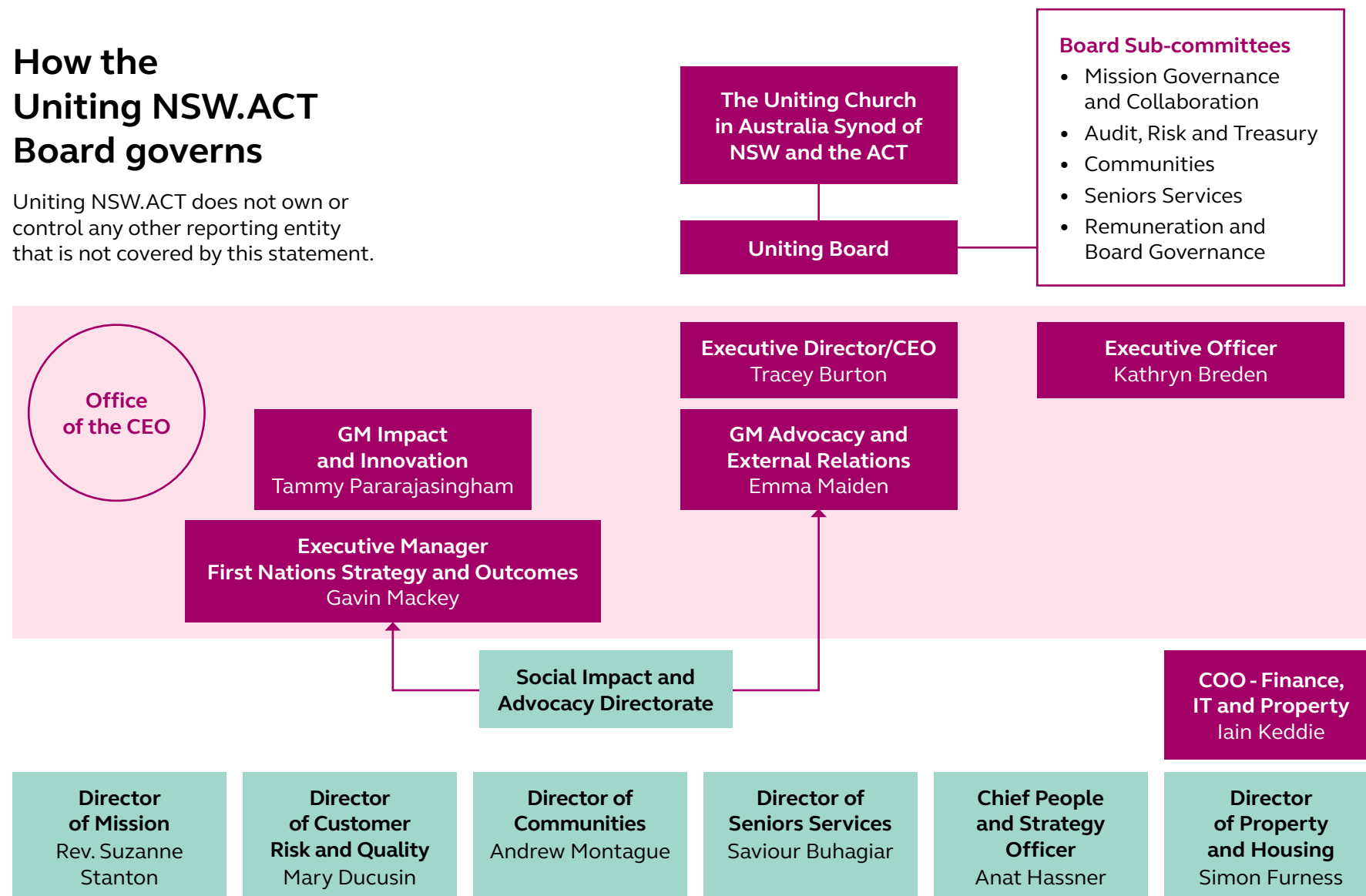
Uniting is established under By-law 4.1.2(a) of The Uniting Church in Australia Synod of NSW and the ACT, as an institution with responsibility for the social justice, community services, and chaplaincy work of the Church. It has the regulatory responsibilities of a Public Benevolent Institution (PBI), which reflects its main purpose to be the relief of poverty and distress, operating within the mission and ethos of the Church.

Uniting (ABN 78 722 539 923) generated total revenue of \$1,358m in FY24. We are 13,000 employees and volunteers who are driven to be there for others. Our range of services throughout NSW and the ACT includes:

Residential aged care	Home and community care	Retirement and independent living villages	Early learning and childcare centres	Disability support
Foster care and aftercare	Counselling and mediation	Family services	Youth services	Mental health services
Housing and homelessness support	Medically supervised injecting centre	Social justice and advocacy campaigns		

How the Uniting NSW.ACT Board governs

Uniting NSW.ACT does not own or control any other reporting entity that is not covered by this statement.



Our position on modern slavery

Modern slavery encompasses exploitative practices that violate an individual's dignity and human rights, including human trafficking, servitude, forced labour, debt bondage, forced marriage, and wage theft. All forms of modern slavery are severe crimes under Australian law.

At Uniting, we are resolute in our commitment to implementing and enforcing robust systems and controls to ensure that modern slavery has no place within our organisation or supply chains.

Wherever we operate, we uphold the human rights of our employees, volunteers, clients, suppliers, and business partners. We actively work to identify, assess, and manage risks related to these rights. Uniting is fully committed to adhering to all relevant local and national laws concerning human rights and modern slavery, ensuring that our practices protect our people and reflect our values.

We believe in treating all individuals with respect and dignity. Discrimination, harassment, and any form of exploitation are unacceptable, and we will not tolerate such behaviour in any aspect of our operations.



Resourcing our workplace

We strive to be an equal opportunity employer in all our locations. We are committed to ensuring our employment conditions align with minimum wages, hours of work, appropriate leave provisions, and the ability to sustain the health, safety and wellbeing of our employees, volunteers, contractors, and visitors.

We are also committed to creating and maintaining both a diverse workforce, and an inclusive and safe workplace for all. Uniting routinely monitors and reviews our own quality and risk frameworks, policies, systems, and processes.

We have dedicated resources to measure, manage and eliminate any human rights violations in our workplaces through:

Policies and governance – our Board leads our services to implement strong corporate governance, ensuring all decisions and actions are based on transparency, integrity, responsibility, and performance for long-term sustainability.

Ethics and conduct – we recognise that our employees, volunteers, contractors, directors, and agents must maintain a compliant and ethical approach to business practices, and we are committed to dealing honestly and fairly with our clients, and to manage the risk of unfair client outcomes wherever we operate.

Employee training and awareness – to inform our teams of their obligations to uphold laws, regulations, codes, or standards as applicable.

Providing the ability to speak out – Uniting has various mechanisms to ensure employees can provide feedback and raise concerns. This can be done through onboarding and engagement surveys, our Continuous Conversations model of supervision, an employee helpline (through which HR and payroll services can be reached directly), and a whistle blower hotline. This hotline can be used when employees would rather use anonymous communication channels. These functions are reinforced by a rigorous policy framework that supports our employees.

Protections for migrant workers – in response to the aged care workforce crisis, Uniting has entered into an industry labour agreement that enables the recruitment of migrant workers. Uniting's international recruitment process is governed by our Recruitment & Onboarding Policy and fully complies with the Australian Migration Act 1958. Uniting partners with specialist immigration firms to uphold high legal and ethical standards. To ensure migrant workers fully understand their rights, Uniting provides a Fair Work Information Statement during onboarding, paid time for meetings with the Health Services Union (HSU), and access to HR professionals for guidance. Migrant workers are compensated at the same standards as all other employees, following enterprise agreements, modern awards, and our corporate remuneration framework. Migrant workers have access to the same benefits and career development opportunities as other employees, supported by Uniting's capability framework and 70:20:10 development approach.

Our commitment to addressing modern slavery is reflected in several of our policies:

Supplier Code of Conduct

Outlines our baseline expectation that suppliers comply with laws and regulations and have effective systems and controls in relation to labour and workforce management, modern slavery, OHS, and child safety and wellbeing.

Procurement Policy and Procedure

Emphasises Uniting's commitment to implementing and enforcing effective systems and controls to prevent modern slavery in our supply chains, including ensuring that new suppliers accept the standards and expectations in the Uniting Supplier Code of Conduct.

Uniting Code of Conduct Policy

The Uniting Code of Conduct (Code) and Child Safe Commitment (Commitment) define the standards of behaviour and boundaries that are the foundation of everything we do, and guide every decision we make. The Code and Commitment help guide us in our day-to-day work and interactions. They ensure everyone is clear on what is and is not acceptable at Uniting.

Whistle Blower Policy

Provides a platform for our employees and those working within our supply chains to confidentially raise concerns.

Customer Complaints and Feedback Policy

At Uniting we value the ideas, honest views and concerns of our customers, people, stakeholders, and members of the public. Feedback and complaints help us take positive and appropriate action so we can improve the services we deliver.

Child Safe and Protection Policy

Uniting commits to respecting children and will take action to keep them safe. Uniting does not tolerate any form of child exploitation, abuse, or neglect. All employees, carers, and volunteers are expected to remain aware of the welfare of children and young people, and are responsible for appropriately responding to and reporting any concerns, allegations, or disclosures of abuse or neglect.

Uniting Safety and Wellbeing Policy

Uniting is committed to keeping our people safe. We do this by enhancing and maintaining a positive safety culture where strong leadership is visible through the actions of our people. We take the health, safety, and wellbeing of our people seriously, and will operate within a framework that holds the safety and wellbeing of our people as a core value.

Recruitment and Onboarding Policy

Uniting is committed to sourcing, selecting, appointing, and onboarding the best talent available. We value diversity, and applicants from all backgrounds are welcome and encouraged. We are transparent, equitable, bias-free and fair.

Risk Management Policy and Framework

It is a requirement for all leaders at Uniting to identify, assess, and manage risks as part of their functions and service delivery - including procurement risks. Uniting is committed to fostering a strong risk culture to protect our people and assets, in compliance with all relevant laws and regulations.

Our supply chains

In FY24, Uniting spent \$484m with nearly 4,000 suppliers via direct care or ancillary services.

Direct care

Uniting has a wide range of suppliers that provide care directly to our residents, customers, and clients. **Examples include:**

-  **Day-to-day assistance** – transport, shopping assistance, and other services.
-  **Allied health and medical supplies** – nurses, carers, various allied health services, medical consumables and support equipment, PPE.
-  **Hotel services** – utility providers, food and catering, cleaning, linen and laundry, security services, and waste services.
-  **Wellbeing** – chaplaincy, events and entertainment.

Social Procurement

Procurement engages suppliers that provide positive benefits to the communities in which we operate. **Examples include:**

-  **First Nations suppliers** – working with organisations such as Supply Nation and Yarpa to identify opportunities to increase Uniting’s spend with First Nations suppliers.
-  **Environmental suppliers** – collaborating with our suppliers to reduce Uniting’s impact on the environment (e.g. hybrid and electric vehicles, and green stationery products).
-  **Social enterprises** – exploring opportunities to work with businesses that have goals of intentionally tackling social problems, to improve communities and remove barriers so disadvantaged people can access employment and training.

Ancillary services to direct care

Uniting engages a wide range of suppliers to support our direct work with residents, customers, and clients. **Examples include:**

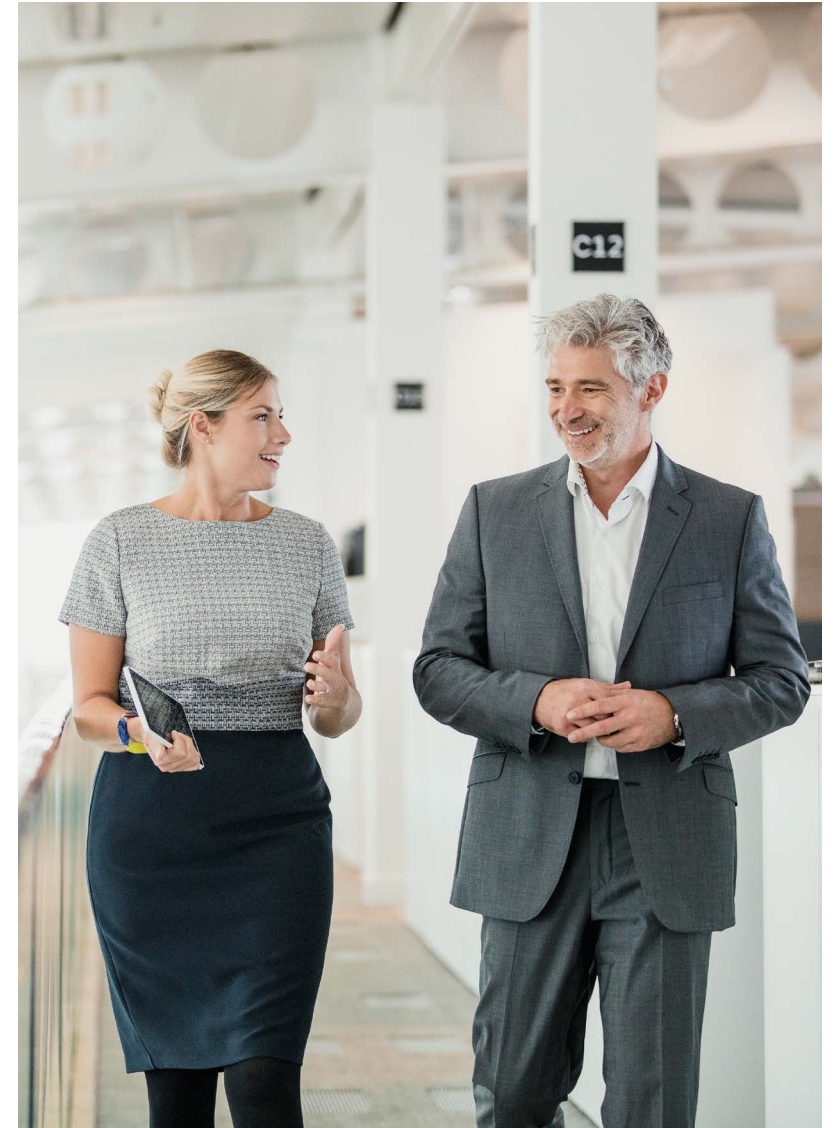
-  **Property construction** – construction and refurbishment of large residential sites including residential aged care sites, independent living units, affordable housing, and other office sites.
-  **Business administration** – professional services, consultancy, IT, insurance, and head office support.
-  **Facility maintenance** – ongoing maintenance to our properties and facilities including landscaping, electrical and plumbing.

How we're assessing our supply chain risks

Uniting maintains strong, long-standing relationships with our top suppliers, built on trust and extensive industry experience. We prioritise working with well-established, reputable leaders in their fields. Operating in NSW and the ACT, our focus is primarily on supporting leading local and national suppliers. We also make a concerted effort to engage regional suppliers whenever possible, boosting local economies and communities.

Our procurement is centrally managed, providing thorough oversight of suppliers and ensuring consistency in the application of systems and processes. This model provides clear visibility across our supply chains, allowing Uniting to effectively manage risks, particularly when bringing on new suppliers.

Assessing our supply chain risks



Our modern slavery risk profile

Uniting uses a third-party tool, the **iPRO Modern Slavery Assessment Tool** to assess modern slavery risks in our supply chains. We have engaged iPRO since 2022 to conduct a bulk assessment of our key suppliers. In 2024, 126 key suppliers updated or completed a risk assessment. The suppliers that responded accounted for \$225m (56%) of our spend.

Participating suppliers were asked to complete an online self-assessment questionnaire. Once submitted, their responses were evaluated to determine their modern slavery risk scores and corresponding risk categories.

To determine the appropriate risk category, responses were first evaluated for risks inherent to a supplier's operations, production, and sourcing, known as the Inherent Risk Score.

This score was calculated based on factors such as geography, type of goods, industry sector, and workforce characteristics indicated by the supplier in the Modern Slavery Assessment Tool (MSAT).

Next, the Unmitigated Risk Score was assessed. This score was calculated based on the supplier's responses regarding their policies and procedures in the questionnaire. A supplier's Unmitigated Risk Score determined whether they were categorised as having inadequate, partial, or adequate risk controls.

Each supplier that completed the assessment was assigned one of the following risk categories:

		Inherent risk		
		Low	Moderate to high	Very high
Risk control	Adequate	Low risk (Low levels of inherent risk)	Low risk (Adequate risk control)	High risk (high levels of inherent risk)
	Partial		Medium risk (Partial risk control)	
	Inadequate		High risk (Inadequate risk control)	

The iPRO assessments indicate that while we have significant spending in high-risk sectors, this is being mitigated by our use of suppliers who are actively implementing practices to address their own risk profiles. This year, none of our assessed suppliers were found to be in the highest risk category without any risk mitigation controls in place.

On average, across all suppliers assessed this year, Uniting has seen an increase in the level of inherent risk in our supply chains compared to last year.

iPRO has indicated that this is primarily due to the inclusion of new high-risk sectors and goods in the assessment, based on updated research since last year.

However, there has been an improvement in our average Unmitigated Risk Score, indicating that our suppliers are implementing controls to mitigate the inherent risks in their supply chains.

Risk assessment results for Uniting’s suppliers in 2024				
	No. of suppliers	% of suppliers	Supplier spend FY24	% of FY24 spend
Low risk (no inherent risk)	43	34%	\$47,746,671	21%
Low risk (adequate risk control)	35	35%	\$115,033,367	51%
Medium risk (partial risk control)	38	30%	\$42,684,335	19%
High risk (inadequate risk control)	10	8%	\$19,814,838	9%
High risk (high levels of inherent risk)	0	0%	\$0	0%

Of note is that since last year, a number of our suppliers have reduced their risk level: 11 suppliers have moved from medium risk to low risk, and 5 have moved from high risk to low risk.

Geographical profile of our key suppliers

The map on this page displays our assessed suppliers' countries or regions of operation, overlaid with the Trafficking in Persons Report tiers.

Three quarters of our suppliers had operations only in Australia. The other one quarter had operations in countries and regions whose governments, at the date of this assessment, do not fully meet the Trafficking Victims Protection Act's (TVPA) minimum standards, but are making significant efforts to meet those standards.

Seven suppliers had operations in Tier 2 Watch List (T2WL) countries (including Malaysia and Vietnam), where the number of victims is significant without proportional action, and/or there is no evidence of increased efforts to combat trafficking.

Five suppliers had operations in Tier 3 countries (including China) whose governments do not meet the minimum standards and are not yet making significant efforts to do so.

■ Tier 1

Countries and regions whose governments, at the date of this assessment, fully meet the Trafficking Victims Protection Act's (TVPA) minimum standards.

■ Tier 2

Countries and regions whose governments, at the date of this assessment, do not fully meet TVPA's minimum standards, but are making significant efforts to meet those standards.

■ Tier 2WL

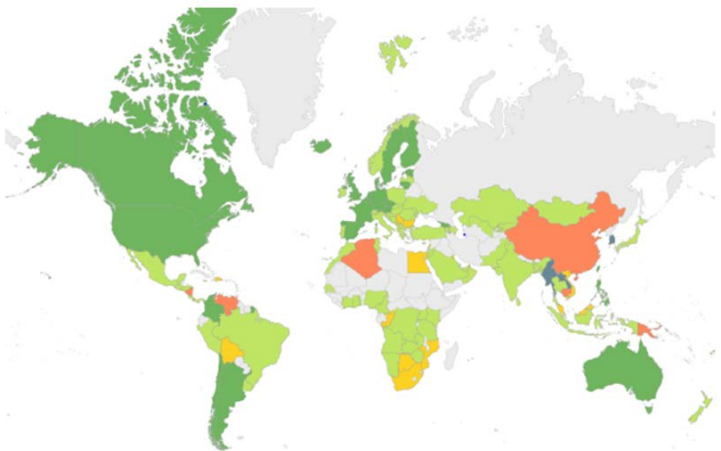
Countries and regions whose governments, at the date of this assessment, do not fully meet the TVPA's minimum standards, and as the (increasing) number of victims of significant without proportional action, and/or no evidence of increased efforts to combat trafficking has been provided.

■ Tier 3

Countries and regions whose governments do not, at the date of this assessment, fully meet the minimum standards and are not yet making significant efforts to do so.

■ Uncategorised

At the date of this assessment, insufficient information is available about these countries or regions and a tier has not been assigned.



High-risk sectors of operation, production and sourcing

Our suppliers operate, produce, and source across various sectors, some of which are considered high risk. High-risk sectors are those where human trafficking activities are known to occur, as identified in these reports:

Global Estimates on Modern Slavery: Forced Labour and Forced Marriage

Child Labour: Global Estimates 2020, Trends and the Road Forward

Our suppliers were asked to identify the high-risk sectors in which their organisation operates, specifically where they produce and/or source goods.

Out of the 126 assessed suppliers in one or more high-risk sectors:

- **56 (44.4%)** had operations in these sectors
- **59 (46.8%)** sourced goods from these sectors
- **25 (19.8%)** produced goods in these sectors

Our biggest area of risk remains within the construction sector.

High risk sector	Suppliers with operations in:	Produce goods in:	Source goods in:
Construction	30	9	20
Manufacturing	7	8	14
Accommodation and food service activities	6	3	17
Wholesale	7	6	9
Transportation and services	7	1	10
Retail	7	1	8
Personal services	4	1	1
Agriculture, forestry, and fishing	1	1	2

Suppliers were asked to identify the countries or regions where they produce high-risk goods. The assessed suppliers provided the following insights. The combination of high-risk countries/regions and the goods produced is illustrated on the map. Our most significant risk comes from textiles produced in high-risk countries, including China, Vietnam, Pakistan, and Cambodia.

- **China:** electronics, textiles
- **Malaysia:** electronics, rubber gloves
- **Vietnam:** textiles
- **Pakistan:** textiles
- **Cambodia:** textiles



How we're mitigating modern slavery risks

ACTION PLAN		RESPONSIBILITY	STATUS
1	Update to Modern Slavery Awareness Training Module	Procurement/Learning & Development	Complete
2	Continue to promote the Modern Slavery Awareness Training Module for relevant staff	Procurement/Learning & Development	Ongoing
3	Supplier communication providing individual iPRO modern slavery report with risk mitigation action recommendations to those with a high or medium level of risk	Procurement	Complete
4	Collaboration with ACCPA to develop the Sedex platform as the database for modern slavery audits and status updates	Procurement	Ongoing
5	Continue to focus on modern slavery evaluation as part of the Supplier Relationship Management (SRM) program	Procurement	Ongoing
6	Conduct mini audits on suppliers in high-risk categories	Procurement	Ongoing
7	Investigate ways to collaborate with the Uniting Church Synod on modern slavery activities	Uniting	Ongoing

Addressing the risk of modern slavery with our major suppliers

Suppliers assessed with high or medium risk of modern slavery, according to an iPRO evaluation, received emails containing instructions on accessing their individual risk profiles. The report also included a comprehensive action plan outlining the steps they can take to address and mitigate these risks.

Employee awareness training

Uniting has refreshed and updated its online Modern Slavery Awareness Training Module to incorporate more relevant case studies and the most recent statistics, ensuring the content stays up-to-date and impactful. The module remains available for all employees and volunteers to complete.

It is a mandatory requirement for all our people leaders, Procurement Team and staff members involved in supplier engagement to complete this module.

Nearly 1,100 of our employees have completed the training module.

Supplier management

Uniting continues to incorporate and promote our modern slavery position and expectations with our suppliers.

- We require our top-tier suppliers to regularly submit their relevant modern slavery **documentation** (statements, policies, etc.) and engage in discussions about their current efforts to mitigate modern slavery risk. Emphasis is placed on demonstrating improvement.

- Our **Supplier Code of Conduct** reflects our strong commitment to conducting our supply chain management in a responsible and sustainable manner, setting minimum expectations for supplier compliance with human rights laws as they pertain to employees and business operations. As part of our onboarding, new suppliers must acknowledge that they agree to read and abide by this Code of Conduct.
- Our **Supplier Agreements** incorporate modern slavery clauses ensuring the contractual legal obligation to be compliant with all applicable modern slavery laws and warrant that they conduct their business in a manner consistent with the objective of combatting modern slavery.
- A **modern slavery questionnaire** has been integrated into our tender documentation. Supplier responses are compiled in a balanced scorecard, which the evaluation panel uses to select the most suitable supplier.
- Our **Supplier Relationship Management program** monitors our Top 20 suppliers' readiness and compliance with the Modern Slavery Act. Where applicable, we collect each supplier's modern slavery statements.
- Our **Supplier Addition forms** include questions to confirm that no forced labour will be used in services to Uniting and compliance with the Modern Slavery Act.
- 126 of our top suppliers have completed the **iPRO Modern Slavery Assessment** this year, so that we can have greater understanding of the modern slavery risk within our supply chains.

Protocol for collaborating with suppliers where modern slavery is suspected or confirmed within their supply chains

In FY24, Uniting developed a protocol for collaborating with suppliers when modern slavery is suspected or identified. This protocol adopts a tiered approach based on the perceived level of risk, with higher risks closer to Uniting's operations receiving greater scrutiny. A summary of the protocol is provided below.

Risk level	Descriptor	Severity	Action(s) required
Tier 1	Modern slavery identified or suspected in Uniting's operations	Extreme	Immediate request for more information. Uniting CEO and Leadership Team informed. Determine nature and cause of the event. Immediate rectification of the situation. Put process in place within 3 weeks to ensure no further instances of MS can happen again. Inform appropriate regulatory bodies.
Tier 2	Modern slavery suspected or identified in our immediate supplier's operations	High	Immediate request for further information from our L1 supplier. Uniting Head of Procurement informed. Determine severity of the incident. Request action plan from supplier. Review response to action plan after 1, 2 and 3 weeks. Uniting Head of Procurement to inform Uniting Chief Operating Officer. If response from L1 supplier is not satisfactory after 3 weeks, issue notice to terminate based on contractual terms. Inform appropriate regulatory body if the supplier has not already done so.
Tier 3	Proven case of modern slavery in a L2 or below supplier	High	Immediate request for further information from our L1 supplier about the incident in their supply chain. Uniting Head of Procurement informed. Determine severity of the incident. Request action plan from L1 supplier to resolve their supply chain issue. Review response to action plan after 1, 2 and 3 months. If response from L1 supplier is not satisfactory after 3 months, determine what further action needs to be taken including possible termination of contract.
Tier 4	Suspected case of modern slavery in a L2 or below supplier	Moderate	Immediate request for further information from our L1 supplier about the suspected incident in their supply chain. Uniting Head of Procurement informed. If suspected event is confirmed, follow Tier 3 action plan.
Tier 5	Rumours or hearsay about modern slavery in a L2 or below supplier (e.g. use of Congolese cobalt in batteries used by Uniting).	Low	Monitor the situation, seek further information and work with appropriate industry bodies to mitigate the risk of modern slavery where appropriate.

Level 1 (L1) supplier: A supplier from whom Uniting directly purchases goods or services

Level 2 (L2) supplier: A subcontractor of a Uniting L1 (or below) supplier

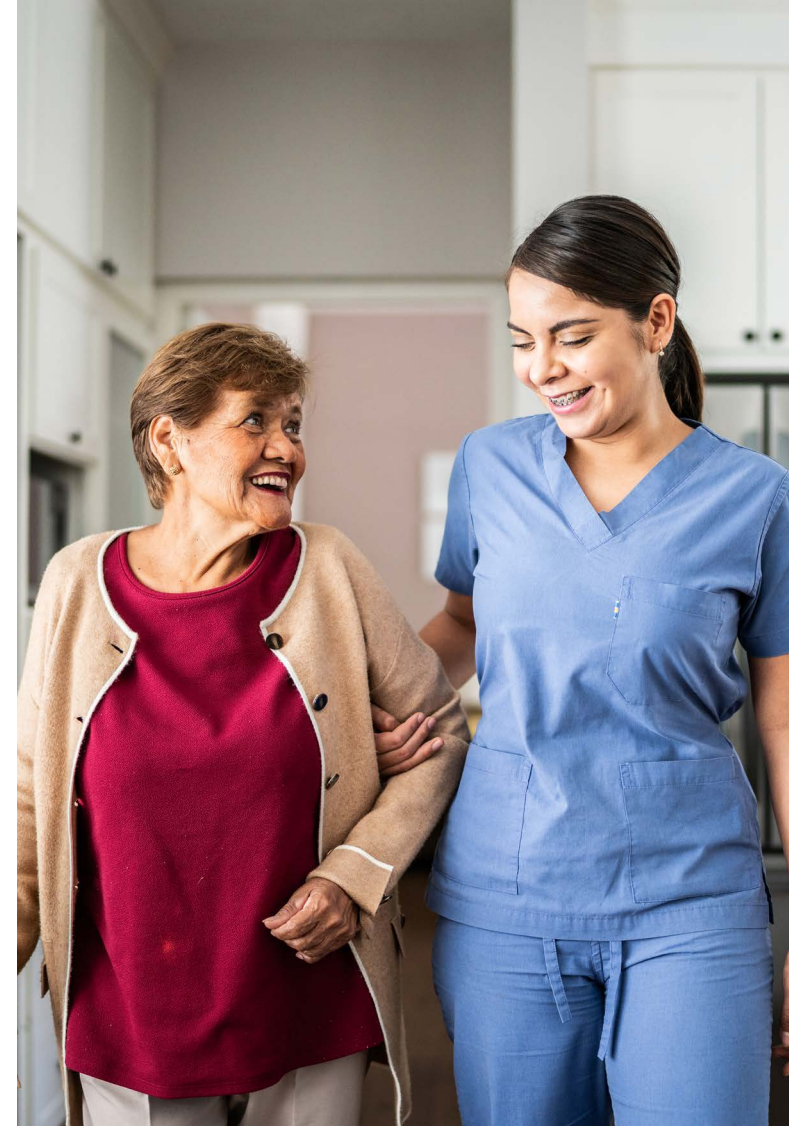
Industry approach - ACCPA

Uniting has joined a working group as part of ACCPA (Aged and Community Care Providers Association) to take an industry approach to the modern slavery risk within our supply chains.

Uniting recognises the urgency to combat modern slavery in our supply chains and believes in the power of collective action. We are committed to forging a united industry approach that transcends individual interests and joins hands with other like-minded organisations. By pooling our knowledge, expertise, and resources, we can strengthen our efforts to identify, prevent, and eradicate instances of modern slavery within our shared suppliers' networks. This collaborative endeavour will enable us to exert a more significant and lasting impact, safeguarding the rights and dignity of vulnerable workers.

We aim to:

- Collect data to evaluate our suppliers more effectively
- Develop a database of certifiable modern-slavery-free suppliers in the aged care sector
- Work within the Australian procurement industry to establish common modern slavery platforms, and develop key performance indicators, common certified databases, and industry-standard audit protocols.



Measuring the effectiveness of our actions on modern slavery

Uniting regularly measures the effectiveness of our actions on modern slavery. For example, in February 2022 Uniting conducted an internal audit of our response to the Modern Slavery Act, led by the international advisory firm Grant Thornton.

Since then, Uniting has adopted iPRO as a more sophisticated modern slavery risk analysis assessment of our suppliers and provided feedback to our high-risk suppliers, based on their iPRO assessment, to assist them with reducing their modern slavery risk.

Uniting has updated its Modern Slavery Awareness Training Module and monitors the completion rate each year to ensure key staff have successfully completed the training.










Measurement criteria

Our modern slavery action plan and due diligence processes are reviewed annually at executive and board levels and then updated at the start of each reporting period. At an operational level, representatives from our human resources, procurement, and risk teams regularly assess the effectiveness of our actions to manage and mitigate the risks of modern slavery in our supply chains.

Uniting measures the effectiveness of its modern slavery program in the following ways:

- The number of our supply chain employees who have completed the Modern Slavery Awareness Training Module
- The identification and improvement in our modern slavery risk profile over time, as measured by our independent assessor iPRO
- The number of top suppliers who have effective modern slavery action plans
- The completion of actions identified in our action plan.

EFFECTIVE CRITERIA	END 2020	END 2022	END 2024	WHERE WE WANT TO BE BY END 2026
Modern slavery awareness training				
The identification and improvement in our modern slavery risk profile				
Top 100 suppliers who have effective modern slavery action				
Completion of actions identified in our action plan				
Continuous improvement of our modern slavery action plan				
Complete deep dives of our highest risk categories (e.g. property)				
Actions to Influence our top suppliers to mitigate their modern slavery risk				

Uniting is proud of the significant work undertaken in our fifth reporting period. We are committed to building upon the foundations already laid, identifying future risks in our supply chains, and working with the Australian procurement industry to support the development of effective processes that contribute to eradicating modern slavery.

About Uniting

Uniting NSW.ACT contributes to the work of the Uniting Church in NSW and the ACT, through social justice advocacy, community services and spiritual care.

We provide services for people through all ages and stages of life, and drive solutions to systemic issues so people experiencing disadvantage can live their best lives.

Our purpose is to inspire people, enliven communities and confront injustice.

We value diversity and always welcome everyone exactly as they are.

Get in touch

1800 864 846

ask@uniting.org

uniting.org

