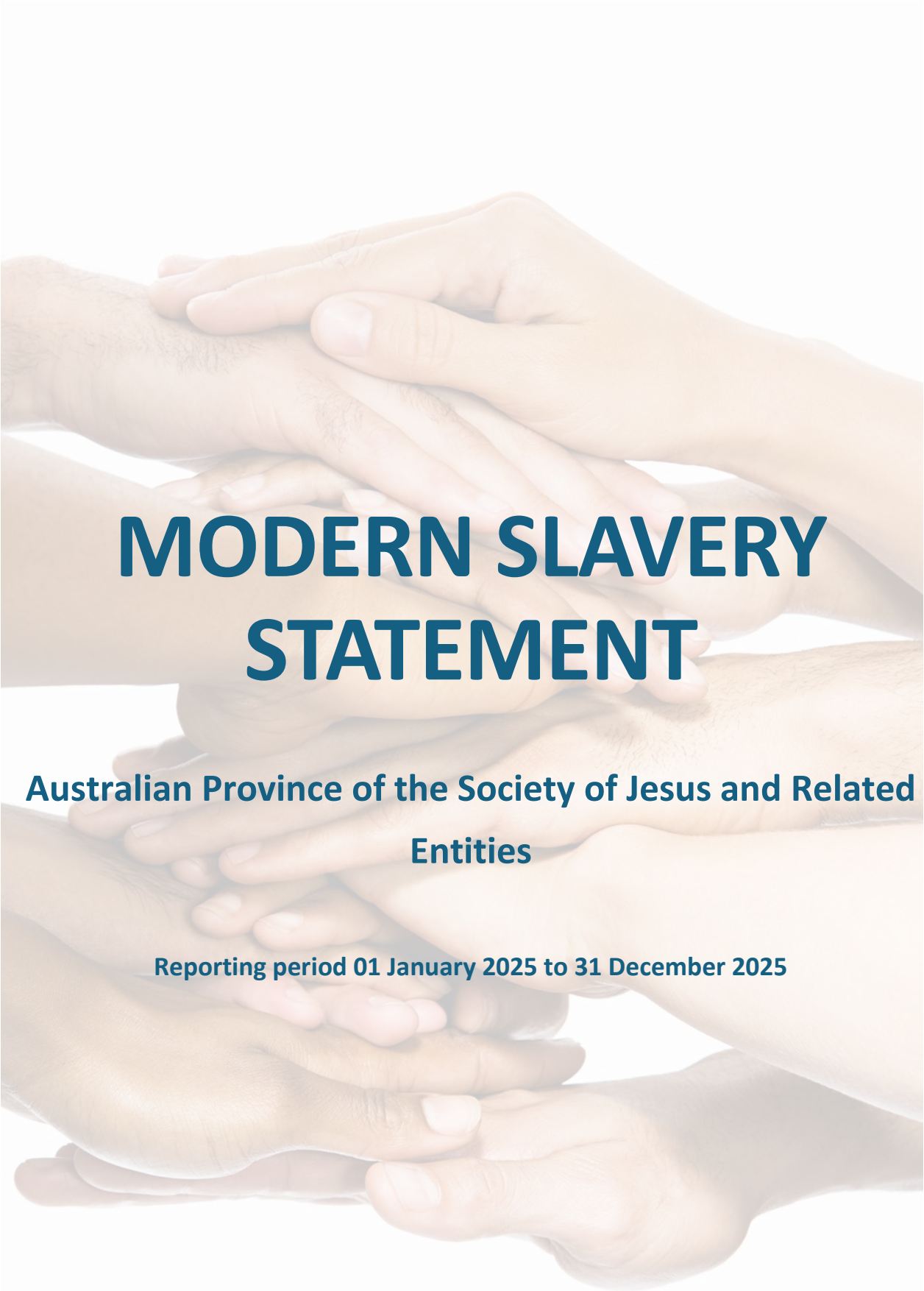




MODERN SLAVERY STATEMENT

**Australian Province of the Society of Jesus and Related
Entities**

Reporting period 01 January 2025 to 31 December 2025

Modern Slavery Statement

This Statement, prepared in accordance with the *Modern Slavery Act 2018 (Cth)*, outlines the actions taken by the Australian Province of the Society of Jesus and its related entities (the *Society of Jesus* or the *Province*) to identify and address risks of modern slavery and human trafficking in its operations and supply chains for the year ended 31 December 2025 (FY25).

Our values of *Welcoming, Discerning and Courageous* underpin all aspects of our operations. In our engagement with suppliers and all participants in our supply chains, we are committed to acting honestly and transparently, and to upholding the rights to fairness, dignity and respect for all people.

We recognise that modern versions of slavery can occur in many forms and that everyone plays a part in the elimination of modern slavery as defined by the Act, this includes: slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services.

The *Global Slavery Index*¹ estimates that approximately 50.0 million people are living in conditions of modern slavery worldwide, including 29.0 million in the Asia-Pacific region. In this context, we recognise the importance of ongoing vigilance and proactive measures to ensure that neither our operations nor our supply chains contribute to modern slavery practices.

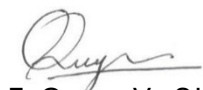
During FY25, the Province undertook a range of initiatives to strengthen its approach to modern slavery risk management, including:

- Delivering modern slavery awareness training to managers
- Assessing key contractors based on expenditure and risk profile via a contract with Fair Supply Ltd.

Our Boards, executive leadership and staff across the Province are committed to continuous improvement in identifying and addressing modern slavery risks. We will continue to implement measures to to eradicating modern slavery and human trafficking by:

- Acting ethically and with integrity and transparency in all our business dealings and relationships.
- Developing and implementing processes to minimise the occurrence of modern slavery and human trafficking within in our own business operations or our supply chains.
- promote fair and ethical recruitment practices.
- strengthen support for individuals who may be vulnerable to modern slavery.

This Statement was approved by the Province of the Australian Province of the Society of Jesus on 29 June 2026.



Fr Quyen Vu SJ
Provincial
29 June 2026

¹ <https://www.walkfree.org/global-slavery-index/>

1. Modern Slavery Act 2018 (Cth)

Modern Slavery Act 2018 (Cth)

The *Modern Slavery Act 2018 (Cth)* (**the Act**) requires businesses and not-for-profit entities to take appropriate and effective actions to identify, assess, and address the risks of modern slavery in their operations and supply chains.

The Act mandates annual reporting on the actions undertaken during the reporting period. For the Australian Province and its related entities, this reporting period aligns with the calendar year.

The annual Modern Slavery Statement (**Statement**) must address the following seven mandatory reporting criteria:

- The entity's structure, operations, and governance
- Its operations and supply chains
- Risks of modern slavery practices in its operations and supply chains
- Actions taken to assess and address these risks, including due diligence and remediation processes
- How the entity assesses the effectiveness of such actions and demonstrates continuous improvement
- The process of consultation with any entities the reporting entity owns or controls
- Any other relevant information

The Statement must be approved by the principal governing body of the reporting entity and signed by a responsible member of that body. For Catholic entities, this is typically the Chair of the Board or the Bishop. The Statement must also indicate the date of approval.

2. About The Society of Jesus

Modern Slavery Act Reference - s.16(1)(a) of the Act

The Society of Jesus, more commonly known as the Jesuits, is a religious order of priests and brothers within the Catholic Church. Founded by Saint Ignatius of Loyola in 1540, the Society is committed to the service of Christ and the promotion of faith and justice.

The Australian Province of the Society of Jesus (the *Province*) comprises seventeen (18) Jesuit communities across Australia. The Province is the canonical entity responsible for Jesuit works in Australia and New Zealand.

The Province collaborates with a broad network of Partners in Mission who share its commitment to the service of faith and the promotion of justice. Consistent with the Society's Universal Apostolic Preferences, particular priority is given to those who are marginalised and excluded. Addressing modern slavery is an integral component of this commitment.

The Province's apostolic works (***ministries***) are conducted through a number of entities incorporated under Australian law. The Society of Jesus in Australia Limited (SOJA) is incorporated under the *Corporations Act 2001 (Cth)*, is registered as a charity, and has the Provincial (the head of the Province) as its sole member. Its directors comprise the Provincial and consultors (canonical advisors).

SOJA is the sole member of a number of entities operating across the following apostolic areas:

- Education
- Social and welfare services
- Jesuit and Ignatian spirituality
- Fundraising
- Young adult ministries

All entities operating within these apostolic areas are incorporated under the *Corporations Act 2001 (Cth)* and are registered as charities with the Australian Charities and Not-for-profits Commission (ACNC).

The Province is currently progressing the incorporation and/or consolidation of additional entities, including:

- Jesuit Refugee Service Inc
- Sevenhill Cellars Inc
- Society of Jesus in Victoria (trading as *Jesuit Communications*)

Reporting Entity

This Statement is a joint modern slavery statement prepared in accordance with section 14 of the *Modern Slavery Act 2018 (Cth)*. It covers the Society of Jesus and its related entities, both incorporated and unincorporated, for the purposes of section 16(1)(a) of the Act. Unless otherwise indicated, references to "the Act" in this Statement are to the *Modern Slavery Act 2018 (Cth)*.

3. Structure, Operations and Supply Chains

Modern Slavery Act Reference - s.16(1)(b) of the Act

3.1 Organisational Structure

The Australian Province of the Society of Jesus (an unincorporated entity) is the canonical authority responsible for Jesuit works in Australia and New Zealand. It provides oversight of the following ministries and entities:

- eighteen (18) Jesuit communities
- Jesuit Refugee Service
- Society of Jesus in Victoria (trading as *Jesuit Communications*)
- Sevenhill Cellars

The Society of Jesus in Australia Limited (SOJA) is the principal incorporated entity within the Province and acts as the sole member of several key entities.

- SOJA is the sole member of **Jesuit Education Australasia Limited**, which in turn is the sole member of the following educational institutions:
 - **Saint Ignatius' College Riverview Limited**
 - **St Aloysius' College Limited**
 - **Redfern Jarjum College Limited**
 - **Saint Ignatius' College Adelaide Limited**
 - **Xavier College Limited**
- SOJA is also the sole member of the following entities:
 - **Jesuit and Ignatian Spirituality Australia Limited**, which operates retreat centres in Sevenhill (South Australia) and Sydney (New South Wales), and provides spiritual direction ministries across Australia
 - **The Cardoner Network Limited** (formerly The Cardoner Project)
 - **Jesuit Mission Australia Limited**
 - **Jesuit Social Services Limited**

SOJA is incorporated under the *Corporations Act 2001 (Cth)* and is registered as a charity with the Australian Charities and Not-for-profits Commission (ACNC).

Its registered office is located at 130 Power Street, Hawthorn VIC 3122.

3.2 Operations

Our operations extend across Australia and internationally and comprise a diverse range of ministries and corporate functions. These include Education, Community Services, Business Operations, Mission and Partnerships, Operational Support, Fundraising, and Faith Formation.

Consistent with the mission of the Society of Jesus, our activities reflect a commitment to service, social justice, and the promotion of human dignity across all areas of operation.

Our key operational activities include:

- The provision of Jesuit and Ignatian spirituality and formation programs, including retreats, spiritual direction, and faith-based formation initiatives
- The delivery of education services across early learning, primary and secondary school settings through Jesuit Education institutions
- The delivery of community and social services, including mental health support, family and relationship services, support for people in contact with the justice system, refugee and migrant support, advocacy, research, and community development
- International development and humanitarian assistance programs supporting vulnerable communities, particularly across Asia and other regions, including education, livelihoods, and emergency response initiatives
- The production of sacramental wine through Sevenhill Cellars
- Fundraising, donor engagement, and community development activities that support our mission locally and internationally

Through these operations, the Province engages with a broad range of stakeholders, including students, community members, vulnerable populations, donors, partners, and suppliers across multiple jurisdictions.

3.3 Supply Chains

The Province seeks to engage suppliers that demonstrate a commitment to ethical business practices, including policies and processes that align with our values and expectations in relation to human rights and modern slavery.

The Province procures goods and services from a broad and diverse range of suppliers across multiple sectors. Key procurement categories include:

- Construction and property development
- Renewable energy solutions (including solar and battery systems)
- Clothing and textiles (including school uniforms)
- Facilities management services, including security, cleaning, maintenance, and landscaping
- Food and catering services
- Information technology hardware and software
- Motor vehicles and transport-related assets
- Professional, legal, and consulting services
- Insurance services
- Marketing, communications, and advertising services
- Furniture, fixtures, and fittings
- Utilities, including electricity, gas, and water

Given the breadth of the Province's operations, supply chains vary across ministries and entities. The most significant supply chains by operational area are outlined below.

Education Ministries

The Province's education entities have multiple and often complex supply chains that support school operations and infrastructure. Key areas include:

- Technology supply chains, including laptops, computers, and related hardware
- Construction and capital works, including the development and refurbishment of school facilities
- Energy supply, including electricity and renewable energy systems
- Clothing and textile supply chains, particularly school uniforms
- Food supply chains for cafeterias and associated services
- Labour supply chains, including employed and contracted staff supporting school operations

Social and Community Ministries

Supply chains supporting social and community ministries include both domestic and international elements, reflecting the nature of service delivery and development programs. Key areas include:

- International immersion and volunteering programs, which may involve engagement with overseas partners and local service providers
- Food supply chains associated with social enterprises, including hospitality operations
- International funding and program delivery supply chains through Jesuit Mission Australia, including partnerships with local organisations and community-based suppliers

Spirituality Ministries and Jesuit Communities

Supply chains within spirituality ministries and Jesuit communities are generally smaller in scale but may involve higher-risk labour categories. These include:

- Contracted services, particularly cleaning, catering, and food preparation
- Hospitality and retreat centre operations, including accommodation and related services

3.4 Investment Portfolio

Ethical Investment Approach

The Province maintains an investment portfolio that is managed by external investment managers and governed by ethical investment guidelines. These guidelines are informed by Catholic Social Teaching and contemporary Church guidance on responsible and faith-consistent investing.

Catholic ethical investment frameworks emphasise that financial decision-making must uphold the dignity of the human person, promote the common good, and avoid contributing to exploitation or human rights abuses. Investments are therefore not solely assessed on financial return, but also on their alignment with moral and social principles, including respect for labour rights and the avoidance of harm.

Consistent with these principles, the Province seeks to ensure that its investment activities do not directly or indirectly support practices that undermine human dignity, including modern slavery and exploitation within global supply chains.

Investment Exclusions

The Province adopts a principled approach to investment selection and excludes, to the extent practicable, investments in industries and companies that may cause harm to the individuals and communities it serves. In particular, the Province does not intend to invest, directly or indirectly, in entities with significant involvement in:

- Gambling
- Alcohol
- Armaments and weapons manufacturing
- Tobacco
- Payday lending and predatory financial services
- Other activities considered exploitative or inconsistent with Church teaching.

This exclusionary approach reflects the Catholic ethical principle of avoiding harm, which seeks to prevent financial support for activities associated with social harm, human rights abuses, or exploitation.

Modern Slavery Considerations

The Province recognises that certain industries and sectors—particularly those characterised by complex global supply chains, low-cost labour models, and weak regulatory environments—may present elevated risks of modern slavery. These risks may arise both within excluded industries and, more broadly, across global investment markets.

Accordingly, the Province expects its external investment managers to:

- Consider environmental, social and governance (ESG) factors, including modern slavery risks, in investment decision-making
- Avoid, where reasonably practicable, exposure to companies associated with forced labour, child labour, or trafficking
- Apply screening, research, and engagement practices that align with international human rights standards

This approach reflects the Catholic Social Teaching principle that economic activity must uphold the rights of workers to just and humane conditions and must not contribute to exploitation or inequality.

Ongoing Stewardship

The Province is committed to the ongoing development of its ethical investment approach, including strengthening its engagement with investment managers to ensure greater transparency and alignment with its values. This includes consideration of:

- Enhanced due diligence and screening processes
- Greater visibility of underlying holdings and supply chain risks
- Continuous improvement in integrating modern slavery risk considerations into investment oversight

3.5 Staff

The Province recognises that as an employer of approximately 2,600 people across a range of different Apostolic works, it can cause, contribute, or be directly linked to modern slavery risks. However, we believe this risk in our workforce to be low, particularly due to the strict regulations and legislation in the education and social services sector, and employment laws that we are required to comply with. Our employment framework includes:

- People & Culture Policies and Procedures that support operational recruitment and ongoing employment practices.
- A Code of Conduct.
- Mandatory employment screening practices and verification of right to work in Australia for all employees.
- All employees, temporary staff, labour hire staff and partnership workers are required to have a valid Working with Children Check before commencing work, and at all times while working with any entity of the Province. As well as undergo regular Criminal History Checks.
- Industrial regulations (awards, agreements, employment contracts) that govern employment relationships.

4. Risks of Modern Slavery

Modern Slavery Act Reference - s.16(1)(c) of the Act

Modern Slavery Risks in Operations

This is the Province's fifth Modern Slavery Statement. Through ongoing risk identification and review processes, the Province recognises that certain aspects of its operations and activities may be exposed to modern slavery risks.

While the Province is not aware of any confirmed instances of modern slavery within its operations, it acknowledges that risk may arise through its activities, particularly where there are complex labour arrangements, overseas engagements, or reliance on third-party providers. The Province remains committed to fostering a culture of awareness, transparency, and accountability, and to ensuring that all employees and stakeholders have access to appropriate mechanisms to report concerns.

Higher-Risk Operational Areas

Based on internal assessments and the nature of its work, the Province has identified the following operational areas as presenting a higher potential risk of modern slavery:

- **Construction and capital works:** including the use of subcontracting arrangements, where there may be less visibility over labour practices and potential for exploitation in extended supply chains
- **International programs and overseas funding:** including projects supported through Province-funded initiatives and Jesuit Mission Australia, where operations in higher-risk jurisdictions may increase exposure to labour exploitation risks
- **Immersion programs and international placements:** where participants engage with local organisations and communities in countries with varying labour protections
- **Technology supply chains:** including procurement of IT equipment such as laptops and computers, where manufacturing processes may involve offshore labour in higher-risk regions
- **Textile supply chains:** particularly the production of school uniforms, which may involve labour-intensive manufacturing in global supply chains
- **Food and catering services:** including agriculture, food preparation, and hospitality services, which are recognised globally as sectors with elevated risks of labour exploitation

These areas are prioritised for ongoing risk assessment and due diligence activities.

Workforce Risks

The Province employs approximately 2,600 staff across its ministries and operations. As an employer, the Province acknowledges that it may cause, contribute to, or be directly linked to modern slavery risks, particularly in relation to labour hire arrangements, contracted services, and lower-paid workforces.

However, the Province assesses the overall risk of modern slavery within its directly employed workforce as low, due to:

- Strong regulatory oversight in the education, community services, and charitable sectors
- Compliance with Australian employment laws and industrial relations frameworks
- Established governance, safeguarding, and employment standards across all entities

Employment Framework and Safeguards

The Province maintains a comprehensive employment and governance framework designed to promote fair, safe, and lawful working conditions and to mitigate risks of exploitation. Key elements include:

- **People and Culture policies and procedures** governing recruitment, employment conditions, and ongoing workforce management
- A **Code of Conduct** outlining expected standards of behaviour, including respect for human rights and ethical conduct
- **Mandatory pre-employment screening**, including verification of identity and legal right to work in Australia
- **Safeguarding requirements**, including Working with Children Checks and regular Criminal History Checks for all relevant personnel
- **Compliance with industrial instruments**, including awards, enterprise agreements, and employment contracts that ensure minimum conditions, remuneration, and worker protections

The Province recognises that vigilance is required to ensure these safeguards remain effective, particularly in relation to non-directly employed workers and third-party labour arrangements.

Continuous Improvement

The Province is committed to strengthening its understanding of operational risks over time, including improving visibility over subcontracting arrangements, international activities, and indirect labour relationships. This includes ongoing training, policy development, and the enhancement of reporting mechanisms to ensure that potential risks can be identified and addressed promptly.

Supply Chains

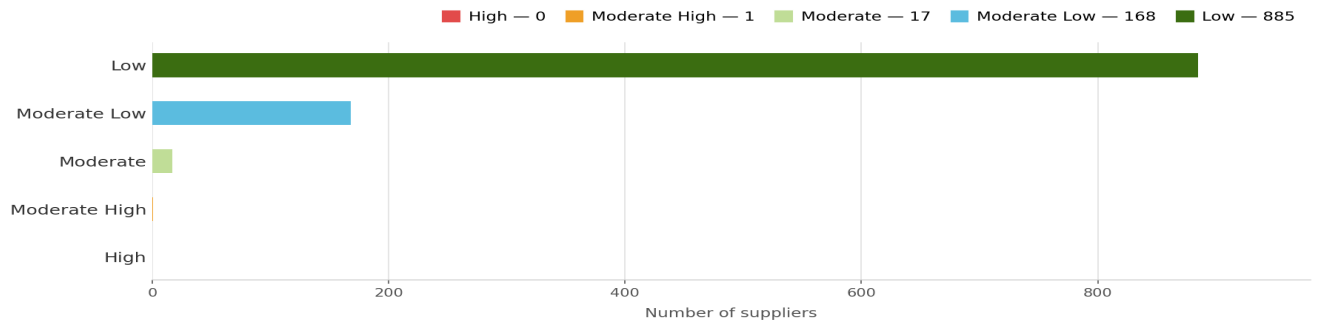
The Province is an Australian based organisation delivering services predominantly in Australia, which is identified as ‘low’ risk in The Global Slavery Index². That said, Fair Supply Ltd (“Fair Supply”), contracted to examine our supply chains have identified one moderately high risk supplier (in the textiles industry) to which we are exposed.

Fair Supply have reported that:

“Fair Supply assigns each supplier an Industry Rating on a five-point scale: High, Moderate High, Moderate, Moderate Low, and Low. This rating reflects the assessed level of forced labour exposure per unit spent attributable to the Sector (representing a unique country-industry combination) in which each supplier operates.

A full explanation of the Industry Rating methodology is set out in Annexure A. Of SOJA’s 1,030 assessed suppliers, 854 (approximately 83%) received a Low rating, 158 (approximately 15%) a Moderate Low rating, 17 a Moderate rating, and 1 a Moderate High rating. No suppliers were assessed as High. The Industry Rating is designed to assist SOJA in prioritising targeted due diligence and mitigation efforts across its supplier base in a structured and proportionate manner.”

² <https://www.globalslaveryindex.org/2018/data/maps/#prevalence>

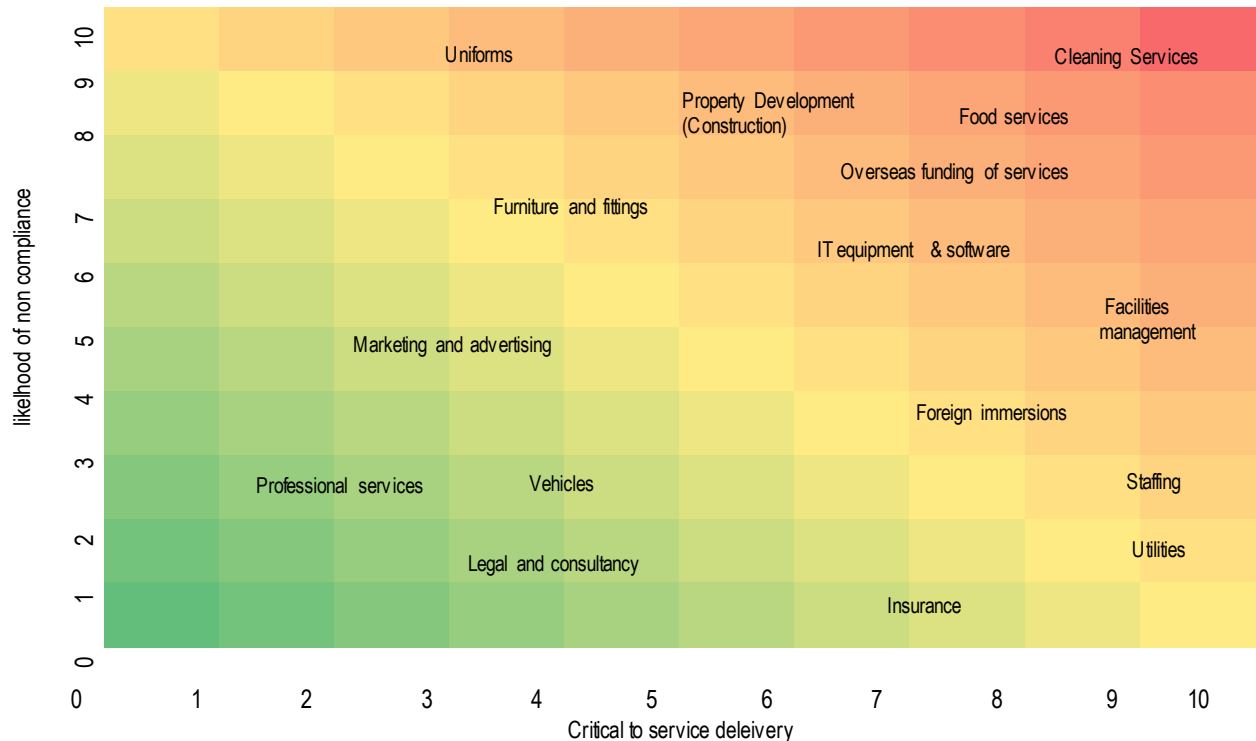


We also understand that we may be directly linked to a higher risk of modern slavery through our supply chains and our foreign immersions (participants in social programs, volunteering overseas) and social enterprise funding overseas (by Jesuit Mission Australia).

While we cannot control activities outside of our own organisation, including the possibility where some of our suppliers operate in countries where modern slavery risks are high, we are working towards putting in place controls for risks to ensure that any supplier we work with is aligned with our mission.

The Province recognises that our supply chain is linked to high-risk industries, such as the procurement of IT equipment including computers and mobile phones. We are also aware that suppliers of these products and services may also have modern slavery risks within their supply chains, especially when they are being manufactured in countries that are considered to be ‘high’ risk by The Global Slavery Index³.

Supply Chain Slavery Matrix



The vertical axis refers to the modern slavery risk by supply category, and the horizontal axis refers to the supply categories that are critical to our services.

³ <https://www.globalslaveryindex.org/2018/data/maps/#prevalence>



As detailed below (Section 5) we are, in partnership with Australian Catholic Religious Against Trafficking in Humans (ACRATH), undertaking a review of our supply chain that will be guided by the Australian Government’s Department of Home Affairs Guidance for Reporting Entities (“Guidance Report”) to determine risks against three categories:

1. being risks that may possibly cause,
2. contribute and/or be directly linked to modern slavery practices in the sector, industry, product and service types, and
3. geographic locations.

Over the next year, we will continue to focus on these potential risk categories and prioritise supplier engagement activities.

5. ACTION TAKEN –

Modern Slavery Act Reference - s. 16(1)(d) of the Act

Having ascertained the issue in early March 2022, we have begun working in partnership with ACRATH to identify areas of potential modern slavery in our supply chains, to raise awareness of the issue at all levels in the Province and to develop steps to combat it.

As a result, and as noted above, we have undertaken a due diligence process to identify the risks of modern slavery as defined in the supply chains of our entities. This has been delayed somewhat by the aftereffects of the Covid restrictions (but has also been informed by the audit of supply chains required by the virus). We have rolled out an Ethical Investment Policy across all our entities and have developed a comprehensive modern slavery policy, including a Modern Slavery Framework and Supplier Code of Conduct.

In some cases, for example with respect to overseas projects, we have already flagged certain high-risk projects (such as orphanages) with which we will not engage for this reason. We also hope, within the next year, to have completed the first round of a risk assessment process, benchmarked against the Modern Slavery Policy.

In light of the draft policy, we are working with all our entities across the Province to ensure that all new contracts with potential suppliers will include provisions requiring the mitigation of the risk of modern slavery.

To this end, we are in the process of adopting a consistent:

- Province Modern Slavery Framework & Roadmap,
- Modern Slavery Compliance Reporting Policy,
- Ethical and Sustainable Procurement Policy,
- Code of Practice for Suppliers

covering all entities across the Province and aligning with Department of Home Affairs guidance and reflecting the arrangements with Fair Supply.

6. ASSESSING EFFECTIVENESS

Modern Slavery Act Reference - s. 16(1)(e) of the Act

This is our fifth report, and the architecture of compliance is now in the process of being implemented as described above. While assessing compliance is in its early stages, we are heartened by Fair Supply’s independent assessment of our supply chains and will now target our due diligence efforts as suggested by their report.

7. CONSULTATION

Modern Slavery Act Reference - s. 16(1)(f) of the Act

The entity giving this statement under s.14 is the Provincial of the Australian Province of the Society of Jesus. The issue of modern slavery has been raised at the Ministries Commission (the body responsible for coordinating the work of Jesuit ministries). That body has asked the board or other governing body of each entity to review its supply chains and the potential for such practices at each point of each chain. The risk assessments and policies set out above have been the result.

8. OTHER ISSUES

Modern Slavery Act Reference - s. 16(1)(g) of the Act

In February 2019 Father General Arturo Sosa SJ, the Superior General of the Jesuits worldwide, launched the Jesuits’ Universal Apostolic Preferences stating:

“With these universal apostolic preferences, we resolve to concentrate and concretize our vital apostolic energies during the next ten years, 2019-2029. We accept them as a mission of the Church through Pope Francis, who has approved them by confirming the communal discernment that was undertaken by the apostolic body.”

In early 2019, Fr Brian McCoy SJ, the then Provincial, released the Australian “Province Apostolic Plan (2019-2024)”, both these documents work together to give purpose to our mission and to provide direction for the Province’s Jesuits and Partners in Mission.

One of the Preferences within in the *Universal Apostolic Preferences* is “**to walk with the excluded**” walk with the poor, the outcasts of the world, those whose dignity has been violated, in a mission of reconciliation and justice. It is therefore part of our mission to be sensitive to situations of exploitation and to address these.

Initiative	Ministry	Actual / Potential Outcome
Policy Development • Investment • Procurement	Jesuit Social Services	Companies with a continuing unacceptable record on occupational health and safety, and companies that report unacceptable risks of supporting modern slavery are excluded.
Ethical Investment	Australian Province	Companies with a continuing unacceptable record on occupational health and safety, and companies that report unacceptable risks of supporting modern slavery are excluded.
Overseas Partnership Agreements	Jesuit Mission Australia and The Cardoner Network	These agreements outline the basis of mutual accountability in seeking to ensure that both organisations undertake their respective responsibilities and generally operate in ways that are consistent with: • Each organisation's vision, mission, values, policies and procedures; - including modern slavery risks • Jesuit Mission funding guidelines; - Ignatian charism, the way of proceeding and Catholic Social Teaching principles; • Local, international and Australian laws and regulations

Mandatory Reporting Criteria & Page Reference

Mandatory criteria for Statements under the Modern Slavery Act 2018 (Cth)		Page
Section 16 (1) (a)	Identify the reporting entity.	4
Section 16 (1) (b)	Describe the reporting entity's structure, operations, and supply chains.	5
Section 16 (1) (c)	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	10
Section 16 (1) (d)	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	14
Section 16 (1) (e)	Describe how the reporting entity assesses the effectiveness of these actions.	15
Section 16 (1) (f)	Describe the process of consultation with any entities the reporting entity owns or controls.	15
Section 16 (1) (g)	Any other information that the reporting entity, or the entity giving the statement, considers relevant.	15