



Modern Slavery Statement 2026

Introduction

This is the second Modern Slavery Statement submitted by Trinity Grammar School (Trinity / the School) pursuant to the Commonwealth Modern Slavery Act 2018 (the Act).

About Trinity Grammar School

Trinity Grammar School is an Anglican foundation governed by a Council (appointed by ordinance of the Diocese of Sydney).

The Archbishop of Sydney is President and the School is one of the original members of the Combined Associated Schools in New South Wales. The other members in the Association are Barker College, Cranbrook School, Knox Grammar School, St. Aloysius' College and Waverley College. The Headmaster is a member of the Association of Heads of Independent Schools of Australia, (A.H.I.S.A.).

The Right Reverend G.A. Chambers, O.B.E., D.D., subsequently Bishop of Central Tanganyika, founded the School in 1913 at Dulwich Hill, of which Parish, the "Parish of Holy Trinity", he was then Rector.

The imposing property at Summer Hill, set on eight hectares of land, was purchased in 1926, and the property at Strathfield shortly afterwards. The School consists of several separate but closely linked establishments. The Senior and Middle Schools (Years 7 to 12) and the Junior School (K to Year 6), are located at the Summer Hill Campus and the Preparatory School (Pre-K to Year 6) is located at the Strathfield Campus.

In 2016, the School opened a new Field Studies Centre at Woollamia in the Shoalhaven region. This replaced the School's previous Outdoor Education Centre at Pine Bluff near Bigga, NSW, which operated from 1993 – 2014.

Boys are received from the age of four years (Pre-K). The School ceased to offer boarding facilities at the end of 2019.

Our School Motto

Detur Gloria Soli Deo translating to 'Let Glory be Given to God Alone'.

Mission Statement

Trinity Grammar School provides boys with a thoroughly Christian education in mind, body and spirit.

The Ethos of Trinity Grammar School

First and foremost, Trinity Grammar School is Christian in its foundation and in its orientation. The School is built on the convictions that this is God's world, we are wonderfully made in his image, and tragically broken in sin. Sustained by him and loved by him, all people are called to look to Jesus Christ as both Lord and Saviour. This Christian faith is reflected in the life of the School, and shapes our understanding of ultimate meaning, purpose and identity.

Reflecting the meaning, purpose and identity found in relationship with God, Trinity is a school that prioritises relationships and community. Relationships shaped by respect and humility build a community in which people belong and to which they will contribute. More and more, we want to be a community that considers, includes, and cares for others.

Educating boys in mind, body and spirit requires us to value breadth in educational experiences. In these formative years of schooling, boys benefit from their participation in, and exposure to, a wide variety of curricular and co-curricular activities and experiences. School should be a time for expanding horizons and exploring new possibilities. We are convinced that our boys are better equipped for the years to come if they have a broad base of interests, capabilities, experiences and memories by the end of their school years.

This breadth of our educational offering necessarily challenges our students. We believe that there is more in them than they know. Therefore, we require and encourage them to lean into the challenges that they face, and to seek to overcome obstacles. In academics, in co-curricular, and in their participation in our community, we have high expectations of them. Their experience of these challenges is preparing them for the road ahead.

However, at the same time that we challenge our students, we also support them. The journey from childhood through adolescence to adulthood is not easy, and each of our boys has unique needs and circumstances. In partnership with families, we aim to ensure that they are adequately and appropriately supported, at whatever stage of their development, to give them every chance of experiencing success. They do not face their battles alone; their School is for them.

In challenging and supporting our students across the breadth of our education, our focus is on growth. The School celebrates excellence in performance, and many of our boys rise to the highest of standards in the various spheres of their endeavour, but growth is the more important lens through which we look. Every student can learn, every skill can be developed, and every boy can make progress.

Ultimately, our goal is the formation of character. Our world needs men who are decent and trustworthy, and our School aims to play our role in shaping them. Through a Trinity education, we want boys to develop their moral compass, to act in service to others, to take responsibility for those things that are within their power, and perhaps even to form a personal faith in Christ. The true value of a Trinity education is seen in the character of our men in the years long after their graduation.

Structure and Operations

This Modern Slavery Statement (Statement) has been prepared by the Council of Trinity Grammar School as a joint statement that covers the operations of Trinity Grammar School (ABN 79 245 605 610) and the Trinity Grammar School Foundation Ltd (ABN 73 002 882 046) for the calendar year of 2025.

The Council operates under an Ordinance of the Synod of the Diocese of Sydney and is empowered to carry on the School. The Council is composed of eighteen (18) persons. Of these, six (6) clergy nominees and six (6) Lay are elected by the Synod of the Diocese. Three former students of the School and two other members are elected by the Council. The Archbishop of Sydney is *ex officio* its President, but regular meetings are under the control of the Chairman of Council. The Headmaster is not a member of the Council but is 'in attendance' at all Council meetings.

The Headmaster is employed by the School and is responsible for the overall management of the School. He is supported by a School Executive team who are responsible for the operations of the School, across all campuses, in conjunction with other senior staff.

The primary functions of the School involve offering Kindergarten, Primary, and Secondary education across two campuses in New South Wales as well as the outdoor campus, the Field Studies Centre located in Woollamia.

The Trinity Grammar School Foundation Ltd comprises one member, the Council of Trinity Grammar School. The Directors of the Foundation Ltd are the same persons as comprise the Council. The main object of the Foundation Ltd is to promote education by advancing, promoting and encouraging the education purpose of the School. To support this object the Foundation Ltd acts as trustee of the Trinity Grammar School Foundation Education Trust, the Trinity Grammar School Foundation Building Trust and the Trinity Grammar School Foundation Scholarship Trust.

Risks of Modern Slavery Practices in our Operations and Supply Chains

Trinity Grammar School has conducted an assessment on its operations and supply chains, inclusive of the associated entities to evaluate risks of exposure to modern slavery practices.

In Our Operations

Based on this assessment, we have identified a low risk of modern slavery within our internal operations. This conclusion is supported by several factors, including the direct employment relationships between the School and its teaching and non-teaching staff, as well as the direct engagement of peripatetic music tutors and various individual contractors. Additionally, the School operates under strict compliance with employment laws, enterprise agreements, and industry awards. The highly regulated nature of the school education sector, particularly the independent education sector, further mitigates this risk. Moreover, our School upholds strong employment policies and practices grounded in existing legal frameworks and industry standards.

In Our Supply Chain

When evaluating the risk of modern slavery in our supply chain, various factors were taken into account, such as:

- ▲ Product/ Service type
- ▲ Suppliers employing temporary or low skilled workers
- ▲ Industry standards
- ▲ Labour conditions
- ▲ Geographic location/s

Based on these considerations, we recognize that the risk of modern slavery may be present in the specific regions of our supply chain detailed in the table below.

Supply Chain	Risk	Actions Taken
Catering Services	▲ Engaged contractor employing low skilled / migrant workers unable to interpret worker's rights and minimum wage ▲ Possible compensation / debt-bondage situation with the employer (Trinity's external contractor) ▲ Food products that have been sourced from unsustainable environments and poor labour practices	Our supplier for this service has an existing modern slavery policy and a published Modern Slavery statement, indicating a low risk and standard-high degree of compliance with the Act.
Cleaning Services	▲ Engaged contractor employing low skilled / migrant workers unable to interpret worker's rights and minimum wage ▲ Possible compensation / debt-bondage situation with their employer (Trinity's external contractor)	Our supplier for this service has completed the modern slavery questionnaire which has been reviewed and discussed with them. No non-compliance detected.
Financial	▲ Investing in companies whose operations involve worker exploitation ▲ Engaged Brokers who recommend companies involved in worker exploitation	The ethical investment strategy precludes investment in companies whose operations involve worker exploitation.

Grounds, Building Maintenance, Services	▲ Goods / equipment and services produced in factories in low socio-economic countries with limited workers' rights ▲ Engaged contractor employing low skilled / migrant workers unable to interpret worker's rights and minimum wage	Our grounds, building and maintenance workers are directly employed by the School and are subject to our comprehensive employment policy. Where the School does contract out these services the modern slavery questionnaire is used to determine level of risk and mitigation strategy.
Information and Communications Technology Equipment and Services	▲ Goods / equipment and services produced in factories in low socio-economic countries with limited workers' rights	Our information technology workers are directly employed by the School and are subject to our comprehensive employment policy. Where the school requires the engagement of third-party suppliers for ICT services and equipment, if they do not have a modern slavery policy we are conducting investigation into their supply chain to determine level of risk and mitigation strategy.
Other Equipment and Consumables	▲ Goods / equipment and services produced in factories in low socio-economic countries with limited workers' rights	Where equipment and consumables are provided across the Schools activities, we will work with budget holders to determine level of risk and mitigation strategy
Security Services	▲ Engaged contractor employing low skilled / migrant workers unable to interpret worker's rights and minimum wage ▲ Possible compensation / debt-bondage situation with the employer (Trinity's external contractor)	Our supplier for this service has an existing modern slavery policy and a published Modern Slavery statement, indicating a low risk and standard-high degree of compliance with the Act.
Sport and Co-Curricular	▲ Engaged contractor employing low skilled / migrant workers unable to interpret worker's rights and minimum wage ▲ Goods / equipment and services produced in factories in low socio-economic countries with limited workers' rights	Our sports coaches are directly employed by the School and our visiting music tutors are subject to our comprehensive employment policy as contractors. Where the school requires the engagement of third-party suppliers for goods, services and equipment, if they do not have a modern slavery policy we are conducting investigation into their supply chain to determine level of risk and mitigation strategy
Uniforms	▲ Goods / equipment and services produced in factories in low socio-economic countries with limited workers' rights	Our supplier for this service has an existing modern slavery policy and a published Modern Slavery statement, indicating a low risk and standard-high degree of compliance with the Act.

Trinity Grammar School's Approach to Modern Slavery – Actions to Mitigate Modern Slavery Risk

The School acknowledges that a multi-phase strategy is essential to effectively address and mitigate any potential risks of modern slavery and related issues within our operations, particularly in our supply chain.

Trinity Grammar's multi-phase strategy focusses on continuing the actions outlined below:

1. Identification and Review

- ▲ Identification of the origin of high-risk goods and services procurement
- ▲ Addressing risks within the high-risk supply chain as identified in our initial risk assessment review
- ▲ Interaction with key suppliers regarding modern slavery risks

2. Planning and Review of Policies and Processes

- ▲ Review of the Modern Slavery Framework
- ▲ Revising procurement and employment policies, processes, and procedures to align with the School's stance on modern slavery, with a focus on:
 - Monitoring and obtaining assurances from suppliers at higher risk of modern slavery through tools like modern slavery assessment questionnaires.
 - Including provisions in tender documents and contracts to address modern slavery practices.
- ▲ Continuing to educate key stakeholders, including staff and current suppliers, about modern slavery risks.
- ▲ Providing staff with training on modern slavery concepts and risks.
- ▲ Adopting and publishing revised procurement and employment policies and procedures.
- ▲ Piloting a Modern Slavery Supplier Assessment Tool.
- ▲ Applying updated procurement policies and procedures, and, when necessary, employment policies, to incorporate modern slavery provisions.
- ▲ Assessing new suppliers against modern slavery standards.

3. Supplier Engagement and Compliance:

- ▲ Conducting ongoing consultations with suppliers using tools like the Modern Slavery Supplier Assessment Tool or questionnaires.
- ▲ Reviewing supply chains for compliance with updated policies and procedures.

4. Monitoring and Control

- ▲ Regularly reviewing and auditing supply chains.
- ▲ Periodically assessing the implementation and effectiveness of updated policies, procedures, and related contract documentation.
- ▲ Reporting outcomes to the Audit, Finance, and Governance Committee of the School Council.

Progress on the Modern Slavery Framework

The School has initiated the implementation of a Modern Slavery Framework to establish processes addressing modern slavery. The School will continue to review and assess the impact of our actions in addressing modern slavery risks. This includes reviewing purchasing and procurement policies to identify gaps and inconsistencies relative to the Modern Slavery Act. Recognizing that addressing modern slavery is an ongoing effort, the School is committed to continuous improvement.

Consultation

The Council of Trinity Grammar School controls the operations of the Trinity Grammar School Foundation Ltd in addition to those of the School. Both the School and the Foundation Ltd have consulted with its key suppliers and surveyed current procurement practices.

Approval

This Modern Slavery Statement was approved by the Council of Trinity Grammar School and the Trinity Grammar School Foundation Ltd on 18 June 2026.



Richard Pegg
The Council of Trinity Grammar School

18/6/26



Craig Moore
Trinity Grammar School Foundation Ltd

18/6/26