



HILLSONG CHURCH AUSTRALIA

# Modern Slavery Statement

## About This Statement

This Modern Slavery Statement ('Statement') is given by Hillsong Church Australia Ltd, the corporate trustee for the Hillsong Church Australia Trust (the 'reporting entity' described hereafter as Hillsong Church Australia) under section 14 of the *Modern Slavery Act 2018* (Cth) ('the Act'). This Statement covers the 2020 Australian Calendar Year (the reporting period).

This Statement outlines the steps Hillsong Church Australia has taken during the reporting period to assess and address the risks of modern slavery occurring within its operations, supply chain and other charities that are consolidated for the purposes of this statement. This Statement is published as a joint Modern Slavery Statement consolidating charities as defined in section 14 of the *Modern Slavery Act 2018* (Cth). These charities support our ministry activities, which all use the same policies and procedures relating to ethical sourcing and employment practices and are accountable to the relevant Board of Directors. None of these entities that are influenced or controlled entities are reporting entities, without consolidation, under the Act.

For ease of reference, the terms 'Hillsong', 'we', and 'our' are used throughout this Statement to refer collectively to Hillsong Church Australia and Australian charitable entities that Hillsong may directly or indirectly influence or control.

Consistent with the requirements of the Act, this Statement does not apply to entities associated with Hillsong that are not owned or controlled by the reporting entity. This includes entities involved in the production of Hillsong music, associated tours, merchandise and other goods and services, such as overseas entities which may bear the Hillsong name.

Reporting Criteria	Page No.
Identify the reporting entity	About This Statement: <a href="#">page 2</a> Our Structure, Operations and Supply Chain: <a href="#">page 8</a>
Describe the reporting entities structure, operations and supply chains	Our Structure, Operations and Supply Chain: <a href="#">page 8</a>
Describe the risks of modern slavery practices in operations and supply chain	Identifying Our Risks: <a href="#">page 20</a>
Describe the actions taken to address these risks, including due diligence and remediation processes	Our Policy and Framework: <a href="#">page 18</a> Identifying Our Risks: <a href="#">page 20</a> Managing Our Risks: <a href="#">page 24</a> Responding to Concerns: <a href="#">page 28</a>
Describe how the effectiveness of actions are assessed	Assessing Our Effectiveness: <a href="#">page 30</a>
Describe the process of consultation with entities owned or controlled	Consultation: <a href="#">page 34</a>
Any other relevant information	A Message from Hillsong's Global General Manager: <a href="#">page 6</a> Our Policy and Framework: <a href="#">page 18</a> Moving Forward: <a href="#">page 32</a>

Look for the colour coded boxes on each page to see how we fulfil the reporting criteria.



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"I see a Church whose head  
is Jesus, whose help is the  
Holy Spirit and whose focus is  
the Great Commission."



Our mission is to reach and influence the world by building a large Christ-centered, Bible-based church, changing mindsets and empowering people to lead and impact in every sphere of life.



Our Hillsong Melbourne East Campus, Victoria.

# A Message from Hillsong's **GENERAL MANAGER**

As a Church, we strongly believe that every person is made in the image of God and is inherently of equal worth, dignity and respect. (Genesis 1:27). As believers we are committed to putting our faith into action.

We have been actively engaging in the fight against modern slavery since 2015, when Hillsong Church was invited by the Australian Freedom Network to become a Founding Member and our Global Senior Pastor, Brian Houston signed the 'Joint Declaration of Faith Leaders Against Modern Slavery.' In 2016, the Australian Freedom Network reinforced its stance on modern slavery in a letter addressed to the Prime Minister, the Honorable Malcolm Turnbull MP, supporting the introduction and implementation of a Modern Slavery Act for Australia.

The year 2020 brought unprecedented change and a global shift to adapt to the world as we now see it. The COVID-19 virus resulted in our church services, local outreach and community services being reallocated to an online format. As a ministry we have had to adapt how we reach people, focusing on innovative services and building a sense of community online. We also acknowledge the impact of the pandemic on vulnerable groups around the world, including workers in global supply chains and communities here in Australia.

This is our first Modern Slavery Statement, and explains how we are working to assess and address modern slavery risks in our operations and supply chains. We have been and are committed to continually improving our modern slavery risk management and will work to further refine and expand our response over future reporting periods.



Although many of the entities reporting under the Act are large commercial businesses, we recognise that all organisations – irrespective of size and capacity – have a part to play. As a not-for-profit faith-based organisation passionate about loving God and loving people, we are committed to working with other not-for-profits, business and Governments to combat modern slavery.

I am pleased to present this Modern Slavery Statement for Hillsong Church Australia, which was approved by the Board of Hillsong Church Australia Ltd on 29 June 2021.

**George Aghajanian**  
General Manager  
Hillsong Church Australia Ltd





"Hillsong believes that all people are created in the image of God & that as image bearers, all human beings are entitled to freedom, dignity & respect. The Bible says: "Speak up for those who cannot speak for themselves, for the rights of all who are destitute" Proverbs 31:8 (NIV). Today we are raising our voices to speak on behalf of those whose voices have been silenced by injustice."

Joint Declaration of Faith Leaders Against Modern Slavery, 2015

**Ps. Brian Houston**  
Global Senior Pastor



# Our Structure, **OPERATIONS** **AND SUPPLY CHAIN**



We undertake a wide range of activities to support our ministry functions. This section explains how we are structured and describes our key operations and supply chain.

Our key brands include:



**FOU  
NDA  
TION**



**HILLSONG  
CONFERENCE**



**Colour  
Conference**



Comma







IN 2020, MORE THAN



5,000  
people

VOLUNTEERED WITH US

## Structure

Hillsong is a Christian Church registered with the Australian Charities and Not-for-profits Commission, founded in 1983 and headquartered in New South Wales.

Hillsong is a contemporary Bible-based Christian church with a heart for authentic worship and the local church, on mission to see God's kingdom established across the Earth.

We employ a range of full-time, part-time and contract workers based in Australia to perform a variety of roles. This includes pastoral staff, staff who undertake financial and other office support roles, venue management, performing arts teachers, child care workers and youth workers.

AS AT THE END OF OUR  
REPORTING PERIOD, WE EMPLOYED



482  
workers

OF WHOM 296 WERE ENGAGED  
IN FULL-TIME ROLES

The following entities together with the relevant basic religious charities these entities act as trustee for, are consolidated for the purposes of this statement due to the control requirements referred to in section 14 of the *Modern Slavery Act 2018* (Cth):

- Hillsong Church Australia Ltd
- Hillsong City Care Ltd
- Hillsong Media and Performing Arts Ltd

Each entity and trust, including entities and trusts that do not have procurement activities, have their own charitable purposes and are governed accordingly.

Hillsong's governance is overseen by the relevant Board of Directors. Our Audit, Risk and Compliance Committee ensure management monitor our actions and assess and address modern slavery risks.

We also work with volunteers to support our work, including teams who welcome everyone who walks through Hillsong's doors on a Sunday and volunteers who support our youth and children's programmes. In 2020, more than 5,000 people volunteered with us.



## Operations

### ● Church Locations

Hillsong has over 32 Church campuses across Australia in the following States and Territories: New South Wales, Queensland, Tasmania, Victoria, and Western Australia.

Referred to as a Church Campus, allow congregant members to gather on the weekends and midweek.

These campuses also serve as venues available to the wider community and can host community events run by Hillsong, such as our Christmas lights displays.

### ● Church Services

Available to people from all walks of life including:

- Sunday services
- Children's church services catering to children from the age of 0-18
- Children's church services for children with special needs
- Young adults
- Seniors
- Women's Weekly Services
- Annual conferences such as Colour Conference, Hillsong Conference, and Worship & Creative Conference.

HILLSONG CHURCH  
ONLINE RECEIVED



18,866,193

number of live views

VIA YOUTUBE AND FACEBOOK  
IN 2020





### ● City Care

Provides services and programs to local communities across New South Wales, Queensland, Tasmania, Victoria, and Western Australia, irrespective of faith, to create healthy families and safe, inclusive communities, including:

- Youth coaching
- Community events, such as sporting competitions
- Domestic violence support programs and case management to assist people during the transitional stage after experiencing domestic and family violence.

### ● The StoreHouse

Provides affordable produce and grocery store items to reduce food insecurity within the Melbourne and Brisbane community.

### ● Media and Performing Arts

Media and Performing Arts aims to foster and nurture talent providing training in acrobatics, dance, drama, music and vocals for children aged 2-18.

### ● Festival Hall

Purchased in 2020, Festival Hall will serve as a Melbourne Church Campus for Hillsong's weekly services and will continue to be a venue for the community.

### ● Child Care

Hillsong Child Care provides high quality early child care services throughout the week, using Hillsong facilities at Norwest (NSW) and Mount Gravatt (QLD).





Malak Campus

Palmerston Campus

Hillsong City Care

Darwin

Joondalup Campus

Perth Central Campus

Hillsong City Care

Perth

- Church Locations
- Hillsong City Care Ltd
- The StoreHouse
- Hillsong Media and Performing Arts Ltd
- Festival Hall Pty Ltd
- Hillsong Child Care Ltd



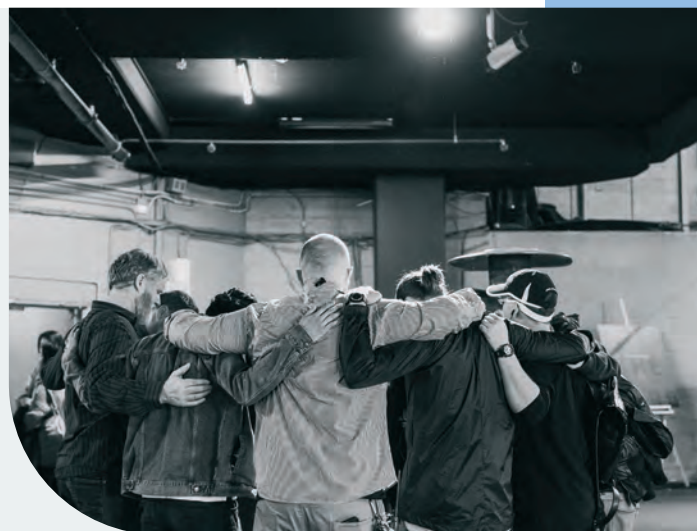


## Supply Chain

Our diverse operations mean we have a varied and complex global supply chain. Our procurement policies and frameworks are overseen by a central procurement team based in Sydney and individual business areas, including our charities, are responsible for managing specific procurements.

Our key areas of spend include:

- **Construction and building maintenance services and materials:** We procure a range of construction and building-related services and materials to help maintain and develop our venues and offices. We also purchase furniture such as seating, tables, lighting, home decor and carpet.
- **Cleaning and waste management service providers:** We engage a number of service providers around Australia to provide cleaning and waste management services, including for our venues, as well as other facilities such as our offices and child care centres.





# CASE STUDY:

## COVID-19 Impact

During the reporting period, COVID-19 impacted the nature and extent of our procurement activities in a number of ways, including by requiring us to procure increased volumes of products and services to facilitate our transition to online services.

To support our subsequent return to face-to-face meetings, we have also needed to increase our procurement of COVID Safe products such as hand sanitiser and printed guidance materials. We recognise that COVID-19 has increased the vulnerability of global supply chain workers to modern slavery and understand that COVID Safe products such as hand sanitiser and masks can include high modern slavery risks.

We continue to work with our suppliers to manage the impacts of the pandemic and assess and address potential modern slavery risks. For example, in March 2020, we procured hand sanitiser for retail within our resource centres during Colour Conference. To mitigate modern slavery risks associated with the production of hand sanitiser overseas, we elected to source hand sanitiser from an Australian supplier that produced the product in Australia. Sourcing from an Australian producer enabled us to engage directly with the supplier to understand their operations and manufacturing process, including their labour standards. Separately, we also received a donation of hand sanitiser made in Australia to facilitate the return to church services and a COVID safe environment.



For more information on the Local Church and its activities see Hillsong's Annual Report.





- **Electronic goods:** We purchase electronic devices and other electronic goods to support our church services and community engagement, such as cameras, video cameras, LED screens and sound equipment. We also procure IT equipment such as computers and phones for our office-based staff.
- **Paper and printed materials:** We use a variety of paper products and printed materials, including posters and other promotional material, 'seat drops', information pamphlets and printed COVID Safe material.
- **Food products and catering service providers:** We purchase food products directly from retailers and also through catering service providers to support special events, other gatherings and our child care facilities. This includes communion materials, coffee beans and food for our Comma cafes and grocery store items for the The StoreHouse, as well as catering for church attendees after our evening services who wish to continue fellowship.





- **Clothing, textiles and miscellaneous products:** We procure clothing and other textile products such as T-shirts, jumpers, scarves, hats, tote bags and zip pouches. We also purchase small miscellaneous products as gifts for attendees at special events, examples include soap, socks and eye masks.

Further information about these categories of spend, potential modern slavery risk areas and key countries for suppliers is set out in 'Identifying Our Risks'.

**Donations:** In addition to the key areas of spend identified above, we also receive a range of donated products from individuals and companies. This includes COVID-Safe materials such as hand sanitiser, as well as food products for The StoreHouse. We recognise the potential modern slavery risks associated with receiving donations where we have limited oversight of the sourcing arrangements and we are committed to working with our major donors moving forward to better understand their supply chains.

In certain circumstances, we may also opt to rent rather than purchase particular products. For example, we rent bollards to assist with our events and hire LED screens to facilitate our online services. Further information about our engagement with suppliers to procure LED screens is set out in the case study on page 27.



# Our Policy and FRAMEWORK

Our policies and governance framework provide the foundation for our actions to assess and address modern slavery risks. This section explains how responsibility for modern slavery risk management is assigned within Hillsong and outlines our key policies relevant to modern slavery. Copies of these policies are communicated to staff, including through our intranet.

## Governance and Accountability

The Hillsong Church Australia Ltd Board of Directors, is responsible for overseeing Hillsong's response to modern slavery risks. Modern slavery risk and mitigation is a permanent item on Hillsong's risk register and is regularly reviewed, including to consider new and emerging trends, audit findings and increased transparency of suppliers. A key consideration for us when assessing modern slavery risks is 'risk to people' rather than simply the potential risk to our organisation.

Our General Manager is responsible for implementing our approach to modern slavery risk management, which is supported by a number of full time staff. In preparation for the publication of Hillsong's first Statement, we prepared a trial internal Modern Slavery Statement for the reporting periods of 2019 and 2020 to help us assess our preparedness to meet our obligations under the Act.

## External Conduct Standards

The External Conduct Standards are a set of standards issued by the Australian Charities and Not-for-profits Commission which govern how registered charities such as Hillsong manage their activities and resources outside Australia. Standard 4 requires charities to protect the vulnerable people that they work with when conducting overseas operations. Our work to implement these Standards across our operations and supply chain is overseen by our External Conducts Standards Committee. This management committee contains a permanent agenda item regarding assessing and addressing supply chain risks for activities and resources overseas.

## Supply Chain Code of Conduct

Our Hillsong Supply Chain Code of Conduct ('the Code') sets out our commitment to ethical sourcing and collaborative engagement with suppliers. The Code was implemented in 2017 and applies across our charities.

The Code sets out clear mandatory requirements for our suppliers. These requirements include prohibitions on the use of forced, compulsory or bonded labour and child labour, as well as excessive or forced overtime. The Code also requires our suppliers to undertake a SEDEX compliant audit and ensure their own sub-suppliers comply with the Code. In addition to these requirements, the Code also addresses workplace health and safety and corporate governance.

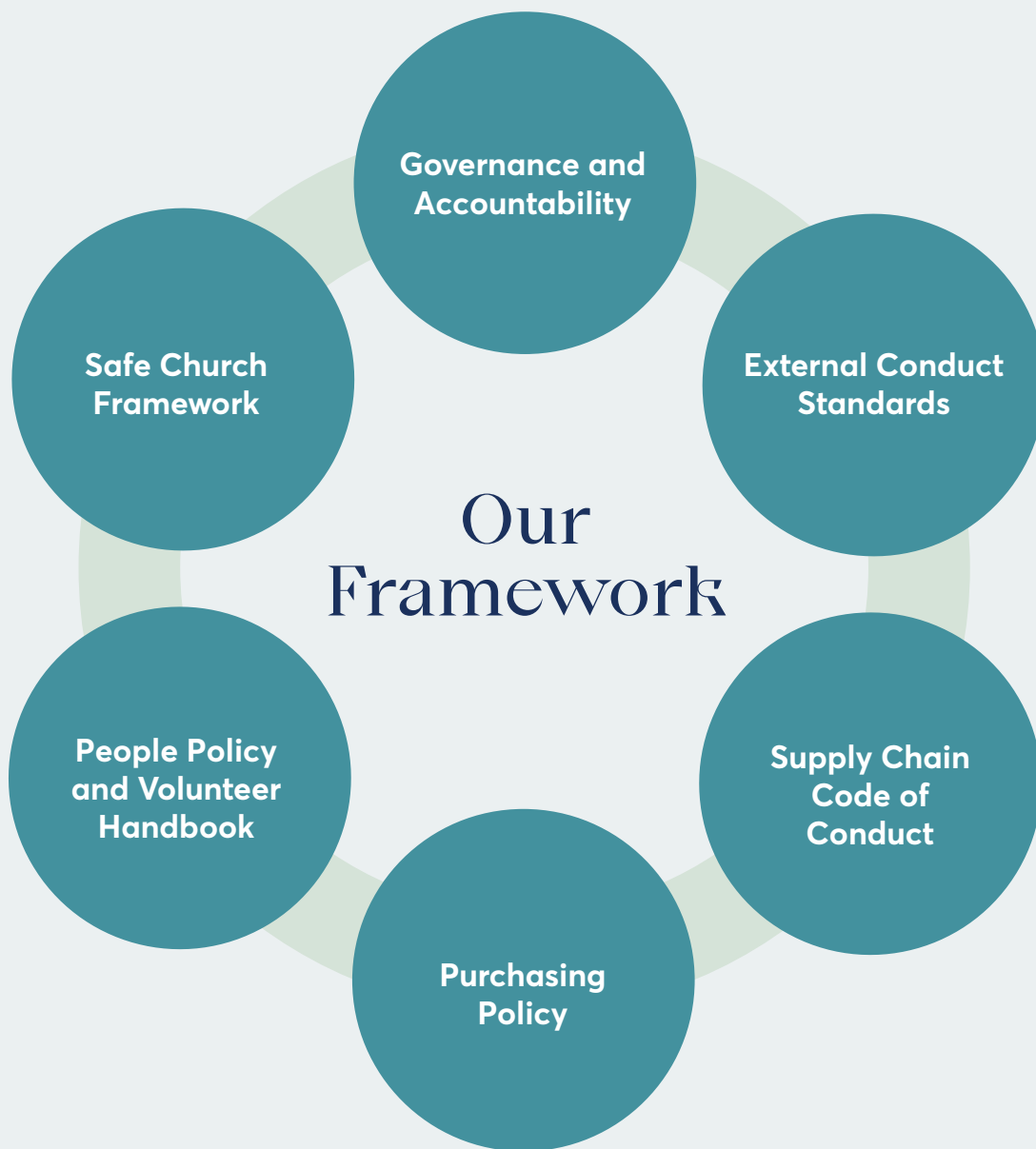
We work closely with our suppliers to implement the Code. This includes undertaking periodic reassessments of key suppliers' compliance with the Code of Conduct.

## Purchasing Policy

Hillsong firmly believes in the principle of stewarding finances responsibly and transparently. Among other things, our Hillsong Purchasing Policy requires all staff members responsible for the purchasing of high risk high spend items to ensure that items are not purchased solely for convenience or time constraints.

*"Hillsong Church is not built on the gifts and talents of a few, but on the sacrifice of many."*





### **People Policy and Volunteer Handbook**

Our volunteers play an important role in making Hillsong Church a place that is welcoming and provides a sense of community to all those who attend. We are currently developing a 'People Policy' to be adopted by all Hillsong entities including the production of a Volunteer Handbook. This handbook will outline what is considered appropriate work within the scope of volunteering responsibilities, reiterate our commitment to continue to provide a healthy and safe environment for volunteers and a Code of Conduct to ensure we are operating with honesty, integrity and in line with biblical principles. This will help us to continue to provide a safe and ethical environment for all our people.

### **Safe Church Framework**

Our Safe Church Framework supports us to provide safe and secure environments for all people who are a part of Hillsong Church and its community services, in compliance with relevant legislation. This includes issues relating to work health and safety and child protection. We have established a Safe Church Office to support the implementation of this framework which has its own phone hotline so congregant members and volunteers may report an incident ranging from work health and safety to child protection.



# Identifying OUR RISKS

This section describes potential areas of modern slavery risk in our operations and supply chain.

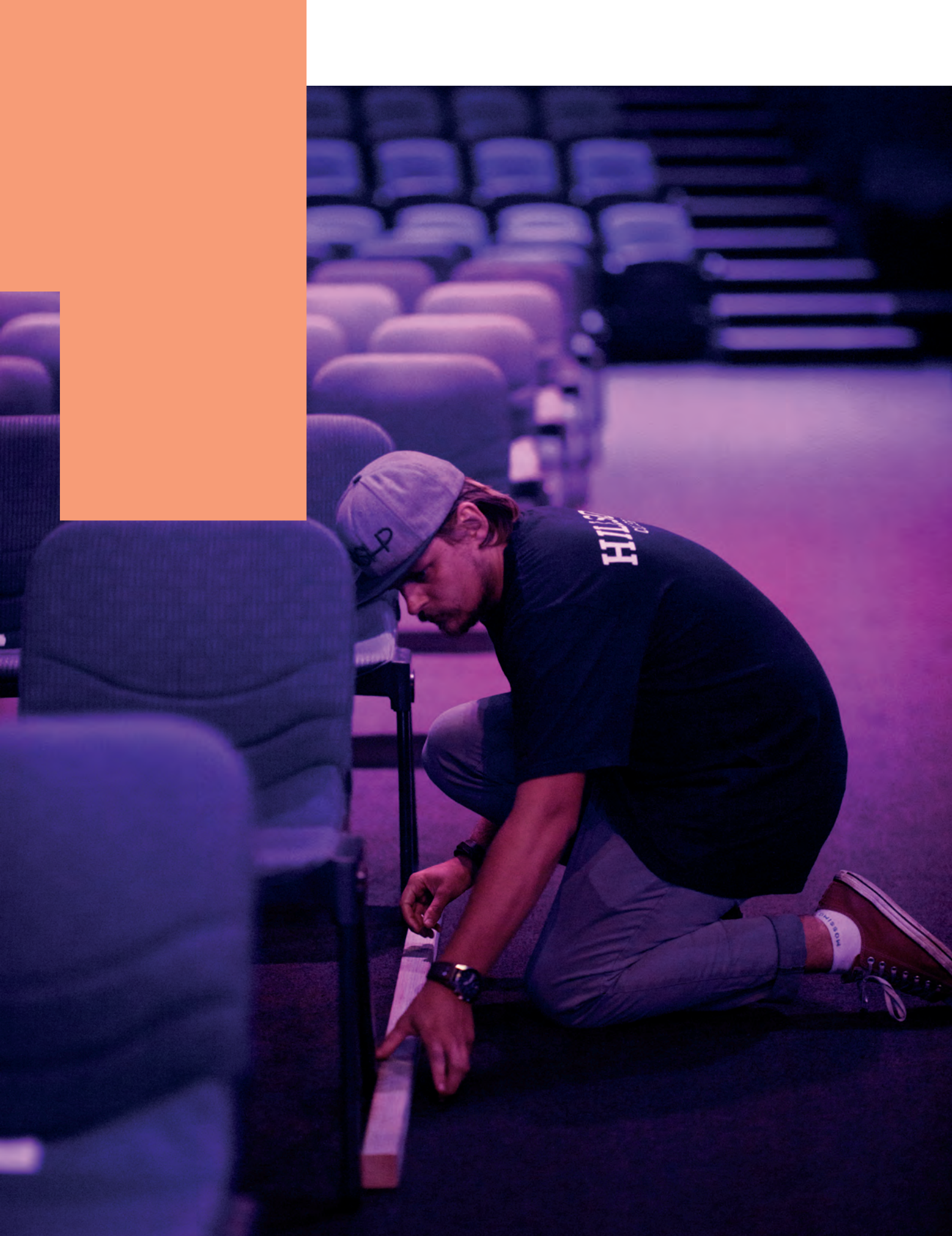
Modern slavery involves serious exploitive practices that undermine people's freedom, such as forced labour, debt bondage and the worst forms of child labour. Modern slavery often impacts groups who are vulnerable to exploitation, such as women and children and migrant workers, and can occur in any country, including here in Australia. The International Labour Organisation estimates there are over 40 million victims of modern slavery globally. Of these, 16 million are exploited in the private sector.

Consistent with the Australian Government's Official Guidance about the Act, which draws on the UN Guiding Principles on Business and Human Rights, we understand 'modern slavery risks' to mean the risk that we may 'cause', 'contribute' or be 'directly linked to' modern slavery in our operations and supply chain.

We are currently in the process of mapping our tier one suppliers and where viable, tier two suppliers to build our understanding of our modern slavery risk profile. Due to the breadth of our supply chain, our modern slavery risk profile may be more diverse than other small reporting entities and not-for-profits.




We also recognise that there are areas of our supply chain where we need to undertake further work to build our understanding of potential modern slavery risks. For example, The StoreHouse in Melbourne and Brisbane sells a range of non-perishable items we procure from Australian wholesalers. We plan to take further work in the future to better understand whether there may be potential modern slavery risks associated with these products.





KEY CATEGORIES OF GOODS AND SERVICES	POTENTIAL AREAS OF MODERN SLAVERY RISK	NUMBER OF VENDORS AND COUNTRIES OF OPERATION
 <p><b>Construction and building maintenance services and materials</b></p>	<p>Certain raw materials used in construction, such as bricks and cement, may involve modern slavery risks related to their production, particularly if these materials are imported from overseas. Construction services in Australia involving low or unskilled labour, including migrant workers, can also involve modern slavery risks. For example, a construction subcontractor may exploit migrant worker labourers through debt bondage.</p>	<p><b>235</b> vendors</p> <p>During 2020, we procured construction services and materials from approximately 235 vendors. These vendors were all based in Australia, although we recognize they may have sourced materials from overseas.</p>
 <p><b>Electronic goods</b></p>	<p>Electronic goods have complex supply chains and can include raw materials and components that may have been produced using modern slavery, such as conflict minerals mined using the worst forms of child labour. There is also a risk that electronic goods may be assembled in overseas factories where workers are exploited through forced labour or other forms of modern slavery.</p>	<p><b>60</b> vendors</p> <p>During 2020, we procured electronic goods from approximately 60 vendors. This included vendors located in Australia and China.</p>
 <p><b>Clothing, textiles and other miscellaneous products</b></p>	<p>Clothing and other textiles products can involve modern slavery risks at multiple stages of the supply chain, such as the use of forced or child labour to pick and gin cotton. Factories responsible for manufacturing clothing products may also exploit their workers. Many workers in the global clothing and textile sector are women, who can be more vulnerable to exploitation. Other miscellaneous products, such as small gifts for conference attendees, can also involve modern slavery risks related to the way they are manufactured.</p>	<p><b>23</b> vendors</p> <p>During 2020, we procured clothing products from approximately 23 vendors. This included vendors located in Australia, China, India and Pakistan.</p>
 <p><b>Cleaning and waste management services</b></p>	<p>Cleaning and related services such as waste disposal often involve high levels of subcontracting and the use of lower skilled labour, such as migrant workers. This means that workers in the cleaning and facilities maintenance sector can be vulnerable to modern slavery, as well as less serious forms of exploitation such as underpayment.</p>	<p><b>37</b> vendors</p> <p>During 2020, we procured cleaning and facilities management services from approximately 37 vendors. These vendors are all based and operate in Australia. During 2020, we began directly employing our cleaners to address this risk (see case study on page 24).</p>



KEY CATEGORIES OF GOODS AND SERVICES	POTENTIAL AREAS OF MODERN SLAVERY RISK	NUMBER OF VENDORS AND COUNTRIES OF OPERATION
 <p><b>Food products and catering services</b></p>	<p>Fresh and packaged food products can involve modern slavery risks. For example, there is a risk that fruit and vegetable products produced in Australia may have been harvested, packaged or transported by exploited workers. Migrant workers in the Australian agricultural sector can be particularly vulnerable to exploitation, including due to a lack of awareness of their workplace rights and protections. The use of catering services, which also involve a high proportion of short term and lower skilled workers may also involve modern slavery risks.</p>	<p><b>95 vendors</b></p> <p>During 2020, we procured food products from approximately 95 vendors in Australia. We also engaged a number of Australian-based catering service providers for various events. In addition to these purchases, we also received a range of food products as donations.</p>
 <p><b>Volunteer services</b></p>	<p>We recognise that the use of volunteers by organizations may involve potential risks associated with volunteer hours and work health and safety.</p>	<p><b>5,000 volunteers</b></p> <p>We have over 5,000 volunteers across Australia. We have strong policies in place to support our volunteers and provide a safe church environment and are we currently further refining our existing frameworks.</p>
 <p><b>Paper</b></p>	<p>Paper products produced overseas can be made using pulp from trees that have been illegally logged. There is a risk that the workers involved in the illegal logging may be victims of forced labour or other forms of modern slavery.</p>	<p><b>26 vendors</b></p> <p>During 2020, we procured paper products from approximately 26 vendors located in Australia.</p>



# Managing OUR RISKS

This section explains our approach to modern slavery risk management, which is informed by the policies outlined on page 18. We are committed to ongoing improvement to support us to effectively assess and address our potential modern slavery risk areas.

As a smaller reporting entity and a not-for-profit organisation, our modern slavery risk profile and capacity may differ from larger commercial entities. We take a targeted approach to modern slavery risk management which aims to maximise our impact. Our approach has the following main pillars:

- Supplier screening through SEDEX
- Training and support for our staff and suppliers

In addition to these pillars, we are also exploring scope to increase our control and visibility over our supply chains by partnering with suppliers to collaboratively manufacture key products in Australia and bringing key products or services 'in house' where appropriate.

## CASE STUDY:

### Managing Modern Slavery Risks in the Cleaning Sector by Bringing Our Cleaners 'In-House'

The cleaning sector in Australia is recognised as a high risk sector for modern slavery. Cleaning workers are often lower skilled workers from culturally and linguistically diverse communities who can be vulnerable to exploitation, including due to low awareness of Australian workplace laws and protections. Due to the high rates of subcontracting in the cleaning sector, it can also be difficult to monitor and verify the conditions of workers.

While we did not identify any specific concerns with previous external cleaning providers, we are addressing potential modern slavery risk associated with our engagement of cleaners by moving to a model where we directly employ our own cleaning staff. This ensures that we have full visibility of their working conditions and arrangements. We currently employ 62 cleaning and maintenance staff (and will recruit further staff as required).





JESUS HOPE FOR  
HUMANITY

Our Hillsong City Alexandria Campus, New South Wales.

## Supplier screening through SEDEX

We assess and audit our key suppliers, prioritising those categorised as high risk due to the type of good or service procured, the modern slavery risks associated with specific goods or services, geographic location of manufacturer and where materials are sourced. We have been a member of the Supplier Ethical Data Exchange (SEDEX) since 2017. This enables us to access a database of suppliers who have been assessed for ethical and responsible business practices.

SEDEX links members to accredited suppliers and independent external auditing companies fulfilling SEDEX's Member Ethical Trade Audit Standard (SMETA Standard). SMETA Standards assesses labour standards, health and safety, environment and business ethics including in depth reviews of living wages, physical and environmental risks within a workplace which may not render the property safe and internal policies.

Demonstrated compliance with SMETA Standards plays a key role in our decision whether to engage a specific supplier for major procurements. This includes suppliers of goods for resale and goods not for resale. We use the data provided through SMETA audits to determine whether prospective suppliers are able to meet the standards set out in our Supply Chain Code of Conduct. Where we identify that there may be compliance gaps or low levels of non-compliance with certain aspects of the Code, we may work to engage with the supplier to explore how we can work with them to meet the requirements of our Code. Key suppliers are also regularly reassessed to review their compliance with our Supply Chain Code of Conduct which includes a new SEDEX audit where findings are compared with the supplier's previous audits.

## Training and support for our staff and suppliers

We actively support our staff and suppliers to build their capacity to manage modern slavery risks.

SEDEX provides regulatory updates on key topics and risks within supply chains and a number of Hillsong staff have participated in relevant SEDEX training courses. Our involvement and continuous interaction with SEDEX has resulted in Hillsong being invited to join the SEDEX Regional ANZ Advisory Group.

Training has also been conducted for relevant Hillsong purchasing staff. Authorised purchasers, as part of their role, have an active obligation to ensure policies and procedures are fulfilled.





## CASE STUDY:

### Procurement of LED Screens

We use LED screens during our key events, including to display video images to large audiences. As with other electronic devices, LED screens can include modern slavery risks associated with the sourcing of raw materials used in components, as well as the labour conditions of workers assembling the devices.

We are working to engage an LED screen supplier who is able to meet our standards for responsible sourcing, as set out in our Supply Chain Code of Conduct. However, we have found it difficult to engage a supplier of LED Screens able to meet our Supply Chain Code of Conduct standards.

In 2018, we initiated conversations with a number of suppliers, primarily located in China, to determine their interest in supplying LED screens. These suppliers indicated that they did not have the appetite to work towards Hillsong's Supply Chain Code of Conduct and key responsible sourcing standards.

As a result of these discussions, we have opted not to purchase LED screens until we are able to ensure that the devices will be manufactured in accordance with our standards. We are currently renting LED screens until we identify a suitable supplier.





# Responding **TO CONCERNS**





We are committed to providing a safe and suitable process for staff members to raise concerns about modern slavery relating to our operations and supply chains.

We encourage our staff to report behaviour that is illegal or may violate Hillsong's policies. Workers can access our Whistle-Blower Policy, which is accessible to all staff on the Intranet. This includes allegations relating to modern slavery. Reports made through the Whistle-Blower Policy can be escalated to an independent department. In 2020, we did not receive a complaint relating to modern slavery or labour rights via this policy. Congregant members and volunteers may also report incidents relating to work health and safety and other issues through our Safe Church Framework. We did not receive any modern slavery-related complaints through this framework in 2020.

Over the coming years, we plan to strengthen our remediation processes by launching a new Formal Concerns Policy. This Formal Concerns Policy will allow congregants, volunteers, and other parties, including supply chain workers, to raise concerns via:

- A confidential phone hotline or online form
- Email
- Face to face with a designated staff member

The Formal Concerns Policy will include a specific option for supply chain and modern slavery related complaints. Anonymised information about any complaints received through the new Formal Concerns Policy will be provided to





# Assessing Our **EFFECTIVENESS**



IT IS ESTIMATED IN 2020  
CITY CARE PROVIDED



639,455  
meals

ACROSS AUSTRALIA



We actively  
support a multitude  
of Non-Governmental  
Organisations such as  
A21, since 2008.

For more details about the charities, not-for-profits  
and NGOs we support and partner with please see  
our Annual Report.

We understand that taking meaningful action to assess and address modern slavery risks requires a continuous improvement approach. We are committed to strengthening the effectiveness of our response to modern slavery risks by regularly reviewing our actions and learning from others.

We currently assess our effectiveness in a variety of ways:

- Management tracking the strategic implementation of key actions to assess and address modern slavery risks. Modern slavery risk is a permanent item on the Audit, Risk and Compliance Committee's risk register, which enables the Board through the Committee to monitor our progress.
- Monitoring supply chain risks through our External Conducts Standards Committee. The agenda for this management committee contains a permanent item regarding assessing and addressing supply chain risks for activities and resources overseas. This regular review complements the broader oversight role of the Board and Audit Risk and Compliance Committee.
- Engaging with key functions across Hillsong to coordinate the implementation of our Supply Chain Code of Conduct and facilitate communication about modern slavery risks across work areas. This helps us to understand and identify challenges and opportunities for further action, including where additional support or training may be required.
- Collaborating with SEDEX and SEDEX members to identify key trends, good-practice, and learnings, including emerging risks to inform our response. We currently hold a position on the SEDEX Regional ANZ Advisory Board.
- Maintaining close and collaborative relationships with long-term suppliers, which allows us to build our understanding of how potential modern slavery risk areas are being managed and identify possible gaps in our response.
- Reviewing our policies to ensure they are fit for purpose.



# Moving **FORWARD**







Over the coming reporting period, we aim to refine and expand our modern slavery risk management approach in the following ways:

- Developing a principles-based modern slavery response plan to help guide our response to any potential future incidents or allegations of modern slavery.
- Continuing to revise our Supply Chain Code of Conduct and ensure fitness for purpose.
- Considering options to develop a formal framework and KPIs to support our efforts to assess the effectiveness of our response.
- Continuing to monitor guidance produced by the Australian Government and relevant expert civil society and multi-stakeholder bodies about reporting under the Act and broader modern slavery risk management.
- Considering potential modern slavery risk areas relating to donated goods, including through The StoreHouse.
- Implementing our new Formal Concerns Policy.





# Consultation AND APPROVAL

This Statement has been reviewed and approved by the principal governing body of Hillsong Church Australia Ltd, the Hillsong Church Australia Board, on 29 June 2021 and is signed by Hillsong's General Manager, George Aghajanian, in his capacity as a member of the Board.

This statement was prepared in consultation with Hillsong Church Australia (the reporting entity). Hillsong Church Australia Ltd and the Hillsong Church Australia Trust share the same Board, which reviewed and approved the statement.

This statement was also prepared in consultation with each of Hillsong's charities, who reviewed and where appropriate commented on a draft of the statement.

For more information on Hillsong see:

[About Hillsong Church](#)

[Hillsong's Annual Report](#)

[What We Believe](#)





