



AUSTRALIAN CATHOLIC
**ANTI-SLAVERY
NETWORK**

Eradication of Modern Slavery

CATHOLIC ACTION
IN AUSTRALIA

Annual Report
2019/2020



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“Australia can be a leading force in the Catholic world in seeking to eradicate modern slavery, human trafficking and forced labour.”



Facilitated by the
Anti-Slavery Taskforce,
Catholic Archdiocese of Sydney

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Most Rev Mark Coleridge
President

Australian Catholic Bishops Conference

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Foreword

By John McCarthy QC
Chair of the Sydney Archdiocesan Anti-Slavery Taskforce

In 2015, Pope Francis referred to slavery as “an open wound on contemporary society, a wound on the body of Christ and a crime against humanity.” He has pledged with other global religious leaders to collectively work to bring each faith community together to rid the earth of this affront to human dignity and freedom.

Australia and 190 other nations pledged in September 2015 to eradicate modern slavery and human trafficking by 2030 by adopting the Pope Francis inspired UN Sustainable Development Goal (SDG) 8.7.

SDG 8.7 calls on all to take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of all forms of human labour as an essential step to achieving decent work for all, full and productive employment and inclusive and sustained economic growth.

In 2020, the Holy Father continues to raise his voice against modern slavery and human trafficking by saying:

“The hands of those who engage in human trafficking are stained with the blood of countless victims whose lives and dignity were sacrificed. The money obtained by human traffickers from their dirty underhanded business is blood money. I’m not exaggerating. It’s blood money.”

Over 40 million people around the world are trapped in modern slavery, more people than at any time in history. Today the risk that a product or service is tainted with slave labour somewhere in the supply chain occurs in almost all industries, from electronics and high tech to automotive, steel, mining, agriculture, coffee, seafood, garments, textiles. The list is almost endless. **All countries are affected. So too are the supply chains of Catholic entities in Australia.**

As the largest employer in Australia outside the public sector, the Catholic Church is in a pivotal position to lead the momentum for change on this critical issue. With 5.1 million people across Australia identifying as Catholics, schools, hospitals, aged care facilities, universities, investment and insurance funds are just some of the Catholic institutions that touch the lives of millions of Australians regardless of faith. One in five Australian children are educated in Catholic schools (approximately 800,000) and one in ten hospital patients and aged care residents receive care in Catholic health facilities.

The extent of Catholic supply chains is therefore highly significant and indeed the major exposure to modern slavery of the church in Australia is related to procurement decisions - to the buying of goods and services and investments.



“Migrants are often victims of criminal human smuggling and human trafficking”

Pope Francis

A key factor driving change in Australia has been the introduction of the Modern Slavery Act 2018 (MSA). The new legislation requires large Australian entities, including not for profit Church agencies to undertake procedures to address modern slavery and report on a public register on the effectiveness of these procedures.

The 2019/2020 Australian Catholic Anti-slavery Network Annual Report sets out a record of rapid organisational cohesion and a clear sharing of objectives. The core of the Report is the Modern Slavery Risk Management Program. This program is driven by Modern Slavery Liaison Officers (MSLOs) nominated to the role by each participating entity in addition to their regular duties.

I commend and thank each of the Modern Slavery Liaison Officers who have demonstrated resilience and a strong commitment to ending modern slavery during these extremely challenging times of COVID-19.

On behalf of ACAN I wish to thank the Director of SD Strategies, Sonja Duncan, and her team for their expertise and commitment to collaboration in the development of Modern Slavery Risk Management Program design, tools and resources. ACAN exists because of the vision, considerable modern slavery expertise, coordination work and generous endeavours of the Sydney Archdiocesan Anti-Slavery Taskforce Executive Team Alison Rahill and Jenny Stanger.

Like Pope Francis, ACAN participants truly believe it is possible to eradicate modern slavery in this generation. We say to the Holy Father, to the Church in Australia and to the world that we share this vision and we are working together for its realisation. May God bless our work and St Bakhita ever assist us with guidance and support.



AUSTRALIAN CATHOLIC BISHOPS CONFERENCE THE PRESIDENT

27 April 2020

Message to Australian Catholic Anti-Slavery Network

The formation of the Australian Catholic Antislavery Network (ACAN) was a major achievement within the Church in Australia and far beyond. ACAN has done much in a short time, working to ensure a high level of cooperation and coordination among Australian Catholic entities in dioceses, as well as education, health and aged care, welfare, finance and investment in response to the Modern Slavery Act.

Catholic entities participating in ACAN are strongly positioned to respond effectively to the statutory requirements in the Modern Slavery Act with a comprehensive risk management program. The Modern Slavery Statements of Catholic entities will also form a compendium of Catholic principles and action for the advancement of human dignity and the common good.

Australia can be a leading force in the Catholic world in seeking to eradicate modern slavery, human trafficking and forced labour. That is the purpose of the Sustainable Development Goal (SDG) 8.7, which was inspired by Pope Francis.

ACAN also strives to help the Australian Government in important ways to meet its international commitment to SDG 8.7 and to provide assistance to other countries to end this blight upon the human family.

May Saint Josephine Bakhita, patron saint of slavery victims, guide and protect all associated with ACAN who are working to eradicate modern slavery in service of the freedom which comes from God.

Yours sincerely in Christ,

✠ Mark Coleridge
Archbishop of Brisbane
President

ACAN Participating Entities

ARCHDIOCESE AND DIOCESE

Archdiocese of Adelaide
Archdiocese of Brisbane
Archdiocese of Hobart
Archdiocese of Melbourne
Archdiocese of Perth
Archdiocese of Sydney
Diocese of Maitland-Newcastle
Diocese of Rockhampton

EDUCATION

Australian Catholic University
University of Notre Dame Australia
Catholic Education Archdiocese of Canberra Goulburn
Catholic Education Diocese of Parramatta
Catholic Education Melbourne
Catholic Education Northern Territory Diocese of Darwin
Catholic Education Office Diocese of Wollongong
Catholic Education Western Australia
Catholic Schools NSW
Diocese of Lismore Catholic Schools Office
Edmund Rice Education Australia
Sydney Catholic Schools

FINANCE AND INVESTMENT

Australian Catholic Super and Retirement Fund
Catholic Church Insurance





HEALTH AND AGED CARE

Calvary Little Company of Mary Health Care Ltd
Catholic Healthcare
Mater Group
Mercy Health
St John of God Health Care
St Vincent's Health Australia
Southern Cross Care NSW & ACT
Villa Maria Catholic Homes

SOCIAL SERVICES

St Vincent de Paul Society NSW
Catholic Cemeteries and Crematoria



Introduction to ACAN

ACAN - the Australian Catholic Anti-slavery Network - emerged as a key recommendation from a groundbreaking conference, organised by the Anti-Slavery Taskforce, held in July 2019.

The *Eradicating Modern Slavery from Catholic Supply Chains Conference* was attended by over 100 executives representing 45 Catholic entities to canvas practical steps to comply with the MSA.

Arising from the Conference, the *Catholic Action in Australia to Eradicate Modern Slavery from Supply Chains Progress Report* was launched in September 2019, outlining for the first time the potential modern slavery risk in the operations and supply chains of major Catholic entities in Australia.

Modern Slavery Statements required by the MSA will be public information. Identifying and addressing modern slavery risks and reporting on the risks and actions taken is highly complex and will not be fixed quickly or easily. Designing and implementing a process to identify and mitigate operational modern slavery risks has been a substantial exercise and outcome of 2019/2020.

ACAN brings together Catholic entities to share resources and coordinate action to manage and mitigate modern slavery risk across their industry sectors.



The Anti-Slavery Taskforce coordinates the collaboration of over 30 Catholic entities that comprise ACAN and provide direct support to senior executives tasked with the new obligations about supply chain transparency and implementation of a comprehensive modern slavery risk management program.

The third party costs for tools, consultants, training and compliance are shared by ACAN entities and underwritten by the Archdiocese of Sydney and coordinated by the Anti-Slavery Taskforce.

CATHOLIC ACTION TO ERADICATE MODERN SLAVERY

ACAN participating entities are united in the belief that action against modern slavery is fundamental to Catholic Social Teaching. So too is the protection of the life and dignity of workers trapped in modern slavery everywhere. We seek to work for the Common Good and actively collaborate with all relevant sectors - Government, business and community. We will be open, respectful and inclusive with other entities and freely share learnings and resources which support the delivery of our mandate.



ACAN OBJECTIVE:

Eradicate modern slavery in all its forms from the operations and supply chains of Catholic entities in Australia. ACAN is at the forefront of efforts to eradicate modern slavery nationally and globally.

ACAN

Statistical Overview



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**PARTICIPATING
CATHOLIC ENTITIES**

- All states and territories represented
- 32 Modern Slavery Liaison Officers (MSLOs)
- 675 hours dedicated to ACAN program activities – teleconference, workshops, conferences
- Over 100 conference attendees



\$3.18

**BILLION DOLLARS
OF SPEND ANALYSED**



2075

SUPPLIERS

Analysed for Modern Slavery Risk



Actions & outcomes

- Four sector-based action plans developed across **5** business categories
- Over **400** modern slavery actions identified



Supply risk data

- 28 entities provided useable spend data
- \$3.18 billion dollars of spend analysed
- 2,075 suppliers assessed
- 1128 potentially high-risk suppliers identified
- 15 high-risk spend categories
- 71% of spend is potentially high-risk



23

CATHOLIC ENTITIES ANNUAL SPEND ON HIGH RISK GOODS AND SERVICES

- \$1.11 billion on medical supplies and equipment
- \$752 million on construction projects
- \$96 million on prostheses, implants and medical devices
- \$90 million on ICT and communications hardware
- \$47 million on food services, beverage and hospitality
- \$35 million on cleaning services
- \$25 million on office and teaching supplies
- \$19 million on community and home care services
- \$33 million on facilities management
- \$17 million on uniforms
- \$15 million on waste management
- \$25 million on labour hire
- \$12 million on linen and laundry services
- \$5.5 million on events
- \$3.5 million on security

Supply Chain Modern Slavery Risk

Key Findings

\$3.18b

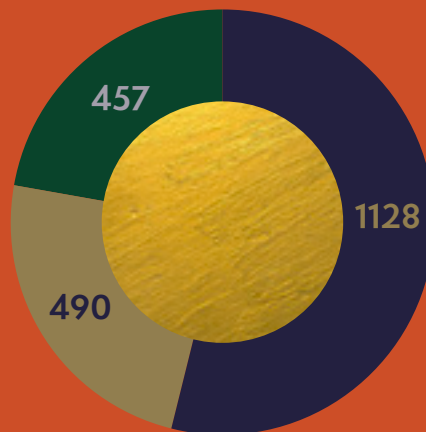
TOTAL SPEND ANALYSED

98% of supplier spend data provided by ACAN entities was analysed for modern day slavery risk.

2075

TOTAL SUPPLIERS
ANALYSED

Spend data was provided for 2075 suppliers providing goods and services to ACAN entities.



54%

SUPPLIERS
HIGH RISK

1128 or 54% of the 2075 suppliers assessed were ranked as potential high risk for modern slavery.

Top five

RANKING BY SPEND

All ACAN suppliers were ranked for potential modern slavery risk. The top five suppliers by spend were primarily suppliers to the health sector, as well as a construction company. All were classified as high or medium risk.

MEDICAL EQUIPMENT SUPPLIER 1

MEDICAL EQUIPMENT SUPPLIER 2

MEDICAL EQUIPMENT SUPPLIER 3

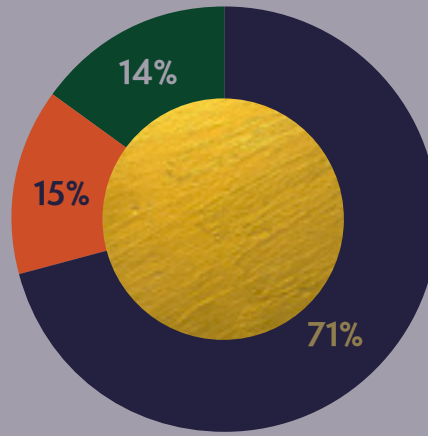
PHARMACEUTICAL COMPANY

CONSTRUCTION COMPANY

#34

SPEND CATEGORIES ANALYSED

34 spend categories were analysed for potential modern slavery risk. The largest high risk category by spend was **medical equipment and supplies** followed by **building and construction services**.



71%

SPEND HIGH RISK

Almost three quarters of ACAN's spend was ranked as potential high risk for modern slavery.

Top five

CATEGORIES BY SPEND

Spend categories were ranked for modern day slavery risk based on geography (country of manufacture), industry sector and commodity/raw materials.

MEDICAL EQUIPMENT AND SUPPLIES

BUILDING AND CONSTRUCTION

PROFESSIONAL SERVICES

DRUGS/PHARMACEUTICALS

SOFTWARE/NETWORK SUPPORT/SERVICES

Highest risk

CATEGORIES

The five largest high risk categories by spend across all ACAN entities are listed below.

MEDICAL EQUIPMENT AND SUPPLIES

BUILDING AND CONSTRUCTION

PROSTHESES AND MEDICAL DEVICES

ICT HARDWARE AND EQUIPMENT

FOOD, BEVERAGE AND HOSPITALITY

ACAN At-Risk Goods and Services

ACAN entities submitted high spend data and received an assessment of high risk of modern slavery in supply chains based on three key factors:

01 | SECTOR

The type of industry or commercial enterprise making or providing the good or service. Sectors associated with dirty, dull and dangerous work are at higher risk of modern slavery, but 'professional' sectors such as software coding, can also be at risk.

02 | COMMODITY

The good or the materials it is made from. Thousands of consumer goods can be linked to modern slavery by the commodities that make up the product.

03 | GEOGRAPHY

The country or location where a good or service is sourced or made. Typically, but by no means always, higher risk countries have weak worker protection laws or weak enforcement of those laws, experience corruption and generally have access to cheap labour.

PAYLOAD
CU. CAP.

OPDU

AX. GROSS

ARE

62.350 LBS
33.1 CU.M.
1.170 CU.FT.

ATTENTION
READ INSTRUCTIONS
BEFORE OPERATING

ATTENTION
LES CONTAINERS
DOIVENT ÊTRE MONTÉS
UNIQUEMENT
AVEC
L'ACIER
CORRUGÉ

APPLICABLE FOR REGISTRATION
UNIQUE CONTAINER MARK
C-100 (1000 LBS)
C-200 (2000 LBS)
C-300 (3000 LBS)
C-400 (4000 LBS)
C-500 (5000 LBS)
C-600 (6000 LBS)
C-700 (7000 LBS)
C-800 (8000 LBS)
C-900 (9000 LBS)
C-1000 (10000 LBS)
C-1100 (11000 LBS)
C-1200 (12000 LBS)
C-1300 (13000 LBS)
C-1400 (14000 LBS)
C-1500 (15000 LBS)
C-1600 (16000 LBS)
C-1700 (17000 LBS)
C-1800 (18000 LBS)
C-1900 (19000 LBS)
C-2000 (20000 LBS)
C-2100 (21000 LBS)
C-2200 (22000 LBS)
C-2300 (23000 LBS)
C-2400 (24000 LBS)
C-2500 (25000 LBS)
C-2600 (26000 LBS)
C-2700 (27000 LBS)
C-2800 (28000 LBS)
C-2900 (29000 LBS)
C-3000 (30000 LBS)
C-3100 (31000 LBS)
C-3200 (32000 LBS)
C-3300 (33000 LBS)
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C-3700 (37000 LBS)
C-3800 (38000 LBS)
C-3900 (39000 LBS)
C-4000 (40000 LBS)
C-4100 (41000 LBS)
C-4200 (42000 LBS)
C-4300 (43000 LBS)
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C-4900 (49000 LBS)
C-5000 (50000 LBS)
C-5100 (51000 LBS)
C-5200 (52000 LBS)
C-5300 (53000 LBS)
C-5400 (54000 LBS)
C-5500 (55000 LBS)
C-5600 (56000 LBS)
C-5700 (57000 LBS)
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C-6000 (60000 LBS)
C-6100 (61000 LBS)
C-6200 (62000 LBS)
C-6300 (63000 LBS)
C-6400 (64000 LBS)
C-6500 (65000 LBS)
C-6600 (66000 LBS)
C-6700 (67000 LBS)
C-6800 (68000 LBS)
C-6900 (69000 LBS)
C-7000 (70000 LBS)
C-7100 (71000 LBS)
C-7200 (72000 LBS)
C-7300 (73000 LBS)
C-7400 (74000 LBS)
C-7500 (75000 LBS)
C-7600 (76000 LBS)
C-7700 (77000 LBS)
C-7800 (78000 LBS)
C-7900 (79000 LBS)
C-8000 (80000 LBS)
C-8100 (81000 LBS)
C-8200 (82000 LBS)
C-8300 (83000 LBS)
C-8400 (84000 LBS)
C-8500 (85000 LBS)
C-8600 (86000 LBS)
C-8700 (87000 LBS)
C-8800 (88000 LBS)
C-8900 (89000 LBS)
C-9000 (90000 LBS)
C-9100 (91000 LBS)
C-9200 (92000 LBS)
C-9300 (93000 LBS)
C-9400 (94000 LBS)
C-9500 (95000 LBS)
C-9600 (96000 LBS)
C-9700 (97000 LBS)
C-9800 (98000 LBS)
C-9900 (99000 LBS)
C-10000 (100000 LBS)



205271 4
22G1

30,480 KG
67,200 LB
2,200 KG
4,850 LB

ACAN Action to Eradicate Modern Slavery



Above: A typical modern slavery risk profile created for an ACAN entity.

RISK ASSESSMENTS

The ACAN risk management program identifies modern slavery risk in operations and supply chains of ACAN entities.

ACAN entities are provided with tools and assistance to develop their own modern slavery risk profiles of their suppliers and major spend categories. The profiles are based on a proprietary Category Risk Taxonomy which is based on best available information on industry sectors and commodities at risk of modern slavery.

The risk profile enables entities to determine an overall potential risk based on both spend and goods and service categories. The risk profile also identifies which suppliers are at a higher level of potential risk enabling an engagement strategy to focus on the most critical stakeholders.

POLICY AND DOCUMENTATION

An assessment of Catholic entities found many do not have policies or documentation in place to effectively manage modern slavery risk. ACAN entities now have access to a range of templates that can be adapted to meet the needs of each participating entity including model policies, a model contract clause, a code of conduct for suppliers, a questionnaire for suppliers and reporting tools.

These resources embed modern slavery risk management in systems and processes and provide a consistent policy approach across ACAN entities within specific industry sectors such as health, education, aged care and finance.



TEACHING AND LEARNING

Raising anti-slavery awareness and delivering training on modern slavery was requested by all ACAN participants who attended the Conference in July 2019. Targeted training resources have been developed for board members, staff, procurement teams, suppliers and key stakeholders. All resources are available to ACAN entities via a password protected portal on the ACAN website, and can be adapted to meet the specific needs of individual entities.

Customised education programs have been developed including a resource database, face-to-face training, and e-learning modules via a purpose-built Learning Management System.

Courses

- Estimate of 450 people complete the course
- Average time to complete the course 44 minutes
- total 330 hours of e-learning complete

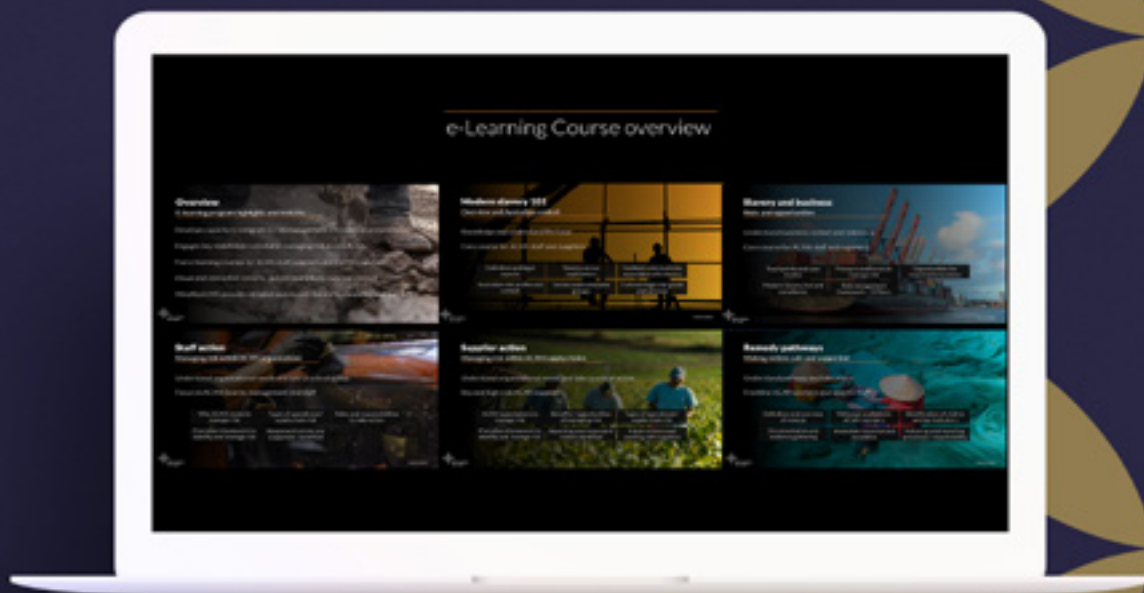
TEAM-BUILDING

A core principle of ACAN is to share resources and experiences, and to leverage participant purchasing power to identify, assess and mitigate modern slavery risks in Catholic supply chains. This enables limited resources to be used most effectively and on initiatives that will have high impact. A consistent approach across participating Catholic entities will allow us to better leverage common suppliers within respective industry sectors.

NATIONAL COORDINATION

ACAN entities each have a nominated Modern Slavery Liaison Officer (MSLO), a vital role to coordinate the implementation of the modern slavery risk management program. On the last Friday of each month MSLOs participate in a national teleconference. During these meetings the Anti-Slavery Taskforce provides an update on new resources and next steps for implementation of the risk management program. Break out rooms are used to enable a sector-based focus for MSLOs to share progress and challenges.

ACAN national teleconferences = 200 hours of engagement by MSLOs.



SUPPLIER ENGAGEMENT

The objective of the Supplier Engagement Strategy Workshops is to present a robust framework that equips ACAN entities to engage with key suppliers about modern slavery risks, seek their collaboration and motivate suppliers to take action in relation to modern slavery in their operations and supply chains. A comprehensive engagement strategy is the first step in an ongoing supplier relationship.

Implementation of identified engagement arrangements, particularly with high risk suppliers, will assist ACAN participants to comply with the requirements of the MSA. Thirty-two Catholic reporting entities have had at least 50 of their top suppliers analysed for modern slavery risk.

Supplier engagement action plans are under way which means that at least 1,500 suppliers to ACAN entities are likely to be contacted about changes to supplier expectations and new obligations to be implemented in the coming months.

ACTION PLANNING

Eradicating modern slavery is about undertaking real action on the ground. Catholic entities participated in a collaborative action planning workshop, as part of the July 2019 conference, where a number of key actions were identified to address modern slavery risks and gaps. While many of the actions are being addressed through ACAN, individual entities are also implementing actions specific to their organisations or sectors. The ACAN Modern Slavery Action Plan for each Catholic entity provides important input into each respective organisation's first Modern Slavery Statement.





**“Eradicating
modern slavery is
about undertaking
real action on
the ground.”**

Mind the modern slavery gap



ACAN Risk Management Program Tools and Resources

- Support and advice for ACAN participants
- SD Strategies 'Bridge the Gap' analysis
- Operational heat map
- Sector-specific Modern Slavery Action Plans developed during July 2019 Conference
- Board Awareness Powerpoint presentation
- Model Modern Slavery Policy
- Working Group Model Terms of Reference
- Model Position Descriptions
- Supplier Code of Conduct
- Supplier data spreadsheet
- Supplier risk prioritisation
- Supplier risk dashboard
- Procurement risk taxonomy
- Supplier questionnaire and expectations matrix
- Supplier Corrective Action Plan template
- Supplier model contract clauses
- Staff Awareness Powerpoint presentation
- E-learning modules
 1. Modern Slavery 101
 2. Modern Slavery and Business relevance
 3. Staff action
 4. Supplier action
 5. Remedy pathways
- Model stakeholder questionnaire
- Supplier Awareness Powerpoint presentation
- Model supplier engagement strategy and communications resources
- Supplier engagement workshop and 'how to run a supplier forum' video
- Domus8.7 Remedy Pathway
- 'How to prepare Modern Slavery Statement' workshops

Modern Slavery Act 2018

The Australian Catholic Bishops Conference and other Catholic organisations strongly advocated for the introduction of the Commonwealth and NSW Modern Slavery Acts.

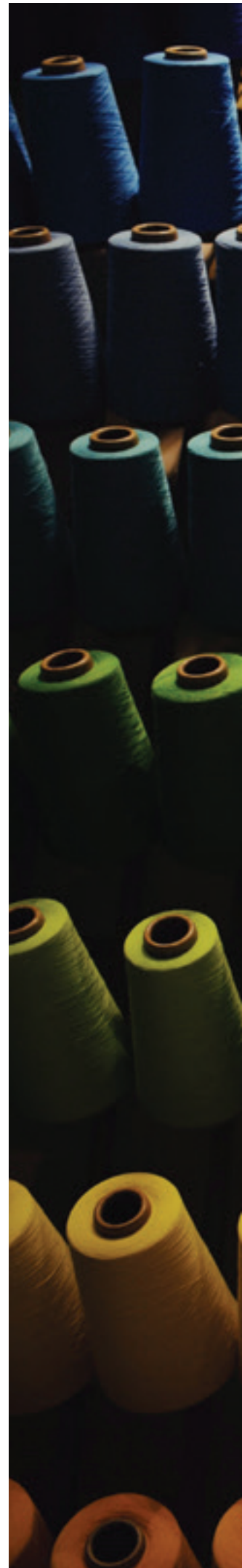
In December 2018 the Australian Parliament passed the MSA. The MSA requires entities based or operating in Australia, with annual consolidated revenue of more than \$100 million, to report annually on the risks of modern slavery in their operations and supply chains, and actions they have taken to address those risks. Other entities based or operating in Australia may report voluntarily.


Statements submitted by reporting entities can be accessed by the public, free of charge.

All Australian companies, not-for-profit and the Federal Government are obligated by the MSA to prepare an annual Statement, with the first Statements due in 2021. As they are public documents it is vital that any Statement reflects the true level of modern slavery risk management within the reporting entity.

The MSA commenced 2 January 2019 and Section 16 requires entities with an annual consolidated revenue of over \$100 million to address mandated criteria in a Statement:

- the identity of the reporting entity;
- the reporting entity's structure, operations and supply chains;
- the risks of modern slavery in its operations, the operations of entities it controls and in its supply chain;
- actions taken by the company to identify, assess and address modern slavery risks; including due diligence and remediation processes;
- how the company assesses the effectiveness of the steps or actions it has taken to assess and address modern slavery risks;
- the process of consultation which the company has with its controlled entities or with entities in its supply chain;
- other relevant information.





Modern
slavery is hidden
in every day
consumer goods
such as fresh food
and clothing.

Government Relations

The Anti-Slavery Taskforce, in addition to facilitating ACAN, undertakes advocacy and representation on behalf of ACAN to the Federal Government.

ACAN MODERN SLAVERY STATEMENTS

The Federal Government officials responsible for the implementation of the MSA have strongly commended Catholic entities for the ACAN initiative. The Department of Home Affairs Modern Slavery Business Unit confirmed that Catholic entities could report as a group, in a Compendium of Statements. The Government would allow all ACAN entities to report by 30th June 2021, notwithstanding that some entities otherwise must report earlier in 2021. It was stated that this was an appropriate implementation of Section 14 of the MSA.

Moreover, the Department of Home Affairs have stated a preference for Catholic entities to report as ACAN entities, as this process, would enhance the standard of Modern Slavery Statements and risk management programs. The quality and consistency of Statements will improve implementation of the MSA and give recognition to collaboration between ACAN reporting entities.

The ACAN Compendium will take the form of a single document comprised of a collection of Modern Slavery Statements from relevant Catholic reporting entities with additional introductory text, case studies and executive summary. In this form, the Compendium meets the criteria of the MSA for joint statements in that:

- it provides information that addresses the mandatory criteria;
- it will be developed in consultation with reporting entities; and
- it will be in a format (PDF) acceptable for publication on the register.

ACAN will take the additional step required to submit the Compendium as a formal joint statement under the MSA by ensuring it is approved in accordance with the requirements set out in Section 14(2)(e) of the MSA.

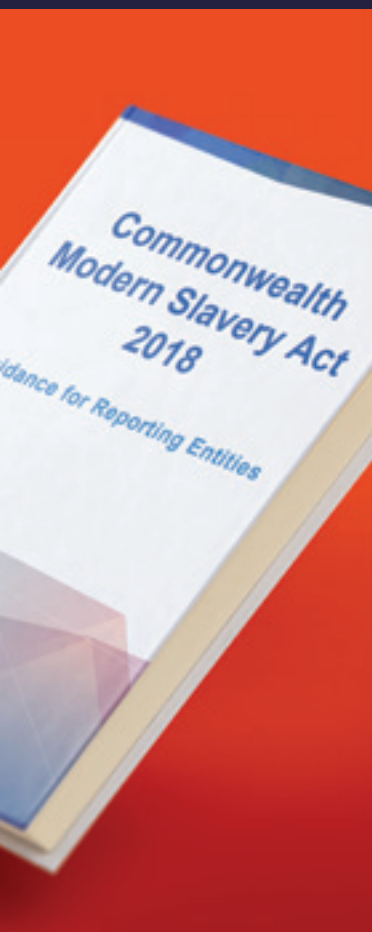




Importantly, the MSA does not require the reporting entity or entities approving and signing a joint statement to have any relationship, such as control or ownership, with the other reporting entities covered in the Statement. The joint statement process allows the Compendium format of individual Statements for each reporting entity signed by these entities with additional covering text and signatures approving the full document as a joint statement.

The advantages of the later reporting period of 30 June 2021, include:

- Each ACAN entity Statement is strengthened by the implementation of a single coherent approach and modern slavery risk management program.
- Analysis and data representing each sector presented in a way that enhances the individual entity Statement.
- Clear articulation of the benefits of collaboration within sectors with similar risk in operations and supply chains.
- ACAN will benefit from a review of the content and presentation of Statements made available on the public registry from July 2020 until the first quarter of 2021.



TIMEFRAME FOR THE ACAN COMPENDIUM IN CONSULTATION WITH MSLOs

01 | October / November 2020

Statement template and workshops.

02 | First quarter 2021

Individual entity board approval of Statement and sign-off.

03 | Second quarter 2021

Compilation of the Compendium, additional content development; entity and sector based review process and upload to public register by 30 June 2021.

ACAN Compendium relies on an 'opt out' process, entities need to indicate in writing intent not to be part of the Compendium. To date, no ACAN entities have formally opted out.

**MESSAGE FROM ASSISTANT MINISTER
THE HON. JASON WOOD MP
FOR ST BAKHITA'S DAY 2020:**

“As the Minister responsible for Australia’s strategy to combat modern slavery, I want to thank you for your ongoing support for the Australian Government’s efforts to address modern slavery. I am encouraged by your passion and commitment to ending modern slavery...”

Modern Slavery Grant Awarded - Building Links

ACAN participating entities will benefit from a National Community Crime Prevention Program Modern Slavery Grant awarded to the Anti-Slavery Taskforce by the Australian government for a project called ‘Building Links’.

Building Links will focus on the construction industry, a sector identified as high risk for Catholic entities and brings together a consortium of partners including the Walk Free Foundation, the Minerals Council of Australia, The Property Council of Australia, the Supply Chain Sustainability School, Immigration Solutions Lawyers and Macquarie University.

Australian Catholic Anti-slavery Network entities will be able to utilise the awareness-raising tools created via the Grant on construction projects and with project management staff and suppliers.



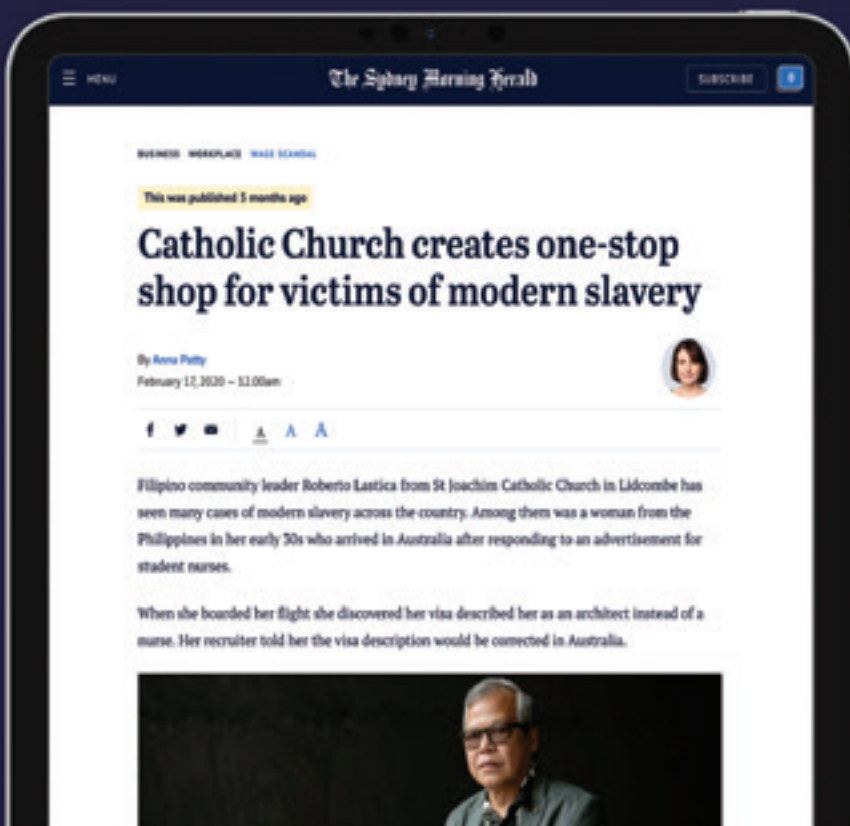


Domus8.7 Catholic Remedy Pathway

Domus8.7 is a new initiative of the Archdiocese of Sydney to provide advice to ACAN entities in response to any potential issues. Domus8.7 also provides an effective remedy pathway in response to modern slavery.

Having a documented remedy pathway is an important requirement of the MSA. Statements are required to include how entities are assessing and addressing risks of modern slavery in operations and supply chains and the actions taken (including due diligence and remediation).

DOMUS 8.7



Domus8.7 will be Australia's first 'one-stop-shop' service available to business, workers or people impacted by modern slavery to obtain support, advice and guidance on how to respond to potential situations.

A REMEDY PATHWAY IS IMPORTANT FOR ACAN ENTITIES TO:

- Enhance the ACAN modern slavery risk management program
- Provide the support needed for a rapid, coordinated response when victims are identified
- Develop the internal capability to manage risk and engage staff
- Establishes a documented pathway to manage (potentially) complex humanitarian issues
- Addresses a key mandatory reporting requirement of the MSA
- Abide by Catholic Social Teaching
- Integrating remedy into the systems and processes of ACAN entities ensures ongoing commitment to protecting the human rights of people in operations and supply chains.

WHAT IS A 'REMEDY PATHWAY'?

In a business context, the provision of remedy involves a business implementing actions and processes to investigate and redress impacts on workers involved in business operations and supply chains, and ensure future incidents are avoided.

The right to remedy is a basic principle in international human rights law. Unfortunately, victims of corporate human rights abuses often struggle to access adequate or effective remedy.

KEY ELEMENTS OF AN EFFECTIVE REMEDY PATHWAY ARE:

- Independent advice and support
- Ensuring victims are safe and protected is the primary focus of remedy.
- Any work with victims is undertaken with their full knowledge and consent.
- Human rights based approach

SERVICES PROFILE

The Domus8.7 operating model is still under development but it is anticipated that the following services will be provided:

- Guidance and advice for businesses who identify slavery in their operations or supply chains
Coordination with government agencies, victim support organisations and others
- Help businesses develop internal capabilities to manage modern slavery risk Advocate for better support for victims of slavery in Australia
- Toll free hotline and confidential online reporting platform for business, workers or the general public to report suspected incidents of modern slavery
- Practical and immediate support for people impacted by modern slavery

WHO CAN ACCESS THE SERVICE

Advisory services provided by Domus8.7 will be available to:

- ACAN entities
- Businesses and industry bodies
- People impacted by modern slavery
- Government agencies

WHAT IS THE COST?

Accessing the service will be free for victims and workers.

The cost of an annual subscription fee for business memberships will be determined following more extensive consultation with stakeholders.

An Issue Close to Home

It is estimated that 15,000 people are living in slavery-like conditions in Australia, according to the latest figures from the Global Slavery Index 2018.

The most vulnerable are people who hold temporary visas, migrants and new arrivals. This includes those on sponsored employment visas that bond them to their employer, seasonal workers from the Pacific, international students and asylum seekers.

All are vulnerable to exploitation across different industry sectors, but particularly agriculture, food processing, cleaning and security, waste management, domestic work, building and construction.





Message From Modern Slavery Survivor Advocate

Moe Turaga, Advocate and Slavery Survivor

As a Pacific Islander living in regional Queensland I have seen many vulnerable workers coming to Australia for a better opportunity. I have also come to the aid of people that have found themselves in difficulty.



In 2017, I had the opportunity to learn about the modern slavery movement through my community services work at The Salvation Army. I travelled to regional hotspots where exploitation of migrant workers takes place to help organise, conduct outreach and raise community awareness. **At that time, I had not told anyone about my own experience of being enslaved in Australia for two years working on farms in Victoria. I was only 17 when this happened.**

That same year, the Joint Standing Committee on Foreign Affairs, Defence and Trade was conducting an Inquiry into Establishing a Modern Slavery Act for Australia. The timing felt right for me to share my experience because I thought it could make a difference. There are so few people with lived experience of slavery that are in a secure position to speak out.

My first public appearance was at the inaugural Bali

Process Business and Government Forum in Perth in front of leaders of 45 nations – including Australian leaders such as Foreign Affairs Minister Julie Bishop, Opposition Leader Penny Wong and leaders of Pacific Island nations. My first media interview was also on that day with the ABC and I appeared in the press alongside Mr Andrew Forrest AO from the Walk Free/Minderoo Foundation.

I also appeared before the Inquiry into Establishing a Modern Slavery Act Committee at the hearing in Mildura. It was important to me to make sure my story is part of the official record related to modern slavery in this country when so many other stories have been lost and will never be told.

I've been lucky to participate in many other events and for the support I've received from the Catholic Archdiocese of Sydney Anti-Slavery Taskforce. I was overwhelmed with happiness and a sense of justice when the Modern Slavery Act was passed during the last hours of Parliament sitting in December 2018.

In 2019, I participated in the St Bakhita's Feast Day events at St Mary's Cathedral with the Most Rev Anthony Fisher OP, the Hon Alex Hawke MP, the Hon Tanya Plibersek MP and Jennifer Westacott, CEO of the Business Council of Australia. I also shared my story at a major human rights conference at the University of New South Wales.

I encourage each of you who are participating in the Australian Catholic Anti-slavery Network to take up the challenge of tackling modern slavery in your personal, professional and community life. Bless you for what you are doing – it means so much to me.



What is Modern Slavery?

Many think of slavery as a relic of history, eradicated in the nineteenth century. In fact, slavery has reinvented itself into modern forms and continues to harm people, their families and communities in every country in the world including Australia.

Modern slavery is not the same as poor working conditions or low pay, although such conditions often underpin and are precursors of modern slavery. Today, criminals use deceptive means to trap workers for labour exploitation. Children and vulnerable workers are targeted, using control tactics such as charging excessive recruitment fees, threatening deportation, retaining passports and withholding wages.

According to the 2018 Global Slavery Index 40.3 million people are enslaved in the world today, with the highest number in the Asia Pacific region. Of those people trapped in slavery in the Asia Pacific region some 24 million are trapped in supply chains.

In Australia, these practices are Commonwealth criminal offences.

DEBT BONDAGE

Describes situations where the victim's services are pledged as security for a debt and the debt is manifestly excessive or the victim's services are not applied to liquidate the debt, or the length and nature of the services are not limited and defined.

Deceptive recruiting for labour or services: Describes situations where the victim is deceived about whether they will be exploited through a type of modern slavery.

FORCED LABOUR

Describes situations where the victim is either not free to stop working or not free to leave their place of work.

SERVITUDE

Describes situations where the victim's personal freedom is significantly restricted and they are not free to stop working or leave their place of work.

HUMAN TRAFFICKING

Describes the recruitment, harbouring and movement of a person for exploitation through modern slavery.

THE WORST FORMS OF CHILD LABOUR

Where children are:

1. exploited through slavery or similar practices; or
2. engaged in hazardous work which may harm their health, safety or morals;
3. used to produce or traffic drugs.

The worst forms of child labour can occur in a variety of contexts and industries. This may include orphanage trafficking and slavery in residential care institutions, as well as child labour in factories and manufacturing sites, mining and agriculture.

SLAVERY

Describes situations where the offender exercises powers of ownership over the victim, including the power to make a person an object of purchase and use their labour in an unrestricted way.







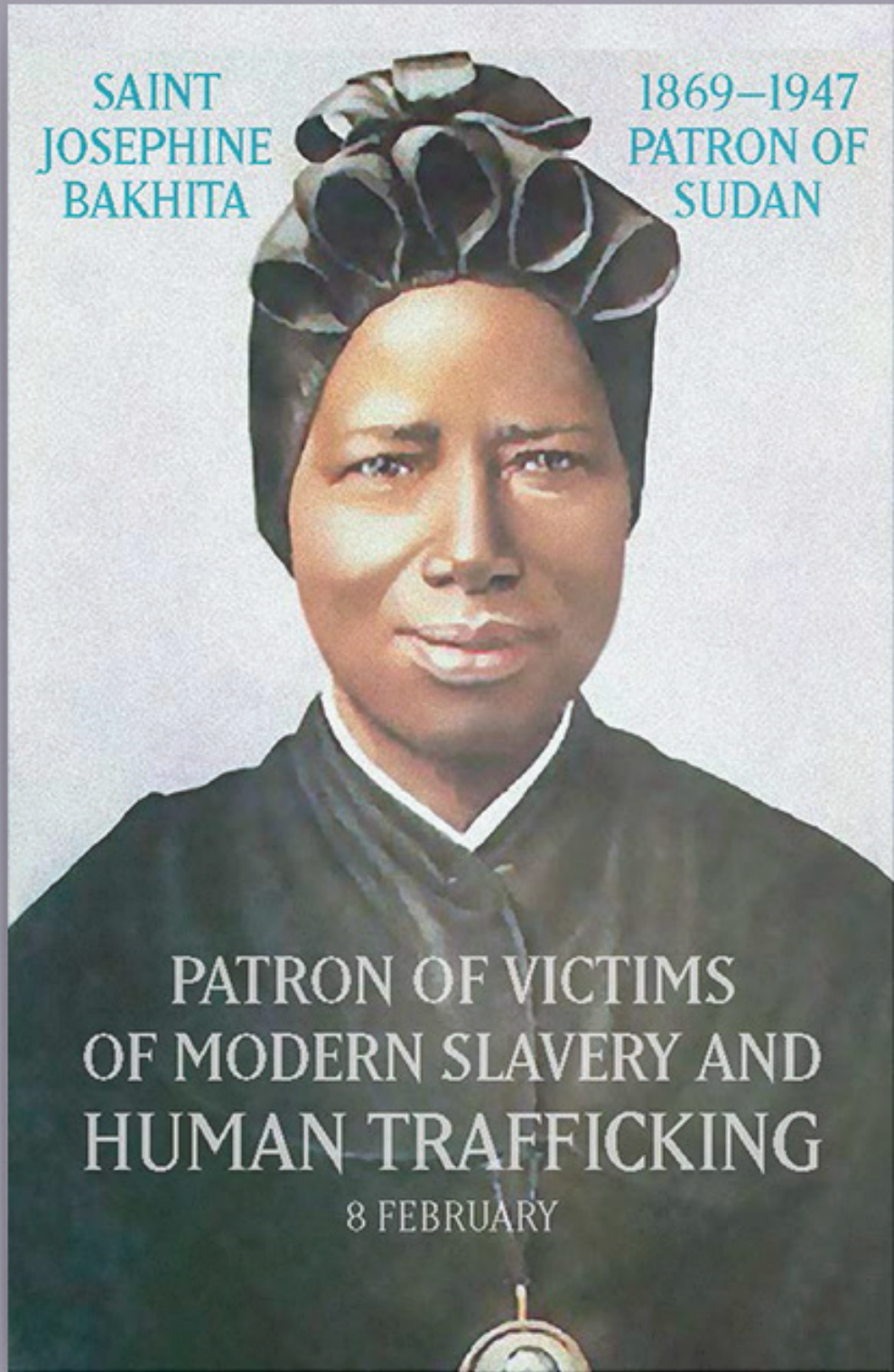
Indicators of Modern Slavery

A combination of these signs may indicate a person is in a situation of modern slavery:

- living at the workplace, or another place owned/ controlled by their employer
- underpaid or not paid at all
- excessive hours of work
- confined or isolated in the workplace
- guarded at work or in their accommodation
- restricted from contacting or interacting with others
- subject to different or less favourable working conditions than other workers
- unable to terminate their employment at any time
- servicing a debt to an employer, recruiter or a third party
- subjected to, or threatened with, violence (including harm to self, other workers, family members) in connection with their employment
- threatened with other detrimental actions such as arrest or deportation
- identity documents held by an employer or third party
- deceived about the nature and conditions of their employment
- no contract, unfair contract or unable to understand the terms and conditions of their employment
- not provided with any protective equipment, training or means to refuse to participate in dangerous work practices,
- do not have permission to work or appear to be working in breach of visa requirements.

SAINT
JOSEPHINE
BAKHITA

1869–1947
PATRON OF
SUDAN



PATRON OF VICTIMS
OF MODERN SLAVERY AND
HUMAN TRAFFICKING

8 FEBRUARY



St Bakhita Prayer

Prayer for victims of modern slavery and human trafficking.

We pray for the victims of human trafficking that they may be brought to freedom and rebuild their lives after the traumatic experiences they have suffered.

We pray that St Josephine Bakhita, sold into slavery as a child, intercedes with God for those trapped in a state of slavery, so that they will be released from the shackles of captivity.

We pray for all those who are dedicated to eradicating modern slavery and human trafficking that they will have the courage and strength to reach out and overcome all challenges.

We pray that by our actions as consumers we always reject as gravely wrong any goods or services tainted with slavery.

We pray for our governments that their laws will protect victims of human trafficking and reject goods and services from sources associated with slavery and forced labour.

We pray that the Church will continue to defend and free victims of human trafficking and be a source of love, hope and faith to bring the vulnerable and enslaved to find healing for their wounds. Amen.

St Josephine Bakhita, Patron Saint of Slavery Victims, Pray for Us.



About St Bakhita

St Josephine Bakhita, also known as 'Mother Moretta' (our Black Mother) bore 144 physical scars throughout her life, which were received after she was kidnapped at the age of nine and sold into slavery.

Such was the trauma experienced that she forgot her birth name and her kidnappers gave her the name Bakhita meaning 'fortunate'. She experienced the moral and physical humiliations associated with slavery.

In 1882 her suffering was alleviated after she was bought for the Italian Consul. With Italian families Bakhita received kindness, respect, peace and joy.

A change in the family's circumstances meant that she was entrusted to the Canossian Sisters of the Institute of the Catechumens in Venice. It was there that Bakhita came to know about God whom, 'she had experienced in her heart without knowing who He was' since she was a child. She was received into the Catholic Church in 1890, joining the sisters and making final profession in 1896.

The next 50 years of her life were spent witnessing to God's love through cooking, sewing, embroidery and attending to the door. When she was on door duty, she would gently lay her hands on the heads of the children who attended the nearby school and caress them. Her voice was pleasing to the little ones, comforting to the poor and suffering. Bakhita was a source of encouragement to many and her constant smile won people's hearts.

Surrounded by the sisters, she died on 8 February 1947. Josephine Bakhita was canonised in 2000 by St Pope John Paul II. St Bakhita is the Patron Saint of Sudan and the Patron Saint of Slavery Victims.

The Feast Day of St Bakhita is 8 February and under Pope Francis has become the Catholic international day to commemorate slavery victims.



AUSTRALIAN CATHOLIC
ANTI-SLAVERY
NETWORK

