

Catholic
Archdiocese
of Adelaide

2024 MODERN SLAVERY STATEMENT

DISCLOSURE

This statement has been produced on behalf of Catholic Church Endowment Society Inc (CCES) ABN 29 608 297 012. It covers all entities owned or controlled by CCES, including Catholic Education Office ABN 91893631195 and Centacare Catholic Community Services (formally named Centacare Catholic Family Services) ABN 21578907988.

This Modern Slavery Statement was approved by the principal governing body of the Catholic Church Endowment Society Inc as defined by the Modern Slavery Act 2018 (Cth) (the Act) on 23rd May 2025.

This Modern Slavery Statement is signed by Archbishop Patrick O'Regan as the sole Trustee of the Catholic Church Endowment Society Inc, the responsible member as defined by the Act.



Catholic
Archdiocese
of Adelaide



centacare

Catholic Community Services



catholic
education
south australia

ACKNOWLEDGEMENT OF COUNTRY

We respectfully acknowledge Aboriginal and Torres Strait Islander people as the First Peoples of this country and especially acknowledge the traditional owners on whose lands we live and work throughout the Catholic Archdiocese of Adelaide.

We also acknowledge Elders, past, present and pay tribute to those who have contributed to the social, economic, cultural, political, and spiritual life of our community.

This acknowledgement affirms our commitment to social justice and the importance of healing and reconciliation between Indigenous and non-Indigenous peoples.

APPROVAL

A message from Archbishop Patrick O'Regan

The Archdiocese of Adelaide has been a member of the Australian Catholic Antislavery Network (ACAN) since 2020. This is the Archdiocese's second Modern Slavery Statement and reporting year.

The Archdiocese is already committed to the tenets of Catholic social teaching and recognises alignment with our commitment in this space with the dignity of the human person, in particular the worker and the common good.

In 2023, we formed a working group to progress activities leading to reducing modern slavery risks throughout the Archdiocese which included examination of our supplier network with the support of ACAN.

In 2024, the Archdiocese working group has further progressed these actions, with still more to do.

We look forward to continuing this important work in 2025.

In Domino,



+Patrick O'Regan DD
Archbishop of Adelaide

"Although we try to ignore it, slavery is not something from other times."

- Pope Francis

"There is dignity in work, through work, human beings participate in creation and help realise God's plan on earth."

- Pope Francis

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CRITERIA 1 and 2

About Archdiocese of Adelaide

Mission

Governance Framework

Organisational structure and geographic regions

About the Archdiocese of Adelaide

The Catholic Church in South Australia dates back to 1842. Today the Adelaide Archdiocese is home to 253,870 Catholics, 15.7 per cent of the total population (ABS 2021 Census). The Church employs more than 11,800 people working across the industry sectors of education, health, social services and parishes. The Church also has many volunteers who assist and support their communities. The Adelaide Archdiocese covers an area of 105,000sq km, taking in the city of Adelaide and outer metropolitan areas as well as the regional areas of Yorke Peninsula, Riverland, Barossa Valley, Adelaide Hills, Fleurieu Peninsula, Kangaroo Island, Coorong, South East and Limestone Coast. There are 56 parishes with 125 mass centres, and 22 multicultural communities in the Archdiocese. The rich cultural diversity of the local Church is reflected in 22 migrant communities. In 2023, there were more than 52,000 students attending 89 Catholic schools in the Archdiocese. Through community and social services, more than 22,000 people sought assistance across 34 locations or through outreach services into communities.

Our Hope for the Future

Following local consultations that took place in the lead up to the Plenary Council and responses to the 2021 and 2022 Diocesan Assemblies, the Archdiocese launched a vision and mission for the Church in Adelaide in 2023.

Vision

The Adelaide Catholic Archdiocese strives to be a welcoming Christ-centred community of servant leaders, committed to listening, discerning and growing in the Spirit, as disciples journeying together and as co-creators of the world that God desires.

Mission

As followers of Jesus, loved by God, nurtured and formed in community we are called to be:

- Sharers of faith, hope and love
- Builders of bridges
- Healers of broken relationships
- Agents of transformation in a world that cries out to be made whole

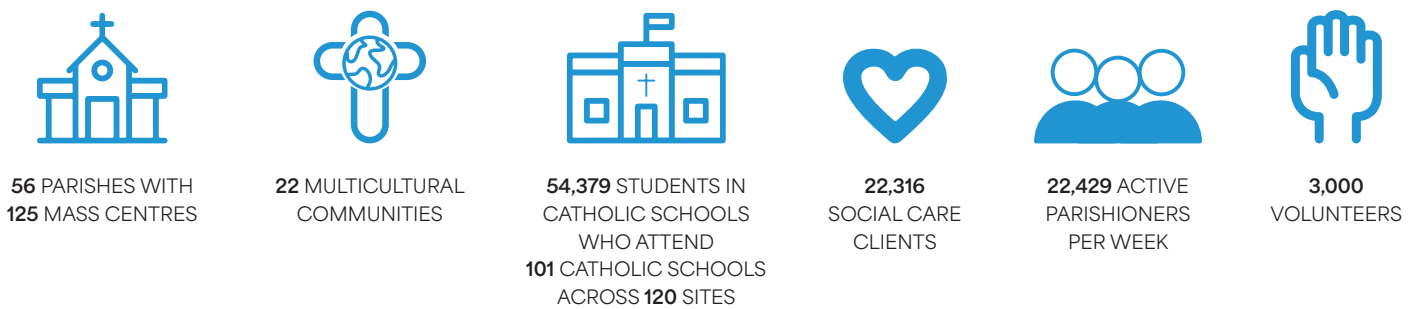
ABOUT

The activities undertaken within the CCES encompass our Catholic schools, parishes, and welfare services delivered through Centacare. The relevant overarching civil entities established within the Archdiocese are the:

- Catholic Church Endowment Society Incorporated
- South Australian Commission for Catholic Schools Incorporated.

For clarity, this 2024 Modern Slavery Statement includes the entire financial spend across Centacare Family Services, the administrative expenditure from the Archdiocese of Adelaide office, as well as the Catholic Education Office. It is anticipated that in the coming years, we will examine the suppliers of both individual parishes and those of our Catholic schools.

Operations (Demonstrated Graphically)



Workforce Profile

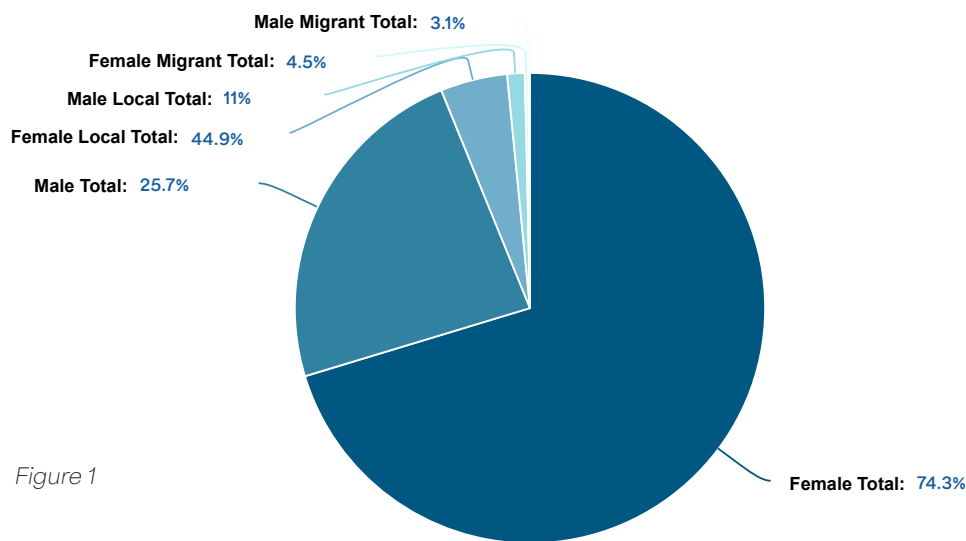


Figure 1

Employees in the Archdiocese total 11,500 and span the industry sectors of education, health, social services and parishes. Not all entities record female and male local and migrant employees (as depicted).

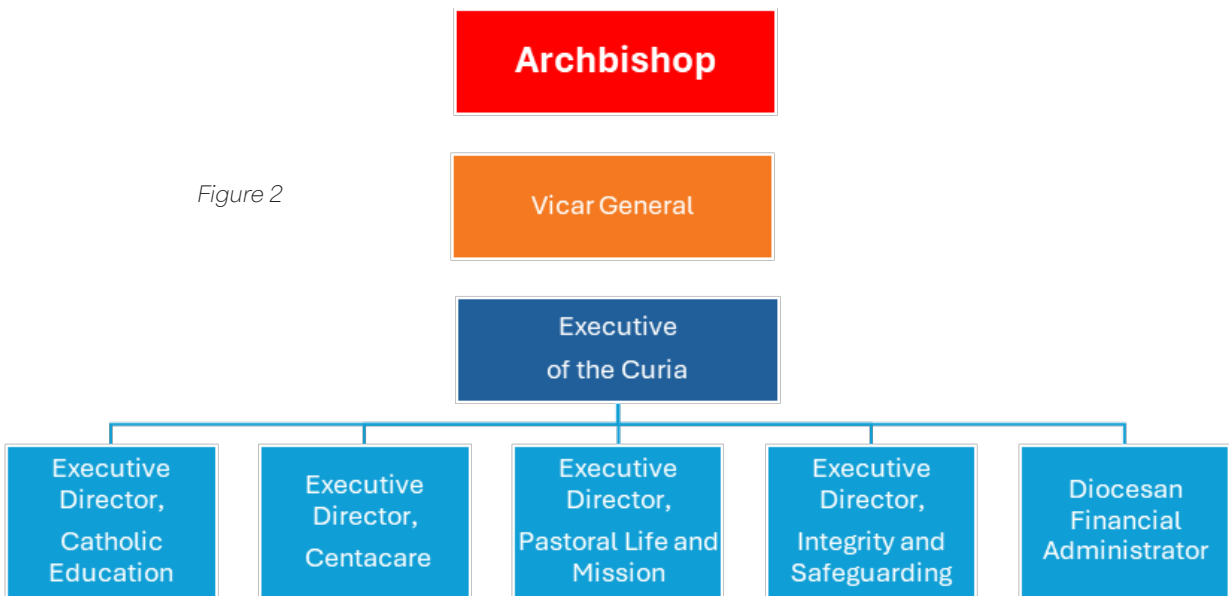
Governance Structure

The Catholic Church Endowment Society Inc. (CCES) is the legal entity for all parishes and agencies of the Archdiocese.

The Archbishop of Adelaide is the Ordinary for the Archdiocese and has canonical authority for the operation of each of the parishes, agencies, schools and services of the Archdiocese.

The Archbishop is at the head of the governance structure (refer *Figure 2*). To assist in his role the Archbishop delegates certain responsibilities to the Executive Directors of the agencies and services outlined below.

The Executive Directors’ roles are to ensure that the civil law responsibilities including financial accountability, legislative compliance, risk management and people management are met. The Executive Directors, Director of Communication, the Vicar General and the Archbishop form the Executive of Curia. The Executive of the Curia meets monthly and has responsibility for matters of operational and mission-related significance, including modern slavery.



The CCES Modern Slavery Working Group is accountable to the Executive of the Curia. The Working Group has appointed a Modern Slavery Liaison Officer, to act as a key contact between CCES and ACAN, with this key contact being the Executive Director, Pastoral Life and Mission. The Executive Director, Pastoral Life and Mission is also the chair of the CCES Modern Slavery Working Group, with membership including representatives from the main business units of CCES that are subject to meeting the modern slavery obligations under the Act.

Risk Management

The Catholic Archdiocese of Adelaide has adopted a structured approach to risk management within our internal Catholic Safety and Injury Management team.

On behalf of the worksites within the Church, CCES holds a Self-Insurer Registration with ReturnToWorkSA. Being self-insured under this scheme provides financial and personal benefits for Catholic Church employers and workers.

Catholic Safety & Injury Management South Australia (CSaIM SA) is the unit responsible for the implementation and management of the Safety & Injury Management System for the Catholic Church in South Australia.

CRITERIA 3

Modern slavery risks in operations and supply chains

Risks in Operations and Supply Chains

CCES has commenced its supplier chains analysis to address modern slavery risks in 2023.

CCES supplier data has been reviewed against the ACAN Category Risk Taxonomy, based on the Global Slavery Index and International Labour Organisation (ILO) definitions of modern slavery.

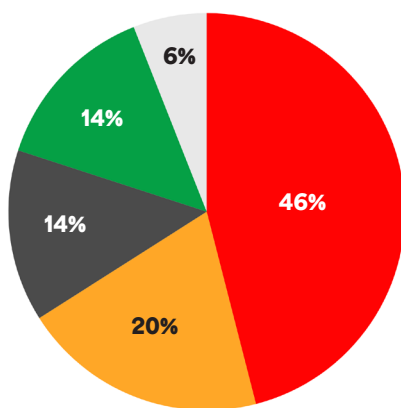
Analysis of inherent heightened risk of modern slavery for CCES suppliers are the categories of building and construction and ICT hardware (laptops, computers and mobile phones).

In order to further assess the risk CCES has committed to asking all suppliers to complete the ACAN supplier survey in 2025.

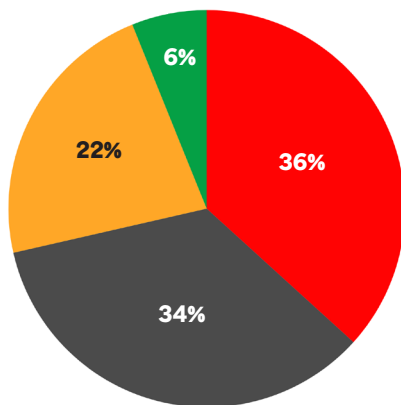
The following table (*next page*) summarises the Archdiocese vendor analysis for the 2024 financial year. **NOTE: All entities only includes top 50 spend.**

VENDOR ANALYSIS					
	No. of Vendors	Vendors Reviewed	% of Total Spend	Max Spend/ Vendor	Min. Spend/ Vendor
Catholic Education	50	0	0	\$3,332,753	\$169,825
Archdiocesan Services	50	0	0	\$9,092,566	\$47,141
Centacare	50	0	0	\$900,642	\$43,750

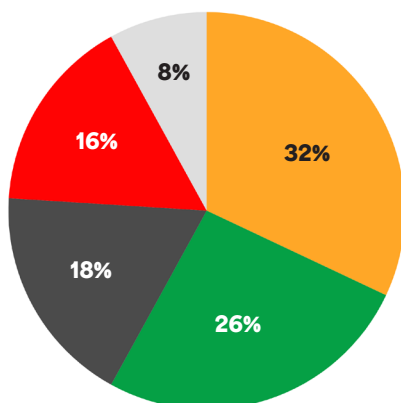
RISK LEVEL SUPPLIERS



Catholic Archdiocese of Adelaide



Centacare Catholic Community Services



Catholic Education South Australia

The high-risk categories across the Archdiocese of Adelaide including Centacare and Catholic Education SA with the highest spend value (over \$200,000) include:

- ICT Hardware
- Furniture and Office Supplies
- Building and Construction
- Labour Hire
- Events and Event Management
- Cleaning and Security

- Not in scope
- Unclassified
- Low
- Medium
- High

CRITERIA 4

Actions Taken to Assess and Address Modern Slavery Risks

The metrics in the table below provide a quantitative basis for evaluating actions and provide a clear, objective measure of whether and to what extent goals are being achieved. The table captures the direct impact of actions and helps CCES understand the pace of change, setting future directions.

The data shows engagement by suppliers of goods and services. The ACAN supplier survey was completed by 27 suppliers. Of those suppliers, 5 suppliers were invited to join SEDEX and complete the SEDEX Self Assessment Questionnaire.

The Modern Slavery Working Group consists of:

Sarah Moffatt	Executive Director , Pastoral Life and Mission <i>Catholic Archdiocese of Adelaide</i>
James Lloyd	Pastoral Leader , Justice, Healing and Inclusion <i>Catholic Archdiocese of Adelaide</i>
Rebecca Whellum	Senior Policy and Quality Officer <i>Centacare Catholic Community Services</i>
Jarden King	Manager , Governance and Quality Assurance <i>Centacare Catholic Community Services</i>
John Favretto	Director , Governance, Quality and Assurance <i>Catholic Education SA</i>

	ACTIVITY	Total 2024
INTERNAL / STAFF	Hours spent on modern slavery activities	12
	Individual staff completed e-learning	0
	E-learning modules completed	0
EXTERNAL / SUPPLIER ENGAGEMENT	Total number of suppliers	150
	Number of suppliers with visible contact information and ABN	148
	Number of suppliers across high-risk categories	49
	Number of ACAN Supplier Surveys completed (cumulative)	27
	Supplier staff attending capacity building webinars (cumulative)	1
	Invited to join Sedex (Number of suppliers invited to join Sedex, cumulative)	22
	Joined Sedex (Number of suppliers that Joined Sedex, cumulative)	14
	Sedex SAQ completed (Number of Sites with Sedex SAQ completed, cumulative)	5
	Social audits (number of audits completed in 2024)	0
	Corrective actions (Number of non-conformances in 2024)	0
	Contacts made via worker voice / grievance mechanism	0
DOMUS 8.7 EXTERNAL REFERRALS	Referrals for advice and assistance	0
	Individuals identified or referred for modern slavery assessment	0
	Individuals with modern slavery cases remediated	0

In 2024, the following actions have been undertaken by CCES:

- Continued active participation Modern Slavery Risk Management Program through Australian Catholic Anti Slavery Network (ACAN), in particular, engagement with Kate Hopper from ACAN.
- The Modern Slavery Working Group with members from the Archdiocesan Office, Centacare and Catholic Education, has met on 4 occasions.
- 2024 Modern Slavery Statement developed.
- Further assessment of supplier spend and associated risks.

For 2024 reporting, CCES followed the ACAN program for assessing and addressing the risk of modern slavery through the following supplier engagement plan:

- I. Identification of suppliers in high risk procurement areas via ACAN Procurement Taxonomy.
- II. Suppliers in high risk categories were invited to complete the ACAN Supplier Survey. ACAN Program Managers assessed survey results to identify:
 - suppliers with SEDEX membership
 - suppliers willing to join SEDEX
 - suppliers not required by CSPD to join SEDEX
- III. Suppliers were assisted to join SEDEX and provided support to complete the SEDEX Self Assessment Questionnaires (SAQ).
- IV. ACAN Program Managers assessed Supplier SAQ results, identified gaps in the supplier's management system such as further training, capacity building needs and development of risk management strategies.

SEDEX

Supplier Ethical Data Exchange platform (SEDEX) is the largest collaborative platform for sharing ethical supply chain data. SEDEX is a global not-for-profit membership organisation supporting businesses to manage and improve social and environmental performance in supply chains.

SEDEX provides a platform for businesses to share information and collaborate with suppliers and buyers, in order to promote ethical and sustainable practices throughout the supply chain.

As a member of SEDEX, CCES can utilise services and resources aimed at managing supply chain risks, fostering supplier engagement, and promoting ethical and sustainable business practices. SEDEX benefits to CCES:

- **Enhanced transparency:** SEDEX offers a secure online platform for companies to exchange information regarding their ethical and environmental performance with stakeholders, suppliers, and customers. This fosters trust and confidence throughout the business and its supply chain.
- **Improved risk management:** SEDEX equips businesses with tools to identify and address risks within their supply chains, such as labor rights violations, environmental breaches, and instances of corruption. This proactive approach can mitigate the likelihood of reputational harm, legal ramifications, and supply chain disruptions.
- **Heightened efficiency:** SEDEX provides standardized templates and resources for suppliers to report on their ethical and environmental practices, streamlining the reporting process and alleviating administrative burdens for businesses.
- **Access to expertise:** SEDEX offers training, support materials, and guidance on ethical and sustainable practices, empowering businesses to enhance their performance and comply with legal and regulatory requirements.
- **Achieve a competitive edge:** Demonstrating a commitment to ethical and sustainable practices enables businesses to bolster their reputation and brand value, thereby gaining a competitive advantage.

Remediation

CCES is committed to ensuring it provides appropriate and timely remedy to people impacted by modern slavery in accordance with the United Nations Guiding Principles on Business and Human Rights, the Act 2018 – Guidance for Reporting Entities and relevant Australian laws. This includes providing for, or cooperating in, actions to address harms to people and root causes to mitigate future risks if CCES is found to have caused or contributed to modern slavery.

Due to the complexity of remediation, the need for specialist resources and to ensure the most comprehensive and rights-compatible outcomes for people impacted by modern slavery, CCES, is a founding partner of Domus 8.7 – an independent program to provide remedy to people impacted by modern slavery.

By partnering with Domus 8.7, CCES can help people impacted by modern slavery achieve meaningful outcomes that can be reported on and continuously improve risk management and our response.

CRITERIA 5

Measuring effectiveness
Demonstrating continuous improvement
Action Plans

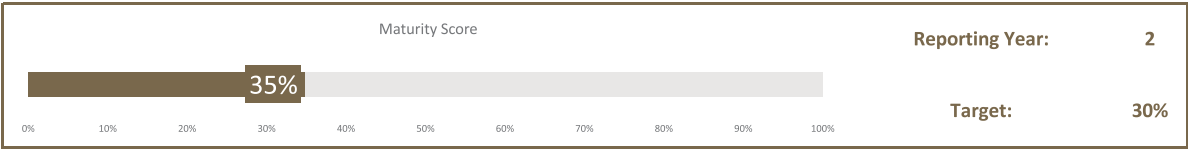
Effectiveness of Steps Undertaken

CCES completed the ACAN 2024 Entity Profile as part of ACAN’s Modern Slavery Maturity Assessment process. CCES’s overall assessment score of 35% is above the benchmark 30% for a Year 2 reporting entity; the assessment has identified areas that will need to be of focus for the year ahead.

The charts below provide a high-level understanding of CCES’s current level of maturity in managing modern slavery risk. The data shows that CCES has surpassed the target level of maturity in all areas except for Worker Engagement Governance, an area that will be of immediate focus for the organisation.

Maturity Assessment 2024

Catholic Archdiocese of Adelaide - Overview



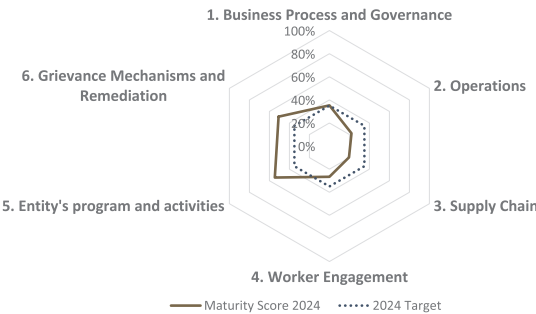
Catholic Archdiocese of Adelaide - 2024 Analysis by Pillar

Pillar	A. Governance	B. Risk Assessment	C. Risk Management	D. Effectiveness of Actions	Maturity Score 2024
1. Business Process and Governance	40%	49%	31%	21%	35%
2. Operations	24%	28%	25%	12%	22%
3. Supply Chain	8%	50%	14%	6%	20%
4. Worker Engagement	0%	60%	25%	22%	27%
5. Entity's program and activities	100%	30%	50%	38%	55%
6. Grievance Mechanisms and Remediation	70%	60%	42%	31%	51%
Average	40%	46%	31%	22%	35%

↑ 2%
↑ 3%
↑ 7%

↑ 2%
↑ 2%
↑ 2%

Maturity Score 2024 individual scoring by pillar and sub pillar, including averages and total 2024 score



Action Plans

The following activities are planned for 2025:

- Continued invitation for staff to complete the e-learning modules on Modern Slavery
- Introduce the Modern Slavery Working Group to SEDEX
- Continued invitation of high risk suppliers to complete the ACAN supplier survey
- Development of ethical sourcing initiatives, including further development of a contract clause for suppliers and as part of prospective new tender process.
- Continued connection with key staff from ACAN to provide ongoing support and expertise.
- Regular connection with ACAN local support.
- Through the Archdiocesan Council for Integral Ecology, continue the work of divestment options for CCES.
- Event planned for *United Nations World Day against Trafficking in Persons*, 30 July 2025.

CRITERIA 6

Process of Consultation

- The Executive of the Curia determined in November 2024 that it would continue with producing a Modern Slavery Statement for the 2024 reporting period.
- Continued work with the Modern Slavery Working Group with members from the Archdiocesan Office, Centacare and Catholic Education. This working group has met 4 times.

CRITERIA 7

Other

As part of awareness raising activities in the Archdiocese:

- Each year the Feast of St Josephine Bakhita of South Sudan is held in St Francis Xavier's Cathedral. This important Feast Day Mass for the Patron Saint of victims of modern slavery and human trafficking; organized by the African community.
[Link: https://adelaide.catholic.org.au/our-works-and-community/catholic-multicultural-office/events/the-feast-of-st-josephine-bakhita-2023-1](https://adelaide.catholic.org.au/our-works-and-community/catholic-multicultural-office/events/the-feast-of-st-josephine-bakhita-2023-1)
- The Archdiocese promotes ethical Easter Egg campaigns through its parishes and communities in the lead up to Easter and are promoted through social media.

- Centacare's Diversity, Equity and Inclusion Committee continues to actively promotes the Diversity Council of Australia messaging, inclusive of Modern Slavery information that is to be linked to the internal Centacare Modern Slavery portal page. The portal shared the Modern Slavery Statement in July 2024.



Centacare's Commitment to Combating Modern Slavery



Jonathon Louth
Director

Centacare's Commitment to Combating Modern Slavery

Centacare is committed to preventing and ultimately eradicating modern slavery within our operations, business partnerships, and supply chains. We have taken important steps to ensure that our practices are ethical and comply with the [Modern Slavery Act 2018](#).

What is Modern Slavery?

Modern slavery is a severe violation of human rights where individuals are exploited through practices such as forced labour, human trafficking, debt bondage, and child labour. Victims are often coerced, threatened, or deceived into situations from which they cannot escape, stripped of their freedom and dignity. Procurement networks can contribute to modern slavery when businesses unknowingly source goods and services from suppliers who exploit their workers. This is where Centacare's work is focused—ensuring that our supply chains are free from such unethical practices.

Establishing a Working Group

In February 2024, we joined with the Catholic Archdiocese of Adelaide and Catholic Education SA to form a Modern Slavery Working Group. This group was created to coordinate our response to modern slavery and ensure that we meet all legislative requirements. Representatives from all three organisations are working together to tackle this critical issue.

Key Actions Taken

Since the formation of the Modern Slavery Working Group, we have made significant progress:

- **Joined the Modern Slavery Risk Management Program:** We are now active members of the [Australian Catholic Anti-slavery Network](#) (ACAN). This membership allows us to participate in a process specifically designed to manage and reduce modern slavery risks.

- **Drafted Terms of Reference:** We have established clear guidelines for the working group, ensuring that everyone understands their roles and responsibilities in fighting modern slavery.
- **Published Our First Modern Slavery Statement:** Our inaugural statement, released in May 2024, outlines our commitment to combating modern slavery and details the steps we are taking to address this issue.
- **Conducted Initial Risk Assessments:** We have begun assessing the risks associated with our suppliers to identify any areas where modern slavery might be a concern. This helps us ensure that our supply chains are free from unethical practices.

The Modern Slavery Working Group will continue to identify risks, implement best practices and promote ethical standards across all our operations. By collaborating with our partners and participating in programs like ACAN, we are taking concrete steps towards a safer and more just society.

For more information and to view the statement please visit our [Modern Slavery portal page](#).

134 Centacare staff viewed this story.

APPENDIX A - TIMELINE OF ACTIVITIES

2020	Joined ACAN
October 2023	Commitment from Executive of Curia to develop a Modern Slavery Statement
4th July 2024	In-person meeting with Sarah Moffatt and Kate Hopper, Program Manager, ACAN
28th November 2024	Modern Slavery Working Group Meeting
30th January 2025	Modern Slavery Working Group Meeting
6th February 2025	Modern Slavery Working Group Meeting
8th April 2025	Met with Kate Hopper, Supplier Engagement Manager, ACAN
9th May 2025	Modern Slavery Working Group Meeting
23rd May 2025	Confirmation of report - Executive of Curia