



St Vincent de Paul Society
NSW
good works



MODERN SLAVERY

STATEMENT

1 JANUARY – 31 DECEMBER 2023

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Disclosure Note

This Statement has been made on behalf of the St Vincent de Paul Society NSW (ABN 91 161 127 340) and the Trustees of the Society of St Vincent de Paul (NSW) (ABN 46 472 591 335) and St Vincent de Paul Housing (ABN 41 158 167 483).

This Statement does not apply to the St Vincent de Paul Society entities outside of NSW.

Reporting period: 1 January 2023 to 31 December 2023



ACKNOWLEDGEMENT OF COUNTRY

We acknowledge Aboriginal and Torres Strait Islander peoples, as the Traditional Custodians of this land, with deep respect. May Elders, past and present, be blessed and honoured. May we join together and build a future based on compassion, justice, hope, faith and reconciliation.

FOREWORD

Modern slavery is an issue that touches us all through the goods and services we buy every day. Today, there are more than 41,000 people who experience modern slavery in Australia - increasing from 15,000 in 2018. The 2023 Global Slavery Index indicates that over 50 million people are currently experiencing modern slavery, with over half of these people in forced labour.

Modern slavery poses a significant challenge to justice worldwide and fundamentally conflicts with the values and principles upheld by the St Vincent de Paul Society NSW. The scope of modern slavery, both in Australia and internationally, requires increased awareness and targeted action by all of us. At St Vincent de Paul Society NSW we have continued to enhance our understanding and strategies to address this injustice.

As an organisation working towards a more just and compassionate society, we are committed to alleviating the needs of victims and survivors of modern slavery and dismantling the structures that cause it.

The St Vincent de Paul Society members give priority to the poorest of the poor and to those who are most rejected by society, as is required of us by the Rule. Our aim is to accompany people on their journeys to security, stability, and community connection to effectively reach the most disadvantaged and hard to reach communities.

Internally, the Society's obligations and commitments to this 2023 Modern Slavery Statement are a key focus for our members, volunteers and staff. In New South Wales, we have over 12,000 pairs of eyes and ears to see the victims of modern slavery and hear their cries. We have expanded our engagement with suppliers to assess and address modern slavery risks and continued our participation in the Australian Catholic Anti-Slavery Network (ACAN) to support this most important work.

In the spirit of charity and justice, we are all summoned to remain vigilant against modern slavery in Australia and across the globe. Let us be keenly aware of any indicators of modern slavery we may encounter so we can effectively aid victim survivors and prevent any further exploitation. By fostering an environment of awareness and intervention, we contribute to a collective effort that ends these practices and restores dignity to those affected.

Approval and Signature

This Modern Slavery Statement was approved by the principal governing body of the St Vincent de Paul Society NSW as defined by the Modern Slavery Act 2018 (Cth) ("the Act") on 2 May 2024.

This Modern Slavery Statement is signed by a responsible member of St Vincent de Paul Society NSW as defined by the Act.



John Adams

Acting President of The Trustees of the Society of St Vincent de Paul (NSW)



Richard Stewart

Chair of the Board
St Vincent de Paul Society NSW



Denis Walsh

Chair of the Board
St Vincent de Paul Housing

REPORTING CRITERIA 1

About the St Vincent de Paul Society NSW

ABOUT US

The St Vincent de Paul Society is a member and volunteer-based organisation that has been assisting people experiencing disadvantage and hardship in NSW for almost 140 years.

The Society was founded by a 20-year-old man named Frederic Ozanam in 1833 who, with a group of friends, wanted to alleviate the poverty and disadvantage that he saw around him in post revolution France. Leading by example and, with boundless energy, Frederic started what is now a worldwide movement in just 20 short years.

The St Vincent de Paul Society NSW currently has more than 12,000 members and volunteers across the state, who give tirelessly of their time. In total, we have over 360 local member networks, referred to as Conferences, present in communities across NSW.

Our members, volunteers and staff help people experiencing disadvantage with resources including food parcels and vouchers, financial assistance, help with energy bills and other debt, budget counselling, school items for children, and the provision of other material items such as furniture, clothing, bedding and any other household items.

Importantly, we also provide vital emotional support and referral services as needed. The St Vincent de Paul Society NSW is also a leading provider of frontline services, with 100 local services across the state. These deal with a range of issues including homelessness, domestic and family violence, disability, mental health, youth wellbeing, refugee and migrant inclusion, rehabilitation and addiction.

Head office:

2C West Street, Lewisham NSW 2049

www.vinnies.org.au/nsw

OUR MISSION

The St Vincent de Paul Society is a lay Catholic organisation that aspires to live the gospel message by serving Christ in the poor with love, respect, justice, hope and joy, and by working to shape a more just and compassionate society.



OUR VISION

The Society aspires to be recognised as a caring Catholic charity offering “a hand up” to people in need. We do this by respecting their dignity, sharing our hope, and encouraging them to take control of their own destiny.

OUR ASPIRATION

An Australia transformed by compassion and built on justice.

OUR KEY VALUES

Commitment – Loyalty in service to our mission, vision and values.

Compassion – Welcoming and serving all with understanding and without judgement.

Respect – Service to all regardless of creed, ethnic or social background, health, gender or political opinions.

Integrity – promoting, maintaining and adhering to our mission, vision and values.

Empathy – Establishing relationships based on respect, trust, friendship and perception.

Advocacy – Working to transform the causes of poverty and challenging the causes of human injustice.

Courage – Encouraging spiritual growth, welcoming innovation and giving hope for the future.

HIGHLIGHTS OF 2022/23



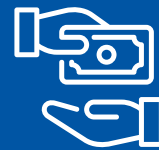
**OUR MEMBERS SUPPORTED
MORE THAN 87,000 PEOPLE**

with food, clothing, household items,
cost of living expenses and emotional support



\$3 MILLION WAS RAISED

through Vinnies CEO Sleepout events in NSW



**\$13.7 MILLION IN FINANCIAL
AND MATERIAL AID**

was distributed by our members



\$5.5 MILLION

in direct financial assistance was provided to
communities impacted by floods



28,250 PEOPLE WERE SUPPORTED

by our Vinnies Services across Homelessness
and Housing, Health, and Disability and Inclusion



Our network of Vinnies Vans provided more than

**70,000 INSTANCES OF
ASSISTANCE ACROSS THE STATE**



We celebrated 100 years of Vinnies Shops in NSW;

**OUR NETWORK OF 221 SHOPS
RAISED \$78 MILLION**

to support our programs and services

Our Annual Consolidated Revenue for the period 1 July 2022 to 30 June 2023: \$206,785,190.

REPORTING CRITERIA 2

Our Organisational Structure, Operations and Supply Chains

ORGANISATIONAL STRUCTURE

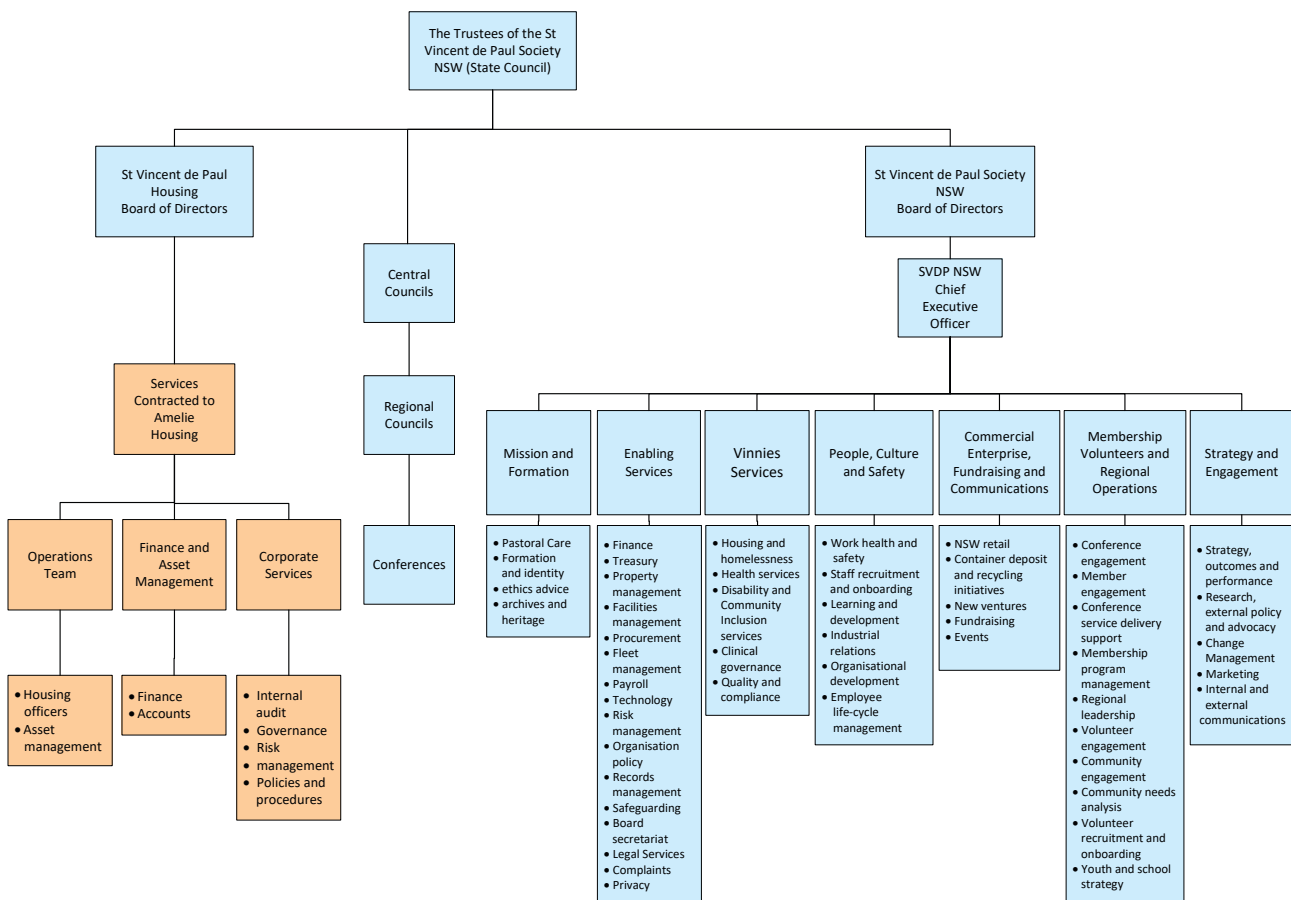
The St Vincent de Paul Society in NSW is comprised of three separate but related legal entities:

- **The Trustees of the Society of St Vincent de Paul (NSW)** is a body corporate incorporated under the Roman Catholic Church Communities' Lands Act 1942 (NSW). The Trustees are elected by the members and appoint the Board of Directors of the Company.
- **The St Vincent de Paul Society NSW** is a public company limited by guarantee.
- **St Vincent de Paul Housing** is also a public company limited by guarantee. It is a special purpose vehicle through which we manage the maintenance and service provision of over 500 social and affordable housing units constructed through the NSW Government's Social and Affordable Housing Fund.

The Trustees of the Society of St Vincent de Paul (NSW), The St Vincent de Paul Society NSW and St Vincent de Paul Housing are registered charities with the Australian Charities and Not-for-profits Commission (ACNC) and are regulated by the ACNC. The three entities form a reporting group for financial reporting to the ACNC.

This Modern Slavery Statement does not apply to:

- the international body of the St Vincent de Paul Society, the International Consul General, or any entities owned or controlled by the International Consul General
- the National Council of the St Vincent de Paul Society
- St Vincent de Paul Societies in other Australian states and territories, or any entities owned or controlled by these Societies.





OUR GOVERNANCE FRAMEWORK

The St Vincent de Paul Society NSW Board provides strategic oversight and direction for the activities of the company. The Board is supported by four advisory committees.

The Board of Directors of St Vincent de Paul Society NSW, through its Audit, Risk and Finance Committee has oversight of the modern slavery risk management program. It is responsible for:

- overseeing the development of the annual Modern Slavery Statement
- monitoring any identified risks and advising the Board on the mitigation of such risks
- providing updates to the Board, in accordance with the Risk Management Framework.

Responsibility for implementing modern slavery obligations is:

- The Chief Financial Officer has overall responsibility for the organisation's Procurement Policy and procedures and ensuring that the organisation's procurement practices have the necessary risk mitigation controls and chairs the cross-functional Modern Slavery Working Group (MSWG) which drives the modern slavery work in the Society in NSW
- The Director Governance, Risk and Safeguarding is responsible for organisational governance and ensuring

that governance policies and procedures are current and compliance, including in relation to modern slavery

- Executive Directors are responsible for ensuring their staff comply with the organisations policies and practices.
- The MSWG meets six times per year and its progress is reviewed by Board Committees of The St Vincent de Paul Society NSW and St Vincent de Paul Housing and consists of the following roles:
 - Chief Financial Officer
 - Finance
 - Procurement and Fleet
 - People and Culture
 - Property and Facilities
 - Members, Volunteers and Regional Operations
 - Legal
 - Risk Management
 - Vinnies Services

Policies relevant to modern slavery include:

SVDP NSW

- Modern slavery Policy
- Procurement Policy including Supplier Engagement Principles
- Whistle-blower policy
- Feedback and Complaints Policy
- Risk Management Framework

Trustees of the Society of St Vincent de Paul (NSW)

St Vincent de Paul Society NSW also supports the Trustees of the Society of St Vincent de Paul (NSW) including in respect of its compliance with the Modern Slavery Act 2018 (Cth).

St Vincent de Paul Housing Board

The St Vincent de Paul Housing Board is assisted, by its Governance and Risk Committee, to maintain compliance with corporate governance standards. The Board has responsibility for modern slavery oversight.

The St Vincent de Paul Housing Board has engaged Amélie Housing to manage the portfolio of St Vincent de Paul Housing. This work is carried out by a staff of 40 (65% female and 35% male) whose roles are in the provision of specialist corporate services, housing service and tenancy management. Amélie Housing a National Tier 1 Community Housing provider created by SVDP member councils, operating in NSW, ACT, SA & TAS.

Amélie Housing's Chief Executive Officer (CEO) and Chief Operations Officer (COO) have contractual responsibility for procurement in respect of St Vincent de Paul Housing. The Chief Operations Officer is responsible for organisational governance and ensuring that governance policies and procedures are current, including the modern slavery Policy.

OUR FOOTPRINT

We are an organisation focused on serving the most disadvantaged, including people at risk of modern slavery.

We have a significant presence in NSW with operations across the State. Our members are arranged in five regions aligned with Catholic dioceses. Our employees and volunteers are organised into five regions: West, North West, North East, Metropolitan and South.

Conference Work

Our members are the face of the Society in communities across NSW and work in Conferences, which are mostly connected to Catholic parishes. Conference members visit people in their homes, nursing homes and hospitals. Members connect with people where they live, providing practical assistance such as food and shopping vouchers, furniture and clothing, and help with other living costs such as medical bills or back-to-school costs. Importantly they accompany people through their times of hardship.

Emergency Response

Our broad geographic reach across the State means we are well placed to respond quickly to natural disasters, such as drought and bushfires, and deliver emergency assistance.

Vinnies Services

Our professional services include social services including homelessness and housing services; disability and community inclusion services; and health services, including drug and alcohol recovery programs.

Advocacy

Through our advocacy work we promote policies and initiatives to lift people out of poverty and homelessness. We have well established partnerships with other organisations to achieve our joint objectives.

Retail

The Society operates 221 Vinnies Shops and six distribution centres across NSW. Our retail network remains a vital source of revenue to enable programs and services operated by the Society; the Vinnies Shops network raised \$78.314 million in sales revenue for the 2022/23 financial year.

Commercial Enterprise and Fundraising

We are a NSW Return and Earn Scheme collection partner for eligible containers and operate eight sites. Vinnies re/Cycle collection is an eco-friendly range of blankets, throws, rugs, and cushions made from recycled textiles and materials and sold in Vinnies stores.

Social and Affordable Housing

As a provider under the NSW Government's Social and Affordable Housing Fund (SAHF), St Vincent de Paul Housing provides 357 units for social housing and 145 - affordable housing tenants.

CENTRAL COUNCIL MAP



WEST

Wilcannia-Forbes Diocese

NORTH WEST

Armidale Diocese
Bathurst Diocese

NORTH EAST

Lismore Diocese
Maitland/Newcastle Diocese

METROPOLITAN

Parramatta Diocese
Broken Bay Diocese
Sydney Diocese

SOUTH

Wollongong Diocese
Wagga Wagga Diocese



OUR SUPPLY CHAIN

In support of St Vincent de Paul Society NSW Vision to assist people within our community who need ‘a hand up’, and our Mission to shape a more just and compassionate society, we engage with many suppliers to provide a diverse range of goods and services. Building collaborative and transparent relationships with our suppliers is critical to ensuring the best outcomes in our work and our commitment to identifying and addressing modern slavery.

An assessment of modern slavery and its associated risks forms a part of our procurement processes when engaging with any large new or potential suppliers. We are continually refining our procurement processes to ensure that this is consistently applied across our diverse organisation.

Consistent with previous reporting periods, St Vincent de Paul Society NSW and Amélie Housing’s supplier base remains diverse. For the 2023 reporting year, we have continued to procure goods and services from the following 12 main categories:

- building and constructions services
- cleaning and security services
- events and event management (fundraising agency, digital and creative services)
- facility management and property maintenance
- food and catering
- furniture, office supplies and other consumables
- linen, laundry, and textile products
- motor vehicles and fleet management services
- professional services
- skilled labour hire
- technology services – hardware and software, and network services
- waste management services

REPORTING CRITERIA 3

Modern slavery risks in operations and supply chain

MODERN SLAVERY RISK MANAGEMENT INITIATIVES

Operational Risk

Our core purpose is the provision of support and assistance to people in need by offering a hand up, rather than a handout. We comply with labour, employment, work health and safety and whistle-blower laws. Our policies and procedures are designed to provide protection to our people and other stakeholders. Based on our initial investigations during 2020 and ongoing review, we consider our operations do not cause or contribute to modern slavery. However, having regard to the nature and location of our suppliers we do have some areas of vulnerability, such as: cleaning and security services, waste management services, building and construction, facility management and property maintenance.

Our People

The work of the Society de Paul Society NSW is carried out by approximately 12,000 members and volunteers supported by approximately 1,400 employees. We have a predominately female workforce, 59% of members, 76% of volunteers and 65% of employees are women. New employees complete an induction that includes our Code of Conduct, Respectful Workplace and Anti-Discrimination and Equal Opportunity while existing employees undertake refresher training. The eLearning module, *My Introduction to Modern Slavery* is available to employees.

The majority of the Society's employees are covered by awards and are paid at or above the pay rate for their award classification. Managers or professionals not covered by any award are protected by the National Employments Standards regarding their pay and hours worked. Compliance with awards and statutory entitlements is checked each year. Any employee is free to join a union. A small number of employees holding visas were employed in 2023 and their visa status is noted during the recruitment process.

Where we engage agency staff who are not employees of the Society, we require those companies to have a modern slavery Policy and other policies relating to fair employment conditions to minimise the risk of unlawful treatment and ensure the wellbeing of their staff.



SUPPLY CHAIN RISKS

St Vincent de Paul Society NSW is aware that modern slavery can occur in any industry and in any country and can take many forms. Common forms of modern slavery include human trafficking, forced labour, debt bondage, child slavery, forced marriage or domestic servitude.

Mapping our suppliers and analysing our supply chain to determine our risk has continued to be a priority for 2023 taking into consideration:

- **Industry risk:** Specific industry sectors deemed as high risk in international and national guidance documentation. For example: industrial cleaning, textiles, construction.
- **Commodity/product risk:** Specific products and commodities deemed as high risk by the US Department of Labor's 2022 List of Goods Produced by Child and Forced Labor, the Global Slavery Index (GSI) and other international guidance materials. The products and commodities would be assessed as high risk due to the way they are produced, processed or used and include sugarcane, cotton, coffee, tobacco, cattle, rice and fish.
- **Geographic location:** Based on estimated prevalence of modern slavery and the government responses as outlined in the 2023 GSI. Most of our suppliers are Australian based; however, we acknowledge that a number of suppliers have an international presence and may in turn purchase goods and services or conduct activities from regions other than those of suppliers' headquarters.

- **Workforce profile:** In undertaking our supplier analysis we considered the type of labour involved in the production of our goods and services, particularly where low skilled, vulnerable or migrant labour is used, or where the work is deemed as '3D' work (dirty, dull or dangerous).

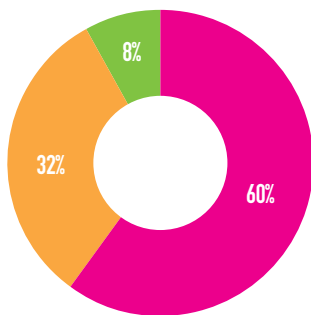
The graph illustrates the modern slavery risk ratings by our highest spend categories.

Of the 10 supplier categories that represent our greatest spend, food and catering, building and construction, finance and investment, facility and property maintenance, cleaning and security, furniture and office supplies categories are considered high-risk.

60% of the total spend analysed is considered high risk, and comprises more than 357 suppliers from 10 supplier categories:

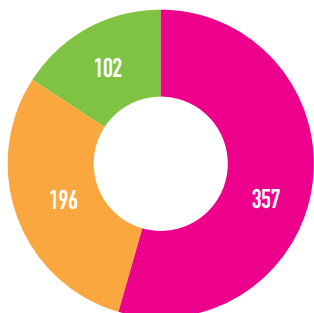
- property and facility maintenance
- cleaning and security
- waste management
- furniture and office supplies
- food and catering
- finance and investment
- building and construction
- linen, laundry and textile products
- medical devices and supplies
- events and event management

RISK BY SPEND



■ High risk ■ Medium risk ■ Low risk

SUPPLIERS BY RISK CATEGORY



■ High risk ■ Medium risk ■ Low risk

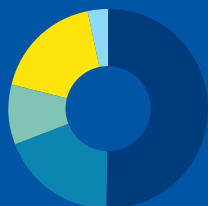
RISK RATINGS BY HIGHEST SPEND CATEGORIES



MEMBER SNAPSHOT

Gender of Members

● Female	2,292
● Male	1,587
● Unknown	32



Members by Region

● Metropolitan	1,972
● North East	735
● North West	386
● South	696
● West	122

Age of Members

0-17	54
18-29	381
30-39	173
40-49	221
50-59	339
60-69	797
70-79	1344
80-89	538
90+	35
Unknown	29

OUR PEOPLE

Members

The Society has more than 4000 members serving people in need in local communities throughout the state. Our members live and work in these communities and meet regularly as part of Conferences, which are primarily associated with Catholic parishes or other institutions such as universities or schools.

Members are at the forefront of our work performing visitations to the homes of people we assist, providing household items, food vouchers and parcels and taking the time to listen and be present with people during times of hardship. Many of our members see their work as an opportunity to live out their faith by doing good works.

Volunteers

Volunteers play an invaluable role in enabling the Society to make a difference in the lives of people every single day. We are incredibly grateful for the time and effort that our volunteers devote and hope that they find purpose and communal spirit in their work.

Over 7,000 volunteers help raise vital funds for our services and programs through our network of Vinnies Shops, while more than 2,500 additional volunteers support our good works across other functions, such as preparing and serving meals on our food vans and at our services





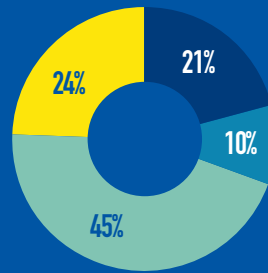
Employees

The Society employs over 1,400 people in various roles across our services in homelessness, health, community development, disability support and more, as well as providing essential administrative functions including fundraising, commercial enterprise, pastoral care, human resources, governance and policy, finance and communications.

We greatly value the commitment and dedication of our employees and aim to create a working environment that encourages people to make an impact over many years, such as our nearly 250 employees who have worked as part of the Society for more than a decade. We are proud to have a diverse workforce with a spread of ages, genders and cultures.

We are committed to providing our employees with safe and respectful workplace that allows them to contribute directly to our mission of shaping a more just and compassionate society for all.

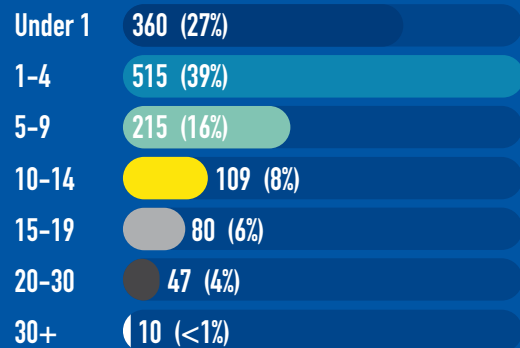
EMPLOYEE SNAPSHOT



Employment Type

Casual	280
Fixed Term	130
Full-time	602
Part-time	324

Years of Service



People Who Joined Us



YEAR	2022/23	2021/22
Total	507	453

People Who Left



YEAR	2022/23	2021/22
Total	445	366

REPORTING CRITERIA 4

Actions taken to assess and address risk



At St Vincent de Paul Society NSW we are committed to making continuous improvement with our practices to identify and address modern slavery. Our primary focus throughout 2023 has been on continuing to develop and embed actions initiated in previous years.

We welcomed three new members to the working group from our Vinnies Services and Members and Volunteers directorates. The inclusion of these representatives to our MSWG will provide us with opportunities to raise awareness among our frontline employees, members and volunteers about modern slavery. This will enable people across the Society to readily identify those we assist who may be at risk of or are experiencing modern slavery and provide them with the right support and referrals.

We participated in ACAN events and leveraged their professional support and advice including:

- 10 monthly ACAN meetings
- ACAN and SEDEX Audit Forum 2023
- ACAN supplier webinar series

Within our operations, our actions included engaging with other organisations and internal stakeholders to boost collective efforts to combat modern slavery:

- Staff from our Housing and Homelessness Service participated in a project of the Sydney Catholic Archdiocese Australian Catholic Anti-Slavery Network (ACAN) to undertake an environmental scan of ACAN entities in health care, education and community services focused on their approach to identification and response to modern slavery across their patient/client populations
- We led an information session on modern slavery at a Charitable Recycling Australia (CRA) meeting. CRA is the national network of charitable purpose-driven reuse and recycling enterprises, and membership consists of over 20 charitable organisations across Australia and St Vincent de Paul Society NSW is a member in CRA because of our retail network
- Continued to increase awareness of modern slavery among our people, through ongoing training and communications with an increase in training among Amélie Housing staff
- Hosted an online launch of the 2022 Modern Slavery Statement in July 2023, in conjunction with our Social Justice Team, to align with the UN World Day Against Trafficking in Persons with an address by the St Vincent de Paul Society (NSW) State President and featured Alison Rahill from ACAN as guest speaker. The launch was also attended by members of our Social Justice Network, members and staff of the Society and representatives from CRA.
- The Executive Leadership Team and MSWG were represented at the *Modern Slavery: Leadership and Accountability for Social Change* hosted by the University of Notre Dame Australia (UNDA), this event brought together Catholic entities from diverse sectors, including education, health and the charitable sector and highlighted areas of cooperation with similar organisations outside the ACAN network.
- Participated in the Modern Slavery Sector Networking event in October 2023. The Anti-slavery Commissioner for New South Wales, Dr James Cockayne, was the guest speaker

We commenced a project to build a new Members and volunteers Management system to:

- Provide better oversight and efficiencies for our members and volunteers.
- Ensure regulatory compliance

- Ensure workforce compliance
- Better facilitate the rollout of learning and development training – e.g., code of conduct, modern slavery awareness, etc.

We commenced a project to build and implement a new Human Resources Information Management System (HRIS). This will:

- Provide better oversight and efficiencies for our employees
- Ensure regulatory compliance
- Ensure workforce compliance
- Better facilitate the rollout of learning and development training – e.g., code of conduct, modern slavery awareness, etc.
- For our Supply Chain, actions included:
 - Increased organisational awareness of our obligations under the Modern Slavery Act 2018 (Cth)
 - Increased capability to oversight and track a suppliers' risk and monitor anti-modern slavery terms and commitments
 - Engaged and assessed the risk of existing and potential suppliers of textiles and textile processing in off-shore locations (India, China and the United Arab Emirates). In most instances these discussions are ongoing as we seek to understand more about the suppliers operations and treatment of their workers.
 - Aligned policies with our obligations under the Modern Slavery Act by introducing an updated Procurement Policy and associated procedures. The policy now includes key principles and required approaches to procurement activities such as assessment of risk, including the risk of modern slavery. It also provides detailed guidance with relation to conducting appropriate due diligence on suppliers.
 - Continued to ensure anti-modern slavery contract clauses are included in our supplier agreements. The clauses agreed with suppliers require a commitment from suppliers to have appropriate policies and procedures in place to assess and address risks of modern slavery within their own operations and supply chains.
 - Communication of our Supplier Engagement Principles, which set out our standard of behaviour for the third-parties we engage with, when engaging and onboarding new suppliers.

During 2023 we undertook significant procurement projects, particularly within the ICT category. Our tender documentation includes information about modern slavery and seeks relevant information from respondents, which is assessed as part of the tender evaluation process. The evaluation template we use to determine

the successful respondent includes a score for the respondent's approach to environmental, social and governance (ESG) management within their organisation, including modern slavery.

Although we are continuing to consolidate and conduct procurement activities centrally via the strategic procurement function, as our organisation footprint stretches across metropolitan, regional and remote New South Wales, a significant amount of operational spend and supplier engagement takes place throughout the organisation and across NSW without the involvement of the procurement team. Consequently, we continue to interact with a high volume and broad mix of suppliers with relatively low spend.

Given our diverse supplier profile, the necessity to increase awareness of modern slavery and our commitment to mitigate and address modern slavery within our operations and our supply chain remain an integral part of our program. We also continue to maintain a strong position on internal education by training key individuals responsible and accountable for our supplier relationships.

During 2023, our Finance directorate completed a project to introduce a new enterprise resource planning (ERP) system. This has enabled Procurement to access valuable supplier data and generate insights relevant to the analysis of our supply chain and supplier risk. The automation of a previously manual activity of supplier mapping to categories of spend provides efficiencies to the Procurement team and allows them to utilise the insights generated for more high-value activities.

Key activities in 2023 have included:

- Ongoing implementation of our centralised contract management register, with a focus on building internal awareness and implementation of consistent contract review, execution and storage processes
- Continued internal advocacy for the utilisation of contract templates that include modern slavery clauses.
- Conducting reviews and audits of some high-risk suppliers to understand their supply chains and how they are assessing, identifying, and mitigating their modern slavery risk. Through this process and gaining exposure to the auditing process we've developed a deeper understanding of the process and how to identify risks effectively.
- In support of continued growth and development, attending external training to participate in diverse conversations about suppliers and conducting effective social compliance audits. A highly valued aspect of the training included auditors describing the role they play in relation to modern slavery, the best ways to utilise and interpret audit results and how to monitor and close-out corrective actions.



We have previously assessed and identified that the modern slavery risk within our supply chain predominately sits within the following categories:

- facility management and property maintenance
- cleaning and security
- building and construction
- waste management
- linen and textiles

Suppliers within these high-risk industries are an ongoing focus. We have continued to engage with them, increasing their awareness throughout the process. We have several active procurement projects underway to consolidate and appoint preferred suppliers, particularly in the categories of labour hire, office supplies and security.

Consideration of the risk of modern slavery is now embedded into our standard procurement due diligence process when seeking new sources of supply. This was formalised with the introduction of the revised Procurement Policy. During 2023, when engaging with potential new suppliers, particularly those that operate in high-risk industries or regions.

As our supplier base is large and diverse, ranging from top tier banking and financial firms to family owned and operating cleaning companies, there is a broad spectrum of supplier awareness of the Modern Slavery Act 2018 itself and the intent of the legislation. Where suppliers

are not aware of the Modern Slavery Act 2018, we seek to provide them with educational material and work with them to understand the risks in their supply chain. Due to the volume of our suppliers, this activity will necessarily continue to take place over a number of years. We will continue to prioritise review and engage based on both the value and nature of the supplier engagement with the Society. This has included reviewing social audit documentation and having detailed discussions with suppliers about their supply chain and operations. Many of our suppliers have confirmed their awareness of the legislation and steps taken to address modern slavery including:

- Certifications e.g., Chain of Custody; ISO 9001:2015
- Grievance procedures, including whistleblower policies and hotlines
- Ethical sourcing policy and practices
- Memberships of organisations to help them achieve supply chain transparency, such as Suppliers Ethical Data Exchange (SEDEX)
- Modern slavery and Human Rights Policy
- Modern Slavery Statements
- Practices to reduce the risk of modern slavery
- Supplier code of conduct
- Training for their employees on modern slavery

Our supplier engagement activities during 2023 included:

- Assessing modern slavery risk each time we've onboarded a new supplier following a Request for Proposal process.
- Including anti-modern slavery clauses in contracts, for new contracts and contracts that are renewing as necessary.
- Encouraged our suppliers to join SEDEX
- Inviting our suppliers to attend ACAN webinar suppliers' sessions as appropriate
- Monitoring relevant government and industry advice in respect of modern slavery and best practice for mitigating operational and supply chain risk.

Modern slavery Risk Management Initiatives

As a values-based organisation, the St Vincent de Paul Society NSW has an ongoing commitment to further enhancing its practices to help combat modern slavery.

Initiatives we are undertaking in 2024 include:

- Development of a multi-year action plan including governance review and internal audit to enable us to better measure and track our progress and effectiveness
- Further internal training and awareness including development of Procurement training module
- Labour hire policy and review (joint People and Culture and Procurement)

Grievance Mechanism and Remediation

Through Domus 8.7, the Society has access to a remediation service. Domus 8.7 provides case assessment, management, coordination and referrals for people impacted by modern slavery. Domus 8.7 seeks to enable effective remedy and prevent future impacts by working with victim survivors and the businesses they are connected with to understand and address any business practices contributing to worker abuse.

St Vincent de Paul Society NSW and St Vincent de Paul Housing are committed to providing appropriate and timely remedy to people impacted by modern slavery in accordance with the United Nations Guiding Principles on Business and Human Rights, Commonwealth Modern Slavery 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 SVDP NSW or SVDP Housing is found to have caused or contributed to modern slavery.

Where SVDP NSW and SVDP Housing are directly linked to modern slavery by a business relationship SVDP NSW and SVDP Housing are committed to working with the entity that caused the harm to ensure remediation and mitigation of its recurrence. We include remediation obligations and expectations in contracts with high-risk suppliers who must notify and consult with SVDP NSW and SVDP Housing to ensure victim centred remediation processes are implemented to the satisfaction of SVDP NSW or SVDP Housing.

The Society has an Internal Grievance Policy and Procedure which allows Society personnel to raise workplace-related concerns and a **Whistleblower Policy** under which they can report any suspected wrongdoing. There is a confidential Whistleblower hotline and email facility which is managed and staffed by an external independent third party.

Our website contains information on how to provide feedback and/or submit a complaint regarding any St Vincent de Paul Society NSW services and shops.

Through these policies and measures we aim to ensure the safety and wellbeing of all Society personnel and ensure they are not at risk of modern slavery. When indicators of modern slavery practices come to our attention through whistle-blower or other channels, staff will contact relevant law enforcement agencies or regulatory agencies and/or Domus 8.7 for an assessment, investigation, action planning and implementation of a remediation process.

SVDP NSW and SVDP Housing have deployed a "Grievance Mechanisms and Remedy Pathways" module in its modern slavery E-Learning course.



REPORTING CRITERIA 5

Effectiveness assessment

Following an organisational restructure in 2019, the St Vincent de Paul Society NSW has adopted a 'One Society' approach our work, enabling us to increase governance, risk and compliance capacity at an enterprise level. The ongoing work of the Society to identify and manage modern slavery risks will be enhanced by ongoing capacity building as we seek to measure the effectiveness of the progress that has already been made since the inception of our Modern Slavery Risk Management Program.

We have ensured that appropriate oversight of our responsibilities and commitment to addressing modern slavery is part of our governance framework. Our Modern Slavery Action Plan is reviewed by the Audit, Risk and Finance Committee and by the St Vincent de Paul Housing Governance and Risk Committee. We have modern slavery policies and, our Risk Management Framework which sets out the Society's approach to risk management, specifically addresses the risk of modern slavery.

We have improved the following aspects of our effectiveness in managing the risk of modern slavery:

- **Management Systems** – the implementation of two new business systems (for Members and our Human Resources Information System)
- **Risk Management** – risk assessments have been conducted before commencing new initiatives. We are implementing an Integrated Risk Management System. This has increased our capacity to manage risks, incidents and complaints, providing greater efficiency in our risk management processes and providing additional pathways through which concerns about modern slavery may be assessed
- **Procurement and Supply Chain** – we introduced a new Procurement Policy in 2023 which is a significant step in progressing our effectiveness to address modern slavery in our supply chains as it forms a strong foundation for our procurement activities. This has increased the development and adoption of contract templates incorporating modern slavery clauses and consolidation of purchasing patterns, particularly in high-risk categories, towards preferred suppliers. This is also enabling more effective risk management of suppliers.

REPORTING CRITERIA 6

Process of consultation with entities owned or controlled

Members of the cross-functional MSWG responsible for the Modern Slavery Risk Management Program include representatives from St Vincent de Paul NSW and St Vincent de Paul Housing. In 2023, regular meetings of the working group enabled an increase of momentum and allowed a more mature understanding of how modern slavery impacts our operations. Modern slavery risks are increasingly being considered in decision making and the assessment of new opportunities.

The entities work collaboratively to address modern slavery and have similar policies.

This Modern Slavery Statement was reviewed and approved by the cross-functional working group before presentation to the Board of St Vincent de Paul NSW and Board of St Vincent de Paul Housing for approval and signature.

REPORTING CRITERIA 7

Other

St Vincent de Paul Society NSW is engaged in responding to modern slavery beyond the scope of the Commonwealth Modern Slavery Act 2018:

- Since 2008, Vinnies NSW has operated **North Coast Settlement Services (NCSS)** in Northern NSW. NCSS assists humanitarian migrants and other selected visa holders including dependants of temporary migrant workers, who may be survivors or people at increased risk of modern slavery and severe labour exploitation, to build local connections and to access mainstream services and supports which include:
 - Emergency financial relief
 - Education, employment & housing assistance
 - Rights education
 - Referral to legal support
 - Consular assistance
 - Advice and advocacy
- Our members support various programs to help developing countries within our region. This includes the Twinning Program which establishes close working relationships with St Vincent de Paul Societies in developing countries. Projects generally are under AUD 2,000 in value and are designed to build capacity or assist community members to earn an income where the twinned conference operates.
- Projects may include cow and goat banks, water systems, tailoring and other small livelihood programs. Projects may also provide technical skills through education and training or support small enterprises in areas such as garment making, fishing, and food production through farming.
- The Assist a Student Program which helps disadvantaged primary, secondary or tertiary students in a partner country within the Asia Pacific region.
- Twinning and the Assist a Student Program help build capacity and resilience in developing countries and boost opportunity. These programs help to address the root causes of modern slavery and reduce vulnerabilities in the communities in which they operate.

APPENDIX

POLICY PRINCIPLES

(Extracted from our procurement policy)

All Procurement activities must align with the underlying principles of the Society as stated in its Mission, Vision, Values and Strategic Plan. In addition, the following principles apply to all procurement activities:

Value for money – Procurement decisions should be based on achieving the best value for money. This means considering not only the upfront costs but also the quality, whole of life costs, and long-term benefits of the goods or services being procured.

Fairness and equity – Society Personnel must ensure open and effective competition, impartiality, consistency and fairness of process, accountability, transparency, security and confidentiality. This includes the identification and management of any actual, perceived, or potential conflict of interest in accordance with the Conflict of Interest Policy, and application of segregation of decision making and duties where appropriate.

Safety – We aim to purchase safe goods and services. Potential safety implications must be a consideration in all procurement decisions.

Integrity – Procurement processes should be conducted with integrity, honesty, and ethical behaviour.

Efficiency and effectiveness – Procurement processes should be efficient and effective, aiming to streamline procedures, reduce unnecessary bureaucracy, and deliver timely and cost-effective outcomes.

Risk management – Society Personnel must identify, consider, and appropriately mitigate the risks (including safety risks) involved in any purchase or supplier engagement. Risk identification and assessment should be performed with reference to this policy and the Society's Risk Management Framework.

Compliance – Procurement activities and supplier engagements must comply with applicable laws, regulations, WHS measures and guidelines, and internal policies. Careful consideration should be given to supplier engagements which involve the use or disclosure of personal information relating to the Society's personnel, members, volunteers or people we assist, to ensure compliance with applicable privacy laws.

Sustainability – Sustainability and social responsibility must be considered in all procurement activities. This includes taking steps to identify, evaluate and minimise the risk of modern slavery in the Society's operations and supply chain. Purchasers should take steps to evaluate and select suppliers that support and strengthen the Society's social, ethical, and environmental commitments. This should include consideration of opportunities for First Nations people, people with disability, disadvantaged or other marginalised groups.

Continuous Improvement – Regular reviews, feedback mechanisms, and learning from past experiences can help identify areas for enhancement and drive better outcomes.