



St Vincent de Paul Society
NSW
good works



2024 MODERN SLAVERY STATEMENT

1 JANUARY — 31 DECEMBER 2024

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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.

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 2024 to 31 December 2024

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, which is an increase from 15,000 in 2018. The 2023 Global Slavery Index (GSI) 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 NSW 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 2024 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 8 May 2025.

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



Peter Houweling

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



Richard Stewart

Chair, St Vincent de Paul
Society NSW



Anne Stanfield

Chair, St Vincent de Paul
Housing

CRITERION 1

About the St Vincent de Paul Society NSW

About us

The St Vincent de Paul Society NSW 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 close to 400 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 more than 130 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.

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 St Vincent de Paul 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 2023/24



Our members supported close to
100,000 PEOPLE
with food, clothing, household bills, material
assistance, advocacy and emotional support



11,800 PEOPLE
were supported by our Vinnies Services
across Homelessness and Housing,
Health, and Disability and Inclusion



\$13.7 MILLION
in financial and material aid was provided
to people in need through our members



Our Vinnies Vans assisted
102,000 PEOPLE
across the state



\$2.8 MILLION
was raised in NSW as part of the
Vinnies CEO Sleepout



Years of advocacy by our
members helped to deliver
\$6.1 BILLION
for social housing in the State Budget

Our Annual Consolidated Revenue for the period 1 July 2023 to 30 June 2024: \$220,742,000.

CRITERION 2

Our Structure, Operations and Supply Chain

Organisational Structure

The St Vincent de Paul Society in NSW is comprised of four entities:

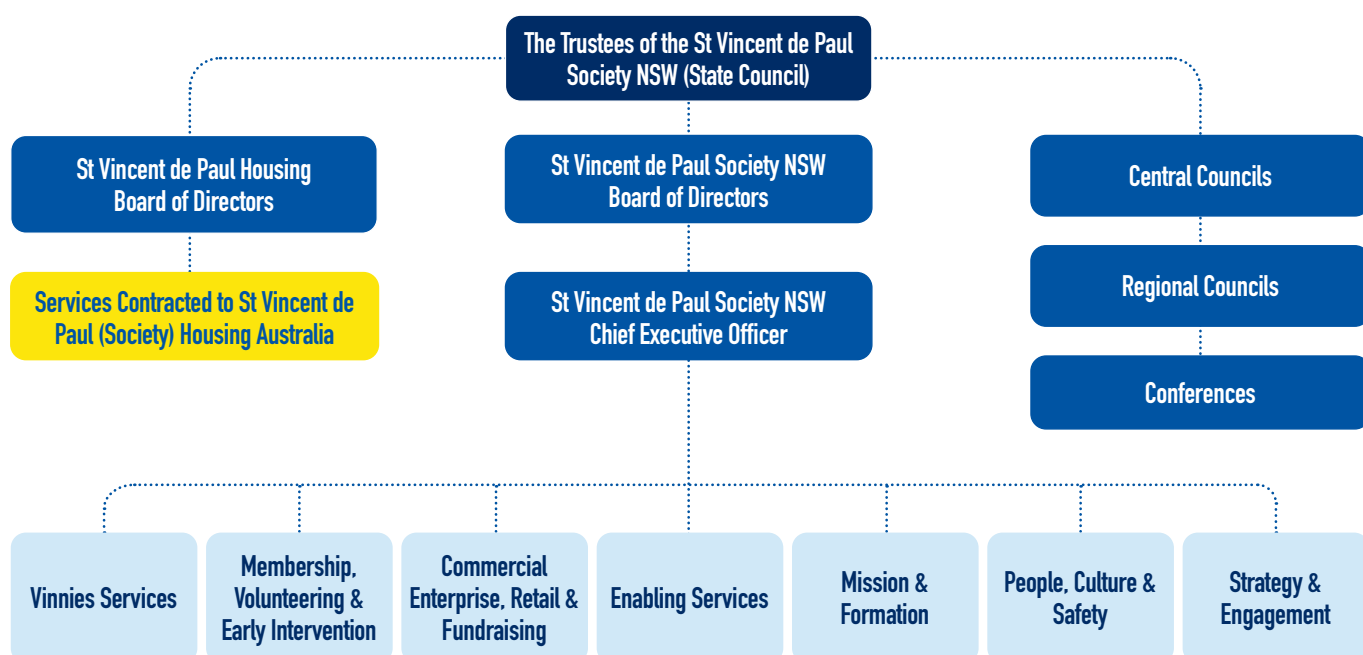
- The NSW State Council of the Society of St Vincent de Paul. The State Council is comprised of democratically elected and appointed members of the Society of St Vincent de Paul in NSW, in accordance with the Rule. Democratic authority and responsibility is vested by the members in each elected Conference President and in each Council President. The NSW State Council is an unincorporated association.
- 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 comprised of members of the NSW State Council.
- The St Vincent de Paul Society NSW is a public company limited by guarantee.
- St Vincent de Paul Housing 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 NSW State Council governs the work of members of the Society of St Vincent de Paul in NSW. The NSW State Council is part of a federated structure, with Councils in each State and Territory, and a National Council. The members of the NSW State Council are the Company Members of St Vincent de Paul Society NSW.

The Trustees of the Society of St Vincent de Paul (NSW) hold property assets on trust for the good works of the Society in NSW. The Trustees of the Society of St Vincent de Paul (NSW) are the Sole Company Member of St Vincent de Paul Housing.

The Trustees of the Society of St Vincent de Paul (NSW), 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.

Our structure



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.

The following arrangements are in place to support the Society to meet its modern slavery obligations:

- 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. The Chief Financial Officer also chairs the cross-functional Modern Slavery Working Group 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 compliant, including in relation to modern slavery.
- Executive Directors are responsible for ensuring their staff comply with the organisation's policies and practices.



The Modern Slavery Working Group meets at least 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
- Retail and Logistics
- Membership, Volunteers and Early Intervention
- Mission and Formation
- Legal
- Risk Management and Compliance
- St Vincent de Paul (Society) Housing Australia
- Vinnies Services

Policies relevant to modern slavery include:

St Vincent de Paul Society NSW

- Modern Slavery Policy
- Procurement Policy including Supplier Engagement Principles
- Investment Policy
- Whistleblower Policy
- Complaints and Feedback Policy
- Internal Grievance 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 Audit, Risk and Finance 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 St Vincent de Paul (Society) Housing Australia (SVDPSHA) to manage the portfolio of St Vincent de Paul Housing. SVDPSHA is a National Tier 1 Community Housing provider created by SVDP member councils, operating in NSW, ACT, SA and TAS. SVDPSHA's Chief Executive Officer (CEO) and Chief Operations Officer (COO) have contractual responsibility for procurement in respect of St Vincent de Paul Housing. The COO is responsible for organisational governance and ensuring that governance policies and procedures are current, including the Modern Slavery Policy.

The suitability of the Governance Framework outlined above is considered annually, in conjunction with the review of the Modern Slavery Policy and the Risk Management Framework, and any reported concerns of modern slavery.

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 membership structure aligns 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 homelessness and housing services; disability and community inclusion services; and health services, including services for people experiencing drug and alcohol issues.

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 222 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 \$85.1 million in sales revenue for the 2023/24 financial year.

Commercial Enterprise and Fundraising

We are a NSW Return and Earn Scheme collection partner for eligible containers and operate 10 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 shops.

Social and Affordable Housing

As a provider under the NSW Government's Social and Affordable Housing Fund (SAHF), St Vincent de Paul Housing provides 355 units for social housing and 147 - 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

CRITERION 3

Modern slavery risks in operations and supply chain

Our People

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

The Society aspires to shape a more just and compassionate society for all and offers a hand up to those experiencing disadvantage. The work of the Society is carried out by our members, volunteers and employees.

- **Members** – In NSW we have approximately 4,400 members. The members help people in need in their local communities and conduct visitations to the homes of people we assist and provide household goods including food vouchers and parcels.
- **Volunteers** - The Society has just over 8,290 ongoing volunteers. Many work in our stores while others are involved in our services and preparing and serving meals for our food vans.
- **Employees** - There are approximately 1,500 employees who work for the Society in a variety of roles including homelessness and housing services, health, aged care, drug and alcohol, retail, fundraising, marketing and communications and support services.

Operational Risk

We comply with labour, employment, work health and safety and whistleblower laws. Our policies and procedures are designed to provide protection to our people and other stakeholders.

Having regard to the nature and location of our suppliers, we do have areas of vulnerability such as: cleaning and security services, waste management services, building and construction, property and facility maintenance.

St Vincent de Paul Society NSW engages third party labour hire agencies to supplement our workforce. This approach provides flexibility, cost-efficiency and the ability to respond and adapt to altering workforce needs. Along with the benefits that using third party labour hire arrangements bring, there are also risks that need to be managed, including the risk of modern slavery.

The inherent nature of the arrangement creates layers of separation between workers, employers (the labour hire agency) and customers (procuring the services of agencies and workers) and can leave workers vulnerable to labour exploitation. Examples of indicators of modern slavery include underpayments, excessive hours, or unsafe working conditions.



Supply chain

Our supply chain comprises an extensive network of businesses delivering products and services to support our organisation and its operations.

We have assessed and identified areas of high risk within our supply chain, with consideration for geographic locations, industries and labour force that are inherently at higher risk of modern slavery. We also reference the ACAN risk taxonomy.

We continue to map our existing suppliers and analyse our supply chain to determine our risk, taking into consideration:

- **Industry risk:** Specific industry sectors deemed as high risk in international and national guidance documentation. This includes industries such as cleaning, textiles and construction.
- **Commodity/product risk:** Products and commodities deemed as high risk by the Global Slavery Index (GSI), the US Department of Labor's 2024 List of Goods Produced by Child and Forced Labor and other international guidance materials. The products and commodities are assessed as high risk due to the way they are produced, processed or used and include electronics, furniture, cotton and textiles, and many foods including coffee, rice, chocolate and fish.
- **Geographic location:** This is based on estimated prevalence of modern slavery and the government responses as outlined in the 2023 GSI. The majority of our suppliers are Australian based, however a number of suppliers have an international presence and are likely to purchase goods and services or conduct activities from regions other than those of suppliers' headquarters.
- **Workforce profile:** We also consider the type of labour involved in the production of our goods and services, particularly where low skilled, vulnerable or migrant labour is used.

This allocation of suppliers in high risk categories guides our focus on appropriate due diligence for particular suppliers or groups of suppliers. We conduct these activities when evaluating a potential supplier and when managing and monitoring existing suppliers.

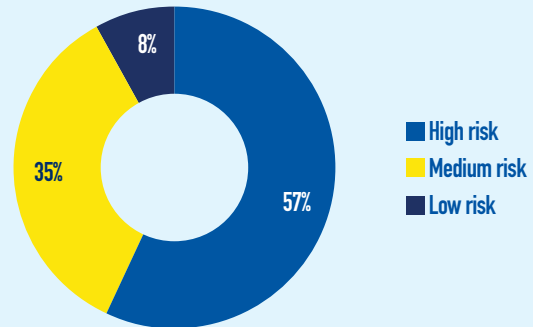
This graph illustrates the modern slavery risk ratings by our highest spend categories.

Of the 15 supplier categories that represent our greatest spend, food and catering, finance and investment, property and facility maintenance, building and construction, cleaning and security, furniture and office supplies, waste management and linen, laundry and textile products categories are considered high risk.

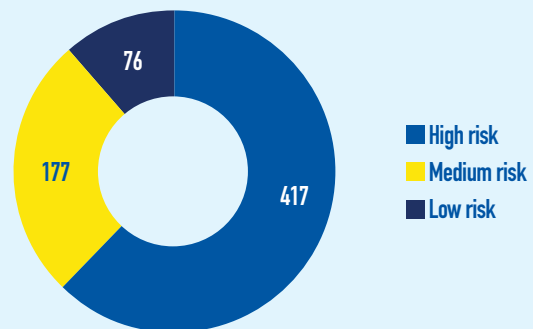
57% of the total spend analysed is considered high risk, and comprises more than 417 suppliers from 10 supplier categories:

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

Risk by spend



Suppliers by risk category



Risk ratings by highest spend categories



CRITERION 4

Actions taken to assess and address Modern Slavery Risk

At St Vincent de Paul Society NSW we are committed to continually improving our practices to identify and address modern slavery. We have continued to develop and embed actions initiated in previous years, as well as introducing new actions and improvements.

Demonstrating our commitment to continuous learning and improvement, we participated in ground-breaking research with RMIT Business and Human Rights Institute and Behavioural Business Lab focusing on improving remediation of modern slavery in supply chains. While organisations have made significant progress, remediation remains a key challenge. This research aims to produce practical insights to make remediation easier for organisations and better for victim-survivors.

Through the Modern Slavery Working Group, we continue to identify opportunities to raise awareness about modern slavery among our frontline employees, members and volunteers. The resources we have available assist 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.

To coincide with the launch of the Society's Modern Slavery Statement 2023, an education session was held in August 2024 on the topic of tackling modern slavery. The session looked at the impacts of modern slavery and how people could identify and respond to suspected cases. The session featured Jenny Stanger from the ACAN as a guest speaker and covered situations relevant to members, volunteers and employees, where modern slavery could be present in the context of the Society's operations. Approximately 150 members, employees and volunteers attended.

In 2024, we had an increase on the previous year in both the number of individuals trained on ACAN e-learning modules, and the number of staff participating in modern slavery workshops and meetings. We also participated in ACAN events and leveraged their professional support and advice including attending the ACAN end of year event, held on 4 December 2024, which included the following speakers: Australian Anti-slavery Commissioner, Chris Evans and survivor advocate Moe Turaga.



Within our operations, our actions included:

Contractor Management Project

During 2024 the Society undertook a contractor management project, jointly led by the Property, Procurement and Health and Safety teams. The core purpose of the project was to ensure effective management, compliance and safety of property contractors engaged to perform work for the Society.

An induction program was introduced, which contains two parts which provide education and awareness of modern slavery to our suppliers and their workers:

- An on-site induction for workers attending a Society site. The induction is written for the person undertaking the work and includes education on what modern slavery is as well as support resources and ways to report if they suspect that, they, or someone they know, is a victim of modern slavery; and
- A contractor handbook, which is provided to the organisation that the Society has engaged to do the work. The handbook includes content explaining modern slavery as well as resources to support the organisation in identifying modern slavery within their supply chains. The contractor handbook has been sent to both existing and new suppliers. Contractors are required to acknowledge compliance with Society procedures.

Procurement and Supply Chain activities

Our Procurement Policy includes information about modern slavery risk, and our procurement procedures provide guidance on the process that should be undertaken to evaluate the risk of modern slavery when engaging with suppliers. The Modern Slavery Policy is periodically reviewed and updated as part of our governance framework. We have developed a series of templates including Request for Proposal (RFP) and contract documents, each of which include modern slavery risk controls. When we use the supplier's standard documentation, we seek to negotiate the inclusion of our standard modern slavery clauses.

We also request our suppliers agree and adhere to our *Supplier Principles of Engagement*. This incorporates the standards required by our suppliers to conduct business with us, including those relating to human rights and child labour practices.

Led by our Procurement team, our activities during 2024 included:

- Continuing to ensure supplier contracts include a contract clause requiring suppliers to make specific commitments to identify and mitigate modern slavery risk within their operations and supply chains. We undertake this activity when negotiating with new suppliers and at contract renewal (if not already captured).
- Maintaining our active membership of ACAN. Our engagement with ACAN assists us to build our knowledge and leverage their resources to manage modern slavery supplier risks. In 2024, this has included seeking their assistance in assessing factory audits from particular suppliers that operate in high risk locations and/or manufacture high risk commodities.
- Development of a Procurement e-learning module, available on our internal learning platform, to increase awareness regarding the Procurement Policy and the approved process for procuring goods and services. This e-learning module emphasises the need for a supplier risk assessment and appropriate due diligence when undertaking procurement activities, including evaluating the risk of modern slavery.

Case studies

Stationery and Office Supplies

During 2024 we conducted a procurement category review on stationery and office supplies. We determined that there was opportunity to consolidate to a single preferred and contracted supplier, which was a new approach for the Society in this category.

Consolidating to a single preferred and contracted supplier has enabled us to strengthen our modern slavery approach in the stationery and office supplies category in the following ways:

- Contractual commitments regarding modern slavery from the preferred supplier
- Clearer understanding of our supply chain exposure in this category
- Establishment of an active supplier relationship, providing opportunities to collaborate on monitoring and auditing supply chain practices.



Solar Panels

The solar panel industry, while contributing to a more sustainable future, is subject to significant modern slavery risks within its global supply chains.

A key area of concern lies with the sourcing and processing of polysilicon, a primary material for solar panel production. Polysilicon has been linked to regions where there are credible reports of forced labour and systemic human rights abuses.

During 2024, the Society undertook a review of the solar panels specified for new installations, reference material included:

- manufacturer documentation including supply chain reports; and
- manufacturer actions taken in relation to supply chain risks; and
- publications such as "In Broad Daylight Uyghur Forced Labour and Global Supply Chains" (Laura T. Murphy and Nyrola Elimä Citation: Murphy, 2021).

This review has resulted in:

- a clearer understanding of our supply chain exposure in this category; and
- an updated specification for solar panels for the Society.



Labour Hire Working Group

During 2024, the Society established a cross-functional Working Group to review our agreements and process for engaging labour hire staff through external agencies. The Working Group comprised representatives from People and Culture, Enabling Services, Vinnies Services and Commercial Enterprise, Retail and Fundraising directorates.

A primary focus for the Working Group was to determine the labour hire arrangements in place throughout the organisation and the business needs that prompt the use of labour hire. Two of the main areas that use agency staff are Vinnies Services which provides homelessness and housing support, aged care, and health services, and our warehouse operations. These areas of the Society can be impacted by seasonal demands for temporary labour and access to labour hire staff is a cost-effective way to meet the demand.

Working Group objectives included:

- Identification of labour hire agencies being utilised
- Development of a labour hire contract template
- Development of a recruitment services agreement
- Update the Recruitment Policy
- Business education, including lunch and learn session/s on labour hire and circulation of contract templates, and
- Embedding these activities to become business-as-usual procedure

Key achievements for 2024:

- Formation of Working Group
- Development of labour hire and recruitment contract templates and checklist for vendors
- Updating the Society's Recruitment Policy as part of the regular review of policies to ensure they meet current organisational needs and legislative requirements
- Consolidated list of labour hire suppliers.

Our planned actions for 2025 include:

- Education for people leaders including lunch and learn session on labour hire arrangements and contract templates, for key users of labour hire staff.
- Implementation of new contract terms with existing labour hire / recruitment agencies and new suppliers as they are engaged.

Investment Policy and Portfolio

The Society engages with an external investment firm, through which it can apply ethical screens to its investment portfolio. The ethical screens are ESG (Environmental, Social and Governance) filters that cover various areas, including civil liberties, labour rights – child labour assessment, and child labour. By having these ESG filters, the Society can ensure its investment practices align with its Investment Policy, which details the Society's ethical considerations for where it places its investments, including a nil percentage of allowable holdings in organisations that may be involved in modern slavery.

Modern Slavery Risk Management Initiatives

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

Initiatives we are undertaking in 2025 include:

- Develop and deliver targeted training
- Ongoing supply chain risk management with assistance from Supplier Ethical Data Exchange (SEDEX)
- Document solar panel manufacturer specifications





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 St Vincent de Paul Society NSW or St Vincent de Paul Society Housing is found to have caused or contributed to modern slavery. Where St Vincent de Paul Society NSW and St Vincent de Paul Society Housing are directly linked to modern slavery by a business relationship St Vincent de Paul Society NSW and St Vincent de Paul Society 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 St Vincent de Paul Society NSW and St Vincent de Paul Society Housing to ensure victim centred remediation processes are implemented to the satisfaction of St Vincent de Paul Society NSW or St Vincent de Paul Society 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 whistleblower 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. St Vincent de Paul Society NSW and St Vincent de Paul Society Housing have deployed a “Grievance Mechanisms and Remedy Pathways” module in its Modern Slavery e-learning course.

CRITERION 5

Assessing Effectiveness

The Society continues to develop its capability to identify and manage modern slavery risks, as we seek to measure the effectiveness of the progress that has already been implemented since the inception of our Modern Slavery Risk Management Program.

Our governance framework, including our modern slavery policies and Risk Management Framework, ensures there is appropriate oversight of our responsibilities, commitment and approach to addressing modern slavery risks. Our Modern Slavery Action Plan continues to be reviewed by the Audit, Risk and Finance Committee and by the St Vincent de Paul Housing Audit, Risk and Finance Committee.

In line with our Modern Slavery Action Plan for 2024, we have implemented the following items to improve our effectiveness in managing the risk of modern slavery:

- labour hire agreements and process for engaging labour hire staff
- contractor management program with a modern slavery induction component
- ongoing initiatives led by our Procurement team.

Additionally, as a participant of ACAN, the Society continues to receive an annual Modern Slavery Maturity Assessment. The Assessment objectively measures maturity across four areas: governance, risk assessment, risk management, and effectiveness, in line with best practice and reporting requirements.

The results of the 2024 Assessment show the Society improved in its maturity across the four areas, which helped improve our overall maturity score. The detailed information provided in the Assessment is considered as part of developing the Society's Modern Slavery Action Plan for 2025, as well as used for identifying any modern slavery risk management practices already implemented that could be enhanced.



CRITERION 6

Consultation with Owned or Controlled Entities

Members of the cross-functional Modern Slavery Working Group responsible for the Modern Slavery Risk Management Program include representatives from St Vincent de Paul NSW and St Vincent de Paul Housing.

In 2024, seven meetings of the Working Group were held, which 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.

Note: The Statement does not include the process or activities associated with writing or approving the Statement

CRITERION 7

Other

St Vincent de Paul Society NSW is engaged in responding to modern slavery beyond the scope of the Modern Slavery Act 2018 (Cth).

Since 2008, St Vincent de Paul Society NSW has operated North Coast Settlement Services (NCSS) in Northern NSW. NCSS is funded by the Department of Home Affairs under its Settlement, Engagement and Transition Support (SETS) Program to assist refugees and other vulnerable migrants to build local connections and to access mainstream services and supports.

With its Head Office in Coffs Harbour, one of five regional areas where Iraqi and Syrian Yazidi refugees are resettled, NCSS notes the profound impact of the legacy of slavery under ISIS on its large client cohort of Yazidi clients - women, children, and the Yazidi community as a whole - as they rebuild their lives in Australia.

In July 2024 NCSS' Manager, Biba Honnet, was appointed to the NSW Anti-slavery Commissioner's Expert Advisory Panel. In Sydney in September, she joined a delegation from the Office of the NSW Anti-slavery Commissioner (OASC) at NSW Parliament House, speaking to the NSW Parliamentary Modern Slavery Committee about her work with temporary migrant workers in Northern NSW, and in October was a panelist in the OASC Webinar "From Farm to Fork". Through NCSS, St Vincent de Paul Society NSW remains actively involved with the NSW Advisory Panel to address modern slavery in the broader community.

Additionally, 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.

Twining 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.