

Modern Slavery Statement 2020



CATHOLIC ARCHDIOCESE
OF MELBOURNE

Disclosure Note

This statement has been made on behalf of The Catholic Archdiocese of Melbourne. This Statement covers all entities owned or controlled by The Catholic Archdiocese of Melbourne (ABN 64 047 619 369) and The Roman Catholic Trusts Corporation for the Diocese of Melbourne (ABN 52 768 159 282), including the Archdiocese of Melbourne Catholic Development Fund (ABN 15 274 943 760), the CDF Community Fund (ABN 94 380 397 118), Catholic Social Services Victoria (ABN 23 709 016 343), Corpus Christi College (ABN 16 794 595 193) and the Melbourne Catholic Archbishop's Charitable Fund (ABN 47 260 552 202).

In the statement below, we will refer to the "Catholic Archdiocese of Melbourne", as a single name reference. This statement does not cover our agencies, Villa Maria Catholic Homes, Melbourne Archdiocese Catholic Schools which are submitting their own modern slavery statements for 2020. It also does not cover any of our parishes.

This statement is approved by the Most Rev Peter A Comensoli, Archbishop of Melbourne.



The Catholic Archdiocese of Melbourne, 383 Albert Street, East Melbourne (ABN 64 047 619 369)

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About us

The Catholic community in Melbourne is made up of a rich tapestry of people, of all ages, cultures and backgrounds. Although we come from different walks of life, we are united by our faith and our love for God and neighbour. We strive to live our lives according to the way of Jesus Christ in our homes, our workplaces and throughout the wider community.

We draw strength from our parish communities and a wide range of organisations and agencies — where we care for one another — and in the deep love of God.

One of our key priorities is to support the poor, the broken, the abused, the marginalised and those living with disability. This informs and animates our actions to eradicate modern slavery.

The eradication of Modern Slavery in the Archdiocese's operations and supply chain is an extension of our mission identity and Catholic Social Teaching which emphasise respect for the human dignity of the person.

It is important to recognise that modern slavery is a complex and significant human rights issue which affects millions of people.



Statement from Most Rev Peter A Comensoli, Archbishop of Melbourne

In a year when COVID-19 impacted communities across the world, we commenced a more deliberative approach to eradicate modern slavery.

Pope Francis described modern-day slavery as “a scourge that wounds the dignity of our weakest brothers and sisters.” We need genuine “commitment to the total eradication of this scourge.”

We acknowledge that there is much more work to be done, and we commit to the program of actions outlined in this, our first, Modern Slavery Statement.

On behalf of the Catholic Archdiocese of Melbourne, I commend this statement to you.

Most Rev Peter A Comensoli
ARCHBISHOP OF MELBOURNE



Introduction

Prior to the Commonwealth Modern Slavery Act (2018) coming into force on 1 January 2019, the Catholic Archdiocese of Melbourne established a joint Modern Slavery working group with the Archdiocese of Hobart. In 2019, the Catholic Archdiocese of Melbourne joined the Australian Catholic Anti-Slavery Network (ACAN), and obtained access to guidance materials, processes, and expert advisory.

Given the breadth and size of Archdiocesan organisations, it made sense for some of the larger ones – the Catholic Education Commission of Victoria, Villa Maria Catholic Homes and Melbourne Archdiocesan Catholic Schools – to prepare their own modern slavery statements.

During this reporting period (FY2020), piloted awareness raising and training on various issues related to Modern Slavery was conducted, including Model Supplier Code of Conduct, Model Roles and Responsibilities, Supplier Engagement Strategy, Spend Category Risk Taxonomy and Program Implementation. Workshops were attended in person prior to COVID-19.

The Catholic Archdiocese of Melbourne also piloted the “Modern Slavery 101” and the “Slavery and Business” online e-Learning modules, in preparation for a wider roll out. We conducted GAP analysis and a preliminary spend risk review to understand our shortcomings and where to focus our priorities.

Understanding supply chain risks

The Catholic Archdiocese of Melbourne assessed its supplier expenditure to identify modern slavery risks. The assessment was carried out based on the following parameters:

- Geographic location;
- Industry;
- Product Category; and
- Workforce Profile.

Some geographic manufacturing locations are known to have a higher risk, as is the industry producing certain types of commodities, goods and services. The type of workforce involved in manufacturing also have an influence on the risk associated with a supplier of a particular good or service, in particular where there is a prevalent use of low skilled, vulnerable or migrant labour or where the work is deemed as ‘3D’ work (dirty, dull or dangerous).

Using relevant benchmarks (e.g. the Global Slavery Index) and available guidance materials (e.g. the US Department of Labor’s 2018 List of Goods Produced by Child and Forced Labor) and the above parameters the following product categories are deemed to be high-risk:

- Cleaning;
- Grounds maintenance; and
- Security.

This data allowed CAM to form a preliminary of how risk is distributed across our supply chain:

Spend/Supplier Risk

	Total	High Risk	Medium Risk	Low Risk
\$ Spend	\$14,360,442	\$3,661,663	\$5,974,310	\$4,724,469
% of Total spend	100%	25%	42%	33%
Number of Suppliers	931	164	551	216
Supplier Distribution	100%	18%	59%	23%

The Suppliers in each risk category are:

High Risk

Cleaning, Security, and Ground's maintenance.

Medium Risk

Electricity, Gas, Waste, Office Consumables, Fire Services, Airconditioning & Ventilation, Pest Control, Locks & Access control, General Electrical, Plumbing, Small Values Equipment.

Low Risk

Municipal Rates, Intra-church rent (residential and retail), Safety Equipment and Training, Staff Training, Memberships & Subscriptions, Admin Fees

The majority of our spend and risk lies with 40 suppliers (76% of the High risk spend). Accordingly, we developed a Top20 supplier modern slavery risk list, where our efforts are initially focussed.

It should also be noted, particularly in relation to those product categories deemed to be high-risk (cleaning, grounds maintenance and security), that in October 2020 the Catholic Archdiocese of Melbourne has outsourced operation of a substantial part of our procurement to BGIS.

Categories we procure through BGIS includes Cleaning, Security, Ground's maintenance, Electricity, Gas, Waste, Office Consumables, Fire Services, Airconditioning & Ventilation, Pest Control, Locks & Access control, General Electrical, Plumbing, Small Values Equipment and training.

BGIS has a modern slavery management framework in place and perform pre-screening and onboarding of suppliers. This means the first tier of our supply chain is located entirely in Australia, the majority within Victoria.

Modern Slavery Gap Analysis

Following the review of our supply chain we initiated a “modern slavery” gap assessment. The gap assessment is evaluated through a scale of four steps of maturity:



The gap assessment identified 16 Basic (Red) results, and 6 Medium (Orange), reflecting significant opportunity for improvement.

Management Systems

Governance



Commitment



Business Systems



Action



Monitor / Report



Human Resources & Recruitment

Awareness



Policies & Systems



Training



Labour Hire / Outsourcing



Procurement & Supply Chain

Policy & Procedures



Contract Management



Screening & Traceability



Supplier Engagement



Monitoring & Corrective Action



Risk Management

Risk Framework



Operational Risk



Identifying External Risks



Monitoring & Reporting Risk



Customers & Stakeholders

Customer Attitude



Information Provision



Feedback Mechanisms



Worker Voice



Focusing our efforts

Addressing criteria four and five of the reporting criteria, CAM developed an action plan based on the outcome of the “gap analysis”. The focus has been on internal processes including training, risk management, supply chain management and recruitment. These efforts have been somewhat impacted as a result of COVID-19.

In 2021 we are focused in the following foundational areas:

- Take our supplier engagement up a level;
- Roll out additional training modules;
- Update our Policies and Systems to cover Modern Slavery;
- Enhance our Governance frameworks;
- Improve our risk identification; and
- Finally improve on our contract management process.

ACTION	TIMEFRAME
Management Systems	
We will continue to develop our policies, principles, and processes, and integrate these into our management tools.	2021
We will work to integrate anti-slavery into our governance structure and define metrics, by which we can measure, manage, and report.	2022
Risk Management	
We will continue working with our partners to update our risk management framework and define how to measure and understand risk in our supply chain and in our operations.	2021
To maintain relevance of the risk assessment we will develop a process to periodically review and update the risk management framework, as and when our understanding of Modern Slavery Risk matures.	2022-2023
Procurement & Supply Chain	
In the area of procurement and Supply chain, we will work to get the basic elements rolled out to our suppliers, in the form of updated contract clauses, supplier code of conduct and tender requirements.	2021
Beyond that, we will develop protocols for reviewing suppliers and for following up on adverse findings. We are also working on a supplier engagement initiative, actively liaising with our high risk suppliers, to collaborate on implementing initiatives which will have real impact on the risk of modern slavery.	2023
Human Resources & Recruitment	
In the area of Human resources and recruitment we will roll out the ACAN e-Learning modules “Modern Slavery 101” and “Business Relevance”, and the next 3 e-Learning training modules, currently in the pipeline, to Staff and Archdiocesan boards.	2021
We will also update our hiring policies and systems to ensure key requirements relating to our Anti-Modern Slavery initiatives are embedded.	2021

For 2021, we aim to move 7 Red gaps to at least an Orange status. The Catholic Archdiocese of Melbourne will continue to engage through ACAN and Domus 8.7 and draw on the various resources available.

Modern slavery Remediation

The Catholic Archdiocese of Melbourne recognises our moral and legal obligations to do our part in identifying, mitigating and remediating cases of modern slavery, where they become apparent to us.

In this regard, we will be guided by the UN Guiding Principles of Business and Human Rights, the Commonwealth Modern Slavery Act 2018 and relevant Australian laws.

We are also a founding partner of Domus 8.7, an independent initiative to assist people impacted by modern slavery.

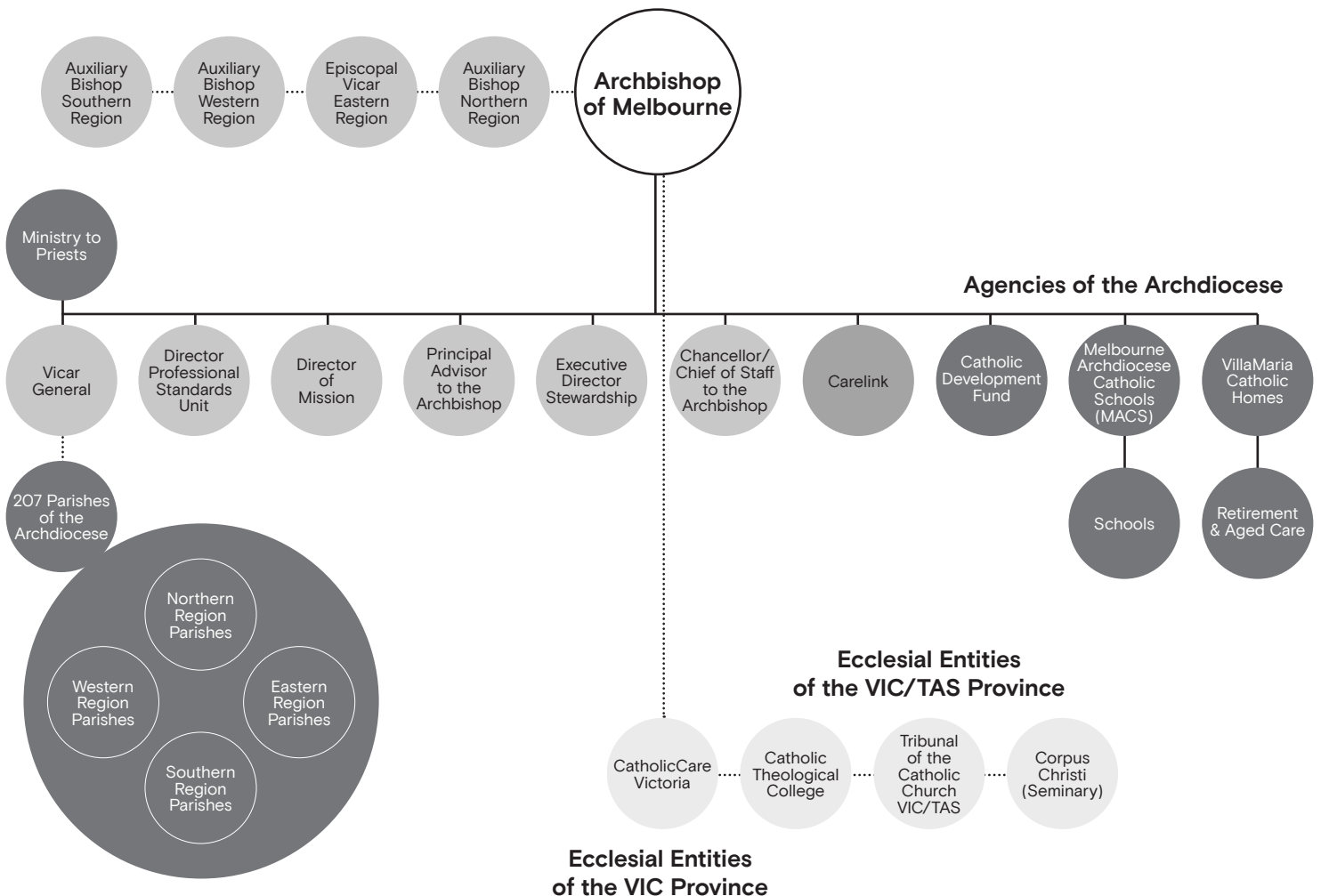
It is our moral and legal obligation to do our part in identifying, mitigating, and remediating cases of modern slavery, when they become apparent to us.

Appendix 1: About Catholic Archdiocese of Melbourne

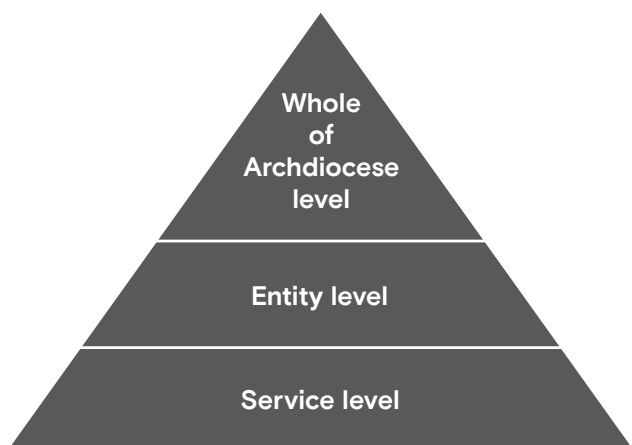
Our Organisational Structure

The organisational structure of Catholic Archdiocese of Melbourne is displayed in the figure below. Our work is organised into different entities and agencies. This structure provides clear responsibilities and accountabilities and it also dictates our governance structure. The agencies Villa Maria Catholic Homes and the Melbourne Archdiocesan Catholic Schools report in their own right, and as such not covered by this statement.

CATHOLIC ARCHDIOCESE OF MELBOURNE



Our Governance Framework



The general Catholic Archdiocese of Melbourne governance framework is set up as a 3 tiered system, with delegated authority to the appropriate entity and level within the hierarchy.

The Modern Slavery Liaison Officer Sub Committee, which has members from Catholic Archdiocese of Melbourne, Villa Maria Catholic Homes, Melbourne Archdiocese Catholic Schools and the Catholic Development Fund, meets regularly and report respectively to their executive and board structures.

When instances of Modern Slavery is suspected, the first port of call is the Modern Slavery Liaison Officer Sub Committee, which will assess suspected cases and escalate if appropriate. This committee also assess initiatives and actions and advise on appropriate steps forward.

Our escalation path is highlighted below.



Our Operations

The Catholic Archdiocese of Melbourne is devoted to the wellbeing of parishioners across greater Melbourne. Our area of service is communities, located around Port Phillip Bay. Presided over by the Archbishop of Melbourne, the Archdiocese comprises around 1.1 million Catholics, and is the largest Archdiocese in Australia with a wide variety of people, cultures, and ministries, providing services and support including pastoral, educational, social welfare, and administrative support to 209 parishes.

See map on bottom of Page 13.

The parishes are the mission of the Catholic Church to the faithful and to the broader community, and offer religious services, marriages, baptisms, funerals, and other support as part of their outreach.

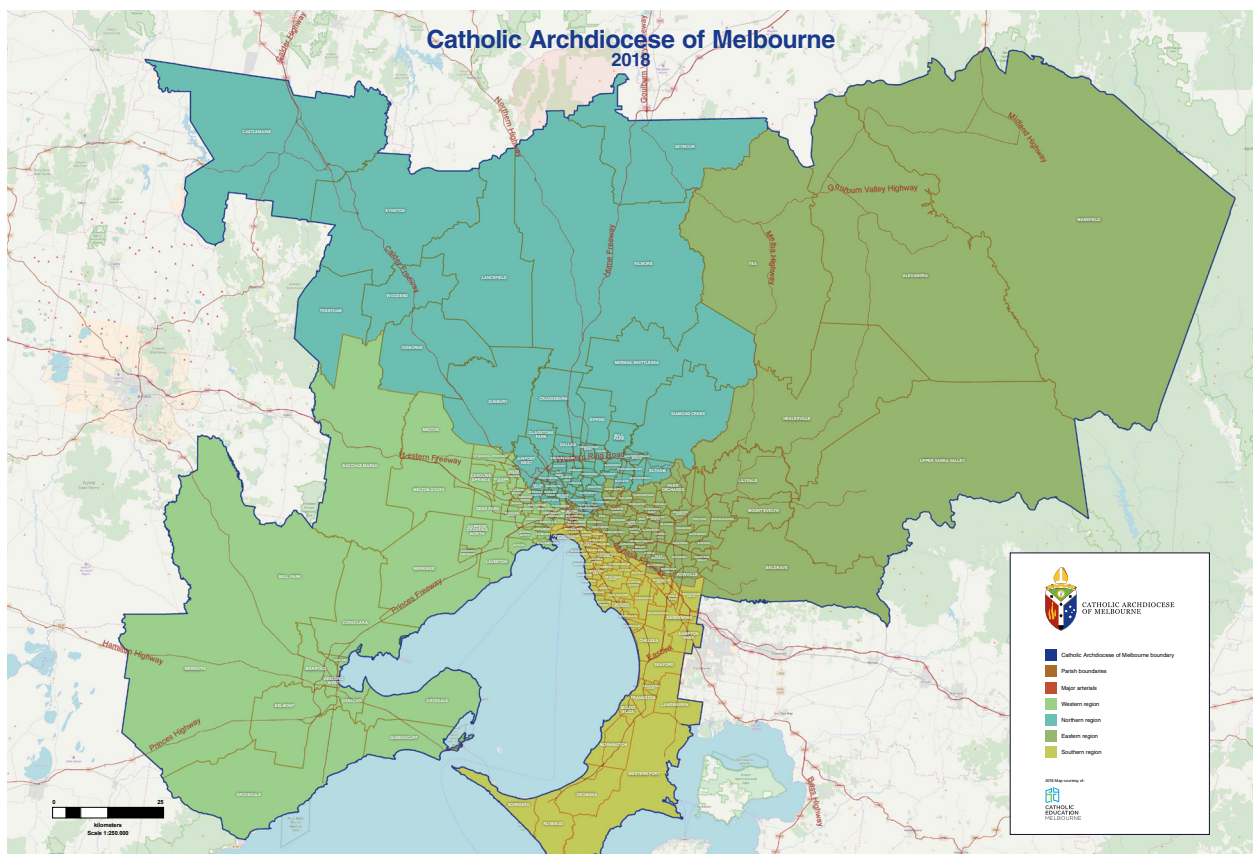
We have 206 staff with a majority female staff ratio.

	Number	Casual	Part Time	Full Time
Female	108	10	25	73
Male	98	12	9	77
Total	206	22	34	150

The Catholic Archdiocese of Melbourne does not have any staff provided by external providers or labour hire companies. Our 206 staff assist our parishes with shared services e.g., in:

- Procurement
- Planning & Building
- Property & Facilities maintenance
- Accounting & Finance
- People & Culture
- Information Communications & Technology
- Work Health & Safety
- Government Relations
- Communications & Engagement
- Pastoral Support
- Banking services

When engaging suppliers to deliver operational services, we endeavour to create and maintain long term relationships and to build trust and transparency with our suppliers.





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