

Modern Slavery Statement 2021

Wesley Mission Queensland



Reporting Period: 1 July 2020 to 30 June 2021

Table of Contents

Introduction	3
About Us	3
Reporting Criterion 1: Entity	3
Reporting Criterion 2: Structure, operations and supply chains	3
Structure	3
Supply Chains	5
Reporting Criterion 3: Risks	6
Reporting Criterion 4: Actions and Control	7
Reporting Criterion 5: Effectiveness	7
Reporting Criterion 6: Consultation	7

Introduction

As a not-for-profit organisation founded in the roots of the Uniting Church, Wesley Mission Queensland (WMQ) recognises the importance of combating modern slavery, a crime that affects communities and individuals across the globe. Our Mission, Vision and Values guide us to act in a way that upholds the intrinsic worth and dignity of every person at every stage of life and in every circumstance, regardless of race, age, gender, beliefs or economic status.

We oppose exploitative practices that violate an individual's dignity and human rights in all forms. In accordance with the Federal Government's Modern Slavery Act 2018, this statement outlines the steps that we have taken during the reporting period from 1 July 2020 to 30 June 2021 to assess and address the risks of modern slavery in any part of our business, operations or supply chains.

About Us

Since 1907, WMQ has been helping people across Queensland to build stronger and more inclusive communities. As an integral part of the Uniting Church in Queensland, we operate as a mission activity of the Albert Street Uniting Church.

We're an innovative and responsive not-for-profit community service provider, supporting more than 100,000 people in Queensland each year, and 3,500 members of the Deaf community across Australia through our National Auslan Interpreter Booking Service.

Every day we're engaging with thousands of people from all walks of life. We are committed to working collaboratively with other Uniting Church congregations, government bodies, and other community organisations to provide accessible and flexible services to older people, those living with a disability or mental illness, Aboriginal and Torres Strait Islanders, refugees and children and families.

Our Purpose: To participate in the mission of God towards reconciliation, transformation, justice and hope for all people.

Our Vision: A compassionate, just and inclusive society for all.

Our Mission: We walk alongside people in need, offering care and compassion and promoting choice, independence and community wellbeing.

Our Values: Integrity, Respect, Empowerment, Hope, Justice, Compassion, Innovation

Reporting Criterion 1: Entity

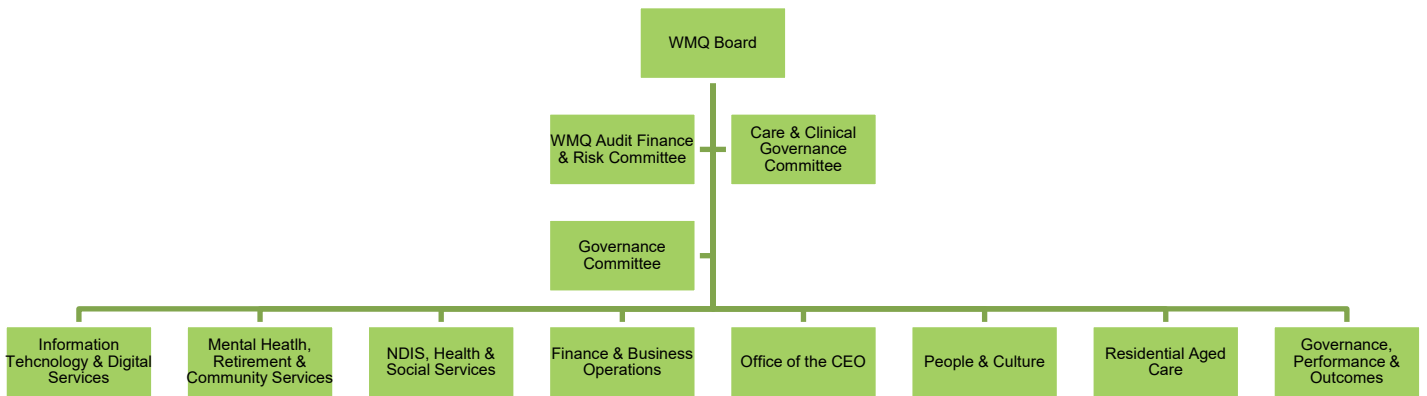
This Statement covers:

Wesley Mission Queensland ABN: 28 746 881 862

Reporting Criterion 2: Structure, operations and supply chains

Structure

During the reporting period WMQ undertook a realignment exercise to our corporate structure in response to our new CEO's vision for the organisation.



Operations

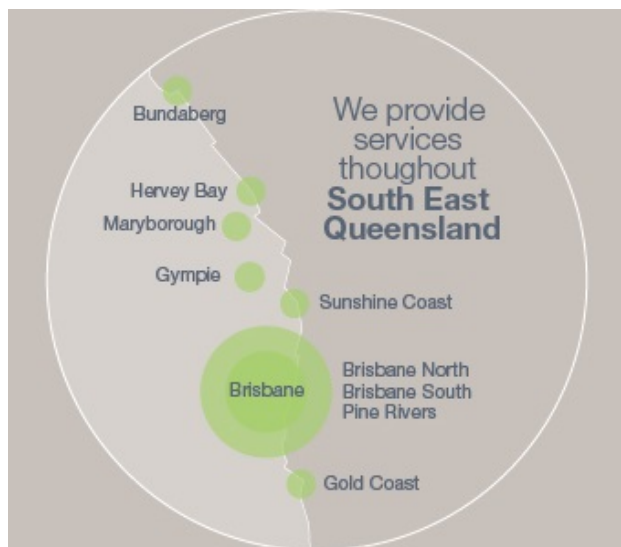
WMQ is a not-for-profit organisation with operations spanning a variety of services designed to support our Mission - *to walk alongside people in need offering care and compassion and promoting choice, independence and community wellbeing.*

Our operations include:

- Retirement Living
- Home and Community Care
- Residential Aged Care
- Disability Services
- Heath and Wellbeing Services
- Child Care, Youth and Family Services
- Mental Health Services
- Food, Housing and Emergency Support
- Respite, Palliative and End-of-Life care for children and adults
- Supported Youth Housing
- National Auslan Interpreter Booking Service
- Albert St Uniting Church including Art from the Margins

Geographically WMQ primarily operates in the Queensland communities north to Bundaberg, south to the Gold Coast and west to Laidley, with additional services across Australia through the National Auslan Booking Interpreter Service (NABS)

- **89** service locations across the state supporting more than **100,000** clients and their families
- **80** community service programs to support children, youth and families in need
- **2** palliative care services, Hummingbird House children's hospice and Hopewell Hospice
- **10** specialist supported accommodation communities for people living with disability or mental health issues
- **414** interpreters across the country supporting the Deaf community
- **13** residential aged care homes supporting **1,000** residents
- **3** child care centres and In-Home Child Care and Family Day Care services
- **1300** volunteers who donated **271,753** hours in time
- **2** headspace youth mental health centres and **1** headspace satellite service



- 3 retirement living communities
- 3000 employees

Supply Chains

WMQ obtain goods and services across five main procurement categories each with various subcategories:



Examples of the Goods and Services obtained by WMQ

- ❖ Clinical Care – Physiotherapy, Agency Staff, Occupational Therapist, Psychological Services/Counselling
- ❖ Clinical Consumables – Wound care products, Gloves, Gowns, Masks, Hand and body hygiene products
- ❖ Clinical Equipment – Beds, Hoists, Mattresses, Wheelchairs, Walking assistance
- ❖ Fleet Services – Vehicle purchases/leases, Vehicle repair & maintenance, Fuel & Tolls
- ❖ Human Resources – Training, Corporate Temp Labour, Recruitment, Staff Support
- ❖ Marketing & Communication – Print & Promo, Advertising Services, Signage
- ❖ Office Suppliers – Stationery, Office Furniture, Postage & Courier
- ❖ Travel & Events – Venue Hire, Accommodation, Air Travel, Car Hire, Cab/Taxi expenses
- ❖ Catering – Grocery, Meat, Dairy, Bakery, Beverages, Equipment, Catering Services
- ❖ Laundry – Equipment, Consumables, Laundry Services, Linen
- ❖ IT Hardware – Mobile Phones, Laptop Computers, Desktop Computer, Printers, Peripherals
- ❖ IT Software – Enterprise Software Solutions, Operating Solutions, Adobe, Microsoft
- ❖ IT Telco & Comms – Network and Cabling equipment, PABX systems, LAN/WAN Services
- ❖ Building Maintenance – Plumbing, Electrical, HVAC, Fire Services, Waste, Pest Control
- ❖ Equipment – Furniture & Fittings, Tools, Whitegoods & Appliances
- ❖ Land & Development – Builder Major & Minor works, Building Supplies, Ground works, Consultants
- ❖ Outdoor Maintenance – Landscapers & Supplies, Gardeners, Lawn maintenance
- ❖ Security – Alarm Systems, Onsite Security, Security Monitoring
- ❖ Utilities – Water, Electricity, Gas

For the reporting period, Wesley Mission Queensland had 1,355 suppliers with the top 10 representing 25 per cent of our overall category spend. Our intent for this reporting period was to focus on these suppliers.

Reporting Criterion 3: Risks

In this reporting period, WMQ continued to work in fellowship with other Uniting Church entities to attain knowledge and insight on our potential supplier risks across our highest spend suppliers and supply categories. WMQ determined potential risks for modern slavery by using risk indicators provided by expert organisations such as the Global Slavery Index (GSI) and SD Strategies, and identified the following operational and supply chain categories as giving rise to medium to high risk exposure to modern slavery infractions.

Supply Chain

CATEGORIES	OVERVIEW	MODERN SLAVERY RISKS IDENTIFIED
Building & Construction	<ul style="list-style-type: none"> Locally based contracted large suppliers, subject to local regional laws Locally based non-contracted smaller suppliers, subject to local regional laws Labour employed through sub-contractors or agents 	<ul style="list-style-type: none"> Complex multi-tiered supply chains, which may occur in high-risk countries Raw materials obtained through exploited/forced labour forces Opaque sub-contracting arrangements and frequent use of labour hire companies Potentially hazardous working conditions Lack of knowledge of suppliers' own modern slavery risk exposure
IT/Telecommunications	<ul style="list-style-type: none"> Multinational contracted, and non-contracted suppliers located in countries with modern slavery, human rights and/or labour laws 	
Apparel and other textiles	<ul style="list-style-type: none"> Non-contracted suppliers subject to location regional laws 	
Medical consumables	<ul style="list-style-type: none"> Contracted and non-contracted suppliers located in countries with modern slavery, human rights and/or labour laws 	
Medical equipment	<ul style="list-style-type: none"> Non-contracted suppliers subject to local regional laws 	
Catering & food	<ul style="list-style-type: none"> Contracted and non-contracted suppliers located in countries with modern slavery, human rights and/or labour laws 	

Wesley Mission Queensland Operations

CATEGORIES	OVERVIEW	MODERN SLAVERY RISKS IDENTIFIED
Recruitment processes	<ul style="list-style-type: none"> Direct employed staff covered by Australian labour laws 	<ul style="list-style-type: none"> Potential for deceptive recruitment processes and false information being provided
Agency labour contractors	<ul style="list-style-type: none"> Locally based Tier 1 suppliers, subject to Australian labour laws 	

COVID-19 Impacts

Due to the potentially catastrophic impacts the COVID-19 pandemic had for WMQ's mission, particularly our activities as a provider of residential aged care and disability services, we were required to obtain large amounts of personal protective equipment (PPE) in a very short period of time through vendors that were not utilised by WMQ previously. To mitigate some of the modern slavery risks, WMQ sought advice from other Uniting Church entities for recommendations on vendors that they were using that passed their due diligence checks around modern slavery. Where possible purchases were made through these recommended vendors.

Reporting Criterion 4: Actions and Control

Whilst risks remain high in some areas, WMQ's objective for the reporting period was to strengthen our understanding of potential modern slavery risks within our operations and supply chain. At the same time, WMQ continued in requiring our key suppliers and partners to commit to compliance with the Act. Due to the need to redirect our internal focus to mitigate possible COVID-19 impacts, WMQ had to defer some of our goals and measuring previous set out in our first Modern Slavery Statement. However, WMQ did undertake the following:

Modern slavery action plan: WMQ's action plan was reviewed and modified where necessary to reset goals and modify what actions are to be addressed by the appropriate internal personnel to address key area of concern.

Terms & Conditions of Agreement: The updated contractual terms and conditions were utilised by WMQ procurement for all new or renewal of agreements between WMQ and vendors/suppliers. These terms included provisions specific to address Modern Slavery Act compliance, expectations to address risks within the vendor's/supplier's supply chains and processes for reporting non-compliance with the Act to WMQ.

Statement of Business Ethics: WMQ continued to require our contracted and non-contracted suppliers to comply with our Statement of Business Ethics. This Statement is incorporated in all contractual documentation and outlines our expectations and commitment to engaging with suppliers who share our values and goals.

Due diligence questions: The standard question set was included and used to evaluate tenderers for all market exercises run by, and on behalf of, WMQ to help identify and manage modern slavery risks.

Third party systems: WMQ explored third parties' online/portal solutions to assist in better identifying, understanding and managing the level of modern slavery risks within our supply chain. Whilst we have not yet identified a solution for our needs, we remain committed to engaging with the best fit vendor/solution.

Working with other Uniting Church entities: We continued to engage with other Uniting Church entities to form an informal working group to help guide, support, collaborate and discuss how we may implement policies, procedures and practices within each of our organisation to address the objectives of the Modern Slavery Act.

Working with suppliers: Information on the Act and the actions WMQ is taking to achieve compliance continued to be added to operational and contractual management meeting with our key suppliers.

Reporting Criterion 5: Effectiveness

It has been a difficult year to quantify the effectiveness of the actions and controls put in place by WMQ. As stated in Reporting Criterion 4, WMQ had to defer some of our goals, some of which were in relation to formally establishing measurable KPIs. Anecdotally though, our efforts relating to the implementation of specific questions sets, contractual terms, statement of business ethics and inclusion of Modern Slavery discussion points within meeting agendas suggest that the understanding of the Act and its purpose is spreading through the supply chain and is gaining more exposure and awareness.

Reporting Criterion 6: Consultation

We have consulted with numerous areas of our business, including our Executive Leadership Team and senior representatives from our Property & Development, Facilities & Maintenance, Procurement, Business Services Group, Finance and Governance, Performance & Outcomes teams to support our obligations under the Act.

This statement is made in accordance with the Australian Modern Slavery Act 2018 and was approved by the Wesley Mission Queensland Board on 17 December 2021.



Paul Newman
Wesley Mission Queensland Board Chairperson
17 December 2021