



Catholic Schools
Parramatta Diocese

Modern Slavery Statement 2025



Disclosure note

This statement has been made on behalf of Catholic Schools Parramatta Diocese Ltd. Covering the reporting period 1 January 2025 to 31 December 2025, this statement focuses solely on work performed by Catholic Schools Parramatta Diocese Ltd ABN **66 661 001 798**.

Head Office is located at the Bethany Centre, 470 Church Street, North Parramatta NSW 2150.

parra.catholic.edu.au

Acknowledgement of Country

We would like to acknowledge the Darug and Gundungurra people who are the Traditional Custodians of this Land, here in Western Sydney - people who have loved and cared for this Land for thousands of years.

We would also like to pay respect to the Elders of the Darug and Gundungurra Nations, both past and present and emerging, and extend that respect to other Aboriginal people.

Authorisation

by Catholic Schools Parramatta Diocese Ltd Chair Elizabeth Crouch AM

I am pleased to present the sixth Modern Slavery Statement for Catholic schools in the Diocese of Parramatta. This marks our sixth statement overall and is the third submitted under Catholic Schools Parramatta Diocese Limited (CSPDL), with the previous three statements jointly submitted with the Diocese of Parramatta.

As a large non-government employer and provider of education services, CSPDL is strongly committed to ensuring that our workplaces and practices are free from all forms of modern slavery.

CSPDL is dedicated to upholding human rights and taking meaningful action to identify, address, and mitigate the risks of modern slavery within our operations and supply chains. We work in close partnership with the Australian Catholic Anti-Slavery Network (ACAN) to leverage our collective influence and drive the change that is urgently needed.

This Modern Slavery Statement outlines the actions we have taken throughout 2025 to assess and address the risks of modern slavery in our operations and supply chains. We acknowledge the need to remain vigilant and address emerging areas of risk and reaffirm our commitment to ongoing improvement on this pressing social justice issue.

On behalf of the Board of CSPDL, I fully support this statement and urge all our schools within the Diocese of Parramatta to deepen their understanding and explore ways we can work together to raise awareness and end modern slavery.



Elizabeth Crouch AM
Catholic Schools Parramatta Diocese Ltd Chair

29 May 2026

Approval

Catholic Schools Parramatta Diocese Ltd is a reporting entity as defined by the Modern Slavery Act 2018 (Cth). This Statement has been approved by the principal governing body of the reporting entity being the duly constituted board of Catholic Schools Parramatta Diocese Ltd.





CONTENTS

Disclosure note	2
Acknowledgement of Country	2
Authorisation by Catholic Schools Parramatta Diocese Ltd Chair Elizabeth Crouch AM	3
Approval	3
REPORTING CRITERIA 1 AND 2:	6
About Catholic Schools Parramatta Diocese	
Our strategy	8
Our organisational structure	10
Our operations	10
Our organisation	11
REPORTING CRITERIA 3:	12
Modern slavery risks in operations and supply chains	
Risk assessment	12
Classification	13
Supply chain risk	14
REPORTING CRITERIA 4:	16
Actions taken to assess and address risk	
Actions taken in 2025	16
Supplier engagement	18
Supplier engagement overview	18
Modern slavery working group	19
Modern slavery contract clauses	20
Remediation	20
REPORTING CRITERIA 5:	21
Effectiveness assessment	
Continuous improvement	23
Action plan 2026-27	24
REPORTING CRITERIA 6:	28
Internal consultation	
REPORTING CRITERIA 7:	29
Any other relevant information	

Reporting criteria 1 and 2:

About Catholic Schools Parramatta Diocese

The Diocese of Parramatta has a system of 80 schools, which are managed by a separate entity named Catholic Schools Parramatta Diocese (CSPD). In 2025, CSPD managed 58 primary schools, 22 secondary schools, two trade and inquiry campuses and three high support learning settings. CSPD educates over 46,500 students and employs more than 5,500 teaching and non-teaching staff.

The Trustees of the Roman Catholic Church for the Diocese of Parramatta is the sole Member of the incorporated entity under the leadership of Bishop Vincent Long Van Nguyen OFM Conv DD STL. The Board of Directors is responsible for the overall governance and strategic direction of the organisation. It provides “overall superintendence”, overseeing both performance and compliance in accordance with the organisation’s purpose and objectives. The Board delegates the responsibility for the management of the schools to the Chief Executive Officer, Mr Jack de Groot, and the Executive Leadership Team. CSPD has been acknowledged as a separate entity for taxation purposes and has been allocated its own ABN.

The Diocesan schools’ system is largely reliant on Commonwealth and State Government funding to continue delivering quality education and providing educational services to the Catholic and wider community. CSPD reviews all its operating budgets prepared by the individual schools and aggregates these school budgets with its own ‘head office’ functions in preparing consolidated operating and capital budgets. CSPD’s revenue for 2025 was \$968,056,000.

The education and formation of students in Catholic discipleship are at the heart of our Catholic school system. CSPD provides quality learning and teaching in a faith-centred environment.





46,500+
students



58
primary schools



22
secondary schools



5,500+
total staff



2 trade and
inquiry campuses



3 High Support
Learning settings



1 virtual
School of Now



Our strategy

What is our vision?

Enriching the lives of our students through education

Our strategic pillars



MISSION

Catholic by nature, not by name only

Develop faith filled, service-minded students in all cohorts, through an understanding of Catholic social teaching and encouraged by Catholic values to become active contributors to their community



PEOPLE

High performance culture

Encourage our people to deliver their best, by defining clear goals and targets, and offering active professional development opportunities and access to a supporting system



QUALITY

Strong academic achievement

Deliver relative learning gains maximising each student's potential, with evidence-based teaching practices, fit-for-purpose learning environment, early identification/intervention and targeted student support catering to all learning needs

How will we be distinct?

Students and families

Who do we want to serve?

- **Provide a Catholic education for all**, that is inclusive and not for Catholic families only
- Attract a student base broadly **representative of the communities we serve, increasing diversity** where we can (including: First Nations, EAL/D and high potential students), offering **special programs** for students with **high learning needs**
- Provide a **K-12** education, and deliver greater access to our system through **early childhood partnerships**

What are the key measures?

Catholic identity
(KUL survey)
Community service
(scale of impact)

Employee outcomes
(employee engagement, turnover, professional learning opportunities)

Academic performance
(NAPLAN, HSC, PAT-R, PAT-M)
Wellbeing (TTFM)

grounded in excellence, inclusivity and Catholic tradition



RELEVANCE

Breadth of opportunity

Encourage students to pursue their passions and choose the path aligned to their specific needs through diverse subject offerings, co-curriculars, and progression opportunities, both in higher ed and alternative pathways



SUSTAINABILITY

Financial stewardship

Establish scalable, unified and optimised systems, practices and processes that enable sustainable growth, effective and equitable resource distribution/contributions in our communities, maximising opportunities for staff and students



TRUST

Integrity, accountability and transparency

Promote integrity within our organisation, by putting the optimal systems and controls in place to effectively manage our people and financial resources

Parishes and communities

- Connect with both **local school and parish communities**, whilst also providing students with the opportunity to support the **broader community**
- Provide **schools** with the freedom to **create and drive** community service initiatives whilst **offering system-wide opportunities** organised by the centre

Staff

- Attract, develop and retain a teacher base of **subject matter leaders and experts in teaching** the curriculum, and **support staff** that enable CSPD to deliver the highest quality student outcomes
- **Reflect the diversity** of our communities in our workforce, where possible

Level of opportunity

(breadth of our offering, tertiary education offers, job positions)

Market share and financial performance
(growth, cost efficiency)

Compliance

(WHS incidents, ACSL standards, regulatory compliance)

Our organisational structure

Chief Executive Officer

Executive General Manager Learning Outcomes

Executive General Manager Quality & Performance

Executive General Manager Student Support

Executive General Manager Mission

Executive General Manager Communications & Engagement

Executive General Manager Legal, Governance & Risk

Executive General Manager People & Culture

Executive General Manager Finance & Infrastructure

Executive General Manager Information Technology

CSPD has established a Modern Slavery working group with a representative from each of the directorates listed above. The Working Group is jointly sponsored by the Executive General Manager Mission and the Executive General Manager Finance & Infrastructure.

Unfortunately, the Modern Slavery Working Group has been inactive this year. Going forward, the intention is to hold meetings at least quarterly throughout the year to raise awareness of Modern Slavery and to ensure that CSPD obligations identified and captured in action plans are regularly addressed.

Our operations

CSPD manages 80 Catholic Schools (58 primary schools and 22 secondary schools), along with two trade pathway campuses and three high support learning settings. It is responsible for educating 46,500 students and employing more than 5,500 staff. The CSPD Support Teams (central office) in Parramatta manage all activities that can be separated from schools (e.g. payroll, recruitment, technology provision, professional learning, facilities, etc.), so schools can focus on their core business of teaching and learning.

Our organisation

Our staff allocation is as follows:

MALE	FEMALE	TOTAL
1,153	4,714	5,867

We have 80 schools with a total student population of 46,500.

CSPD complies with the Fair Work Act 2009 (Cth), Modern Awards, and Enterprise Agreements with the directly employed workforce, including through a variety of HR documentation, policies and procedures, including:



Employment contracts



Safeguarding Strategy and Policy



Code of Conduct



Managing Workplace Complaints Policy



Employee Leave Policy



Managing Conduct and Performance Policy



Flexible Working Arrangements



Privacy Policy



Preventing Discrimination, Harassment, and Bullying Policy



Work, Health and Safety Policy



Acceptable Use of ICT and Social Media Policy



Whistleblower Policy



Reporting criteria 3:

Modern slavery risks in operations and supply chain

Risk Assessment

For Catholic entities, modern slavery risks are defined by the ACAN Category Risk Taxonomy, a classification standard that identifies the severity of actual or potential harm to people (saliency) in spend categories.

The ACAN Category Risk Taxonomy is based on sources such as:

- the Global Slavery Index
- the International Labour Organisation (ILO), including definitions of modern slavery
- the Bureau of International Labor Affairs (ILAB), US Department of Labor
- the Global Child Forum and UNICEF

Five key factors are also used to determine the level of risk:

- **Geography:** the country of location where a good is made or service is delivered
- **Industry:** the sector in which the making of goods or delivery of service occurred
- **Commodity:** the raw materials or components that comprise the goods or products
- **Workforce vulnerability:** such as bonded visas, temporary migrants, women or children known to be employed in specific industry sectors
- **Domus 8.7:** trends, cases, and risk intelligence identified through the Domus 8.7 remediation service, including grievances and remediation insights relevant to category and risk to workers.



Classification

HIGH RISK	MEDIUM RISK	LOW RISK
• Building and construction • Cleaning and security • Events and event management • Facility management and property maintenance • Finance and investment • Food and catering services • Furniture and office supplies • IT hardware • IT software and network services - offshore • Labour hire • Linen, laundry and textile products • Medical devices and supplies • Transport, logistics and warehousing • Uniforms and PPE • Waste management services	• Advertising & marketing • ICT Software and network services - onshore • Utilities • Fleet management, consumables and maintenance • Travel and accommodation • Print/mail provider	• Professional services • Financial expenses • Government and agency fees • License/membership fees

Note: The following categories are Not in Scope of the ACAN Category Risk Taxonomy

- Pastoral
- Payroll (excluding labour-hire and sub-contracting).

Through the ACAN Program, CSPD continues to focus activities with suppliers of labour and the operational risk associated with the following supply chain spend categories:

Cleaning and security services

CSPD works closely with a select group of Australian based suppliers who are placed on a panel to supply cleaning services. CSPD ensures that suppliers are aware of their employer obligations under the Fair Work Act.

Facility management and property maintenance, building and construction

CSPD works closely with a select group of Australian based suppliers who are placed on a panel to provide facility management, property management and building and construction services. CSPD ensures that the suppliers are aware of their employer obligations under the Fair Work Act.

Uniforms & Personal Protective Equipment (PPE)

CSPD works closely with a select group of Australian based suppliers who are placed on a panel to supply CSPD uniform requirements. CSPD ensures that the suppliers are aware of their employer obligations to meet requirements of the Fair Work Act with their local workforce.

Supply chain risk

The bar graph below illustrates a breakdown of supplier spend across procurement categories by high, medium and low risk of modern slavery. CSPD has active suppliers across 13 high risk procurement categories and is focused on working with them to effectively manage and mitigate modern slavery risks.

CSPD High Risk Spend Categories

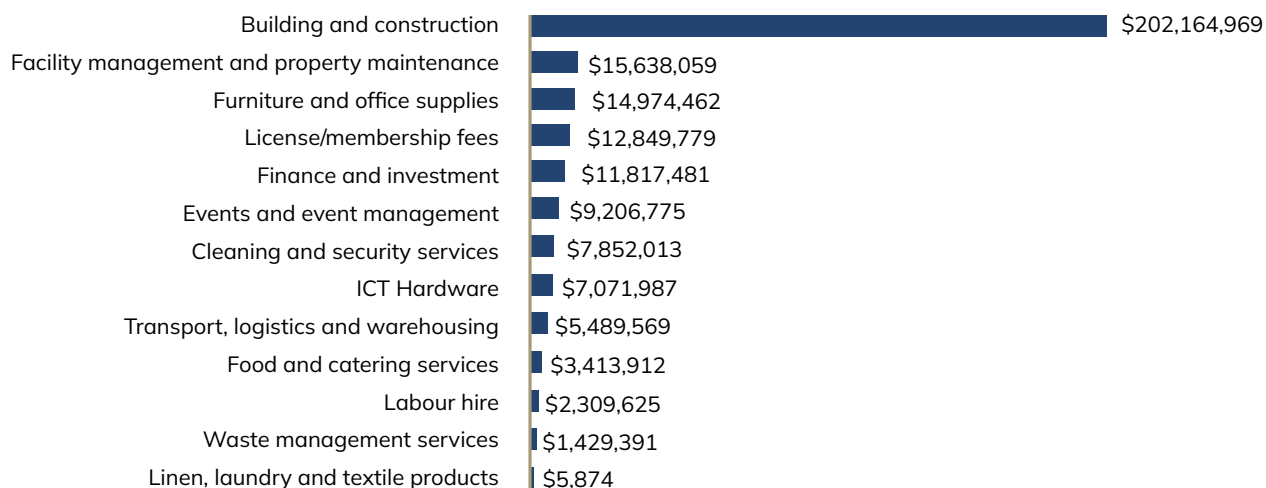
CSPD annual spend in High Risk Categories for calendar year 2025 was \$293,187,564.70, representing 68% of total spend with 2509 suppliers from a total of 3785 suppliers.

High	\$293,187,564.70	68%
Medium	\$97,029,240.20	5%
Low	\$20,232,118.22	23%
Not in Scope	\$19,086,084.60	4%
Grand Total	\$429,535,007.72	100%

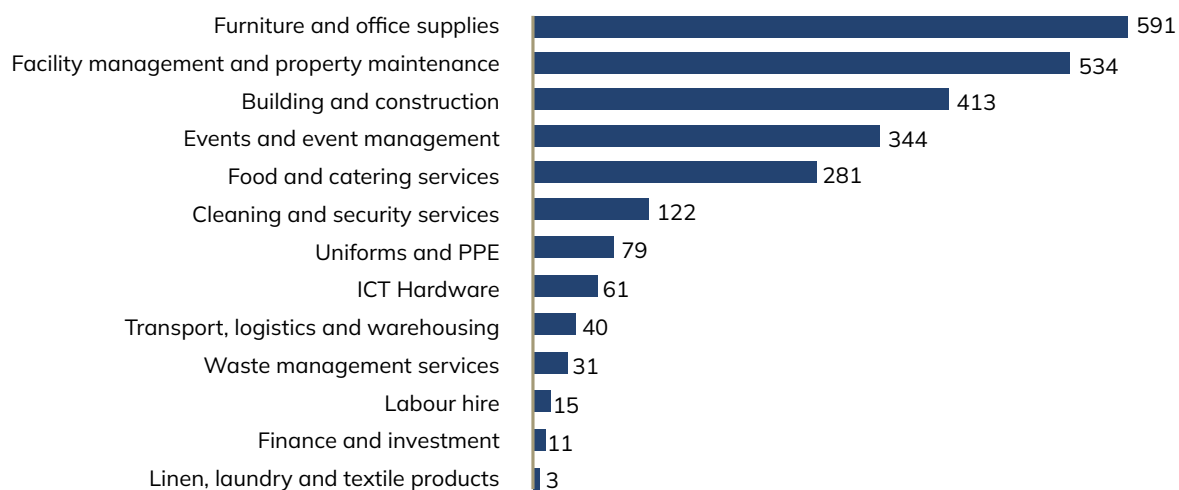
Total Spend - 2025 by ACAN Taxonomy Risk



\$ Spend in High Risk Taxonomy Categories



Number of Suppliers in High Risk Taxonomy Categories



Reporting criteria 4:

Actions taken to assess and address risk

Actions taken in 2025

CSPD followed the ACAN Program to assess and address the risk of modern slavery through the following supplier engagement plan.

The ACAN Program provides supplier engagement support and data, enabling a systematic and comprehensive supply chain risk assessment. In 2025, the ACAN Modern Slavery Risk Management Program launched a new purpose-built data management platform - ROTA. ROTA centralises the ACAN Risk Management Program framework and facilitates supplier performance evaluation and engagement.

1. Evaluation of the modern slavery risk within operations and supply chains, using the ACAN Risk Taxonomy
2. ACAN Supplier Survey to identify supplier revenue, number of employees, countries of origin for goods sourced overseas, workforce contractual arrangements and Sedex membership status
3. Supplier education on modern slavery and risk management in key areas: cleaning, building and construction, procurement of labour, labour hire and services, sourcing goods from overseas, grievance mechanisms and remediation
4. Onboarding suppliers to Sedex requires a business address, contact details and goods or services provided
5. Sedex Self-Assessment Questionnaire (SAQ) helps suppliers to evaluate their practices against established standards and identify areas for improvement
6. Desktop review to identify key actions required from suppliers
7. Enhance supplier screening using Know Your Client (KYC) intelligence software
8. Corporate Social Compliance Audits provide a point in time, objective and independent verification process of supplier alignment with local laws and worker wellbeing standards
9. Domus 8.7 Index modern slavery statement assessment on selected suppliers in high risk categories
10. ACAN Prequalified Supplier Directory - a list of preferred suppliers accessible to Catholic organisations.

CSPD made inroads with supplier engagement and participation in risk management activities, summarised:

- 995 suppliers completed the ACAN Supplier Survey
- 129 suppliers joined Sedex
- 94 suppliers completed the Sedex Supplier Assessment Questionnaire (SAQ)
- 8 supplier staff participated in ACAN modern slavery capacity building webinars.

In 2026, CSPD will undertake a desktop review of the Sedex suppliers SAQs, Social Audits or Corrective Action Reports



Supplier engagement

CSPD has been a member of Sedex via ACAN during the reporting period. Sedex is a data exchange platform designed to enhance data sharing and minimise the burden of risk assessments and risk validation by mutually recognising the results produced for specific shared suppliers, produced by other members' efforts, and vice versa.

CSPD uses the ACAN Risk Taxonomy to select high risk/high volume suppliers for onboarding to the Sedex platform. Once invited to join the platform as a supplier of CSPD, the suppliers fill in a self-assessment questionnaire (SAQ), and a risk score is produced (site characteristics risk score).

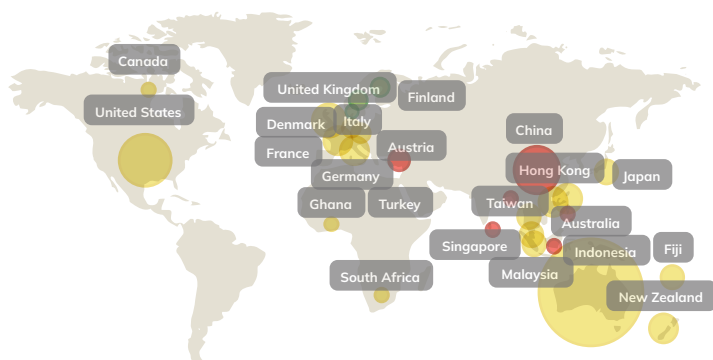
CSPD uses Sedex to:

1. Manage the risk of modern slavery with existing suppliers
2. Validate inherent risk against actual risk
3. Screen new suppliers as part of tenders and supplier onboarding processes
4. Gain visibility further upstream in the supply chains
5. Monitor and report on progress in the profile of suppliers.

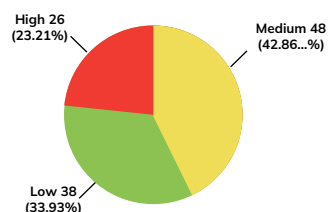
Supplier engagement overview

Total Suppliers	Suppliers in High Risk procurement categories	ACAN Supplier Surveys completed	ACAN Supplier Surveys completed in 2025
3,785	2,509	995	124
Suppliers identified for Sedex Onboarding	Supplier email shared	Supplier communication	Suppliers completing e-learning
80	0	2,028	8
Audits in 2025	Audits Findings in 2025	Suppliers on Sedex	SAQs Completed
14	96	129	94

Sourcing countries for Tier 1 suppliers



Sedex SAQ Risk Category



Supplier Screening - ACAN Collated

Enhanced 3rd Party Supplier Screening	3rd Party Supplier Screening - High and Medium Risk
529	25

Modern Slavery Working Group

The current Modern Slavery Working Group draws representation from Learning Outcomes, Communications & Engagement, Student Support, Quality & Performance, People & Culture, Legal Governance & Risk, Mission and Finance & Infrastructure (Procurement). The Working Group has joint executive sponsorship from the Executive General Manager Mission and Executive General Manager Finance & Infrastructure. The Modern Slavery Liaison Officer is the Manager Procurement and Contracts, who reports to the Executive General Manager Finance & Infrastructure.



Modern Slavery Contract Clauses

CSPD ensures all contracts, including Purchase Orders, have embedded clauses that address Modern Slavery obligations. These clauses are included in all new contracts and renewals.

Remediation

The Diocese of Parramatta is a founding member of Domus 8.7 remediation service. Domus 8.7 provides CSPD with:

- resources that enable us to listen to workers (grievance channel)
- a 24/7 careline for workers on our sites, staffed by professional counsellors
- direct support to people impacted by modern slavery
- guidance and technical assistance to prevent, identify and remediate modern slavery
- a documented process to assess if an organisation has caused, contributed to, or is directly linked to modern slavery and modern slavery indicators.

Domus 8.7 empowers people impacted by modern slavery to have choice and control over what forms of remediation are meaningful to them and to engage safely with business/supply chain actors. Supports may include:

- modern slavery indicator assessment
- needs assessments, case coordination, response and remediation planning
- referrals to community, social services, unions
- transport, accommodation, financial and food support
- legal support, referrals, accompaniment and advocacy
- job training, retraining and redeployment
- accompaniment and advocacy to engage with government and law enforcement agencies
- opportunities to contribute lived expertise to improve modern slavery responses.

The Domus 8.7 Advisory Committee Members also include a person with lived expertise, Mr Moe Turaga. Domus 8.7 is a registered charity with the Australian Charities and Not-for profits Commission (ACNC) and is an endorsed Public Benevolent Institution with Deductible Gift Recipient (DGR) status. ABN 244 72497189

Through Domus 8.7, CSPD will be able to help people impacted by modern slavery achieve outcomes that can be reported and used to continuously improve risk management and operational response. It is the intention of CSPD that any future grievances related to modern slavery be mediated through Domus 8.7. Where CSPD is directly linked to modern slavery by a business relationship, CSPD is committed to working with the supplier that caused the harm to ensure remediation and prevention of its recurrence.

CSPD staff and stakeholders are being equipped to recognise the causes of modern slavery, and the mechanisms available to escalate poor labour practices, unsafe working conditions and other indicators of modern slavery.

CSPD has also developed a more detailed anti-slavery contract clause focusing on remediation obligations and expectations, for inclusion in contracts with high risk suppliers. This clause imposes obligations on these suppliers to notify and consult CSPD to ensure victim-centred remediation processes are implemented to the satisfaction of CSPD.

When suspicions of modern slavery practices are notified through the whistleblower service or other channels, CSPD staff will continue to contact relevant law enforcement agencies if a person is in immediate danger and Domus 8.7 for an assessment, investigation, action planning and implementation of a remediation process.

Reporting criteria 5:

Effectiveness assessment

The ACAN baseline data table provides a comparative measure of supplier engagement and program activities to measure progress and inform future action planning.

Data analysis shows an increase in the number of suppliers completing the ACAN supplier survey. Visibility into self-reported information and modern slavery risks associated with individual suppliers improved as the number of Sedex SAQs completed increased.

	ACTIVITY	2024 CATHOLIC SCHOOLS PARRAMATTA DIOCESE	2025 CATHOLIC SCHOOLS PARRAMATTA DIOCESE
INTERNAL/ STAFF	Hours spent on modern slavery activities	100	100
	Individual staff completed e-learning	0	0
	e-learning modules completed	0	0
EXTERNAL/ SUPPLIER ENGAGEMENT	Total number of suppliers	3,792	3,785
	Number of suppliers across high risk categories	2,498	2,509
	Number of ACAN Supplier Surveys completed	606	995
	Supplier staff attending capacity building webinars	73	8
	Invited to join Sedex	96	80
	Joined Sedex	97	129
	Sedex SAQ completed	53	94
	Social audits	18	14
	Corrective actions	75	96
DOMUS 8.7 EXTERNAL REFERRALS	Contacts made via worker voice/grievance mechanism	0	0
	Referrals for advice and assistance	0	0
	Individuals identified or referred for modern slavery assessment	0	0
	Individuals with modern slavery cases remediated	0	0





Continuous improvement

Collaboration is at the heart of accelerating progress. This also includes opportunities to comparatively measure social, environmental and governance (business ethics) risks and actions with Catholic schools in the network.

In its foundational stages, CSPD used an internally devised ACAN framework to measure progress. This bespoke approach reflected the unique priorities, constraints, and practices across Catholic organisations.

In 2025, the ACAN Program adopted a globally recognised risk measurement system through Sedex. This aligns reporting entities with a methodology that combines global data about risks in different countries and industries with site-specific information from the Sedex platform. Sedex regularly updates the methodology to ensure it is aligned with new and emerging risks.

Therefore, completion of the Sedex SAQ is a priority for CSPD in 2026 as a substantial measure of continuous improvement year on year.

Action plan 2026-27

POSITION OR OPERATIONAL AREA	OUTCOMES	2026 ACTIONS	2027 ACTIONS
Board of Directors	Leadership and effective governance of modern slavery risks to people in supply chains and operations are effectively demonstrated, managed and reported	Review modern slavery progress at October Board meeting 100% Board members complete modern slavery e-learning course modules: MS101, Business Relevance, Implementing a MS Risk Management Program and Grievance Mechanisms and Remedy 1.5 hours self-pace	Review modern slavery progress at October Board meeting
Chief Executive Officer	Modern slavery risks to people in supply chains and operations are addressed through effective management systems	Monitor Modern Slavery Working Group (MSWG) 1-3 modern slavery communications per year to stakeholders Complete modern slavery e-learning course	Monitor Modern Slavery Working Group (MSWG) 1-3 modern slavery communications per year to stakeholders
Executive General Manager Finance & Infrastructure	Financial/ economic impacts of modern slavery risks to people in operations and supply chains are effectively managed Modern slavery risk management program allocated adequate resources Risk of modern slavery in investments is effectively managed, monitored and reported	Participate in MSWG Review and establish internal modern slavery reporting and budget requirements Modern slavery risk review of investments Ensure finance staff receive training on responsible investments and modern slavery Strengthen responsible investment policies by explicitly covering modern slavery Enhance disclosure on modern slavery and how this risk is managed in investments	Participate in MSWG Review and establish internal modern slavery reporting and budget requirements Modern slavery risk review of investments Ensure finance staff receive training on responsible investments and modern slavery Strengthen responsible investment policies by explicitly covering modern slavery Enhance disclosure on modern slavery and how this risk is managed in investments

POSITION OR OPERATIONAL AREA	OUTCOMES	2026 ACTIONS	2027 ACTIONS
Executive General Manager People & Culture	Direct workforce can evidence the skills, knowledge and attitude to effectively address risks of modern slavery in operations and supply chains aligned with modern slavery public commitment Entity has effective processes to provide remedy, is transparent, credible and accountable	Participate in MSWG Strategy for e-learning roll-out developed and implemented Accountabilities for modern slavery are integrated into new and existing position descriptions Complete workforce profile mapping	Participate in MSWG An effective grievance mechanism is deployed and monitored in operations so stakeholders can raise modern slavery concerns Continue to monitor and measure e-learning roll-out Modern slavery training and awareness incorporated into induction processes Provide performance reviews/management of modern slavery accountabilities Monitor changes in workforce profile Worker voice and wellbeing surveys Provide performance reviews/management of modern slavery accountabilities Staff awareness survey
Procurement	Robust systems are in place to effectively identify and mitigate modern slavery risks in the supply chain Regular risk assessment	Adjust and incorporate 2025 learnings to the risk identification framework Desktop review of min. 36 high risk suppliers Plan for Supplier Audit program (high risk suppliers identified after review)	Adjust and incorporate 2026 learnings to the risk identification framework Desktop review of min. 72 high risk suppliers through the year and 12 randomly selected low and medium risk suppliers

POSITION OR OPERATIONAL AREA	OUTCOMES	2026 ACTIONS	2027 ACTIONS
Procurement (continued)	Policy development and implementation Supplier engagement and training Monitoring and auditing Remediation and support Reporting and transparency Continuous improvement Collaboration and partnerships	Initiate pilot Audit program (social audit/human rights due diligence) for 5 suppliers identified through risk review activities Communicate with suppliers regularly about values, expectations, and outcomes. Include invitations to training and drive high risk suppliers to join the pre-screening platform Define required mitigating actions for non-compliance and timelines for completion, in collaboration with the MS Working Group and apply these when issues arise Refine measures and reporting on the actions 100 suppliers complete modern slavery e-learning	Engage deeper with 5 select suppliers to build capacity and demonstrate best practice Expand Audit program (social audit/human rights due diligence) to 12 suppliers identified through risk review activities Communicate with suppliers regularly about values, expectations, and outcomes. Include invitations to training and drive high risk suppliers to join the pre-screening platform Monitor that required mitigating actions for non-compliance and timelines for completion are maintained, in collaboration with the MS Working Group Refine measures and reporting on the actions Establish supplier due diligence checks and monitor supplier corrective action plans, audits or other reviews
Head Enterprise Risk	Modern slavery risk assessment criteria have been developed and are continuously monitored and reviewed	Participate in MSWG Coordinate and include modern slavery risks in CSPD risk register	Participate in MSWG Regular monitoring of modern slavery risks in CSPD risk register
Legal Team	Modern slavery risk is effectively managed according to legal requirements	Participate in MSWG Ensure legally compliant Modern Slavery Statement, policies and documents	Participate in MSWG Provide advice to Modern Slavery Working Group where relevant

POSITION OR OPERATIONAL AREA	OUTCOMES	2026 ACTIONS	2027 ACTIONS
Legal Team (continued)		Provide advice to Modern Slavery Working Group where relevant Review and monitor usage of modern slavery clauses in contracts Monitor and advise on legislative requirements relating to modern slavery Conduct legal and governance review of policies and documents regarding modern slavery	Review and monitor usage of modern slavery clauses in contracts Monitor and advise on legislative requirements relating to modern slavery Conduct legal and governance review of policies and documents regarding modern slavery
Executive General Manager Communications & Engagement	Management of modern slavery risks to people in operations and supply chain are effectively and actively communicated to stakeholders Communications demonstrate respect for rights of people impacted by modern slavery	Participate in MSWG Complete modern slavery e-learning course Annual modern slavery communications strategy developed and implemented Update and monitor intranet page Expand content on modern slavery web page e.g. supplier information Support branding and graphic design of Modern Slavery Statement Monitor ACAN communications and share as appropriate	Participate in MSWG Annual modern slavery communications strategy developed and implemented Update and monitor intranet page Update modern slavery web page Support branding and graphic design of Modern Slavery Statement
Modern Slavery Working Group (MSWG)	Modern slavery risk management is effectively managed by a cross-functional team within the organisation	Review and monitor Terms of Reference Action plan monitoring and review Complete entity Sedex SAQ as a measure of continuous improvement Provide progress reports to Board	Review and monitor Terms of Reference Action plan monitoring and review Complete entity Sedex SAQ as a measure of continuous improvement Provide progress reports to Board

POSITION OR OPERATIONAL AREA	OUTCOMES	2026 ACTIONS	2027 ACTIONS
Modern Slavery Liaison Officer (MSLO)	Modern Slavery Risk Management is embedded across the entity's operations and supply chains	Administer, coordinate and monitor MSWG Terms of Reference Participate in the ACAN monthly webinars, workshops and other activities Complete Sedex SAQ and ACAN Entity Profile Coordinate drafting of annual Modern Slavery Statement by MSWG members	Administer, coordinate and monitor MSWG Terms of Reference Represent entity to the Australian Catholic Anti-Slavery Network (ACAN) according to the Catholic Archdiocese of Sydney ACAN Terms of Reference Complete Sedex SAQ and ACAN Entity Profile Coordinate drafting of annual Modern Slavery Statement by MSWG members

Reporting criteria 6:

Internal consultation

CSPD does not have any controlled entities.



Reporting criteria 7:

Any other relevant information

This year's annual Mass for the Feast of St Josephine Bakhita united Australia's largest Sudanese and South Sudanese communities to honour their patron saint – a symbol of resilience in the fight against modern slavery and human trafficking.

The Mass was celebrated by Bishop of Parramatta, Most Rev Vincent Long OFM Conv on Sunday 16 February 2025 at St Patrick's Catholic Church, Mary Queen of the Family Parish, Blacktown.

St Josephine (1869-1947) was born into a wealthy family in Darfur, in the village of Olgossa, west of Nyala – the fourth largest city in Sudan. Despite these beginnings, she was kidnapped as a young child and sold into brutal and abusive slavery many times.

She eventually gained her freedom and joined the Canossian Sisters, but sadly, she had spent so much time in captivity that she had forgotten her original name. It was her slave owners who gave her the moniker "Bakhita", which means "fortunate" in Arabic.

St Josephine Bakhita was canonised on 1 October 2000 by Pope St John Paul II, becoming the first female black saint in the modern Catholic era. Her feast day is celebrated each year on 8 February. She is commemorated as the patron saint of South Sudan and Sudan, and of the victims of modern slavery and human trafficking.

Reflecting on her extraordinary life, Bishop Vincent shared that in freeing herself from the shackles of forced servitude and slavery, she became the model of living for others. "Josephine is proof that God can use the most unlikely people to do extraordinary things," Bishop Vincent said.







THE
ANDREW BURTON
MEMORIAL TREE
11-1-1996



Catholic Schools
Parramatta Diocese

Bethany Centre, 470 Church Street
North Parramatta NSW 2150

parra.catholic.edu.au