



CATHOLIC DIOCESE
OF CAIRNS

MODERN SLAVERY STATEMENT

**Roman Catholic Trust Corporation for the Diocese of
Cairns**

2025

STATEMENT 6

Purpose of Statement

As a religious organisation, the Catholic Diocese of Cairns (“Diocese”) recognises the important role it plays in making a significant contribution to the global effort to eradicate modern slavery. Modern slavery breaches the most fundamental freedoms and human rights of individuals. The Diocese rejects all forms of modern slavery and recognises that modern slavery is never acceptable in any of its forms.

The Diocese is committed to respecting human rights and taking meaningful action to identify and address risks within its direct control that have the potential to cause, contribute to, or directly link the Diocese to modern slavery. When modern slavery risks arise outside our direct control, the Diocese will use its influence and leverage to engage with suppliers, partners and stakeholders to effect change in their relevant practices.

Acknowledgement of Country

We acknowledge the First Nations peoples of Australia, the traditional custodians of the land, seas, skies and waterways on which we reside, work, travel and meet. We pay our respect to First Nations elders past, present and emerging, and support the Uluru Statement From The Heart.

Joint Statement

This is the fourth joint statement produced by the Roman Catholic Trust Corporation for the Diocese of Cairns ("Corporation") in accordance with the *Modern Slavery Act 2018*. The Corporation is committed to upholding the highest ethical standards by assessing and reducing the risks of modern slavery within our organisation and supply chains. This joint statement has been produced on behalf of the following businesses and entities:

- Catholic Diocese of Cairns
- Centacare FNQ
- Catholic Education Services
- Catholic Early Learning and Care
- St Therese's School
- St Augustine's College
- St Monica's College
- Our Lady Help of Christians School
- Holy Spirit College
- St Michael's School
- St Francis Xavier's School
- MacKillop Catholic College
- Mother of Good Counsel School
- St Joseph's School (*Atherton*)
- St Andrew's Catholic College
- Newman Catholic College
- Holy Cross School
- St Gerard Majella School
- St Mary's Catholic College
- St Augustine's School
- Our Lady of the Sacred Heart School
- St Joseph's Parish School
- St Teresa's School
- St Thomas' School
- St Stephen's Catholic College
- Mount St Bernard College
- St Anthony's School
- St Joseph's School (*Parramatta Park*)
- St Rita's School (*Babinda*)
- Good Counsel College
- Good Counsel Primary School
- St John's School
- St Rita's School (*South Johnstone*)
- St Clare's School



Structure

The Roman Catholic Trust Corporation for the Diocese of Cairns (“Corporation”) is a Body Corporate incorporated pursuant to letters patent issued under the *Religious, Educational and Charitable Institutions Act 1861*.

With over 2250 employees, The Corporation carries out the mission and objects of the Catholic Diocese of Cairns (“Diocese”) through its various agencies and pastoral operations conducted under four separate ABN’s.

The Diocese serves people of 23 parishes and parish clusters as well as 30 schools and colleges within 3 deaneries across Far North Queensland, including the Torres Strait.

Our Operations

Safeguarding

An active commitment to fostering communities of safeguarding that recognise and uphold the dignity and rights of all children and vulnerable adults.

Catholic Development Fund (CDF)

The Corporation operates the CDF to further the mission of the Church to promote and support the religious and charitable work of the parishes, schools and institutions of the Corporation through harnessing the financial resources of the Diocesan Catholic Community.

Catholic Education

The Cairns Diocese’s 30 Catholic schools and colleges provide a quality education to over 12, 000 students. Our schools extend from Tully in the South, west to Dimbulah on the Atherton Tablelands, and north to Waiben (Thursday Island) in the Torres Strait. The operation of the schools is coordinated by Catholic Education Services, Cairns. Schools range in size from less than 50 to more than 1500 and serve urban, rural and remote communities. More than 2000 staff are employed across the system and schools.

Centacare, including Social Services and Catholic Early Learning and Care (CELC)

Centacare FNQ is the social services agency of the Cairns Diocese. Centacare FNQ proudly works with the community to deliver social services that support the needs of residents in the region.

CELC caters for children aged from 6 weeks to 13 years and includes Early Learning, Kindergarten, and Outside School Hours Care, and provides authentic, developmentally sensitive, and community-centred educational and care service provision.

Pastoral Care

Pastoral care consists of:

- The Diocesan Marriage Tribunal which assists with the pastoral care of divorced and remarried persons.
- Pastoral Support Services, which support home, hospital and aged care visits.
- Cairns Catholic Youth Ministry encourages and supports young people in the life of the Church.

Supply Chains

The Diocese procures goods and services from a broad range of suppliers across various sectors, with the vast majority of suppliers and contractors procured from Australia. Some supply chains extend overseas.

Our supply Chains:

- Textiles: school and office uniforms
- Building and property development
- Office, classroom and playground equipment
- Management of facilities: maintenance, waste removal, landscaping, cleaning
- Food service / Catering companies
- ICT equipment and software
- Marketing and advertising
- Motor vehicles
- Professional Services – legal and consultancy
- Insurance
- Furniture and fittings
- Travel services
- Appliances: dishwashers, fridges/freezers, stoves etc.
- Couriers and freight
- Conference and training venues
- Tangible gifts and awards



Suppliers for the entities of the Corporation are required to be procured as per the requirements of our Purchasing Guideline which highlight the key objectives as:

- Value for money: Value for money is not restricted to price alone. The value for money assessment should include consideration of product quality, service and support and other related costs with its acquisition, use, maintenance and disposal.
- Encourage competitive and non-discriminatory processes.
- Use resources in efficient, effective, economical and ethical manners that are consistent with policies and procedures.
- Conduct a purchasing process commensurate with the scale and scope of the procurement.
- Probity & Accountability: Conduct purchasing activities with the utmost probity. It should be conducted ethically, honestly and with fairness to all. Accordingly, appropriate records must be maintained to provide transparency and accountability.
- Environmental, workplace health and safety issues and regulations should be considered, including compliance with the *Environmental Protection Act and Work Health and Safety Act*.

Potential Risks

OPERATIONAL RISKS

The risks of modern slavery practices within the Corporation's operations remain low. This is primarily due to direct employment of our workforce as well as mitigation of risks through industrial agreements and awards and compliance with Australian employment laws.

Across the Diocese, including schools, parishes, agencies and diocesan services, a degree of local autonomy in procurement is exercised to support day-to-day operations. This presents an operational risk of inconsistent supplier due diligence. As a result, diocesan entities may engage suppliers that have not been appropriately assessed for modern slavery risks, particularly where low-cost goods or services are sourced from suppliers with opaque or unverified supply chains.



SUPPLY CHAIN RISKS

Building on the supply chain risks identified in 2020, the following additional supplier categories have been identified and included as supply chain risks for the Corporation:

- Stationery
- Insurance
- Electricity and gas
- Software and enterprise licences

The greatest risks continue to be associated with the procurement of goods that are manufactured or sourced from countries outside of Australia, including countries that have been identified as having a higher prevalence of modern slavery practices.



Actions Taken

Building on work undertaken in previous years, the Corporation continued engagement activities with existing building, planning and related trade suppliers to seek confirmation of their awareness of, and alignment with, the requirements of the *Modern Slavery Act 2018 (Cth)*.

Engagement approaches were applied proportionately, recognising the size, operating context and capacity of individual suppliers. A range of practical considerations influenced the level and timing of responses received. Many suppliers operate as small, regionally based businesses where formal written correspondence is not always a routine business practice. In some instances, engagement could not be progressed through standard communication channels, or additional time and support was required to assist suppliers to understand the relevance of modern slavery obligations within their operating context.

Where compliance confirmations were not obtained during the reporting period, this was documented and incorporated into the entity's ongoing supply chain risk assessment. This approach supports an informed and proportionate response to supplier risk and helps prioritise future engagement efforts. Initial engagement with insurance, legal and banking service providers commenced during the reporting period, with further assessment and engagement planned in future reporting cycles. The entity also continued to embed modern slavery considerations into its policies, procedures and procurement documentation through regular review processes. Suppliers are supported to understand their obligations and are provided with opportunities to confirm compliance before further action is contemplated.

During the reporting period, continued work was undertaken to strengthen procurement processes, with a focus on improving how supplier compliance with the *Modern Slavery Act 2018 (Cth)* is identified and considered prior to the commencement of works or services. This included reviewing existing procurement practices and documentation to better support the consistent capture and assessment of supplier compliance information within the entity's procurement activities.

2026 Action Plan

The Corporation will continue its review and engagement activities with identified suppliers throughout 2026. As part of this process, engagement with building and trade suppliers will continue, with a focus on clearly explaining the purpose of the information being requested and supporting suppliers to understand the relevance of confirming alignment with the requirements of the *Modern Slavery Act 2018 (Cth)*. Simultaneously, we will also commence a stage approach to engaging the newly identified supply chain risks, starting with stationary suppliers.

Consistent with previous years, suppliers will be provided with opportunities to understand their obligations and to confirm compliance before any remedial actions are considered. Where suppliers are unable to engage or do not provide the requested information within the reporting period, this will be documented and incorporated into the entity's ongoing supply chain risk assessment.

The review of supply chain risks will continue in line with the categories identified in recent reporting periods, including building and trade suppliers, as well as newly identified service-based suppliers, supporting a proportionate, risk-based and continuous improvement approach to supply chain management.



Assessment of Effectiveness

The Corporation is committed to continuous improvement and open to opportunities to enhance our practices and increase awareness and understanding of Modern Slavery within our own organisation. Our efforts to identify and address Modern Slavery risks in our supply chains is a continuous and evolving process.

The Corporation assess the effectiveness of our actions to identify and address modern slavery risks by reviewing engagement outcomes and compliance confirmation rates across our identified suppliers over time. This includes comparing response rates, the quality of information received, and the ability to obtain written confirmation of compliance following engagement efforts.

This approach has worked well for supplier groups where we could clearly identify suppliers and where suppliers had established administrative systems. For example, for textile suppliers reviewed between 2021 and 2022 and ICT suppliers reviewed in 2022, this approach resulted in compliance confirmations from all identified suppliers.

When this approach was applied to building and trade suppliers from 2023 onwards, it was less effective. Despite ongoing engagement efforts, compliance confirmations were not obtained from all suppliers. A review of engagement outcomes showed lower response rates among small, regionally based businesses, with many suppliers failing to respond to requests for information or proving difficult to contact.

These differing outcomes across supplier categories inform our assessment of effectiveness and highlight the practical limitations of certain engagement methods depending on supplier size, location and operating context. Non-responses and engagement challenges are recorded and taken into account as part of our ongoing assessment of supply chain risks.

The decision to expand our identified supply chain risks in 2025 reflects the use of this assessment process, drawing on past engagement outcomes to inform the focus and timing of future supplier reviews.



Consultation

The Roman Catholic Trust Corporation for the Diocese of Cairns (Corporation) is the single legal entity operating within the Cairns Diocese. The Corporation was originally incorporated by letters patent and is now a recognised corporation under the *Roman Catholic Church (Incorporation of Church Entities) Act 1994* ("RCC Act"). In preparation of this joint statement, reporting entities covered by this statement were engaged during the preparation and drafting of this statement.

This statement was approved by Bishop Joe Caddy as the Sole Trustee of the Roman Catholic Trust Corporation for the Diocese of Cairns on 11 June 2026.

A handwritten signature in black ink that reads "Joe Caddy". The signature is written in a cursive style with a large initial 'J' and a long, sweeping tail.

Bishop Joe Caddy AM

Sole Trustee of the Roman Catholic Trust Corporation for the Diocese of Cairns

11 June 2026

THE ROMAN CATHOLIC TRUST CORPORATION FOR THE DIOCES OF CAIRNS