



CABRINI AUSTRALIA LIMITED  
MODERN SLAVERY REPORTING STATEMENT

1 JANUARY - 31 DECEMBER 2020

*"In the eyes of God each human being is a free person, whether girl, boy, woman or man, and is destined to exist for the good of all in equality and fraternity. Modern slavery, in terms of human trafficking, forced labour and prostitution, organ trafficking and any relationship that fails to respect the fundamental conviction that all people are equal and have the same freedom and dignity, is a crime against humanity."*

JOINT DECLARATION OF RELIGIOUS LEADERS AGAINST MODERN SLAVERY  
2 DECEMBER 2014

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This modern slavery statement is for Cabrini Australia Limited for the 2019-20 financial year. This statement is made in accordance with the Modern Slavery Act 2018 (Cth) and was approved by the Cabrini Australia Limited Board on 25 May 2021.

## Disclosure note

This statement has been made on behalf of *Cabrini Australia Limited*. This statement covers all entities owned or controlled by *Cabrini Australia Limited* (references to “Cabrini” in this document are to Cabrini Australia Limited and all those entities).

Statistics referred to within this report are based on 2019-20 financial year data.

Modern slavery risk mitigation strategies are reported for 1 January – 31 December 2020 calendar year.

**ABN 42624828306**

## STATEMENT FROM THE CHAIRMAN AND CHIEF EXECUTIVE

We first became aware of the tragedy of human trafficking from the Missionary Sisters of the Sacred Heart of Jesus (Cabrini Sisters) in 2005.

The Cabrini Sisters were one of the early members of UNANIMA, a coalition of congregations of religious sisters formed in 2002 to advocate at the UN for the rights of women and children, particularly those living in extreme poverty. Through UNANIMA's work, we began to understand how we can unwittingly contribute to the global problem of modern slavery through uninformed purchasing, and that each of us has a role to play in stopping the exploitation.

Cabrini welcomed the passing of Australia's Modern Slavery Act and recommitted to playing our part in mitigating the risks of modern slavery.

We are proud to be a member of the ACAN, which enables us to work collaboratively with other major Catholic entities towards eradicating modern slavery.

We recognise the importance of working together to address slavery and related practices and we have taken to steps to ensure the responsible engagement of suppliers and ethical business practices, and to engage employees in responding to this cause.

Playing our role in mitigating and managing the risk of modern slavery is core to our mission, our Cabrini heritage and our Catholic tradition, which are guiding our response.



**Sylvia Falzon**  
Chairman, Cabrini Australia



**Sue Williams**  
Chief Executive, Cabrini Australia

# ABOUT US

Founded in Malvern in 1948, Cabrini is a large, Catholic, private, charitable organisation, inspired by the spirit and vision of Saint Frances Xavier Cabrini and the Missionary Sisters of the Sacred Heart of Jesus (the Cabrini Sisters).

## Our mission

- **Who we are:** We are a Catholic healthcare service inspired by the spirit and vision of Mother Cabrini and the Missionary Sisters of the Sacred Heart of Jesus.
- **What we believe:** We are a community of care, reaching out with compassion, integrity, courage and respect to all we serve.
- **What we do:** We provide excellence in all of our services and work to identify and meet unmet needs.



## Values

Our values form the base of our mission, are built around what we believe and drive how we act. They are drawn from Mother Cabrini's life and reflect her heart, her spirit, her conviction and her approach.

- **Compassion:** Our drive to care is not just a professional duty to provide excellent quality care but is born of a heartfelt compassion for those in need, motivated by God's love for all people.
- **Integrity:** We believe in the power of hope to transform people's lives and remain faithful to the bold healing mission and legacy of Mother Cabrini.
- **Courage:** We have the strength, determination, vision and conviction to continue the work of Mother Cabrini and the Missionary Sisters.
- **Respect:** We believe that every person is worthy of the utmost respect and the best possible health care. We know that our resources are entrusted to us to use for the benefit of others.

Cabrini employs more than 4470 employees and engages more than 1600 medical practitioners, and is supported by 230 volunteers.

## Divisions and services

- **Cabrini Health** provides a comprehensive range of acute, subacute, palliative care, primary care, residential aged-care, diagnostic and community-based health services.
- **Cabrini Research** supports research and education activities across the health service, as well as health promotion activities on behalf of Cabrini. Senior medical staff and researchers oversee a diverse research program and developments in clinical education.
- **Cabrini Foundation** helps Cabrini to deliver essential healthcare services, provide medical equipment and fund programs through workplace giving, major campaigns, direct mail and individual/community donors.
- **Cabrini Outreach** is the social services division of Cabrini. Its mission is to address social disadvantage and contribute to the development of more inclusive, equitable and compassionate communities.
- **Cabrini Technology Group (CTG)** provides an innovative, independent IT and health technology equipment and services to organisations throughout Australasia. It comprises of ALTER, AWA Technology Services, Chemtronics Biomedical Engineering, Hospitech, Chemtronics Direct and AxisHealth.

## 2020 modern slavery risk management initiatives

**Cabrini remains committed to embedding ethical practices into every aspect of our business.**

This statement, pursuant to the Modern Slavery Act 2018 (Cth), details the actions taken by Cabrini to address modern slavery in our business and supply chain during the financial year ending 30 June 2020 and outlines plans for the coming year(s).

Cabrini has engaged expertise and ongoing support from the Australian Catholic Anti-Slavery Network (**ACAN**).

In 2020 Cabrini focussed on three key areas of activity.

- **Supply chain** – Cabrini conducted a complete upgrade to policies, templates and sourcing protocols to ensure they align with our position on modern slavery and relevant legislation. We conducted a high-level risk assessment on key suppliers and categories of supply.
- **Policies** – Cabrini has updated key policy documents to ensure compliance. This created a vehicle for broader Board and Executive engagement and led to the development of Cabrini’s social policy position statement on modern slavery.
- **People** – online training was mandated for key personnel and made available for all employees.

Further actions taken are outlined in this document under reporting criteria 4.

### Our plans for 2021

- Embed Cabrini’s ethical sourcing code into all tender and supplier engagements, ensuring this ethical position remains a highly weighted criteria in our decision making.
- Look further into our supply chain to better understand the areas and supplies of risk and work with our suppliers to mitigate these.
- Continue collaborating with partner Catholic Negotiating Alliance hospitals to undertake analysis and mitigation of shared, higher-value suppliers.
- Continue engaging staff to broaden their understanding of modern slavery and the risks within our operations, and improve their ability to recognise warning signs at the hospital frontline.
- Ongoing promotion of Cabrini’s social policy position statement and embedding this throughout the organisation.

### Our plans beyond 2021

Cabrini is committed to continually reviewing the processes in place to identify, assess and manage modern slavery risks in our operations and supply chains, and to take remedial action where necessary.

We have taken initial steps to identify high-risk categories and associated suppliers, however we recognise further work, including a deeper look into our supply base, is needed. The ongoing implementation of our seven-step remediation process will play a key role in ensuring supply chain risks are managed and actions are taken to further support the elimination of modern slavery.

We understand there are potential risks associated with overseas suppliers to AxisHealth and will work towards taking further steps to implement more formal risk mitigation processes in this area.

Increasing staff awareness and extending modern slavery training, particularly for frontline workers, to assist them in identifying potential instances of slavery will occur. We will continue including relevant clauses in all contracts as they are executed and take action to retrofit these clauses into existing/in flight contracts.

Our ongoing governance process will include regular updates to the Cabrini Board, to ensure the highest levels of control are in place.

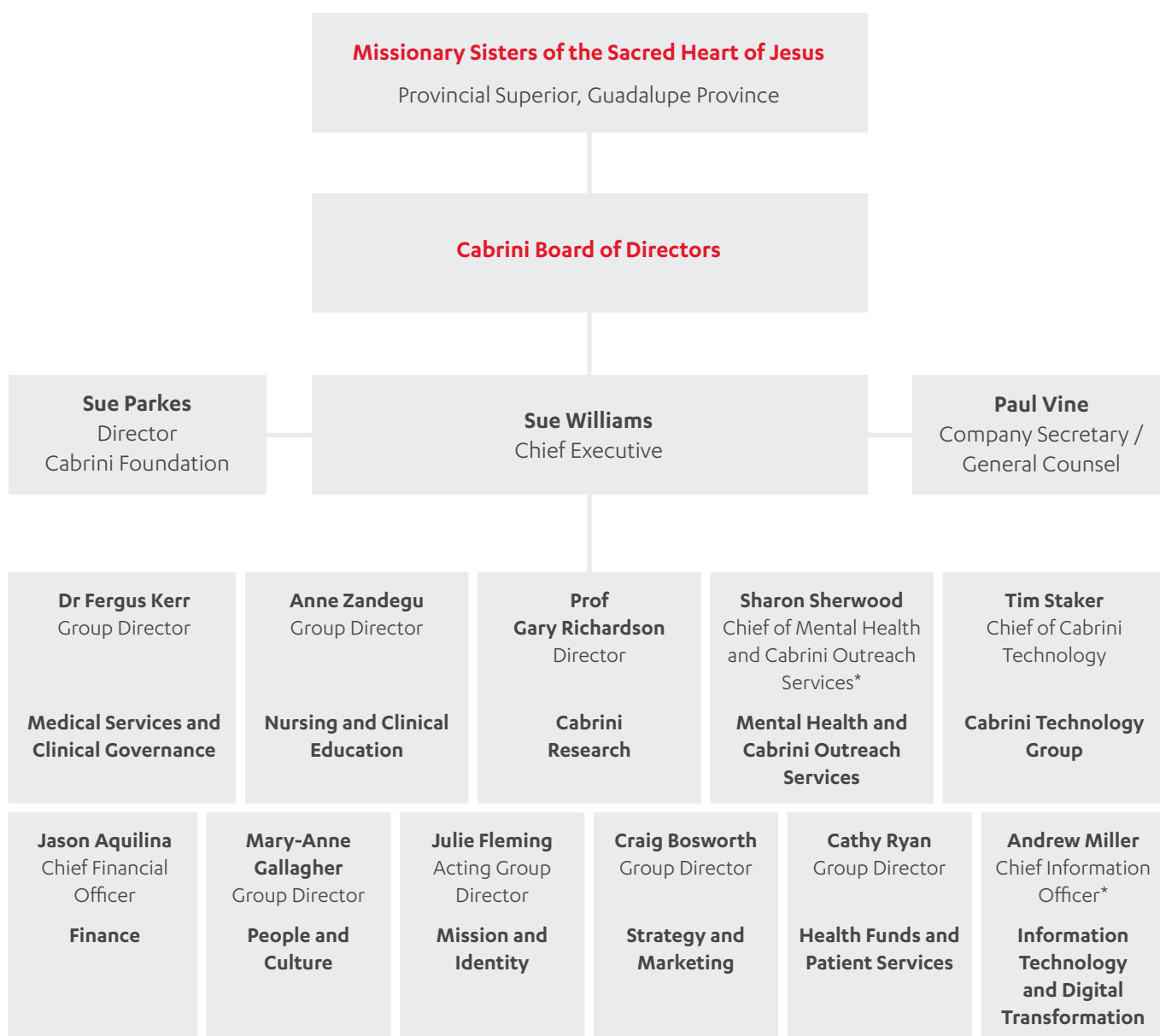


# REPORTING CRITERIA 1 & 2: ABOUT CABRINI AUSTRALIA LIMITED

## Organisational structure

Cabrini Australia Limited, came into operation on 1 July 2018 (ABN - 42624828306) and has three subsidiary companies – Cabrini Outreach Limited, Cabrini Health Limited and Cabrini Property Limited. All are limited by guarantee and report as a consolidated entity as Cabrini Australia Limited with the Australian Charities and Not for Profits Commission (ACNC).

The Boards of Directors for all parent and subsidiaries are the same.



Organisation chart as at May 2021.

\* Commencing May 2021



## Governance framework

Cabrini has taken an organisation-wide approach to managing modern slavery risks in its operations and supply chains.

A modern slavery working group was established to support a coordinated effort in understanding, identifying, mitigating and addressing the risk of modern slavery across the organisation and supply chain. The modern slavery working group is chaired by the Chief Financial Officer (who is responsible for procurement activity) and the Group Director Mission and Cabrini Outreach. It comprises of representatives from procurement, finance, legal, engineering, internal communications, mission integration, Cabrini Outreach and Cabrini Technology Group.

The Chief Financial Officer reports on the outcomes of the working group to the Cabrini Board and the Audit and Risk Management Board sub-committee.

## Operations

Cabrini provides a comprehensive range of high-quality acute, subacute, palliative care, primary care, residential aged-care, diagnostic and community-based health services. Cabrini's services span cancer care, chronic disease, emergency medicine, general practice, health promotion, heart services, homecare and community-based care, maternity services, paediatric care, palliative care, rehabilitation and residential aged care, as well as education, health promotion and research.

### 2019-20 operations

- 85,641 episodes of inpatient care
- 41,710 surgical operations\*
- 1808 babies delivered
- 23,679 emergency department attendees
- 10,291 emergency admissions
- 23,297 rehabilitation patient bed days
- 141,044 medical imaging procedures
- 50,566 day cases
- 23,363 day oncology patient treatments

*\*non-urgent surgical activity was postponed during the COVID-19 pandemic, in line with Victorian Department of Health and Human Services guidance.*

## Locations

Based in south-east Melbourne, Victoria, Cabrini Health's patients are predominately from seven local government areas: the cities of Bayside, Boroondara, Glen Eira, Kingston, Monash, Moreland, Port Phillip and Stonnington. The Cabrini Asylum Seeker and Refugee Health Hub draws clients from the Moreland, Hume and Whittlesea councils. Cabrini's patient population is diverse and includes people of various ages, cultural heritage and socio-economic status.

### **Cabrini Malvern**

181-183 Wattletree Road, Malvern VIC 3144

### **Cabrini Brighton**

243 New Street, Brighton VIC 3186

### **Cabrini Palliative and Supportive Care**

646 High Street, Prahran VIC 3181

### **Cabrini Residential Aged Care**

54 Queens Parade, Ashwood VIC 3147

### **Cabrini Hopetoun (rehabilitation)**

2-6 Hopetoun Street, Elsternwick VIC 3185

### **Cabrini Rehabilitation and Allied Health**

494 Glen Huntly Road, Elsternwick 3185

### **Cabrini General Practice**

992 Glen Huntly Road, Caulfield South VIC 3162

### **Cabrini Asylum Seeker and Refugee Health Hub**

Ground Floor, 503 Sydney Road, Brunswick VIC 3056

### **Patricia Peck Education and Research Precinct (research, education and corporate support)**

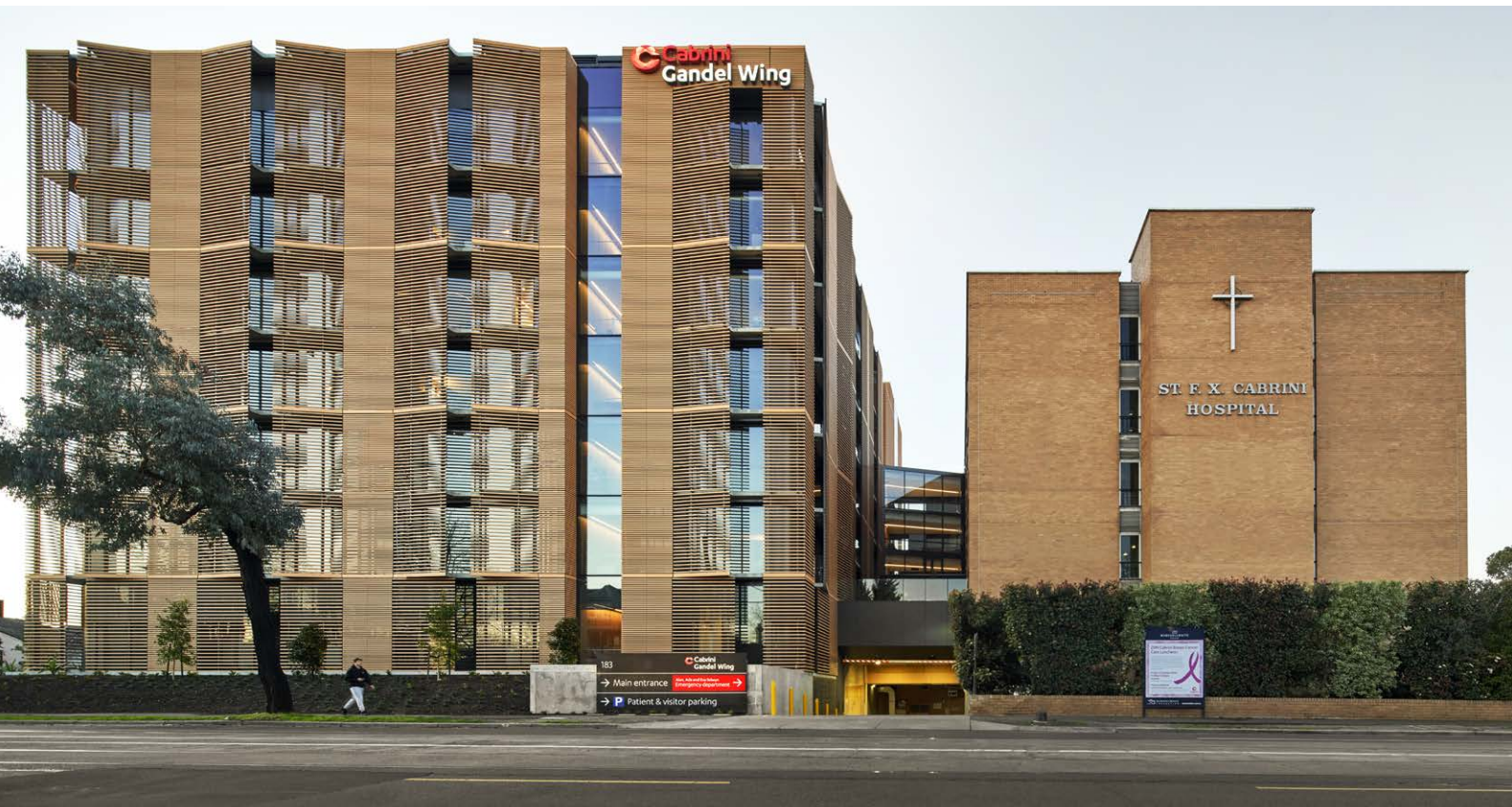
154 Wattletree Road, Malvern VIC 3144

### **Cabrini Hawthorn East (corporate services)**

Level 2, 141 Camberwell Road, Hawthorn East VIC 3122

Cabrini Technology Group works from 14 locations across Australia and three in New Zealand, and is embedded within client sites, to provide a wide range of quality technology services and products.

Cabrini Technology Group is the only division of Cabrini that works outside of Victoria and has systems in place to monitor variances in legislation across different states and in New Zealand. Labour hire licenses have been successfully obtained in Victoria and Queensland, where the nature of our work may fall within prescribed categories. It is expected this licensing will be required for the Australian Capital Territory in the immediate future. Cabrini Technology Group complies with all state-based work health and safety legislation and obligations.





## Supply chain

Cabrini's procurement function for the health-related business is largely centralised with lower-value purchasing undertaken at a site/local level. All higher-value procurement, including critical medical and information technology supplies, are managed under a single procurement director.

Cabrini Technology Group imports and sells a range of medical equipment and consumables both directly and through a wholesale distribution arrangement. Procurement of inventory is performed within the relevant Cabrini Technology division by experienced procurement officers. All medical devices directly imported by Cabrini Technology Group are registered and comply with the requirements of the Therapeutic Goods Act 1989.

Cabrini has developed and documented an Ethical Sourcing Code which is adopted by all divisions of Cabrini.

Cabrini is a member of the Catholic Negotiation Alliance – a network of Catholic healthcare facilities that are authorised to collectively bargain with suppliers.

In 2019-20, Cabrini had dealings with 2238 suppliers and transacted \$301,170,000 on purchased goods and services. Of this, more than 95 per cent was subject to either a contract or purchase order. Cabrini's contracts are progressively being updated to ensure compliance with Modern Slavery Act and our own Ethical Sourcing

Code. Purchase order terms and conditions have been updated to include these references.

While Cabrini's procurement policy has specific reference to support of local industry, it is noted the majority of medical and clinical supplies, including pharmaceuticals, are manufactured overseas. Many larger volume suppliers are significant, multinational providers. This is not unique to Cabrini but the healthcare industry more broadly. All major suppliers are contracted, and most have expressed their compliance to their own home country's slavery legislation. This means Cabrini's legislative and ethical positions with these suppliers are somewhat easier to manage and control, however, it does not mean we will take these organisations compliance for granted. Continued diligence will be required especially where higher-risk components or geographies are involved.

It is noted that Australia's Therapeutic Goods Administration (**TGA**) has an active "agenda to address global therapeutic goods manufacturing as it diversifies and moves into lower cost developing countries". Australia's national reliance on imported medical devices became evident during the COVID-19 pandemic, so Cabrini will continue to monitor the TGA, and other government activity, in this space and work collaboratively with other CNA members to ensure we are alert to changes as they occur.



# REPORTING CRITERIA 3: MODERN SLAVERY RISKS IN OPERATIONS AND SUPPLY CHAIN

Cabrini is committed to ensuring that our acquisition of goods and services is ethical, transparent, fair and responsible. However, we recognise addressing modern slavery issues is difficult due to supplier's complex supply chains, and multiple levels of raw and finished goods being incorporated into a finished product prior to our acquisition.

This can often require deep analysis to understand and makes addressing key issues challenging, particularly as the majority of health devices are imported.

## Operational risks

### COVID-19 response

As a healthcare provider, COVID-19 impacted Cabrini's operations substantially. In a short space of time, our clinical consumable supply chain was placed under significant stress. The safety and wellbeing of our employees and patients were our highest priority and obtaining sufficient supplies of high-quality personal protective equipment (PPE) became a consumer endeavour.

In addition, the increase in demand resulted in an unprecedented increase in cost. Regular monthly orders of gloves, face masks and isolation gowns were placed at risk, as some countries diverted shipments to their own shores and others were forced into lockdown.

During this time, we were cognisant that the unprecedented pressure on global supply chains meant we had to be more vigilant in our approach to identify and manage the risk of modern slavery in our operations. We responded to these challenges by continuing to purchase, where possible, consumables through known, long-term suppliers who had publicly stated their zero-tolerance position towards modern slavery. It is acknowledged that, at times, this approach was difficult to effectively monitor.





## Our people

As at 30 June 2020, Cabrini had 2869.7 full time equivalent employees (FTE), comprised of more than 4470 employees, and engaged more than 1600 visiting medical officers. Nurses make up the greatest proportion of our workforce (40 per cent).

Cabrini has in place policies, procedures, systems and processes to comply with labour, employment, immigration and whistleblower laws in all states and territories of Australia and New Zealand. These policies are regularly reviewed as part of Cabrini's legislative compliance program.

Cabrini Technology Group operates differently to the health operations due to the nature of its various business units. Detailed policies and procedures are used throughout the business to ensure quality, consistency and compliance with legislation. Cabrini Technology Group undergoes external audits for compliance with a range of standards including ISO9001, ISO55001, ISO45001, ISO17020 to ensure completeness and that the policies are adhered to. All policies and procedures reference Cabrini-wide policies where applicable.

## Modern slavery gap analysis

In September 2019, Cabrini's procurement team established a cross-functional working group to develop and implement Cabrini's modern slavery risk mitigation strategy. In April 2020, Cabrini joined the ACAN, where we supported an analysis to understand our areas of highest risk, be that by specific commodity, supplier or geography.

In March 2020, the COVID-19 pandemic placed significant impacts on operations within Cabrini. Resources were diverted to focus on sourcing critical medical supplies.

The challenges experienced during the first modern slavery reporting period have delayed some elements of our response during this reporting period.

## Supply chain risks

In 2020, Cabrini identified our highest risk suppliers to the health business according to the key indicators below:

### • Industry sector

Specific industry sectors deemed as high-risk in international and national guidance documentation.

### • Commodity/product

Specific products and commodities deemed as high-risk by the US Department of Labour's 2018 List of Goods Produced by Child and Forced Labour, the Global Slavery Index (GSI) and other international guidance materials.

### • Geographic location

Based on estimated prevalence of modern slavery and the government responses as outlined in the 2018 GSI. While we predominantly use Australian suppliers, we recognise that our goods and services may come from countries other than those of suppliers' headquarters.

### • Workforce profile

In undertaking our supplier analysis we considered the type of labour involved in the production of our goods and services, particularly where low-skilled, vulnerable or migrant labour is used, or where the work is deemed as '3D' work (dirty, dull or dangerous).

Of our identified high-risk categories, our highest spend is in the following areas:

- Medical equipment and consumables
- Information technology and telecommunications hardware/equipment
- Engineering plants
- Drugs and pharmaceuticals
- Some food items

The Catholic Negotiating Alliance members, including Cabrini, agreed to collectively issue a supplier self-assessment survey to 25 of their shared, high-risk suppliers. Responses from the survey were collated and scored. Many of our international shared suppliers have been reporting their modern slavery position in California and the United Kingdom for several years and were able to provide significant evidence into their understanding of their supply chains. However, some suppliers were unable to demonstrate their commitment to mitigating the risk of modern slavery and their assessment is reflective.

The Catholic Negotiating Alliance members agreed to provide support to these suppliers throughout reporting period two. This will include tools and training as well as an agreed corrective management plan to ensure accountability.

Cabrini is implementing a seven-step modern slavery remediation process to ensure supply chain risk is managed:

-  1. Agree taxonomy for categories of supply that represent the highest risk of slavery and exploitation.
-  2. Identify suppliers in each of the highest risk categories.
-  3. Communicate with suppliers requesting copies of their governance framework and/or modern slavery statements – noting some of our major global suppliers will be experienced at providing this information as a consequence of them being required to comply with other countries’ legislation.
-  4. Identify high-risk suppliers that are unable to provide satisfactory governance and mitigation frameworks.
-  5. Conduct audits of supplier’s operations, noting this can be conducted by a third party such as Business Social Compliance Initiative (Amorfi BSCI).
-  6. Issue a corrective action report to non-compliant suppliers requiring their remediation to key outstanding findings.
-  7. Move business from non-compliant suppliers to alternate sources.

We recognise that medical equipment and medical supplies are high-risk categories, and that we need to understand more about our Tier 2 and Tier 3 suppliers, who are manufacturing the products we use. Mapping our supply chain will be challenging due to the complexities of suppliers providing many different types of medical products, services and equipment – often all three categories are supplied simultaneously.

In 2021, we will focus on improving categorisation of our suppliers and spend. This will provide us with clearer insights into which areas of our supply chain should be mapped as a priority.

## REPORTING CRITERIA 4: ACTIONS TAKEN TO ASSESS AND ADDRESS RISK

In 2020, we focused on strengthening our understanding of potential modern slavery risks in our operations and implementation of the immediate risk mitigation actions.

We reviewed our governance framework, updated policies and procedures, evaluation guides and tender templates, tendering and contract terms and conditions with a focus on the acquisition of goods and services. All contract templates and standard terms and conditions of trade have now been updated to reflect our commitment to mitigating the risk of modern slavery and include a requirement for suppliers to comply with Australia’s modern slavery legal requirements.

We worked with People and Culture to update policies and learning. We provided face-to-face training with procurement and supply employees and mandatory online training material for sourcing, buying and managerial employees. These learning modules are also available to all employees.

We published our ethical sourcing code for our suppliers, which sets out Cabrini’s commitment to the responsible engagement of suppliers who share a consistent view to ethical sourcing and trading of goods and services. All requests for tender issued by Cabrini now include mandatory compliance with this policy and suppliers are required to acknowledge their compliance prior to evaluation. Suppliers who are selected to contract with Cabrini will be required to provide evidence of their due diligence and all offshore manufacturing service contracts will require regular auditing of this certification.

A modern slavery working group was established to support a coordinated effort in understanding, identifying, mitigating and addressing the risk of modern slavery across Cabrini’s operations and supply chain.

## Modern slavery action plan and road map

Cabrini reviewed its current operational model to provide recommendations for a modern slavery risk mitigation strategy. The Board of Cabrini approved implementation of a multi-divisional strategy that would address the risk of modern slavery both within our operations and supply chain.

### Actions undertaken by Cabrini

- Updated corporate risk profile.
- Developed and published Cabrini's social policy position statement – modern slavery.
- Developed and published an ethical sourcing code, which is now used in all contracts and purchase order terms and conditions.
- Updated relevant internal policies, templates and sourcing protocols.
- Obtained ACAN membership and participated in ACAN's conferences, forums and discussion, aimed at improving understanding, sharing knowledge, and reducing duplication of effort.
- Mandated online training for key employees working in procurement, purchasing and supply, and made available for all employees.
- Pre-employment commencement mandatory training modules now include an expanded ethics section, highlighting the risk of modern slavery.
- Undertook a risk analysis of key suppliers, including an initial assessment of the likelihood that key suppliers source goods and services from at-risk geographies and/or use at-risk commodities. *It is acknowledged this was compromised to some degree during the COVID-19 pandemic when accessing critical supplies became difficult.*
- Surveyed major suppliers to understand their level of compliance.
- Modified all Cabrini contract templates to include mandatory compliance to the Modern Slavery Act.
- Modified tender and supporting evaluation criteria to ensure compliance and appropriate weighting is given to potential supplier's compliance to the law.

Regular briefings were provided to the Board and senior Executive during the year to drive awareness and engagement. A modern slavery risk mitigation communications plan, which incorporated awareness and education strategies, was developed. Cabrini's intranet and external website were updated to reflect our position regarding modern slavery.

### Remediation and due diligence

Cabrini is committed to ensuring it provides 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 harm to people and root causes to mitigate future risks if Cabrini is found to have caused or contributed to modern slavery.

Due to the complexity of remediation and the need for specialist resources, and to ensure the most comprehensive and rights-compatible outcomes for people impacted by modern slavery, Cabrini, through its membership of ACAN, is a founding partner of Domus 8.7 - an independent program to provide remedy to people impacted by modern slavery.

By partnering with Domus 8.7, Cabrini can help people impacted by modern slavery achieve meaningful outcomes that can be reported on and continuously improve risk management and our response. If Cabrini is directly linked to modern slavery by a business relationship, Domus 8.7 will support the responsible entity to ensure remediation and mitigation of its recurrence.

Cabrini contributed funding, through its ACAN membership, to the development of a "Remedy Pathways" module in its modern slavery e-learning course that will be available to staff and other stakeholders in 2021.

## REPORTING CRITERIA 5: EFFECTIVENESS ASSESSMENT

Cabrini has implemented a governance framework to evaluate and report process to the Chief Executive and Group Executive. Measurements include the number of communication initiatives delivered, the number of supplier engagements and key performance indicators focusing on supplier responsive to modern slavery throughout the tender process.

Procurement, in conjunction with the Catholic Negotiating Alliance, and also with ACAN, undertook a high-level risk assessment of our suppliers. A selection of suppliers who were deemed to be either high-risk or high-spend, or a combination of both, were invited to complete a supplier self-assessment questionnaire. The results of this questionnaire provided insight into the maturity of our supply chain.

Most of our suppliers had well formulated, fully implemented modern slavery risk mitigation strategies. Cabrini engaged with suppliers who did not, to implement corrective action plans that will be followed up quarterly during the next reporting period.

Cabrini has also established a three-year review timeline to understand and assess the effectiveness of our modern slavery risk mitigation approach. Our plan, with Executive and Board sponsorship, includes annual review of our risk assessment processes and conducting internal audits to ensure that prequalification checks of new suppliers have been obtained. Cabrini will continue communicating with suppliers to support them in their progress in implementing their own risk mitigation strategies.

Cabrini intends to further improve its response to managing to modern slavery risks by continuing a relationship with ACAN and using the resources and support provided by ACAN and Domus 8.7.

We will continue to consider how we can better define measures of our effectiveness as part our 2021 program and on an ongoing basis.

## REPORTING CRITERIA 6: PROCESS OF CONSULTATION WITH ENTITIES OWNED OR CONTROLLED

Cabrini's structure is set out on page 6. All Cabrini entities summarised in that structure have the same Board and the organisation-wide approach to consultation across the group is described on page 7.

## REPORTING CRITERIA 7: OTHER

Cabrini is part of The Australian Catholic Anti-Slavery Network (ACAN) who brings together Catholic entities to leverage their collective purchasing spend, share resources and coordinate action to manage modern slavery risk across their industry sectors.

## CLOSING STATEMENT

The progress made throughout 2019-20 marks an early, but significant, stage in Cabrini's response to eradicating modern slavery.

We recognise that ongoing effort is required to build on this foundation, and we remain committed to further collaborating with our employees, suppliers and stakeholders to identify modern slavery risks and practices, and take steps to bring these to an end.

This statement was approved by the Cabrini Australia Limited Board on 25 May 2021.



**Sylvia Falzon**

Chairman,  
Cabrini Australia  
Limited Board

25 May 2021



**Sue Williams**

Chief Executive,  
Cabrini Australia

25 May 2021



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