

Modern Slavery Statement FY2025

Wesley Mission Queensland



Reporting Period: 1 July 2024 to 30 June 2025

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Introduction

As a not-for-profit organisation and outreach of the Uniting Church, Wesley Mission Queensland Limited (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 2024 to 30 June 2025 to assess and address the risks of modern slavery in any part of our business, operations or supply chains.

About us

Since 1907, Wesley Mission Queensland (WMQ) has been helping people across Queensland build stronger and more inclusive communities. Originally and proudly a mission activity of the Albert Street Uniting Church, WMQ has transformed into a large not-for-profit aged care and community services organisation. During the year in review, we provided community support; mental health services; aged, disability and palliative care; and retirement living through our thirteen residential aged care homes, three retirement villages, fourteen specialist disability accommodation facilities and two hospices. Our staff engage with people from all walks of life to encourage choice and independence.

WMQ began the year as an unincorporated not-for-profit organisation registered as a charity in the public benevolent institution subtype governed by the WMQ Board in accordance with the Australian Charities and Not-for-Profits Commission (ACNC) Act 2013 (Cth), the Uniting Church in Australia Act 1977 (Qld), The Uniting Church in Australia Regulations, The Uniting Church in Australia Queensland Synod By-Laws, and the WMQ Constitution.

From 1 October 2024, Wesley Mission Queensland transitioned to Wesley Mission Queensland Limited (WMQL), a not-for-profit public company limited by guarantee. WMQL remains a registered charity under the subtype of Public Benevolent Institution and is a deductible good recipient. WMQL remains an institution established by the Uniting Church Queensland Synod under the Uniting Church Regulations as an expression of the Church's life and witness. We continue to work collaboratively with other Uniting Church congregations, community organisations and government bodies to provide accessible and flexible services to older people, those living with a disability or mental illness, and vulnerable children and families.

OUR PURPOSE	As part of the Uniting Church our purpose is to participate in the mission of God - toward 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, promoting choice, independence and community wellbeing
OUR VALUES	Integrity, Respect, Empowerment, Hope, Justice, Compassion, Innovation

Reporting Criterion 1: Entity

This Statement covers:

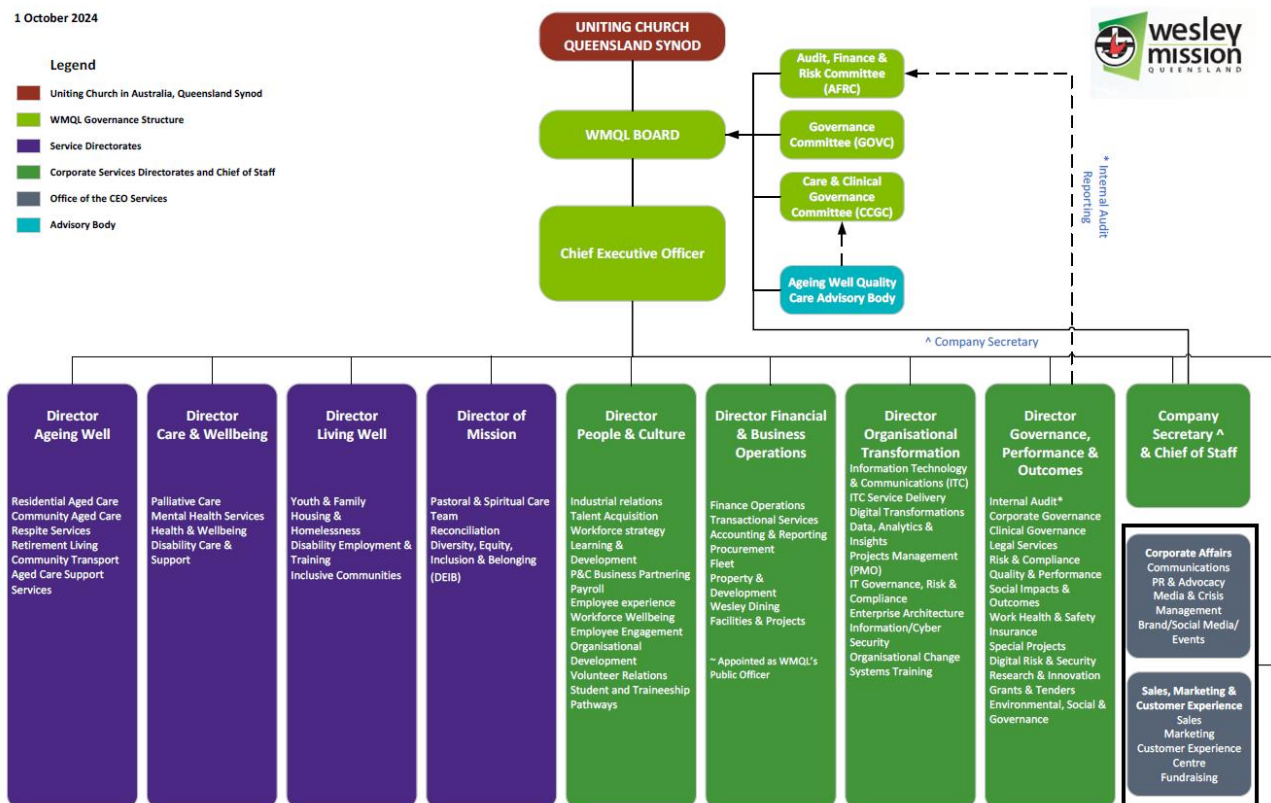
Wesley Mission Queensland ABN: 28 746 881 862

Wesley Mission Queensland Limited ABN: 71 675 794 911

Reporting Criterion 2: Structure, operations and supply chains

Structure

WMQL's organisational structure is outlined below.



Operations

WMQL 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
- Health and Wellbeing Services
- 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

Geographically WMQL primarily operates in Queensland communities north to Bundaberg, south to the Gold Coast and west to Laidley.

- **80** service locations across the state
- **2** palliative care services, Hummingbird House children's hospice and Hopewell Hospice
- **12** specialist disability accommodation homes
- **12** residential aged care homes
- **2** headspace youth mental health centres and **1** headspace satellite service
- **3** retirement living communities
- **2,800** employees
- **2,400** volunteer network



Supply Chains

WMQL obtains goods and services across five main procurement categories each with various subcategories:



Examples of the goods and services obtained by WMQL:

- Clinical Care – physiotherapy, agency staff, occupational therapy, 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 and maintenance, fuel and tolls
- Human Resources – training, corporate temporary labour, recruitment, staff support
- Marketing and Communication – print and promotional material, advertising services, signage
- Office Suppliers – stationery, office furniture, postage and 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 and fittings, tools, whitegoods and appliances
- Land & Development – building major and minor works, building supplies, ground works, consultants
- Outdoor Maintenance – landscapers and supplies, gardeners, lawn maintenance
- Security – alarm systems, onsite security, security monitoring
- Utilities – water, electricity, gas

For the reporting period, Wesley Mission Queensland had 1,092 suppliers with a spend exceeding \$1,000 per supplier. Due to the nature of our Community Service work, the majority of our suppliers are smaller, low value, service type suppliers rather than goods providers and therefore, our top 30 suppliers represent approximately 50 per cent of our overall spend, this has not altered since the previous report. Our intent for this reporting period was to once again focus on suppliers providing food, textiles and clothing as these suppliers often source products from nations that rank poorly on the GSI.

Reporting Criterion 3: Risks

In this reporting period, WMQL continued to work in partnership with other Uniting Church entities and other health and aged care providers to attain knowledge and insight on our potential supplier risks across our highest spend suppliers and supply categories. WMQL continues to monitor 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 ➤ Limited visibility of Origin countries for some food items ➤ Solar panels and associated products being sourced from countries that are low on the GSI ➤ Products commonly sourced by WMQ; particularly in relation to textiles, seafood and IT Equipment; are often manufactured in countries that rank poorly on the GSI.
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 local regional laws Site based procurement activities not checking on ethical statements of suppliers Products are often from countries which rank poorly on the GSI 	
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 	

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 	

Reporting Criterion 4: Actions and Control

Whilst risks remain high in some areas, WMQL's objective for the reporting period was to continue to strengthen our understanding of potential modern slavery risks within our supply chains including food, textiles and clothing. Additionally, during this reporting period, we placed extra focus on identifying aspects of our supply chain that may be at greater risk of non-compliance with the end to Early and Forced Marriages as per UN SDG 5.3. The focus was to ensure that the activities of our supply chain did not cause or contribute in any way to the practice of Forced Marriages. While we did not engage any new suppliers in the high-risk areas, a review of our existing suppliers show they had already been reviewed at tender and contract stage to ensure compliance with this requirement.

During the reporting year WMQL undertook the following:

Modern slavery action plan: WMQL's action plan has been reviewed and refreshed to meet the year's intended goals. A working group will help identify what further improvements can be made in our systems and processes to further enhance our measures to combat Modern Slavery.

Working with suppliers: We continue to probe into the suppliers that provided food and textile products to understand what down chain mitigation/investigatory policies and procedures they have in place. We have updated our processes to further check on "point of origin" for a range of products and where possible, will be seeking alternative products that meet current Modern Slavery objectives. We continue to seek out and engaged with alternative suppliers to further our knowledge on what other options may be available to WMQL should significant concerns around down chain Modern Slavery issues be found.

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

Terms and Conditions of Agreement: Our Legal team reviews WMQ contract templates that are in use across the organisation. These contracts include 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 WMQL. All new contracts signed on Vendor Terms are to include Modern Slavery statements to ensure compliance with the Act.

Statement of Business Ethics: WMQL 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. WMQL continues to make these statements, as well as other policies, available to suppliers via a webpage so the latest versions can be accessed easily by our key contracted suppliers and anyone wishing to engage with WMQL.

Working with other Uniting Church entities: WMQL's ongoing engagement with other Uniting Church entities remains to help guide and support collation of common supplier's risk assessments.

Review of Supplier Modern Slavery Statement: WMQL reviews key supplier's modern slavery statements available through the reporting portal to assist in informing our risk exposure.

Updating of systems: In the previous report, WMQL was undertaking an install of a new finance system which incorporates more robust supplier management practices. While we have been able to identify and record the supplier statements of any new suppliers that have been engaged where appropriate, we are yet to undertake an audit of our existing suppliers within the system. It is envisaged that this will occur during the next reporting year with bulk updates being added to our system. It should be noted that a large portion of the WMQL supplier base is smaller, service based providers with low turnover.

Staff Support: WMQL has policies and support mechanisms in place to provide assistance to staff members.

Reporting Criterion 5: Effectiveness

In reviewing the effectiveness of WMQL efforts, there is clear demonstration that the suppliers we engage with, both existing and new, are becoming increasingly aware of the risks that are contained within their supply chain and are, in many cases, able to provide detailed processes and answers on how they are addressing these risks. Additionally, our use of specific tender questions sets, contractual terms, statement of business ethics and inclusion of Modern Slavery discussion points within meeting agendas reinforces our commitment to the Act and its purpose. There is still an identified shortfall in the central storage and control of some of our information although the enhanced capability contained in the new finance system will significantly increase compliance in the capture of this information for the coming and subsequent reporting years.

Upcoming reporting year

As well as the ongoing monitoring and improvement of our actions and controls, WMQL will continue to focus on the following areas in the upcoming reporting period.

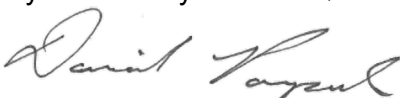
- Ongoing training for staff involved in procurement and recruitment activities to help identify risks and strengthen the organisational commitment against slavery in any form.
- Education for the broader WMQL staff base to raise awareness in the work being undertaken to reduce modern slavery.
- Reviewing data captured within the supplier compliance section of our finance system and updating it where there may still be deficiencies in our data collection and reporting.

While we continue to identify and remove products and services at risk of non-compliance with all forms of Modern Slavery.

Reporting Criterion 6: Consultation

We have consulted with other Procurement teams in the Uniting Church network as well as numerous areas of our business, including our Executive Leadership Team and senior representatives from our People and Culture, Procurement, Finance and Governance, Performance and 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 Limited Board on 22 October 2025.



Dr Daniel Pampuch
Wesley Mission Queensland Limited Board Chairperson
22 October 2025