



2024 Modern Slavery Statement



Southern
Cross Care WA

scrosswa.org.au



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Board Chair message

Southern Cross Care WA is committed to our purpose of helping people live extraordinary lives, every day, connected to communities. This extends to both our employees and our suppliers.

It is through this commitment that Southern Cross Care (WA) Inc. (SCCWA) presents our first Modern Slavery Statement under the Modern Slavery Act 2018 (Cth).

This statement is consistent with our purpose and values of I listen, I act, I don't give up and we work as one. It reflects our commitment to taking meaningful action and acting with integrity to support vulnerable members of our community.

This statement is made together with other Australian Catholic organisations. SCCWA is pleased to be a part of the Australian Catholic Anti-Slavery Network (ACAN), and for our Modern Slavery Statement to form part of ACAN's compendium of Modern Slavery Statements.

As Chair of SCCWA, I would like to thank everyone who has helped develop this important work, from discerning the issue and our commitment to action to delivering the final statement.

I look forward to leading and supporting our ongoing efforts to eliminate Modern Slavery.



Tony Vis,
Board Chair,
Southern Cross Care (WA) Inc.



Reporting criteria 1 & 2: About us

In 1966, Southern Cross Care WA, formerly known as Southern Cross Homes, was created by the Order of the Knights of the Southern Cross (the Knights), who were committed to improving the lives of their fellow West Australians.

Now the legacy of the Knights lives on as SCCWA continues to support the complex health, care and accommodation needs of our aging population and those living with mental illness.

Whether living independently in their own home, in one of our retirement villages, or needing a higher level of physical or mental health care, we aim to help our residents and clients live extraordinary lives, every day, connected to communities.

Making a meaningful difference in people's lives is made possible by our dedicated workforce of over 1000 employees and more than 100 volunteers. From nurses and carers working on the frontline to those behind the scenes in leadership and support roles, our ever-growing teams deliver care and services to over 3,000 West Australians across our Residential, Mental Health, Disability and Community Housing portfolios.

Our purpose

People live extraordinary lives, every day, connected to communities.

Our vision

Transforming our sector and the experiences of the people we care about.

Our values

Our values guide how we live and work, day to day. They define how we behave to each other and the attributes we recognise and celebrate. Our values take the normal to memorable and set a shared standard for how we care for others, now and in the years to come.

All of our people operate from a core belief that I enable the extraordinary because:



I listen



I act



I don't give up



We work as one

This is our promise to our clients, residents and each other.

Our services and locations



Residential Aged Care

SCCWA has eight residential aged care homes throughout metropolitan Perth and regional WA, providing 24/7 clinical and personal care while prioritising the dignity and personal choices of our residents. Our homes in Rossmoyne and Success also accommodate eight-bed transition units for residents requiring mental health care in High Dependency Units (HDU). In addition to Residential Aged Care, Villa Pelletier in West Leederville supports people over 65 who have health needs and are experiencing homelessness or insecure tenancy, through our Housing the Homeless program.



Retirement Living (Independent Living Units)

Our seven Retirement Villages in the Perth metropolitan area offer a sense of safety, security, and community where residents can enjoy their independence and make the most of their retirement.



Mental Health Services and Support

SCCWA offers a broad range of Mental Health services for our clients and their carers or family members. We support adults aged between 18 and 65 who have a diagnosed mental illness or are experiencing mental health concerns. We offer various support services in three residential settings and in the community, through our Community Mental Health and Family and Carer Support programs.



Pastoral Care

Our pastoral carers are trained to listen and help our residents and their families make sense of the changes that are occurring and provide support during difficult and challenging times. The pastoral care team delivers pastoral care to residential aged care, villages, and home care. They also deliver our Connect the 40% program and assist with our No One Dies Alone program.



Home Care

Our Home Care services include care via Home Care Packages (HCP), the Commonwealth Home Support Programme (CHSP), Short-Term Restorative Care (STRC) Program and the Community Transition Care Program (CTCP). We provide home care services to 150 postcodes across the Perth metropolitan area, Broome townsite and within a 30km radius of Bunbury and Busselton.



Disability Support

SCCWA is a registered provider under the National Disability Insurance Scheme (NDIS). Our disability services provide opportunities for people living with a disability to increase participation in all aspects of community life. In FY23/24, we supported 33 clients under the NDIS.



Respite Care

Our respite services include a range of flexible, day or overnight respite options, either in-home, at one of our dedicated respite centres in Forrestfield or Hilton, or short-term in one of our residential aged care homes.



East Fremantle Health and Wellness Centre

Our Health and Wellness Centre in East Fremantle offers specialised exercise and rehabilitation services for people aged over 55. The centre, co-located with our residential aged care home SCCWA East Fremantle, provides a range of services including rehabilitation physiotherapy, exercise physiology, gym sessions, hydrotherapy, and group classes, and is available to the public with a GP referral.



Southern Cross Housing

Southern Cross Housing Ltd (SCH) offers affordable community housing to people over 55 or younger people living with mental illness or disability. SCH provides 358 properties across 39 suburbs in Perth, ranging from the City of Joondalup in the north to the City of Rockingham in the south and out to the City of Swan in the east.



Central Office

SCCWA's Central Office is located in Rivervale, with all corporate and operational support teams for both SCCWA and Southern Cross Housing.



Villa Pelletier
West Leederville

Community Options
Mt Claremont

Southern Cross Care WA
East Fremantle

Foley
Village
Hilton

Tony Quinlan
Respite Centre
Hilton

Frank
Prendergast
House
Success

Success
Village
Success

Community
Options
Stirling

BF Prindiville
Village
North Perth

PERTH

Faulkner
Park Estate
Cloverdale

Jeremiah
Donovan House
Forrestfield

Community
Options
Bentley

Joseph Cooke
House
Shelley

Donovan
Village
Forrestfield

Donovan
Respite Centre
Forrestfield

Thomas Perrott
Village
Shelley

Margaret
Hubery House
Rossmoyne

Margaret Hubery
Village
Rossmoyne

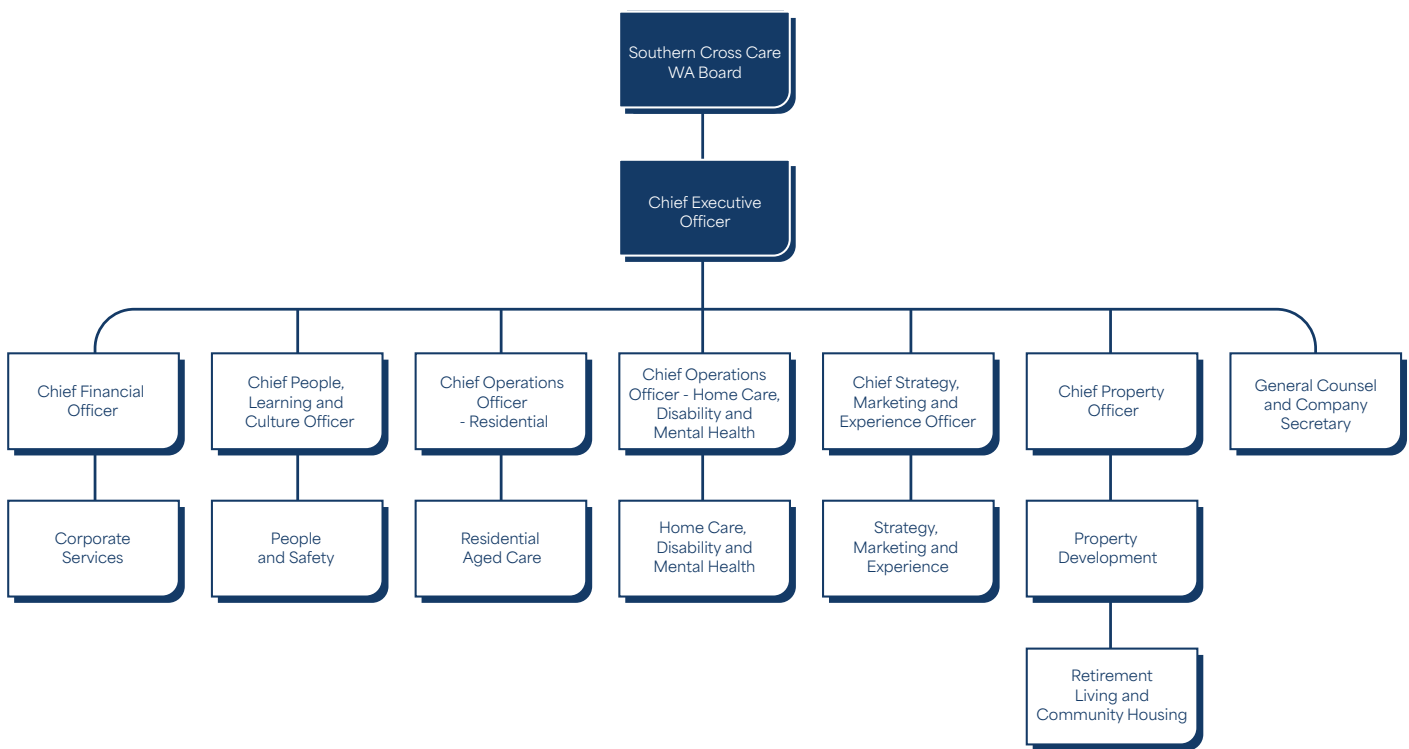
Regional locations

Germanus Kent
House
Broome

Victoria Park
Nursing Home &
Hostel
Kalgoorlie

Our people

SCCWA is honoured to have the leadership of our Board, which has extensive experience in the corporate, health, and public service industries. Led by Board Chair, Tony Vis, the Board works alongside our Executive team to provide governance and strategic leadership to ensure SCCWA remains true to our vision of providing compassionate, just and equitable services to the whole community.



1020
Direct staff for
FY 24/25

110
Active
volunteers

11,700
Volunteer
hours

Modern Slavery Working Group

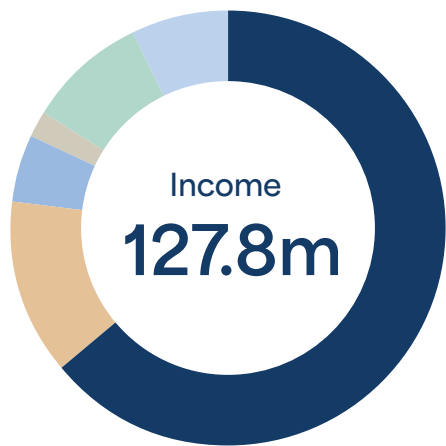
The Modern Slavery Working Group (MSWG) was established in July 2024 and is responsible for facilitating the organisation's response to Modern Slavery legislative requirements, utilising the support and resources developed by ACAN.

This working group regularly informs and advises the SCCWA Executive Leadership Team on Modern Slavery related issues and is responsible for monitoring, managing and mitigating Modern Slavery risks within the organisation.

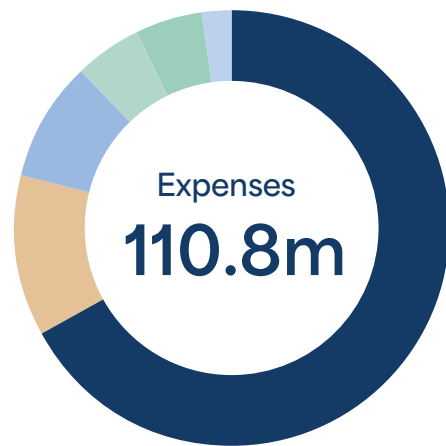
The MSWG is chaired by the Chief Financial Officer (CFO) and meets quarterly to review adherence with the Modern Slavery three-year Action Plan. Other members of the MSWG include the Company Secretary and General Counsel, Senior Manager Risk and Procurement, General Manager People, and the Procurement and Contract Manager.

The Executive Leadership Team informs the SCCWA Board of progress in compliance with the Act, which aligns with the SCCWA Board Work Plan.

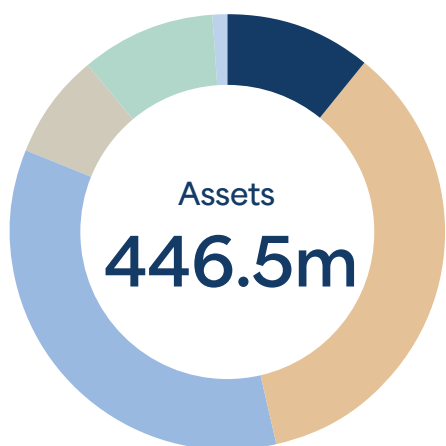
Financial information



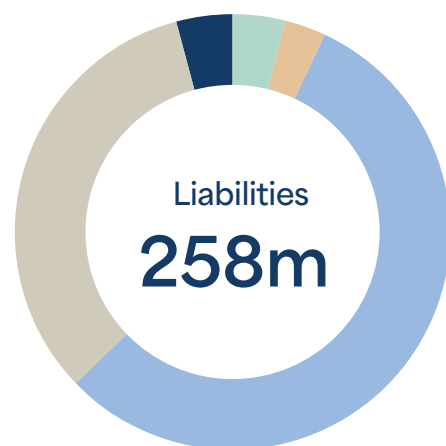
	\$'000	%
Government subsidies & grants	82,019	64%
Fee income	16,246	13%
Rental & lease income	12,006	9%
Other income	8,704	7%
Interest & Investment income	6,032	5%
Sale of lots	2,772	2%
Total expenses	127,779	100%



	\$'000	%
Employee expenses	74,075	67%
Property & depreciation expenses	13,738	12%
Direct care expenses	9,681	9%
Administration expenses	5,075	5%
Inventory cost of sales	5,434	5%
Other expenses	2,835	2%
Total expenses	110,839	100%



	\$'000	%
Property, plant & equipment	161,047	36%
Investment properties	156,580	35%
Cash	49,586	11%
Financial assets	45,328	10%
Inventory properties	29,953	7%
Receivables and other assets	3,961	1%
Total expenses	446,455	100%



	\$'000	%
ILU resident loan	145,553	56%
Resident's accommodation deposit	84,511	33%
Payables	10,485	4%
Other liabilities	9,881	4%
Employee obligations	7,634	3%
Total expenses	258,065	100%

Our supply chain

To deliver a wide range and scope of care, SCCWA relies on products, goods and services including:

- Medical and related services, such as allied health services and agency staff.
- Building, construction and infrastructure services, including waste management and property development.
- Ancillary services such as food, cleaning, linen and laundry, and security.

- Communications, information technology and support, and software solutions and support.

SCCWA mainly deal with suppliers that have an Australian presence. Given the specialist nature of the services we provide, many of our providers are international suppliers with head offices based all around the world.

Reporting criteria 3: Modern Slavery risks in our operations and supply chain

Operational risk

About 1,020 people directly worked for SCCWA in 2024, 84% were women.

WORKFORCE PROFILE	
Category	No.
Direct Female Employees	858
Direct Male Employees	162
Direct Permanent Employees	838
Direct Fixed Term/Temporary Employees	175

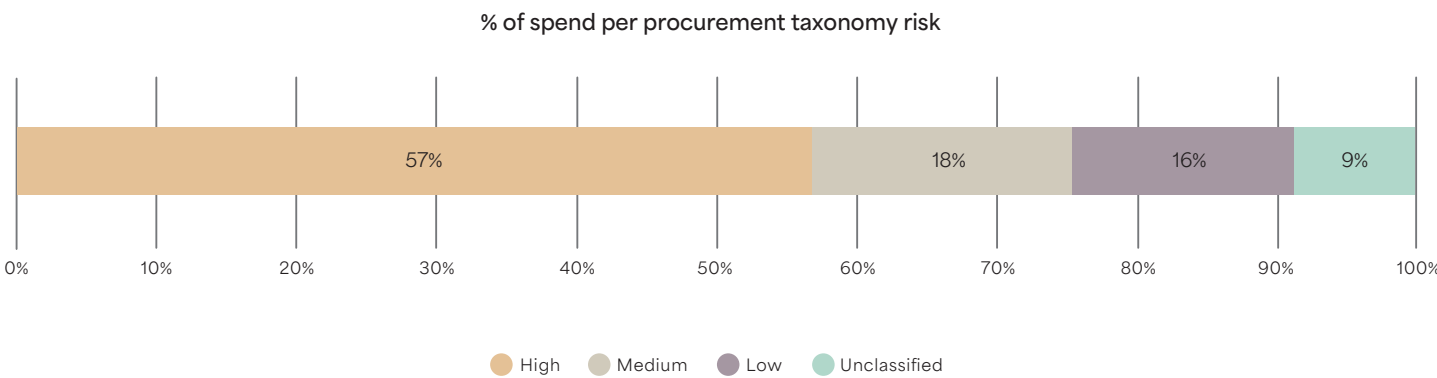
Our in-house team manages employees with visas in accordance with our Employee Records Policy, and in compliance with immigration requirements under Australian law. SCCWA engages our employees under a wide range of enterprise agreements and modern awards, as well as under common

law, and frequently engages with trade unions acting on our employees behalf. Some employees are engaged through agency and other labour hire arrangements. SCCWA has a range of systems to identify and action changes to employment entitlements, immigration requirements, equal opportunity requirements and health and safety legislation. In 2024, 175 staff were employed through temporary and fixed-term arrangements. SCCWA has a Code of Conduct, based on our organisational values, that governs how employees conduct themselves in our organisation’s operations. SCCWA does not tolerate improper conduct by our employees, officers, or volunteers, and we are committed to protecting and supporting whistleblowers who disclose improper conduct. This is explained in greater detail in our Whistleblowers Policy on our website.

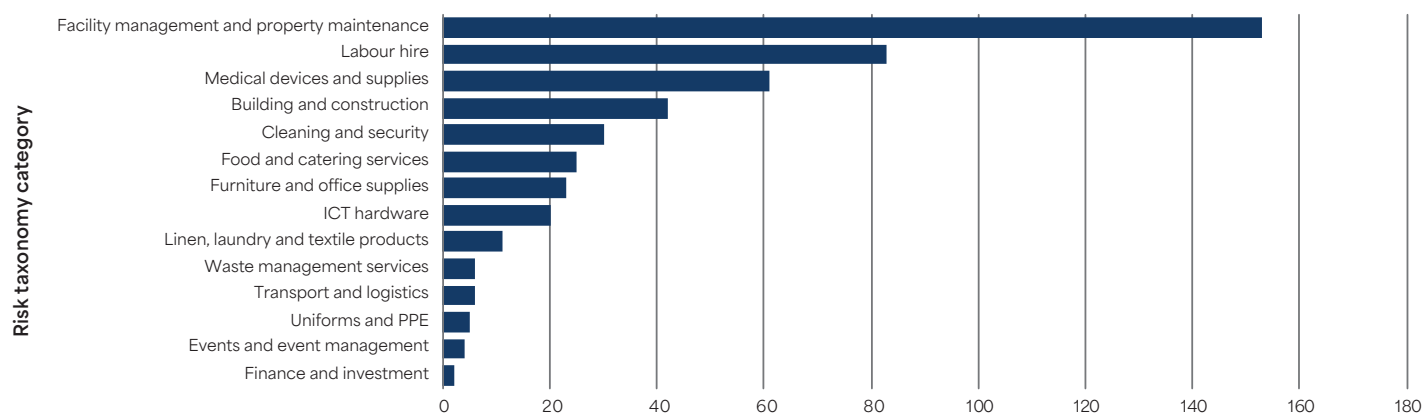
Supply chain risks

The high-risk spend categories are detailed in the following bar chart and table. These procurement categories have an increased risk of Modern Slavery work practices. The graph and table demonstrate that most of SCCWA’s Modern Slavery risk sits within the facility management and property maintenance category. In 2024, SCCWA, with the support of ACAN, undertook a supplier risk analysis based on spend.

The resulting risk dashboard identified that 58% of SCCWA’s spend was within high-risk spend categories. Of the 835 vendors within the SCCWA system, 471 sit within high-risk categories.

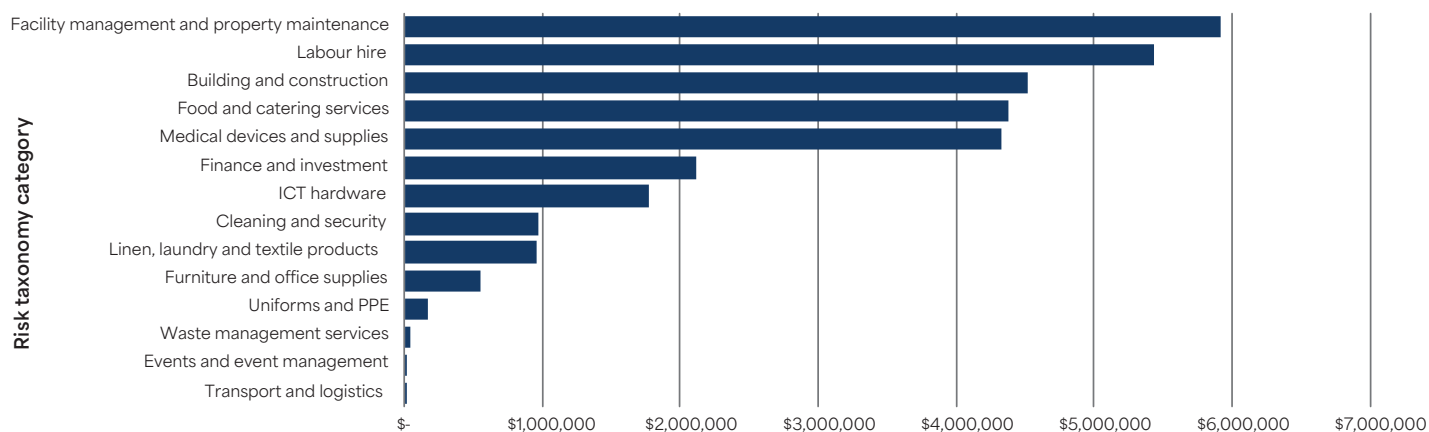


Number of suppliers in high risk procurement categories



Risk taxonomy category	Number of suppliers
Facility management and property maintenance	153
Labour hire	83
Medical devices and supplies	61
Building and construction	42
Cleaning and security	30
Food and catering services	25
Furniture and office supplies	23
ICT hardware	20
Linen, laundry and textile products	11
Transport and logistics	6
Waste management services	6
Uniforms and PPE	5
Events and event management	4
Finance and investment	2
Total	471

Procurement spend in high risk procurement categories



Risk taxonomy category	Spend
Facility management and property maintenance	\$5,920,572
Labour hire	\$5,432,196
Building and construction	\$4,519,613
Food and catering services	\$4,374,256
Medical devices and supplies	\$4,326,031
Finance and investment	\$2,111,830
ICT hardware	\$1,767,937
Cleaning and security	\$974,584
Linen, laundry and textile products	\$957,024
Furniture and office supplies	\$558,235
Uniforms and PPE	\$165,982
Waste management services	\$43,680
Events and event management	\$18,714
Transport and logistics	\$4,553
Total	\$31,175,207

Reporting criteria 4:

Actions taken to assess and address the risks

SCCWA established the MSWG to liaise with management to assess and address Modern Slavery risks. In turn, the MSWG and the Modern Slavery Liaison Officer (MSLO) were guided by ACAN.

The MSWG oversaw the establishment and implementation of guiding policies, the creation of the three-year work plan, and the identification of key stakeholders.

Australian Catholic Anti-Slavery Network (ACAN)

In 2024, SCCWA joined ACAN, which is comprised of more than 90 Catholic organisations around Australia, including large Catholic health and aged care providers.

The SCCWA MSLO attended ACAN conferences and monthly meetings with the purpose of understanding and responding to the potential risks of Modern Slavery at SCCWA and the organisation's supply chain.

SCCWA completed ACAN's maturity assessment for 2024, which provided an insight into the maturity of the organisation's response across key areas of operation, before the implementation of the MSWG and other governance frameworks. This identified key areas for improvement that the MSWG has built into its three-year work plan.

The ACAN maturity assessment identified SCCWA has strong governance frameworks and processes, including adequate risk assessment of business activities. SCCWA received a maturity score of 40%, significantly higher than the benchmark of 15% for a first-year reporting entity.

SCCWA has worked with ACAN to develop our organisational commitment, internal education and training, procedural and policy resources, and other business systems.

Achievements of the Modern Slavery Working Group

The Modern Slavery Working Group was established, and an MSLO was appointed to work with ACAN to support and enhance our organisational responses to the risks of Modern Slavery.

Working in conjunction with ACAN and under the supervision of the MSWG, the following goals have been achieved in 2024:

- Creation and implementation of a Modern Slavery Policy for SCCWA.
- Joined ACAN.
- Attendance at monthly ACAN meetings to discuss modern slavery risk management.
- Established a Modern Slavery Working Group with an agreed terms of reference.
- Completion of ACAN Modern Slavery 101 training by all MSWG members.
- Created a three-year work plan to direct the MSWG in agreed activities.

- Undertook ACAN maturity assessment.
- Reviewed supplier and vendor data and identified vendors of highest risk.
- Reviewed SCCWA recruitment policies and procedures to refer to Modern Slavery.

Internal education and awareness

The SCCWA Board and Executive Management Team were briefed on Modern Slavery and the associated risks. All five members of the MSWG received training from ACAN on the risks of Modern Slavery and effective supplier engagement and remediation. Further education and awareness are scheduled to occur in 2025, in line with the three-year work plan.

Reporting criteria 5:

Effectiveness assessment

The MSWG meets quarterly and will review the effectiveness of the actions SCCWA is taking in addressing the risk of Modern Slavery in our operations and supply chain. The Modern Slavery Three-Year Action Plan will be implemented

and reviewed annually. The table below provides an overview of the effectiveness of risk mitigation activities implemented by SCCWA. This effectiveness has been independently reviewed by ACAN through their annual maturity assessment.

Activity		
Internal / staff	Hours spent on Modern Slavery activities	140
	Individual staff completed e-learning	5
	E-learning modules completed	5
External / supplier engagement	Total number of suppliers	835
	Number of suppliers with visible contact information and ABN	224
	Number of suppliers across high-risk categories	472
	Number of ACAN Supplier Surveys completed (cumulative)	62
	Supplier staff attending capacity building webinars (cumulative)	17
	Number of suppliers invited to join Sedex (cumulative)	16
	Number of suppliers that joined Sedex (cumulative)	23
	Number of Sites with Sedex SAQ completed (cumulative)	0
	Social audits (number of audits completed in 2024)	0
	Corrective actions (Number of non-conformances in 2024)	0
Domus 8.7 External referrals	Contacts made via worker voice / grievance mechanism	0
	Referrals for advice and assistance	0
	Individuals identified or referred for Modern Slavery assessment	0
	Individuals with Modern Slavery cases remediated	0

Reporting criteria 6: Consultation with owned and controlled entities

SCCWA provides all support and resourcing to SCH. This is managed through an intercompany agreement that has been agreed by SCCWA and SCH.

Reporting criteria 7: Any other relevant information

SCCWA, supported by ACAN's resources, allows for continuous monitoring and adjustment to ensure effectiveness and sustainability.

Approval

This Modern Slavery Statement was approved by the principal governing body of SCCWA, as defined by the Modern Slavery Act 2018 (Cth) ("the Act") on 12 June 2025.

This Modern Slavery Statement is signed by a SCCWA responsible member as defined by the Act.



Tony Vis,
Board Chair,
Southern Cross Care (WA) Inc.

