



Avant Mutual Group Limited
ABN 58 123 154 898

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Modern Slavery Statement 2023

Avant Mutual Group Limited ('Avant' or 'Avant Group') is committed to identifying and addressing modern slavery in its businesses and supply chains as required by the *Modern Slavery Act 2018 (Cth)* (Act). This statement describes the steps Avant has taken to address modern slavery risks across the Avant Group and our supply chains. Our supplier risk assessment framework incorporates controls and practices to identify, assess, mitigate and monitor potential risk areas in our value chain. We are committed to ensuring that our processes and practices continuously improve over time and align with best practice.

About Us

Avant is a mutual organisation with over 85,800¹ members. This statement is prepared for Avant and its owned and controlled entities including:

- Avant Insurance Limited
- Doctors Financial Services Pty Limited
- The Doctors' Health Fund Pty Limited
- Avant Group Holdings Limited
- MyPracticeManual Pty Limited
- Avant Foundation Limited
- Avant Law Pty Limited
- Avant Services Co Pty Limited
- Darjack Pty Limited
- JRB Technologies Pty Limited
- KAJV Pty Limited
- KAJV 2 Pty Limited
- AK Warehouse Pty Limited
- HMPM Pty Limited (Hoxton)

Avant consults widely with all the entities it owns or controls to understand their businesses and how modern slavery practices are being identified, assessed and addressed in those businesses.

Our Business, Structure and Operations

Avant is an organisation owned by its members and run purely for their benefit. We support healthcare professionals and medical students with a range of products and services including medical indemnity insurance, private health insurance, and a comprehensive range of integrated services designed exclusively for doctors.

Our products are designed to protect our members both professionally and personally, to safeguard their careers and reputation and protect them and their families. Our vision is to be a trusted protector and advisor for our members, professionally and personally.

To assist our members' in addressing the ever-increasing complexities of running a successful medical practice, we launched Avant Practice Solutions, offering a suite of services and products. These include

¹ As at 30 June 2023

PracticeHub, an online practice management platform that provides essential practice management tools and resources; Practice Management Consulting, supporting the operational design and successful management of help medical practices; Virtual Administration Reception Services, to fill capacity gaps in small and large practices; VoiceBox Intelligent Transcription, a dictation, transcription and delivery platform for doctors' correspondence; bookkeeping, payroll and medical billings services that fill capability and capacity gaps in practices for these increasing complex administration tasks. The suite of services is designed to help medical practices reduce the complexities, risks and costs involved in managing a practice.

Our Values and Group Policy Framework

Our greatest assets are our members and our people. We aspire to deliver on the values of purpose, courage, passion and trust. With members at the heart of our business, we strive to make decisions that align with our members' professional interests and values. As a result, we have a continuous feedback channel in place with our members to ensure we are delivering on our values and vision.

Avant has various policies in place to promote good Avant Group practices and behaviour and protect the human rights of staff, contractors and suppliers. These include the following:

- Anti-Money Laundering Counter Terrorism Financing Policy
- Avant Group Data Breach Notification Procedure
- Avant Insurance Limited Outsourcing Policy
- Modern Slavery Policy
- Background Check Policy
- Code of Conduct
- Confidentiality Policy
- Discrimination, Harassment and Bullying Policy
- Information Security Policy
- Privacy Policy
- Procurement Policy
- Recruitment and Selection Policy
- The Doctors' Health Fund Outsourcing Policy
- Whistleblower Policy
- Work Health and Safety Policy
- Workplace Surveillance, Investigation and Employee Discipline Policy

We continuously review the effectiveness of our policies and processes to ensure they align with the requirements of the Act where required.

Our Supply Chains

Avant Group procures the majority of its goods and services from suppliers located within Australia (96%) with a small number of suppliers located overseas (4%). Overseas supplier locations include Canada, Denmark, Germany, Indonesia, Ireland, New Zealand, Pakistan, Singapore, Sweden, Switzerland, the United Kingdom and the United States of America.

We understand that the Environmental, Social and Governance ("ESG") risks relating to our suppliers will vary depending on their geographical location and industry. We also consider dependency on suppliers through assessment of supplier spend and the criticality of their goods or services provided to Avant operations. We seek to do business with suppliers that have similar values, ethics and sustainable business practices.

Our supply chain covers many industries including professional/business services, government, insurance, technology services, consultancy, advertising, travel, events, cleaning, catering/meals and maintenance. Our largest supplier spend was on professional/ business services, followed by government, insurance, technology services and consultancy.

Avant Group does, from time to time, make investments in non-wholly owned companies. Through our due diligence processes, Avant Group assesses modern slavery risks in the businesses operated by these

companies as part of our decision to invest and our ongoing responsibilities under the Act to identify and address modern slavery risks in all the businesses we invest in.

Actions Taken to Address Modern Slavery Risk in our Supply Chains

Our 2023 modern slavery assessment revealed no known instances of exploitative practices or human rights abuses identified in our supply chain and that the large majority of our suppliers are located within Australia. No high-risk rated suppliers were identified, with 99% of our suppliers determined to be “Low” risk. However, we recognise that modern slavery and human rights risks could lie deeper in our supply chains or those of our suppliers, particularly in overseas countries, and we intend to take further steps towards assessing and addressing those risks, where necessary.

As part of our committed actions and in pursuit of continually improving our efforts to address modern slavery risks, this year we developed a Modern Slavery Policy, Modern Slavery Procedures, a Supplier Risk Assessment Tool and an Annual Modern Slavery Risk Assessment Tool. These will enable us to enhance and further refine our risk management approach to modern slavery across our value chain.

Our Subsidiaries and their Supply Chains

Like Avant, our subsidiaries procure their goods and services predominantly from Australia, with a small number of suppliers overseas. Many of these overseas suppliers have their own Modern Slavery Statements that outline their positions and the efforts they take to address modern slavery risks in their supply chain. Our subsidiaries have undertaken due diligence on other overseas suppliers who do not have a published Modern Slavery Statement. To date, neither the due diligence nor the discussions these subsidiaries have had with suppliers indicate any instances of exploitative practices in their supply chain.

Avant will continue to work with its subsidiaries in improving the maturity of their response to modern slavery risks.

Further Steps and Actions

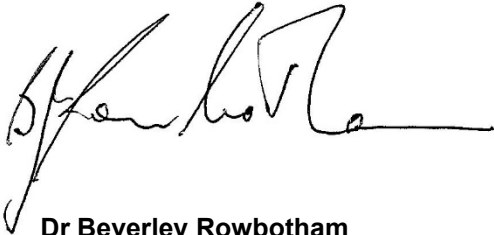
This is the fourth iteration of the Modern Slavery Statement prepared by Avant. We will continue to review our risk and compliance management framework to further improve our control environment as our approach develops over time. An integral part of this work will involve the ongoing review and continued delivery of training to our staff to ensure awareness of modern slavery and human rights risks to staff and suppliers. We will continue to evolve our supplier modern slavery risk assessment processes to identify and mitigate potential modern slavery risks.

Avant recognises the importance of preventing and minimising modern slavery risks in our supply chain. Avant’s Group Risk Management function plays an important role in governing modern slavery risk and overseeing initiatives to improve Avant’s response to modern slavery matters.

To measure the effectiveness of our actions and inform future initiatives, we will continue to review qualitative and quantitative metrics including:

- Reviewing and assessing current processes that govern modern slavery;
- Reviewing our Risk Appetite Statement and associated risk tolerances and consider whether a specific modern slavery statement is required;
- Increasing awareness of modern slavery through training and making Avant modern slavery resources available to all staff through the Avant intranet; and
- Engaging with our subsidiaries to better understand the risks inherent in their businesses and how Avant can assist to identify and mitigate them.

This is a joint statement made pursuant to the Modern Slavery Act 2018 (Cth) for Avant Mutual Group Limited (ABN 58 123 154 898) Avant Group Holdings Limited (ABN 72 077 283 884), Avant Insurance Limited (ABN 82 003 707 471), The Doctors Health Fund Pty Limited (ABN 68 001 417 527) and their owned and controlled entities (Avant Group). It constitutes our modern slavery statement for the financial year ended 30 June 2023. This statement has been endorsed by the Board and will be updated annually.



Dr Beverley Rowbotham
Chair
Avant Mutual Group Limited
Dated: 17 August 2023



Natasha Fenech
Group CEO and Managing Director
Avant Mutual Group Limited
Dated: 17 August 2023