

Modern Slavery Statement

About us

Goodwin Aged Care Services Limited (Goodwin) is a charitable organisation structured as a public company limited by guarantee and does not own or control any other entity. Goodwin only operates its business in Australia.

Goodwin is a leading not-for-profit organisation engaging over 750 employees across the ACT and NSW, with a vision that every person should have quality of life and the opportunity to stay productive in their community.

Goodwin's main operations include its aged care Residential Care facilities, Home Care aged and health care services and accommodation for retirement living.

Goodwin's supply chain includes suppliers and contractors covering clinical and allied health services, hospitality services (i.e. food services, catering, cleaning, laundry), pharmacy & medical supplies, property services (i.e. maintenance, utilities, waste management, security, gardening etc), and various administration support (i.e. marketing, information technology; equipment, capital & property development works), and engages advisors for its investment portfolios.

Organisational position

Goodwin rejects any form of modern slavery and human trafficking, and we are committed to implementing effective systems and controls to ensure it does not take place directly within our own business or our supply chains. We respect the human rights of our employees, volunteers, clients, suppliers and business partners, and we aim to identify and manage any risks related to these rights.

Risk assessment

Goodwin engages employees who align with our values and ensure compliance with local and national laws related to human rights and modern slavery in our workplace.

Goodwin has a strong focus on managing the health, safety and wellbeing of our employees and volunteers creating and maintaining both a diverse workforce and an inclusive and safe workplace for all.

As an aged care service provider in a highly regulated industry, Goodwin considers the risk of modern slavery within its direct business operations to be relatively low. However, through reviewing our supply chains over the reporting period to consider the risk that we may be indirectly linked to modern slavery practices, we identified areas of vulnerability within outsourced services such as cleaning, facilities management and building construction.

Current mitigating actions

Goodwin includes risk mitigating strategies in company policies and procedures to remove potential infringements in our business operations and supply chains through:

- Governance - Goodwin raises the awareness, accountabilities, and mitigating strategies of modern slavery risks through its risk governance structure including management and its governing body.
- Supplier Obligations – Goodwin has policies in place which outlines Goodwin's commitment to ethical, socially responsible, and sustainable practices. As part of the policy, Goodwin has a questionnaire specific to Modern Slavery highlighting that Goodwin does not tolerate non-compliance with modern slavery laws.



- **Supplier Compliance** – Goodwin has an electronic system that manages contractor compliance administration and compliance.
- **Supplier Selection** – Goodwin's procurement and contract management documents require suppliers and contractors to provide information on their approach to managing modern slavery in their supply chain.
- **Grievance and Feedback Mechanisms** – Goodwin has a Whistleblower Policy and complaints mechanism process that allows all Goodwin stakeholders to raise concerns such as modern slavery risks in a confidential manner.
- **Specifically, over this reporting period,** Goodwin commenced review of our supplier engagement processes, templates and contractor code of conduct to ensure inclusion of modern slavery clauses, highlighting Goodwin's expectations and our own commitment to managing modern slavery risks in our supply chains.

Future planning

Goodwin intends to strengthen our understanding of human rights issues as they apply to our business operations and in particular our supply chains.

Our key areas of focus over the next reporting period will be to:

- Review our modern slavery policy to continue our organisation's processes in respect to modern slavery and human trafficking concerns and how our employees respond to an identified case of modern slavery.
- Enhance our internal risk framework to improve understanding of modern slavery and human rights risks through the organisation's governance structure.
- Introduce modern slavery awareness training for key management personnel.
- Enhance our Corporate Responsibility policy to address modern slavery risks.

- Develop key performance indicators to measure the effectiveness of our actions to identify and address modern slavery practices in our own operations and supply chains.

Assessing our effectiveness

During this reporting period, our focus was to gain a better understanding of our modern slavery risks and how we may be indirectly linked to such risks through our supply chains. At this stage we are unable to adequately assess the effectiveness of measures we have undertaken, but we will continue to work on developing policies and processes to ensure we review the effectiveness of our actions on addressing modern slavery risks in our operations and supply chains.

Consultation

Goodwin is a charitable organisation structured as a public company limited by guarantee and does not own or control any other entity. As such, this criterion is not applicable.

Authorisation

This statement was approved by the board of Goodwin Aged Care Services Ltd (ACN 120 298 986) in their capacity as principal governing body of Goodwin Aged Care Services Ltd pursuant to section 13 of the Modern Slavery Act 2018 in December 2024 and constitutes our modern slavery and human trafficking statement for the financial year ended 30 June 2024.

This statement is signed by Laurann Yen in her role as the Chair of the Board of Directors of Goodwin Aged Care Services Ltd.

Laurann Yen
Chair of Board
 9 December 2024

