

Myhealth Modern Slavery Statement FY22

A. Introduction

This is a joint modern slavery statement under section 14 of the *Modern Slavery Act 2018* (Cth) (**the Act**) made in respect of Myhealth Medical Holdings (ACN 611 390 688) (**MMH**) and its wholly owned subsidiaries detailed below:

- Myhealth Management Pty Ltd (ACN 600 425 027) (**MMC**)
- Myhealth Medical Group Pty Ltd (ACN 160 321 693) (**MMG**)
- Myhealth Services Pty Ltd (ACN 620 199 082) (**Services**)

In an effort to demonstrate our commitment to ethical practices, we have included our subsidiary companies in our Modern Slavery statement. Myhealth believes that addressing the issue collectively across the entire corporate structure is a proactive measure in alignment with our commitment to eradicating modern slavery in all its forms.

This statement is submitted by Myhealth Medical Holdings on behalf of itself and each of its subsidiaries in respect of the reporting period 1 July 2021 to 30 June 2022.

We have consulted with all our wholly owned subsidiaries in the development of this Modern Slavery Statement. This collaborative effort ensures a unified approach across our organisation in identifying and mitigating modern slavery risks, reflecting our commitment to addressing this critical issue effectively.

For the purpose of this statement any references to 'Myhealth' or 'the Company' refer to MMH and all three subsidiaries.

The Board of Directors of Myhealth has approved this statement on behalf of itself and the other reporting entities covered by the statement and has authorised it to be signed by CEO Hadrian Lee.



Hadrian Lee
CEO

B. Structure, Operations & Supply Chains

i) The Company's Structure

Myhealth is an Australian company with its registered office and headquarters located in Sydney and Chatswood, respectively. We strive to provide a healthcare community where everyone can thrive. Our vision at Myhealth is to facilitate access to medical centres in convenient locations that provide the best care, in an inclusive environment.

The first Myhealth Medical Centre opened in 2007, founded by a group of dedicated General Practitioners. We continue to be a doctor-owned, doctor-led, and doctor-run business, focused on providing patients with access to the highest quality care, by supporting doctors to be at their best.

Myhealth is now one of the largest medical centre operators in Australia, with clinics in NSW, QLD & VIC facilitating access to more than 3 million patients yearly.

The Company's structure is illustrated below.

The reporting entity covered by this statement are MMH, MMC, MMG and Services. Myhealth is including its wholly owned subsidiaries as a proactive measure to show our commitment to eradicating modern slavery in all its forms.

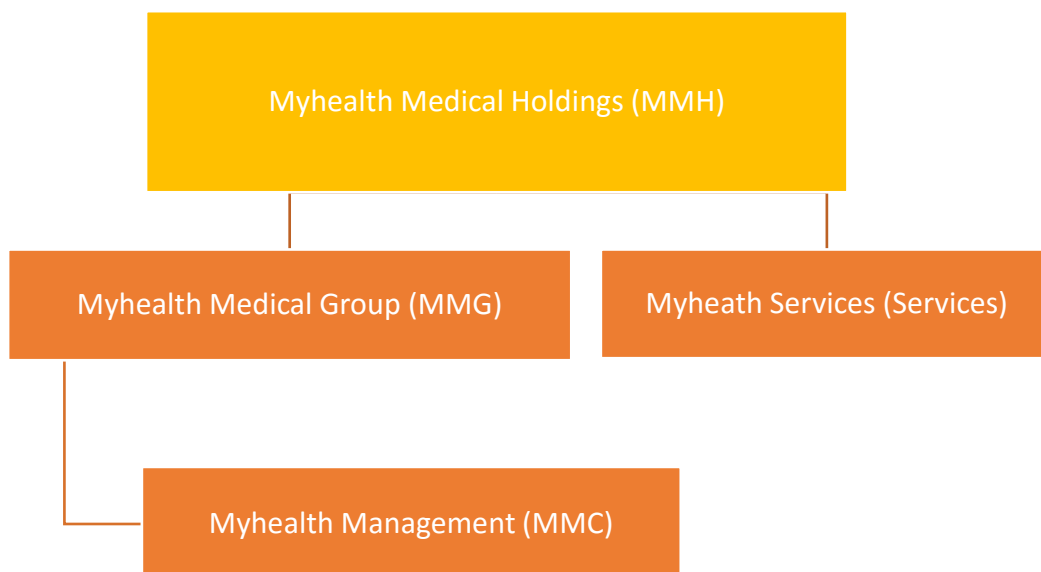


Figure 1.



ii) Operations

Myhealth is Australia's fastest-growing medical centre group, encompassing 107 clinics across the country and employing a workforce of approximately 833 employees. We provide facilities and services to more than 843 independent General Practitioners and 249 allied health professionals to provide access to comprehensive healthcare services.

The facilities and services we provide to our independent GPs include the provision of premises, facilities management, nurses, reception staff, practice managers, practice management software, administrative and financial services, IT support, and other non-medical services such as the provision of medical consumables.

We also support the operation of pathology collection, and other allied health services within many medical centres by offering facilities via lease or licence agreements to these providers.

<i>Myhealth Medical Holdings (MMH) Operations</i>	
<i>Myhealth Medical Group (MMG)</i>	MMG owns a majority proportion of all the Myhealth Clinics, Myhealth Management and Myhealth Services.
<i>Myhealth Management Pty Ltd (MMC)</i>	Myhealth Management is the supporting management entity for the clinics in the Myhealth Group. IT services, Finance services, Operational services and administrative services are all provided to the clinics from Myhealth Management.
<i>Myhealth Services Pty Ltd (Services)</i>	Services is MMH's employment entity that encompasses our workforce of over 800 employees. This encompasses our management team at Support Centre as well as our team on the ground. This includes area managers, practice managers, registered nurses and medical receptionists.

iii) Supply Chain

Our team at Myhealth is committed to ethical and sustainable practices when engaging with the goods and services of suppliers. Our supply chain consists of a range of suppliers, from medical equipment suppliers to office equipment to clothing wholesalers. Due to Myhealth's business model and operations processes, we generally engage with the following services:

- Catering
- Cleaning and Facilities Management
- IT Equipment
- Pharmaceutical companies PPE and Medical Supplies
- Property matters including construction/fit-outs
- Recruitment services
- Security

C. Modern Slavery Risks

Modern Slavery refers to situations of serious exploitation, in which coercion, threats or deception are used to exploit victims and deprive them of their freedoms. This encompasses practices such as servitude, slavery, forced labour, forced marriage, child labour, debt bondage and more. Myhealth believes this as an abhorrent practice and does not tolerate the violation of human rights law.

We recognise that Myhealth has an important role to play in identifying and managing the risk of modern slavery throughout the entirety of our business, workforce, and supply chains. Myhealth supports the use of socially responsible, ethical, transparent, and legislatively compliant practices in carrying out our activities and recognise that ongoing vigilance and effort will be required to eliminate the risks of modern slavery in our operations and supply chains.

At Myhealth, our commitment to combatting modern slavery will likely be underpinned by a dynamic and evolving strategy focused on continuous improvement. This proactive approach will likely involve a comprehensive assessment of the current modern slavery risks within our business. We will consider initiating both internal and external risk assessments to assist in the development of modern slavery policies and procedures.

i) Operational risks

Myhealth's business model involves the engagement of numerous third-party contractors, posing potential concerns about the employment practices that those third parties may engage in. Despite Myhealth operating in Australia where stringent employment laws exist, Myhealth may consider the extent to which it can assess and mitigate risk in its engagement of those third parties.

ii) Supply chain risks

There are several categories of suppliers, vendors, and services in Myhealth's supply chain which may be at high risk of modern slavery. These include:

- Clothing suppliers;
- Construction sector and major projects;
- Facility and property management services;
- Food and beverage suppliers;
- Medical equipment and accessories suppliers;
- Pharmaceutical companies or suppliers that provide medications, drugs, and vaccines; and
- Cleaning services.



Myhealth will take steps to consider the key risks that may be likely to occur according to the type of Supplier. We consider higher risks may fall within the following categories:

- a) Clothing / Uniform suppliers given Myhealth's needs for specialised clothing attire at the clinic level;
- b) Construction sector given Myhealth engages in fitouts and remediation works from time to time; and
- c) Cleaning services given Myhealth requires the maintenance of specific cleanliness standards in the clinic environment.

Myhealth may consider the development and implementation of targeted measures to mitigate potential challenges associated with high-risk supplier types.

D. Our Actions

In order to adequately address potential Modern Slavery risks within our organisation, Myhealth may consider taking a risk-based approach. This could include conducting risk assessments that prioritise high risks identified within our business.

Myhealth may consider both internal and external risk assessments through surveys, to form a better understanding of how to address its modern slavery risks. We may consider sending an internal survey to all employees, allowing them an opportunity to submit any concerns that they may have with regards to Myhealth's supply chain.

i) Internal assessment

Myhealth may consider focusing on the following actions to mitigate risks within its business:

- Carrying out Supplier and Subcontractor Due Diligence; and
- Raising internal awareness of modern slavery risks;

ii) External assessment

Myhealth may also consider conducting an external risk assessment to better understand its suppliers' commitment to addressing risks of modern slavery in their supply chains.

iii) Policy & Other Goals

- a) Myhealth may consider the development of a modern slavery policy and/or procedure assessing which approach aligns best with our business model and available resources.

- b) We may consider introducing a *Modern Slavery Code of Conduct* that could be sent to all our suppliers and vendors with the goal of ensuring transparency between Myhealth and its suppliers.
- c) We may consider the appropriateness of drafting modern slavery contract clauses to be inserted into 3rd party contracts (in addition to Myhealth contract templates) in the absence of any specific modern slavery clauses.
- d) Whilst Myhealth has grievance mechanisms in place to foster a culture of open communication and transparency, including a *Whistleblower Policy*, we may consider other policies and procedures which may require review and updating.

E. Assessing our Actions

Moving forward, we may consider the most appropriate way to assess and track our performance, in order to enhance the effectiveness of any of the modern slavery measures that we may implement.

F. Consultation

Myhealth places emphasis on the importance of taking all reasonable steps to ensure that its wholly owned entities are actively engaged in its operations. Myhealth may consider ways in which it can take additional steps to ensure its wholly owned subsidiaries will be engaged in addressing any modern slavery risks that may be identified, and any appropriate actions that may be implemented. Myhealth has regular meetings with the Board to address any risks within its business.

G. Ongoing Steps

Myhealth will consider combatting the risk of modern slavery in its supply chains through a continuous improvement approach. Myhealth will aim to implement this approach through internal and external risk assessments and potential policy implementation. Further, our risk-based approach will likely prioritise high risks of modern slavery within our business for a more efficient use of our resources.

In FY23, Myhealth may focus on the following key areas that will enable us to continually improve and positively influence the eradication of modern slavery in our supply chain and operations:

<i>Potential FY23 Focus areas</i>	
<i>External actions</i>	<ul style="list-style-type: none"> ● Consider how to conduct due diligence on suppliers and business partners. ● Consider how to assess risk profiles associated with various business activities. ● Consider how to implement of risk mitigation strategies to address identified vulnerabilities.
<i>Internal actions</i>	<ul style="list-style-type: none"> ● Consider how to introduce education opportunities for our workforce and suppliers about modern slavery risks and indicators.

- Consider the development and of employee surveys to identify modern slavery risks.
- Consider policy and procedure reviews.
- Consider how to foster a culture of responsibility and ethical conduct within the organization.