

Modern Slavery Act Statement

Reporting Period
1 July 2024 – 30 June 2025

Northeast Health Wangaratta



35/47 Green Street, Wangaratta, Victoria

Modern Slavery Act Statement

This Modern Slavery Statement is made pursuant to the Commonwealth *Modern Slavery Act 2018* (the Act) by Northeast Health Wangaratta and relates to the financial year 1 July 2024 to 30 June 2025.

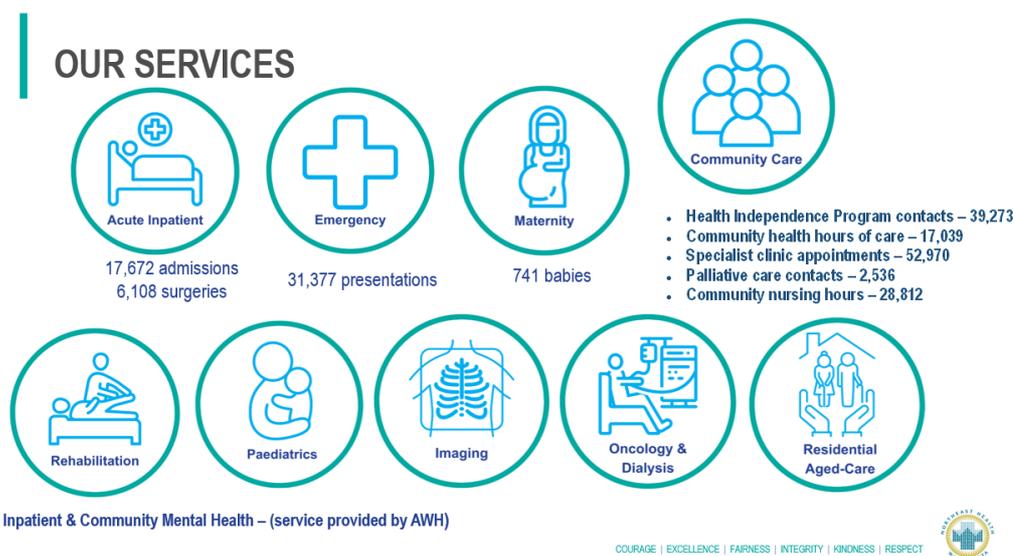
Mandatory Criteria One and Two

Identify the reporting entity and describe its structure, operations and supply chains:

Northeast Health Wangaratta (NHW) of 35/47 Green Street, Wangaratta, ABN 13 157 273 279, is a Schedule 1 Public Health Service incorporated pursuant to the provisions of the Health Services Act 1988 (Vic).

Northeast Health Wangaratta is the specialist referral hospital for the Central Hume area of North East Victoria. Our organisation meets the healthcare needs of 28,000+ people in the Rural City of Wangaratta, our primary catchment, with an additional 62,000+ people in our secondary catchment – a total of approximately 90,000 people. Acute inpatient and community services are located in Green Street, Wangaratta, and our Residential Aged Care Facility, Illoura, is located off site in College Street, Wangaratta. Clinical Services provided on the Green Street campus include Accident & Emergency, Critical & Intensive Care, General Surgery, Orthopaedics, Urology, Obstetrics, Gynaecology, Paediatrics, General Medicine, Oncology, Renal Dialysis, Rehabilitation, Dental, Medical Imaging, Community Nursing, Allied Health and Outpatient services. Our staff also provide a range of preventative health programs. The 72 bed facility in College Street provides 66 high care residential aged care and 6 transition care beds.

Patient Activity 2024-25



These services are complimented by an ICU, Medical Ward, Surgical Ward, Maternity Ward, Paediatric Ward, Sub-Acute Ward, Residential Aged Care, and 4 operating theatres.

NHW provides services in emergency, maternity, women’s health, medical imaging, pathology, rehabilitation, community services, residential aged care, community dental, palliative care, cancer services and renal dialysis to the people of the Hume region.

Our Annual General Report can be accessed via <https://www.northeasthealth.org.au/>

There is one main campus at NHW, with our Aged Care Facility located off-site in College Street Wangaratta. NHW and the Victorian Government are committed to delivering high quality health-care to the community of Wangaratta and surrounds.

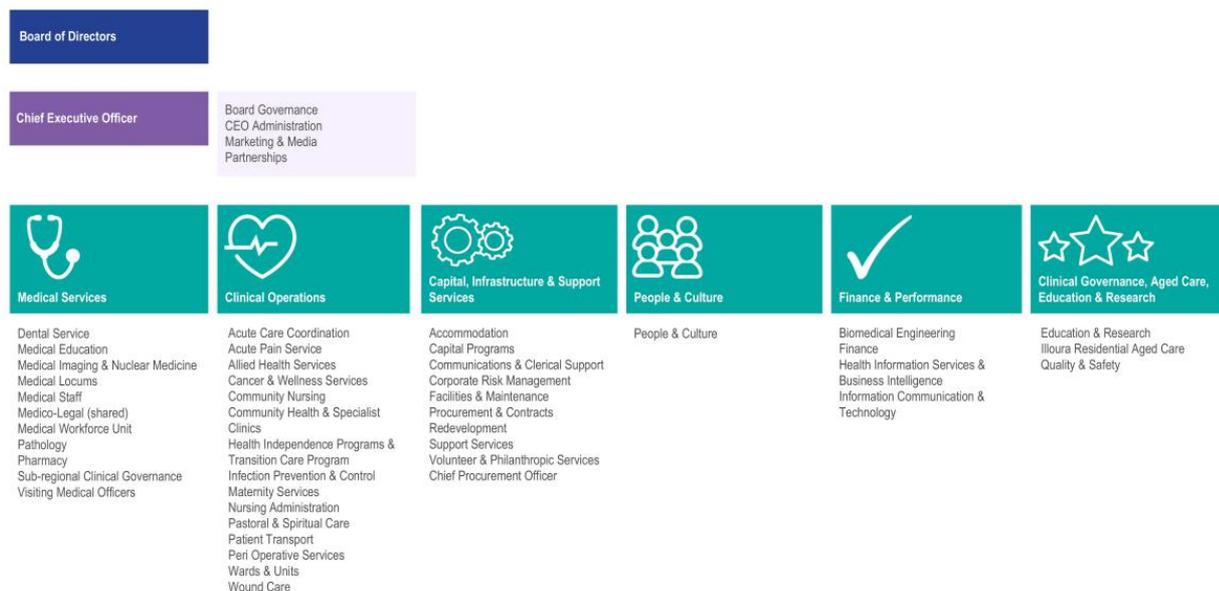
Northeast Health Wangaratta’s Organisational Chart

Northeast Health Wangaratta

ORGANISATIONAL STRUCTURE



Northeast Health Wangaratta
Every person. Every time.



Supply Chain

Medical Services	Nursing and Community Care	Corporate	People and Culture	Finance & Performance	Education/Aged Care
Dental Service Medical Education Medical Staff Clinical Directors Hospital Medical Officers Interns Junior Medical Officers Medical Imaging & Nuclear Medicine Medical Locums Medico-Legal (shared) Medical Workforce Unit Administration Heads of Department Pathology Pharmacy Sub-regional Clinical Governance Visiting Medical Officers	Acute Care Coordination Acute Pain Service Allied Health Services Acute Allied Health Allied Health Assistants Community Rehabilitation Diabetes Education Dietetics Exercise Physiology Inpatient Rehabilitation AH Occupational Therapy Physiotherapy Social Work Speech Pathology Spiritual Care Stomal Therapy Cancer & Wellness Services Breast & Gynaecological Service Oncology Unit Specialist Cancer Clinics Community Nursing Community Palliative Care District Nursing Services (DNS) GEM in the Home (GITH) Home Care Packages Hospital in the Home (HITH) Palliative Care Community Health & Specialist Wound Care Clinics Community Health Community Service Intake Health Promotion Specialist Outpatient Clinics	Health Independence Programs & TCP Complex Care Service Post Acute Care (PAC) Residential In-Reach Service (RIR) Subacute Ambulatory Care Service Transition Care Program (TCP) Infection Prevention & Control NHW Infection Control Regional Infection Control Staff Health Clinic Maternity Services Nursing Administration Pastoral & Spiritual Care Patient Transport Peri Operative Services Wards & Units Admission & Day Stay Unit Emergency Department Dialysis Unit Intensive Care Unit Medical Ward Paediatric Ward Surgical Ward Thomas Hogan Rehabilitation Centre	Accommodation Capital Programs Communications & Clerical Support Emergency Department Reception Private Patient Liaison Relieving Clerical Team Svritchboard Corporate Risk Management Facilities & Maintenance Procurement & Contracts Redevelopment Support Services Environmental Services Food Services Security Services Supply Department Sub-regional Corporate Services Volunteer & Philanthropic Services	People & Culture Diversity & Inclusion Aboriginal Health & Disability Support Human Resources OH&S - Injury Management Payroll Recruitment Staff Wellbeing Health Information Services & Business Intelligence Hume Rural Health Alliance Information Communication & Technology Sub-regional Health Information Services Telehealth Director of Finance Finance Department	Education & Research Health Sciences Library Research Governance Staff training Programs Student & Traineeship Programs Tertiary Education Liaison Woorla Residential Aged Care Quality & Safety Accreditation Programs Clinical Audit Consumer Experience & Engagement Freedom of Information Innovation & Improvement Medico Legal (shared) Policy & Guideline Administration Risk Management

NHW's supply chain includes (but is not limited to) the products and services used to deliver healthcare services including medical equipment and consumables, personal protective equipment and ICT equipment. NHW's supply chain also includes products and services provided by contractors including (but not limited to) consultants, support and maintenance services. NHW also supports other external Hospitals with service support and also clinical and non-clinical consumables.

NHW also utilises the contracts under the HealthShare Victoria (HSV) arrangement. HSV is a state-wide procurement organisation that partners with Victoria's public health services to procure best-value goods and services. HSV works in partnership with public health services to understand their requirements, facilitate large-scale collective tenders and manage common-use contracts on behalf of the state. NHW purchases the goods and services it needs from the suppliers who are party to HSV collective agreements. As such, it is recognised that HSV has a significant role in health service supply chains.

HSV contracts cover a broad range of services, equipment and supplies across a number of categories including ventilators, beds, mattresses, patient trolleys, treatment chairs, hypodermic needles and syringes, gloves, pharmaceutical products, IV fluids, agency labour, catering supplies, laundry and linen services and non-emergency patient transport. A full list of HSV's sourcing categories can be found at:

<https://www.healthsharevic.org.au/contracts-and-documents/contracts>.

Mandatory Criteria Three

Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls:

As a health service with a largely skilled and directly employed workforce, NHW considers the risk of modern slavery within its direct business operations to be relatively low. In line with a risk based approach, these risks will be further examined in subsequent reporting periods.

NHWs supply chain activities consist of the following procurement approaches to the market:

- Group sourcing activities:
 - HSV led cluster sourcing – collectively led by HSV on behalf of participating health services.
 - HSV led collective purchasing – collectively led by HSV on behalf of participating health services.
 - Health service led cluster sourcing – collaborative procurement by a group of health services, where the lead health service ensures modern slavery requirements.
- Direct sourcing activities where NHW directly engages with each supplier on its own.

HSV assisted NHW with the assessment of modern slavery risk in the supply chains of our Collective Purchasing Agreements. In 2024-25 HSV has provided a support focus to the health service in fostering collaboration between HSV, Health Services and Suppliers to prioritise risk mitigation actions. All suppliers risk assessed are suppliers which NHW engages directly, with none of these suppliers being on HSV collective purchasing agreements. HSV risk assessed 63 suppliers directly contracted by NHW. As a result, HSV rolled out 63 Questionnaires to directly contracted suppliers by NHW.

Response Rate & Supplier Risk Ratings

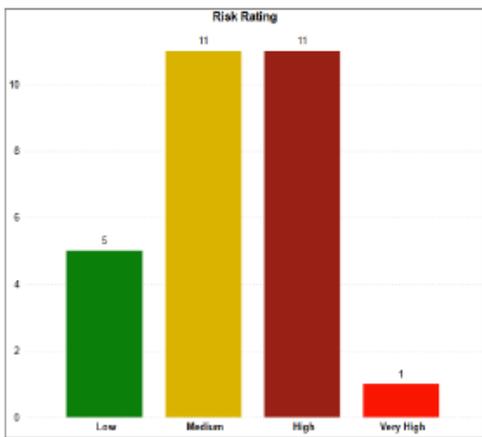
Out of 63 suppliers requested to complete a risk assessment, a total of 28 suppliers responded, equivalent to a response rate of 44%. Over time we expect this response rate to increase, as more up-to-date contact details are provided to HSV by NHW, and as suppliers

become accustomed to the request to complete a modern slavery risk assessment questionnaire from HSV on NHW’s behalf.

Modern slavery supplier risk ratings

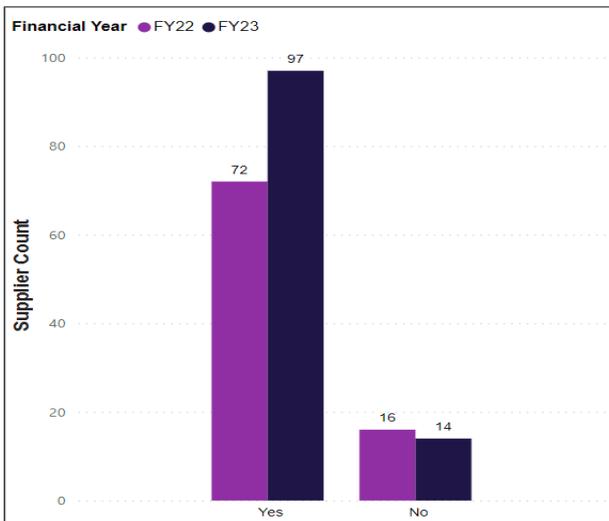
Supplier risk ratings are collated in the table below.

Supplier risk ratings (actual number and percentage)



Risk rating	Percent of total
Low	9%
Medium	17%
High	17%
Very High	1%
Non-response ⁸	56%
Total	100%

From the 28 respondents, 20 suppliers, or 71%, have policies in place covering modern slavery.



For direct sourcing activities, NHW acknowledges that there is a risk of modern slavery practices, especially upstream within tier two suppliers (manufacturers for our direct tier one suppliers) within the supply chain. We continue to progress in this space to better understand these risks; again, we use a risk-based approach which allows us to build on our focus and achievements from foundational levels.

Mandatory Criteria Four

Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes:

NHW maintains a Modern Slavery Policy which was updated during the 2023/24 period to provide further clarity of linked documentation and legislative alignment.

This Policy established NHW's approach to the management of Modern Slavery risks within our operations and supply chains in accordance with the Act. The Policy noted that NHW will adopt a risk-based approach for combatting Modern Slavery in its operations and supply chains. The Policy further outlines NHW commitments as well as the key roles and responsibilities of the NHW Team.

NHW has also to date undertaken the following actions to further enhance the focus on Modern

Slavery risks:

- Enhanced our Board and Senior Management awareness of our Modern Slavery obligations;
- Continued to develop our assessments of direct suppliers based on spend data;
- Reviewed the NHW Procurement Framework 2023-2026 to address Modern Slavery;
- Updated our procurement contracts and tender documents to include Modern Slavery clauses;
- Provided opportunities for staff to complete the HSV Modern Slavery training module via our Kineo/STRIVE platform.

NHW recognises the importance of continuing to progress this high priority activity and will endeavour to undertake further actions in the 2025/26 reporting period including the following:

- Engage with the suppliers assessed by HSV to advise them of their risk scores and offer assistance in Policy development;
- Continue our training, induction and awareness to include our non HSV suppliers and

contractors;

- Develop a Supplier Due Diligence procedure;
- Review and update our terms and conditions to include Modern Slavery;
- Add the ability to report any instances of Modern Slavery in the NHW supply chain via our website;
- Provide communications to key staff to ensure awareness and clarity around Modern Slavery related considerations and responsibilities;
- Review and update the NHW Public Interest Disclosure –to include Modern Slavery grievances.
- Publish a Modern Slavery factsheet on our staff intranet site;
- Include Modern Slavery in our organisational risk register;

The focus of this reporting period under the Act has been progressing the supplier risk assessment and risk rating process in liaison with HSV. In the next reporting period, NHW intends to continue to liaise with HSV in ensuring the assessment process continues to align with the expectations of the Act, and the annual Modern Slavery Risk Assessment Summary produced by HSV.

The process will continue to prioritise the engagement of suppliers with a ‘very high’ and ‘high’ risk categorisation. These suppliers will be reminded of their obligation under the Victorian Government Supplier Code of Conduct to proactively identify and address risks of Modern Slavery practices in their business operations and supply chains. The engagement process will focus on directing these suppliers to publicly available resources and tools to support them in their risk mitigation actions.

Mandatory Criteria Five

Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks:

During the reporting period of FY 2024/25, our focus was to continue to enhance our understanding of our Modern Slavery risks and how they may be present in our operations and supply chains, and to develop an enhanced risk assessment questionnaire based on the updated risk data provided by HSV. Further, by undertaking the HSV driven risk assessment tool NHW received more accurate data on the understanding and level of maturity our suppliers have on Modern Slavery risks. NHW aims to further mature its understanding of the Act by actively collaborating with HSV to embed learnings and risk management tools into its procurement processes. NHW plans to undertake supplier engagement activities such as directing suppliers to free training resources tools and templates. This collaborative effort emphasises NHW's commitment to reducing Modern Slavery risks. NHW continues to progress the risk assessment process via HSV on our non-HSV suppliers and this activity will continue to remain a high priority going forward, and look forward to conducting further analysis as further comparative data is received through this process.

Mandatory Criteria Six

Describe the process of consultation with any entities the reporting entity owns or controls:

Northeast Health Wangaratta does not own or control any other entities.

Mandatory Criteria Seven

Any other relevant information:

Northeast Health Wangaratta will continue to plan, review and implement the measures required to further enhance the HSV implementation guidance provided to assist Health Services. Further, NHW will also continue to work closely with HSV to continue to develop and enhance the practices and processes that underpin a successful Modern Slavery framework. This will include reporting on numbers of staff completing the Echo Modern Slavery training modules, details of risk ratings of suppliers directly engaged and measures taken by NHW to engage with them for the purposes of raising awareness.

Closing Statement

Northeast Health Wangaratta recognises the importance of implementing a robust Modern Slavery framework and is committed to continually improve our approach, assessment and awareness to eradicate Modern Slavery in our contract, procurement and supply chains. NHW also recognise there is more to do and remains highly committed to continually improving our approach by working closely with HSV and partnering with our stakeholders.

This statement was approved by the Board of Northeast Health Wangaratta on the 26th of November 2025



Board Chair:

Ruth Kneebone