

# mecwacare MODERN SLAVERY STATEMENT

MECWA, trading as mecwacare, is committed to ensuring ethical and sustainable business practices and will meet our human rights and modern slavery responsibilities.

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This Statement has been prepared by mecwacare in accordance with the Modern Slavery Act 2018 (Cth) (the "Act") of Australia for the 2024-2025 financial year.

## 1. Reporting Entity - mecwacare

This statement is made on behalf of the reporting entity, mecwacare, the registered business name of MECWA.

ABN 59 004 927 244

**Corporate office:** 1287 Malvern Road, MALVERN, VIC 3144

mecwacare is a not-for-profit, non-denominational, registered charity that has been supporting the Victorian community since 1959. We are a values-based, care-driven organisation that provides residential aged care, retirement living, community housing, community and in-home services, allied health and medical services. Our services are targeted to the elderly and people living with a disability.

mecwacare does not own or control any other reporting entities.

For further information, refer to mecwacare's website: [www.mecwacare.org.au](http://www.mecwacare.org.au)

## 2. Our Business

mecwacare is governed by a Board of Directors that sets our strategic direction in line with our Purpose: Partnering with our communities to live fulfilling and purposeful lives. Our executive leadership team is responsible for operations and implements the strategy across Residential

Services, Home and Community Care, People and Culture, Business Development and Strategic Growth, and Enabling Services.

mecwacare provides all our services in Australia. We do not manufacture any goods and most of our operations are insourced.

Our supply chain includes providers of equipment, utilities and a range of professional services including health services, insurance products and legal and advisory services. We operate an approved provider program to maintain checks on a smaller number of suppliers. Our approved suppliers are assessed for reputation, compliance with health, safety and environmental standards, and aged care quality and safety standards.

### 3. Risks of Modern Slavery Practices in our Operations and Supply Chain

mecwacare has risk management systems and controls applied to our operations and supply chain. Our business involves the engagement of suppliers to assist in the provision of services to our care recipients.

mecwacare has identified labour hire as a risk for nursing and other support workers e.g. personal carers, cleaning and catering workers. Whilst we engage Australian suppliers, there is a potential risk in the approved supplier's recruitment practices, or management of their labour relationships.

mecwacare has identified categories in our supply chain at greater risk of modern slavery:

- Technology including laptops and mobile phones.
- Facilities management contractors e.g. cleaning and laundry services.
- Health equipment, medical supplies, and consumables.
- Construction - contracted builders and their subcontractors.
- Catering and fruit and vegetable suppliers.
- Linen and uniforms if produced overseas.

We understand that our supply chain may include products and services sourced in Australia that may have components from overseas.

### 4. Actions Taken to Address Risks

mecwacare has policies and procedures to promote ethical behaviour and good governance to ensure risks are assessed and controlled.

During this reporting period, we strengthened our commitment to ethical sourcing by inviting our largest suppliers to sign a Modern Slavery Declaration. This initiative serves two purposes: to inform suppliers about what constitutes involvement in modern slavery, and, to secure their formal agreement to undergo audits if required. This proactive approach reflects our dedication to safeguarding human rights and maintaining integrity across our supply chain. Our framework, policy and commitments include:

Compliance - with applicable laws, regulations and standards related to modern slavery.

Supplier Engagement - Supplier Code of Conduct clearly articulating mecwacare requirements.

Transparency - fair contracts with transparent pricing and scoping.

Continuous Improvement – reviewing and updating our practices to address modern slavery risks effectively e.g. updated Whistleblower policy for increased disclosure options and recruitment practices to decrease the use of agency staff.

Collaboration with Industry – active peak body membership.

Our Modern Slavery approach includes a Supplier Code of Conduct and complementary policies and procedures for Risk Management, Whistleblower Protection, Incident Management, External Reporting, Procurement, Health and Safety, Financial Management, Equal Opportunity, Anti-Bullying, Diversity, and Conflict of Interest. Contractor reviews are routinely undertaken, assessed and actioned where required in line with our Contract Management Policy.

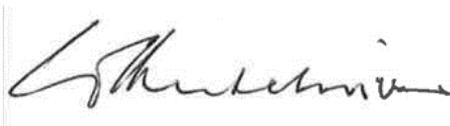
## 5. Assessment of the Effectiveness of the Actions Taken

mecwacare assesses the effectiveness of our actions taken through:

- Supplier risk screening by the procurement and contracts team.
- Work with our suppliers to ensure compliance with our Code of Conduct.
- Governance oversight through management reports to the Board.
- Participation in sector peak bodies to benchmark best practice procurement.

This statement is made pursuant to section 13 of the Modern Slavery Act 2018 (Cth) and articulates the modern slavery statement of mecwacare for the year ended 30 June 2025 and has been approved by the mecwacare Board.

**Signed: Mr Ian McHutchison OAM**



**Chair of the Board of Directors**

**Date: 13/11/2025**