



Modern Slavery Statement
Financial Year 2025



About the Statement

The reporting entity to which this Modern Slavery statement relates is Nexus Day Hospitals Holdings Pty Ltd and its wholly owned and controlled entities, together referred to as “Nexus”. Those entities and associated hospitals are listed in Appendix A.

The statement covers the period 1 July 2024 to 30 June 2025 (Reporting period of FY25) and has been prepared to meet the mandatory criteria of the Modern Slavery Act 2018 (Cth) and was informed by the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities (2023).

This statement was approved by the Board of Nexus Day Hospitals Holdings Pty Limited in their capacity as principal governing body of Nexus Day Hospitals Holdings Pty Limited.

This statement is signed on page 4 by Dr Michael Stanford in his capacity as Chairman of Nexus Day Hospitals Holdings Pty Limited, and by Greg Hall in his capacity as Chief Executive Officer, on page 4.

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Introduction from Chairman and the CEO

As a healthcare provider entrusted with the wellbeing of our communities, at Nexus we recognise that our responsibility extends beyond clinical care. It includes ensuring dignity, fairness, and ethical conduct across every aspect of our organisation.

Modern slavery is a complex global issue, often hidden within multi-layered supply networks. In Australia and internationally, we acknowledge the potential risks that may exist within our procurement and workforce arrangements, particularly in sectors known to be vulnerable such as medical consumables, uniforms, cleaning, waste management and facilities services. We remain committed to proactively identifying, preventing, and addressing these risks.

This statement outlines the actions we have taken - and continue to take - to strengthen transparency, integrity, and respect for human rights across Nexus Hospitals. We remain committed to continuous improvement, collaboration with suppliers and industry partners, and fostering a culture of transparency and accountability across our workforce to ensure that instances of modern slavery are brought to light.

Strengthening our Supply Chain

- Continued consolidation towards preferred suppliers, increasing visibility, leverage and our ability to engage in meaningful, transparent conversations regarding modern slavery risk management.
- Procured “Fair Supply” due-diligence platform to assess existing and new suppliers for modern slavery risk factors. This enables improved identification, ongoing monitoring, and mitigation of risk exposures.

Embedding Ethical Procurement

- Developed standardised tender documentation requiring all suppliers to explain how they manage modern slavery risks within their operations and supply chains, ensuring shared responsibility and transparency in preferred supplier engagements.

Leadership and Capability Enhancement

- Refreshed Executive Team, bringing enhanced industry expertise from hospital groups with more mature modern slavery frameworks. Their expertise significantly strengthens Nexus’ internal capability to identify, assess and mitigate risk within the healthcare sector.

Sustainability and Governance Integration

- Launched the Nexus Sustainability Strategy, which embeds ethical sourcing as a core supplier selection criterion;
- Improved internal sustainability data systems, reporting processes, and Board oversight mechanisms, enhancing our ability to identify risk areas and monitor exposures over time.

Risk Mitigation Implementation

· Implemented mitigating measures identified in the prior year external review of high risk service providers, including cleaning, waste management and facilities management, to reduce potential exposure to modern slavery practices.

Signed:



Dated: 11th December 2025

Signed:



Dated: 11th December 2025

Dr Michael Stanford
Chairman
Nexus Day Hospitals Holdings Pty Limited

Greg Hall
Chief Executive Officer
Nexus Day Hospitals Holdings Pty Limited

About Nexus

Nexus Day Hospitals Holdings Pty Ltd is a large, privately owned Australian corporate entity and Nexus is a consolidated corporate group. Nexus owns and operates private hospitals in Australia whose trading names are registered to legal entities under the direct control of Nexus Day Hospitals Holdings Pty Ltd.

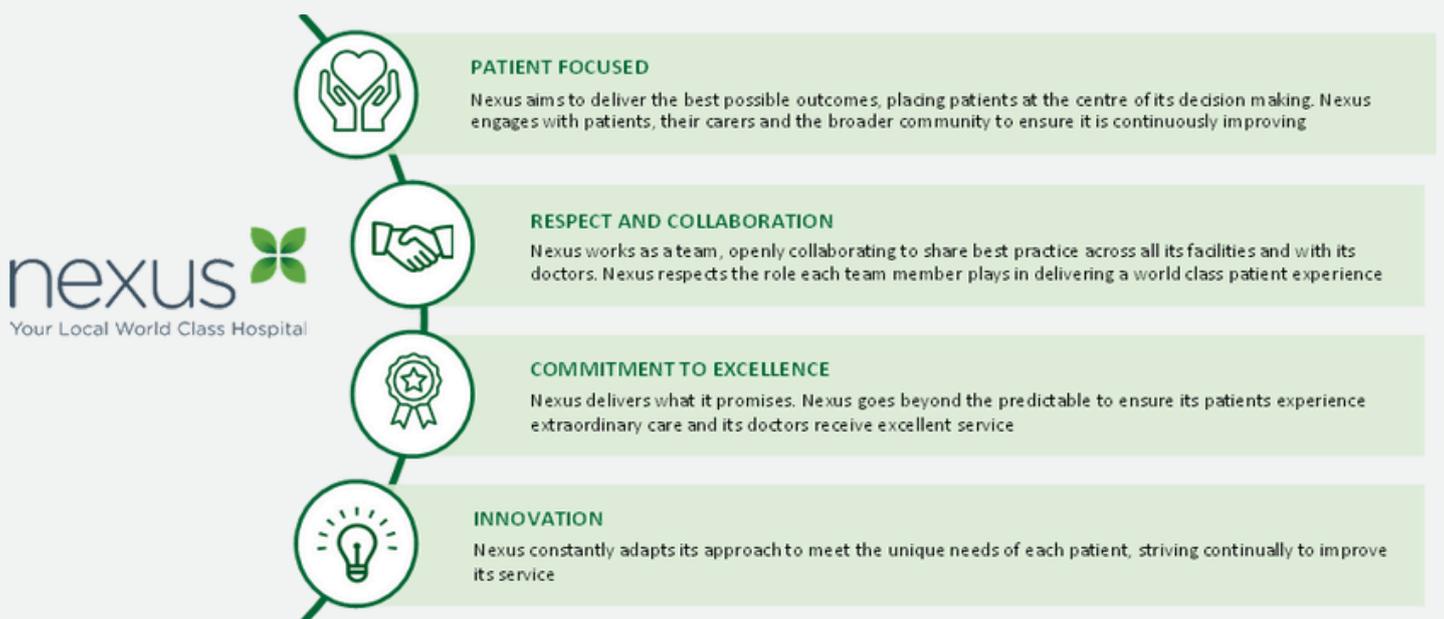
The only trading entities within the Nexus Day Hospitals Holdings Pty Ltd group are entities which hold the hospital businesses. Appendix A includes the hospital names and legal entities within the group as at 30 June 2025.

Our Vision and Values

Nexus' purpose is to deliver better healthcare models to all Australians. The health, safety and wellbeing of people is at the core of our company purpose, values and standards, and this care extends to our value chain and partners.

Nexus operates day and short stay private hospitals, a sector of the private hospital landscape which is likely to increase in importance as healthcare systems globally shift towards more efficient settings for surgical procedures and the length of hospital stays reduces in line with clinical best practice.

We measure our success by improvements in patient outcomes and experience, employee engagement and experience, efficient and sustainable use of resources and mutually beneficial partnerships. We have established longstanding and collaborative relationships with our supplier and health fund partners, as well as our stakeholder groups.

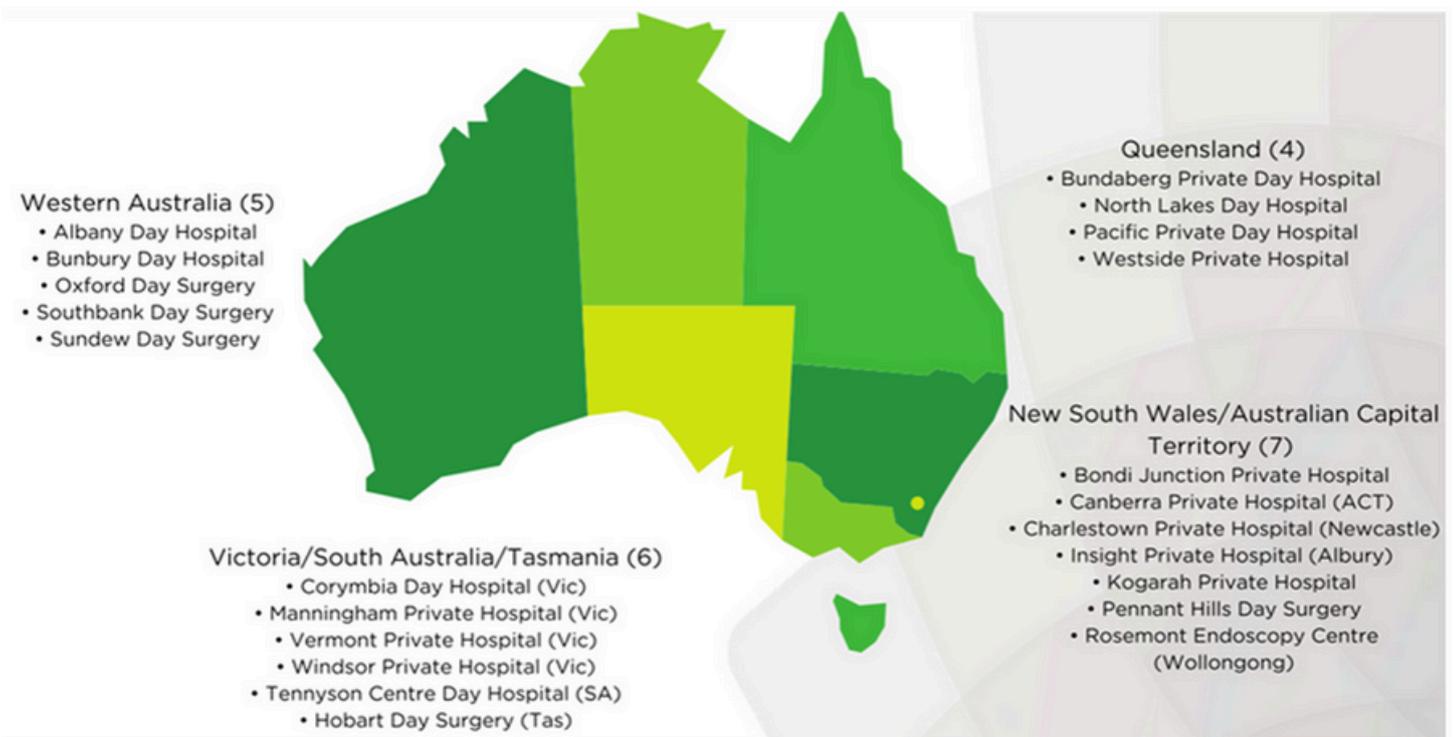


Nexus' purpose is to deliver a better healthcare model for all Australians

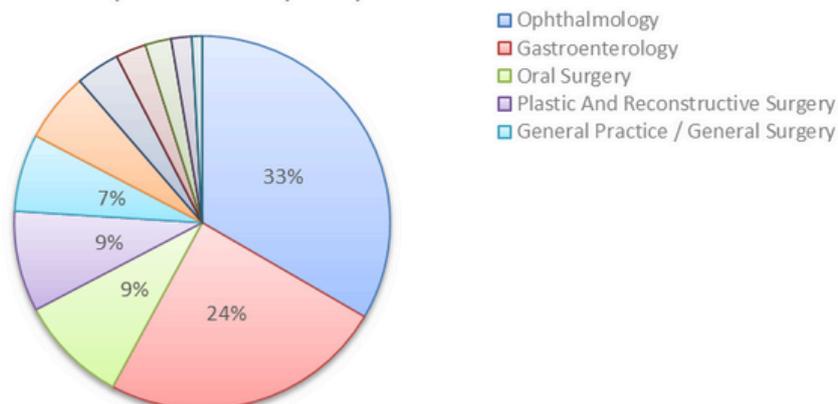
Our Operations

Nexus provides surgical procedures including ophthalmology, gastroenterology, plastic & reconstructive surgery, orthopaedics, general surgery, oral surgery and other procedures to approximately 140,000 patients per year. These procedures are conducted by approximately 800 visiting medical officers (doctors registered in Australia and accredited to perform the services within the particular hospital) across 22 hospitals operating in most states and territories in Australia.

To support its operations, Nexus employs approximately 1500 nursing and administrative staff, including a large proportion of permanent part time and casual workers. Approximately 85% are women, and our workforce is supplemented by a very small proportion of agency nursing staff when required.



FY25 Specialties by #seps



Our Supply Chain

Our supply chains include the products and services (including labour) that support our business of providing surgical and medical procedures. This includes products or service sourced in Australia or overseas. Whilst Nexus only sources products and services from Australian companies, our supply chain extends globally beyond our direct suppliers, to the supply chains of our direct suppliers.

Our products and services are supplied by approximately 1,700 suppliers and wholesalers in the healthcare industry (supplying prostheses, medical and surgical consumables, pharmaceutical supplies and medical equipment) as well as services to support our facilities (cleaning, laundry, IT support, maintenance, uniforms, etc). Whilst this is a large number, and Nexus spends <\$5000 annually with half of these suppliers, the key suppliers and those which Nexus considers higher risk remain unchanged from year to year.

Consultation and Engagement

In preparing this statement, the Commercial Director, Supplier Partnerships and Sustainability, engaged with the following representatives:

- Operations Directors, who have responsibility for and oversight of all Nexus hospitals within a regional reporting structure;
- Nexus Executive Leadership Team;
- Nexus Legal Counsel;
- Nexus Audit and Risk Committee;
- Nexus Board.

The Nexus Board directors oversee all Nexus operating entities, and there are common Executive directors (who have been consulted in this process) across all Nexus operating entities.

During the reporting period, Nexus introduced a new Operating Model whereby senior Operations Directors are responsible for and have active oversight over all hospital operations within their region, all of which are owned or controlled by Nexus Hospitals. Nexus' restructure under the operating model ensures that all policies and procedures are centrally managed and effectively communicated and adopted throughout the organisation. This has also been facilitated through launching an internal intranet to ensure all staff and VMOs have ready access to relevant documentation and updates as they occur.

All entities within Nexus operate within the same industry, and although their specialty mix may differ, there is significant crossover of suppliers and therefore risks are likely to be largely common. Consultation between the centralised support office (which is responsible for producing this Modern Slavery Statement) and all Nexus hospitals is supported through training and education where attendees are actively engaged and encouraged to share their own experiences as well as to identify any gaps in the process to make it more robust and relevant to their hospitals. These insights are then fed back into training to ensure that Nexus' consultation methods are continuously improved, effective and relevant.

Identifying and Assessing Risk

Nexus’ approach to identifying and assessing risk within our own operations and supply chains is informed by ongoing education as well as accessing reputable sources such as the Global Slavery Index, NSW Anti-Slavery Commissioner risk tool and guidance, Fair Supply and other third parties.

Following reference to these data sources, we undertake our own risk assessment of our operations and supply chains to consider the risk of Nexus causing, contributing to, or being directly linked to modern slavery through its operations and supply chains. This process is reviewed on an annual basis to confirm our view on areas of vulnerability and inform our areas of focus for the coming year. This section of our Modern Slavery statement describes our findings from this review process and risk assessment.

Understanding our Risks

Risk Relationship	Description	Scenarios	Reference or example
Where we may be directly linked to modern slavery practices	Risks that Nexus operations, products or services may be connected to modern slavery through the activities of another entity we have a business relationship with or customers	Suppliers or their supply chains provide goods or services to Nexus that are produced or delivered using modern slavery practices	Use of supplier due diligence (screening tools; tender requirements; ongoing supplier meetings)
Where we may contribute to modern slavery practices	Risks that Nexus’ operations and/or actions in supply chains may contribute to modern slavery	Nexus engages suppliers with terms that provide unrealistic timeframes or budgets Nexus uses independent contractors in a manner that would increase likelihood of modern slavery practices	A comprehensive review of a potential high risk area (cleaning contractors) was performed in FY25
Where we may cause modern slavery practices	Risks that Nexus’ operations may directly result in modern slavery practices	Nexus is directly involved in modern slavery practices	See section “Modern Slavery risks in our Operations”

Modern Slavery Risks in our Operations

Nexus operates private day and short-stay hospitals within Australia and exclusively employs Australian residents or permanent visa holders. Its operations involve performing medical and surgical procedures and providing the facilities and infrastructure to support these. Nexus does not produce or sell any supplies itself.

All entities within Nexus operate and are legally registered in Australia.

Nexus operates within a highly regulated industry overseen by several government agencies and independent statutory authorities including the Department of Health, the Therapeutic Goods Administration, State and Territory Health departments and others.

From a staffing perspective, Nexus only employs workers with Australian residency or citizenship and does not use unskilled, temporary or seasonal labour. Hiring of staff is overseen by Nexus' Chief People and Culture Officer and Nexus uses reputable corporate employment agencies including for casual staff. All permanent and casual employees are issued with Employment Contracts and an Employee Handbook which include these policies. These employees are all residents of Australia; Nexus does not engage in sponsoring employees into Australia.

The majority of our employees are skilled registered and enrolled nurses, and their qualifications and credentials are checked on employment and kept up to date in accordance with the requirements of the Nursing and Midwifery Board of Australia as well as the Australian College of Nursing; are employed under Modern Awards or Enterprise Agreements; and they are required to show proof of Australian residency as well as any relevant qualifications (eg nursing). Nexus continuously reviews wages to ensure they are in line with Awards and market conditions and employees may be members of a union which also offers protection of workers' rights.

Our doctors are not employees but are required to be credentialled as Visiting Medical Officers by each hospital in which they work. Their levels of skills, professional registrations and financial/contractual freedoms means that they are considered to be very low risk from a modern slavery perspective.

Whilst we are aware that presentation of patients in hospital settings can provide an opportunity for our employees to detect instances of modern slavery within Australia, the nature of our surgeries means that this likelihood is low (no emergency departments or maternity wards; our surgeries tend to be elective and dominated by privately insured individuals).

For these reasons, we consider that our entity risks, or the risks that Nexus might directly cause modern slavery practices, are extremely low.

Identification of Risk Factors in our Supply Chains

For Nexus, whilst we are at low risk of directly causing modern slavery practices, our greater risk is that we inadvertently contribute to or, through association, be directly linked to modern slavery practices. One of the main ways in which this could occur is using suppliers who are themselves at higher risk of having modern slavery within their supply chains. Nexus engages with large suppliers, the majority of which have their own modern slavery reporting obligations and processes which we assess as comprehensive, however some modern slavery risk inevitably remains.

Nexus does not purchase goods or services directly from any suppliers located outside Australia. Whilst we deal exclusively with Australian suppliers, many of these suppliers manufacture goods overseas or import goods or components from overseas companies, therefore the risk profile of our supply chain relates largely to the supply chains of our suppliers.

When reviewing our supply chains, we focus our attention on factors which we consider to be of higher risk of modern slavery.

Risk Factors for Products

The risk factors we look for are:

- Products which are known to be extracted from or manufactured in locations with weak labour regulations;
- Products in short supply and where demand is suddenly increased and exceeds supply;
- New products with immature supply chains.

In line with the risk factors we have identified, we consider that within our supply chain, these are the higher risk products where we are focusing our efforts:

- Uniforms, because their supply chains often involve complex, multi-tiered structures and manufacturing in high-risk geographies;
- Nitrile gloves, due to the risk of forced labour in supply chains, particularly in countries like Malaysia, where much of the world's rubber is produced;
- Low value surgical consumables such as kidney dishes, due to the reliance on low-cost production, globalized supply chains with limited visibility of lower tiers and intense price pressures;
- Solar panels, primarily due to forced labour in the production of polysilicon from Xinjiang, China, and the extraction of cobalt from the Democratic Republic of Congo for batteries.

Risk Factors for Services

We have identified the following risk factors for services within our hospitals:

- Services which are more likely to utilise migrant workers who may face language barriers or be unfamiliar with their rights within Australia;
- Services which use unskilled or temporary labour (including the “gig economy”);
- Services where the workers change rapidly or are unknown to Nexus.

In relation to Nexus' own supply chain, we recognise that there is a risk of modern slavery existing within Australia in the following services as they may involve low skilled migrant workers at greater risk of exploitation:

- General repairs and maintenance on our facilities;
- Cleaning services;
- Laundry and linen services

Managing and Responding to Risk

Nexus manages and responds to its risks, including those related to modern slavery, through robust processes and procedures that are in place at Nexus Group level and apply to all hospitals within the group.

Our focus areas are outlined below:

- Increasing the likelihood of detecting instances of modern slavery within our supply chain through staff training, enhancing staff awareness of risk areas
- Expanding awareness through industry networks
- Ensuring we have a robust whistleblower process.

Training and Awareness

It is critical that all the actions taken and risks identified during the reporting period are communicated throughout the organisation to raise awareness and that Nexus continuously increases its opportunities to identify additional risks that may otherwise be overlooked. The main way in which this is done is through training and awareness.

Nexus provides regular mandatory in-house Modern Slavery training to its corporate and hospital leadership team as well as those employees responsible for procurement within its hospital network. This training is offered to all leaders (operational and corporate) within the group and covers all entities within the group which are under the control and ownership of the reporting entity, and is also available online on demand. This helps hospitals build capability in identifying any examples of modern slavery risk, current or in the future, that may exist within an individual hospital's operations or supply chains and of which we may otherwise be unaware.

Training covers modern slavery risks in general as well as those of particular risk within our hospitals. Training is regularly modified to reflect new knowledge and insights around modern slavery risks in our industry and also the role that frontline workers can play in identifying potential victims of modern slavery who may enter our hospitals seeking medical attention. Training is conducted in small groups which facilitate open discussion, and empowers and encourages each participant to consider where else modern slavery risks may exist, as well as considering how our culture of consumerism might be contributing to this risk in our personal lives. Feedback from these training sessions indicated that the training had been clear, relevant and informative.

Industry Engagement

Nexus' executive team all have deep industry experience in hospital organisations which have a greater maturity than Nexus from a modern slavery perspective. Their experience significantly adds to Nexus' resources in this area and greatly benefits Nexus in its efforts to mitigate against modern slavery risk.

As well as these existing networks, Nexus is well connected into industry associations which provide another avenue for ongoing awareness of emerging risks.

Nexus is an active member of both main industry bodies: the Australian Private Healthcare Association (APHA) and Day Hospitals Australia (DHA) and utilises these networks to ensure it is aware of any emerging or newly identified risks in the industry. Nexus has two senior executives on the APHA Council and/or Board, and the Commercial Director has extensive networks specific to sustainability and procurement in the healthcare industry, with whom she regularly consults as part of Nexus' strategy to identify modern slavery risks inherent in our supply chains as well as other ESG risks. Our CEO is a member of the CEO Forum, established by the federal government. All this allows the Procurement and Executive team to learn from others regarding their experiences and approaches to modern slavery as well as identify any areas of risk of which it may not otherwise be aware.

Whistleblower Process

Our whistle blower process is the main mechanism through which we provide stakeholders a mechanism to raise any modern slavery concerns. In addition, Nexus conducts a regular employee engagement survey and patient satisfaction surveys covering 100% of our patients. Our website invites feedback and queries from the wider community, and we also engage and consult with the community on various matters in accordance with our hospital accreditation requirements. These provide a number of channels to encourage employees, suppliers or members of the public to report any risk of modern slavery of which they may be aware. To date, no reports of potential modern slavery associated with our business have been received.

In addition, the culture of full and transparent reporting that is embedded throughout our organisation through its clinical governance framework as well as our people and culture team encourages feedback from the “eyes and ears” of our hospitals, our people. All employees are encouraged to report any concerns to the leadership team, either directly or in accordance with existing whistleblower policy which provides confidentiality and protection to the whistleblower.

Strengthening this culture of accountability and transparency is key to maximising our chances of identifying modern slavery risks at all levels of our organisation and ensuring they are reported to the support office for further investigation.

Governance

Nexus has a robust corporate governance framework including an independent Board of Directors, external auditors, group Purpose and Values, a grievance policy and a Whistleblower Policy. These policies apply to all hospitals within the group, are part of employee induction and are accessible to all employees on an ongoing basis. This accessibility was significantly enhanced during the year with the introduction of the Nexus intranet.

Policy	Relevance to modern slavery
Code of Conduct	Nexus' code of conduct, which applies to all employees, includes a section relating to modern slavery as well promoting open communication and feedback. It refers to Nexus' whistleblower policy as a mechanism for reporting misconduct or serious issues within the workplace that have the potential to cause damage to our brand name, reputation and workers.
Recruitment and Selection Policy	This policy outlines key criteria and processes around the recruitment and selection of employees, and refers to Australian Human Rights Commission Act 1986 (Cth). This Act advocates for stronger laws, provides resources to businesses, and supports government initiatives to combat modern slavery.
Whistleblower Policy	Outlines process for reporting Disclosable Matters which includes conduct which breaches Commonwealth legislation (which includes the Modern Slavery Act). Provides protection, including confidentiality where appropriate, to persons reporting Disclosable Matters, which is designed to increase the likelihood of such matters being reported.

Managing and Responding to Risk In our Supply Chain

Our procurement processes remain disparate and decentralised which limits the controls we have over the onboarding of small, local suppliers. With this limitation in mind, Nexus has a centralised Procurement function which applies across all hospitals. This centralised function has taken steps to build robust processes around our overall approach to mitigate risks as much as possible.

1. Supply Chain Consolidation

Nexus continues to enter into preferred supplier arrangements with a large number of its suppliers. This has several benefits relevant to our modern slavery approach:

- Improve our leverage with and influence over suppliers, to require them to obtain insights into modern slavery within their own supply chains;
- Reduce the “long tail” of suppliers and products in order to improve visibility over our supply chain which in turn enhances our ability to assess and address modern slavery risks in our supply chain;
- Enable Nexus to focus our resources on a smaller number of suppliers and improve our ability to detect modern slavery risks.

Whilst all suppliers carry some level of modern slavery risk within their supply chains, Nexus believes that a consolidation of spend towards preferred suppliers will significantly improve its ability to investigate those suppliers' modern slavery policies and risk profiles through regular communication and engagement. Through our increased understanding of our own supply chain, we can now identify the factors which increase or decrease vulnerability to modern slavery risks and this has informed our engagement with certain preferred suppliers.

2. Supplier Selection and Due Diligence

Nexus has a large majority of our direct suppliers in common with much larger healthcare providers. We also note that most of these suppliers are themselves reporting entities who are reporting entities under the Modern Slavery Act. In terms of modern slavery risk, Nexus' engagement with suppliers common to the wider industry provides a level of due diligence assurance over the modern slavery practices of those suppliers, as healthcare providers much larger than ourselves are likely to have committed greater resources to these investigations than we have had the opportunity to do. These suppliers receive a significant amount of common pressure from industry participants seeking to minimise their own modern slavery risks.

For all preferred suppliers, our assessment includes a review of their product and the geographies in which those products are manufactured. We review their Modern Slavery statements where available, and also make additional enquiries as part of our procurement tendering process, to ensure we are partnering with companies whose values are aligned to our own, and which share our commitment to reducing the risks of modern slavery in its supply chains and can demonstrate that they are acting in this regard.

We also ensure that negotiations do not focus on price above all else, and that long term partnerships are valued more highly than short term commercial gain. We clearly express our expectations around modern slavery risk processes and that they conduct their business in an ethical manner, and this expectation is formalised within our preferred supplier contracts. In many cases, we have selected preferred suppliers who offer a combination of service and value, rather than the lowest cost provider. As such, we are seeking to minimize the risk that our own conduct might inadvertently contribute to modern slavery practices.

3. Supplier Onboarding and Ongoing Engagement

Engagement and onboarding of all preferred suppliers includes requesting information regarding their modern slavery risk management approach as well as in-person engagement with senior decision-makers in those organisations. By contrast, other supplier relationships may be at arm's length or via distribution partners where that transparency and direct relationship is not as easy.

Nexus meets regularly with all its preferred suppliers and keeps modern slavery risks as a standing agenda item with a culture of open and transparent dialogue. This reinforces that this is an area that Nexus considers critical to its ongoing relationship with that supplier and also provides a forum for open disclosure of any risk areas.

Managing and Responding to Risks: FY25 Update

The following table provides insights on the specific actions taken in the above areas within the financial year.

Area of Risk	FY25 Actions
<p>Supply Chain Consolidation</p>	<p>Nexus has embarked on a preferred distributor tender, as currently this area of spend covers a large number (>400) of underlying suppliers across 14 distributors. This tender will be awarded based on a number of criteria including, importantly, evidence of willingness to engage proactively with Nexus on reducing the number of suppliers and items and moving items towards preferred suppliers.</p> <p>Nexus has entered into 6 preferred supplier contracts during the period. As at the date of this report, Nexus holds 31 contracts with preferred suppliers</p>
<p>Supplier Selection and Due Diligence</p>	<p>In FY25, Nexus increased its ability to conduct due diligence on its suppliers through investment in a third-party software platform which allows us visibility into multiple tiers of our supply chains. Through this tool, we have confirmed that our modern slavery risks are highest deep into the supply chain of our suppliers, which would otherwise be very challenging to detect. The platform also uses artificial intelligence to scan for any media or other indications of specific modern slavery risk for each supplier and gives indications of where these risks exist (eg in particular manufacturing locations; or in particular product sub-categories) which gives us a greater ability to conduct meaningful discussions with our suppliers.</p>
<p>Onboarding and Ongoing Supplier Engagement</p>	<p>Nexus has met with all its preferred suppliers during the year to build on the existing relationships and ensure ongoing engagement and support. This continuing communication is one way in which Nexus learns about emerging trends in the supplier's supply chains including modern slavery risks.</p>

<p>Focus on Cleaning Contractors</p>	<p>Nexus identified that our cleaning contractors may be at higher risk of exploiting their workers given the fixed price nature of our contracts within an industry which has experienced significant pay increases. This can lead to employees being replaced by subcontractors which, whilst not strictly an example of modern slavery, increases the risk of poor work practices occurring within Nexus' supply chain.</p> <p>As a result of identifying this risk, in FY25 Nexus introduced additional enquiries as part of its cleaning tenders (conducted at hospital level) to ensure that this risk is investigated. For all new tenders, we have introduced a policy of requiring cleaning organisations to use employees and not sub-contractors, which we believe reduces the risk of worker exploitation.</p> <p>In addition, whereas previously our hospitals typically engaged small local cleaning companies, we now promote the use of larger organisations who service other hospitals and hospital groups. As well as ensuring that hospital cleaning standards are well understood and adhered to, these organisations are already familiar with the Modern Slavery Act and the role they play within our supply chains.</p>
<p>Focus on uniforms</p>	<p>During the year and as part of the rebranding of all hospitals to a consistent brand, Nexus refreshed its uniforms for administrative and front desk staff. The selected uniform provider is a small Australian business which sources its uniforms from a large and well established uniform brand. This brand is well used across the industry and its website contains a significant amount of information on the manufacture and sourcing of its uniforms which has provided comfort that it understands and manages its modern slavery risk.</p>
<p>Focus on solar panels</p>	<p>During the year, Nexus installed solar panels at one of our hospital sites. Nexus requested information from the supplier regarding the sourcing of these solar panels to obtain comfort that the risks around enforced labour in the production of polysilicon (a key component of solar panels) were both acknowledged, understood and managed by the supplier and appropriate safeguards had been put in place.</p>



Measuring Effectiveness

An effective process of continuous improvement involves taking learnings from all possible sources of information and feeding them back into that process; it involves reviewing the tools and the methods we use for this and considering whether they are adequate and whether there are blind spots that may need to be separately considered.

At Nexus, we measure the “effectiveness” of our modern slavery processes by critically reviewing all the ways in which we proactively accelerate our learnings and practices around modern slavery within our business and supply chain, and whether this is having the intended effect of continuously improving those practices and enhancing the possibility that we can proactively identify and manage our modern slavery risks as they emerge and develop.

Measures taken to assess effectiveness	Commentary on performance in FY25
<ul style="list-style-type: none"> Consider and incorporate feedback from suppliers from direct engagement 	<ul style="list-style-type: none"> Modern slavery is routinely discussed in supplier meetings and as part of preferred supplier selection criteria. As well as assisting in risk identification, this provides valuable input into emerging risk areas that suppliers may bring into the discussion. These discussions have provided insights on global supply chain shifts; diversification of manufacturing locations allows suppliers to manage and spread their supply chain risks including those related to modern slavery.
<ul style="list-style-type: none"> Review outputs of tools used for modern slavery due diligence and explore alternatives. 	<ul style="list-style-type: none"> Due diligence tools provide real-time information on existing and emerging modern slavery risks in our supply chain and enable informed decision-making around our modern slavery risk profile. As part of our initial use of these tools, we profiled our cleaning contractors and identified that some had little understanding of modern slavery which we were able to provide education on.

<ul style="list-style-type: none"> • Monitor grievances raised through any channel for possible MS implications. 	<ul style="list-style-type: none"> • Nexus has various channels open to identify modern slavery risks including supplier/industry networks, employee grievances and whistleblower process. No relevant grievances or modern slavery allegations were received or noted during the year.
<ul style="list-style-type: none"> • Continue to participate in forums to learn about best practice and shifting expectations 	<ul style="list-style-type: none"> • Industry and also ESG-related networks allow Nexus to learn from others around modern slavery best practice mitigation strategies as well as newly emerging trends, and hence inform our future direction.



Looking Forward

As a part of our annual reporting process, we consider our achievements for the period and reflect on the areas of focus for the next period.

Area	FY26 Goal
Assess risk	Apply new screening tool procured in FY 25 to all preferred suppliers in order to assess risk profile and focus in on those suppliers identified as having relatively higher risk of modern slavery in their supply chains
	Track spending outside of preferred suppliers
Mitigate and manage risk	Enhance and accelerate move to preferred suppliers
	Move to one preferred wholesaler, resulting in a reduction in suppliers and an enhanced process around identifying modern slavery risks through closer engagement and focus
	Focus on establishing item Masterfile to understand, at granular level, our spend profile and allow greater focus on categories and suppliers identified as higher risk
	Continue to engage with suppliers on modern slavery
	Monitor and manage modern slavery training requirements and refresh training module
Governance	Introduction of Supplier Code of Conduct, including guidance on Modern Slavery
	Review cleaning providers' adherence to Cleaning Accountability Framework or other similar modern slavery frameworks applicable to services provided to our hospitals
Grievance/ Remediation	Launch refreshed whistleblower policy and extend its reach to visitors of our facilities including patients and their carers, cleaning contractors and others



Appendix A:

Hospitals and Legal Entities covered by this Statement

Hospitals	Region	Legal entity name	ABN
Bondi Junction Private Hospital	Eastern	Bondi Newco Pty Ltd	57 604 636 240
Canberra Private Hospital	Eastern	Canberra Private Hospital Pty Ltd	51 164 995 402
Charlestown Private Hospital	Eastern	Charlestown Private Hospital Pty Ltd	53 602 063 267
Insight Private Hospital	Eastern	Insight Newco Pty Ltd	78 601 453 892
Kogarah Private Hospital	Eastern	Kogarah Private Hospital atf Kogarah Day Surgery Unit Trust	32 151 752 469
Pennant Hills Day Surgery	Eastern	Nexus PHDS Holdings Pty Ltd	23 633 923 716
Rosemont Endoscopy Centre	Eastern	Felpet Pty Ltd	70 052 500 133
Bundaberg Private Hospital	Northern	Bundaberg Private Day Hospital Pty Ltd	34 625 771 931
Pacific Private Day Hospital	Northern	Surgical Excellence Southport Pty Ltd	48 616 381 269
North Lakes Day Hospital	Northern	North Lakes Day Hospital Pty Ltd	77 147 143 075
Westside Private Hospital	Northern	Montserrat Healthcare Pty Ltd	57 162 843 610
Corymbia Day Hospital	Southern	Corymbia Newco Pty Ltd	88 606 420 857
Hobart Day Surgery	Southern	Hobart Day Surgery Pty Ltd	37 065 718 989
Manningham Private Hospital	Southern	Manningham Day Procedure Centre Pty Ltd	13 165 901 173
Tennyson Centre Day Hospital	Southern	Ettarre Pty Ltd atf The Tennyson Day Surgery Unit Trust	80 684 867 545
Vermont Private Hospital	Southern	Vermont Private Hospital Pty Ltd	71 606 820 937
Windsor Private Hospital	Southern	Nexus Windsor Private Holdings Pty Ltd	37 631 676 018
Southbank Day Surgery	Western	NM&IG Day Surgery Pty Ltd	87 107 603 396
Sundew Day Surgery	Western	Sundew Day Surgery Pty Ltd	20 619 887 240
Albany Day Hospital	Western	Albany Day Hospital Pty Ltd	19 618 239 231
Bunbury Day Hospital	Western	Bunbury Day Surgery Pty Ltd	64 126 982 581
Mount Hawthorn Day Hospital (formerly Oxford Day Surgery)	Western	Oxford Medical Pty Ltd, the Trustee of the Oxford Unit Trust	37 404 392 761
NEXUS DAY HOSPITALS PTY LTD	Support office	Nexus intermediate holding company, and contracting entity for the group	32 165 826 808
Nexus Day Hospitals Holdings Pty Ltd		Nexus ultimate holding company	75 165 809 101

Information about Nexus is available on our website www.nexushospitals.com.au.



Appendix B:

MODERN SLAVERY ACT 2018 (CTH) - STATEMENT ANNEXURE ON MANDATORY CRITERIA

The table below indicates the page number/s of Nexus' Modern Slavery statement that addresses each of the mandatory criteria in section 16 of the Act:

Mandatory criteria		Section	Page/s
1	Identify the reporting entity.	About the Statement	1
2	Describe the reporting entity's structure, operations and supply chains.	About Nexus	5
		Appendix A	20
3	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Identifying and Assessing Risks	8
4	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	Managing and Responding to Risks	11
5	Describe how the reporting entity assesses the effectiveness of these actions.	Measuring Effectiveness	17
6	Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).*	About Nexus: Consultation and Engagement	7
7	Any other information that the reporting entity, or the entity giving the statement, considers relevant.**	Looking forward	19