

mecwacare MODERN SLAVERY STATEMENT

mecwacare is committed to ensuring ethical and sustainable business practices and will meet all responsibilities with respect for human rights. We have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery, bribery and trafficking within our operations and supply chain.

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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 202-2023 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

2. Our Business

mecwacare is governed by a Board of Directors that sets our strategic direction in line with our Purpose: Partnering with the elderly and people with a disability to live fulfilling and purposeful lives. Our executive team leads operations and is responsible for the day-to-day management and implementation of strategy. A management team, lead by the Executive and General Managers supports each of our programs, grouped under Residential Services, Home and Community Care, People and Culture, Business Improvement and Corporate Services.

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

Our supply chain includes providers of equipment, utilities and a range of professional service including health service providers, insurance products and legal and advisory services. We operate an approved provider program to maintain checks on a smaller number of suppliers across multiple operational areas within mecwacare. Our supplier selection and procurement procedures include due diligence of the supplier's 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 established risk management systems and controls applied to our operations and supply chain. Our core business involves the engagement of multiple suppliers to assist in the provision of services to our care recipients. mecwacare understands the risk of inadvertently and unintentionally being linked to modern slavery practices, through the use of suppliers and monitors and adjusts controls to minimise this risk.

mecwacare has identified a risk in our supply chain where we have limited visibility of our supplier's business model, including their own supply chains.

We have also identified labour hire as a risk for nursing and other care and support workers e.g. personal carers, cleaning and catering workers. Whilst we engage Australian suppliers, there is a potential risk in that we do not have transparency or control over the approved supplier's recruitment practices, or management of their labour relationship by those suppliers. This risk is increased within the aged care sector currently due to labour shortages and where workers are from vulnerable backgrounds.

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

- Technology including laptops/mobile phones and service support.
- Facilities management contractors e.g. catering, cleaning, and laundry services.
- Health equipment, medical supplies, and consumables.
- Professional services - including health and allied practitioners.
- Construction - contracted builders and their subcontractors.
- Catering suppliers.
- Equipment / inventory suppliers including uniforms and chemicals.

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 transparent decisions, made with integrity, in line with regulatory and legislative requirements.

Our framework, policy, commitments and planning include:

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

Transparency - about our efforts to combat modern slavery and regular communication with stakeholders.

Risk Assessment - to identify and evaluate potential modern slavery risks in our operations and supply chains.

Due Diligence - processes to assess and address modern slavery risks within our business and supply chains.

Supplier Engagement - to ensure suppliers understand and comply with our expectations regarding modern slavery.

Training and Awareness - provide opportunities for employees and suppliers.

Continuous Improvement - continually improving our practices to address modern slavery risks effectively.

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

mecwacare has strengthened our tender and expression of interest processes with additional focus on modern slavery. We have reviewed our procurement procedures with a plan for additional due diligence processes in relation to slavery and human trafficking in supply chains.

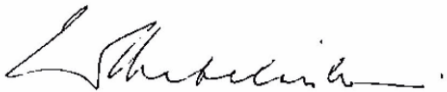
5. Assessment of the Effectiveness of the Actions Taken

mecwacare assesses the effectiveness of our actions taken through:

- Supplier risk screening by the procurement and contracts team.
- Audit/ review of procurement team understanding of Modern Slavery in the supply chain.
- Review of our highest spend suppliers to understand residual exposure and risks and any remediation actions required.
- Tabling of the effectiveness of actions taken to address modern slavery risks at the executive level and Finance, Audit and Risk Management Committee of the Board.

This statement is made pursuant to section 14(1) of the Modern Slavery Act 2018 (Cth) and articulates the modern slavery statement of mecwacare for the year ended 30 June 2023 and has been approved by the mecwacare Board.

Signed: Mr Ian McHutchison OAM



Chair of Board

Date: 22/11/23