

Modern Slavery Act Statement

Financial Year 2020-2021

Introduction

As one of Victoria's leading healthcare institutions, Austin Health understands that we play a key role in combating modern slavery.

A core value is that through our actions, we show we care. We are committed to increasing awareness of the risks of slavery, human trafficking and other exploitative activities and taking positive action to eradicate this practice from local and global supply chains.

This modern slavery statement is made pursuant to the Commonwealth Modern Slavery Act 2018 (the Act) by Austin Health and relates to the financial year 1 July 2020 to 30 June 2021.

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About us, overview of our operations and supply chains

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About Us

Austin Health (ABN 96 237 388 063) is a health service established under section 181 of the Health Services Act 1988 (Vic). Austin Health serves Melbourne's north-east, providing high levels of care to meet the rapidly changing needs of people in one of Melbourne's fastest growing regions. Serving a population of over 350,000 people, our hospitals include Austin Hospital (incorporating the Olivia Newton-John Cancer Wellness & Research Centre), Heidelberg Repatriation Hospital, and Royal Talbot Rehabilitation Centre.

The right care in the right places

Austin Health provides a range of health services throughout the communities we serve. These services include the specialists at the Health and Rehabilitation Centre, a range of Health Independence programs, a robust and effective mental health service and an innovative Hospital in the Home service.

An array of specialist care services

We offer specialist care for specialist needs including cancer, infectious diseases, obesity, liver transplant, spinal cord injury, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Internationally recognised clinical teaching and training

Austin Health is recognised around the world for our high standards of teaching, professional education and training. We foster the next generation of care providers through affiliations with 16 universities and four TAFEs. We are also the largest training provider for specialist physicians and surgeons in Victoria.

An extraordinary record of research successes

Our centre of excellence for hospital-based research brings together over 800 world-leading researchers and leading research institutes. Austin LifeSciences has a strong focus on responsive, collaborative research in partnership with:

- University of Melbourne departments of Medicine, Surgery, Psychiatry, and Physiotherapy
- Florey Institute of Neuroscience and Mental Health
- Olivia Newton John Cancer Research Institute (ONJCRI)
- Institute for Breathing and Sleep (IBAS)



- Parent-Infant Research Institute (PIRI)
- Spinal Research Institute
- Mercy Hospital for Women
- Austin Medical Research Foundation.

The multidisciplinary alliance comprises world-class scientific leaders who conduct research into cancer, neurosciences, transplantation including xenotransplantation, heart disease and hypertension, immunology, infectious diseases and microbiology, endocrinology, sleep disorders, and spinal cord injury.

Responding to the care and need of all Victorians

We provide the following specialist services to residents across Victoria:

- Acquired Brain Injury Unit
- Austin Toxicology Service
- Child Mental Health Inpatient Unit
- Victorian Liver Transplant Unit
- Victorian Poisons Information Centre
- Victorian Respiratory Support Service
- Victorian Spinal Cord Service.

Centres of Care

Austin Hospital

Austin Hospital cares for the current and future needs of the people living in the north-east.

The hospital has 16 wards accommodating medical, surgical and speciality services and over 560 beds including a 23-bed intensive care unit, 20-bed short stay unit, and an 82-bed precinct purpose built for the care of mental health patients.

The hospital includes a substantial 42 cubicle Emergency Department – including a dedicated six-bed children’s area – and 11 operating theatres. These theatres provide agile, responsive emergency surgery and are available for selected elective surgery and procedures.

The hospital is home to many unique teaching, training and research facilities. These include state-wide specialty care services: Austin Toxicology Service, Victorian Liver Transplant Unit, Victorian Poisons Information Centre and Victorian Respiratory Support Service.

Heidelberg Repatriation Hospital

The Heidelberg Repatriation Hospital has evolved from a returned services hospital to a thriving care centre for a growing community. Offering 152 beds, the hospital provides responsive and proactive care services for the community.

These services include:

- Surgery - the hospital has eight operating theatres, specialists at the hospital are able to perform a large proportion of elective surgeries.
- Mental health - our mental health precinct houses the state-wide Psychological Trauma Recovery Service, Community Recovery Program and Transition Support Unit
- Ageing - the Heidelberg Repatriation Hospital provides aged care community programs including assessment and management services for older people moving into Residential Aged Care, or support for them to return home after receiving inpatient care
- Outpatient offerings
- Rehabilitation Services – our Health and Rehabilitation Centre provides rehabilitation services, programs and clinics, including the Kokoda Gym, hydrotherapy pool and consulting rooms.

The hospital is also helping to lead proactive care in the community, through the Northern Centre Against Sexual Assault.

Royal Talbot Rehabilitation Centre

Royal Talbot Rehabilitation Centre is a 77-bed facility offering specialist care and leading, intensive rehabilitation for people with spinal trauma and brain disorders.



The centre is home to two crucial state-wide services: the Victorian Spinal Cord Service and the Acquired Brain Injury Unit.

The centre provides leading multi-disciplinary rehabilitation services for patients following amputation, stroke, spinal injury, surgery and other illnesses and injuries.

The site also provides a range of mental health services. These incorporate a Brain Disorders Program, including a Community Brain Disorders Assessment and Treatment Service, a 33-bed specialist ward and a behaviour consultancy service for people with acquired brain injuries.

A range of creative therapies including art, music and garden therapy further aid recovery and treatment.

Olivia Newton-John Cancer Wellness & Research Centre (ONJ Centre)

Incorporated into Austin Hospital, the ONJ Centre has become a leading cancer research and treatment institute. The Centre provides world-leading treatment, evidence-based wellness programs and supportive care that nurture the physical, psychological and emotional wellbeing of patients and families.

With more than 200 clinical trials undertaken every year, the centre is a world leader in cancer medicine. Our recent successes include new advances in immunotherapy, targeted therapy and personalised medicine diagnostics.

In line with contemporary best practice, researchers and clinicians work together with laboratories located adjacent to where patients are cared for and receive treatment. This co-location of treatment and research facilities enables the rapid translation of scientific discovery into clinical trials and treatments, fostering the discovery and development of better therapies to improve health outcomes.

Taking radiation oncology services to regional residents

In partnership with Ballarat Regional Health (Ballarat Austin Regional Oncology Centre) and Stawell Regional Health (Stawell Austin Radiation Oncology Service) Austin Health operates two regional radiation oncology services.

By providing regional residents with easy local access to radiation treatment, they don't have to travel to Melbourne. This dramatically shortens the time required for treatment, it also ensures patients are closer to home to start post-treatment recovery sooner.

Our Strategic Priorities

Our Strategic Plan 2018–22 sets the direction for our health service. The plan ensures we can continue providing safe, progressive, high-quality care that meets the evolving needs and expectations of the communities we serve. We have six strategic priorities:

- **Reliable, safe person-centred care:** We partner with consumers to create a reliable, safe and distinct approach to care that puts the patient at the centre of what we do
- **Community integration and collaboration:** We collaborate with local partners to improve the lives of people in our community
- **Digital transformation:** We continue to transform Austin Health's digital environment
- **National leader in research and teaching:** We will advance the research and learning precinct in Melbourne's north-east
- **Innovation in specialist care:** Grow our delivery of specialised care in regional and state-wide services
- **Talented, capable and engaged people:** We will ensure the right support and culture is in place to take our team to the next level.

Our purpose

"Helping people live healthy, productive and fulfilled lives"

Our vision

"Shaping the future through exceptional care, discovery and learning"



Our Values

Our values reflect what is most important to us, what we care about and support us to deliver our organisational Strategic Plan, by driving the qualities and behaviours that we will need individually and collectively to be successful.

Our values define who we are, and shape our culture and the behaviours, practices and mindsets of our people. They guide how we work with each other, and with consumers, the community and our partners. community and our partners.

Figure 1 – Austin Health values



Our workforce

As of 30 June 2021, we had 6,835 Full Time Employees (FTE). Nurses make up the portion of 40% followed by administration/clerical staff 15.45% and medical support services 12.81%.

Annual Report

The FY20-21 Austin Health Annual Report had not been published at time of completing this Statement.

Goods & Services

As a major metropolitan hospital, providing a range of specialist services both in the hospital, community and patient homes, Austin Health sources a vast range of goods and services.

As a public health agency, Austin Health benefits from state-wide contracts that have been negotiated by HealthShare Victoria (HSV). Where such contracts do not exist, the sourcing approach is determined by value and risk considerations for each purchase.

Below showcases the variety and breadth of the supplier and contracts landscape portfolio over FY2020-21.



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. Austin Health 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 works with approximately 449 tier-one suppliers and is responsible for more than 65 contracts with a spend value of over \$1.16 billion.

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://healthsharevic.org.au/contracts-and-tenders/contracts-and-documents>

During FY20-21, Austin Health purchased a wide array of goods and services:

Clinical

- Medical consumable products & PPE
- Medical equipment
- Medical instruments
- Implants
- Food & nutrition
- Pharmaceuticals & vaccine
- Laboratory & radiology services

Non – Clinical

- Medical equipment service & maintenance
- Fleet / motor vehicles
- Agency labour
- Facility management & utilities
- Consultancy services
- IT and marketing

Our Supply Chain

Austin Health recognises that the extensive nature of our global supply chains may expose us to modern slavery risks.

Examples of risks specific to the healthcare sector include:

- Surgical and examination gloves manufacturing usually occurs in Malaysia, Thailand, and Sri Lanka;
- Manufacturing of surgical instruments such as scissors, scalpels and forceps mostly occurs in Pakistan;
- Linens, gowns and patient clothing manufacturing generally occurs in India and Pakistan; and
- Healthcare equipment manufacturing mostly occurs in Asia.

Given the level of complexity in such extensive supply chains, Austin Health in partnership with HSV will continue to refine its risk assessment methodology to further improve the visibility of high-risk areas within its health supply chains.

Additionally, given the reliance of Austin Health on contracts entered into by Health Share Victoria and other Government entities, Austin Health is relying on these entities to have done appropriate due diligence when onboarding those suppliers, and thus may have some unknown exposure to Modern Slavery risks through gaps in oversight outside of Austin Health's control.



Risks in our operations and supply chains

Criterion 3

Austin Health has been significantly impacted by the COVID-19 pandemic, which has resulted in reduced capacity to conduct a detailed risk assessment of our operations and supply chains. Austin Health's focus for our second reporting period under the Modern Slavery Act 2018 (Cth) was to identify the Suppliers that require risk assessment. This was supplemented by HSV undertaking supplier risk assessments for all suppliers under HSV Collective Purchasing Agreements.

Supplier Assessment Scope

Austin Health's Procurement Policy is committed to assessing our operations and supply chains for modern slavery risks. The HSV Procurement Policy outlines HSV's commitment to assist mandated health services, including Austin Health, by assessing and addressing modern slavery risk in health service supply chains within Collective Purchasing Agreements.

Austin Health has identified 2,504 suppliers from Supplier Spend Data for the period FY20-21 that require risk assessment. HSV Data and Analytics identified 199 of these suppliers are under Collective Purchasing Agreements which they have conducted risk assessments on (representing 25% of Austin total spend), leaving 2,305 for Austin to independently assess.

Supplier Assessment Methodology

Austin Health in collaboration with HSV will adopt the use of HSV's standardised risk assessment tool (expected Q1 2022) that will be made available for all Public Health services. Austin Health will use this Tool to assess the remaining 2,305 suppliers. The identified suppliers have been grouped into three annual spend thresholds, in alignment with Austin Health's Procurement Policy:

- Threshold 1: \$0 - \$25k
- Threshold 2: \$25k - 250k
- Threshold 3: >\$250k

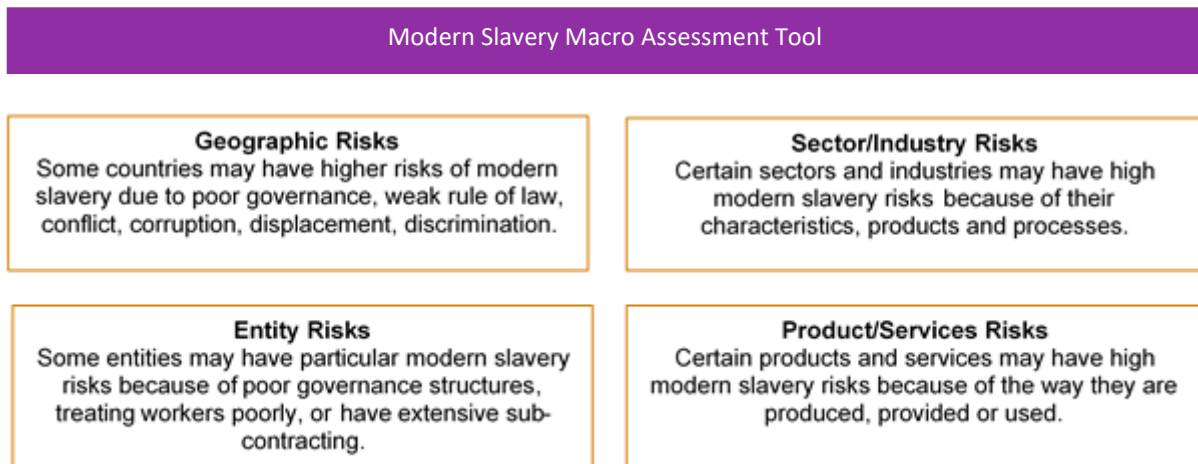
Austin Health has grouped the remaining 2,305 suppliers into these thresholds.

Threshold	Spend Value	Total Suppliers
1	\$0 - \$25k	1,802
2	\$25k - \$250k	378
3	\$250k +	125

HSV identified 199 suppliers within HSV Collective Purchasing Agreements were assessed using the HSV modern slavery risk assessment tool, comprising of Macro assessment and Micro assessment components.

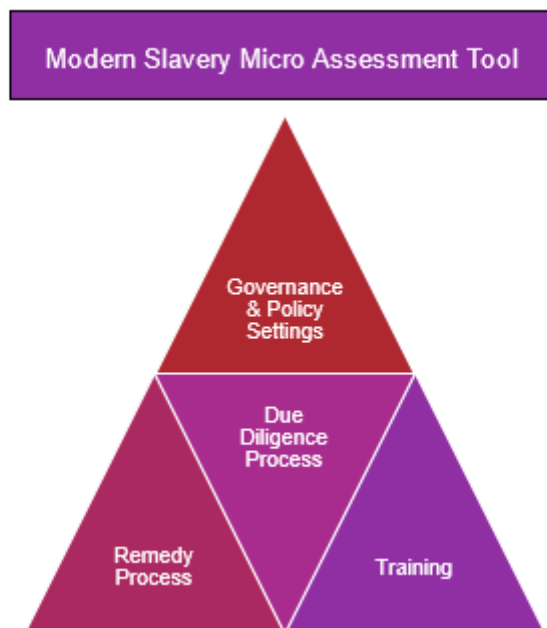


The HSV Macro assessment identified modern slavery risks across the below four categories. This involved considering whether there is a high prevalence of modern slavery in a certain sector or industry, or associated with a particular good or service, or in the location that the product or service is sourced or produced from. The Macro assessment also considered whether the nature of the supply chain model carried a greater risk of modern slavery. This type of assessment provided a general understanding of the scope of modern slavery risks that suppliers may carry.



The HSV Micro assessment facilitated a detailed analysis by identifying and assessing possible modern slavery risks and in determining what risk mitigation strategies suppliers already had in place and what risks would need to be managed.

HSV’s Micro assessment involved risk identification across four categories.



Both the Macro and Micro components included assigned weighting, rating, and risk scales, designed to allocate a modern slavery risk rating to suppliers. Suppliers were allocated one of the following risk ratings: very low, low, medium, high, or very high.



Modern Slavery Risk Rating



Assessment Operationalisation

Austin Health will use the risk assessment Tool (expected Q1 2022) to assess all suppliers. Once Risk Categories are established, Austin Health’s tool to engage suppliers is in the form of two Modern Slavery Questionnaires, a long form questionnaire and short form questionnaire. Suppliers will be engaged via email with a completion request date. The below table shows which Risk Category will identify the questionnaire used.

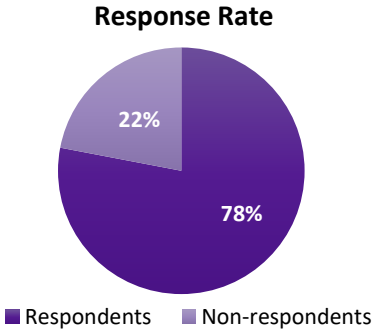
Risk Category	Questionnaire
Very High	Long form
High	Long form
Medium	Short Form
Low	Short Form
Very Low	Not Required

HSV’s Tool was operationalised in the form of an HSV Modern Slavery Supplier Questionnaire (Questionnaire) on the Informed365 platform, HSV’s supply chain management platform. The Questionnaire was rolled out to all 199 suppliers on 3 May 2021 with a completion request date of 30 June 2021 to coincide with the conclusion of the second reporting period under the Act.

Response Rate

Austin Health has not operationalised risk assessments due to the significant impact by the COVID-19 pandemic. Austin Health understands the importance and has actively planned to start assessing threshold 3 suppliers within the FY21-22 reporting period.

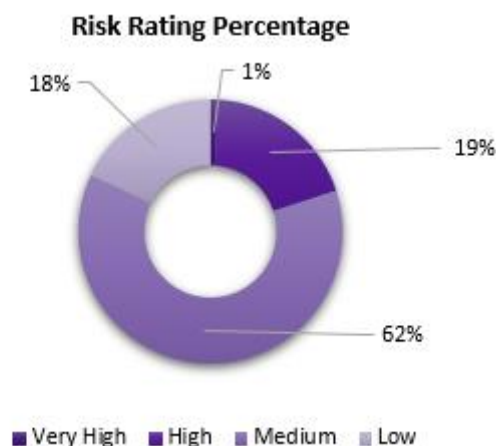
HSV operationalised their Modern Slavery Supplier Questionnaire and of the 199 suppliers identified within HSV Collective Purchasing Agreements there were 156 respondents and 43 non-respondents, providing an overall response rate of 78 percent.



Supplier Risk Ratings

The below diagram illustrates the all-inclusive, combined macro and micro assessment outcomes for the 156 respondent suppliers, outlining the risk categories in which these suppliers fall.





Supplier Risk Categories

Risk Category	No. Suppliers
Very High	1
High	30
Medium	96
Low	29

Risk Rating insights and Modern Slavery in the health care sector

The HSV data provided does not yet detail specifically why vendors are Categorised as Very High, High etc., Austin will work with HSV in FY21-22 (the third reporting period) to understand the underlying reasons and to identify mitigation efforts to combat modern slavery risks

More broadly, the COVID-19 pandemic has heightened the risk of modern slavery world-wide. The pandemic has posed extraordinary challenges, unsettling supply chains, causing many workers to lose their jobs. This is forcing workers to look for opportunities in informal economies, which are rife with exploitation.

Australia relies on these imports from global supply chains for the supply of these vital products to health services. Australian businesses are at high risk of being exposed to modern slavery and these risks may be heightened for large companies and other entities with extensive, complex and/or global supply chains.

The highest risk is in the procurement of medical goods, surgical equipment, and medical supplies (raw materials and manufacturing). Often this involves hazardous working conditions, labour exploitation and child labour, particularly at lower tiers of a supply chain and in countries with less human rights regulation.

Examples of these are:

- Gloves manufacturing usually occurs in Malaysia, Thailand, and Sri Lanka where forced labour is high risk
- Manufacturing of surgical equipment such as scissors, scalpels and forceps mostly occurs in Pakistan where child labour is prevalent, and
- Manufacturing of garments such as linens, gowns and patient clothing mostly occurs in India and Pakistan where forced and child labour is high risk.

Some additional general risk areas present in Austin Health’s supply chain include:

- Labour practices in offshore manufacturing facilities, some of which are located in South-East Asia
- Labour practices in the sourcing of raw materials, including cotton and rubber, and
- Industry risks associated with textiles, electronics and cleaning services.



Actions taken

Criterion 4

Austin Health has been significantly impacted by the COVID-19 pandemic, which has resulted in reduced capacity to undertake actions to assess and address modern slavery risks in our operations and supply chains. Austin Health has made progress through FY20-21 and recognises the importance of continuing this activity. Austin will continue to collaborate with HSV further to undertake these actions in the FY21-22 reporting period.

Actions undertaken by Austin Health

Policy

Austin Health Procurement Policy has been updated to include a dedicated section on combatting modern slavery in health supply chains, including avenues for raising risks and complaints. Austin Health's Policy document was signed off by the Austin Health Board (May 2021) and published on Austin Health's corporate intranet.

The Policy outlines:

- Austin health position on Modern Slavery
- Modern Slavery Policy
- Roles and Responsibilities
- Modern Slavery Statement
- Remediation Process.

Due Diligence

Austin Health is committed to embedding modern slavery risk mitigation in procurement processes.

During FY20-21 the Strategic Procurement team developed the scope, methodology and operationalisation tools of how risk assessments will be conducted as per criterion three.

The Strategic Procurement team will manage and coordinate all activities to implement and develop the Modern Slavery Framework across Austin Health through FY21-22. This will include:

- Establishing the Modern Slavery Working Group
- Creation and maintenance of the Modern Slavery Risk Register
- Updating procedures and systems
- Designing corrective action engagement plans
- Updating tender documents
- Supplier communication
- Coordinating with HSV, and
- Drafting the annual Modern Slavery Statement.



Remediation

Austin Health has an established Procurement Governance Committee. The committee is responsible for the governance of Austin Health's Modern Slavery Framework.

The committee will be accountable for:

- Oversight of working group actions and outcomes, and
- Reviewing the risk register and addressing any complaints or risks that arise.

The impact of the COVID-19 pandemic has resulted in reduced capacity to formulate a working group. The foundations of a working group have been established in Austin Health's implementation plan.

Areas include:

- Legal Counsel
- Human Resources
- Procurement
- Board/Executive

Once established, the working group will start the process of assessing complaint policies and prepare for the implementation of the Modern Slavery Framework with the relevant business units.

The working group will further establish the mechanisms of:

- Identifying modern slavery practices;
- Assessing and investigating the practice; and
- Remediating the effects of the practice.

Contracts

Austin Health has amended and updated all relevant contract templates, to include a dedicated Modern Slavery section. This section includes items like obligations on the suppliers to identify and assess modern slavery risks and to immediately notify Austin if they become aware of any relevant modern slavery practices.

The agreements updated include:

- Services Agreements
- Supply of Goods Agreements
- Consultancy Agreements
- PO Terms and Conditions

All agreements entered into on Austin terms from February 2021 include the Modern Slavery clauses.

Austin Health is committed to reviewing all active contracts prior to the implementation of the updated templates. This will coincide with the outcomes of the risk assessments on all previous active suppliers once the risk categories have been established.

Training

In FY2020-21 Austin Health commenced a series of activities to grow awareness of modern slavery across the workforce. These included:

- Modern slavery factsheet – a new modern slavery section has been established on Strategic Procurement's page on Austin Health's corporate intranet. This includes a factsheet, which provides all staff with an overview of what modern slavery is, why it is an important issue and how everyone can help identify risks in the workplace.
- As part of the Introduction to Procurement at Austin Health online training module rolled out in early 2021, reference is made to the importance of addressing modern slavery, with a link to the factsheet for all new staff and managers undertaking this training.

All Austin Health staff that engage in any procurement activity for the organisation are mandated to complete the Procurement training module. The training module completion rate is reported to the governance committee every quarter.



Austin Health is reviewing the training module in FY21-22 and updates to the Modern Slavery component will be revised to bring further awareness across the organisation.



Assessing the effectiveness of actions taken

Criterion 5

Austin Health has been significantly impacted by the COVID-19 pandemic, which has resulted in reduced capacity to implement mechanisms to assess the effectiveness of actions taken to address our modern slavery risks. Austin Health recognises the importance of this activity and will work towards developing and introducing assessment mechanisms in the FY2021-22 reporting period.

Assessment mechanisms undertaken by Austin Health

Austin Health understands the importance of assessing the effectiveness of actions to assess and address modern slavery. The Austin Health working group, leveraging guidance from HSV, will develop the methodology for how we intend to measure the effectiveness of the actions.

In addition, the Strategic Procurement team have planned further FY2021-22 activities, as shown in table 2.

Table 2 – Austin Health modern slavery planned activities FY2021-22

Planned actions FY2021-22	Detail
Modern Slavery Risk Assessment	Threshold 3 suppliers assessed, and high-risk suppliers engaged.
Update procedures and templates	Develop modern slavery supplier questionnaire to insert into tender documentation and develop evaluation process.
Risk Register	Develop Risk Register, including how to document modern slavery risks, root causes and controls in a central location.
Complete Probity Training	Procurement Team to complete Home Affairs Probity training and complete HSV Probity training module.
Contract Review	Review all active contracts with Threshold 3 category prior to the implementation of the updated templates.
Establish and confirm membership of an Austin Health modern slavery working group.	Establish and confirm membership of the modern slavery working group. Working group to drive initiatives to address modern slavery risks within the organisation and to assess and implement the modern slavery implementation plan.



Consultation

Criterion 6

Consultation with owned or controlled entities

Austin Health does not own or control any other entities.



Closing statement

Austin Health is confident that the steps taken this year have continued to build a strong foundation for a robust modern slavery framework. We recognise there is more to do, and Austin Health is committed to continually improving our approach, partnering with our stakeholders and working to eradicate modern slavery.

This modern slavery statement was approved by the principle governing body of Austin Health as defined by the Modern Slavery Act 2018(Cth) ("the Act") on 02 December 2021.

This modern slavery statement is signed by a responsible member of the Austin Health Board, as defined by the Act:

Ross Edward Cooke


[Signature]

20/12/2021



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Austin Health acknowledges the
Traditional Custodians of the land
and pays its respects to Elders
past, present and emerging.

