

RACGP Modern Slavery Statement

FY24–25

Version 1, 10 December 2025



RACGP Modern Slavery Statement FY24–25

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1. Acknowledgement of Country

The Royal Australian College of General Practitioners acknowledges the Traditional Custodians of the land and waterways in which we work and live. We recognise their continuing connection to land, water and culture, and pay our respects to Elders, past, present and emerging.

We commit to being allies and to working in solidarity with First Nations people. We recognise their ongoing connection to this country, with knowledge and stories that have been handed down over 60,000 year.

To view a copy of the RACGP's Reconciliation Action Plan, please visit <https://www.racgp.org.au/rap/reconciliation-action-plan>.

2. Introduction

As a proud Australian organisation since 1958, the Royal Australian College of General Practitioners Ltd (RACGP) is committed to advancing our understanding of identifying and appropriately managing the risks of modern slavery within our supply chain.

The RACGP is a registered charity and specialised general practitioner (GP) medical training college accredited by the Australian Medical Council (AMC). We have more than 50,000 members and we train 90% of our nation's GPs, all of whom provide high-quality care to patients across the nation – from remote Aboriginal and Torres Strait Islander communities to capital cities.

The RACGP's purpose is to improve the health and wellbeing of all people in Australia by supporting GPs, general practice registrars and medical students through its principal activities of education, training and research and by assessing doctors' skills and knowledge, supplying ongoing professional development activities, developing resources and guidelines, helping GPs with issues that affect their practice, and developing standards that general practices use to ensure high quality healthcare.

At the RACGP we acknowledge that eradicating modern slavery from supply chains is a complex task that requires a global response from governments, businesses, and the international community.

This statement outlines our approach to combating modern slavery and demonstrates our ongoing commitment to ensuring ethical standards are upheld throughout our operations, supply chains and business relationships.

This statement is made under the *Australian Modern Slavery Act 2018* (Cth), covering the financial year ending 30 June 2025 (FY24–25) and applies to The Royal Australian College of General Practitioners Limited (RACGP), ABN 34 000 223 807.

This statement was approved by the Board of Directors of RACGP, as the holding company of RACGP group of Companies on 10 December 2025.



Dr Siân Goodson
Chair, RACGP Board



Dr Michael Wright
RACGP President



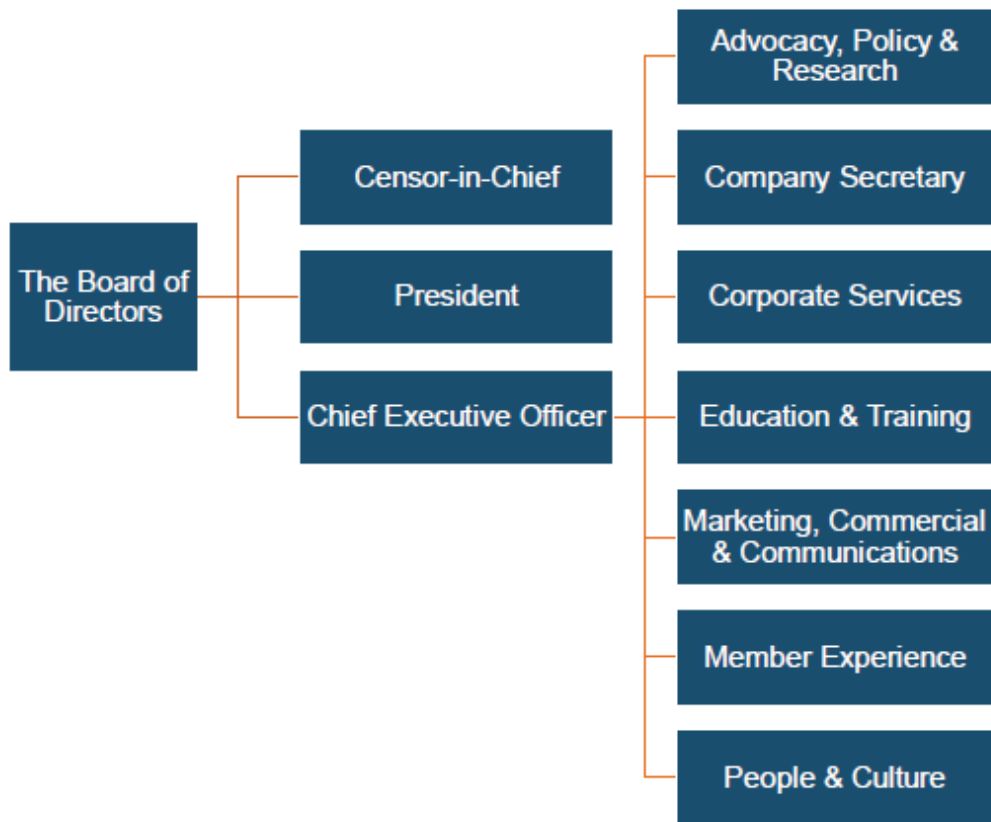
Georgina van de Water
Chief Executive Officer

3. Our structure and operations

The RACGP employs approximately 703 full-time, 800 part-time and 113 casual staff.

As an Equal Opportunity Employer committed to diversity and social inclusion, the RACGP employs people with a disability, those who identify as Australian Aboriginal and/or Torres Strait Islander people, mature age and people from culturally diverse backgrounds. All staff are employed in accordance with applicable local laws and regulations.

Our organisation structure is outlined below:

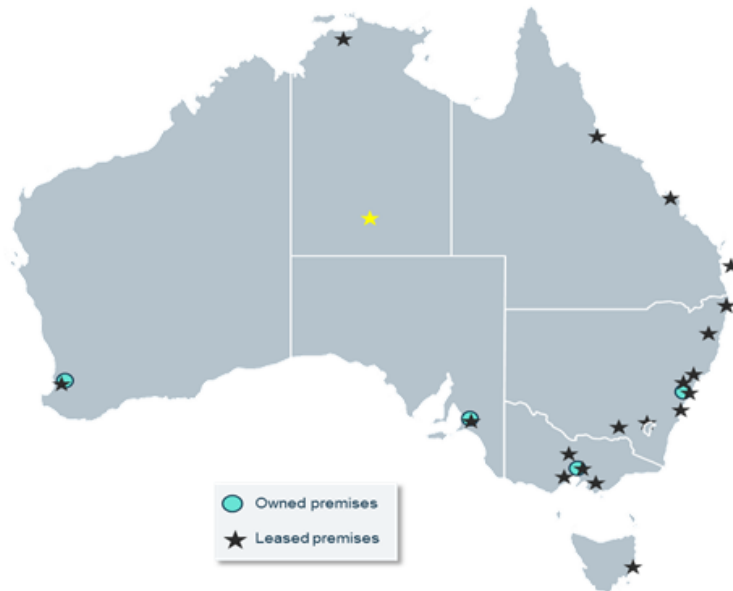


The RACGP requires a physical presence with coverage across Australia to meet the needs of our members, registrars, supporting staff and other stakeholders. The RACGP currently has a property footprint supporting its faculties and office staff, with a mix of owned premises and leased premises.

The RACGP owns four premises across Western Australia, South Australia and New South Wales, with headquarters located in Victoria. Additionally, we lease eighteen fully operational premises to support faculty and training staff across Australia.

Locations across Australia include:

- Melbourne
- Sydney
- Canberra
- Brisbane
- Perth
- Adelaide
- Darwin
- Bendigo
- Newcastle
- Dubbo
- Wollongong
- Armidale
- Alice Springs
- Hobart
- Churchill
- Townsville
- Maroochydore
- Wagga Wagga
- Geelong
- Liverpool
- Ballina



4. Our supply chains

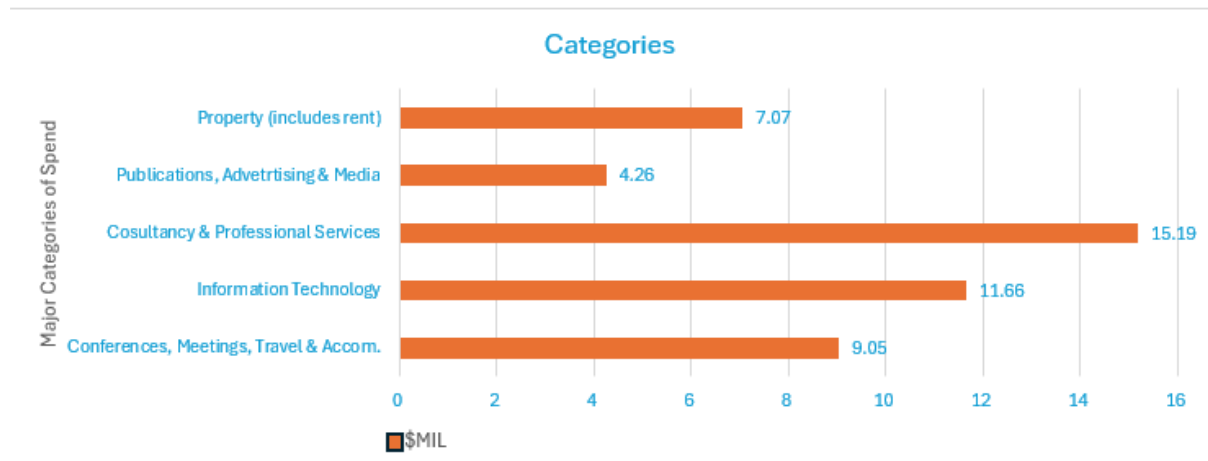
The RACGP engages with suppliers through various arrangements, from one off purchases to multi-year strategic agreements. During the reporting period, we conducted our procurement processes to ensure that modern slavery risks within our operations and supply chains are identified. This process aims to evaluate the potential for our involvement in modern slavery practices, whether through direct causation, contribution, or association. These assessments whilst not revealing vulnerabilities in our operations, it always remains a risk particularly in outsourced services.

The contracted suppliers engaged by RACGP are from the United Nations countries. These countries have a low presence of modern slavery and human rights infringements. RACGP continues to adopt a risk-based approach to identifying and addressing modern slavery, developed with consideration to geographic risks related to material sourcing, the nature of the products and services we procure, the sectors we operate in, and the supply chain models we employ.

This assessment identified some areas of vulnerability within our supply chains, with the highest risk being in the following procurement categories:

- IT and Technology – the supply chain for electronics, in particular the sourcing of raw materials, have a high risk of modern slavery violations.
- Travel, Accommodation and Events – we use hotels across Australia and internationally for business travel, primarily those approved by our corporate travel management company which regularly reviews suppliers' Modern Slavery Statements to mitigate risk. As many hotels operate as franchises under global brands with limited oversight of individual sites or guest activities, there remains a potential risk of connection to labour exploitation within the accommodation sector.
- Cleaning and Facilities Maintenance – cleaning is considered a high-risk industry, as many workers are vulnerable, often women, migrants or refugees with limited visibility or access to legal protections. Although cleaning at the College is managed through contracts under the College's procurement process, the College recognises this remains a higher risk area across our supply chain.

The RACGP’s main categories of expenditure are as follows:



5. Our approach

Commitment to compliance

This statement was approved by the Board of the RACGP on 10 December 2025. As compliance is a shared responsibility across the College, it has been important to ensure that all our operational activities are undertaken in a consistent manner with respect to procurement, employment, training and engagement.

The RACGP is committed to upholding the highest standards of ethical conduct and human rights. We recognise the importance of addressing modern slavery and human rights abuses within our operations and supply chains. Our governance approach is designed to ensure transparency, accountability, and continuous improvement in our efforts to combat these issues.

Governance

The RACGP Finance and Commercial Operations team, oversees the governance of both direct and indirect procurement areas, including the transactional process and category management, in addition to establishing policies and processes. Enhancement in procurement practices has demonstrated our ability to integrate a modern slavery perspective into our go-to-market and contract management strategies. Monitoring modern slavery risk is covered in our policies and procedures listed below.

These risks are recorded and managed within the RACGP risk registers and risk management by implementing appropriate controls and treatments, with regular reporting updates on the risk status.

Reports are shared with our Finance, Audit and Risk Management (FARM) Committee, ensuring informed decision making and accountability for addressing associated actions is managed in transparent and methodical manner. With strengthened due diligence processes and a robust compliance and reporting system, the RACGP is now better equipped to identify and address instances of modern slavery.

Policies and procedures

The RACGP maintains a robust governance framework of policies and procedures that guide our operations. This framework includes specific measures dedicated to respecting and safeguarding human rights, ensuring compliance with modern slavery legislation. Associated documents include:

- Risk Management Framework and Register.
- Staff Code of Conduct.
- Supplier Code of Conduct.
- Whistleblower Policy.
- 2024–2026 Procurement Strategy and Procurement Policy.
- Contract Management Policy.
- Environment Social and Governance Policy.

6. Review

The RACGP monitors and reports on the effectiveness of prescribed actions to assess the controls implemented to address modern slavery risks. We do this by consistently and continually:

- Monitoring our actions and their outcomes.
- Collaborating with suppliers and other external partners.
- Conducting regular internal governance and external assurance processes.

During this reporting period, there were no modern slavery complaints, or incidents reported within RACGP's operations or supply chain.

In future reporting periods, we will keep refining and developing KPIs and metrics to evaluate the effectiveness of our actions, ensuring alignment with our commitment to continuous improvements.

7. Actions taken

The RACGP continues to focus on education and communication, review of procurement processes and supplier management principles.

In FY24 and FY25, we continue to manage the risk of modern slavery in our operations and supply chain by:

- Improving our approach to market to ensure appropriate due diligence through the evaluation of suppliers.
- Ensuring key procurement staff are enrolled in globally recognised procurement training programs, such as those offered by the Chartered Institute of Procurement and Supply (CIPS), with a strong focus on ethical procurement practices.
- Delivery of training opportunities to uplift all staff's capability to understand, identify and address modern slavery in our supply chain.
- Effective monitoring and reporting of enterprise risks, incidents and audit actions.
- Assessment and pre-qualification of new suppliers, updated to include modern slavery screening questions.
- Updates to the template agreement suite to include contemporary modern slavery clauses.
- Continuing to review communication and updates from relevant government bodies to ensure RACGP's Modern Slavery Statement is in accordance with legislative obligations.

8. Next steps

In the coming year, the RACGP will advance its modern slavery initiatives through the following actions:

- Enhancing our supplier's onboarding process and continuous improvements in its approach to market and updating templates.
- Development of a modern slavery training module for publication via RACGP's Learning Management System to education College stakeholders about the impacts of modern slavery.
- Engaging in a desktop review through an independent party to review high-risk suppliers.
- Continue to monitor the effectiveness of these actions and strive to identify great opportunities to eliminate modern slavery risks.

9. Where to go for more information

The RACGP continues to mature its processes for identifying and eliminating modern slavery risks within its operations and supply chains.

The RACGP is committed to continuous improvements and will continue to work with its employees, suppliers and industry partners to ensure it continues its ongoing commitment to eliminating modern slavery in accordance with the *Modern Slavery Act 2018* (Cth).

If you have any questions about this statement, please contact us via procurement@racgp.org.au.

