

Anti-Slavery Statement 2020

This statement, pursuant to the Australian Modern Slavery Act 2018 (Cth) No. 153, sets out the actions undertaken by TriCare Limited and associated companies (TriCare) to address potential slavery risks from the businesses we purchase from (supply chain) for the financial year ending 30 June 2020.

OUR COMPANY

TriCare is a company that predominately operates in the residential aged care and retirement community sectors, across Queensland, New South Wales and Victoria.

TriCare Limited company details

ACN: 009 657 345

Head office: 250 Newnham Rd Mt Gravatt, Brisbane 4122

POLICIES AND GOVERNANCE APPROACH

TriCare recognises the importance of protecting human rights and eliminating slavery.

A potential risk is the existence of modern slavery in the supply chain. This risk arises from purchases from local distributors who procure a range of products originating from third-world countries. The main risks categories identified being uniforms and linen supply, medical and cleaning consumables.

It is the responsibility of all TriCare employees, suppliers and contractors to support TriCare's policy in respect to Anti-Slavery. TriCare's stance is governed by our policies and procedures including:

- Anti-Slavery Policy
- Procurement Policy and Procedures, and
- Supplier Contracts and Pre-qualification

ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

TriCare could potentially be exposed to unwillingly procuring products or services that have an element of slavery in their manufacture or delivery. Consumable goods may pass through multiple hands during manufacture and distribution in countries that may have historically substandard controls around modern slavery.

TriCare identified twenty-six suppliers that we considered to have a potential exposure to possible slavery practices in some of their products i.e. may be connected to slavery practices through the activities of other downstream suppliers and manufactures in a foreign country. This represents approximately 8% of our suppliers.

TriCare undertook a number of initiatives, overseen by the group Procurement Manager to assess and address risks identified in purchases from these identified suppliers, and other suppliers generally, including:

- Risk Assessments of suppliers to identify at risk organisations.
- Collated evidence from 'potential risk suppliers' of their commitment to address Modern Slavery in their purchasing;
 - Checking of Anti-Slavery Policies and Statements of suppliers

- Having suppliers complete TriCare's Questionnaire; identifying control measure in respect to Anti-Slavery practices
- Identification of source country of products purchased from suppliers
- Introduction of anti-slavery clauses into our standard supply contract and supplier pre-qualification/tender documents.
- Developed a corporate Anti-Slavery Policy
- Amended corporate Procurement Policies and Procedures to align to the Anti-Slavery Policy
- Mechanisms for employees and third parties to report suspected illegal activity or breaches of our Anti-Slavery Policy, including a Whistle-blower Policy. Each disclosure is investigated and reported to the directors.
- Deliver anti-slavery training to all procurement staff.

There is no slavery practices directly undertaken or related to TriCare's businesses. All TriCare employees work under a Modern Award or individual employee agreements.

Statement approval and signatories

This statement has been approved by the Board of Directors of TriCare Limited for the financial year 2020.

Signed on behalf of the Directors on this day 19 of November 2020.

A handwritten signature in black ink, appearing to read "P. O'Shea".

Peter O'Shea
Director