

Modern Slavery Statement

Financial year 2023-24

26 November 2024

Contents

Acknowledgement of Country	3
A letter from our CEO and Chair	4
Introduction	5
About Lifeblood	7
What we do	7
Our donors	7
Our purpose and values	7
Our governance and structure	8
Our locations and people	8
Risk assessment	11
How we identify potential risks of modern slavery in our operations and supply chains	11
Risks in our operations	12
Risks in our supply chain	13
Actions taken to address modern slavery	14
Governance and policies	15
Supply chain practices	16
Operational practices	16
Effectiveness of our actions	17
Our strategy moving forward	17
Appendix	18
Mandatory reporting criteria of the Modern Slavery Act	18

About this Modern Slavery Statement

This statement was prepared by Lifeblood to meet the mandatory criteria set out under Australia's *Modern Slavery Act 2018 (Cth)*. This is our fourth modern slavery statement which outlines the modern slavery risks in our supply chain and our actions taken over the financial year ending 30 June 2024. We consulted the relevant stakeholders in our organisation in preparing this statement.

Statement on the reporting entity

Lifeblood is a division of the not-for-profit entity, Australian Red Cross Society which is a member of the International Federation of Red Cross and Red Crescent Societies.

We're registered at 100-154 Batman Street, West Melbourne, Victoria under the ABN 50 169 561 394.

Consultation with owned or controlled entities

Lifeblood has no owned or controlled entities. Therefore, consultation for the Modern Slavery Statement preparation was conducted with key internal stakeholders across the organisation, including People and Culture, Procurement, Finance and Corporate, and Governance and Engagement.

Lifeblood consulted with Australian Red Cross Society during the reporting period on its actions to assess and address modern slavery and in the preparation of this Statement. Our established cross-functional group including Procurement, Legal, and Sustainability, includes members of both divisions. The group consults and collaborates on the requirements of the Modern Slavery Act and the approach of both divisions to addressing the requirements and preparing the statements.

Acknowledgement of Country

We acknowledge First Nations peoples as the Traditional Owners and Custodians of the lands and waterways. We recognise Australia's profound history and pay our respect to past, present and emerging Elders and honour the resilience and enduring strength of First Nations peoples.

We're dedicated to ensuring respect and equity in every aspect of our operations.



A letter from our CEO and Chair

On behalf of the Board of Australian Red Cross Lifeblood, we're proud to submit our fourth Modern Slavery statement for the financial year 2023-24, which has been prepared in line with the requirements of the *Modern Slavery Act 2018 (Cth)*.

Modern slavery is a complex issue that affects many industries worldwide, and all businesses share a responsibility to address exploitation and promote decent working conditions in their operations and supply chains. As a values-led organisation, Lifeblood's purpose to deliver life-changing outcomes is also deeply linked to our commitment to human rights. We remain committed to taking action to identify, mitigate and, where necessary, remedy modern slavery risks as part of our approach to eradicating exploitation across our operations and supply chain.

Our commitment to human rights is underpinned by our pursuit of continuous improvement, which has been a key driver of our modern slavery work this year. During 2023-24, we focused on laying the foundation for the next stage of our modern slavery program while continuing to engage with key suppliers on modern slavery risks. Following a comprehensive review of our current approach to modern slavery, we have therefore developed a multi-year action plan as part of our sustainable procurement roadmap that will seek to increase the consistency of our supplier due diligence processes, uplift our organisational capabilities, and investigate new avenues for

collaboration with suppliers. This roadmap will guide our strategic efforts and increase the maturity of our approach to identifying and addressing key modern slavery risks going forward.

This modern slavery statement was approved by the Lifeblood Board in its delegated capacity as principal governing body of Lifeblood on 26 November 2024. It is signed by James Birch AM in his role as Chair and Stephen Cornelissen in his role as Chief Executive Officer.



Mr Stephen Cornelissen
Chief Executive Officer
26 November 2024



Mr James Birch AM
Chair
26 November 2024

Introduction

Modern slavery is a complex issue which has been found in many industries and affects every country in the world. We recognise it's everybody's responsibility to address and eliminate modern slavery when it occurs and that as a business, we have a responsibility to ensure that our operations and supply chains are free from any form of exploitation. This involves implementing robust policies and procedures to identify, prevent, and address modern slavery risks.

In 2023-24, we focused on reviewing and planning the future of our modern slavery program. We undertook a gap assessment and developed a sustainable procurement roadmap to uplift our approach to supply chain sustainability, of which modern slavery is a core focus area. This roadmap includes key actions to build on our existing modern slavery program, such as expanding our risk-based supplier due diligence processes and developing consistent systems and processes. Our aim is to deliver the actions in our roadmap over the next three years.



Our commitment

Human rights are based on the principles of dignity, equality and respect regardless of nationality, gender, ethnicity or any other status. Lifeblood is guided by the Australian Red Cross Society’s fundamental principles including Humanity - to prevent and alleviate suffering and protect life and health and ensure respect for the human being without discrimination. We reflect these principles through our core values of “show heart” and “step up”, where we take action and put others’ wellbeing at the forefront. Diversity, equity and inclusion are at the heart of Lifeblood’s Unlocked Strategy. We’re dedicated to a future where everybody feels seen, heard and respected.

Progress against our 2023-24 goals

This table outlines Lifeblood’s progress against our 2023-24 goals identified in last year’s modern slavery statement.

Goals	Status	2023-24 progress
Complete a full risk assessment of our tier 1 supply chain to have a more detailed understanding of our highest risk suppliers, industries and locations.	To be completed 2024-25	We have undertaken a review of gaps in our current understanding of supply chain risk and developed a maturity roadmap that will advance our approach to sustainable procurement, including our modern slavery program and risk identification processes. We will undertake a detailed supply chain risk assessment in 2024-25.
Continue to survey our suppliers and develop further assessment tools to identify risks and any matters that require further investigation within our supply chains and operations.	Ongoing	We continued to roll out our online Modern Slavery Assessment tool across our supplier base, as well as requesting that inherently high-risk suppliers who had completed the assessment in prior years to review and confirm their assessments. This year we assessed or reassessed 39 suppliers, who cumulatively represented 13% of our total spend. In total, 52% of our total supplier spend was with suppliers who have completed at least one Modern Slavery Assessment since we began this initiative in 2021-22.
Continue to review the results of the modern slavery assessment and proactively work with suppliers where a heightened risk is identified, deploying our due diligence and modern slavery analysis across a broader selection of suppliers	Ongoing	We continued to review our suppliers’ Modern Slavery Assessments and results, and where applicable, worked with our suppliers to increase their awareness of modern slavery. During the reporting period of 2023-24 we were not advised or became aware of any potential modern slavery breaches, and all risks identified in Modern Slavery Assessment responses were resolved through further engagement with suppliers.
Develop online training programs for all staff which will raise awareness of the issue of modern slavery and our commitment to modern slavery risk management	To be completed 2024-25	This year we focused on reviewing the gaps in our current approach and developed a roadmap to increase the overall maturity of our modern slavery program, including staff training requirements. We will deliver an organisation wide training and awareness program in 2024-25 informed by the findings of this gap analysis.

About Lifeblood

The Australian governments fund Lifeblood to provide one of the world's safest supplies of blood, plasma and biological products to all communities across the country.

What we do

We collect blood, plasma and platelets from our generous donors across the country, transforming them in our processing centres and delivering the blood components to healthcare providers for patients.

As a national provider, we also offer specialised testing services, outlined in the table below. We advance and support emerging biological products, like donated breast milk for vulnerable preterm babies and faecal microbiota for approved clinical trials and other Therapeutic Goods Administrations (TGA) approved supply pathways.

Our products

- Whole blood (red cells)
- Platelets
- Fresh frozen plasma
- Cryoprecipitate plasma
- Modified blood components
- Serum eye drops
- Plasma for fractionation
- Donated breast milk
- Faecal microbiota transplant (FMT)

Our services

- Transplantation and infectious disease testing
- Australian organ match system
- Red cell reference and non-invasive prenatal testing
- Therapeutic blood collection service
- Stem cell donor recruitment
- Biological resource services
- Research and development
- International humanitarian services
- Transfusion education resources

Each of our executive directors' leads a business unit of Lifeblood, with the executive team led by our Chief Executive Officer.

Our eight business units are:

- Strategy and Growth
- Pathology and Clinical Governance
- Finance and Corporate
- Governance and Engagement
- Donor Experience
- Information and Communications Technology
- Manufacturing and Logistics
- People and Culture

Our donors

We couldn't do our vital work without our generous donors who give life-saving blood, plasma and platelets, donate bone marrow, breast milk or microbiota, and sign up to be organ and tissue donors. In 2023-24, 559,222 Australians rolled up their sleeves and donated blood, plasma and platelets.

Our purpose and values

Life-giving donations for life-changing outcomes. Our values reflect what is important to us and guide our interactions with donors, staff, suppliers, and our community.



Step up

We have the courage to act, take ownership of our actions and play our parts with conviction.



Embrace curiosity

We are curious minds, ask questions to deepen our understanding and celebrate the diversity of ideas.



Move together

We place our trust in one another, collaborate well and dive into challenging conversations.



Show heart

We place wellbeing at the forefront, and express gratitude and care for one another.

Our governance and structure

Lifeblood is an operating division of the Australian Red Cross Society (Red Cross). The Lifeblood Board reports to the Red Cross Board, which has overall responsibility and oversight and appoints all non-executive board members.

The Red Cross is part of the world's largest humanitarian organisation, which has more than 100 million volunteers in 186 countries. It's independent of government and has no political, religious or cultural affiliation. The Red Cross was established by Royal Charter as an unincorporated society and is registered with independent regulator, the Australian Charities and Not-for-profits Commission, under ABN 50 169 561 394.

Delegated by the Red Cross Board, the Lifeblood Board is responsible for and manages the operations of Lifeblood.

Delivery of the blood supply is governed by the Deed of Agreement with the National Blood Authority (NBA). They're a statutory agency within the Australian Government health portfolio who manage and coordinate the supply of blood products and services.

Our locations and our people

In 2023-24, we employed 3,917 employees with our workforce consisting of nearly equal numbers of permanent full-time and part-time employees. We have a small number of contractors who support our life-giving work as well as over 1,500 volunteers.

Our people work in a variety of different work settings including donor centres and processing centres, supported by corporate functions that work across both home and office.

How our people are employed	Number of people
Casual	56
Full time	1886
Part time	1975
Contingent workers*	151

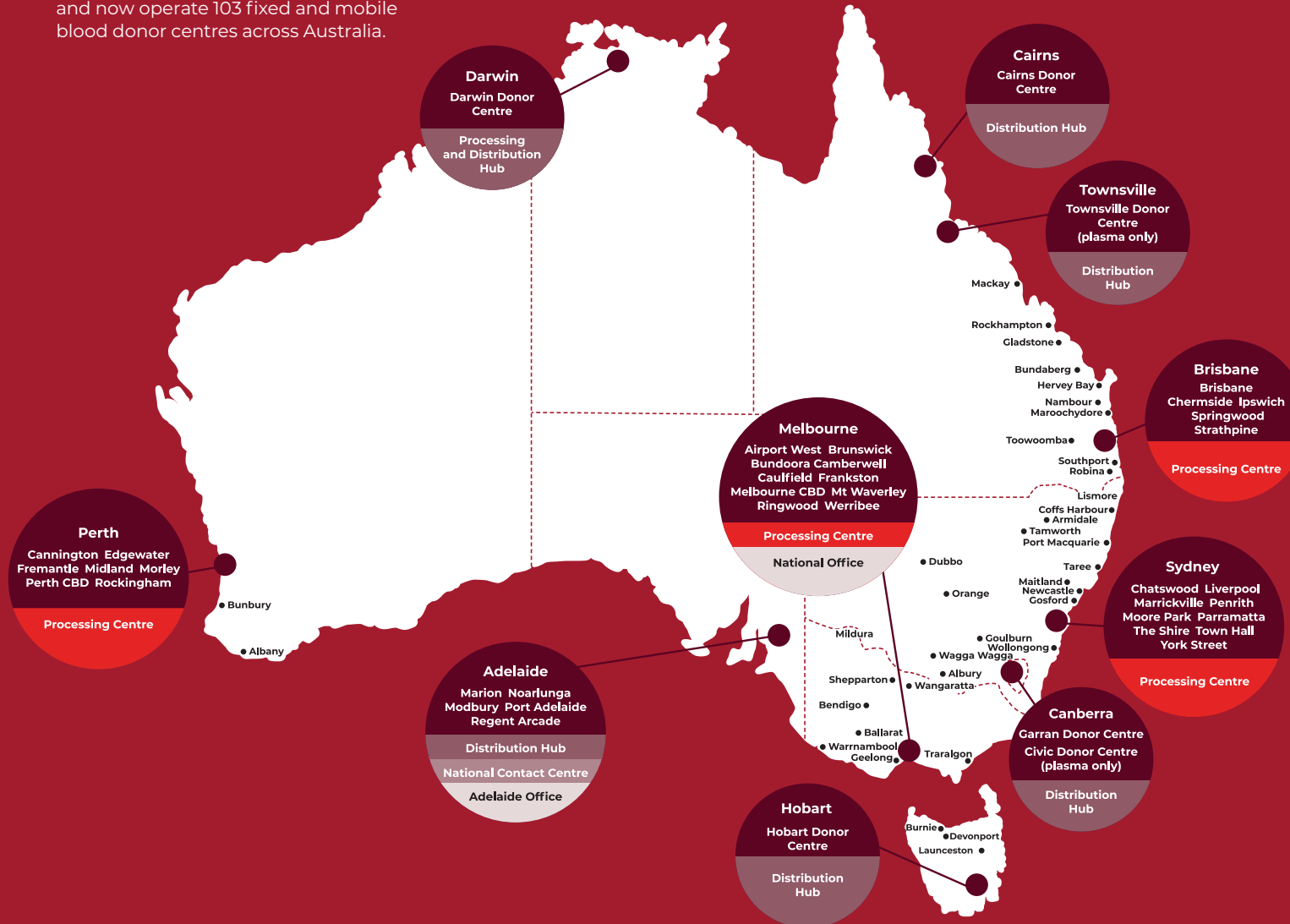
*This includes new contingent workers we engaged in 2023-24.

We have major processing facilities in Brisbane, Melbourne, Sydney and Perth, customer distribution hubs in Adelaide, Darwin and Hobart, and a national contact centre in Adelaide, supported by corporate functions locally and nationally.



Our locations and our people continued

In 2023-24, we expanded our network and now operate 103 fixed and mobile blood donor centres across Australia.



Our supply chain

Lifeblood's central procurement team plays a crucial role in supporting the organisation by managing the procurement of goods and services. The team oversee procurement across various portfolios, including facilities and consumables, corporate needs, and ICT. Additionally, the team is dedicated to maintaining strong supplier relationships.

In 2023-24, we sourced over \$375 million in clinical and non-clinical goods and services from over 1,200 suppliers. Given the unique nature of our work, we need specific supplies from a core group of specialist suppliers and many of these suppliers produce the goods overseas.

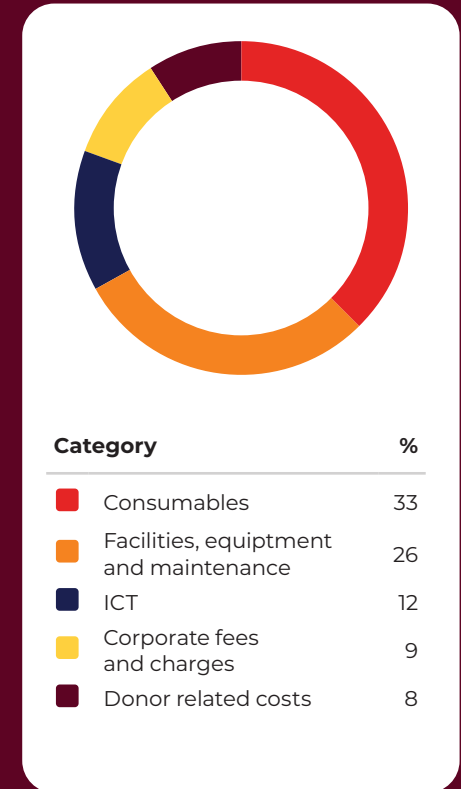
Approximately 50% of our spending was with our top 15 suppliers, with the top 50 suppliers accounting for 70% of our total supplier spend.

The majority of our supplier spend is with Australian-based entities (who are also required to report under the Modern Slavery Act), some of which are subsidiaries of overseas-based global corporations and operate throughout the Asia-Pacific region, South Asia, Northern, Southern and Central America, and Europe.

Our supply chain continued

We continually monitor for disruptions in our supply chain which may be caused by geopolitical pressures, shipping canal congestion, manufacturing shortages, and energy production constraints. To address these risks and manage related issues, we collaborate closely with our suppliers, aiming to enhance the transparency of our supply chain.

Category	% of total spend	Goods and services purchased	Examples of key goods and services	
Medical consumables, including personal protective equipment (PPE)	33%	This category includes medical consumables and laboratory supplies used as part of our blood collection and processing activities.	<ul style="list-style-type: none"> • Blood bags • PPE such as gloves • Bandages and dressings 	<ul style="list-style-type: none"> • Needles and syringes • Chemicals and reagents • Laboratory supplies
Facilities, equipment and maintenance	26%	These costs support our network of collection centres, manufacturing plants, and offices. After leasing costs, many of these expenses are labour, like cleaning, waste management, and facilities and equipment maintenance services.	<ul style="list-style-type: none"> • Donor centre and laboratory equipment • Office equipment • Utilities • Cleaning and security services 	<ul style="list-style-type: none"> • Facilities construction, fit outs and maintenance (including solar panels) • Waste management services
ICT	12%	These items are used by Lifeblood employees. It includes services related to licencing, developing, and programming software, ensuring security and providing technology support to our donors and our people.	<ul style="list-style-type: none"> • Technology hardware • Software licenses and support 	<ul style="list-style-type: none"> • Telecommunications services • Data centre services
Corporate fees & charges	21%	These costs support our overall corporate business functions and operations. They include warehousing, freight for moving our supplies and finished products, professional services, and other indirect services.	<ul style="list-style-type: none"> • Professional services • Insurance • Corporate subscriptions 	<ul style="list-style-type: none"> • Warehousing • Air and road freight
Donor related costs	8%	Including marketing and donor centre expenses, these costs support the network of collection centres for our donors.	<ul style="list-style-type: none"> • Donor centre catering and food products • Marketing services 	<ul style="list-style-type: none"> • Promotional materials • Uniforms



Risk assessment

How we identify potential risks of modern slavery in our operations and supply chains

The capacity for Lifeblood to undertake detailed modern slavery risk reviews of each of our operational sites and more than 1,200 suppliers on an individual basis is limited, and we therefore adopt a risk-based approach to prioritise our resources to monitor and manage the areas of our operations and supply chain that pose the greatest inherent risks of modern slavery.

In this regard, we recognise that the level of modern slavery risk in our operations and supply chains is influenced by a range of factors, including:

- Geographic risks. We consider whether the products or services involve higher-risk locations where modern slavery may be more prevalent.
- Industry risks. We consider whether the products or services involve higher-risk sectors for modern slavery.
- Product and service risks. We consider the reliance on seasonal or migrant workers.



Risks in our operations

We consider the risk of modern slavery in our own operations to be low. This is due to operating in Australia, our workforce composition as well as our policies, governance and grievance mechanism processes. Almost all our workforce is directly engaged by Lifeblood. This means we have direct visibility of employment terms and conditions which are set out in contracts of employment and relevant industrial mechanisms that are regulated by Australian laws.

Lifeblood's operations and workforce have not changed significantly since our last statement and due to the low-risk rating, our risk management efforts have focused on our supply chain risks.

The table below outlines our operational risks.

Employment type	Description	Risk level
Lifeblood direct workforce	<p>All Lifeblood employees have a written contract of employment which provides terms and conditions of employment and are paid directly by Lifeblood through wages and other entitlements. Most of our people are employed under an enterprise agreement underpinned by a Modern Award. Agreements are approved by the Fair Work Commission and must meet a minimum standard. Additional employment benefits are offered and defined in policies.</p> <p>Our people can choose whether they join a trade union. We engage constructively with multiple trade unions including the Australian Nursing and Midwifery Federation, Professionals Australia, and the Health Services Union.</p>	Very low
Lifeblood volunteers	<p>As part of providing a safe and fair volunteering environment, we have a range of policies, procedures and training resources that guide how we manage volunteer-related workplace risks. All volunteers who join Lifeblood receive an informational booklet and sign a volunteer agreement transparently outlining Lifeblood's expectations and requirements of volunteers, as well as volunteers' rights and responsibilities.</p> <p>During onboarding, Lifeblood personnel support volunteers to complete structured training on issues such as safety, workplace culture and inclusivity, bullying and harassment, and corruption to uphold Lifeblood's standards for ethical conduct and respectful behaviour. Volunteers also have access to Lifeblood's organisational grievance processes to escalate concerns.</p>	Very low
Contingent workers	<p>Contingent workers are employed via an agency or a supplier of recruitment related services including staff augmentation. Professional services firms or vendors often offer staff augmentation services and therefore can also supply contingent workers to Lifeblood. A contingent worker is hired to perform a specific role at Lifeblood on a temporary basis. Contingent workers are not paid by Lifeblood, receiving wages and other entitlements from the agency or supplier, who invoice us. Contingent workers are covered by Lifeblood's corporate policies and Code of Conduct. They also have access to our whistleblower mechanism via Lifeblood's Whistleblower Policy, enabling them to speak up about concerns including modern slavery.</p>	Low
Non-FTE contractor	<p>Non-FTE contractors are considered supply chain risks as they are part of purchased services. High-risk non-FTE contractors include cleaning and transport services which are included in the supplier risk assessment. We engage suppliers in these categories through our Modern Slavery Assessment initiative, through which we gather information on their workforce management practices and the labour conditions of non-FTE contractors. Through our contractual arrangements, these suppliers are also required to acknowledge and agree to abide by Lifeblood's Supplier Code of Conduct, which includes our minimum expectations with regards to managing modern slavery risks for their own workforces and supply chains.</p>	Medium

² Staff augmentation is a type of outsourcing model that uses temporary workers to fill short-term job positions within an organisation.

Risks in our supply chain

Understanding the risks of modern slavery in our supply chain remains a priority for Lifeblood. We continue to monitor suppliers across industries with a higher risk of modern slavery. Higher-risk procurement categories are identified based on the subject matter knowledge of key procurement and sustainability personnel within Lifeblood. This is also informed by ongoing monitoring of media reporting and discussions about managing modern slavery risks with key suppliers and stakeholders (such as the Australian Red Cross Society). We also monitor modern slavery risks associated with specific suppliers with elevated inherent risks through Modern Slavery Assessment questionnaires, which is discussed further in the next section of this statement.

The industries we have identified as presenting the highest inherent risk of modern slavery within our supply chain are described below. These industries are associated with key sector- or workforce-related risk factors that may elevate the inherent risk of modern slavery or have been linked to known instances of modern slavery by the media or civil society publications.

At the time of writing this Statement, with respect to the suppliers and products assessed to date, we did not identify any modern slavery issues or concerns within the results of the modern slavery assessment. As part of our risk management framework, we continue to monitor and re-assess suppliers for any potential change in risk.

Highest risk industries	Modern slavery risk factors associated with the industry
Medical consumables, including personal protective equipment (PPE)	<ul style="list-style-type: none"> Extended manufacturing supply chain linked with high-risk geographies Labour intensive work subject to cost reduction and production volume pressures Use of outsourcing and labour hire arrangements Presence of vulnerable workers, such as sub-contracted or migrant labour
Facilities services, including cleaning and security contractors	<ul style="list-style-type: none"> Use of sub-contracting and labour hire arrangements Lower skilled, higher labour intensity work Presence of vulnerable workers, such as sub-contracted or migrant labour
Clothing and textiles (including uniforms)	<ul style="list-style-type: none"> Extended manufacturing supply chain linked with high-risk geographies High labour intensity work subject to cost reduction and production volume pressures Use of outsourcing and labour hire arrangements Use of high-risk raw materials, such as cotton
Information technology, including hardware and electronics	<ul style="list-style-type: none"> Extended manufacturing supply chain linked with high-risk geographies Labour intensive work subject to cost reduction and production volume pressures Use of outsourcing and labour hire arrangements Use of high-risk raw materials, such as conflict minerals
Solar panels	<ul style="list-style-type: none"> Global polysilicon supply chain linked with high-risk geographies Components associated with forced and prison labour in the Xinjiang region are deeply embedded with the majority of the global solar supply chain
Food products and catering (including products containing cocoa and palm oil)	<ul style="list-style-type: none"> Use of labour hire arrangements for seasonal work Lower skilled, higher labour intensity work Presence of vulnerable workers, such as children, temporary workers or migrant labour Use of high-risk agricultural products

Actions taken to address modern slavery

We continue to strengthen our actions for managing modern slavery and human rights risks.



Governance and policies

Modern slavery governance

Oversight

- **Executive leadership team and board of directors**
Updates on the modern slavery program are communicated to the executive and board.
- **Modern slavery working group**
Oversee modern slavery matters within Lifeblood operations and supply chain.

Execution

- **Procurement and Supplier Management**
Responsible for supplier screening and engagement including integrating modern slavery considerations into the procurement process.
- **Operational**
Include People and Culture and legal including enterprise agreements for employees.

Red Cross Partnership Protocol

In line with the Red Cross Partnership Protocol, we do not engage with businesses or affiliates of:

- Manufacturers or sellers of arms and ammunition
- Tobacco companies and products, or
- Pornography companies, products and events.

Treasury and Investment Policy

We use ethical investment screening guidelines during the portfolio construction process which exclude those organisations that generate revenues in the categories described above (Partnership Protocol) or operate counter to human and labour rights.

Whistleblowing mechanisms

Our Whistleblower Policy supports our 'safe to say' culture where people feel safe and are encouraged to speak up on matters that concern them. Our people can contact a dedicated 24/7 hotline run by an external provider, Stoptime. It is also available for anonymous disclosures by suppliers, donors and members of the public, including in relation to modern slavery.

Lifeblood's Code of Conduct

Our Code of Conduct includes acting in the best interests of Lifeblood and respecting other people through our actions.

Supplier Code of Conduct

Our Supplier Code of Conduct outlines our minimum expectations for ethical conduct from our suppliers. This includes managing modern slavery risks, ensuring fair treatment and equal opportunity, and upholding business integrity.

Purchasing Policy

Our Purchasing Policy provides guidance for our people making purchasing decisions must act in a manner consistent with our Purchasing Policy, Guide to Ethical Decision Making, and our Supplier Code of Conduct.

Environment, Social, Governance (ESG) and Modern Slavery Policy

Our ESG Policy outlines our guiding principles and ESG goals that Lifeblood is committed to and considers relevant to our business. This includes engaging our existing and future suppliers by communicating our expectations for their management of modern slavery risks. It also provides guidance for our staff on modern slavery disclosure.

Diversity, Equity and Inclusion (DEI) Implementation Plan

Our DEI Implementation Plan is a mechanism to enable organisational accountability in making meaningful and sustained DEI progress. The plan highlights Lifeblood's commitment to inclusion, diversify employee, donor and community experiences, and create a place of belonging for everyone.

Workplace Bullying and Harassment

Lifeblood's Workplace Bullying and Harassment policy reinforces our commitment to providing a safe and respectful environment for staff and contractors, free from all forms of bullying and harassment.

Risk Management Framework

Our risk management framework identifies, assesses, mitigates, and monitors risks within Lifeblood. We continuously monitor and regularly update the modern slavery and human rights risks in our risk management framework.

Supply chain practices

Supplier screening and due diligence

Before engaging with an external party including our suppliers, we screen for risks by assessing industry type, organisational values, brand alignment, and any history of illegal activity or human rights abuses. A risk evaluation questionnaire, available through our national software system, is a compliance requirement.

Our standard tender due diligence processes include questions related to vendors' approach to modern slavery, such as steps taken to identify key modern slavery risks and the existence of policies, due diligence systems and grievance mechanisms that address these risks. All suppliers are also required to acknowledge their responsibility to identify and mitigate risks of modern slavery in their operations and supply chains and meet Lifeblood's minimum expectations in relation to modern slavery in line with our Supplier Code of Conduct.

Lifeblood's standard contractual terms and conditions outline suppliers' obligations to comply with all modern slavery laws and endeavour to identify and mitigate risks of modern slavery in its own operations and supply chain. Suppliers are also required to notify us of any potential modern slavery issues of which they become aware in their operations and supply chain and advise of their actions to rectify non-conformances. If we become aware of any breach to the terms outlined in our human rights clause, we first work with the supplier to review and remedy the non-conformance. In cases where the breach is unable to be remedied, Lifeblood may then terminate the supplier agreement. These terms were included in all supplier contracts using

Lifeblood's agreement template in 2023-24, representing most of our contracts with suppliers.

Additionally, we use an online survey to understand our existing suppliers' approach to managing modern slavery risks in their operations and supply chains. In partnership with the Red Cross, we identify suppliers that may present an elevated inherent risk of modern slavery due to factors such as sector or geographic location complete a Modern Slavery Assessment. This involves gathering supplier-specific information on modern slavery risks and controls via a self-assessed questionnaire. Lifeblood reviews suppliers' responses to identify potential risks for further follow up. These conversations often result in raising suppliers' awareness of key modern slavery issues or identifying areas where suppliers can improve their risk mitigation or labour practices going forward. In 2023-24:

- 39 suppliers completed Modern Slavery Assessments
- All instances where Lifeblood identified risks in questionnaire responses were resolved through ongoing engagement with suppliers. Based on these conversations, Lifeblood determined that no red flags raised in questionnaire responses were associated with non-conformances.

This year we focused on engaging with suppliers in inherently high-risk industries such as solar, including some smaller suppliers. While many suppliers acknowledged they are still early in their own modern slavery risk management journeys, this was a valuable exercise to promote awareness of modern slavery risks, reinforce Lifeblood's commitment

to promoting ethical conduct in its supply chain and encourage continuous improvement. Lifeblood also reengaged suppliers of high-risk commodities such as food and PPE who completed Modern Slavery Assessments in 2021-22 to maintain an up-to-date understanding of their modern slavery risk exposure.

Supplier engagement

Our key suppliers, representing 35% of our spend, are part of our supplier relationship management program, which includes sustainability and modern slavery risk management. Modern slavery is a standing agenda item in our annual meetings with key suppliers. In 2023-24, we held several briefing sessions, including our annual virtual Supplier Briefing Forum, attended by over 170 executives from supplier organisations worldwide.

We regularly review our supplier's modern slavery assessments and work proactively with suppliers where heightened risks are identified.

Approach to remediation

Lifeblood is committed to working with our suppliers to improve labour practices throughout our supply chain and, where relevant, ensure harm to workers is remediated if we identify non-conformances or areas for improvement. We engage directly with relevant suppliers on issues and plans for remediation in cases where we become aware of a potential non-compliance through a variety of avenues, including supplier self-disclosure, our whistleblower hotline or media reports.

In 2023-24, Lifeblood did not become aware of any modern slavery issues in our supply chain.

Operational practices

ESG roadmap and modern slavery action plan

In 2023-24 we engaged a third-party consultant to undertake a maturity and gap assessment of our modern slavery program and developed an action plan to improve our maturity for managing modern slavery risks. The action areas in our modern slavery roadmap support the goals of our ESG roadmap. More information is provided in the sections below.

Staff training and awareness

We have a modern slavery intranet page to provide our people with resources and updates on current activities we're undertaking to help prevent modern slavery. This year we ran online training for our staff on modern slavery risks.

Effectiveness of our actions

To measure the effectiveness of our actions in addressing modern slavery, we have undertaken the following:

External review

In 2023-24, we engaged a third-party consultant to conduct a current state maturity assessment of Lifeblood's approach to sustainable procurement, including how we currently identify and mitigate supply chain risk through our modern slavery program. The review considered our maturity against the ISO20400 levers for sustainable procurement including drivers, policies, risk assessment, systems and processes, governance, supplier management and reporting.

Findings from this assessment indicated our current approach to managing modern slavery is generally at a developing maturity level. We identified several key opportunities to progress towards an established level of maturity, including formalising a more systematic approach to risk-based due diligence for all suppliers and further empowering non-procurement personnel involved in sourcing and contract management activities with role-specific training and enabling tools. The assessment also identified that our current program is approaching a more established maturity

level in relation to our policies and supplier management program, which raises opportunities to investigate how we can adopt more leading practices in these areas in the future. Based on the findings of this assessment, we developed a short- and medium-term action plan. This enabled Lifeblood to understand our current state and develop a plan to improve our maturity for managing risk and increasing our positive impact in our supply chain.

Working group

Our established multi-disciplinary team meets regularly to evaluate the effectiveness of our actions, assess the risks of modern slavery in our operations and supply chains, and monitor the progress of our modern slavery program.

External collaboration

We work closely with our Red Cross Society counterparts to share best practices and improve our approach to addressing modern slavery.

Our strategy moving forward

We're committed to improving our modern slavery program and delivering on our modern slavery action plan.

	Horizon one (2025-2026)	Horizon two (2027-2028)	Horizon three (2029-2030)
Supply chain practices	<ul style="list-style-type: none"> Inherent risk assessment across full supply chain Develop and implement supplier due diligence process for higher risk suppliers 	<ul style="list-style-type: none"> Tier 2 risk assessment including supplier surveys Develop supplier audit program (for higher risk suppliers) including KPIs 	<ul style="list-style-type: none"> Review outcomes of supplier audits
Operational practices	<ul style="list-style-type: none"> Develop role-specific modern slavery training Collaborate with other blood operators internationally for supplier due diligence on higher risk categories Refresh our supplier code of conduct Develop a sustainable procurement policy and handbook 	<ul style="list-style-type: none"> Expand modern slavery training 	

Appendix

Mandatory reporting criteria of the Modern Slavery Act

The Statement addresses the mandatory reporting criteria of the *Modern Slavery Act 2018 (Cth)* in the following sections:

Modern Slavery Act requirement	Section in this statement
1. Identify the reporting entity	Statement on the reporting entity (2) Our governance and structure (8)
2. Describe the reporting entity's structure, operations, and supply chains	About Lifeblood (7-10)
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or control	Risks of modern slavery practices in our operations and supply chain (11-13)
4. Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	Actions taken to address modern slavery (14-16)
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	Effectiveness of our actions (17)
6. Describe the process of consultation with any entities that the reporting entity owns or controls	Consultation with owned and controlled entities (2)
7. Any other information that the reporting entity, or the entity giving the statement, considers relevant.	Actions taken to address modern slavery (14-16)

Australian Red Cross Lifeblood
National Office
100–154 Batman Street
West Melbourne VIC 3003

T: 03 9863 1600

F: 03 9863 1601

E: contactus@redcrossblood.org.au

© Copyright 2024 Australian Red Cross Lifeblood

Australian governments fund Australian Red Cross
Lifeblood to provide blood, blood products and services
to the Australian community.

To give blood, visit lifeblood.com.au or call 13 14 95