

Modern Slavery Statement 2025



PARTNERED HEALTH



1. About this Statement, our reporting entity and our structure

Introduction

This Modern Slavery Statement (**Statement**) is made by Partnered Health Pty Ltd (ACN 164 892 924) (**Reporting Entity**) for the reporting period from 1 January 2025 to 31 December 2025 (Relevant Period) in accordance with the Modern Slavery Act (Cth) 2018 (the **Act**).

This Statement is prepared on a consolidated basis and describes the actions taken by the Reporting Entity and the entities it owns or controls (together the **Partnered Health Group**, or **Partnered Health**) to identify, assess and address modern slavery risks in Partnered Health's operations and supply chains.

References to the Group or Partnered Health and terms such as "we" and "our" are used in this Statement to refer collectively to the Partnered Health Group.

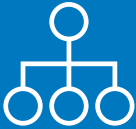
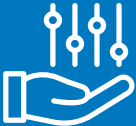
The Reporting Entity has consulted with all entities it owns or controls in preparing this Statement, including with stakeholders across the Group from finance, procurement, human resources, legal and marketing.

Partnered Health has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in its business operations and supply chains.

Oversight of modern slavery risks is provided by Partnered Health's Modern Slavery Working Group, supported by senior leadership and ultimately our Board.

Partnered Health is committed to contributing to the elimination of modern slavery.

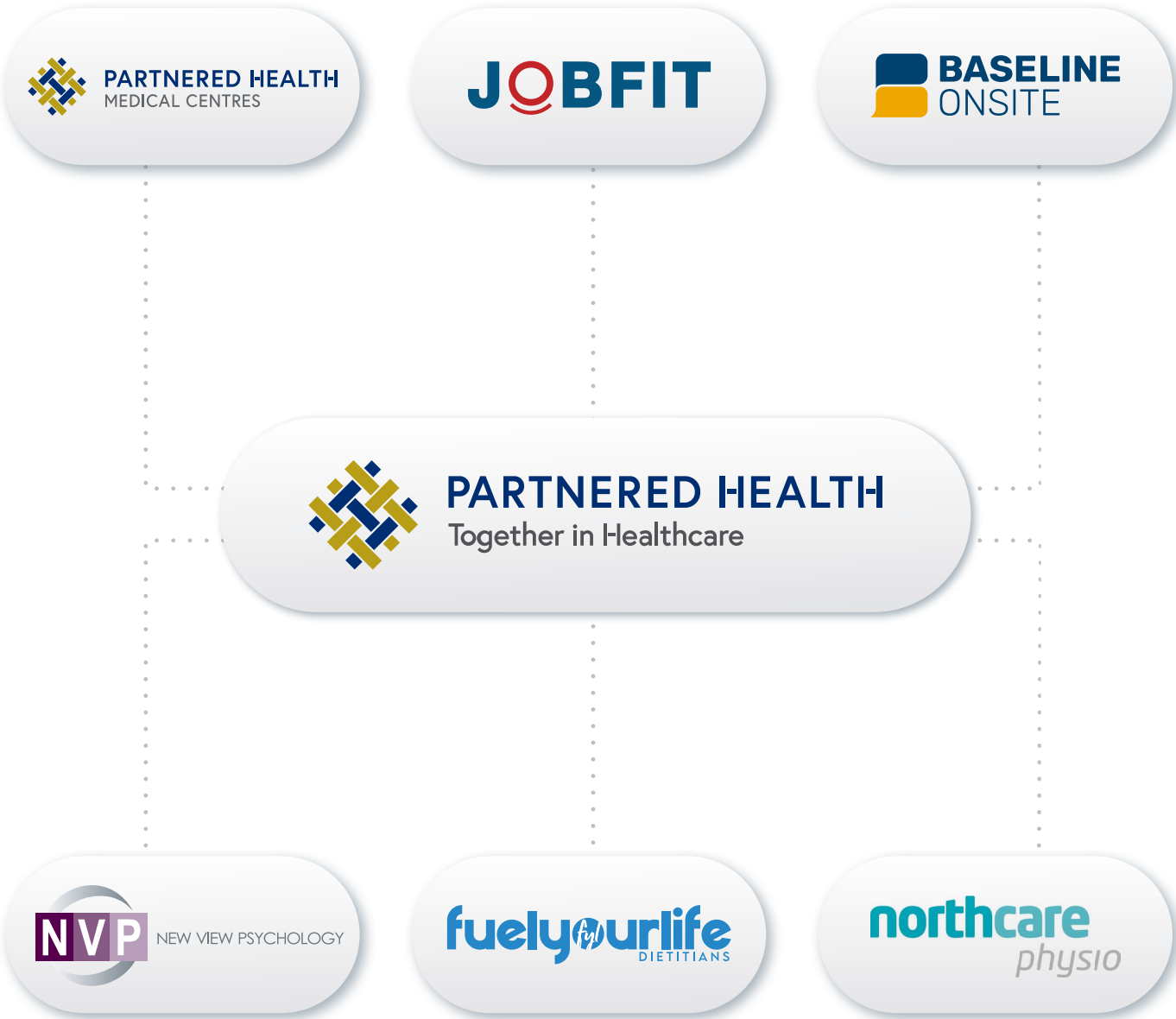
The table below sets out the section in this Statement where we have addressed the criteria under the Act:

The Act	Section in this Statement
 Identify the reporting entity	1. About this Statement, our reporting entity and our structure 7. Board approval
 Our structure, operations and supply chains	1. About this Statement, our reporting entity and our structure
 Describe the risks of modern slavery practices in our operations and supply chains and any entities the reporting entity owns or controls	1. About this Statement, our reporting entity and our structure. 2. Risks of modern slavery practices
 Describe the actions taken by the reporting entity (and any entities the reporting entity owns or controls) to assess and address those risks, including modern slavery due diligence and remediation processes	3. Actions taken to mitigate modern slavery risks 5. Next steps and forward looking commitments
 Describe how the reporting entity (and any entities the reporting entity owns or controls) assesses the effectiveness of the actions taken	4. Assessment of effectiveness of our actions
 Describe the process of consultation with entities owned and/or controlled by the reporting entity	1. About this Statement, our reporting entity and our structure. 6. Consultation between Owned and Reporting Entity

Our reporting entity

The Reporting Entity is an Australian proprietary company. The parent company of the Reporting Entity is Figtree Head TopCo II Pty Ltd (ACN 65 158 404) incorporated in Australia. Figtree Head TopCo II Pty Ltd is ultimately owned by Quadrant Private Equity No.6A Pty Ltd, Quadrant Private Equity No.6B Pty Limited, Quadrant Private Equity No.6C Pty Limited, QPE No. 6LP Pty Limited and other co-investors.

This Statement also covers the following wholly owned operating subsidiaries of the Reporting Entity, which operate below the reporting threshold: Partnered Health Medical Centres Pty Ltd, Jobfit Medical Services Pty Ltd, Partnered Allied Health Pty Ltd and Allied Performance Pty Ltd.



Our business, structure, operations and supply chains

Our business

Partnered Health is an Australian healthcare services group delivering services to communities and workplaces across Australia.

The Group employs approximately 1,250 employees in Australia across clinical, operational, administrative and corporate roles.

We are committed to improving Australian healthcare.

Our **focus and vision** are to create healthier communities and workplaces through exceptional healthcare.

Our **purpose** includes to positively impact people's lives through providing exceptional healthcare, strong partnerships and continuous improvement.

Our **values** of empathy, excellence and engagement are what guide us each day:

- **Empathy:** we embrace diversity and encourage inclusion.
- **Excellence:** we collaborate, learn and innovate.
- **Engagement:** We support our people, patients and partners.

Our operations

Our operations are streamed into three business units:

- Corporate Health (occupational health services, onsite medical and support services and psychology and mental health services);
- Primary Care (general medical and skin cancer clinics, allied health providers including dietetics and physiotherapy and telehealth platforms);
- Partnered Health Corporate (shared corporate, governance and support services).

Corporate Health

Occupational Health

Jobfit Health Group has delivered reliable, high quality occupational healthcare services in Australia for over two decades with a level of expertise and understanding of workforce health that is second to none.

Founded in 1996, [Jobfit Health Group](#) is a leading occupational healthcare provider with wholly owned



and operated centres across Australia. We are focused on creating lasting business partnerships, tailoring our approach to meet specific industry and organisational requirements. Jobfit delivers a broad range of occupational healthcare services to thousands of businesses nationally, including pre-employment and periodic medical assessments, work fitness assessments, injury management and prevention, drug and alcohol screening, onsite medical services, health surveillance, and health and wellness programs for proactive health management.

Onsite Services

Established in 2010, Baseline Onsite has built a reputation as a trusted partner to some of the world's leading resource companies for onsite medical and emergency support and risk management solutions.

[Baseline Onsite](#) specialises in providing remote security, medical and rescue services to the mining, construction, energy, and marine industries. Services include the provision of highly qualified personnel, support equipment and vehicles, together with emergency response training (ERT) for both onshore and offshore projects. Baseline Onsite is a Registered Training Organisation (RTO) Provider: 51654.

Mental Health Services

[New View Psychology](#) is Australia's largest psychology provider, providing counselling and psychological service nationally and internationally.

NewPsych Psychologists bring together clinically excellent and relationship focussed client care to provide a comprehensive range of psychological services across Australia including through Employee Assistance Programs.

Primary Care

Medical Centres

Partnered Health Medical Centres is one of Australia's leading primary healthcare providers with 60 clinics located throughout metropolitan and regional locations. Our clinic network includes medical centres, dedicated skin cancer clinics trading as [Molescan](#) and [Telewell a tele-health service providing primary healthcare via telephone and video consults](#).

With a long history in providing healthcare services, our team of dedicated doctors, nurses and staff are genuinely passionate about the health and wellbeing of our patients. We care about the communities in

which we operate and work hard to ensure we deliver the very best healthcare to individuals and families.

Our services span all aspects of primary healthcare from general health assessments, paediatrics, travel medicine, skin checks, and chronic disease health assessments and management including diabetes and asthma.

Allied Health

[Fuel Your Life](#) is a multi-award-winning dietetics company – the largest and most successful in Australia. The large team of dietitians combines their dietetics experience to develop custom nutrition solutions for a diverse range of clients and organisations.

[Northcare Physio](#) provides quality, personalised healthcare to patients including physiotherapy, remedial massage and rehabilitation using research-based techniques built on our strong foundation of experience and knowledge.

Partnered Health Corporate

Provides a shared support services model supporting business units across departments including but not limited to finance operations, people and culture, information technology, legal services and other corporate governance, compliance and risk management.



Our Supply Chain

Partnered Health's supply chains support its healthcare and corporate operations and include procurement of:

- medical consumables and equipment (including PPE and diagnostic consumables)
- facilities management services, including cleaning, waste removal and maintenance
- IT hardware, software and managed services
- corporate and professional services
- general procurement items, including uniforms, stationery and office equipment

Medical Consumables

Includes personal protection equipment (PPE), rubber gloves, masks, bandages, needles, drug & alcohol testing, audiometric, and spirometry consumables.



Facilities Management

Includes cleaners, waste removal and general maintenance.



Utilities

Includes gas, water, electricity and solar.



Construction Services

Includes fit-outs, renovations, building, construction and trade services.



General Procurement

Includes uniforms, office supplies/stationery, kitchen consumables e.g. fruit, coffee, water, equipment such as scales, tape measures etc.



Corporate Services

Includes training/ accreditation services, travel management.



IT

Includes supply and co-management of critical IT infrastructure, software and hardware (components and devices), and IT system support services for health platforms supported by third party vendors.



Professional Services

Includes marketing, accounting, legal services and financial & auditing services.



Our supply chain is comprised of the following product/ service categories:

Partnered Health predominantly engages Australian based suppliers, however some goods integrate offshore manufacturing supply chains managed by Australian suppliers.

Partnered Health strongly believes in, supports and adheres to principles of ethical conduct and procurement involving all businesses it transacts with and in particular, compliance with Australian and international modern slavery legislation, especially relating to the exploitation of children, women and vulnerable workers. Partnered Health does not accept modern slavery practices in any of our business operations or activities from our

2. Risks of modern slavery practices

suppliers or third parties. We have a zero tolerance towards any form of forced labour, child labour, physical or verbal assault or harassment within our workplace.

Given its Australian based workforce and the application of Australian workplace, industrial and safety laws, Partnered Health assesses the risk of modern slavery occurring within its direct operations as low.

Identifying and addressing key risks in our supply chain

Partnered Health has not yet identified any instances of modern slavery in its supply chain.

Partnered Health's Procurement, IT and Finance teams work closely with our Management teams to ensure that Partnered Health and its suppliers comply with the Act.

We identify and assess key risks in our supply chain in the following ways:

- Requiring that all suppliers complete a third party/vendor/supplier questionnaire identifying modern slavery risks in the supplier's business. Any supplier that is identified as being a potential risk will be assessed further by Procurement and Finance.
- Requiring that all suppliers are made aware of and agree to comply with Partnered Health's Supplier Code of Conduct which addresses identifying and managing modern slavery risks.

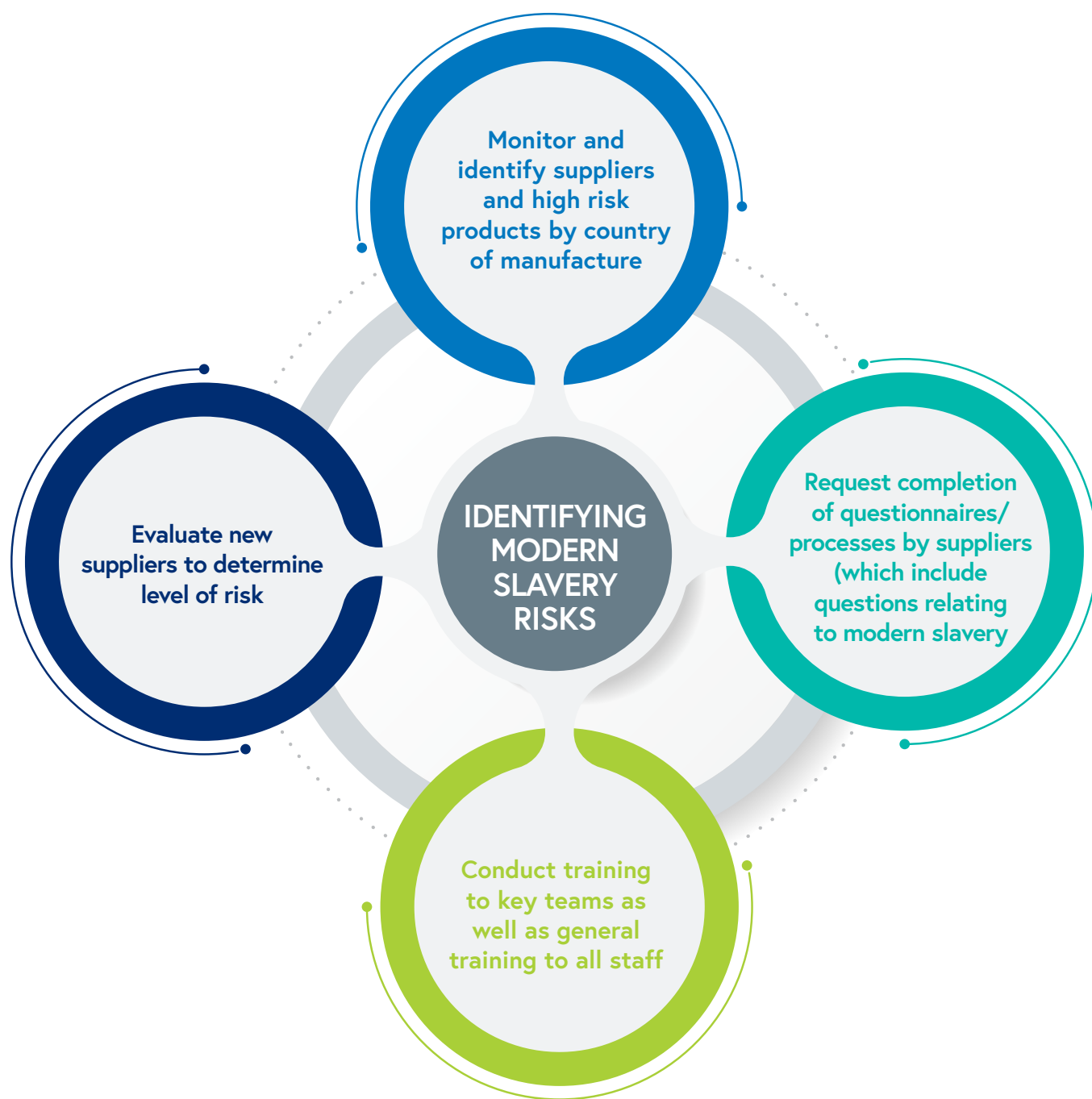
Partnered Health acknowledges that modern slavery risks are more likely to arise in complex, multitier supply chains, particularly where goods are manufactured offshore or services rely on vulnerable labour forces.

Based on our internal assessment, the following categories were identified as having a **risk of modern slavery**:

- **Medical Consumables other than PPE and gloves** (sourced mostly from China and Malaysia)
- **Stationary** (sourced from China and Asia)
- **Cleaning** (sourced in Australia)
- **Coffee** (sourced in Brazil and Colombia)
- **IT Hardware & Software** (sourced from multinational organisations with a preference for those that are Australian based, noting that manufacture or software development work may be performed by vendors based in Australia and other countries including the United Kingdom, United States, European Union countries and China)
- **Uniforms** (sourced in Australia and from China)



Partnered Health considers its modern slavery risks using the following methods:



3. Actions taken to mitigate modern slavery risks

At Partnered Health, modern slavery risk management is supported by a Modern Slavery Working Group comprising representatives from Legal, Procurement, People & Culture, Finance and IT business units, with oversight by senior leadership and the Board.

Our approach to addressing modern slavery risks includes:

- our policies;
- supplier engagement and due diligence

- training and awareness relating to modern slavery risks; and
- grievance and reporting mechanisms.

Our policies

Our policies are the first step in our approach to addressing modern slavery, supporting ethical conduct, human rights, and transparency in our operations and supply chains. Partnered Health has continued to develop, maintain, implement, and monitor compliance with its policies and procedures.



Modern Slavery Policy

Acknowledges responsibility through internal processes to ensure that workers are not being exploited, that they are safe, and that relevant employment, health and safety and human rights laws and standards are being adhered to, including freedom of movement and communications.

Clarifies that we will work pro-actively to reduce modern slavery within its supply chains and operations and will expect all organisations that we engage with to do the same.

We are working towards further expanding on the reporting process set out in this policy, to make sure it is appropriately robust as well as arrange targeted training on modern slavery to appropriate individuals in the business



Code of Conduct

Reaffirms Partnered Health's commitment to ethical principles by detailing the requirement of staff to abide by this code, behaving professionally and with respect and consideration for others.

Sets out our expectations that our staff:

- behave with honesty, integrity, competence, care, diligence, respect and in an ethical manner.
- foster, promote and contribute to a work environment that is fair, inclusive, equitable and free from any form of harassment, discrimination, victimisation, or bias in any form.
- carry out duties in a manner that is consistent with applicable health, safety, and environmental laws and regulations



Supplier Code of Conduct

Outlines our commitment to an ethical, sustainable, and socially responsible procurement process, and the expectations of the same high standards of our suppliers in the areas of: integrity, ethics, and conduct; conflict of interest; corporate supply chain and governance; labour and human rights; workplace, health, and safety and environmental management.



Whistleblower Protection Policy

Encourages and expects our staff, officers, suppliers of goods or services (whether paid or unpaid) (such as contractors, consultants, and business partners) and relatives, dependants, or spouses of those persons, to raise concerns about any actual or suspected improper conduct or state of affairs or circumstances to come forward and make a disclosure.

Has been amended to specifically reference how disclosures of modern slavery risks are managed and escalated and the protections afforded to disclosers.



Aboriginal and Torres Strait Islander Peoples – Procurement

Outlines our commitment to providing opportunities for all Aboriginal and Torres Strait Islander businesses to engage with the Company and the projects it works on.

The above mentioned policies and/or documents are available via Partnered Health's internal systems and introductory training.

Supplier engagement and due diligence

Partnered Health takes a risk-based approach to supplier due diligence and engagement including ongoing open and transparent communications and engagement with our suppliers to identify risks of modern slavery. This includes:

- Modern slavery clauses in our contracts as well as our Modern Slavery Policy makes clear that Partnered Health has a 'zero tolerance' for modern slavery.
- Suppliers must use best endeavours to ensure that there is no modern slavery in their supply chains and operations.
- In the event suppliers identify any occurrence of, or material risk of modern slavery in their supply chains or operations they must take practical and effective steps to address that occurrence or risk.
- Suppliers must notify us as soon as practicable of any occurrence of, or material risk of modern slavery they have identified and notify relevant authorities where appropriate.
- We can terminate our commercial relationship with suppliers, and other business partners if they breach the Modern Slavery Policy and/or are found to have been involved in modern slavery.

During the Relevant Period, Partnered Health reviewed and updated its Supplier Code of Conduct which defines our expectations for all suppliers in our supply chains with regard to ethical business practices, health and safety, labour standards and human rights, the environment and local communities.

The current version of our Supplier Code of Conduct is available on our website and expectations are communicated during engagement with suppliers and/or potential suppliers.

Training and awareness

Partnered Health recognises training and awareness as critical to identify and manage modern slavery risks.

Induction and training packages are developed and owned by the relevant Business Unit(s) and/or functional areas within those units, and records of completed training sessions are maintained by the appropriate compliance or human resources contact.

Modern slavery, Code of Conduct & related mandatory training

During the Relevant Period, Partnered Health reviewed its mandatory training content and a new "Combating Modern Slavery" eLearning course will be introduced and rolled out for all new starters from early 2026. Annual refresher training, including for modern slavery, will be implemented for identified cohorts, including employees involved in procurement, supplier engagement and contract approvals

Additionally, our employees are required to complete mandatory training at the commencement of their employment, and read and acknowledge the following policies, procedures and/or documents:

- Code of Conduct;
- Prevention of Sexual Harassment;
- Prevention of Workplace Bullying;
- Whistleblower Protection; and
- Conflicts of Interest.

When our workers cannot easily access online training, we provide guidance in other ways including our onboarding and induction processes. Training completion is monitored through internal learning management systems, with records maintained by the IT and People & Culture functions.

¹Please also refer to our 'Identifying Modern Slavery Risks' diagram on page 9, Section 2 of this Statement.

Whistleblower Protection Policy and awareness

At commencement of employment all employees are required to read and acknowledge the Whistleblower Protection Policy and complete mandatory whistleblower training as part of the induction process. Annual refresher training on the Whistleblower Protection Policy has been implemented for identified cohorts.

During the Relevant Period, our Whistleblower Protection Policy was reviewed and updated to include wording that specifically references and addresses modern slavery reporting and escalation pathways.

Grievance and reporting mechanisms

If one of our people believes they have encountered a breach of policy, including human rights and modern slavery, we encourage them to raise it promptly with their supervisor or manager.

Partnered Health maintains grievance and reporting mechanisms that allow concerns, including modern slavery related concerns, to be raised confidentially and without fear of retaliation.

The Whistleblower Protection Policy provides reporting options for employees, contractors, suppliers and other relevant stakeholders, including anonymous reporting.



4. Assessment of effectiveness of our actions

Partnered Health is committed to continuing to manage, evolve and strengthen its response and strategies toward mitigating and, where possible, eliminating modern slavery risks in our supply chain. Partnered Health acknowledges that supplier self reported information and visibility beyond tier one suppliers have inherent limitations and will continue to refine its approach to effectiveness measurement.

Partnered Health assesses the effectiveness of its modern slavery actions through:

- **Monitoring compliance with procurement and contracting processes:** Our Modern Slavery Working Group consults with our business units and functional leads to oversee compliance with our procurement and onboarding processes and tracks supplier questionnaire completion and contractual coverage. Partnered Health is working towards achieving a 100% completion rate of its modern slavery supplier questionnaire by new suppliers at onboarding, and 100% completion rate of its modern slavery supplier questionnaire by identified existing key suppliers.
- **Whistleblower and/or modern slavery reporting:** Partnered Health continues to consider and report on whistleblower and/or modern slavery instances. No reports were received during 2025 through the whistleblower or modern slavery reporting processes.
- **Focused modern slavery training** for all managers and any staff that are involved in procurement or in approvals for new supply chains including monitoring participation and completion rates. Partnered Health is working towards achieving a 90%+ completion rate of modern slavery modules by new staff at onboarding, and a 90%+ completion rate of modern slavery modules by existing identified cohorts.
- **Supplier engagement and reviews** to inform them of Partnered Health's approach to managing modern slavery risks and tracking compliance with our Supplier Code of Conduct.
- **Ongoing review of our suppliers** to identify the country of operation and assess risks of country and modern slavery.
- **2025 Actions:** With respect to our 2025 actions, we can confirm that:
 - We received no reported breaches concerning modern slavery, through our processes/channels;
 - New and existing suppliers continue to be managed and reviewed for compliance, as noted above including the new requirement to complete modern slavery specific questions via our onboarding supplier questionnaire;
 - We have continued to add modern slavery clauses, referring to compliance with the Act, to Partnered Health and/or its subsidiaries' contracts.
 - Our Whistleblower Protection Policy was updated with wording that specifically references and addresses modern slavery.
 - The Supplier Code of Conduct has been published on Partnered Health's external website where it is available for Partnered Health suppliers and customers.
 - The "Combating Modern Slavery" eLearning course was reviewed and will be introduced in 2026. This eLearning course is included as a mandatory training module as part of Partnered Health's onboarding process for new staff members.

5. Next Steps and forward-looking commitments

We are committed to continuing to evolve and strengthen our response and strategies toward mitigating and, where possible, eliminating such risks in our supply chain. Over the next reporting period we will assess the effectiveness of our actions as follows:

(a) Supplier engagement

Begin a review of contracts with key suppliers to ensure inclusion of clauses addressing modern slavery obligations and compliance with the Supplier Code of Conduct.

Engage high-risk suppliers in conversations addressing specific risks in relevant industries to improve understanding and compliance.

Develop a plan to undertake deep dive risk assessments for key suppliers.

(b) Awareness and training

We will roll out and embed modern slavery awareness and training to our people during onboarding and via targeted refresher training for identified cohorts.

(c) Conduct a survey to determine the effectiveness of training

Develop a survey to measure compliance maturity and track effectiveness of training addressing modern slavery and whistleblower protections. The objective is to improve our training and ensure our training goals remain relevant and are being achieved.



6. Consultation between Owned & Reporting Entity

All Partnered Health Group entities are wholly owned subsidiaries of Figtree Head TopCo II Pty Ltd ACN 651 158 404. Further, all Partnered health entities have largely common directors and company secretaries, and from a supply chain perspective they operate as one common entity.

The Modern Slavery Working Group is responsible for consulting with all Partnered Health Group entities through the relevant Business Units and functional areas. For the Relevant Period, the membership of the Modern Slavery Working Group included members from Partnered Health's Executive Leadership Team (Managing Director, CEOs, CFO, General Counsel, Head of People & Culture), Procurement, Human

Resources, Finance and Management and Senior Managers from each Business Unit, as well as our National Quality & Risk Officer and our Technical Information Security Officer. Consultation between member(s) of the Modern Slavery Working Group and the shareholders' Head of Sustainability also formed part of this process.

It follows that modern slavery risks have been appropriately identified, assessed and addressed, and each entity has been consulted and is aware of their required actions.



7. Board Approval

This Statement has been prepared by the Modern Slavery Working Group in accordance with the Modern Slavery Act 2018 (Cth) in consultation with the Partnered Health Group subsidiaries and has been reviewed and approved by Board of Directors of Partnered Health Pty Ltd on 18th June 2026.



Dr Malcolm Parmenter

Managing Director/CEO

A handwritten signature in dark ink, appearing to read 'Malcolm Parmenter', written over a horizontal line.

Partnered Health Pty Ltd

18th June 2026



PARTNERED HEALTH