



respect

Modern Slavery Statement

2024



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I am pleased to present the first Modern Slavery Statement of Respect for the financial year ended 30 June 2024.

Respect remains committed to protecting human rights within its operations and supply chains. Respect recognises the importance of being vigilant and actively engaging in conversations about modern slavery and advocating for those who are not always able to represent themselves.

Respect acknowledges that human rights issues can occur in its operations and supply chains and endeavours to mitigate identified risks within its influence.

This Statement demonstrates Respect's commitment to continuing its progress on the modern slavery journey. It outlines the steps Respect has taken to address the risks of modern slavery within its operations and supply chains and highlights its future roadmap.

This Statement was approved by the Board of Respect on 30 October 2024.

Jason Binder

CEO and Managing Director of Respect
30 October 2024





This is the inaugural Modern Slavery Statement of Respect Group Limited ACN 121 263 545 and its subsidiary Respect Property Holdings Tasmania Pty Ltd ACN 673 124 439 (together referred to as Respect). This Statement has been prepared and delivered in accordance with the requirements and criteria of the *Modern Slavery Act 2018* (Cth) for the financial year ending 30 June 2024.

Respect's Structure

Respect's companies are each an Australian Public Company, Limited by Guarantee. Each company is a large charity registered with the Australian Charities and Not-for-Profit Commission.

An independent board of directors governs Respect and sets the strategic direction to help the organisation achieve its purpose. A highly skilled executive leadership team supports the board and drives the delivery of high-quality, safe and reliable aged care and services for its residents and clients.

Respect's registered office is located at 50 Formby Road, Devonport in the state of Tasmania. At the conclusion of the reporting period, Respect had 3,200 employees and 200 volunteers.

Respect's Operations

Respect services the Australian senior community by providing residential aged care, retirement living and home care services across Tasmania, Victoria and New South Wales.

Respect Group Limited is the main operating entity of Respect. Respect Property Holdings Tasmania Pty Ltd owns property in Tasmania, on which three residential aged care services and fourteen retirement villages operate.

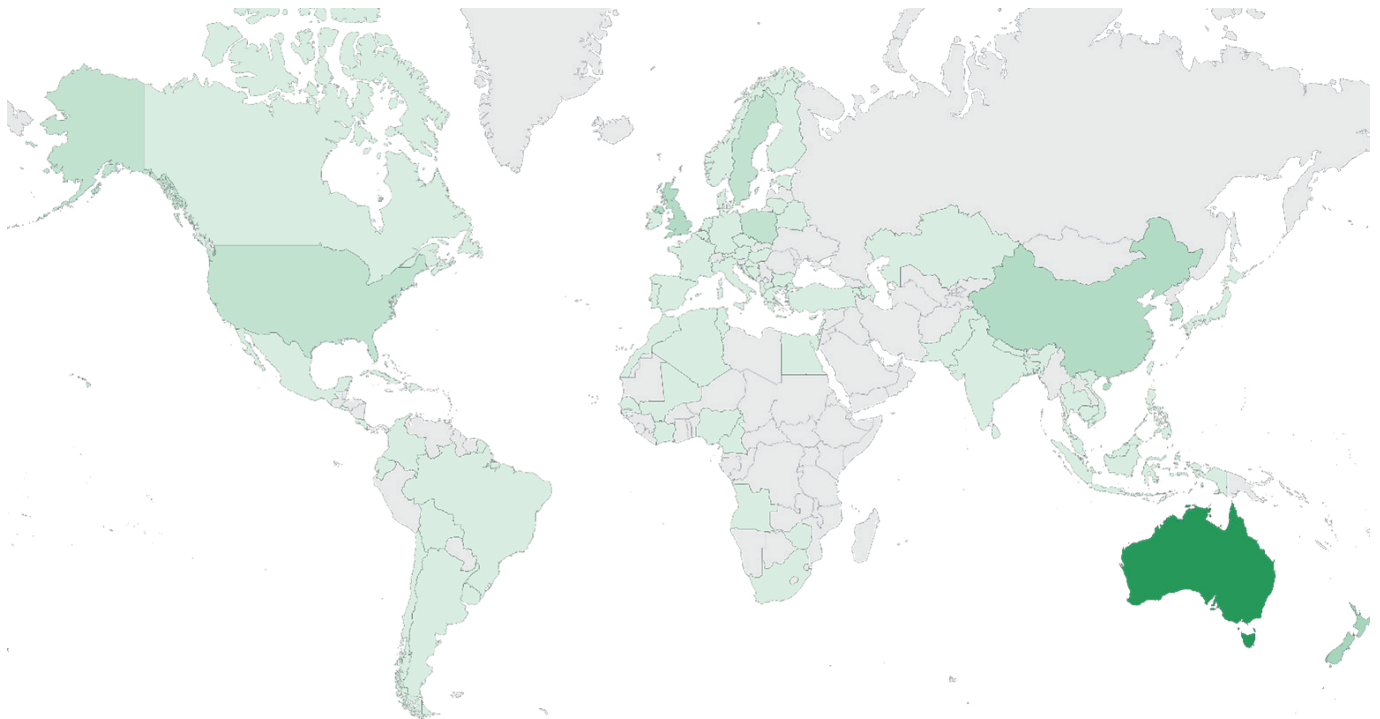


Respect's Supply Chains

Respect sources a wide range of goods and services to support its delivery of aged care services to its residents and clients.

During the reporting period, approximately 1,700 suppliers provided goods and services to support Respect's operations. Out of these 1,700 suppliers, 50 suppliers accounted for 73% of its spend, and Respect has focused its review on these suppliers.

Respect's suppliers operate from remote, regional and metropolitan Australian locations, with some supply chains being connected to international manufacturing locations as highlighted on the below map:



Respect's suppliers range from sophisticated global service providers to sole traders. The main categories from which Respect sources goods and services include:

- Administration and consumables
- Agency staff
- Allied health
- Catering services and supplies
- Cleaning and chemicals
- Consulting and professional services
- Furniture and furnishings
- Linen and laundry
- Medical equipment and supplies
- Personal protective equipment
- Property, maintenance and motor vehicles
- Property development
- Technology and software
- Travel and accommodation
- Uniforms
- Utilities
- Waste management



Within Respect's Operations

Due to the highly regulated nature of the labour market in Australia, Respect believes that there is a low likelihood of modern slavery harm arising within its own operations and direct workforce.

67% of Respect's costs are incurred as remuneration to Australian-based employees, which are protected by Australian workplace regulations.

The majority of Respect's staff are employed under a Union-negotiated Enterprise Bargaining Agreement approved by the Fair Work Commission. A smaller percentage of Respect's corporate services staff are employed under individual contracts of employment that comply with Australian laws.

At times it may be necessary to engage labour hire agencies to fulfil short-term temporary staffing requirements. All labour hire agencies that provide services to Respect are Australian-based entities that deliver services in Australia and must also comply with Australian labour laws.

Within the Supply Chain

Respect acknowledges that the risks of modern slavery may be heightened in some of its supply chains and operations as a result of:

1. The sectors in which its suppliers operate, which can be described as high risk. In particular:

- Accommodation and food service activities
- Agriculture, forestry and fishing
- Manufacturing
- Property development and construction
- Transportation and storage
- Wholesale

2. The geographical location of some suppliers, and the source of materials used in products supplied by them. In particular:

- Garments, textiles and footwear products from China
- Outsourced services such as cleaning, catering, security and facilities management, and use of labour hire contractors
- Refined Palm Kernel Oil from Indonesia

Respect recognises that visibility into some overseas market operations can be low and this may increase the risk of modern slavery practices. This risk may be higher in the secondary tiers of our supply chain, including the suppliers of raw materials and services used in products delivered to Respect.



During the reporting period, Respect has made significant progress in implementing policies and actions to assist in addressing modern slavery risks associated with its operations and supply chains. These include:

1. Establishing a Modern Slavery Working Group

Respect established a modern slavery working group with the objective of designing, leading, and implementing its modern slavery prevention, mitigation and remediation efforts.

The working group consists of senior leaders across the organisation (procurement, finance and property) and aims to integrate and embed modern anti-slavery practices through a holistic and informed approach.

2. Assessing Suppliers

With the use of a third-party tool, Respect assessed modern slavery risks within its supply chain. Participating suppliers were asked to complete a self-assessment questionnaire online. After each supplier completed and submitted the questionnaire, their responses were assessed to determine their modern slavery risk scores and associated risk category.

Suppliers that completed the self-assessment were given action items to complete post-assessment. These action items were also aggregated, giving Respect a focused view of the most impactful actions that could be taken by suppliers across their supply chains.

Respect have commenced the roll out of a supplier follow-up initiative to further discuss the action items and address the risks identified through the assessment. Primarily this involves ensuring that suppliers have the right policies and procedures in place to mitigate inherent risks within their business.





During the first reporting period, Respect assessed the effectiveness of its actions across four key performance areas:

1. Governance and due diligence;
2. Procurement and supply chain;
3. HR practices, training and education; and
4. Grievances and reporting.

Against each of these focus areas, Respect has developed Key Performance Indicators (KPIs) that will be used to assess the effectiveness of its actions. These include:

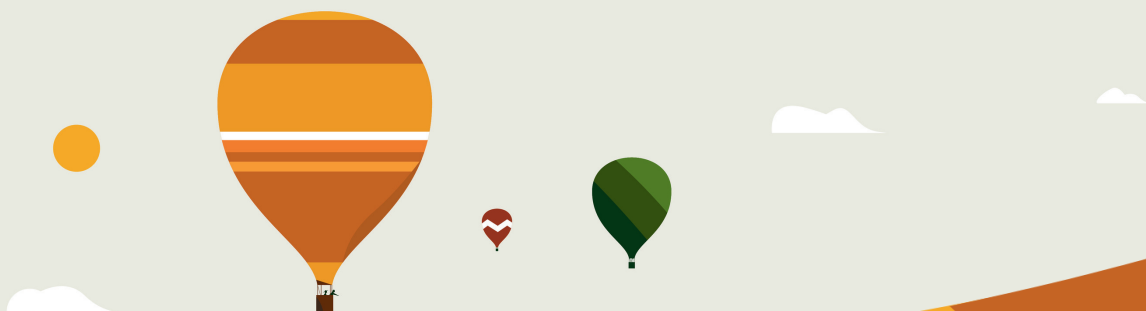
- The percentage of precedent contracts with slavery clauses included;
- Number of suppliers completing our modern slavery questionnaire;
- Completion rates for modern slavery awareness training; and
- The number of modern slavery cases identified and remediated.

Over subsequent reporting periods, Respect will continue to review and enhance these KPIs and develop further metrics to assess the effectiveness of its actions, in line with continuous improvement.

The modern slavery working group will continue to evaluate progress on future items, identifying actions to enhance Respect's approach to modern slavery risk.

Respect acknowledges and understands that if no cases of modern slavery have been found in its operations or supply chains, this does not mean that modern slavery does not exist, but rather Respect needs to review the effectiveness of its actions.

Respect's entities have been consulted on modern slavery risks and the contents of this Statement.





Respect is committed to continuing to prevent, mitigate and detect modern slavery in its operations and supply chains.

Respect will continue to work diligently to ensure that its operations and supply chains are free from any form of modern slavery.

Through its Modern Slavery Roadmap, Respect plans to undertake the following actions:

- Publish its Modern Slavery Statement on its website;
- Develop an agreed procedure for responding to modern slavery cases;
- Include in procurement contracts, obligations on suppliers in relation to modern slavery;
- Implement and disseminate a supplier code of conduct that includes modern slavery provisions;
- Implement a Procurement Policy and incorporate provisions relating to ethical sourcing and human rights;
- Update supplier preferred lists by reference to their compliance with modern anti-slavery requirements;
- Provide training on 'ethical sourcing' to procurement category managers; and
- Add a modern slavery training module to its e-learning platform and onboarding process for Board members, Executive team members and those in high-risk roles.





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