



#Chris O'Brien Life



**Chris O'Brien  
Lifehouse**

# **Modern Slavery Statement 2025**

# Modern Slavery Statement 2025

## Reporting Entity

This modern slavery statement is made pursuant to the Modern Slavery Act 2018 (Cth) by Lifehouse Australia (ACN 100 492 644) trading as “Chris O’Brien Lifehouse” (Chris O’Brien Lifehouse) and as trustee for the Chris O’Brien Lifehouse Trust. Chris O’Brien Lifehouse does not own or control any other entities.

It is submitted in respect of the period ending 30 June, 2025.

This Statement has been prepared by the Executive Leadership Team of Chris O’Brien Lifehouse and was reviewed and approved by the Board of Directors of Chris O’Brien Lifehouse on the 4th of December, 2025.

*\*\*\*16(1)(f) Chris O’Brien Lifehouse does not own or control any other entities that meet the \$100 million consolidated revenue threshold under the Modern Slavery Act 2018 (Cth). Therefore, the consultation requirement under section 16(1)(f) is not applicable.*

The Board of Directors of Chris O’Brien Lifehouse has approved this statement and has authorised it to be signed in my capacity as CEO.



Prof. Michael Boyer  
Chief Executive Officer, Chris O’Brien Lifehouse

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### Address:

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119-143 Missenden Rd,  
Camperdown NSW 2050



# Modern Slavery Statement 2025

## Introduction

Chris O'Brien Lifehouse is dedicated to the highest standards of ethical conduct and is committed to contributing to the eradication of modern slavery and human trafficking. This Modern Slavery Statement outlines our approach, policies, and actions to address these issues within our organisation and supply chains, in compliance with the Modern Slavery Act 2018 (Cth).

## Our commitment

At Chris O'Brien Lifehouse, we believe in the inherent dignity and rights of all individuals. We are committed to ensuring that our operations, including our supply chains, are free from any form of modern slavery, human trafficking, or unethical labour practices.



## Chris O'Brien Lifehouse's Organisational Structure, Operations, and Supply Chains

### Overview

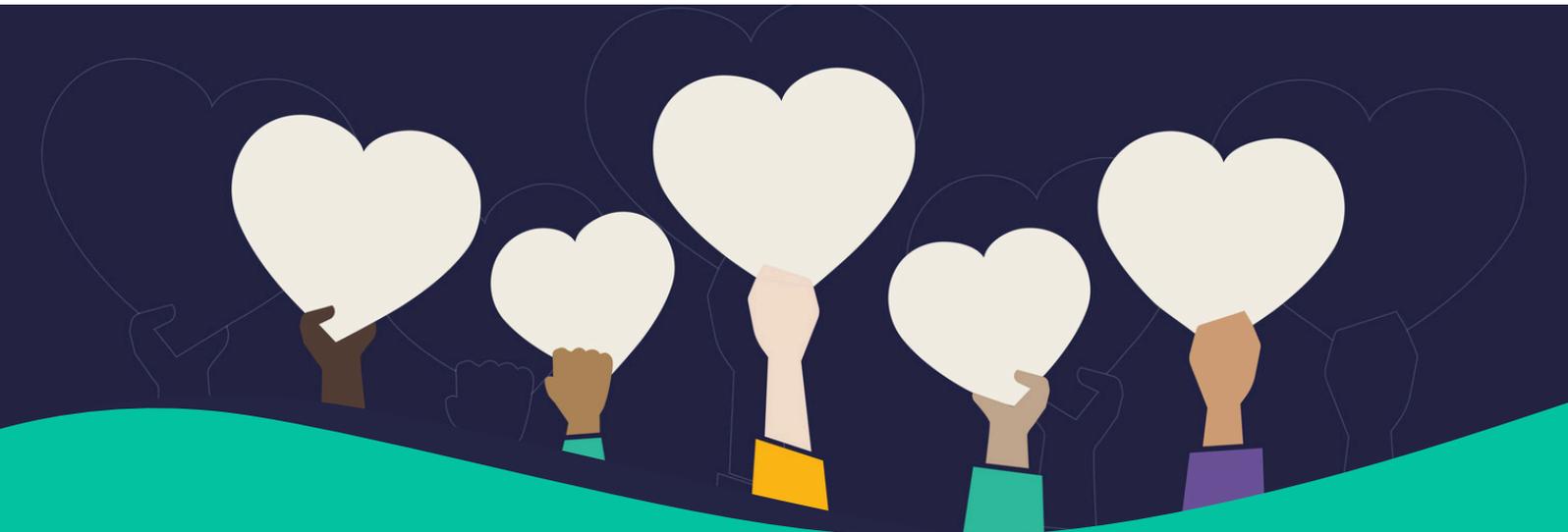
Chris O'Brien Lifehouse is an independent, not-for-profit cancer hospital delivering patient-centered cancer care. Our corporate structure is a Company Limited by Guarantee, and we employ 1,134 staff (as at 30 June 2025). All our activities are carried out in NSW, Australia.

**Our Vision** is to transform the lives of people affected by cancer.

**Our Mission** is to minimise the burden of cancer by providing integrated expert care, delivered with compassion, and founded on research, innovation, education, and training.

We fulfill our Mission by operating a hospital that provides a full range of services for people with cancer as well as their carers and families. Our operations include:

- The direct employment of staff.
- The delivery of healthcare.
- Conducting research with the aim of improving health outcomes.
- The provision of clinical education.
- The conduct of charitable activities, in particular fundraising in support of the activities of the organisation.



### Chris O'Brien Lifehouse's Organisational Structure, Operations, and Supply Chains

The Chris O'Brien Lifehouse model of care is multidisciplinary, patient-centered, and research-based, delivered through integrated and co-located services. Our staff are passionate, caring, and dedicated. Their behaviour is guided by our Values, which are listed below. Abiding by these Values also implies that we should be taking action to ensure that modern slavery is not part of how we run our business by taking steps to identify and eliminate it.

#### Our Values

**Collaboration** – working together to drive excellence.

**Respect** – honouring dignity, embracing diversity.

**Empowerment** – enabling independence and confidence.

**Nurture** – cultivating compassionate support.

**Discovery** – innovative research, inspiring hope.

#### Corporate and Clinical Governance

Chris O'Brien Lifehouse has a Board of Directors which is responsible for oversight of the activities of the organisation. These activities are guided by an Executive Leadership Team, headed by the Chief Executive Officer. The Board and Executive have established the Chris O'Brien Code of Conduct which applies to all people who come in contact with our business, including employees, contractors, consultants, Visiting Medical Officers, and agency employees. The Code of Conduct guides behaviours and accepted practices and contributes to a respectful, positive workplace, where people behave in a professional and ethical manner. It is complemented by a suite of policies that outline how the organisation operates in terms of its business activities and clinical activities. Committees of the Board, including the Audit and Risk Committee and the Clinical Governance Committee monitor how the organisation functions and the outcomes of its activities.

Chris O'Brien Lifehouse complies with Australian laws and regulations in its dealings with employees, contractors and suppliers. Additionally, the behavior of the organisation is guided by a suite of policies that are reviewed regularly.

### Supply Chain and Risk of Modern Slavery Practices

In order to carry out its operations, Chris O'Brien Lifehouse relies on a complex supply chain. The supply chain includes:

- labour providers, (for example nursing or locum agencies);
- manufacturers of items of large medical equipment (for example linear accelerator manufacturers or providers of robotic surgical equipment);
- suppliers of clinical consumables that are required for the delivery of healthcare;
- pharmaceuticals;
- suppliers of communications and information technology equipment and services;
- food providers;
- and services provided by a range of suppliers that support the maintenance of our facility and the equipment within it, including utilities such as water, gas, and electricity.

Chris O'Brien Lifehouse has a range of relationships with suppliers ranging from short-term, one-off purchases through to long-term contracts for supplies of ongoing requirements. Long-term contracts are managed by the Executives of the organisation. Additionally, many services are provided by employees of Chris O'Brien Lifehouse. The overwhelming majority of suppliers of goods used in the operations of Chris O'Brien Lifehouse are based in Australia. However, many of the goods purchased are manufactured in other parts of the world. Further detail is provided in the following table.



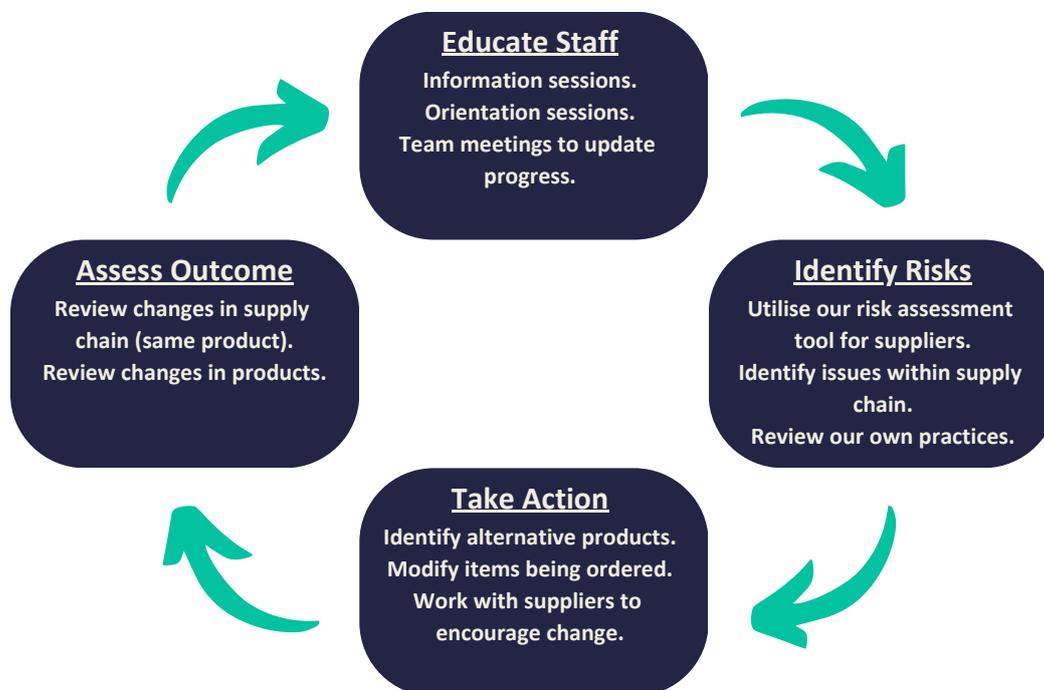
# Modern Slavery Statement 2025

## Supply Chain and Risk of Modern Slavery Practices

Segment	Examples	Source Countries	Potential risks
Clinical Staff	Agency nurses; locum medical staff	Sourced from Australian companies.	Low risk, staff are subject to Australian employment law.
Large items of biomedical equipment	Linear accelerator; surgical robot; imaging equipment	Various, but predominantly Australia, North America, Western Europe; Japan.	Some risks relating to the production of components, particularly electronic components, in countries with risk of modern slavery.
Medical consumables	Items used in the delivery of care	Category 1: Items purchased from large multinationals based in countries with modern slavery / human rights / labour laws, such as USA, EU, New Zealand Category 2: Items purchased from Australian suppliers who identify that they manufacture or source products from countries such as China, Taiwan, Malaysia, Thailand, Pakistan, Vietnam	Risks predominantly relate to Category 2: <ul style="list-style-type: none"> <li>• Use of low cost labour.</li> <li>• Poor WHS standards.</li> <li>• Forced labour / sweatshops in the production of metals, electronics, textiles.</li> </ul>
Pharmaceuticals	Pharmaceuticals	All items are purchased either directly from manufacturers based in countries with modern slavery / human rights / labour laws, such as USA, EU, New Zealand or from Australian distributors. .	Risk exists where pharmaceutical manufacturing occurs in higher risk countries, or where it is difficult or not possible to identify the source country of these products.
Communication and information technology	Computers, phones, software, IT consulting services	Items are purchased from Australian distributors or from organisations based in countries with modern slavery / human rights / labour laws, such as USA, EU, New Zealand. However, some items are manufactured in countries such as China, Taiwan, Malaysia, Thailand with higher risks. Additionally, some labour is provided from Pakistan	Risk relates to the production of electronics: <ul style="list-style-type: none"> <li>• Use of low cost labour</li> <li>• Poor WHS standards</li> <li>• Forced labour / sweatshops in the production of electronics</li> </ul> Risks also relate to employment of staff in overseas jurisdictions.
Food services	Food	Food contract is with large multinational provider, based in Australia. Food is largely sourced from Australia, with some imported ingredients or items.	Risks of modern slavery relates to: <ul style="list-style-type: none"> <li>• Use of migrant labour</li> <li>• Bullying and harassment of workers</li> <li>• Use of child labour in the supply chain for raw ingredients.</li> </ul>
Maintenance and Facilities	Maintenance agreements for capital items; building projects; facilities management	Contracts predominantly in Australia, but raw materials and other inputs sourced from countries with higher risk.	<ul style="list-style-type: none"> <li>• Complex subcontracts may obscure poor employment practices, particularly in production of raw materials in countries other than Australia.</li> <li>• Traditionally not an area of particular focus.</li> </ul>

## Activities: 2024- 2025

Having finalised our framework and approach to responding to the risks and challenges of modern slavery in the 2022 - 2023 financial year, we commenced specific actions in 2023 - 2024 and have continued to build on these initiatives in the current year.



The main actions that have been taken this year are:

### Activities: 2024 - 2025

#### ***Educate Staff***

Educational materials have been developed for staff and are now available via the intranet. Modern Slavery education is incorporated into orientation programs for all staff. Education sessions have been held for staff involved in purchasing and procurement, and has been expanded in FY25 to all managers.

#### ***Identify Risks***

A modern slavery questionnaire for suppliers/vendors has been developed and implemented. This is now included in the vendor creation process for new vendors. The process of engaging with existing vendors to complete a questionnaire has commenced.

We have assessed the responses to these questionnaires and identified that although most of our vendors are subject to the Modern Slavery act, only a minority have prepared Modern Slavery Statements.

We have reviewed our own direct employment practices, to ensure that they comply with the law.

#### ***Take Action***

In addition to the above completed actions, we have been reviewing the results of questionnaires, and creating a register of high-risk suppliers and products, and commencing the task of identifying suitable alternatives. To date, we have not identified any suppliers that pose a concern.

#### ***Goals for FY26***

Building on the actions initiated in previous years, our focus for FY26 is to evaluate the effectiveness of our modern slavery risk management approach and to further enhance staff training and education. In 2026, we plan to continue training to all managers. Additionally, as we expand the supplier questionnaire process to include existing vendors, we will measure and report the proportion of vendors who complete the questionnaire. This data will help us assess supplier engagement and identify areas for further improvement.

### Assessing the Effectiveness of Our Actions

Chris O'Brien Lifehouse is committed to continually improving our approach to addressing modern slavery risks. To assess the effectiveness of our actions, we have implemented the following measures:

- **Monitoring Completion Rates:** We track the proportion of new vendors who complete our modern slavery questionnaire as part of the onboarding process. In FY26, we will extend this to existing vendors and report on completion rates.
- **Reviewing Questionnaire Responses:** We analyse responses to identify gaps in supplier awareness and compliance. This informs our engagement strategy and helps us target high-risk suppliers for further action.
- **Staff Training Evaluation:** We monitor participation in modern slavery education sessions and orientation programs, and seek feedback from staff to assess understanding and identify areas for improvement.
- **Risk Register Updates:** We maintain a register of high-risk suppliers and products, which is regularly reviewed and updated based on new information and supplier engagement outcomes.
- **Continuous Improvement:** Lessons learned from these assessments are used to refine our policies, supplier engagement, and staff training. For example, we plan to increase the proportion of suppliers completing questionnaires and to further enhance our training to all managers in FY26.

We recognise that assessing effectiveness is an ongoing process. In future reporting periods, we aim to develop more robust metrics, such as supplier remediation outcomes and improvements in staff awareness, to further strengthen our approach.



**Chris O'Brien**  
**Lifehouse**