

ANGLICARESA

Modern Slavery Statement

Financial Year 2025

Together we change lives.

Modern Slavery Statement 2024/2025

AnglicareSA

AnglicareSA Ltd (ABN 69 187 578 153) and its subsidiary AnglicareSA Housing Ltd T/A Believe Housing Australia (ABN 95 321 672 835) (together **AnglicareSA, us, we or our**) are companies limited by guarantee under the Corporations Act 2001. They have separate Constitutions and are registered with the Australian Charities and Not-for-Profit Commission (ACNC).

This is a joint Modern Slavery Statement (**Statement**) and has been prepared pursuant to the Modern Slavery Act 2018 (Cth) (**the Act**) for the reporting period 1 July 2024 – 30 June 2025. This is AnglicareSA's sixth modern slavery statement. In this statement we reaffirm our commitment and efforts to combat modern slavery, as evidenced through further enhancement of our processes and understanding of modern slavery risks in our operations and supply chains.

AnglicareSA's vision, purpose and values are centered around human rights. This statement reflects our dedication to taking concrete steps towards a world free from modern slavery. We are hopeful about the positive impact of our initiatives and the progress we will continue to make in the years to come.

AnglicareSA aligns our definition of modern slavery with the Act, which includes eight forms of serious exploitation defined under Australian and/or International Law. Our organisation recognises its responsibility to collaborate with suppliers, employees, customers, and external stakeholders to enhance a broader understanding of modern slavery risks and identify the role all stakeholders can play in addressing these issues.

This statement was approved by the AnglicareSA Board on 4 December 2025.



Tim Sarah

Chair

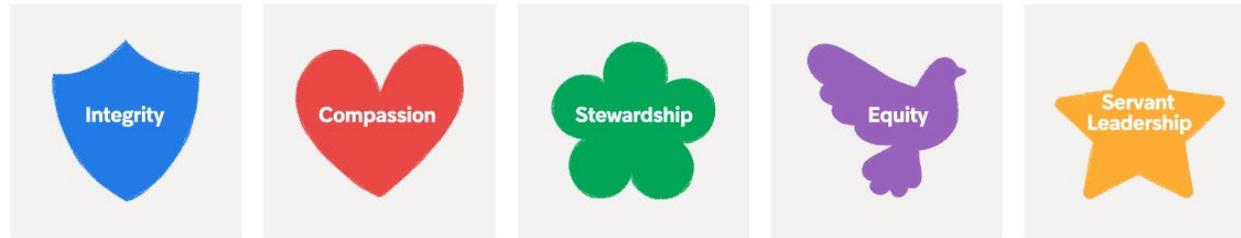
Contents

1. Introduction to AnglicareSA
2. Organisational Overview
 - I. Operations
 - II. Supply Chain & Procurement
 - III. Governance
3. Assessment of Modern Slavery Risk
 - I. Supplier Mapping
4. Actions to Address Risks
 - I. FY 2025 Key Actions
 - II. Future Initiatives
5. Measuring Effectiveness
6. Consultation

1. Introduction to AnglicareSA

AnglicareSA envisions a world characterised by ‘Justice, Respect, and Fullness of Life for All’ and is dedicated to our purpose of ‘Together we Change Lives’. As a prominent not-for-profit organisation in South Australia, we rank amongst the largest employers in the region with over 2,300 staff and volunteers. Our organisation provides a comprehensive array of integrated, customer-centered, and holistic care services, which encompass aged care, community and youth services, disability services, affordable and social housing, and support for homelessness. This distinctive combination of services enables us to address the varied needs of individuals, families, and communities.

At AnglicareSA, we uphold a fundamental belief in the worth and value of all human beings, and our values (below) are grounded in this.



AnglicareSA’s governance framework is designed to uphold ethical business practices and ensure compliance with legal, regulatory, and professional standards and guidelines. Our organisation is firmly committed to maintaining the highest ethical standards and condemns any form of modern slavery. Our Board of Directors holds ultimate responsibility for the organisation's governance. The Board make key decisions and provide oversight to AnglicareSA’s Executive team, who are delegated day-to-day operational management and decision-making.

2. Organisational Overview

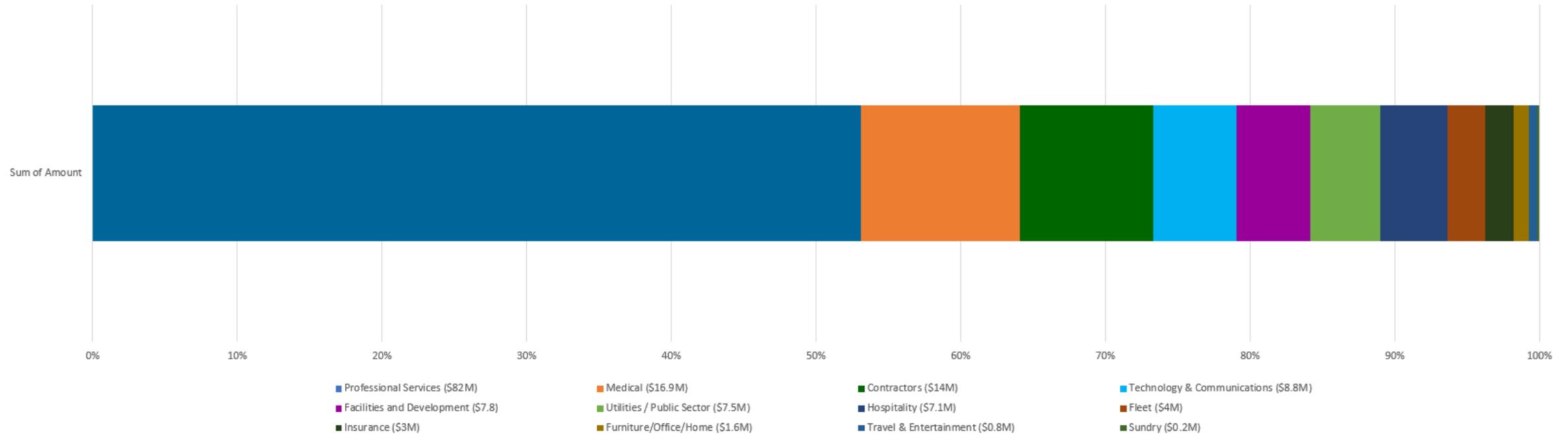
I. Operations

- AnglicareSA operates within South Australia and currently does not operate outside of this state.
- For over 160 years, AnglicareSA has been dedicated to assisting South Australians in need. Each year, our team provides support to many individuals through a wide array of programs and services. Last year AnglicareSA supported more than 50,000 individuals in need. Our services include housing and homelessness assistance, NDIS services, aged care, foster care, youth services, emergency aid, financial counselling and literacy, Aboriginal services, and other community supports for children, youth and families.
- In March 2022, AnglicareSA Housing was rebranded and is now known as Believe Housing Australia. Since this transition, Believe Housing Australia has maintained its recognition as a nationally accredited Tier 1 Community Housing Provider. The organisation not only offers housing and support services to its tenants but is also proactively seeking solutions to the ongoing housing crisis. This year, Believe Housing Australia continued efforts to provide further several social and affordable housing, introducing new homes to the market, which include apartments, villas, and townhouses designed for young individuals, seniors over 55, people with disabilities, and those eligible for affordable housing.
- Although our operations are domestic and localised, we recognise that modern slavery can occur anywhere. We are committed to remaining vigilant in identifying and addressing potential modern slavery risks and are continuing to conduct thorough assessments of our supply chains.

II. Supply Chains & Procurement

- In FY25, AnglicareSA procured over **\$154 million** of goods and services from approximately **780 suppliers**.
- AnglicareSA has a diverse range of operations across South Australia, which require many suppliers from a variety of industries, including construction, domestic work, cleaning, hospitality and food services, and manufacturing.

Financial Year 2024/2025 AnglicareSA Spend by Major Category (\$M)



II. Supply Chains and Procurement (Continued)

AnglicareSA recognises that our extended supply chain, including contractors and their suppliers, presents the greatest risk of modern slavery. To address this, we embed risk mitigation measures into all procurement activities.

Our Procurement Policy (Policy) sets clear principles for ethical sourcing and staff responsibilities. It promotes diversity and inclusion by supporting apprenticeships, local employment, and upskilling opportunities.

All tenders are assessed on employment practices, payment structures, and responses to our modern slavery survey. Where possible, we prioritise South Australian suppliers to strengthen local communities, reduce environmental impact, and improve transparency.

We remain committed to responsible procurement and maintaining an ethical, traceable supply chain.

At AnglicareSA we expect our suppliers to:

Provide equitable opportunity and treatment

Support equal pay for work of equal value

Oppose discrimination or intimidation

Demonstrate commitment to Corporate Social Responsibility

Refrain from using any form of forced, involuntary or debt bonded labour

Comply with all national regulations on pay and benefits

III. Governance

The AnglicareSA Board is comprised of all volunteer directors who are responsible for setting a risk management framework for the organisation.

AnglicareSA's Audit and Risk Committee (ARC) supports the Board in managing risk responsibilities and evaluates compliance systems and internal controls. It addresses a broad spectrum of non-financial risks, including those related to human rights and modern slavery.

AnglicareSA's Executive Team is tasked with daily management of AnglicareSA and the achievement of its strategic objectives. Through the course of the reporting period, the organisational undertook a strategy refresh to ensure that the new 2030 strategy remained aligned with the mission and objectives of the organisation.

During FY25, AnglicareSA's procurement team strengthened its role in addressing modern slavery risks and driving expectations across our supply base. The Executive General Manager, Social Enterprise collaborated with key functions—including Legal & Governance, Marketing, Development, People & Culture, and Procurement—to ensure consistent organisational understanding and alignment on modern slavery obligations.

AnglicareSA Board

Audit & Risk Committee

AnglicareSA Executive Team

**AnglicareSA Social Enterprise
Portfolio**

3. Assessment of Modern Slavery Risk

- AnglicareSA is committed to identifying and managing modern slavery risks in its operations and supply chains, acknowledging that while no current modern slavery practices are known, the indirect supply chain poses the greatest risk.
- AnglicareSA evaluates modern slavery risks based on a product or service's potential to cause, contribute to, or be linked to modern slavery.
- AnglicareSA is dedicated to conducting due diligence and identifying and managing modern slavery risks in its operations and supply chains. We have developed a structured approach that includes regular risk assessments, supplier mapping, and awareness initiatives.
- In FY2025, AnglicareSA continued to map and analyse its supply chain. The primary focus this year was with our **Solar Project** partner. We have prepared our findings and included these in our statement.
- AnglicareSA also continues to take other steps to increase knowledge and awareness of modern slavery and risks in our supply chains.
- The steps taken to assess our modern slavery risks within our supply chains help inform us and allow us to better focus our efforts on areas of our supply chain that may be more likely to carry higher modern slavery risk and respond to these risks in an effective manner.

I. Risk Assessment and Mapping of AnglicareSA's Solar Panel Partner



AnglicareSA identified solar panel & associated component manufacturing as a high-risk category for modern slavery. The industry's complex global supply chains often involve regions where forced labor and exploitative practices have been documented, particularly in the sourcing of raw materials and production processes.

In FY2025 AnglicareSA spent \$0.4m on the ongoing implementation of our solar project initiative. On average, this AnglicareSA funded initiative provides the tenants with 15% saving on their energy bills. There are currently 305 tenants connected to our innovative scheme.

We engaged directly with our solar project partner, 369 Labs to understand the measures they have implemented to review and mitigate modern slavery risks within their manufacturing supply chain.

<u>Solar Panels</u>	<u>Batteries</u>	<u>Software & Tech</u>	<u>Installation</u>
<ul style="list-style-type: none"> • Medium risk • Sourced from Tier 1 suppliers only with origin of materials monitored via traceability reports. • No direct sourcing from high-risk regions. 	<ul style="list-style-type: none"> • Medium risk • Lithium-ion cells from audited suppliers only • Cobalt risk reduced via DRC free sourcing 	<ul style="list-style-type: none"> • Low risk • All development locally based in Adelaide 	<ul style="list-style-type: none"> • Low risk • Australian contractors with labour compliance checks

369 Labs have a strong risk management framework in place, including annual supplier self assessments, preference for manufacturers with strong ESG ratings and public modern slavery statements, contractual anti-slavery clauses in 100% of supplier agreements, annual staff training and a whistleblower channel.

Overall, AnglicareSA was pleased with the response provided, and considers that 369 Labs is appropriately managing the areas of the supply chain at higher risk of modern slavery.

Together we change lives.

ANGLICARESA

4. Actions to Address Risks

FY2025 Key Actions



Risk Assessment – AnglicareSA extended our assessment and mapping of modern slavery risks with our Solar Panel Partner to ensure the downstream supply chain was free from Modern Slavery risks.



Policy – AnglicareSA continued to embed modern slavery conditions and obligations into policies and procedures where relevant as part of ongoing consultation as well as highlighting Modern Slavery during all procurement tenders.



Contracts – Modern slavery risks continue to form part of AnglicareSA's considerations when procuring new suppliers.



Engagement – AnglicareSA's modern slavery survey continues to form part of all new tender processes and is an item discussed during supplier biannual performance reviews.



Education – A dedicated page was created on the AnglicareSA intranet for employees to learn more about what Modern Slavery is, AnglicareSA initiatives to help eradicate modern slavery and raise awareness on what can be done.

Future Initiatives

- Continue **assessing and mapping** direct and indirect supply chains, prioritizing those with higher understanding and compliance with modern slavery risks
- Develop a **reporting tool** to enable employees and stakeholders to raise concerns or share information related to modern slavery
- Explore technology and AI solutions to **enhance identification** and assessment of modern slavery risks
- Continue **monitoring** Australian and global trends to maintain awareness of modern slavery risks, including reviewing reports and guidance from advocacy and research bodies
- **Expand education and training** to ensure all employees and volunteers have access to and providing learning opportunities regardless of existing knowledge levels



5. Measuring Effectiveness

AnglicareSA is committed to continuously improving its processes to address modern slavery risks in its supply chains. We take steps to conduct regular reviews and assess the effectiveness of our actions, using insights from these evaluations to inform future strategies and initiatives



Ensuring that the AnglicareSA leadership team is aware of and supports the strategy and that annual updates are provided to the AnglicareSA Audit & Risk Committee, and Board



Undertaking strategic procurement activities that involve modern slavery factors and engagement, and obtaining feedback from tender submissions about this inclusion at the completion of the tender



Seeking feedback from suppliers and AnglicareSA employees on the initiatives undertaken



Undertaking a deep dive mapping and analysis of at least one major supply chain annually



Seeking year-on-year improvement in organisational awareness of modern slavery and its signs

6. Consultation

AnglicareSA Housing Ltd T/A Believe Housing Australia is a wholly owned subsidiary of AnglicareSA Ltd. Believe Housing Australia services are provided by AnglicareSA Ltd, and the two entities share overarching policies, systems, and processes. As a result, this statement has been prepared jointly by key team members from the Legal Services & Governance and Procurement teams.

Before being submitted to the AnglicareSA Ltd Board for review and approval, the contents of this statement were reviewed and approved by the AnglicareSA Executive Team, who are responsible for the day-to-day management of AnglicareSA and leading the delivery of its strategic objectives, and by the Audit and Risk Committee.

Thank You

Anglicare SA

159 Port Road, Hindmarsh SA 5007

anglicaresa.com.au

Together we change lives.

ANGLICARESA