

MODERN SLAVERY STATEMENT FEROS CARE

Introduction

Modern Slavery is an umbrella term that includes practices like slavery, servitude, human trafficking and forced labour. It is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another's personal or commercial gain.

At Feros Care, we have a zero-tolerance approach to modern slavery and are committed to not condoning, supporting or contributing, either directly or indirectly, to Modern Slavery in our operations and supply chain.

In accordance with the *Modern Slavery Act 2018*, Feros Care now meets the threshold requirement for Modern Day Slavery Reporting. Our first statement outlines the actions that we have taken to understand any potential modern slavery risks related to our organisation, and our commitments to assessing and reducing the risk of modern slavery within our business and supply chain.

Who we are

Feros Care is a charitable organisation registered under the Australian Charities and Not-for-Profit Commission Act 2012 (Cth) (ACNC).

Our mission is helping people live healthier, happier, better-connected lives. For over 30 years, we've been making it happen, both for older Australians and people living with disability. Our aged care and disability support services help through home care, residential and respite care, clever technology to make life easier, assistance in accessing community activities, coordination of local NDIS services, or one of our allied health and wellness solutions.

Our sister human services organisation, Aspire4Life, tailor inclusive planning, assessment and case management services which have the needs of the individual at their core and are delivered with respect and understanding.

Our service footprint covers six states and territories across eastern and southern Australia. As a result, Feros Care is supported by over a combination of direct employees, volunteers and a range of workforce contractors and suppliers of goods and services.

Our supply chains

Feros Care procures goods and services needed for completion of day-to-day activities from a range of contracted and preferred suppliers operating in Australia.

Our long-term, strategic relationships with key service partners, contractors and suppliers provide a level of stability in our supply chain and procurement processes. Our supplier selection and onboarding procedures includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

Our supply chain arrangements include contractors and suppliers from the following key areas:

- *Corporate Procurement* inclusive of goods and services such as stationary, consumables, office equipment and information technology;

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- *Operational Procurement* inclusive of goods and services required for the care of our residents living in our villages and for our in-home community clients, personal protective equipment, linen, recruitment and training, labour hire contractors and agencies; and
- *Capital Works & Property* including building material, equipment, body corporate and construction related services.

Risk assessment

Feros Care believes there is minimal risk of modern slavery in our directly employed workforce due to the existing protections and regulations in the Fair Work Act that apply to the assessment, aged care and disability support sectors, along with the presence of unions who represent employees by negotiating employment conditions. The same protections and regulations are also applicable to our preferred service partners and contractors who operate in these sectors, further reducing any risk.

Feros Care commenced the process of conducting a risk assessment of our supply chain once we identified we met the threshold requirement for reporting.

We initially embarked on a staged approach to assessing and mapping our supply chain, commencing with our top 50 suppliers. We have assessed the business services rendered by these suppliers and whether they currently report and meet Modern Day Slavery reporting requirements. To date, we have identified that a significant number are already working towards or are compliant with the requirements of the Modern Slavery Act, as evidenced by publicly available policy and modern slavery statements

The Procurement team has also commenced implementing initial measures to include screening of modern slavery into procurement processes.

Policies

Feros Care is currently implementing or revising the following policies to support our approach to reducing the risk of modern slavery in our operations:

- *Whistle Blower Protection Policy* - We encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
- *Code of Conduct* - Our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.
- *Organisational Sustainability Policy* – We uphold a commitment to practices and standards designed to promote economic, social and environmentally responsible operations with the aim of achieving a holistic practice and culture of organisational sustainability whilst meeting its core purpose.
- *Procurement Policy* – We will revise to formally include modern slavery clauses that will also be applied to operational processes.

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Future Commitments

In the next 12 months, Feros Care commits to the following actions:

1. Map and assess all suppliers to determine the response and risk controls to be implemented, including:
 - a. consider the services rendered by the suppliers and the location of where any supplies are manufactured;
 - b. the risk profile of the locations where the supplier operates or the location of where the supplies are manufactured, to determine a risk profile based on the *Global Slavery Index*; and
 - c. whether there is a risk of the presence of vulnerable demographic groups.
2. Update our standard procurement agreements to include contractual obligations to address modern slavery compliance for all new and existing service partners, contractors and suppliers.
3. Develop awareness education for the workforce and our clients, residents and participants in relation to their role in eliminating modern slavery.
4. Revise and develop our compliance to modern slavery to build capacity within the organisation to monitor, and act on modern slavery risk.
5. Develop a set of key performance indicators and controls to measure our performance in combatting modern slavery, inclusive of reporting frequency and audiences.
6. Feros Care and Aspire4Life will manage modern day slavery through their risk management framework, policy and procedures and will consult with and report modern slavery to their respective governing bodies.

Process of Consultations

The Board of Feros Care has consulted with the Executive Leadership and endorses the approach and activities taken by the organisation in order to mitigate against any risks of modern day slavery. This statement has been prepared by the Executive and the Board have consulted with the Executive and will continue to consult with the Executive in relation to the organisations activities to identify modern day slavery risks and eliminate modern day slavery practices.

Signed on behalf of the Executive of Feros Care

Karen Crouch, CEO



8 May 2023

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Signed on behalf of the Board of Feros Care

Jason Bingham, Chair of Feros Care Board



8 May 2023

The Board of Aspire4Life has consulted with its General Manager and the Executive leadership of Feros Care and endorses the approach and activities taken by the organisation in order to mitigate against risk of modern-day slavery and eliminate modern day slavery practices. This statement has been prepared by the Executive of Feros Care who has consulted with the General Manager of Aspire4Life and the Board of Aspire4Life. The Board of Aspire 4 Life acknowledges that it will continue to consult with its General Manager and the Executive of Feros Care in relation to the organisations activities it is taking to identify modern day slavery risks and eliminate modern day slavery practices.

Signed on behalf of Aspire4Life

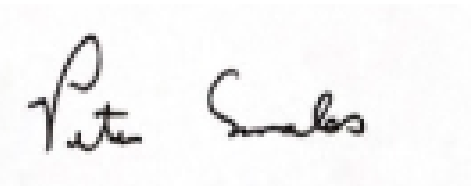
Michael Scurrah, General Manager



[28/04/2023]

Signed on behalf of the Board of Aspire4Life

Peter Smales, Chair of Board of Aspire4Life



28/04/2023]