

Vantive Pty Ltd (ABN 91 625 652 280)

Modern Slavery Statement

1 January 2024 – 31 December 2024

Legislation: *Modern Slavery Act 2018* (Cth) (Modern Slavery Act)

Reporting Period: 1 January 2024 – 31 December 2024 (Financial Year 2024, Reporting Period FY24)

19 June 2025

Foreword from our Directors

Vantive Pty Ltd (ABN 91 625 652 280) (referred to as we, us, our or **Vantive Australia** in this modern slavery statement (**Statement**)) is part of the global Vantive Group, a vital organ therapy company on a mission to extend lives and expand possibilities for patients and care teams everywhere.

The Vantive Group, as a global healthcare company, is committed to effective corporate governance, adherence to the law, and a culture of ethics and compliance throughout the organisation.

This is Vantive Australia's first stand-alone Statement for the purpose of the *Modern Slavery Act 2018* (Cth) (**Modern Slavery Act**).

During the Reporting Period FY24, Vantive Australia was Baxter Renal Care Services Pty Ltd (ABN 91 625 652 280), known as Baxter Kidney Care, which was a subsidiary to Baxter International Inc (**Baxter**) and part of the **Baxter Group**.

On 1 February 2025, Vantive Group launched as a new standalone vital organ therapy company, following the completion of its acquisition by funds managed by global investment firm Carlyle Group (the **Vantive Transaction**).

In previous reporting years, Vantive Australia was covered by the Baxter Healthcare Pty Ltd modern slavery statements, including the Baxter FY23 Modern Slavery Statement.

Given the Vantive Transaction has now taken place, we are pleased to submit this Statement which covers both:

- the steps we took during the Reporting Period FY24 when we were part of the Baxter Group, including the actions taken to assess and address modern slavery risks during that time; and
- a high level overview of the steps we are taking and considering taking in future reporting years now that the Vantive Transaction has completed.

The Vantive Group, including Vantive Australia, fosters a culture of compliance with all applicable laws, rules and regulations and maintains rigorous standards of ethics and business conduct with respect to all human rights issues, including modern slavery. We do not endorse any form of forced labour in our operations or in our supplier network.

Globally, the Vantive Group takes a group-wide approach to the enhancement of its practices and setting new standards in respect of anti-modern slavery, ethical procurement and human rights. The Vantive Group's current corporate governance guidelines reflect this evolution in respect of our people, policies and processes.

Importantly, Vantive Australia will not be starting its modern slavery compliance journey "from scratch" as much of the Baxter Group risk mapping, policies and procedures have been adopted by the Vantive Group.

However, looking ahead, following the Vantive Transaction, a key priority for Vantive Australia will be embedding the Vantive Group policies and processes within Vantive Australia, such as the Vantive Code of Conduct, Human Rights Policy and Supplier Standards.

In addition, Vantive Australia intends to develop a clear anti-modern slavery roadmap for its ongoing compliance with the Modern Slavery Act. This Statement outlines the key steps that we are considering taking in future reporting years such as:

- considering a review of the current relevant Vantive Group policies and processes;
- considering the extent to which the Vantive Group global approach needs to be supplemented locally by Vantive Australia, including with training and education; and

- conducting a high level risk assessment of modern slavery risks within our operations and supply chains.

Consistent with Australian Government Guidance, we will aim to take a continuous improvement approach to identifying, assessing and addressing risks in our operations and supply chains.

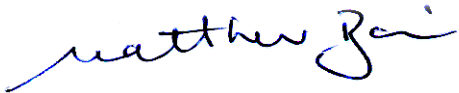
Following the Vantive Transaction, we look forward to reporting on the development and progress of our own anti-modern slavery regime in future reporting periods and modern slavery statements.

Principal Governing Body Approval

This modern slavery statement was approved by the Board of Vantive Pty Ltd (ABN 91 625 652 280) (**Vantive Australia**) in their capacity as principal governing body of Vantive Australia (in accordance with section 13 of the *Modern Slavery Act 2018* (Cth)) on 19 June 2025.

Signature of Responsible Member

This modern slavery statement is signed by Matthew Robert Bain of Vantive Australia in his role as General Manager and Director (in accordance with section 13 of the *Modern Slavery Act 2018* (Cth)) on 19 June 2025.



Matthew Robert Bain
General Manager and Director
19 June 2025

1. **Criterion 1 Identify the reporting entity**

- 1.1 The reporting entity is Vantive Pty Ltd (ABN 91 625 652 280) (**Vantive Australia**).
- 1.2 This Statement is submitted and published for Reporting Period FY24.
- 1.3 As explained in the Foreword, during the Reporting Period FY24, Vantive Australia was Baxter Renal Care Services Pty Ltd, known as Baxter Kidney Care.
- 1.4 However, during the Reporting Period FY24, Vantive Australia met the reporting threshold itself.
- 1.5 Accordingly, given the above and the Vantive Transaction, Vantive Australia makes this Statement in accordance with section 13 of the Modern Slavery Act as a single reporting entity. We have taken this approach so that we can:
 - 1.5.1 address the steps taken during the Reporting Period FY24 when we were part of the Baxter Group;
 - 1.5.2 address the steps we are taking or intending to take following the Vantive Transaction; and
 - 1.5.3 comply with the approval and signing requirements under the Modern Slavery Act.
- 1.6 Our Statement covers all of the 7 mandatory criteria for reporting as set out in section 16 of the Modern Slavery Act. In preparing this Statement, we have used the Commonwealth Guidance for Reporting Entities (**Commonwealth Guidance**) and the Modern Slavery Act Supplementary Guidance (**Modern Slavery Act Guidance**) to help inform and guide our approach.

2. **Criterion 2 Describe the reporting entity's structure, operations and supply chains**

2.1 **Our structure during the Reporting Period FY24 as Baxter Kidney Care**

- 2.1.1 During the Reporting Period FY24:
 - (a) Vantive Australia was known as Baxter Kidney Care, an Australian private company incorporated in Australia.
 - (b) Vantive Australia was a subsidiary of Baxter Group, whose ultimate parent company was Baxter International Inc.
 - (c) Vantive Australia's registered office is in Old Toongabbie, New South Wales, and has 120 employees in Australia that are employed directly, and approximately 10 contractors.
- 2.1.2 Vantive Australia does not own or control any subsidiaries.

2.2 **Our structure following the Vantive Transaction**

2.3 Following the Vantive Transaction:

- 2.3.1 Vantive Australia is part of the Vantive Group, headquartered in Illinois, USA; and
- 2.3.2 remains an Australian private company incorporated in Australia.

- 2.4 Vantive Australia is a healthcare company focused on advancing critical care therapies to support the kidney and other vital organs. We distribute therapies, and provide digital solutions and advanced services and education to help optimise care for patients. Our products and services are summarised below:

Product / Service	Nature of Product / Service
Home peritoneal dialysis	Enables patients with kidney disease to better fit therapy into their lives. Includes automated peritoneal dialysis systems with digital connectivity.
Continuous renal replacement therapy (CRRT)	In the intensive care unit, clinicians can use our CRRT systems to deliver their choice of CRRT modality – slow continuous ultrafiltration, hemofiltration, hemodialysis or hemodiafiltration – to support kidney function while the kidneys recover. Clinician efficiency is enhanced with wireless EMR connectivity to enable auto-documentation of therapy information and the ability to create patient profiles.
Hemodialysis	Our artificial kidney family of hemodialysis machines perform using a range of dialyzers. Our hemodialysis therapies include low-flux, high-flux and expanded hemodialysis to bring hemodialysis filtration closer to that of the natural kidney.

2.5 Our operations during the FY24 Reporting Period as Baxter Kidney Care

- 2.5.1 As per the Commonwealth Guidance, ‘operations’ refers to activities undertaken by the entity to pursue its business objectives and strategy in Australia or overseas. This includes the manufacturing, distribution and procurement of products and services.
- 2.5.2 To understand the specific operations of Vantive Australia (known as Baxter Kidney Care during Reporting Period FY24), it is useful first to understand how Baxter Group operates at the global level. Globally, Baxter Group manufactures and supplies pharmaceutical products and medical devices, and provides related services. Vantive Australia distributes renal care products manufactured primarily by Baxter Group, and provides renal care services in hospitals and dedicated clinics across Australia.
- 2.5.3 Vantive Australia operates in a highly regulated industry, and our core operations involve:
- **Distribution and marketing:** we distribute and market renal care products to hospitals in Australia. For some of our products, distribution operations are more complex due to licenses required where our products are classified as controlled substances.
 - **Sales:** we operate a commercial business, and work with an extensive list of hospitals nationwide to build strong customer relationships. We also provide post-sales product support to customers.

- **Direct employment of workers:** we directly employ workers at our offices.
- **Logistics:** we procure medical products from our direct suppliers (including Baxter Group entities) for distribution in Australia. We manage relationships with our suppliers, delivery partners and customers across Australia.

2.6 **Our Operations after the Vantive Transaction**

Following the Vantive Transaction, our operations will remain largely the same, however we will update this section in our next statement as required.

2.7 **Our supply chains during the FY24 Reporting Period as Baxter Kidney Care**

- 2.7.1 Vantive Australia uses domestic and international supply chains to procure the products it distributes. As part of the Baxter Group during the reporting period, Vantive Australia procured pharmaceuticals and other medical products that were manufactured or compounded by Baxter Group within Australia, as well as from other local and global suppliers. Vantive Australia is also supported by global supply arrangements established by Baxter Group's affiliates in compliance with Baxter Group policies and procedures, that are designed to ensure responsible business operations.
- 2.7.2 We are supported by both domestic and international supply chains.
- 2.7.3 We have mapped out our supply chains at a high level as set out in the following table.

No.	Product / Service Category	Key Themes
Key direct suppliers		
1.	Procurement of pharmaceuticals and other medical products and equipment	<ul style="list-style-type: none">We engage directly with Baxter Group entities and other service providers who manufacture the pharmaceuticals and other medical products and equipment that we use in our operations and to deliver our services.We use delivery companies to assist with the distribution of these products across Australia.
2.	Logistics and distribution	
Secondary suppliers		
3.	Procurement of active pharmaceutical ingredients, excipients and other materials for manufacturing	<ul style="list-style-type: none">Baxter Group’s suppliers engage secondary suppliers for procuring raw materials to manufacture the pharmaceuticals and other products.
Key indirect suppliers		
4.	Office supplies	<ul style="list-style-type: none">To support our core product offerings, Vantive Australia engages a range of other suppliers who supply goods or services that are not integrated or used in our products.These are suppliers from whom we purchase goods and services relating to, for example, cleaning services, office supplies and professional services and more.
5.	IT equipment / IT suppliers	
6.	Cleaning services	<ul style="list-style-type: none">We use a range of shared services used across the Baxter Group.
7.	Professional services	

3. **Criterion 3 Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.**

- 3.1 In this section we identify the 'risks of modern slavery practices', meaning the potential for Vantive Australia to cause, contribute to, or be directly linked to modern slavery through our operations and supply chains.
- 3.2 In this context, 'risk' means to people, rather than the risks to Vantive Australia (such as reputational or financial damage).
- 3.3 The table below sets out risks we have identified in our supply chains and operations during the Reporting Period FY24.
- 3.4 Following the Vantive Transaction, Vantive Australia intends to review and consider the risks in its operations and supply chains by conducting a high level risk mapping exercise informed by the Commonwealth Guidance.
- 3.5 We are already taking a number of actions to assess and address risks in our operations and supply chains. These are set out in Criterion 4. Vantive is committed to maintaining rigorous standards of integrity and social responsibility, and expects all its suppliers to have, or to make, a similar commitment. Our Ethics & Compliance Standards specifically address sustainability issues, including indentured and child labor, employment standards, environmental regulations, and ethics for all Suppliers. See [link](#) for further information.

Supply chain risks

Category of modern slavery risk indicators	Summary of explanation from Modern Slavery Act Guidance	Risks identified
Product and service risks	<p>Some products and services are considered higher risk because of the way they are produced, provided or used.</p> <p>The development of a product or delivery of a service may have been reported as involving labour exploitation by international organisations or non-governmental organisations.</p>	<p>We acknowledge that pharmaceuticals are recognised as having a higher risk than some other product types globally.</p> <p>We also recognise:</p> <ul style="list-style-type: none"> - the potential for modern slavery risks in respect of conflict minerals for inputs within our global supply chain; and - that domestically, cleaning services are considered a higher risk service industry. <p>Following the Vantive Transaction, we intend to focus on the above risks further in upcoming reporting periods.</p>

Category of modern slavery risk indicators	Summary of explanation from Modern Slavery Act Guidance	Risks identified
<p>Geographic risks</p>	<p>Victims may be working in a country that has a high prevalence of human rights violations, has inadequate protections for workers or has a high prevalence of people who are vulnerable to exploitation.</p> <p>The Global Slavery Index is a useful tool to identify the prevalence of modern slavery and human trafficking in a particular country, and to assess the adequacy of a government's response to modern slavery and human trafficking risk.</p>	<p>We acknowledge the potential for geographic risks given our long and complex supply chains.</p> <p>The Ethics & Compliance Standards for Vantive Suppliers require that suppliers comply with Vantive's Global Human Rights Policy and all applicable laws and regulations.</p> <p>The Vantive Group Conflict Minerals Policy and Position Statement (based on the Baxter Group Policy of the same name) expects suppliers to have appropriate policies and due diligence measures in place that will allow us to reasonably determine if products and raw materials containing conflict minerals originate from conflict-free sources, including those from the Democratic Republic of the Congo and its surrounding areas.</p> <p>Following the Vantive Transaction, we intend to consider our potential geographic risks further in upcoming reporting periods.</p>
<p>Entity risks</p>	<p>Some entities may have particular modern slavery risks because they have poor governance structures, a record of treating workers poorly or a track record of human rights violations.</p>	<p>We consider that most of our key suppliers (including those within the Baxter Group) have low entity risks applying the Commonwealth Guidance, due to well established systems and processes and governance standards.</p> <p>Corporate risk mapping of entities was conducted during Reporting Period FY24 as further explained in Criterion 4.</p> <p>Following the Vantive Transaction, we intend to consider entity risks within our supply chain in further detail.</p>

Operational risk

- 3.5.1 During the Reporting Period FY24, all of the Vantive Australia (known as Baxter Kidney Care, during FY Reporting Period)'s employees, were employed in Australia which has been identified in the Global Slavery Index 2023 as being one of the countries with the least prevalence of modern slavery globally.
- 3.5.2 In addition, all such employees were subject to employment agreements and practices applicable to the Baxter Group (now Vantive Group).

Our priorities following the Vantive Transaction

- 3.5.1 Following the Vantive Transaction, Vantive Australia intends to consider the risks in its operations and supply chains and the steps it is taking to assess and address those risks and report on these in forthcoming reporting periods.
- 3.5.2 In particular we plan to undertake the following in coming reporting years:
 - (a) conduct a high level risk assessment of our modern slavery risks in our operations and supply chains informed by the Commonwealth Guidelines and the steps previously taken to date as further outlined in Criterion 4;
 - (b) continue to review and implement the Vantive Group policies and procedures; and
 - (c) develop a clear roadmap for assessing risks to compliance on a 'continuous improvement' basis, using a prioritised risk-based approach, as recommended by the Modern Slavery Act Guidance.
- 3.5.3 We will be focussing our efforts on the key areas which we have identified as having higher risks and where we have the most leverage, including as set out in Criterion 4 below.

4. Criterion 4 Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes

- 4.1 Set out below in this section is an overview of the global and local policies and procedures to address modern slavery risks, that were in place during the Reporting Period FY24 and which applied to Vantive Australia (formerly Baxter Kidney Care) when it was part of the Baxter Group.
- 4.2 We also explain what will apply to Vantive Australia following the Vantive Transaction. Globally, the Vantive Group takes a group-wide approach to its ongoing commitment to the enhancement of our practices and setting new standards in respect of anti-modern slavery, ethical procurement and human rights. Our current corporate governance guidelines reflect this evolution in respect of our people, policies and processes.

No.	Action	Description
Global Policies and Procedures		
1.	Code of Conduct	<p>Code of Conduct during the Reporting Period FY24 as Baxter Kidney Care</p> <p>As a Baxter Group entity during the Reporting Period, we complied with the Baxter Group Code of Conduct. The Code of Conduct defines the core principles that govern employee behaviour and business conduct and provides tools and resources to help employees comply with the same.</p> <p>Baxter Group conducted mandatory ongoing training on the Code of Conduct, and maintained a Code of Conduct intranet site to keep employees informed and aware of ethics and compliance requirements, and company expectations.</p> <p>Code of Conduct following the Vantive Transaction</p> <p>Following the Vantive Transaction, Vantive Australia is developing a more comprehensive Code of Conduct, which uses the Baxter Code of Conduct as a base.</p> <p>Following the Vantive Transaction, mandatory and ongoing training of the Vantive Group Code of Conduct will continue.</p> <p>A copy of the Vantive Group Code of Conduct can be accessed using the following link: https://www.vantive.com/code-conduct</p>

No.	Action	Description
2.	Human Rights Policy	<p>Human Rights Policy during the Reporting Period FY24 as Baxter Kidney Care</p> <p>As a Baxter Group entity during the Reporting Period, we complied with the Baxter Human Rights Policy.</p> <p>This Policy sets out the Baxter Group's commitment to human rights, including fair employment practices, ethical conduct and legal compliance throughout our value chain, and upholding labour, ethics and environmental health and safety standards across our supply chain.</p> <p>Baxter Group made appropriate training available to employees and targeted suppliers to further the goals of this Policy, as well as conducting supplier assessments and reporting on progress.</p> <p>Human Rights Policy following the Vantive Transaction</p> <p>Following the Vantive Transaction, Vantive Australia will comply with the Vantive Group Human Rights Policy, which is consistent with the Baxter Human Rights Policy, so the commitments in this Policy will continue to be adhered to post-Vantive Transaction.</p> <p>Vantive Australia will also continue to provide appropriate training to employees and targeted suppliers to further the goals of the Human Rights Policy, as well as conducting supplier assessments and reporting on progress.</p> <p>A copy of this Policy can be accessed using the following link: https://www.vantive.com/global-human-rights-policy</p>
3.	Ethics & Compliance Standards for Suppliers	<p>Ethics & Compliance Standards for Suppliers during the Reporting Period FY24 as Baxter Kidney Care</p> <p>As a part of Baxter Group during the Reporting Period, our commitment to fostering a culture of compliance extended to our relationship with suppliers, and we recognised our responsibility to positively influence our suppliers.</p> <p>As a condition of contracting, we required our suppliers to agree to our Ethics and Compliance</p>

No.	Action	Description
		<p>Standards for Suppliers, which incorporate rules against all forms of modern slavery.</p> <p>Specifically, the Standards prohibit our suppliers of products and services from violating laws governing workers' human rights, including human trafficking and slavery. We require our suppliers to comply with our standards and expectations as well as all laws governing purchasing, and we may terminate agreements with suppliers that do not comply. Contracts with suppliers include language that permitted us to audit facilities at which any products and services provided to us were manufactured and delivered, to assess suppliers' compliance with the Standards.</p> <p>Ethics & Compliance Standards for Suppliers following the Vantive Transaction.</p> <p>Following the Vantive Transaction, the Vantive Group is currently working on developing its own Ethics & Compliance Standards for Suppliers, using the Baxter Standards as a base, and will continue to apply the Standards to its suppliers following the Vantive Transaction.</p> <p>A copy of the Vantive Group Standards can be accessed using the following link: https://www.vantive.com/standards-suppliers</p>

4.

Conflict Minerals Policy and Position Statement

Conflict Minerals Policy and Position Statement during the Reporting Period FY24 as Baxter Kidney Care

As part of its commitment to sustainability, Baxter Group's objective has been to source raw materials requiring the use of 3TG from conflict-free sources.

This Baxter Group Conflict Minerals Policy and Position Statement expects suppliers to have appropriate policies and due diligence measures in place that will allow us to reasonably determine if products and raw materials containing conflict minerals originate from conflict-free sources, including those from the Democratic Republic of the Congo and its surrounding areas.

During the reporting period, Baxter Group regularly surveyed key suppliers in its supply chain as part of its Conflict Minerals Program, requiring them to complete an annual Conflict Minerals Reporting Template (**CMRT**).

In support of this, Vantive Australia as a part of Baxter Group performed the following:

- Exercised due diligence of its relevant suppliers consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and expected those suppliers to do the same with their own suppliers;
- Engaged and collaborated with its suppliers to work toward a conflict-free supply chain for Vantive Group's products;
- Continued to collaborate with suppliers to help Vantive Group demonstrate measurable improvement in ensuring that the company is sourcing 3TG responsibly and from conflict-free sources; and
- Continued to monitor, adapt, and modify our due diligence practices to conform to the recognized industry best practices.

No.	Action	Description
		<p>Conflict Minerals Policy and Position Statement and Process following the Vantive Transaction</p> <p>Following the Vantive Transaction, Vantive Group has adopted a similar Statement and process, which will continue to apply to Vantive Australia.</p> <p>A copy of the Vantive Group Policy can be accessed using the following link: https://www.vantive.com/conflict-minerals-policy-position-statement</p>

No.	Action	Description
5.	Reporting mechanisms	<p>Reporting mechanisms during the Reporting Period FY24 as Baxter Kidney Care</p> <p>As part of Baxter Group during the Reporting Period FY24, Vantive Australia complied with Baxter Group's policy on whistleblowing which provides a mechanism for employees or relevant stakeholders to report human rights concerns.</p> <p>In addition, Baxter Group has an Ethics and Compliance Helpline (a telephone and online resource) that is available to employees, suppliers and other stakeholders as another channel to report or seek guidance on any issues of concern. This reporting mechanism can assist in identifying vulnerable people and provide them with necessary support and referrals to appropriate care and services.</p> <p>Reporting mechanism following the Vantive Transaction</p> <p>Following the Vantive Transaction, Vantive Australia has implemented a similar internal policy and process, which will continue to apply to Vantive Australia. Vantive Group enforces a non-retaliatory environment, making it safe for employees and other stakeholders to raise ethics and compliance concerns in good faith. We do not tolerate retaliation against anyone who reports, in good faith, observed or suspected illegal or unethical behaviour or violations.</p> <p>Vantive Australia also provides an Ethics and Compliance Helpline to provide a confidential avenue for anyone (internal or external) to report suspected violations of law and policy. This is available at https://www.vantive.com/ethics-compliance.</p>

No.	Action	Description
6.	2030 Corporate Responsibility Commitment and Goals	<p>Corporate Responsibility Commitment and Goals during the Reporting Period FY24 as Baxter Kidney Care</p> <p>Baxter Group's 2030 Corporate Responsibility Commitment and Goals aims to integrate its sustainable procurement strategy across 90% of supplier spend, as measured by suppliers' commitment to the Ethics & Compliance Standards and completion of corporate responsibility risk profile audits within the supply base.</p> <p>Baxter Group's 2023 Corporate Responsibility Report provides more detail on the activities of Baxter Kidney Care, prior to the Vantive Transaction.</p> <p>Corporate Responsibility Commitment and Goals following the Vantive Transaction</p> <p>Following the Vantive Transaction, Vantive Group has implemented a similar 2030 Corporate Responsibility Commitment and Goals, including to integrate Vantive Group's sustainable procurement strategy across 90% of supplier spend.</p>
Global actions to assess and address risk		

No.	Action	Description
6.	Corporate responsibility assessment platform	<p>Corporate responsibility assessment platform during the Reporting Period FY24 as Baxter Kidney Care</p> <p>During the Reporting Period FY24, Baxter Group collaborated with EcoVadis, a globally recognised assessment platform that rates businesses' sustainability practices, to conduct corporate responsibility surveys of participating suppliers' corporate responsibility programs and performance in areas of labour and human rights, ethics, environment, and sustainable procurement.</p> <p>Particularly, this assesses whether suppliers have policies and programs to address human rights, including human trafficking and slavery (child, forced or bonded labour).</p> <p>The platform provides detailed supplier scorecards with information about strengths, benchmark comparisons, and improvement areas, via the EcoVadis platform. The platform enabled Baxter Kidney Care to create corrective action plans for suppliers falling below our performance standards and to determine when on-site audits are necessary.</p> <p>Corporate responsibility assessment platform following the Vantive Transaction</p> <p>Following the Vantive Transaction, Vantive Australia, as part of Vantive Group will continue to work with EcoVadis, to assess and score suppliers' sustainability practices, and to create corrective action plans for low-performing suppliers as needed.</p>

No.	Action	Description
7.	Corporate responsibility risk profile	<p>Corporate responsibility risk profile during the Reporting Period FY24 as Baxter Kidney Care</p> <p>During the Reporting Period FY24, Vantive Australia maintained a corporate responsibility risk profile for certain suppliers. This risk profile included in-depth risk mapping for applicable suppliers based on location, performance, and goods and services provided.</p> <p>In addition to providing us with aggregate data about risk across multiple dimensions of corporate responsibility, the profile also gave us visibility to individual supplier reporting in each of these areas. The risk profile assisted Vantive Australia in prioritising suppliers with the greatest corporate social responsibility-related risk factors for additional due diligence or corrective action.</p> <p>Corporate responsibility risk profile following the Vantive Transaction</p> <p>Post the Vantive Transaction, Vantive Group (including Vantive Australia) will continue to maintain a similar supplier risk profile procedure and use the previous results to inform its approach (for example, targeting higher risk suppliers for further review).</p>
8.	Global Supplier Standards Manual	<p>Global Supplier Standards Manual during the Reporting Period FY24 as Baxter Kidney Care</p> <p>During the Reporting Period FY24, Baxter Group developed the Global Supplier Standards Manual, which was an important step towards conducting supplier corporate responsibility audits in future years.</p> <p>Global Supplier Standards Manual following the Vantive Transaction</p> <p>Post Vantive Transaction, Vantive Group (including Vantive Australia) intends to continue a similar process with its own Global Supplier Manual or an enhanced supplier code of conduct.</p>
Local Policies, Procedures and Training		

No.	Action	Description
9.	Contractual obligations on third party vendors	<p>Contractual obligations on third party vendors during the Reporting Period FY24 as Baxter Kidney</p> <p>During the Reporting Period FY24, as part of Baxter Group, we required our suppliers to comply with our standards and expectations as well as all laws governing purchasing.</p> <p>Contracts with suppliers included language that permitted Baxter Group to audit facilities at which any products and services provided to Vantive Australia are manufactured and delivered, to assess suppliers' compliance with the Standards.</p> <p>Vantive Australia included enhanced contractual obligations in supply contracts to strengthen supplier modern slavery law compliance obligations and to provide uniformity of compliance obligations across relevant supply contracts.</p> <p>Contractual obligations on third party vendors after Vantive Transaction</p> <p>Following the Vantive Transaction, Vantive Australia (as part of Vantive Group) continues to retain the above contractual obligations on third party suppliers.</p>

No.	Action	Description
10.	Employee and contractor protections	<p>Employee and contractor protections during the Reporting Period FY24 as Baxter Kidney Care</p> <p>During the Reporting Period FY24, we employed a robust policy framework to prevent all illegal working, including “right to work” checks for all employees, and regular audits.</p> <p>For contract workers, a preferred supplier list of labour hire agencies was maintained. Preferred labour hire agencies were used when engaging contractors, and these agencies were subject to Vantive Australia’s due diligence and review processes as part of Baxter Group, prior to contracting and throughout their relationship with Vantive Australia.</p> <p>Employee and contractor protections following Vantive Transaction</p> <p>Following the Vantive Transaction, Vantive Australia (as part of Vantive Group) continues to employ this policy framework, preferred supplier list, and due diligence and review processes.</p>

5. Criterion 5 Describe how the reporting entity assesses the effectiveness of these actions

- 5.1.1 As set out in the table at Criterion 4 above, Baxter Group assessed the effectiveness of these actions through activities including due diligence of suppliers, contractual reviews, and the use of the EcoVadis platform.
- 5.1.2 Following the gap analysis exercise in the coming reporting period, Vantive Australia is considering using key performance indicators (**KPIs**) to measure our effectiveness in identifying and mitigating modern slavery risks in our supply chain, in order to implement “continuous improvement”.
- 5.1.3 Following the Vantive Transaction, we will consider developing some defined KPIs to measure our effectiveness of Vantive Australia in the next few reporting periods and will document these in our intended modern slavery roadmap.

6. Criterion 6 Describe the process of consultation with any entities the reporting entity own or controls (a joint statement must also describe consultation with the entity giving the statement)

- 6.1 This criterion is not applicable, as Vantive Australia does not own or control any other entity.

7. Criterion 7 Provide any other relevant information

Looking ahead

Looking ahead, following the Vantive Transaction, a key priority for Vantive Australia will be developing and embedding the Vantive Group policies and processes within Vantive Australia, such as the Vantive Code of Conduct, our Human Rights Policy and our Supplier Standards.

In addition, Vantive Australia intends to develop a clear anti-modern slavery roadmap for its ongoing compliance with the Modern Slavery Act. We acknowledge that additional steps may need to be taken to address local law requirements and risks specific to Vantive Australia, following the Vantive Transaction.

The key steps that we are considering taking in future reporting years include:

- a review of the current relevant Vantive Group policies and processes and conducting a gap analysis against the Modern Slavery Act;
- determining the extent to which the Vantive Group global approach needs to be supplemented locally by Vantive Australia, including with training and education;
- conducting a high level risk assessment of modern slavery risks within our operations and supply chains, informed by the Commonwealth Guidance and the risk mapping steps taken to date, including during our time as part of the Baxter Group; and
- developing a Vantive Australia roadmap on how we will improve our response to modern slavery risks on a continuous improvement basis, including measurable outcomes and identified key performance indicators.

Consistent with the Commonwealth Guidance, we will take a continuous improvement approach to identifying and assessing and addressing risks in our operations and supply chains.

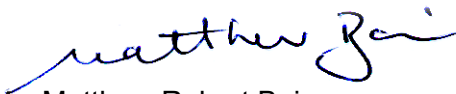
MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE

Principal Governing Body Approval

This modern slavery statement was approved by the *principal governing body* of Vantive Pty Ltd (ABN 91 625 652 280) as defined by the *Modern Slavery Act 2018* (Cth) (“the Act”) on 19 June 2025.

Signature of Responsible Member

This modern slavery statement is signed by a *responsible member* of Vantive Pty Ltd (ABN 91 625 652 280) as defined by the Act



Matthew Robert Bain
General Manager and Director
19 June 2025

Mandatory criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Modern Slavery Act:

Mandatory criteria	Page number/s
a) Identify the reporting entity.	4
b) Describe the reporting entity’s structure, operations and supply chains.	4
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	8
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	10
e) Describe how the reporting entity assesses the effectiveness of these actions.	21
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	21
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.	22