



Statement on Modern Slavery

2021

A not for profit, here-for-you health fund.

HIF has been supporting its members and their families health and wellbeing for over 65 years.

Starting from humble beginnings, the HIF story began as the Western Australian Government Railways Employees Hospital and Medical Benefits Fund Inc, before becoming the Health Insurance Fund of WA 24 years later, and then Health Insurance Fund of Australia in 2010.

Today, HIF is an ethical, member-focussed health fund. That's why more and more people are turning away from other Australian health insurers in favour of our great value health, pet and travel cover and our philosophy of doing the right thing by our members. We provide our members the freedom to make their own choices along their health journey.

Recently the HIF brand has evolved to showcase what we stand for and what's important to our members. Choice, Access and doing the right thing by our members is ingrained in everything we do, so we've made sure our brand reflects this.

It's why HIF is loud and proud about the causes that our members care about. We were the very first Australian health insurer to support Australian marriage equality and the LGBTIQ+ community. HIF has covered same-sex couples for decades and we, of course, welcome any new members who are part of the LGBTIQ+ community. HIF is proud to be a health fund that offers third gender options and provides benefits on gender confirmation surgery.

We care about the environment. HIF was Australia's first carbon neutral health fund, as certified by the Carbon Reduction Institute (CRI) on 25 September 2008.

In terms of how we run our business, our office is centrally located in Perth with shower and bicycle parking facilities to encourage staff to ride to work or use public transport.

Our building has been designed and built to the National Australian Built Environment Rating System (NABERS) 4-star standard, meaning it's been designed thoughtfully with reducing energy, water and waste offsets. We know that protecting the environment is important to our members, so it's important to us. We will continue to do our bit for the planet, this year and always.

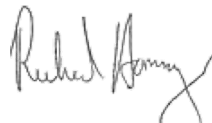
Our goal is to open new doors on our members' health journey and provide more choice than ever before. If our members want to stay with their childhood dentist because that's what's comfortable or want access to alternative therapies, we support that. We're not here to play a leading role, we're the supporting actor in our members' health journey.

HIF is a small not-for-profit that cares about our ethical and social responsibility and understands that every organisation plays a role in eradicating modern slavery. We are committed to developing a framework that evaluates and takes action on human rights risks across our organisation and suppliers in accordance with the *Modern Slavery Act 2018* (Commonwealth) (the Act).

This is HIF's first modern slavery statement which outlines the steps we will be taking to assess modern slavery risks in our operations and supply chains and forms the foundation of how we will address these risks.

Justin James
Chief Executive Officer

The HIF Board of Directors approved this statement at its meeting on 23 February 2022.



Richard Homsany
Chairman

Criterion One and Two: About HIF, our structure, operations and supply chain

For this reporting period, Health Insurance Fund of Australia Ltd (HIF) ABN 84 607 276 950 has focused on the modern slavery risks in our operations and supply chain. This statement covers the reporting period of 1 January 2021 to 31 December 2021.

HIF's operations

A not-for-profit insurer that employs approximately 125 team members and covers 104,163 members under 51,178 health insurance policies. We also provide Pet insurance and Travel insurance under agency arrangements.

HIF's operations are located in Whadjuk Country, at 100 Stirling Street, Perth.

Group investments

HIF's direct term deposit investments are with National Australia Bank (NAB). NAB has its own modern slavery statement.

Other investments excluding direct holdings in commercial properties located in WA, are managed through Mercer, who also has their own modern slavery statement.



HIF employs approximately
125
team members.



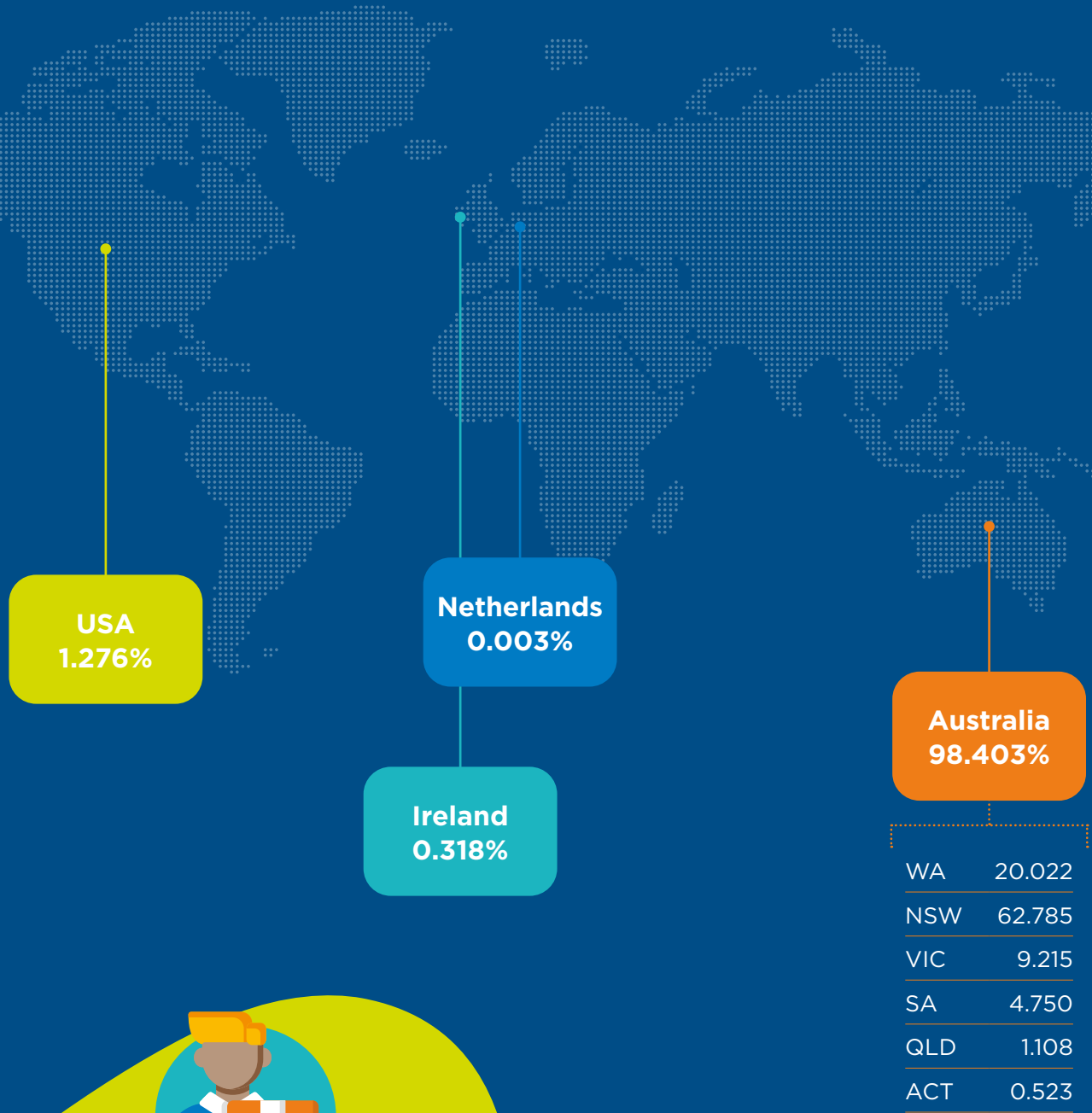
HIF covers
104,163
Members.



HIF covers
642
Pets.

Supply chain

HIF's supply chain is made up of 247 suppliers based in the below locations split by country (and state/territory) based on total spend with suppliers for the year to 30 June 2021.



HIF engaged
247
suppliers
during the year
to 30 June 2021.

Criterion Three: Modern Slavery Risks

The provision of health insurance itself may be considered a low risk sector/industry because of the nature of its products and services delivered from an office environment, but there are some areas of our supply chain and operations where there is an increased risk that modern slavery practices may exist:

Cleaning Services

HIF spent (through our property agent) \$122k in the year to 30 June 2021 on cleaning services for Whadjuk Country, 100 Stirling Street Perth, the majority of which was with a 100% WA owned and operated commercial cleaning company (\$111k spend).

Electronics and Information, Communication and Technology (ICT) suppliers

HIF spends approximately \$2.5m on electronic and ICT suppliers, the majority of which is on software licensing and technical support rather than higher-risk area of hardware manufacturing. HIF is currently surveying its electronic and ICT suppliers to better understand their modern slavery practices.

Branded Clothing

HIF's supplier of branded clothing is a WA owned and operated business. HIF spent \$9,463 with this supplier during the year to 30 June 2021. The supplier's website references its ethical and sustainable supply chain.

Stationery Suppliers

HIF has two main suppliers of office stationery. During the year to 30 June 2021 HIF spent \$11k with one and \$5k with another. Both suppliers have ethical sourcing and modern slavery policies in place.

Other office suppliers predominately consist of suppliers to Whadjuk Country, 100 Stirling Street. This includes utilities such as electricity and water which are supplied by WA government enterprises. Suppliers for lift maintenance, security and security monitoring are all Australian based and not from high risk locations.

We are also conscious that modern slavery practices may exist within the supply chains of the hospitals we contract with, e.g. procuring surgical equipment.

HIF is proud to resource and run our contact centre in Perth, Western Australia and our recruitment policies and practices are clear on our commitment to acting ethically and in line with the *Modern Slavery Act 2018* (Commonwealth) (the Act).

Overview of HIF's Risk Governance Structure

HIF has a Board governed, well-resourced and competent Risk, Compliance and Conduct team who take a structured and systematic approach to identifying, evaluating and managing risk within HIF, including the risk of modern slavery.

Our supplier list has been assessed using HIF's internal risk matrix.



Criterion Four: Modern Slavery

Actions 2021

HIF is making gradual progress towards building a framework to identify and address modern slavery within our operations.

In 2021, we:

- Assessed our current operations and gained an understanding of our foundation
- Analysed the gaps that exist and made a plan to address these gaps
- Modified existing policies to include reference to modern slavery
- Established new processes to identify and evaluate modern slavery risks
- Created a role for a dedicated Contracts and Procurement resource
- Developed a supplier questionnaire to include in tender and engagement processes

Criterion Five to Seven: Priorities for 2022 and Measuring HIF's effectiveness

HIF is committed to taking more meaningful action to address the risk of modern slavery in our operations.

In 2022, we will:

- Establish new policies relating to ethical suppliers
- Revise our third-party assessment questions
- Conduct staff training by the newly introduced Contract and Procurement role
- Work with suppliers and providers to identify and address modern slavery risks in their operations
- Work with internal auditors to assess the effectiveness of our actions

Freedom to choose.

Call, email or visit us online.



hif.com.au



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Find us on:

