

Modern Slavery statement

2023-24 reporting year

Introduction

Cornerstone Medical Recruitment Pty Ltd (cmr) ABN 70 605 575 531, is a single reporting entity operating from Level 3/100 Brookes Street, Fortitude Valley Qld 4006, recognises that all businesses have an obligation to prevent slavery, slavery like practices and human trafficking and is committed to taking all reasonable steps in our control to prevent slavery, slavery like practices and human trafficking within its business and the supply chains through which it operates.

This statement addresses cmr's obligations and compliance in relation to the *Modern Slavery Act 2018 (Cth)*, the *Human Rights Act 2019 (Qld)* and the *Labour Hire Licensing Act 2017 (Qld)* and highlights the steps we take to ensure as far as practicable that there is no slavery or human trafficking occurring within cmr or our supply chains. Our core values of Respect, Explore and Community define how we do business, and we continually ensure we do the right thing by our stakeholders as this enhances and protects our reputation and ensures we are protecting the rights of others.

cmr Structure and Operations

cmr is a privately owned Australian company, incorporated in Queensland and operates within Australia. cmr became a reporting entity for modern slavery effective 30th June 2024.

cmr is a leading medical and health recruitment firm, specialising in the supply of professional and skilled health workers throughout Australia. cmr operates across the private, not-for-profit and public sectors, delivering recruitment solutions for permanent positions, contract roles and temporary placements.

Our health recruitment services encompass recruitment placement and temporary Labour Hire services into the following health industry areas: Nursing, Midwifery, Aged Care, General Practitioners, Medical Officers, Junior Doctors, Senior Specialists, Dental, Medical Imaging, Pharmaceutical, Psychology, Social Workers, Psychiatry, Physiotherapy, Podiatry, Occupational Therapy, and Speech Pathology.

cmr is aware that in the delivery of our recruitment services, modern slavery may occur, including the trafficking of people, forced labour, child labour, servitude and slavery. Being one of Australia's leading health recruiters, we take our responsibility for supplying the Australian health industry with staff very seriously. Our own processes around candidate engagement ensure our employees are aware of the signs of exploitation, so that we may take the necessary action promptly and effectively should it be identified.

cmr Supply Chains and risks of Modern Slavery

Recruitment supply

cmr undertakes all sourcing of candidates internally and does not at this stage use any third-party suppliers to source any candidates.

Labour hire licensing is held under the various state and territory schemes and cmr does not place any workers into high-risk areas of modern slavery.

Suppliers to cmr

cmr contracts with third parties to provide services to assist cmr to operate our recruitment services and everyday business such as credentialling, travel booking, IT service providers, property management (cleaning services, repairs and maintenance and office plant hire), office supplies, marketing and merchandise which is distributed to our temporary staff.

We acknowledge the risks of modern slavery when engaging with third parties and we expect our suppliers to have high ethical standards and to operate in a legally compliant and professional manner by adhering to our supplier code of conduct. We also expect our suppliers to uphold similar standards in their own supply chain.

Actions to assess and address Modern Slavery risks

Candidate Engagement

cmr has strict compliance checks which are carried out for all candidates we supply to health work sites. The identity of each candidate is verified together with their right to work prior to any placements being confirmed. We have systems and controls in place to ensure our temporary workers are paid correctly and in accordance with the relevant modern award they are engaged under.

Supplier code of conduct

cmr has developed a supplier code of conduct which will be sent to all our suppliers and will require acknowledgment of adherence to matters including human rights, anti-bribery and corruption, and modern slavery and human trafficking. We will also be requesting suppliers confirm their own policies, recognising, respecting and protecting human rights of their employees, those of their suppliers and business partners and the communities affected by the suppliers' operations.

Cooperation with client due diligence

Our clients in the private, not-for-profit and government sectors all operate in the health industry within Australia. cmr adheres to and participates in our clients' audits of their supply chains.

Engagement with suppliers

cmr has become a reporting entity effective 30th June 2024 and leading into the 24-25 financial year, we will be providing copies of cmr supplier codes of conduct and enquiring about their modern slavery practices through the provision of our request for information.

Raising concerns at work

All cmr staff have access to our whistleblowing policy and may voice their concerns through various methods such as to our People and Culture team, our Health and Safety Specialist, or for our temporary workers, through their recruitment specialist. All disclosures are confidential and supported by our whistleblowing policy. We regularly send out anonymous surveys to gauge engagement and seek feedback on any concerns they have experienced or observed. cmr has also developed an advisory group consisting of temporary staff to raise any concerns and provide feedback on our recruitment services.

Training

cmr provides learning platforms to all staff, including our temporary workforce. The learning platforms are utilised for all mandatory and optional training including acceptance of our policies and procedures and will shortly include mandatory training for all employees to complete.

Employee Engagement survey

cmr conducts an Employee Engagement survey forum twice a year specifically for our Temporary staff to enable them to provide feedback and raise concerns they are having at their client work site, directly with cmr as an employer and also their recruitment agency.

Assessing the effectiveness of actions taken

With this being our first Modern Slavery Statement, we have provided the information below to show how we will assess the effectiveness of our actions over the course of the financial year. Upon lodgment of our 2024-25 Modern Slavery Statement, we will report on how effective the actions were in addressing Modern Slavery.

Candidate Engagement

cmr has an internal audit function in place to check the effectiveness of our candidate engagement, and their right to work. For all temporary wage payments, we undertake weekly spot checks to assess the accuracy of the payments in accordance with the relevant Modern Award. All results are assessed, and recommendations are proposed for system improvements where required.

Engagement with Suppliers

cmr is implementing a system to check our suppliers are agreeing to both our supplier code of conduct and completing our modern slavery questionnaire. Any non-conformance will be addressed and considerations undertaken to reassess our business relationship.

Raising Concerns at Work

Any reported concerns relating to modern slavery are reviewed and where action is required, are acted upon in a timely manner. This is used as a mechanism to improve our processes and culture.

Training

Our training content is assessed on a regular basis and adjusted where required, to accurately provide all staff with up-to-date information for the delivery of effective recruitment services.

Employee Engagement

We assess our Employee Engagement Surveys and make changes to our services, products, and processes to positively impact on employee experience.

Future Planning

We will continuously identify steps which will improve our prevention of modern slavery practices occurring at cmr including any of our supply chains.

This statement was approved by Samantha Miklos as the Sole Director of Cornerstone Medical Recruitment Pty Ltd.



Samantha Miklos

CEO

Cornerstone Medical Recruitment Pty Ltd.