

Warrigal

Inspiring communities
for older people

Warrigal Modern
Slavery Statement
for the Financial Year
2020-2021

About Warrigal

Established in 1963, Warrigal is a Benevolent Institute founded by volunteers. We were founded by local Lions, Rotary and Apex clubs to meet an identified need for services for older people. Apart from our first matron, all staff in the 10-bed residence were volunteers, operating on funds from local community donations. Over the past five decades, Warrigal has grown to be a large, well-respected aged care provider who supplies services to older people across the Illawarra, Southern Highlands, and now the ACT.

Approval of this Statement

This statement has been presented to the Board of Directors as a stand-alone document for their review and approval. The Board of Directors has deemed that this statement has met the requirement for approval and has approved the document on 20 December, 2021.



Signed by Wynn Janssen
Chairman of the Board

Structure

Name: Warrigal Care

ACN: 002 392 636

ABN: 34 002 392 636

Registration Date: 16/03/1982

Locality of Registration:

2 Pine Street Albion Park Rail NSW 2527

Type: Australian Public Company, Limited by Guarantee

Warrigal Care is registered as a company with the Australian Charities and Not-for-Profits Commission (ACNC).

There are no subsidiary companies.

Business Names:

Warrigal Care

Warrigal Calwell

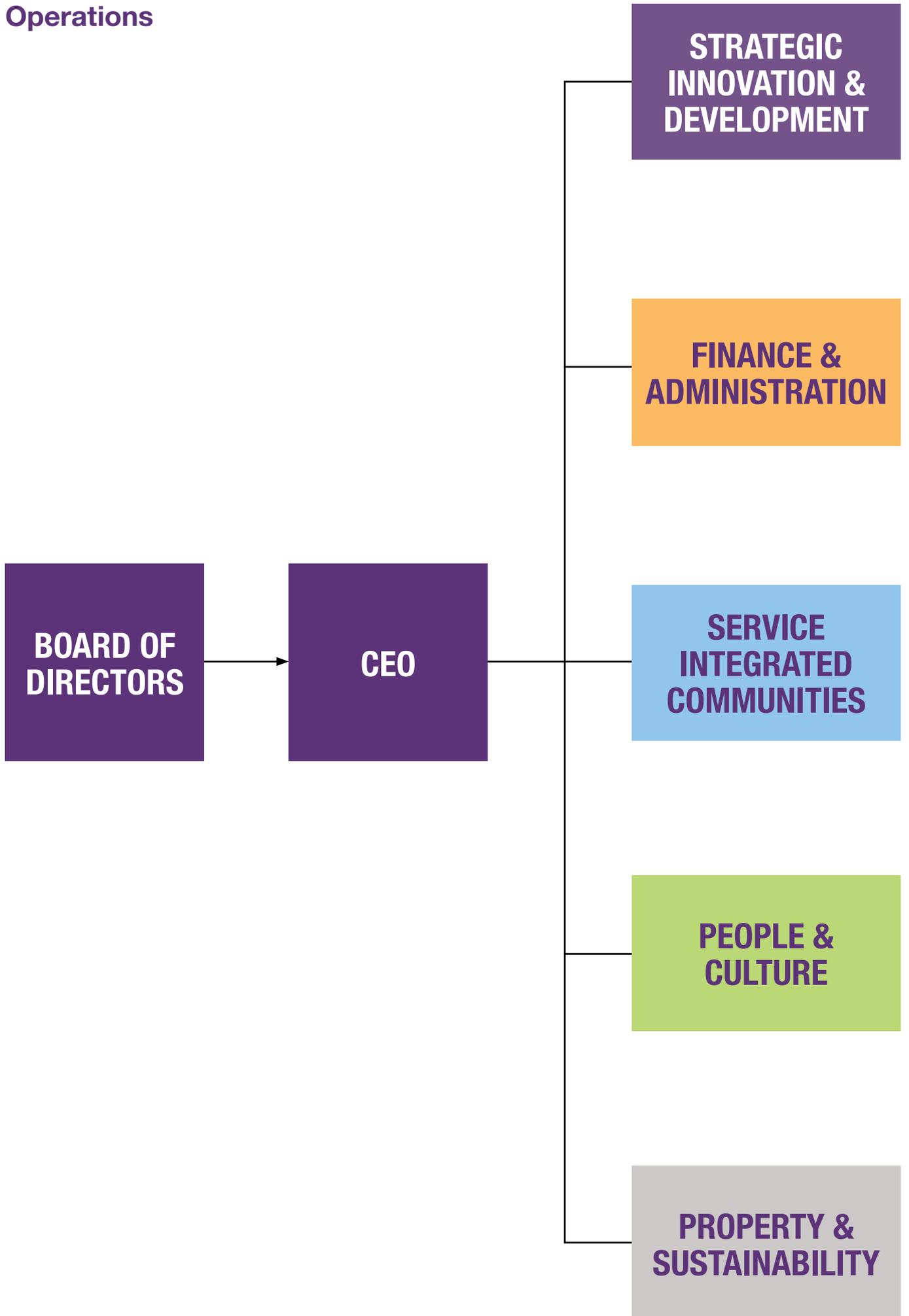
Warrigal Stirling

Ridgeview Aged Care

Warrigal Community Care

Currently Warrigal directly employs more than 1500 staff.

Operations



Summary of Activities



11 Residential Care Homes
1648 Residents



9 Community Villages



Home Services
1417 customers



Warrigal Social
(Day Respite)



1564
Direct Employees



376 Volunteers



In-house and outsourced
hospitality staff



Strong support from
Contracted Allied
Health Professionals



Property Development
Team

Warrigal operates 11 residential care homes for older people who cannot live independently, providing them with accommodation, meals, and other hospitality services, along with assistance with their daily care needs. Warrigal also has 9 community villages across the Illawarra and Southern Highlands, where residents live independently as we provide various levels of in-home care support to customers. We also provide day respite services, and offer specialised palliative care and dementia services at several locations.

Warrigal operates in the Illawarra and Southern Highlands regions of NSW, Goulburn, Queanbeyan, and the ACT.

Warrigal has supported 3706 older people across all of our services, including 1648 in Residential Care, 464 in Community Villages, 117 in Warrigal Social (Day Respite), and 1417 using other Warrigal Home Services.

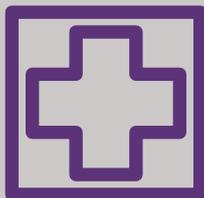
During the financial year 2020-2021, Warrigal directly employed more than 1564 paid staff. We also had more than 300 volunteers and a large contingent of support contractor staff in catering, cleaning, property maintenance, and allied health.

Supply Chain

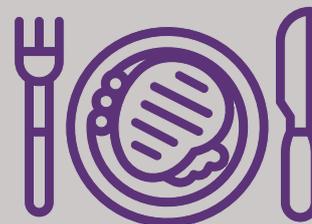
Warrigal maintains relationships with multiple suppliers and contractors across all areas of aged care support. Our larger contractors and suppliers tender for our business and if successful, agreements are put in place to ensure quality of service and products. Areas where we source goods and services include:



Admin



Allied Health



Hospitality



Consumables



Furniture



Incontinence products



Technology equipment



Linen and Laundry



Medical equipment



**Personal Protective
Equipment**



Uniforms



Utilities

Warrigal made a decision some years ago to outsource areas of the business where we could bring better outcomes for residents. Warrigal now outsources cleaning at all of their sites, and catering to 8 of the 11 residential care homes they operate.

Modern Slavery Risks within Operations and Supply Chain

Warrigal takes the Modern Slavery Risk seriously and has collaborated with other like-minded aged care companies to formulate a group Ethical Procurement Policy. Meetings of this group were facilitated by Sustainability Advantage to be aware of the Modern Slavery Risks within the aged care industry and work together to reduce opportunities for those risks.

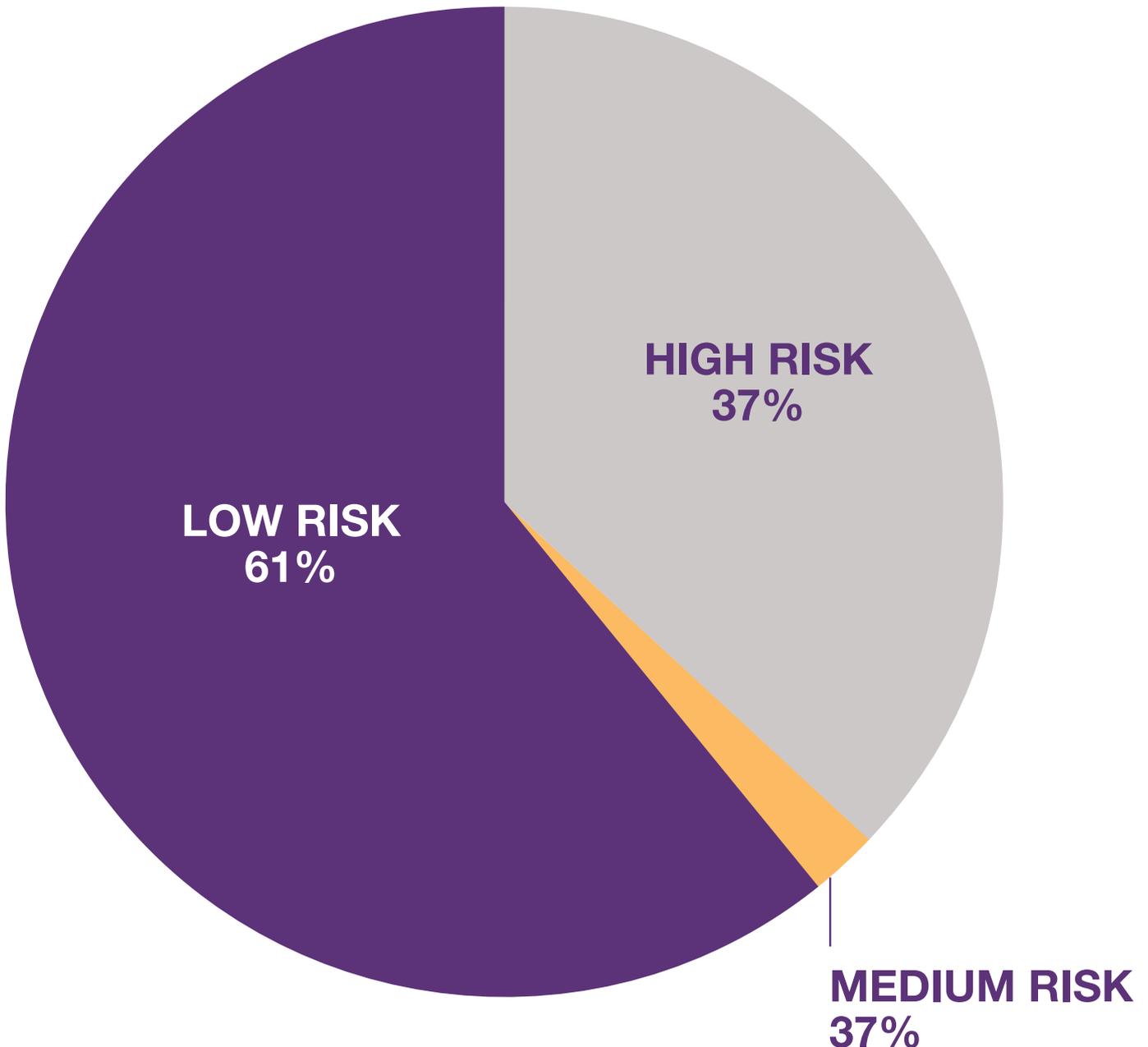
Warrigal uses Enterprise Bargain Agreements for its internal workforce which have been negotiated with the relevant unions. Along with these EBAs, Warrigal has robust policies for Human Resources, Bully and Harassment, and WHS, and we encourage feedback from staff at all levels. For these reasons and that the nature of our industry is to care for and treat people with dignity and fairness, we feel that the risk of Modern Slavery occurrences within our workforce to be unlikely.

Warrigal has an ample supply chain managed by a small team within administration, and together the team is responsible for all purchases and management of contractors. Having a small group to cover all aspects of the supply chain means that we can liaise efficiently, make decisions, build supplier relationships and act on change where required.

Construction and third party labour arrangements for nursing, along with outsourced hospitality services, are potentially our most significant risks. Warrigal also recognises that some areas of our supply chain have been identified as potential risks, such as cleaning, catering, IT, supplies, etc.

We have identified our top 100 suppliers by spend and categorised them as Low, Medium and High-Risk suppliers.

The below chart highlights the size of possible risks where Modern Slavery could exist within our business.



Warrigal purchases all of its supplies and services from suppliers within Australia. However some of those suppliers may purchase goods from other companies or countries that could be considered high-risk areas.

Risks associated with our supply chain could relate to forced labour being used in countries where those goods are manufactured, or where the raw materials are sourced and harvested.

There are also risks where companies that have been contracted to supply services have some degree of forced labour within their workforce.

Procurement Areas	Items
Admin	Stationary supplies, IT equipment, and services
Catering	Food ingredients, contracted staff
Cleaning	Contracted staff, cleaning equipment, and chemicals
Consumables	Paper goods, medical supplies, chemicals, incontinence pads etc.
Furnishings	Beds, chairs, tables etc.
Information Technology	iPads, phones, and communication systems
Linen and Laundry	Bed linen, towels, laundry equipment
Medical Equipment	Beds, lifting equipment, trolleys
PPE	Gloves, gowns, masks, face-shields
Property Development	Building supplies and labour
Property Maintenance	Uniforms, goods, contracted labour, waste services

Warrigal tries to mitigate the risks of Modern Slavery occurrences within its supply chain by using reputable suppliers. Our agreements specify that suppliers are required to also comply with the Modern Slavery Act 2018, and that suppliers liaise with Warrigal and comply with requests for information.

Due Diligence and Remediation

Warrigal has undertaken several activities to ensure they have completed their due diligence and remediation, including:

- Listing our top 100 suppliers based on spend amounts, and categorised them as Low, Medium or High-risk suppliers
- Networked and become part of a not-for-profit aged care sector collaboration group working to reduce Modern Slavery Risks within our organisations
- Appointed an Executive to oversee the Modern Slavery Risks and mitigation strategies
- Ensured there was increased awareness within the Warrigal Board and Senior Management
- Implemented the creation of a Working Group to monitor and address Modern Slavery Risk within our organisation
- Created a questionnaire screening tool used by potential suppliers to measure the risk within their own organisations
- All Warrigal drafted agreements now include a Modern Slavery clause which requires suppliers to abide by the Modern Slavery Act 2018, and assist Warrigal with our reporting obligations
- Drafted a Human Rights Policy
- Identified high-risk suppliers
- Achieved engagement with our major suppliers

The impact of COVID-19 created new challenges for our Purchasing team. The sudden demand for Personal Protective Equipment across Australia meant that ethical procurement was not always the deciding factor when engaging a supplier. Supply has now changed and more products previously originating overseas are now produced in Australia. This puts us in a stronger position to make those ethical choices and have reduced the risk of Modern Slavery involvement within our supply chain.

Effectiveness

In order to assure our approach to Modern Slavery Risk stays relevant and effective, Warrigal plans to:

- Continue to communicate with new and existing suppliers
- Review questionnaire screening tools that new and existing suppliers have supplied
- Incorporate Modern Slavery Risk as part of the decision matrix when evaluating tender proposals
- Review existing business systems against the requirements of modern slavery legislation
- Continue to educate and involve different areas of the business to strengthen our knowledge of possible risks and risk management strategies

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