

Paragon Care Limited
ACN 064 551 426
Modern Slavery Statement Report
For the Financial Year ended 30 June 2022

1. Reporting Entity

Paragon Care Limited is a reporting entity for the purposes of Section 5 of the Modern Slavery Act 2018.

2. Reporting Period

This report covers the reporting period of 1 July 2021 to 30 June 2022 in relation to Paragon Care Limited and its wholly owned subsidiaries.

3. Description of the structure, operations and supply chains of the reporting entity

3.1 Reporting entity structure and operations

Paragon Care Limited is an Australian public company, listed on the Australian Stock Exchange.

Paragon Care Limited owns a group of subsidiary companies. Together, these entities form the Paragon Care Group.

The principal continuing activity of the Paragon Care Group is supply of medical equipment, medical devices and consumable medical product and maintenance of technical medical equipment to the health and aged care markets throughout Australia, New Zealand and Asia.

The Paragon Care Group is comprised of 4 strategic pillars, being:

- Capital and Consumables: Paragon Care's Capital and Consumables business sources clinically innovative products and solutions for Urology, Point of Care, Anaesthetics and ICU.
- Specialty Diagnostics: Paragon Care Diagnostics provide high quality, clinically advanced solutions to Immunohaematology, Diagnostic and Scientific Laboratories.
- Specialty Devices: Paragon Care Specialty Devices includes businesses focused in both Eye Care and Orthopaedics. We supply devices and equipment for Optometry and Ophthalmic surgery, while our Orthopaedic focus is on innovative hip and knee prosthetic solutions, along with industry leading Pain Management.
- Service and Technology: With a network of engineers across Australia and New Zealand and Asia Paragon Care supports ongoing performance of medical equipment and systems. This pillar also supports technology needs in the aged care sector

3.2 Supply chain

The supply chain to the Paragon Care Group is predominately from North American ,European and Asian product manufacturers, who supply their products to the Paragon Care Group under

exclusive distribution agreements. These products are then re-sold into the Australian, New Zealand and Asian markets.

4. Description of the risks of modern slavery practices in the operations and supply chains

The main modern slavery risk that applies to the operations and supply chains of the Paragon Care Group relates to the manufacture of the products that are then distributed by the Paragon Care Group.

All Paragon Care staff are employed directly in our group. Their employment contracts are governed by the laws of Australia, New Zealand, South Korea, Thailand, Vietnam and the Philippines.

5. Describe the actions taken to assess and address these risks

5.1 Existing focus of suppliers

Many of the agreements that are in place with our suppliers contain specific prohibitions against modern slavery. Given the majority of our suppliers are European, Canadian and American, they have been focused on the modern slavery issue since 2015. The awareness of modern slavery has also been increasing with our Asian based suppliers.

5.2 New contracts

Consideration is given to the possible modern slavery issues when new products are being reviewed by the business. This occurs in the due diligence period. Where appropriate, additional information is sought from potential suppliers regarding their supply chain processes and procedures concerning modern slavery. That additional information is then assessed by senior management.

Paragon Care's suppliers play an important role when we assess and address the risk of modern slavery in our operations. We seek to:

- Have good relationships with our suppliers so they feel comfortable to report modern slavery issues to us.
- Tell our suppliers about our position on modern slavery in our contracts.
- Improve awareness of modern slavery within Paragon Care .

5.3 Our Policy and staff training

Paragon Care's Modern Slavery Policy was last updated on 30 October 2020. It is available on our website in the Corporate Governance Documents tab.

5.4 Assessment tool

We have plan to develop an assessment tool that is to be rolled out with new key suppliers. It will also be considered with our key suppliers as part of contract renewal and reporting moving forward.

6. Describe how Paragon Care assesses the effectiveness of these actions

In the reporting period, the COVID-19 pandemic has again had a disruptive effect on the business of Paragon Care Group and of many of its customers and suppliers.

Notwithstanding this at a Board and Senior Management level, there is a greater awareness of Modern Slavery, and its application to our business. With the planned roll out of our Assessment tool as described above, we expect this to increase across the business down from Senior Management.

We will continue to assess our staff training needs and Assessment tools for use in our business. We will work with our key suppliers on any issues highlighted in the supply chain that may have modern slavery risks. The Board will review this annually.

This statement was approved by the principal governing body of Paragon Care Limited on 22 December 2022.

A handwritten signature in black ink, appearing to read 'Shane Tanner', is positioned above the printed name and title.

**Shane Tanner - Chairman
Paragon Care Limited
22 December 2022**