

Modern Slavery Statement

modern slavery means conduct which would constitute:

- (a) an offence under Division 270 or 271 of the Criminal Code; or
- (b) an offence under either of those Divisions if the conduct took place in Australia; or
- (c) trafficking in persons, as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, done at New York on 15 November 2000 ([2005] ATS 27); or
- (d) The worst forms of child labour, as defined in Article 3 of the ILO Convention (No. 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, done at Geneva on 17 June 1999 ([2007] ATS 38).

[source: **Modern Slavery Act 2018 No. 153, 2018**]

(a) identity of the reporting entity	<p>Aidacare Pty Ltd ABN 40 134 398 833 3a / 1 Moorebank Ave, Moorebank NSW 2170</p>
(b) description of the structure, operations and supply chains of the reporting entity	<p>Our supply chains are global and incorporate a wide range of products, including mobility scooters, power wheelchairs, lift recline chairs, rollators, medical beds, toileting & bath aids, mattresses, patient standers, walkers, commodes, patient hoists and slings.</p> <p>Our supply chain can be broadly grouped as follows:</p> <ul style="list-style-type: none"> i. Overseas contract-manufacturing and importation; ii. Local sourcing from unrelated-party importers or manufacturers; iii. Wholesale & Retail in Australia through direct operations. <p>In addition to locally sourced products, we source the majority of the above products from China, Hong Kong, Malaysia, Sweden, Taiwan Turkey, Thailand and the UK.</p> <p>Of the commodities / products identified on the Global Slavery Index (GSI) as high risk, we have identified the following countries of origin and corresponding products as relevant to our supply chains:</p> <ul style="list-style-type: none"> - Timber sourced in Malaysia and China; and - Electronics sourced in Taiwan. <p>We note, however, that these commodities form a low percentage of our supply chain. The majority of our supply chain incorporates commodities (i.e. steel and plastic) that are not identified on the GSI.</p>
(c) description of the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	<p>Most of our supply chain does not operate in at-risk countries. There is some risk that we are susceptible to risks of modern slavery from the very few products we procure in Thailand and Turkey. Both countries appear on the GSI, however, we have categorised this country / regional risk as low given that the corresponding expenditure is low.</p> <p>In respect of each supply chain, we have also assessed the following:</p> <p>Overseas Contract Manufacturing:</p> <ul style="list-style-type: none"> - Risk of direct contravention by manufacturing partner. - Risk of indirect contravention by component supplier to our manufacturing partner. - Risk assessment: Moderate

	<p><u>Local Sourcing from unrelated parties:</u></p> <ul style="list-style-type: none"> - The same risks as above but via indirect means. - Risk assessment: Moderate-to-low. <p><u>Wholesale & Retail operations in Australia:</u></p> <ul style="list-style-type: none"> - These operations are directly controlled by Aidacare. - Risk assessment: Low.
<p>(d) description of the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes</p>	<p>We manage these risks to our organisation by maintaining consistent and high standards of due diligence and risk mitigation processes to monitor and avoid modern slavery in all environments in which we operate, regardless of whether the environment or the suppliers with whom we work are more or less vulnerable to modern slavery.</p> <p><u>Goods Sourced from Overseas Contract Manufacturing:</u></p> <ol style="list-style-type: none"> i. Vendor Selection: Aidacare conducts site-assessments and a review of quality standards certifications (eg. ISO13485 – Medical Devices and ISO9001 – Sales). Aidacare seeks to deal with reputable vendors with strong references and proven long-term track-records. ii. Vendor Quality Statement (refer appendix 1): For Vendors where annual purchases are greater than AUD\$1m Aidacare requires the Vendor to sign a quality statement. This requires our manufacturing partners to have regard to the key elements of the Modern Slavery Act in their direct business and from their component suppliers. This process alone is an important mechanism to preventing modern slavery through raising awareness of issues. iii. Vendor Quality Statement Review and Site Review: Aidacare’s product management team meet with authorised vendor representatives to review the Quality Statement and conduct a site review. iv. Sign-off & Remediation: Relevant review points are raised and discussed with vendor representatives. Any remediation activities are agreed-to. Review dates are set. <p><u>Goods Sourced from Local Importer/Manufacturers:</u></p> <ol style="list-style-type: none"> i. Vendor Quality Statement: For Vendors where annual purchases are greater than AUD\$1m.
<p>(e) description of how the reporting entity assesses the effectiveness of such actions</p>	<p>Modern Slavery Act compliance is part of Aidacare’s QA system (ISO9001 audited).</p> <p>We use the following strategy to measure how effective we have been to ensure that slavery is not taking place in any part of our business or supply chains:</p> <ol style="list-style-type: none"> i. A vendor review summary reflecting the outcomes of Vendor Quality Statement Reviews is prepared and reviewed with the directors annually. ii. Where we recognise a deficiency in one of our suppliers, remediation activities are proposed and executed. Actions may include changing the choice of vendor.
<p>(f) description of the process of consultation with: (i) any entities that the reporting entity owns or controls; and (ii) in the case of a reporting entity covered by a statement under</p>	<p>There are no other reporting entities owned or controlled by Aidacare.</p>

section 14—the entity giving the statement	
(g) other information	

Declaration

This modern slavey statement is made by Aidacare Pty Ltd for the financial year ending June 2022. This statement was approved by both of Aidacare’s Board of Directors on 7th October 2022.

For & on Behalf of Aidacare Pty Ltd

Signature & Date

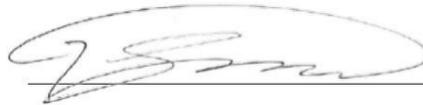


Printed name

Sam Garland 7th October 2022

Director

Signature & Date



Printed name

Geoff Garland 7th October 2022

Director