

## 2025 MODERN SLAVERY STATEMENT

### Royal Flying Doctor Service of Australia (Western Operations)

ABN: 29 067 077 696

Date: 24 December 2025

#### 1. Introduction

The Royal Flying Doctor Service of Australia (Western Operations) (RFDS WO) is committed to the highest standards of ethical conduct and human rights. We recognise that modern slavery, including forced labour, human trafficking, debt bondage and other forms of exploitation, is a global issue that requires action and accountability from all sectors, including non-profit and healthcare.

This statement is made pursuant to the Modern Slavery Act 2018 (Cth) and outlines the steps RFDS WO has taken to assess, address, and mitigate risks of modern slavery in our operations and supply chains.

#### 2. Our Organisation

The RFDS WO and its wholly owned subsidiary are a not-for-profit organisations and registered charities with the Australian Charities and Not-for-profits Commission (ACNC), who delivers essential emergency and primary healthcare services to people living, working, and travelling in rural and remote regions of Western Australia.

RFDS WO has a workforce of dedicated professionals, including doctors, nurses, pilots, engineers, and corporate services employees. RFDS WO operates from multiple bases across Western Australia.

RFDS WO are a company limited by guarantee and are governed by a Board of Directors and operate under strict clinical, financial, and governance standards to ensure safe and ethical service delivery.

#### 3. Operations and Supply Chains

Our operations primarily include:

- Emergency medical retrievals
- Primary health care clinics
- Telehealth services
- Aviation and engineering support
- Corporate and fundraising activities

Our supply chains include:

- Medical equipment and pharmaceuticals
- Aviation fuel and aircraft maintenance parts

- IT and communications systems
- Uniforms and personal protective equipment (PPE)
- Professional services and consultancy
- Facilities management and cleaning services

Many of our suppliers are based in Australia, but some goods, particularly IT hardware, medical products, and aviation parts may originate from overseas, including countries with higher modern slavery risks.

#### 4. Modern Slavery Risks

We recognise that the risk of modern slavery may exist in:

- Overseas manufacturing of medical and PPE products
- IT equipment production and supply
- Third-party service providers such as cleaning or facilities maintenance
- Contracting and procurement in countries with lower regulatory oversight

While the RFDS itself does not tolerate or engage in any form of modern slavery, we acknowledge the potential for indirect exposure through suppliers or subcontractors.

#### 5. Actions Taken

RFDS WO is actively reviewing and implementing the following steps to assess and address modern slavery risks:

- **Governance Policies Review:** Our compliance and governance policies are actively reviewed and updated.
- **Procurement Policy Review:** Our procurement and supplier engagement processes actively reviewed and updated to reflect a zero-tolerance stance on modern slavery.
- **Supplier Due Diligence:** We request disclosures and ethical sourcing commitments from key suppliers, particularly in higher-risk categories.
- **Training and Awareness:** Staff involved in procurement and supplier management receive guidance on identifying and responding to modern slavery risks.
- **Contract Clauses:** Modern slavery compliance clauses are included in new supplier agreements, where applicable.
- **Risk Mapping:** We are in the process of formalising a risk assessment framework to identify potential modern slavery exposure across our supply chain.

#### 6. Measuring Effectiveness

To monitor the effectiveness of our actions, we will:

- Regularly review supplier risk assessments
- Conduct and regularly review modern slavery risks

- Track any reported concerns or breaches
- Maintain records of supplier audits or questionnaires
- Report monitoring progress to the Board and Executive Team

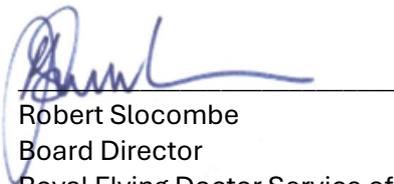
## 7. Future Commitments

Over the next 12 to 24 months, RFDS WO aims to:

- Develop a comprehensive Modern Slavery Risk Register
- Enhance supplier engagement through questionnaires or assessments
- Ensure regular compliance audits on key suppliers
- Implement a more structured internal reporting and escalation process
- Continue employee education across operational and corporate areas

## 8. Approval

This statement was approved by the Board of Directors of the Royal Flying Doctor Service of Australia (Western Operations) on 19 December 2025.



Robert Slocombe  
Board Director

Royal Flying Doctor Service of Australia (Western Operations)  
24 December 2025