

# Modern Slavery Statement 2022-2023



HammondCare is an independent Christian charity.

Disclosure Note

This statement has been made on behalf of HammondCare. This Statement covers all entities owned or controlled by HammondCare.

This statement is approved by HammondCare's Board of Directors.



Kok Kong Chan  
HammondCare Chair

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## **About us**

HammondCare is a global leader in health and aged care, specialising in complex dementia and palliative care.

## **Our Mission**

Our passion is improving quality of life for people in need.

HammondCare stands for compassion, and we are strongly and intrinsically Christian. The work of HammondCare is motivated by Christian principles and values expressed in the words and deeds of Jesus Christ. HammondCare believes in the value of all people as made in the image of God and as loved by God. We are therefore called to show the same love, with compassion and respect, for people in need.

## **Serving others**

We serve people with complex health or aged care needs, regardless of their circumstances.

## **From our CEO**

There's a clear connection from our Mission to 'improve quality of life for people in need' to our corporate responsibility to act justly in society, including combating the scourge of modern slavery.

Throughout this report, you will find details of how we continue to strengthen our response to the risk of modern slavery, in alignment with the Australian Government's Modern Slavery Act.

It's much more than a tick-a-box approach, but a comprehensive and passionate plan that is being continually improved to protect not only our own teams, but those we are connected to through the services and labour we contract and the suppliers we use.

We are renewed in our dedication to reject slavery in all its forms, and this is reflected in how we manage modern slavery risks through rigorous review of vendors, supply chains and employment contracts. Our team practices enhanced due diligence, systematic reviews, mandatory staff training and feedback mechanisms – among other anti-slavery measures.

Thank you for your continued support and partnership as we work together to create a safe, inclusive, and slavery-free environment for all.

Mike Baird  
CEO

# Reporting Criteria 1 & 2: About HammondCare

## Organisational structure

### Company structure and related entities:

HammondCare (**ABN 48 000 026 219**) is a public company limited by guarantee and registered with the Australian Charities and Not For Profits Commission (ACNC).

HammondCare is the sole shareholder of HammondCare Health and Hospitals (**ABN: 72 074 354 028**) which is a public company limited by shares and registered with the ACNC.

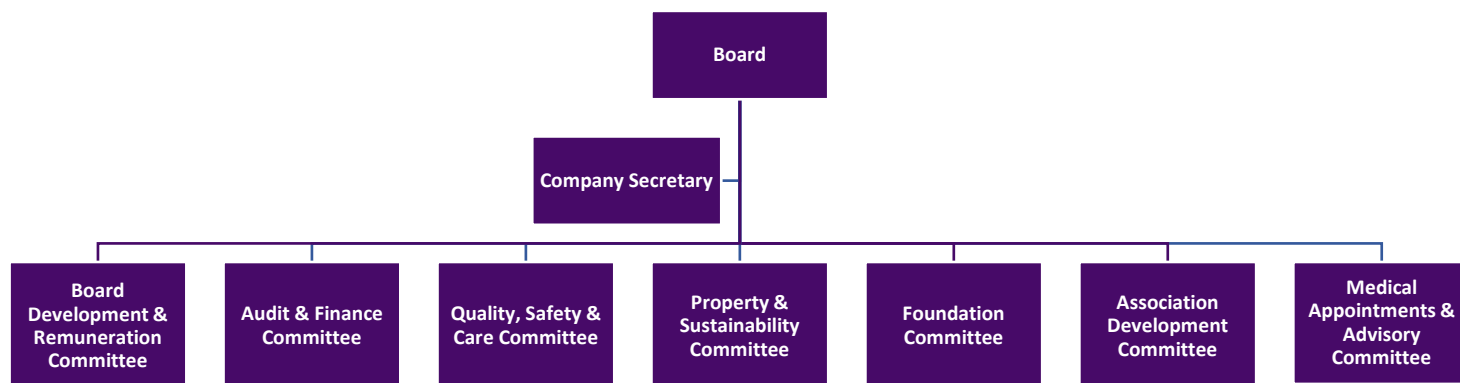
HammondCare also operates in the United Kingdom providing consultancy and dementia support services.

### Our Governance Framework

Effective corporate governance is critical to our longer-term success.

HammondCare's governance arrangements are set out in the Company Constitution and all Directors, Executive and staff members are required to meet the standards of conduct and behaviour as provided for in the Mission in Action.

The Board's roles and responsibilities are set out in the Board Charter, the Governance Handbook, and the Board Practice Manual. Certain responsibilities are delegated to the Executive Team. The Board is assisted by Board sub-committees, which include members of the Board and Executive Team, set out below:



## Service Operations

### HammondCare At Home

We offer home care across NSW, ACT, Victoria and Queensland. We provide services so that older people and people living with dementia can continue to enjoy life and remain in their own home supported by a consistent team of trained carers.

### Residential Care

HammondCare's 19 residential care homes are located at 12 locations across NSW, Victoria and South Australia. Our approach in these homes is to offer a sense of belonging and feeling at home, with a commitment to dementia-specific care.

## The Dementia Centre

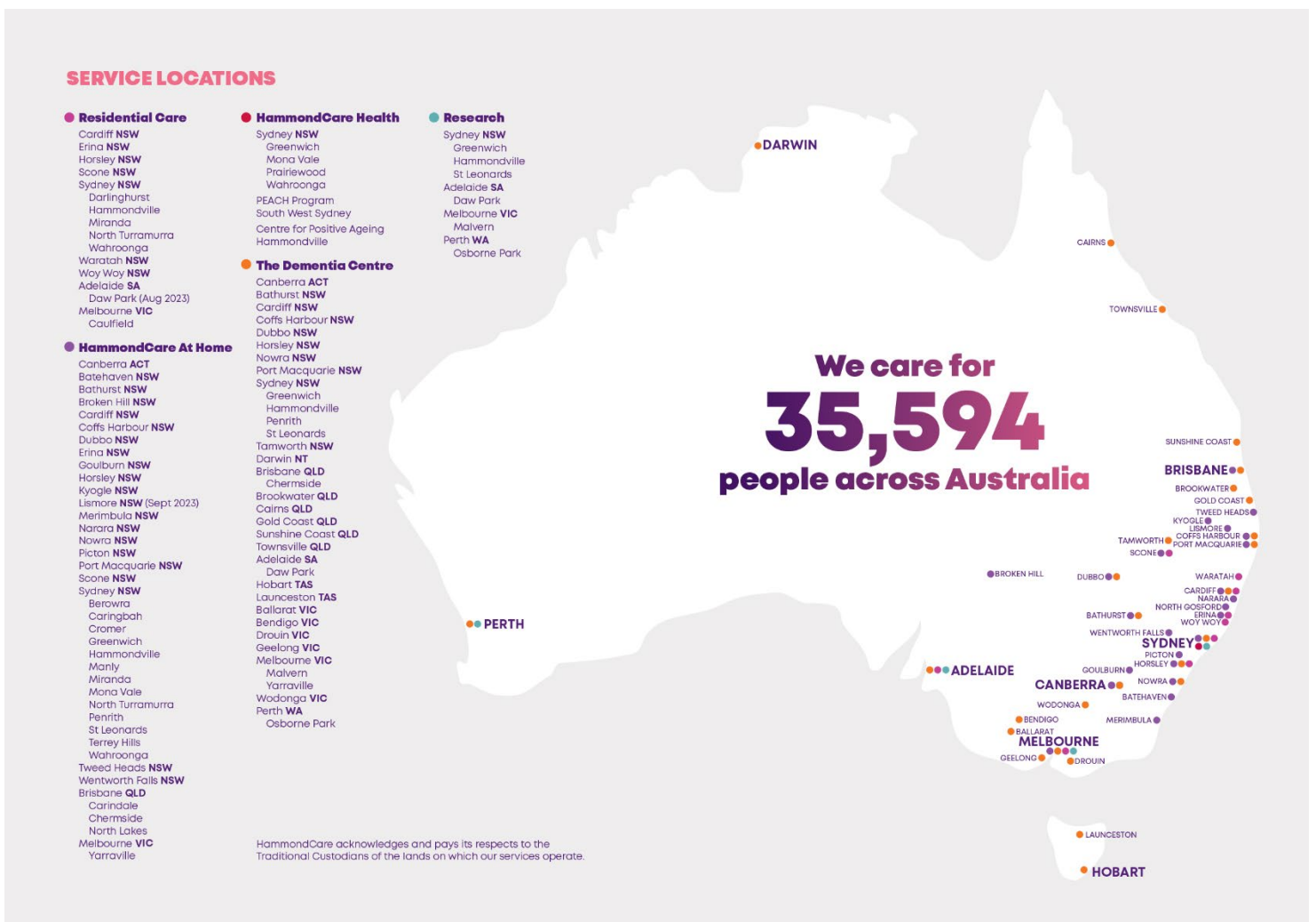
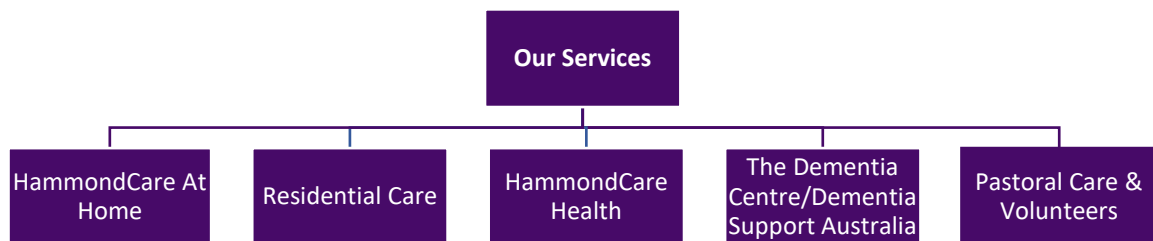
The Dementia Centre was founded by HammondCare in 1995 as an impartial resource and provider of research and expertise to the aged and dementia care community - in Australia and internationally.

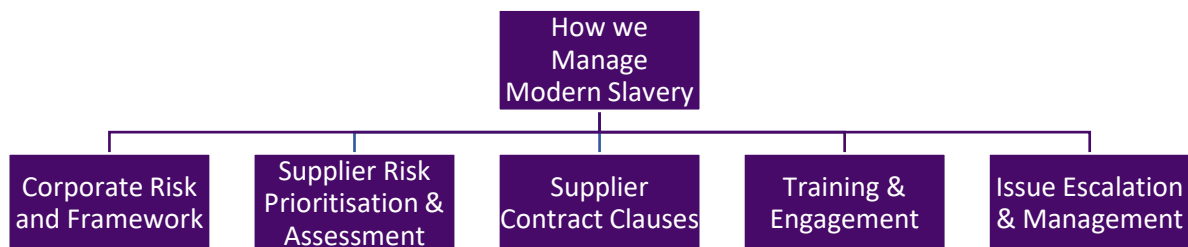
## Health

HammondCare's health services provide palliative and supportive care, rehabilitation, mental health care for older people, pain management and other vital support services.

## Pastoral Care

Providing understanding, care and support in times of need, Pastoral Care is an integrated and core part of our services at HammondCare.





## Supply chain

HammondCare has many suppliers and procures goods and services across several different categories. The main procurement categories are:

- Construction Services (building, major repairs, upgrades)
- Facilities Management (cleaning, security, plant and equipment maintenance, inspections)
- Medical Consumables (PPE, medical devices and supplies)
- Health Services (optometry, physiotherapy, mental health)
- ICT Hardware and Software (PCs and laptops, network services and software)
- Food and Catering Products (groceries, meat, dairy products, fruit and vegetables)
- Utilities (electricity, gas, water, telecoms)

## Reporting Criteria 3: Modern Slavery Risks in Operations and Supply Chain

### Operational risks

#### Our people

HammondCare has over 5,400 dedicated staff, along with 750 volunteers, working across 91 service locations caring for more than 35,500 people across Australia. The risk of modern slavery in the workforce directly employed by HammondCare is low - the labour market in Australia is heavily regulated, with tight regulation of the aged care and health industries.

### Supply chain risks

#### Building and construction

Building and Construction remains one of the highest potential risks of modern slavery for HammondCare. We continue to ensure that both smaller and larger construction companies provide Statutory Declarations that sub-contractors have been paid correctly and our contract management system has the option to add the organisation's Modern Slavery statement.

In 2022/2023, HammondCare saw the continuation of capital works projects including the completion of our first dementia care village in South Australia, HammondCare Daw Park. These works are:

- Completion of two additional dementia-specific cottages at Horsley, New South Wales.
- Completion of six new apartments at Miranda, New South Wales.
- Completion of two new Residential Aged Care cottages and six additional Independent Living Villas in Scone, New South Wales.
- Completion of six new dementia-specific residential aged care cottages in Adelaide, HammondCare Daw Park, the first for HammondCare in this state.

## **COVID-19 impact**

We have reverted to our regular suppliers with the backup of NSW Health and the Commonwealth national stockpile should we have any further need for urgent supply.

## **Reporting Criteria 4: Actions to Assess and Address Risk**

The following outlines the actions and measures taken to assess and address the risk of modern slavery in our operations. Our commitment to ethical and responsible business practices is paramount, and we acknowledge the importance of addressing this pressing global issue.

### **Risk assessment**

#### **Supply chain assessment:**

- Comprehensive review of the supply chain to identify potential areas where modern slavery risks may exist. This assessment covered both direct suppliers and subcontractors.
- Using the established risk assessment matrix, suppliers were categorised based on potential exposure to modern slavery risks, with a focus on high-risk regions and industries.
- All identified high-risk suppliers were subject to further scrutiny and assessment.

#### **Internal operations assessment:**

- An internal assessment was conducted to evaluate the risks of modern slavery within our own operations, including staff and recruitment practices.
- This assessment included a review of employment contracts, workplace conditions, and employee engagement.
- We continue to draw on advice received from a third-party to ensure impartiality.

### **Risk mitigation**

#### **Supplier engagement and due diligence:**

- Building on the success of our ongoing supplier engagement program, we are intensifying our efforts. High-risk suppliers are now an integral part of this initiative, mandated to fill out a comprehensive self-assessment questionnaire. This questionnaire is specifically designed to evaluate and ensure their compliance with modern slavery laws, reflecting our commitment to ethical sourcing and supply chain responsibility.
- Our supplier contracts have been upgraded to feature explicit modern slavery clauses. These clauses are not mere formalities; they explicitly prohibit any engagement in modern slavery practices. By embedding such measures into our contracts, we are taking a proactive stance against unethical practices and reinforcing our dedication to fostering a supply chain that upholds the highest standards of integrity and social responsibility.

#### **Training and education:**

- Development and implementation of modern slavery training for all employees, focusing on recognising, preventing and reporting instances of modern slavery.
- Training is mandatory for all employees annually, with refresher courses provided regularly.

#### **Internal controls and reporting mechanisms:**

- We have established internal controls to monitor and evaluate potential risks within our own operations, including the promotion of safe and ethical recruitment practices, and adherence to our three-year modern slavery roadmap.



- Reporting mechanisms are in place to allow staff to report any concerns related to modern slavery, ensuring whistleblower protections through third party engagement to assist in managing whistleblower disclosures.

We will continue our commitment to address modern slavery issues in 2022/2023 by ensuring we have processes and plans in place to respond to any adverse human rights impacts should any modern slavery issues be identified.

## **Reporting Criteria 5: Effectiveness Assessment**

HammondCare is committed to assessing and addressing the risk of modern slavery, both within our operations and throughout our supply chain. We believe that our comprehensive risk assessment and mitigation measures, along with our commitment to transparency and collaboration, will contribute to the global effort to eradicate modern slavery.

This report represents our dedication to ethical and responsible business practices and is a testament to our ongoing commitment to creating a safe, inclusive, and modern slavery-free environment for all.

## **Reporting Criteria 6: Process of consultation with entities owned or controlled**

HammondCare Health and Hospitals is managed and governed by the same Executive Team and Board as HammondCare and has been fully included in the process of consultation. The following outlines our consultation and collaboration with the community and our partners.

### **Collaboration and partnerships**

- Active participation in industry associations and collaboration with peers, government agencies, and NGOs to share best practice and insights in the fight against modern slavery.
- We have joined industry alliances aimed at improving modern slavery awareness and prevention.

### **Transparency and reporting**

- We are committed to transparency and regular reporting on our progress in addressing modern slavery risks.
- Annual Modern Slavery reports are published and made accessible to the public, and relevant authorities.

### **Continuous improvement**

- We have established key performance indicators (KPIs) to assess the effectiveness of our modern slavery risk assessment and mitigation efforts.
- Regular reviews and audits are conducted to ensure compliance with modern slavery laws and regulations.