

About Resthaven

Resthaven Incorporated (“Resthaven”) was established in 1935 by the Methodist Church in South Australia to provide support and care to older people.

Resthaven delivers high quality residential and home-based aged care, respite and retirement living services throughout metropolitan Adelaide and regional South Australia.

Resthaven’s values are Trust, Dignity and Choice.

Resthaven acknowledges that modern slavery may occur in many forms including human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting.

Resthaven’s corporate governance operating model and framework supports ethical business practice and compliance in accordance with the law, regulatory requirements, professional standards and guidelines. Resthaven is committed to operating responsibly with the highest ethical standards and rejects any form of modern slavery.

This statement has been prepared pursuant to the Modern Slavery Act 2018 (Cth) (“Act”) and is for the reporting period of 1 July 2023 to 30 June 2024.

The reporting entity is Resthaven Incorporated. Resthaven’s ABN is 79 976 580 833.

Structure, operations and supply chains

Structure

Resthaven is a charitable, public benevolent institution. Resthaven is incorporated in South Australia and operates within the scope of the Associations Incorporation Act

1985 (SA). Resthaven is associated with the Uniting Church in Australia although it is financially independent of the Uniting Church.

Resthaven’s Board oversees the organisation and is committed to acting responsibly, ethically and with the highest standards of integrity and accountability.

Operations

Resthaven supports over 13,000 older people and their carers every year, providing direct aged care services throughout metropolitan Adelaide, the Adelaide Hills, Murraylands, Riverland, Fleurieu Peninsula, lower Barossa region and the Limestone Coast of South Australia.

Resthaven’s high quality, fully accredited services are tailored to individual needs. Services range from retirement living and simple to complex home-based care, to 24 hour a day, seven days a week, residential aged care and respite at twelve residential aged care facilities across South Australia.

Resthaven is largely a services-based organisation, directly employing more than 3,400 employees and engaging around 200 volunteers in its workforce. Resthaven uses contract labour to supplement its own workforce when necessary.

The actions and behaviours of Resthaven’s workforce reflect Resthaven’s values: trust, dignity and choice.

Resthaven invests its funds in a number of asset classes. To reduce risk, Resthaven ensures adequate diversification between and within asset classes. A Board Investment Limitations policy guides all investment decisions and includes management, monitoring and compliance direction. The policy is formally reviewed annually.

Supply Chains

Resthaven is a services organisation with annual revenue and expenditure circa \$300m, with labour comprising 70% of expenditure. \$15m is spent on food, housekeeping and medical supplies and \$11m is spent on services related to repairs, maintenance and cleaning. A high proportion of spend is oriented to direct or local labour-based services and costs with non-labour based spend around 30% of total operating costs.

Resthaven's supply chains include hospitality goods and services, food and beverages, property development and maintenance, clinical equipment and consumables, information and communication technology software/hardware, financial advice and products, utilities, professional/consulting, marketing, motor vehicles, laundry services and general office supplies.

The majority of Resthaven's suppliers are local to South Australia and Australia. However, where goods are purchased (rather than services), their supply chain origins can extend offshore.

Contracting and Procurement

Resthaven has stable long-term relationships with many suppliers and contractors. Short term supplier and contractor engagement complement this.

Resthaven's contracting and procurement arrangements have been reviewed and a centralised model adopted. This enables consistency with procurement and a disciplined approach to assessing current and proposed supplier modern slavery risk. The procurement team utilise a mix of external procurement providers (e.g. Uniting Care Synergy and CCI) in addition to directly executed contract agreements with contractors/suppliers.

Risk of modern slavery practices in operations and supply chains

Causes: Resthaven conducts its operations and manages its workforce in alignment with Commonwealth and State legislation. Resthaven does not consider that its activities directly cause modern slavery.

Contribute to: Resthaven takes a values-based approach to procurement and selection of suppliers and contractors. Resthaven does not structure its procurement practices to low-cost targets or short delivery timeframes. When Resthaven does require urgent supply of goods or services to meet consumer needs it does so in consultation with the supplier and it is usually able to secure this via existing suppliers. On this basis, Resthaven does not consider that it contributes to modern slavery risks.

Directly linked to: Resthaven recognises there may be a risk that it is linked to modern slavery through its business relationships. Resthaven has identified and assessed its tier one suppliers and considers there is low risk with these organisations, but also recognises there could be risks deeper in Resthaven's supply chains, especially in relation to higher risk sectors and supplier regions.

Resthaven has been working independently to date to determine its supply chain risk. Resthaven has investigated a number of solutions to support the organisation to undertake greater supply chain analysis. Identifying a more stringent focus on purchasing practices enables a deeper supply chain risk management is a key area for Resthaven to focus on to be able to influence Modern Slavery risk in its supply chains.

Actions taken by the reporting entity

Centralised procurement model was implemented in September 2023, with areas of focus including the strengthening of Resthaven's purchasing model through the preparation of a contract services agreement by Minter Ellison Lawyers to ensure compliance with the MS Act.

Training on Modern slavery was arranged for the Procurement and Contracts Team through the University of Technology Sydney to provide a greater awareness in identifying and managing risks.

A forward contracts plan was created and remains a dynamic document to enable proactive contract planning and ensure adequate lead time is provided to assess Modern Slavery risks and mitigate these during the replacement contract selection process.

Workforce

Resthaven's workforce is at the heart of what Resthaven does. Resthaven's clients and residents appreciate the kindness, respect and care that the Resthaven workforce provides above all else.

With over 3,400 employed staff, labour is the primary input into Resthaven's service provision, also making up more than 70% of Resthaven's operating expenses.

Resthaven's workforce is employed on permanent and casual basis, or through reputable labour hire agencies.

Resthaven is an equal opportunity employer, committed to ensuring employment conditions align with awards and enterprise agreements and that the organisation is compliant with the Fair Work Act 2009 (Cth), Age Discrimination Act 2004 (Cth), Australian Human Rights Commission Act 1986 (Cth), Workplace Gender Equality Act 2012 (Cth), Disability Discrimination Act 1992 (Cth), Racial Discrimination Act 1975 (Cth) and Sex Discrimination Act 1984 (Cth) and all other related Federal and State Legislation.

Resthaven is committed to creating services and a work environment that supports a diverse and inclusive workplace, developing and implementing the annual Diversity Action Plan in 2023/2024.

Modern Slavery Policy

Resthaven continues to monitor and work to improve achievement of the commitments set out in the Modern Slavery Policy published in 2021 and revised in 2024.

Resthaven has continued to issue communication across the organisation in relation to Modern Slavery with Modern Slavery and Environmental, Social and Governance (ESG) outcomes identified as areas of focus in Resthaven's mid-point review of its Strategic Plan 2020-2025. Centralised procurement has been identified as a strategic enabler of improved ESG and Modern Slavery outcomes for the organisation and remains a key strategic plan action.

Investment Policy and Portfolio

In 2021, Resthaven amended its Board Limitations Policy to reflect Resthaven's commitment to only invest with organisations that actively support investment in organisations and strategies that minimise Modern Slavery.

Entities in which Resthaven invests surplus funds or manage Resthaven's investments are assessed for the commitment to reducing Modern Slavery and their compliance with legislation. All entities are active in their commitment to reduce modern slavery and ensure investments are not a contributing factor.

High Risk Item Review

Resthaven continues to monitor high risk food products and review alternative suppliers including product country of origin.

Review of supply chain risk in linen and laundry service provision continued during 2023/24. Obtaining deeper insight into the supply chain risk of linen suppliers has been

protracted. Third tier suppliers (manufacturers of linen supplies) have now been identified. Resthaven will continue to seek evidence as to the Modern Slavery risk associated with these suppliers in 2023 and will make appropriate remedial action should any Modern Slavery risk be identified.

Assessment of effectiveness of actions

Resthaven has assessed the effectiveness of its actions to date. While the risk profile inherent in the portfolio (assessed at Tier 1) is considered low and has remained stable, centralising procurement has improved management of the risk.

Consultation with any owned or controlled entities

Resthaven does not own or control any other entity.

Any other relevant information

Resthaven has no tolerance for Modern Slavery and will continue to understand and identify opportunities to improve Modern Slavery outcomes.

This statement has been approved by the Resthaven Board.



This statement is signed by Resthaven Incorporated Board President Mark Porter, on behalf of the Resthaven Incorporated Board.

Mark Porter
President
September 2024