

## **Introduction**

This Modern Slavery Statement is made pursuant to the Commonwealth *Modern Slavery Act 2018* (the Act) by Central Gippsland Health Service and relates to the financial year 1 July 2024 to 30 June 2025.

Central Gippsland Health Service is confident that it is taking progressive steps to building a robust modern slavery framework

## **Mandatory criteria 1 and 2: Central Gippsland Health Service's its structure, operations and supply chains**

Central Gippsland Health Service (CGHS) ABN: 85 050 485 681 is a health service established under section 181 of the *Health Services Act 1988* (Vic). CGHS is the major provider of health and aged care services in the Wellington Shire. We serve an immediate population of Central Gippsland and reach a wider community in East Gippsland in terms of more specialised services such as perinatal services, critical care and surgery.

CGHS is both a sub-regional and an integrated health service, providing a broad range of primary, secondary and tertiary services.

CGHS employs in excess of 1000 staff, contractors and volunteers across:

- acute campuses at Sale, Maffra and Heyfield;
- community and home support services with support centers in Maffra, Sale, Heyfield, Rosedale and Loch Sport;
- residential aged care services at Sale, Maffra and Heyfield.

The health service also owns and runs two revenue units.

- Central Gippsland Health Medical Imaging, provides imaging services to the hospital and community
- Sale Central Linen Service, provides linen to health services and hospitality venues across Gippsland.

CGHS works closely with HealthShare Victoria (HSV) in the majority of our wide-ranging procurement activities. HSV, as a state-wide procurement organisation, works in partnership with Victorian public health services to facilitate collective tenders and contracts to provide best-value in procurement of goods and services.

HSV works with over 400 tier-one suppliers and is responsible for contracts with a spend value of over \$1 billion.

HSV contracts cover a broad range of clinical and non-clinical supplies. A full list of HSV's sourcing categories can be found at <https://healthsharevic.org.au/contracts-and-documents/contracts>.

CGHS purchases goods and services from suppliers who are party to HSV collective agreements and acknowledges the significant role HSV has in health service supply chains.

CGHS also purchases local services, mostly from small businesses and individuals.

HSV has prepared analysis of CGHS's suppliers' responses relevant to this criterion for CGHS consideration. This indicated the majority of suppliers have a Country Risk Rating in the Very Low to Medium level of risk.

## **Mandatory criteria 3: The risk of modern slavery practices in the operations and supply chains of Central Gippsland Health Service and any entities that it controls.**

CGHS recognises that the extensive nature of the global supply chains necessary to maintain a contemporary health service may expose us to number of modern slavery risks. CGHS continues to take a targeted risk-based approach to assessing and mitigating those risks within its operations and supply chains consistent with the United Nations Guiding Principles on Business and Human Rights.

Whilst CGHS, as a regional health service with a largely skilled workforce, has assessed the risk of modern slavery within its direct business operations to be low, CGHS recognises that modern slavery practices are serious crimes by Australian standards and major violations of human rights and will continue to assess the risk of modern slavery in its supply chain

Some of the general risk areas present in CGHS' supply chain include:

- Labour practices in offshore manufacturing facilities, some of which are located in South-East Asia;
- Labour practices in the sourcing of raw materials, including cotton and rubber; and
- Industry risks associated with textiles, electronics and cleaning services.
- Sub-contracting of home support services

CGHS continue to liaise with HSV and recognises HSV's commitment to address modern slavery risks in health service supply chains with a view to assisting CGHS and other mandated health services to meet their reporting requirements under the act.

HSV has prepared analysis of CGHS's suppliers' responses relevant to this criterion for CGHS consideration. This indicated the majority of CGH's suppliers (88%) responded to their modern slavery survey. The majority of suppliers are risk rated as low and medium risk.

**Mandatory criteria 4: The actions taken by Central Gippsland Health and entities that the CGHS owns or controls to assess and address these risks, including due diligence and remediation processes.**

CGHS undertakes a cyclic process of reviewing and amending procurement procedures and implementing ongoing training of CGHS staff to ensure that non-HSV suppliers and contactors are assessed to ensure compliance with Modern Slavery legislation. CGHS has incorporated a modern slavery clause into its standard terms and condition document and is in the process of inserting into individual contracts that are not covered by CGHS standard terms as they are replaced. CGHS will base its assessment procedures on commonwealth government resource found under [Resources \(modernslaveryregister.gov.au\)](https://www.modernslaveryregister.gov.au) and each supplier will be reviewed on a case-by-case basis.

CGHS is also committed to working with its majority suppliers under the leadership and guidance of HSV to reduce risk in the supply chains, in line with HSV's advisory and consultancy function under the Health Services Act.

**HealthShare Victoria position**

HSV recognises its role in health service supply chains and the benefit of its actions to assist mandated health services with meeting their reporting requirements.

HSV upholds the Australian Government's position on modern slavery - there is no place for modern slavery in the Australian community or in the global supply chains of Australian goods and services. HSV is committed to:

- Supporting health services assess their operations and supply chains for modern slavery risks;
- Implementing and enforcing effective systems and controls to reduce risk of modern slavery;
- Ensuring there is transparency in its operations and approach to addressing modern slavery;
- Fostering open and transparent supplier relationships which encourage modern slavery reporting and meaningful change through remediation;
- Applying a continuous improvement approach to how it supports health services to report on the risk of modern slavery practices within their operations and supply chains.

HSV has incorporated a modern slavery clause into their terms and condition document. This clause commits suppliers into taking all reasonable steps to identify, assess and address risks of modern slavery practices in the operations and supply chains used in their provision of goods and services to the health service. CGHS regularly reviews its own documents for inclusion of the same.

HSV has prepared analysis of CGHS's suppliers' responses relevant to this criterion for CGHS consideration. This indicated an increasing number of suppliers have modern slavery policy in place and communicate their policy to their own suppliers. Similarly, there was a year-on-year increase in the number of suppliers with a system in place to monitor compliance. A majority of our suppliers: describe their current level of understanding of modern slavery and risk mitigation actions as Proficient; advise their visibility over supply chain as high or medium; advise they screen their prospective suppliers for risk of modern slavery; risk assess their suppliers for modern slavery risks; audit their suppliers inclusive of modern slavery; and train their own staff to identify, assess, and respond to modern slavery risks.

All suppliers wishing to conduct business with HSV, public hospitals or any other branch of the Victorian Government must aspire and commit to meet the Supplier Code of Conduct inclusive of the modern slavery requirements. Under the Supplier Code of Conduct, suppliers are expected to proactively identify, address and where required by legislation report on risks of modern slavery practices in their business operations and supply chains. Vic Government [Supplier Code of Conduct \(buyingfor.vic.gov.au\)](https://www.buyingfor.vic.gov.au)

**Mandatory criteria 5: Central Gippsland Health Service assesses the effectiveness of actions being taken to assess and address modern slavery risks**

CGHS has relied on HSV's advice and consultation to understand and fulfil its modern slavery obligations. This recognises HSV's significant role in preventing modern slavery in health service supply chains and the benefits of their actions to the broader sector,

CGHS recognises the importance of a continuous improvement approach in the implementation of actions to address modern slavery risks. CGHS continues to assess the effectiveness of current activities through conducting high-level reviews of suppliers and preparing documentation to set the framework for identifying modern slavery risks in its supply chains.

HSV has introduced several mechanisms for monitoring the effectiveness of the actions it has taken including surveys to self-assess their progress against criteria. The results are used to measure the success of engagement programs, inform future workshop content and identify potential gaps in training.

HSV has prepared analysis of CGHS's suppliers' responses relevant to this criterion for CGHS consideration of supplier risk rating which indicates a reducing percentage of High and Very High rated suppliers over the last three years. In addition to this, HSV's senior leadership has taken ownership of the modern slavery program and progress is regularly discussed at senior committees. Feedback from committee members is used to inform decision making and future activities within the program.

**Mandatory criteria 6: Central Gippsland Health Service's consultation process with the related entities it owns or controls**

All procurement is managed through CGHS.

**Mandatory criteria 7: Other relevant information**

**Future plans**

HSV plans to further increase its engagement with suppliers, including providing supplier sessions on introduction to supply chain mapping and some possible uplift on due diligence and remediation actions. HSV will also continue to request modern slavery policies, with medium suppliers also to be included in the current reporting period. HSV will provide feedback and over time the quality of modern slavery policies assessed is expected to improve. Additionally, HSV has implemented the supplier Mandatory Minimum Standards which includes the requirement that suppliers undertake annual risk assessments and formalises expectations HSV has of its suppliers when supplying to Victoria's public health services. It is anticipated this will continue to uplift the understanding and capability through the supply chain within the health sector.

CGHS plans the following:

- Expansion of staff knowledge and awareness through learning and education programs.
- Ongoing targeted communication and risk assessment of non-HSV suppliers.
- Ongoing review of procurement documents;
  - terms and conditions
  - request for tender
  - supplier agreements
- Ongoing monitoring to assess the effectiveness of our actions.

CGHS recognises there is more to do and Central Gippsland Health Service is committed to continually improving our approach, partnering with our stakeholders and working to eradicate modern slavery.

This statement was approved by the Board of Central Gippsland Health Service on 5 November 2025.



Arthur Skipitaris  
Board Chair