

Warrigal

Inspiring communities
for older people

Warrigal Modern
Slavery Statement
for the Financial Year
2021-2022

About Warrigal

Established in 1967, Warrigal is a Public Benevolent Institution founded by volunteers. We were founded by local Lions, Rotary and Apex clubs to meet an identified need for services for older people. Apart from our first matron, all staff in the original 10-bed residence were volunteers, operating on funds from local community donations. Over the past five decades, Warrigal has grown to be a large, well-respected aged care provider who supplies services to older people across the Illawarra, Southern Highlands and the ACT.

Approval of this Statement

This statement has been presented to the Board of Directors as a stand-alone document for their review and approval. The Board of directors approved this statement on 19th of December 2022 and submitted the statement to be signed by our Chairman of the Board.



Signed by Wynn Janssen
Chairman of the Board

Date: 19 December 2022

Structure

Name: Warrigal Care

ACN: 002 392 636

ABN: 34 002 392 636

Registration Date: 16/03/1982

Locality of Registration:

2 Pine Street Albion Park Rail NSW 2527

Type: Australian Public Company, Limited by Guarantee

Warrigal Care is registered as a company with the Australian Charities and Not-for-Profits Commission (ACNC).

There are no subsidiary companies.

Business Names:

Warrigal Care

Warrigal Calwell

Warrigal Stirling

Links Seaside

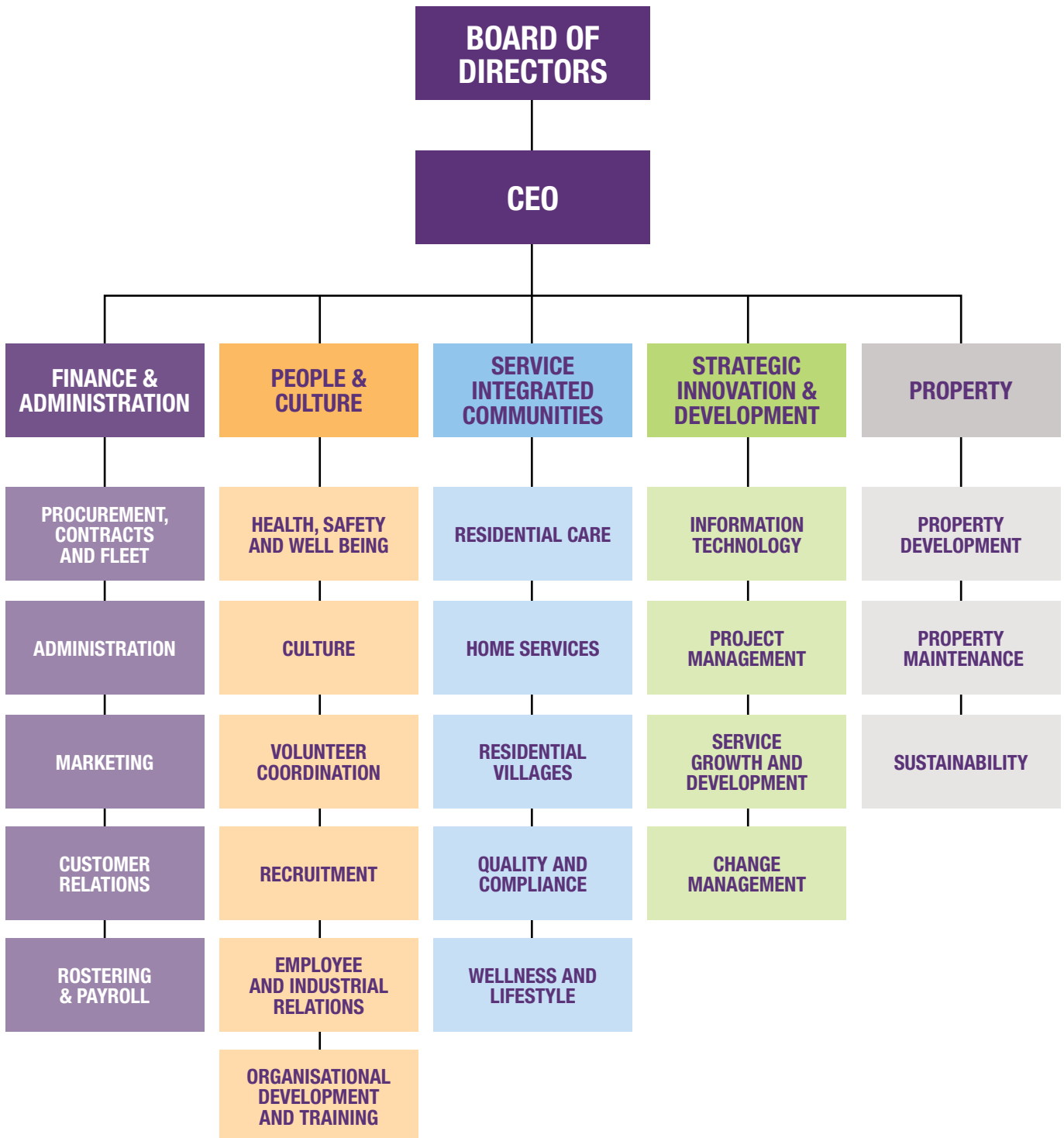
Warrigal Community Care

Currently Warrigal directly employs more than 1800 staff.

Operations

During the financial year 2021-2022 Warrigal directly employed more than 1800 paid staff. We also had more than 365 volunteers and a large contingent of support contractor staff in catering, cleaning, property maintenance and allied health.

Our Board of Directors is still made up solely of volunteers and oversee a small executive team that guide our entire workforce to realise Warrigal's vision and create better lives for older people.



Summary of Activities



12 Residential Care Homes
1250 Residents



10 Community & Lifestyle Villages
530 residents



Home Services
1750 customers



Warrigal Social
(Day Respite)



1846
Direct Employees



365 Volunteers



In-house and out-sourced
Catering and Hospitality staff



Strong support from
Contracted Allied
Health Professionals



Property Development
Team

Warrigal operates in the Illawarra and Southern Highlands regions of NSW, Goulburn, Queanbeyan and the ACT.

During the financial year 2021 to 2022 Warrigal managed 12 residential care homes for older people who cannot live independently. We provided those residents with accommodation, meals and other hospitality services along with assistance with their daily care needs. We also managed 10 community or lifestyle villages where residents live independently. Home Care is a large part of Warrigal's business and we deliver various levels of in-home care support to customers across the Illawarra and Southern Highlands. We also provide day respite services and offer specialised palliative care and dementia services at several locations.

Warrigal has supported 4035 older people across all our services:

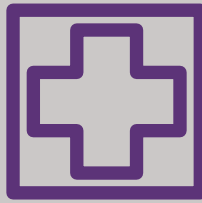
- **1880** in Residential Care,
- **671** in Community Villages
- **1308** in Home Services
- **176** in Warrigal Social

Supply Chain

Warrigal maintains relationships with multiple suppliers and contractors across all areas of aged care support. Our larger contractors and suppliers tender for our business, and if successful, agreements are put in place to ensure the quality of service and products. Areas for which we source goods and services include:



Administration



Allied Health



Hospitality



Consumables



Furniture



Incontinence products



Technology equipment



Linen and Laundry



Medical equipment



**Personal Protective
Equipment**



Uniforms



Utilities

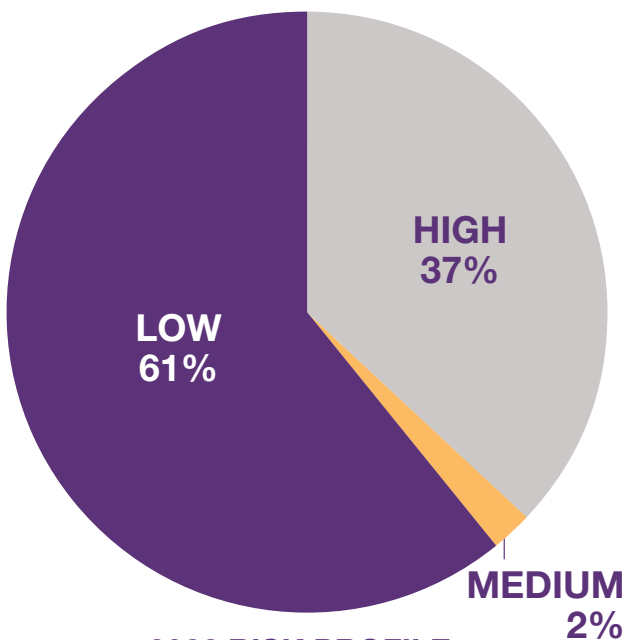
Warrigal decided some years ago to outsource areas of the business where we could bring better outcomes for residents; Warrigal now has many contractor partners working across Property, Allied Health, Cleaning and Catering.

Modern Slavery Risks within Operations and Supply Chain

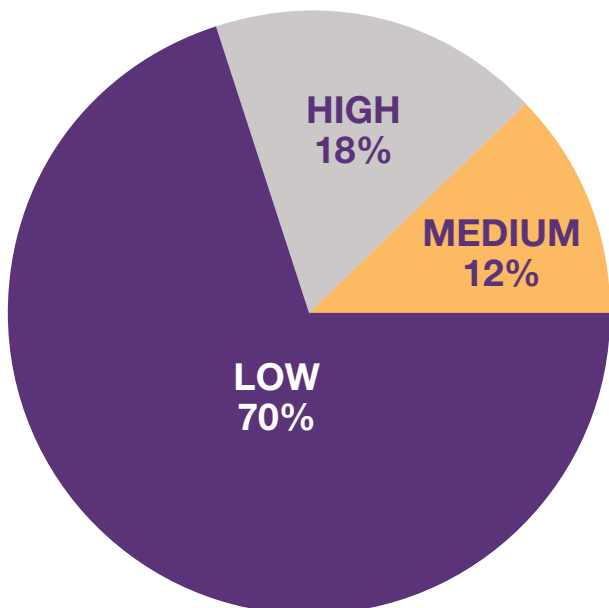
Warrigal takes the Modern Slavery risk seriously and has collaborated with other like-minded aged care companies. Together the group formulated an Ethical Procurement Policy. Meetings of this group were facilitated by Sustainability Advantage so that all members could be aware of the Modern Slavery Risks within the aged care industry and work together to reduce opportunities for those risks.

The chart below highlights the overall size of possible risks of Modern Slavery currently existing within our business. By comparing against last year's data, we can demonstrate continuous improvement as we have significantly reduced the risk within our organisation by implementing our risk management strategies.

2021 RISK PROFILE



2022 RISK PROFILE



Risks associated with our supply chain could relate to forced labour being used in countries where those goods are manufactured or where the raw materials are sourced.

Procurement Areas	Items Purchased
Administration	Insurances, council fees, Stationary Supplies and services
Catering	Food ingredients, contract staff
Cleaning	Contracted staff, cleaning equipment and chemicals
Consumables	Paper Goods, Medical Supplies, Personal Protective Equipment, chemicals, Incontinence pads etc.
Furnishings	Beds, Chairs, tables etc.
Information Technology	iPads, phones and communication systems
Linen and Laundry	Bed linen , towels , laundry equipment
Medical Equipment	Beds, lifting equipment, trolleys
Property Development	Building supplies and labour
Property Maintenance	Uniforms, goods, contracted labour, waste services

Warrigal uses Enterprise Bargaining Agreements (EBAs) for its internal workforce, negotiated with relevant unions. Along with these EBAs, Warrigal has robust Human Resources, Work Health & Safety and Bully and Harassment policies. We encourage feedback from staff at all levels. The nature of our industry is to care for and treat people with dignity and fairness, and we feel that the risk of Modern Slavery occurrences within our workforce is unlikely.

Warrigal has an ample supply chain managed by a small team within Administration. The team is responsible for all purchases and management of contractors. Having a small group to cover all aspects of the supply chain means we can liaise efficiently, make decisions, build supplier relationships and affect change where required. We also utilise the services of a third-party contractor Management Company to help us keep track of the contracting companies we use, their staff, qualifications and Worker's Compensation insurance status.

Construction and third-party labour arrangements for nursing were potentially our most significant risks, identified within the industry as potential risks along with other high-risk groups such as cleaning, catering, IT and consumables.

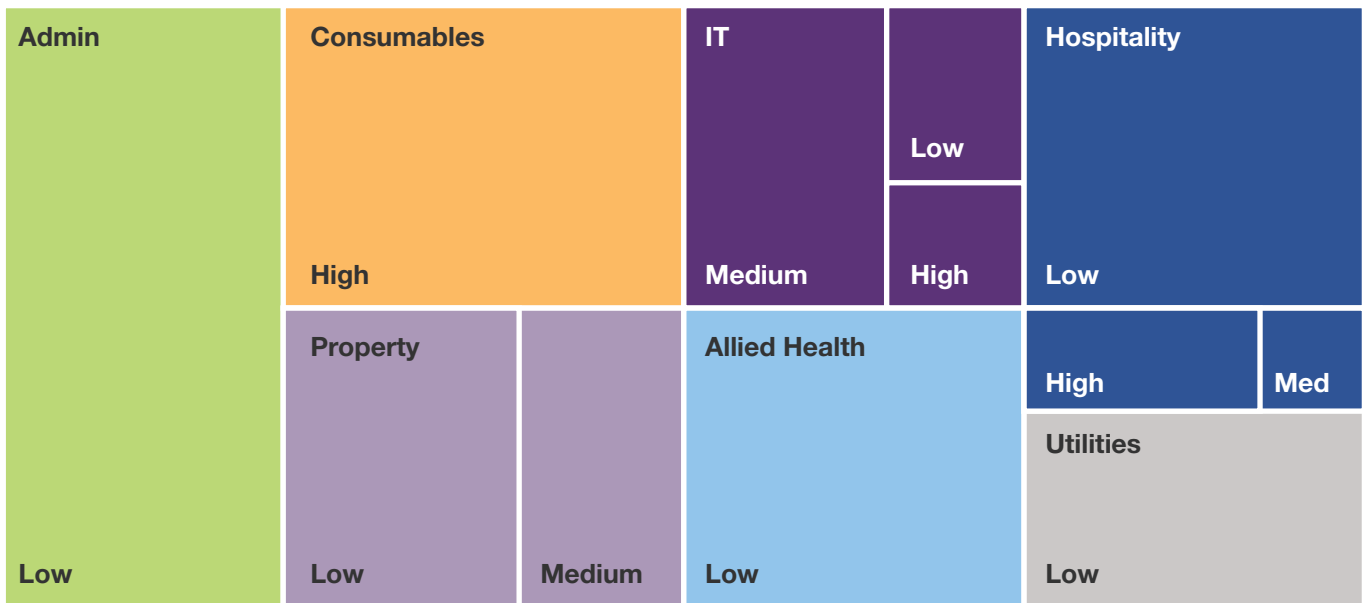
We have identified our top 100 suppliers by spend and categorised them as Low, Medium and High-Risk suppliers.

Warrigal purchases all of its supplies and services from suppliers within Australia however some of those suppliers may in turn purchase goods from other companies or countries that could be considered as high-risk areas.

Although Warrigal agreements and tender processes align us with companies we believe do not support Modern Slavery within their own workforces, it is possible that the risks lay with in the supply chains of those contractors and suppliers.

Warrigal's risk profile can be better understood by comparing each high-risk area within aged care against Warrigal's spend in those areas.

WARRIGAL'S MODERN SLAVERY RISK PROFILE



Due Diligence and Remediation

- Listed our top one hundred suppliers based on spend amounts and categorised them as low, medium or high-risk suppliers
- Networked and became part of a not-for-profit aged care sector collaboration group working to reduce Modern Slavery risks within our organisation
- Appointed an executive to oversee the Modern Slavery risks and mitigation strategies
- Board and Senior Management Awareness
- Creation of Working Group
- Creation of a questionnaire screening tool used by potential suppliers to measure risk within their organisations
- All Warrigal drafted agreements now include a Modern Slavery clause which requires suppliers to abide by the Modern Slavery Act 2018 and assist Warrigal with our reporting obligations
- Drafted Human Rights Policy
- Identified high-risk suppliers
- Achieved engagement with our major suppliers

The Impact of COVID -19 created new challenges for our Purchasing team. The sudden demand for Personal Protective Equipment (PPE) across Australia meant ethical procurement was only sometimes the deciding factor when engaging a supplier. Supply has now changed, and more products originating overseas are now produced in Australia. This puts us in a stronger position to make those ethical choices and reduces the risk of Modern Slavery involvement within our supply chain.

Warrigal tries to mitigate the risks of Modern Slavery occurrences within its Supply Chain by using reputable suppliers. Our agreements specify that suppliers are required to also comply with the Modern Slavery Act 2018 and that suppliers liaise with Warrigal and comply with requests for information.

Hospitality, considered a high-risk supplier, is an example of how we have changed our profile. Our catering contractors pay their staff using an award and sign Modern Slavery declarations as part of the agreements, food costs are usually 33-34% of the overall cost, but only a small percentage of food items originate overseas.

Effectiveness

To ensure our approach to Modern Slavery risk stays relevant and effective, Warrigal plans to:

- Continue to communicate with new and existing suppliers
- Require suppliers to complete a questionnaire that will highlight Modern Slavery risk within their organisations
- Review questionnaire screening tools that new and existing suppliers have supplied
- Incorporate Modern Slavery risk as part of the decision matrix when evaluating tender proposals
- Review existing business systems against the requirements of Modern Slavery legislation
- Continue to educate and involve different areas of the business to strengthen our knowledge of possible risks and risk management strategies

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