

HEALTHIA LIMITED ACN 626 087 223

MODERN SLAVERY STATEMENT | For the period ended 30 June 2022

Reporting Entities and Structure

For the purposes of the Modern Slavery Act 2018, this statement covers:

1. Healthia Limited ACN 626 087 223 (“**Healthia**”); and
2. Those subsidiaries required to report under the Australian Modern Slavery Act, including but not limited to My FootDr (Aust) Limited, Allsports (Aust) Limited, The Optical Company Pty Ltd, BIM Physiotherapy Group Holding Ltd, Extend Rehab Pty Ltd, Natural Fit Footwear Pty Ltd, iOrthotics Pty Ltd and DBS Australia Pty Ltd.

(Collectively the “**Healthia Group**”).

Healthia is an Australian public company listed on the Australian Securities Exchange (ASX:HLA). Healthia’s registered office is at Level 4, 25 Montpelier Road, Bowen Hills QLD 4006.

While each of the Healthia Group entities has its own Board of Directors, all Healthia Group entities report to Healthia’s Board of Directors (“**Board**” or “**Board of Directors**”) and a shared services team is responsible for the implementation and day-to-day management of policies and communication with the Board.

Operations and Supply Chains

The Healthia Group is a leading diversified health care business across the divisions of Bodies and Minds, Feet and Ankles and Eyes and Ears. The Healthia Group owns and operates the following businesses:

1. Feet and Ankles division: 104 podiatry clinics including retail footwear stores (trading as Natural Fit Footwear), orthotics laboratories (trading as iOrthotics) and an allied health wholesale supplies business (trading as D.B.S. Medical);
2. Bodies and Minds division: 148 physiotherapy and hand therapy clinics; and
3. Eyes and Ears division: 55 optometry stores including a wholesale eyewear frame distribution business (trading as AED).

The principal activities of the Healthia Group during the reporting period were the provision of allied health services and related products as well as being an aggregator of allied health service businesses.

This Statement sets out how the Healthia Group has identified, addressed and remediated against modern slavery pursuant to the *Modern Slavery Act 2018* (Cth) (the “**Act**”) during the second reporting period and our plans to continually address modern slavery within our businesses. Healthia is committed to upholding all human rights including rights to be free from exploitation, slavery, forced labour, child labour and domestic servitude. We enforce strong ethical standards in the way we deliver our services and the way we manage our businesses. This is central to our business, and we consider any modern slavery or human trafficking of any kind to be entirely unacceptable.

Risks of Modern Slavery Practices in Our Operations and Supply Chains

During the second reporting period, the Healthia Group continued to assess and identify risks within its supply chain. The Healthia Group has a Modern Slavery Policy and has provided a copy of this to each of our identified key suppliers. Through our ongoing assessment and identification process, the Healthia Group identified that certain key suppliers had already implemented their own modern slavery policies and statements within their own businesses. For those key suppliers who do not have their own modern slavery policies and statements implemented within their businesses, the Healthia Group sent out a questionnaire designed to gather information about their business practices and own supply chains to enable the Healthia Group to assess and identify any potential modern slavery risks or concerns within those key suppliers' businesses.

The Healthia Group's procurement and supply chain is limited and predominantly involves the purchasing of technology, medical and other healthcare related consumables, equipment and services. We have identified the following potential modern slavery risk categories:

1. Forced labour in the production of technology or medical consumables and equipment;
2. Exploited or bonded labour; and
3. Child labour in the production of consumable and equipment.

Actions Taken to Assess and Address Those Risks

The Healthia Group continually works on developing and maintaining long term relationships with our valued suppliers. Our Modern Slavery Policy details our supplier expectations, including addressing modern slavery risks, and requires suppliers to:

1. Adequately address Modern Slavery;
2. Assist us with our own compliance with Modern Slavery Laws;
3. Undertake their own due diligence procedures; and
4. Comply with Modern Slavery Laws.

In our own operations, the Healthia Group takes action to ensure that we do not perpetrate modern slavery of any kind including regularly reviewing our governance and management frameworks to continually update our policies and procedures and implement training to ensure the Healthia Group drives internal awareness of any potential risks within our businesses and operations. We have reviewed our existing due diligence for suppliers, including our modern slavery questionnaire, and are in the process of making amendments and improvements to our processes for FY23.

We published an Anti-Bribery and Corruption Policy which reiterates Healthia's commitment to conducting its business and activities in a fair, ethical and professional manner. During the second reporting period Healthia also conducted an audit and review of its internal policies and procedures, which enabled us to identify opportunities to update and strengthen our corporate governance framework in FY23 to ensure that any modern slavery violations, misconduct or grievances are reported by our employees and addressed without risk or fear of retribution or retaliation.

How We Assess the Effectiveness of Such Actions

During our second reporting period:

- we were committed to receiving positive and supportive responses from, and working with, our key suppliers in relation to their own modern slavery practices
- we effectively communicated with our key suppliers of equipment, stock and consumables and received satisfactory responses to our modern slavery questionnaires
- we gathered data about our supply chains
- we monitored and updated our key supplier lists

Process of Consultation

The consultation process, as set out in this Statement, is ongoing and will be reviewed at key points throughout the year. Healthia has an Audit and Risk Committee which has a primary function to review the Company's risk management framework and will consult with Management to ensure that compliance and governance practices relating to modern slavery are suitable and appropriate for the challenges and circumstances faced by the various industries and specialties in which the subsidiary operates.

Governance

The Healthia Group Chief Executive Officer and Executive Team are responsible for ensuring that the Healthia Group meets its responsibilities under the Act. They are supported by other Healthia Group team members responsible for sourcing, production and sustainability.

This Modern Slavery Statement by the Healthia Group was approved by the Board of Directors on 23 December 2022.

Signed on behalf of the Board of Directors by



Wesley Coote
Chief Executive Officer and Managing Director

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