

Paragon Care Limited
ACN 064 551 426
Modern Slavery Statement Report
For the Financial Year ended 30 June 2021

1. Reporting Entity

Paragon Care Limited is a reporting entity for the purposes of Section 5 of the Modern Slavery Act 2018.

2. Reporting Period

This report covers the reporting period of 1 July 2020 to 30 June 2021 in relation to Paragon Care Limited and its wholly owned subsidiaries.

3. Description of the structure, operations and supply chains of the reporting entity

3.1 Reporting entity structure and operations

Paragon Care Limited is an Australian public company, listed on the Australian Stock Exchange.

Paragon Care Limited owns a group of subsidiary companies. Together, these entities form the Paragon Care Group.

The Paragon Care Group is made up of a range of successful brands, delivering world-class technology and support across all healthcare sectors. It has become recognised as a leading provider of equipment, devices and consumables to the healthcare market. Paragon Care offers equipment repair, maintenance and total equipment management.

The Paragon Care Group is comprised of 4 strategic pillars, being:

- Capital and Consumables: Paragon Care's Capital and Consumables business sources clinically innovative products and solutions for Urology, Point of Care, Anaesthetics and ICU.
- Specialty Diagnostics: Paragon Care Diagnostics provide high quality, clinically advanced solutions to Immunohaematology, Diagnostic and Scientific Laboratories.
- Specialty Devices: Paragon Care Specialty Devices includes businesses focused in both Eye Care and Orthopaedics. We supply devices and equipment for Optometry and Ophthalmic surgery, while our Orthopaedic focus is on innovative hip and knee prosthetic solutions, along with industry leading Pain Management.
- Service and Technology: With a network of engineers across Australia and New Zealand, Paragon Care supports the uptime and performance of equipment and systems.

3.2 Supply chain

The supply chain to the Paragon Care Group is predominately from European product manufacturers, who supply their products to the Paragon Care Group under exclusive

distribution agreements. These products are then re-sold into the Australian and New Zealand markets.

4. Description of the risks of modern slavery practices in the operations and supply chains

The main modern slavery risk that applies to the operations and supply chains of the Paragon Care Group relates to the manufacture of the products that are then distributed by the Paragon Care Group.

All Paragon Care staff are employed directly in our group. Their employment contracts are governed by Australian and New Zealand law.

5. Describe the actions taken to assess and address these risks

5.1 Existing focus of suppliers

Many of the agreements that are in place with our suppliers contain specific prohibitions against modern slavery. Given the majority of our suppliers are European, they have been focused on the modern slavery issue since 2015.

5.2 New contracts

Consideration is given to the possible modern slavery issues when new products are being reviewed by the business. This occurs in the due diligence period. Where appropriate, additional information is sought from potential suppliers regarding their supply chain processes and procedures concerning modern slavery. That additional information is then assessed by senior management.

Paragon Care's suppliers play an important role when we assess and address the risk of modern slavery in our operations. We seek to:

- Have good relationships with our suppliers so they feel comfortable to report modern slavery issues to us.
- Tell our suppliers about our position on modern slavery in our contracts.
- Improve awareness of modern slavery through staff training.

5.3 Our Policy and staff training

Paragon Care's Modern Slavery Policy was updated on 30 October 2020. It is available on our website in the Corporate Governance Documents tab. Our Modern Slavery Policy is provided to staff as part of our ongoing staff development and training program.

5.4 Assessment tool

We have developed an assessment tool that is to be rolled out with new key suppliers. It will also be considered with our key suppliers as part of contract renewal and reporting moving forward.

6. Describe how Paragon Care assesses the effectiveness of these actions

In the reporting period, the COVID-19 pandemic has had a disruptive effect on our business as well as our customers and suppliers. The majority of our staff were required by Government mandates to work from home.

We sought to support our employees through this tough time by providing regular emails from management and phone calls within work teams about the changes to our working arrangements. We have been supportive of staff regarding these changed arrangements.

Certainly at a Board and Senior Management level, there is a greater awareness of Modern Slavery, and its application to our business. With the roll out of our Assessment tool as described above, we expect this to increase across the business down from Senior Management.

We will continue to assess our staff training and Assessment tool use in our business. We will work with our key suppliers on any issues highlighted in the supply chain that may have modern slavery risks. The Board will review this annually.

This statement was approved by the principal governing body of Paragon Care Limited on 18 November 2021.

Shane Tanner

**Shane Tanner - Chairman
Paragon Care Limited
13 December 2021**