



# Dental Health Services Victoria Modern Slavery Statement

## Reporting Criterion 1: identify the reporting entity

This Modern Slavery Statement is made pursuant to the Commonwealth Modern Slavery Act 2018 (the Act) by Dental Health Services Victoria (DHSV) and relates to the financial year 1 July 2022 to 30 June 2023.

## Reporting Criterion 2: describe the reporting entity's structure, operations, and supply chains

### Structure

DHSV is a health service established under section 181 of the Health Services Act 1988 (Vic).

DHSV is the lead oral health agency in Victoria. DHSV provides public oral health services through The Royal Dental Hospital of Melbourne (RDHM), ABN 55 264 981 997, which is located at 720 Swanston Street Carlton, and in partnership with over 50 community dental agencies throughout Victoria.

As at 30 June 2023 the combined RDHM & DHSV full-time employee count is 451. The gender split is approximately 74% female and 26% male.

DHSV does not own or control any other entities.

DHSV's Annual Reports are found at:

<https://www.dhsv.org.au/about-us/our-organisation/reports-and-publications>

### Operations

DHSV provides public oral health services through RDHM and in partnership with over 50 community dental agencies throughout Victoria.

DHSV runs state-wide oral health promotion programs, invests in oral health research, advises the government on oral health policy, and supports the education of future oral health professionals.

The RDHM is Victoria's leading dental teaching facility, working in partnership with The University of Melbourne, RMIT University and La Trobe University in the education of dental and oral health professionals.

### Supply Chain

DHSV, listed under Schedule 5 (Public Health Services) of the Health Service Act 1998 (the Act) is mandated to use HealthShare Victoria (HSV) collective purchasing agreements where they cover the required goods or service, and is also required to comply with HSV's Purchasing Policies.

Where DHSV is unable to procure goods, services or assets from a HSV or Victorian Government Purchasing Board (VGPB) collective agreement, DHSV will directly approach the supply market. All procurements are conducted in accordance with DHSV's Procurement Framework (PF) which includes the requirement for DHSV to comply with additional Victorian Government procurement instruments, including:

- The Ministerial Directions and Instructions for Public Construction in Victoria
- Local Jobs First policy
- Social Procurement Framework
- Uniforms and Personal Protective Equipment (PPE) Policy; and
- Standard Motor Vehicle Policy.



DHSV also utilise government pre-qualification registers such as the Construction Register which is approved by the Secretary to the Department of Treasury and Finance, and the Uniforms and Personal Protective Equipment Ethical Supplier Register which is administered by the VGPB.

Noting a material percentage of DHSV's procurements are governed by a Victorian Government procurement policy, instruction or instrument.

DHSV's procurement's cover a broad range of services, equipment, and supplies. Below are examples of procurements where DHSV directly approached the market during the reporting period.

#### **Compressed Air Plant Replacement**

- Objective: Upgrade the Royal Dental Hospital Melbourne (RDHM) air-compressor plant.
- The preferred supplier supplied, installed, commissioned and maintains the new air-compressor plant.

#### **Corporate Branding Review**

- Objective: Review the DHSV brand and messaging to ensure they align, so we connect, engage and inform the community to achieve the organisational vision.
- The preferred supplier's key tasks included research, distilling information, define, naming and design.

### **Reporting Criterion 3: describe risks of modern slavery practices in operations & supply chains**

#### **Modern slavery in DHSV's supply chains**

DHSV recognises that the extensive nature of its global supply chains may expose DHSV to modern slavery risks. Some of the general risk areas present in DHSV's extended 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.

Furthermore, DHSV's understanding of general health sector modern slavery risks include:

- medical goods, surgical equipment and medical suppliers present the highest risk;
- lower tier supply chains in countries with less human rights regulation often involve hazardous working conditions, labour exploitation, child labour and other abuses;
- forced labour is high risk in glove manufacturing supply chains across Malaysia, Thailand and Sri Lanka; and
- child labour is prevalent in supply chains of surgical equipment such as scissors, scalpels and forceps which mostly occur in Pakistan.

#### **DHSV's Risk Assessment Approach**

DHSV 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. DHSV recognises that it has not caused or contributed to modern slavery practices, but rather, DHSV is linked to risks which exist offshore and in high-risk geographies.

DHSV's modern slavery risk assessment approach mirrors the guidance provided by HSV. DHSV's risk assessment approach incorporates the four (4) modern slavery risk factors which are each scored using a sliding scale represented by a one (1) for low risk to three (3) representing high risk. The total score represents the supplier's risk rating.

The risk rating scale is represented as Low, Medium or High each signifying a different approach/action. The approach/actions may include incorporating modern slavery clauses in the contract or the supplier completes an annual questionnaire as part of an ongoing performance review.

DHSV applies the Modern Slavery Act requirements to procurements with an estimated value of \$3,000,000 (including GST), and above. The risk assessment is undertaken by the procurement's



Category Manager and Procurement Team member. Contract management is undertaken by the Contract Manager which in DHSV's context is assumed by the procurement's Category Manager.

### HSV contracted suppliers in DHSV's supply chain

During the fourth reporting period of the Modern Slavery Act the risk mitigation actions and support provided by HSV, includes: -

- refreshed their Modern Slavery Webpage and outlined the new resources available to support health services, including:-
  - Modern Slavery Model Clauses;
  - Modern Slavery Example Risk Register;
  - Guidance on Modern Slavery Mediation Processes; and
  - Supplier Resource Page.
- Analysed DHSV's spend data annually to identify collective agreement suppliers who must submit a Modern Slavery Risk Assessment to HSV; and
- Supported health services through monthly modern slavery community of learning sessions and the provision of a suite of tools, resources and guidance material.

### Operations

As a health service with a largely skilled workforce, DHSV has assessed the risk of modern slavery within its direct business operations to be relatively low. Our policies, procedures and practices provide a framework to support and protect our workforce and mitigate risks associated with modern slavery. Additionally, all DHSV employees have a contract of employment and are governed by an Enterprise Agreement which stipulates the minimum terms and conditions of employment. Employment is determined by a merit-based recruitment and selection process, whereby only candidates with the required level of experience and qualifications are recommended for suitability to a vacant position. Finally, DHSV engages with recruitment agencies as part of the Victorian Government Staffing Services Contract.

## Reporting Criterion 4: describe the actions taken to assess and address risks of modern slavery

### Due diligence

The focus of the fourth reporting period under the Modern Slavery Act 2018 (Cth) was to undertake supplier risk assessments within HSV Collective Purchasing Agreements. In this reporting period DHSV continued to work collaboratively with HSV to identify mitigation efforts to combat modern slavery risks, and foster collaboration between DHSV and suppliers to seek to address these risks.

### Contracts

DHSV applies the Modern Slavery Act requirements to procurements with an estimated value of \$3,000,000 (including GST), and above. In the fourth reporting period DHSV executed one (1) contract where the value threshold was reached.

For this procurement, modern slavery model clauses were incorporated in the Invitation to Supply suite of documents. Through an assessment of the preferred supplier's submission, it was identified the supplier has established several relevant policies, including: -

- Modern Slavery Policy Statement;
- Code of Conduct Policy Statement; and
- Supplier Diversity Policy.

The supplier's submission also covered their goals for the coming years, which include: -

- Additional training for relevant employees;
- Implementing further controls in their procurement process and undertaking diligence activities across their supply chain; and
- They intend to work in partnership with their suppliers and subcontractors to eradicate modern slavery.



## Training

In the fourth reporting period DHSV continued to inform itself through the following actions:

- a procurement team member attended HSV Modern Slavery Community of Learning sessions
- a procurement team member reviews all guidance material issued by HSV
- a procurement team member provides advice, guidance, and support to DHSV Category Managers
- procurement eLearn modules are implemented and completed by applicable staff members.

## Reporting Criterion 5: describe how the reporting entity assesses effectiveness of actions

During this reporting period, DHSV assessed modern slavery risks in DHSV's operations, continued to self-inform by participating in HSV's Modern Slavery Community of Learning, reviewed HSV guiding material and kept abreast of HSV's risk mitigation actions.

At this stage, we are unable to adequately assess the effectiveness of measures undertaken thus far.

## Reporting Criterion 6: describe the process of consultation with related entities

Not applicable.

## Reporting Criterion 7: provide any other relevant information

DHSV is committed to:

- enforcing effective systems and controls to reduce the risk of modern slavery
- ensuring there is transparency in its operations and approach to addressing modern slavery
- fostering open and transparent supplier relationships which encourages modern slavery reporting and meaningful change through remediation; and
- applying a continuous improvement approach to how it reports on the risk of modern slavery practices within our operations and supply chains

This statement covers 31 July 2022 to 30 June 2023 and has been approved by the Board of Dental Health Services Victoria at the Board meeting held on 23 November 2023.

A handwritten signature in black ink, appearing to read 'DSt', written over a horizontal line.

Date: 23/11/23

Signed on behalf of DHSV Board

by David Stevenson - Chairman