

Eastern Health Modern Slavery Statement

FY 2024 - 2025

Introduction

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

Mandatory Reporting Criteria One and Two: Eastern Health's Structure, Operations and Supply Chain

Overview

Eastern Health is a health service established under section 181 of the Health Services Act 1988 (Vic) and is one of Melbourne's largest metropolitan public health services. We provide a range of emergency, surgical, medical and general healthcare services, including maternity, palliative care, mental health, drug and alcohol, residential care, community health and statewide specialist services to people and communities that are diverse in culture, age, socio-economic status, population and healthcare needs.

A more detailed description of Eastern Health's mission, vision and values can be found in the Eastern Health Annual Report 2023 – 2024.

Supply Chain

HealthShare Victoria (HSV) is a state-wide procurement organisation that partners with Victorian public health services to procure best-value goods and services. HSV works in partnership with public health services to understand their requirements, facilitate large-scale collective tenders and manage common-use contracts on behalf of the state. Eastern Health purchases the goods and services it needs from the suppliers who are party to HSV collective agreements. As such, it is recognised that HSV has a significant role in health service supply chains.

HSV contracts cover a broad range of services, equipment and supplies across a number of categories including ventilators, beds, mattresses, patient trolleys, treatment chairs, hypodermic needles and syringes, gloves, pharmaceutical products, IV fluids, agency labour, catering supplies, laundry and linen services and non-emergency patient transport. A full list of HSV's sourcing

categories can be found at <https://healthsharevic.org.au/contracts-and-tenders/contracts-and-documents>.

In addition to utilising HSV collective agreements, Eastern Health also procures goods and services directly from suppliers. Eastern Health spent \$446.2M on non-salary expenditure in FY 2024-2025. The expenditure with the top 100 suppliers was \$372.0M, including \$153.0M with 52 HSV suppliers.

Mandatory Reporting Criterion Three: Modern slavery risks in Eastern Health operations and supply chains

Given Australia's reliance on global supply chains for the production of health care goods, including: gloves; surgical instruments; patient clothing; uniforms and footwear of health care professionals; sheets, towels, and other textiles; and electronic healthcare equipment; Eastern Health's supply chain faces heightened geographic, industry and product modern slavery risks.

Some of the general risk areas present in Eastern Health's 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.

In addition to general risks, HSV has identified the following high-risk areas specific to the healthcare sector:

- Surgical and examination gloves;
- Surgical instruments; and
- Linens and gowns.

Mandatory Reporting Criterion Four: Eastern Health's actions to assess and address Modern Slavery risks

Eastern Health has continued with its targeted, risk-based approach to assessing modern slavery risks with its operations and supply chains. Given that its supplier base includes both HSV and non-HSV suppliers, Eastern Health has continued to utilise HSV's modern slavery supplier risk methodology to ensure common assessment of both supplier types. To this end Eastern Health

applied HSV’s methodology to its largest non-HSV suppliers to broaden the supplier base assessed for modern slavery risk.

The HSV methodology assesses a supplier’s modern slavery policy framework, their training systems, due diligence of their own supply chain and their processes for responding to modern slavery. This information is assessed and assigned an individual and an overall risk rating. The risk assessment was split into two sections:

1. Supplier details – questions relating to the supplier’s details such as organizational structure, manufacturing location(s), industry sector, etc. These questions address mandatory criteria one, two and three under the Act. This section represents 20% of the weighting to the overall risk rating of the supplier.
2. Modern slavery risks – questions relating to the supplier’s response to modern slavery including what risk assessment and actions they are taking in their own supply chain. These questions address mandatory criteria four and five under the Act and represent 80% of the supplier’s overall risk rating.

The results of the risk assessment are shown in the table below. A total of 114 suppliers, as categorized in the following table, were risk assessed. The contracted Eastern Health suppliers were chosen were those with more than \$1.5M in expenditure for the prior financial year.

SUPPLIER TYPE	NUMBER
Eastern Health suppliers contracted suppliers not on a HSV collective purchasing agreement	51
Eastern Health contracted suppliers that were also on a HSV collective purchasing agreement	18
HSV collective purchasing agreement suppliers utilized but not contracted by Eastern Health	45
Total	114

The 69 contracted Eastern Health suppliers were invited to complete the risk assessment questionnaire, with the remaining suppliers having already been assessed as part of the HSV risk assessment process. A total of 38 of the 69 suppliers responded, giving a 55% response rate.

The table below shows the comparative risk ratings on a year-by-year basis, noting that only the FY 2024/25 data include Eastern Health contracted suppliers in addition to HSV collective purchasing agreement suppliers.

RISK CATEGORY	FY 2022/23	FY 2023/24	FY 2024/25
Very High	1%	1%	0%
High	5%	10%	8%
Medium	38%	41%	52%
Low	32%	25%	16%
Very Low	0%	1%	2%
Non-Response	24%	22%	22%

As a general trend, the proportion of suppliers rated as High or Very High has decreased over the period, reflecting the efforts of both Eastern Health and HSV to engage with these suppliers and raise their awareness of modern slavery risks. All the Eastern Health contracted suppliers were notified of their assigned risk rating and provided access to the free online modern slavery resources provided on HSV's Modern Slavery supplier web page.

Mandatory Reporting Criterion Five: Effectiveness of Eastern Health's actions being taken to assess and address modern slavery risks

Previous reporting periods

Since undertaking the process of identifying and reducing modern slavery risks and supply chains, Eastern Health has made steady progress towards the objective. The milestones currently achieved that have been focused on Eastern Health's supply chains include:

- Establishing our Modern Slavery Standard as the governance framework for dealing with modern slavery.
- Instigating and building a supplier risk rating system to include Eastern Health contracted suppliers.
- Provide modern slavery awareness materials to staff, including frontline health staff to assist in identifying potential modern slavery victims.
- Engaging with Eastern Health contracted suppliers and notifying them of their modern slavery risk rating, together with providing access to resources to address modern slavery in their supply chains.

Actions to be taken for FY 2025-26

For the FY 2025-26 reporting period, Eastern Health plans to further embed modern slavery awareness among both staff and suppliers by:

- Further broadening our modern slavery supplier risk assessments by expanding the number of suppliers being assessed to include all Eastern Health suppliers with a \$1M spend in the previous financial year.
- Engaging with the suppliers that haven't previously responded to the modern slavery supplier risk assessment and encourage their participation in the program.
- Including modern slavery risk management discussions as part of the contract management process for high-value contracts. The relevant suppliers will be encouraged to participate in HSV online supplier training, as part of the process.
- Expand modern slavery awareness by having key department managers and high-value contract managers complete the online HSV modern slavery risk mitigation training course.

Mandatory Reporting Criterion Six: Consultation process with any entities Eastern Health owns or controls

Eastern Health does not own or control any other entities.

Closing statement

While Eastern Health acknowledges that modern slavery risk mitigation is a process built on over time and there is further work to do, we are proud of the foundation built over the previous five reporting periods. Our partnership with HSV in this endeavour has been fruitful and we acknowledge their assistance and leadership in this journey and hope to further progress with our staff and suppliers.

This statement was approved by the Board of Eastern Health on 3 December 2025.

Signature



03/12/2025

Eugene Arocca
Board Chair

Date