



Modern Slavery Statement

Financial year 2024/25

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1. INTRODUCTION

CareFlight Limited (ABN 18 210 132 023) is a reporting entity under the Modern Slavery Act 2018 (Cth) (“Act”). This Statement for the financial reporting period from 1 May 2024 to 30 April 2025 sets out the steps taken to identify, assess and manage the risk of Modern Slavery (as defined in the Act) within CareFlight’s operations and supply chains.

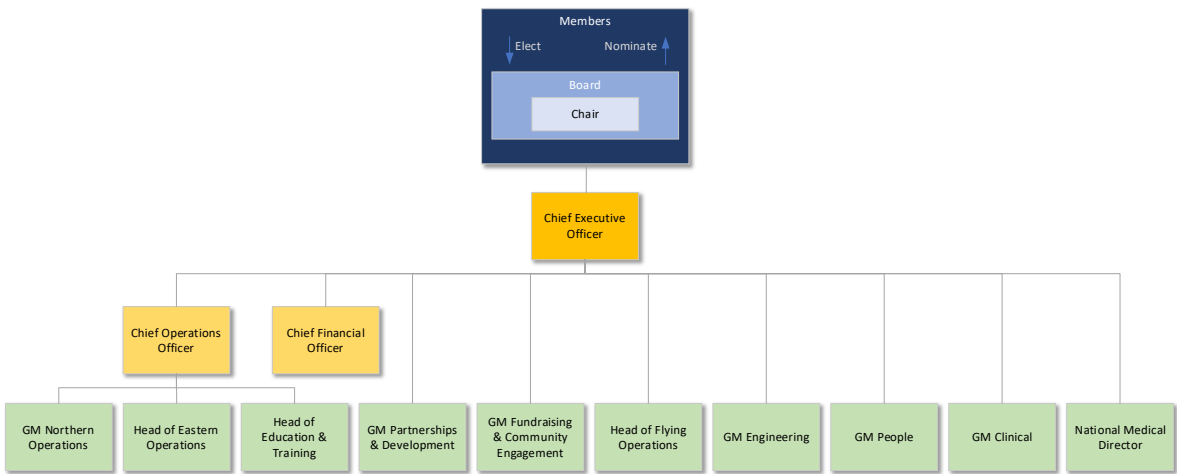
CareFlight is fully committed to acting ethically and operating responsibly. This commitment extends to enhancing our practices and processes to better identify and minimise the risk of Modern Slavery in our operations and supply chains and to ensure we are engaging with suppliers that share that commitment.

2. STRUCTURE, OPERATIONS & SUPPLY CHAIN

CareFlight primarily provides aeromedical retrieval services and support services, including maintenance, fundraising, education and training.

CareFlight works closely with our partners across the healthcare system, as we deliver our mission to save lives, speed recovery and serve the community.

CareFlight Structure

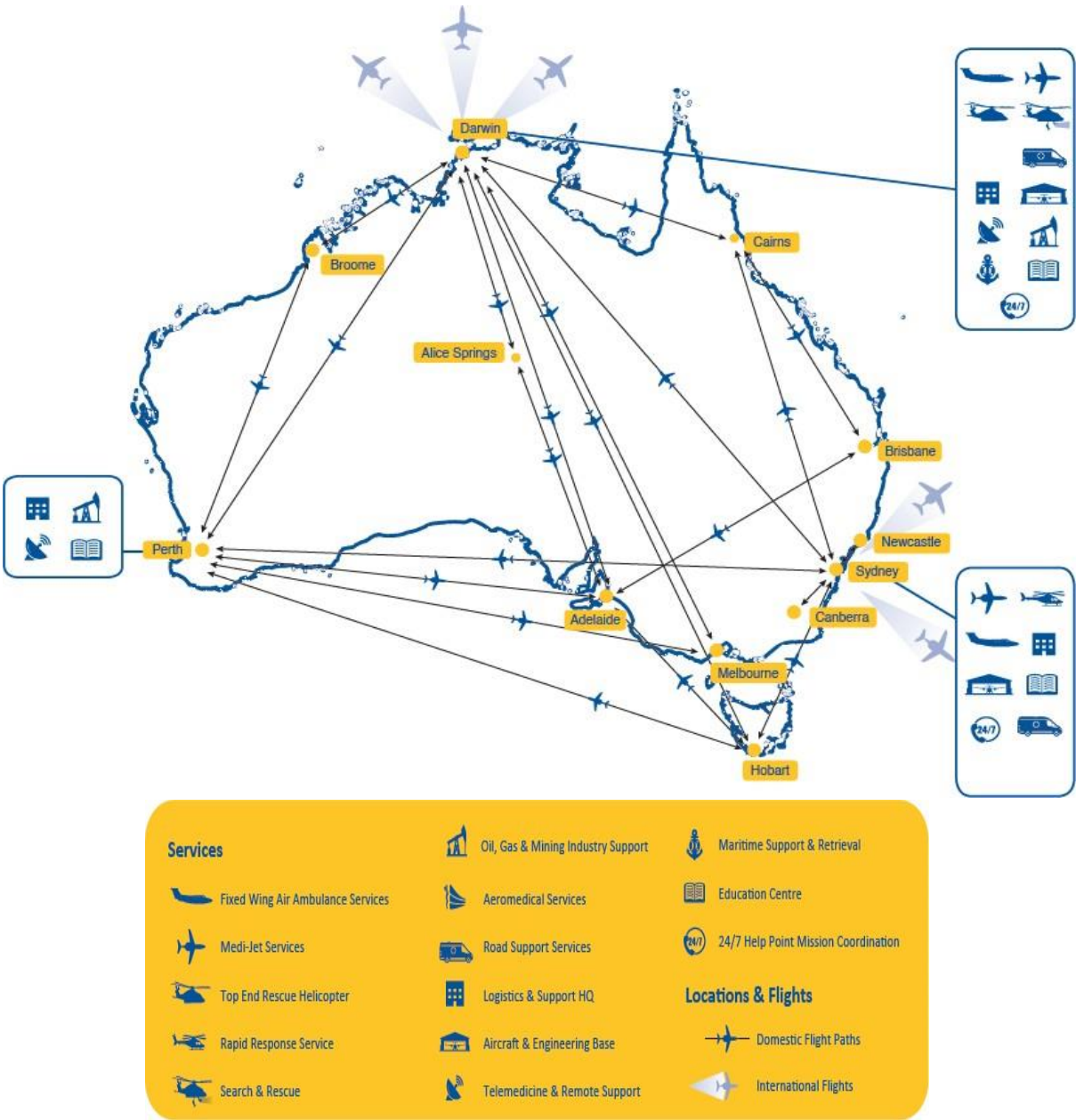


Operations

CareFlight’s key activities include:

Aeromedical Retrieval	Interhospital transfers, accident to hospital, home to healthcare facility
Repatriation Flights	International retrievals
Patient Vehicle Transfers	To support the above aeromedical operations
Search and Rescue	Including Flood & Rescue operations
Engineering	CASA CAR30 aircraft maintenance & servicing integrating into One CareFlight
Clinical Training	Colleges accredited and corporate training of industry -specific courses

Aviation Training	CASA Part 119 Training & Checking and Part 141/142 organisation
MediSim Training	Simulation workshops to First Responders, including remote communities
First Aid Training	Provision of accredited First Aid and CPR Training
Fundraising	To provide funds towards our operations and social purpose
Marketing	and Communications to promote CareFlight brand



Suppliers

CareFlight sources goods and services from a vast range of suppliers, predominantly within Australia. Major categories of procurement include:

Aviation

- Aircraft
- Aircraft components
- Maintenance tools
- Maintenance consumables
- Fuel
- Simulator training

Fundraising & Marketing

- Appeals
- Regular Giving
- Grants
- Advertising – print, digital
- Communications – media, design, printing
- Promotional merchandise and apparel – stock, bears, t-shirts

Clinical

- Medical equipment & devices
- Clinical consumables
- PPE
- Pharmacy
- Clinical training services

Support Services

- Staffing
- Uniforms
- IT and technology
- Utilities
- Contractors
- Patient Road vehicles

3. RISKS OF MODERN SLAVERY PRACTICES

With CareFlight’s operations primarily in Australia, the risk of direct involvement in modern slavery practices is considered to be low.

While the risk associated with CareFlight’s direct suppliers appears to be low risk, there may be suppliers/importers used by CareFlight whose upstream vendor operations are in high-risk countries. These have been identified, based on industry and geographic risk assessment, and include:

- Aircraft components/parts
- Clinical devices / consumables
- IT hardware
- Promotional merchandise and apparel
- Uniforms / Garments
- Cleaning Services

It was also identified that there is additional risk with suppliers who have limited commercial experience and/or only basic English language capability. Knowledge of modern slavery legislation may be beyond their practical understanding, and therefore they may fail to identify risk and drive change in their operations or supply chain.

Reviews of suppliers considered to fall within the above areas are routinely undertaken to identify potential indirect modern slavery risks in the upstream vendor operations of our suppliers.

Aircraft components / parts

CareFlight contracts with a number of suppliers to support its aviation operations. The bulk of the acquisitions are from Australian companies that have regulatory approval to supply aviation parts, many of whom already report their own Modern Slavery Statements. Some spare parts, components and consumables are sourced from overseas aviation manufacturers and suppliers via a global supply chain network. These suppliers are reputable companies subject to very high safety and compliance standards from Original Equipment Manufacturer (OEM) in USA or European countries that have a low prevalence of modern slavery and governments that take strong action to eliminate it. Nevertheless, there are risks that the manufacture or supply of some of the aviation parts and components may contribute to modern slavery practices. Although CareFlight is not aware of such practices, it will continue to act in accordance with legal requirements and continue its annual due diligence audits on these critical suppliers to identify risks of modern slavery in upstream vendors in the aviation supply chain.

Clinical equipment / consumables

All of our suppliers of clinical equipment / consumables are Australian legal entities based in Australia. Clinical equipment / consumables used by CareFlight have prior approval by the Therapeutics Goods Administration (TGA) and Australian Register of Therapeutic Goods (ARTG) registration, regardless of where they are sourced. The risk of modern slavery is in the supply chains upstream of our direct suppliers.

Our direct suppliers, although located in Australia, are highly likely to import products from overseas, including from countries where modern slavery may be more prevalent. CareFlight outsources procurement of the bulk of its clinical equipment/consumables to two large supplier corporations: one for our Northern Operations and one for our Eastern Operations. Both these corporations are required to produce a Modern Slavery Statement, both of which identify supply by offshore vendors in certain countries as a risk and provide ongoing assurance as to how the risk is being managed. If we are unable to procure items from these two CareFlight preferred suppliers we utilise other clinical suppliers, common to many healthcare organisations which would also place them under significant scrutiny as the healthcare industry strives to reduce the risks around modern slavery.

IT hardware

The electronics industry is recognised universally as a high-risk industry. Manufacturing often occurs in locations with minimal regulation and oversight. Workers in those circumstance may have limited resources and methods for resolving grievances. There is also a risk that products are manufactured from raw materials where workers have been subjected to modern slavery, and we unwittingly could contribute to modern slavery practices through the purchase of electronic devices. To mitigate this CareFlight engages directly with a single global IT PC hardware supplier and has reviewed that supplier's approach to addressing the risks of modern slavery in its supply chain. The supplier is well-advanced in this area. The supplier has a clear and well-publicised zero-tolerance approach to modern slavery in its supply chain and maintains global Modern Slavery Statements in compliance with the Modern Slavery Act 2018 (Cth) Australia, The Modern Slavery Act 2015 (c. 30) United Kingdom, "Section 3, California Transparency in Supply Chains Act, SB 657, California Civil Code Section 1714.43 and Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act. CareFlight also acknowledges and reviewed the policies and statements of compliance available from the preferred mobile phone manufacturer. We note their efforts to diversify and manage the supply chain in an ethical, orderly manner with an objective of being compliant to

legislation of various sovereign countries in which they operate. However, we are unable to locate a definitive, recent statement or declaration of compliance. The last observed declaration reference is United Kingdom - 2023.

Promotional merchandise and apparel

CareFlight has outsourced the procurement of promotional merchandise to a large Australian supplier that does engage with manufacturers/suppliers from high-risk countries (including China, India, Bangladesh, Vietnam, Thailand, Indonesia, Laos, and Brazil). The Australian supplier has lodged its own Modern Slavery Statement and has clearly identified its risk in these high-risk countries. It adopts a continuous improvement model, backed up by independent auditing of its suppliers, to ensure that the operations of the factories from which it sources the products are safe, fair, sustainable, and importantly free of modern slavery.

Uniforms / Garments

Garments, particularly branded clothing and Protective Personal Equipment (PPE) are often produced in countries with higher risks of modern slavery, where government oversight and due diligence processes are less stringent than those in Australia. Without adequate contractual arrangements and due diligence there is a risk that we could be contributing to, or be directly linked to, modern slavery practices through our arrangements with third party suppliers of PPE and uniforms for our employees. There is also a risk that products are manufactured from raw materials such as cotton, where workers may have been subjected to modern slavery. CareFlight engages three garment suppliers: one for business wear and two for workforce uniforms/apparel. The business wear supplier has its own Modern Slavery Statement registered with the Australian Government and one of the workforce uniforms suppliers is Supply Nation Certified and a member of the First Australians Chamber of Commerce and Industry, the other is also Australian based – all suppliers are considered low-risk by CareFlight.

Cleaning Services

CareFlight engages its cleaning staff via small local cleaning services. Terms and conditions are set out in formal agreements. Although CareFlight has identified this to be an area of modern slavery risk, there is no evidence to indicate any local issues. However, as part of its forthcoming modern slavery program of work, CareFlight will undertake a deeper assessment of the local suppliers due to the inherent risk in the wider cleaning industry and may implement changes to further reduce risk in this area such as participation in the Cleaning Accountability Framework.

4. ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS OF MODERN SLAVERY PRACTICES

CareFlight's approach to manage modern slavery risk includes the following measures -

- A published CareFlight Supplier Code of Conduct on our website (careflight.org).
- An Employee Code of Conduct, which mandates employee compliance with all laws, rules, regulations and policies, with consequences for any breaches.
- A Whistleblower policy, complete with internal Whistleblower Protection Officer, a Toll-Free Ethics Hotline, and a response program.
- Compulsory registered online training module for the Employee Code of Conduct.
- Equal opportunity, discrimination, and harassment policies.
- Defined feedback, compliments, complaints and grievance policies.

- A Supplier Assurance procedure that includes requirements for supplier Modern Slavery assessments. The procedure considers all suppliers and uses risk-based criteria to determine the significance to CareFlight of each supplier, the nature of the services/products they supply and where they are geographically located. Based on the outcome of modern slavery assessments and the availability of acceptable alternate suppliers, we are able to determine whether it is viable to cease commercial relationships with suppliers that do not provide sufficient assurance against Modern Slavery.

5. EFFECTIVENESS OF ACTIONS AND LOOKING FORWARD

CareFlight continues to improve our assessment and mitigation activities by -

- Annually reviewing and consolidating our list of current suppliers, based on supplier assurance reviews, and removing those who are no longer or are rarely used.
- Monitoring organisational performance against defined performance indicators (including supplier assurance) and reviewing the effectiveness of the organisation's Integrated Management System, which includes those aspects that have the potential to impact CareFlight's Modern Slavery obligations.
- Employing the organisation's governance arrangements to review identified areas of risk and escalating matters of significance, as required to the most appropriate forum to enable informed decisions to be made by the relevant accountable parties, up to and including the Board where necessary

6. CONSULTATION AND APPROVAL PROCESSES

CareFlight has prepared this Statement with commitment from senior management with delegated accountability for the following functions:

- Supply chain and procurement;
- Finance;
- Commercial; and
- Legal/Compliance.

This statement was approved by the members of the Board of CareFlight in their capacity as the principal governing body of CareFlight on 30 October 2025.



Brad Hazzard
Chair of the Board for CareFlight