



MODERN SLAVERY STATEMENT

Period ending	30 June 2021
Name of Reporting Entity	The Pharmacy Guild of Australia National Secretariat Level 2, 15 National Circuit Barton ACT 2600
ABN	84 519 669 143

1 GROUP OVERVIEW

Primary Function

The Pharmacy Guild of Australia (PGOA) is registered under the *Fair Work Registered Organisations Act 2009* (RO Act) to provide industrial relations advice and support to pharmacy businesses in Australia. Functions provided through the Branches of the PGOA and PGOA owned companies are listed below.

Services:

- Industrial relations advice and support to pharmacy businesses
- Negotiation of industrial instruments
- Negotiation of Community Pharmacy Agreements with the Commonwealth of Australia
- Government programs
- Political advocacy
- Training and events
- Business support tools
- Quality care assurance program

Products:

- Insurance - Professional Indemnity, Business, Property, WorkCover, Motor Vehicles and Pet.
- Superannuation – under three brand names: Guild Super, Child Care Super, and Guild Pension. These products cater to pharmacy and healthcare professionals, childcare professionals, and the veterinary industry.
- Software – under the brand name GuildLink, provision of software solutions to the healthcare industry
- Business Finance - Chattel Mortgage and Hire Purchase Finance to businesses: funding is provided directly by Guild Insurance.
- Professional legal services under the name: Meridian Lawyers

National Secretariat



Number of Employees

The number of employees as at 30 June 2021 was 723.

Incorporation

All entities other than Guild Solutions Inc are incorporated in Australia.

Guild Solutions Inc is incorporated in the Philippines.

Organisations registered under the RO Act are defined as being an incorporated entity per section 27 of that legislation.

Service Delivery

All entities other than Guild Solutions Inc deliver services in Australia.

Guild Solutions Inc, which provides support services, is based in the Philippines.

List Entities owned or controlled

* Note: Control is defined inside the Modern Slavery Act by reference to the Australian Accounting Standards (AASB10).

Entity Name	% owned
Guild Group Holdings Ltd (ACN 060 237 774)	100%
Guild Insurance Ltd (ACN 004 538 863)	100%
Guild Insurance Plus Pty Ltd (ACN 648 988 916)	100%
Guild Early Learning Pty Ltd (ACN 618 589 370)	50%
Guild Superannuation Services Ltd (ACN 004 399 464)	100%
Guild Trustee Services Pty Ltd (ACN 068 826 728)	100%
Guild Finance Facility Ltd (ACN 114 423 362)	100%
Guild Commercial Finance Pty Ltd (ACN 126 253 727)	100%
Guild Link Pty Ltd (ACN 090 249 960)	100%
Gold Cross Products and Services Pty Ltd (ACN 009 662 051)	100%
Pharmacy Dot Com Pty Ltd (ACN 092 127 430)	100%
Meridian Lawyers Ltd (ACN 108 546 774)	50.05%
Guild Solutions Inc (Incorporated in the Philippines)	100%
Australian Association of Consultant Pharmacy Pty Ltd (ACN 057 706 064)	50%
Pharmacy Guild of Australia - Queensland Branch	Controlled not owned
Guildprop Pty Ltd (ACN 113 023 779)	100%
Australasian College of Pharmacy (ACN 008 588 841)	100%
Pharmacy Guild of Australia - NSW Branch	Controlled not owned
Pharmacy Guild Services (NSW) Pty Ltd (ACN 001 081 296)	100%
Pharmacy Guild Sales and Valuations (NSW) Pty Ltd (ACN 001 444 060)	100%
Pharmacy Guild of Australia - Victoria Branch	Controlled not owned
Pharmacy Computers Australia Pty Ltd (ACN 007 261 332)	100%
The Guild (Victoria) Computer Unit Trust	100%
The Guild Properties (Victoria) Unit Trust	100%
Care Energy Australia Pty Ltd (ACN 606 765 940)	100%
FRED IT Group Pty Ltd (ACN 109 546 901)	35%

Entity Name	% owned
Pharmacy Guild of Australia - ACT Branch	Controlled not owned
Pharmacy Guild of Australia - Tasmania Branch	Controlled not owned
Pharmacy Guild of Australia – South Australia Branch GP Payroll Pty Ltd (ACN 137 968 524)	Controlled not owned 100%
Pharmacy Guild of Australia – Northern Territory Branch	Controlled not owned
Pharmacy Guild of Australia – Western Australia Branch	Controlled not owned

2 STRUCTURE

Refer Attachment 1 – Pharmacy Guild of Australia Structure with Key Suppliers identified, pages 5 and 6 of this document.

3 ASSESSMENT OF MODERN SLAVERY RISKS INCLUDING DUE DILIGENCE AND REMEDIATION

The Pharmacy Guild of Australia tracks the risk of Modern Slavery via its risk management frameworks. These frameworks are reviewed on an ongoing basis and are reported to National Council, the relevant Branch Committee or company board, as applicable.

Guild Group Holdings Limited tracks its Modern Slavery Risk via its established Risk Management framework, which is reported to the GGHL Board once each quarter.

Mechanisms to minimise the risk of Modern Slavery include:

- completion of a Modern Slavery questionnaire as part of the Key Supplier selection process,
- completion a Modern Slavery questionnaire on an annual basis to assess the ongoing risks of Modern Slavery, and
- for Key Suppliers who have been rated “likely” and above for Modern Slavery risk:
 - vendor Managers work with key suppliers to check how they are progressing and any actions they have put in place to address Modern Slavery risks,
 - they are required to complete the Modern Slavery questionnaire on a half yearly basis and,
 - half-yearly attestations are obtained from the relevant GM where that GM wishes to continue use of the supplier.

Guild Solutions Inc (GSI), a wholly owned subsidiary of Guild Group Holdings Ltd and incorporated in the Philippines, takes the following steps to lower the risk of modern slavery in its Philippines operations:

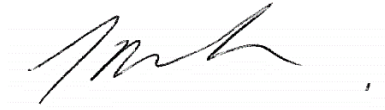
- GSI staff receive salary and benefits which exceed government mandated minimum standards
- GSI staff use a clock-in / clock-out system in line with local HR requirements to ensure worked hours can be monitored and overtime paid

4 MODERN SLAVERY RISKS AND MITIGATIONS

For the year ending 30 June 2021, no ‘likely’ modern slavery risk was identified inside The Pharmacy Guild of Australia supply chain.

This statement was approved by the National Council of The Pharmacy Guild of Australia (principal governing body) on 10 December 2021.

Signed for and on behalf of the National Council of The Pharmacy Guild of Australia.

A handwritten signature in black ink, appearing to read 'Trent Twomey', is written on a set of horizontal lines. The signature is fluid and cursive, with a small comma at the end.

Trent Twomey
National President
The Pharmacy Guild of Australia

Date: 10 December 2021

Attachment 1 – Pharmacy Guild of Australia Structure with Key Suppliers Identified

The Pharmacy Guild of Australia National Secretariat and Branches

Corporate Structure for Modern Slavery With Key Suppliers

