

MYHEALTH MODERN
SLAVERY STATEMENT
FY2025



myhealth

INTRODUCTION

This statement outlines the actions taken by Myhealth Medical Holdings (ACN 611 390 688) (**MMH**) during the financial year ending 30 June 2025 (FY25) to assess and address modern slavery risks in our operations and supply chains and continues our commitment to ongoing improvement in alignment with the *Modern Slavery Act 2018* (Cth) (the **Act**).

This is a Modern Slavery Statement under section 13 of the Act made in respect of, MMH and its wholly owned subsidiaries detailed below:

- Myhealth Management Pty Ltd (ACN 600 425 027) (MMC)
- Myhealth Medical Group Pty Ltd (ACN 160 321 693) (MMG)
- Myhealth Services Pty Ltd (ACN 620 199 082) (Services)

During FY24, MH Solutions Investments Pty Ltd a wholly owned subsidiary of Medibank Health Solution Pty Ltd (Medibank), increased its interest in MMH to 90%. Myhealth collaborated with Medibank during FY25 to determine that Myhealth will prepare a separate Modern Slavery Statement. Both the Medibank and Myhealth statements will be published between 1 July 2025 and 31 Dec 2025.

As Myhealth is a controlled entity of Medibank, this Modern Slavery Statement is to be read in conjunction with the Medibank Modern Slavery Statement in regard to all matters reported. During FY25-26, Medibank and Myhealth will collaborate on actions to align our modern slavery program maturity and aspirations.

To reinforce our commitment to ethical conduct, we have included all of our wholly owned subsidiaries within this Modern Slavery Statement. At Myhealth, we view a group-wide approach as a proactive step towards eliminating modern slavery in all its forms.

INTRODUCTION

This statement is submitted by Myhealth Medical Holdings on behalf of itself and its subsidiaries for the reporting period from 1 July 2024 to 30 June 2025.

In preparing this statement, we engaged with each of our wholly owned subsidiaries to ensure their input. This collective process enables a consistent and coordinated response across the group in identifying and managing risks associated with modern slavery, underscoring our shared responsibility.

Throughout this document, references to 'Myhealth' or 'the Company' encompass MMH and its three wholly owned subsidiaries.

The Board of Directors of Myhealth has approved this statement on behalf of itself and the other reporting entities covered by the statement and has authorised it to be signed by the Chief Executive Officer, Dr Hadrian Lee.



Dr Hadrian Lee
Chief Executive Officer



COMPANY STRUCTURE

Myhealth is an Australian company with its registered office and headquarters located in Sydney. We strive to provide a healthcare community where everyone can thrive. Our vision at Myhealth is to facilitate access to medical centres in convenient locations that provide the best care, in an inclusive environment.

The first Myhealth Medical Centre opened in 2007, founded by a group of dedicated General Practitioners. We continue to be a doctor-owned, doctor-led, and doctor-run business, focused on providing patients with access to the highest quality care, by supporting doctors to be at their best.

Myhealth is now one of the largest medical centre operators in Australia, with over 100 clinics across New South Wales, Queensland and Victoria that facilitate access to healthcare services to more than 3 million patients annually.



COMPANY STRUCTURE

The Myhealth and its wholly owned subsidiaries are listed below.

The reporting entities covered by this statement are MMH, MMC, MMG and Services. Myhealth is including its wholly owned subsidiaries as a proactive measure to show our commitment to eradicating modern slavery in all its forms.

- Myhealth Medical Holdings ACN 611 390 688 (MMH)
- Myhealth Medical Group ACN 160 321 693 (MMG)
- Myhealth Management ACN 600 425 027 (MMC)
- Myhealth Services ACN 620 199 082 (Services)



3
States



100+
Clinics

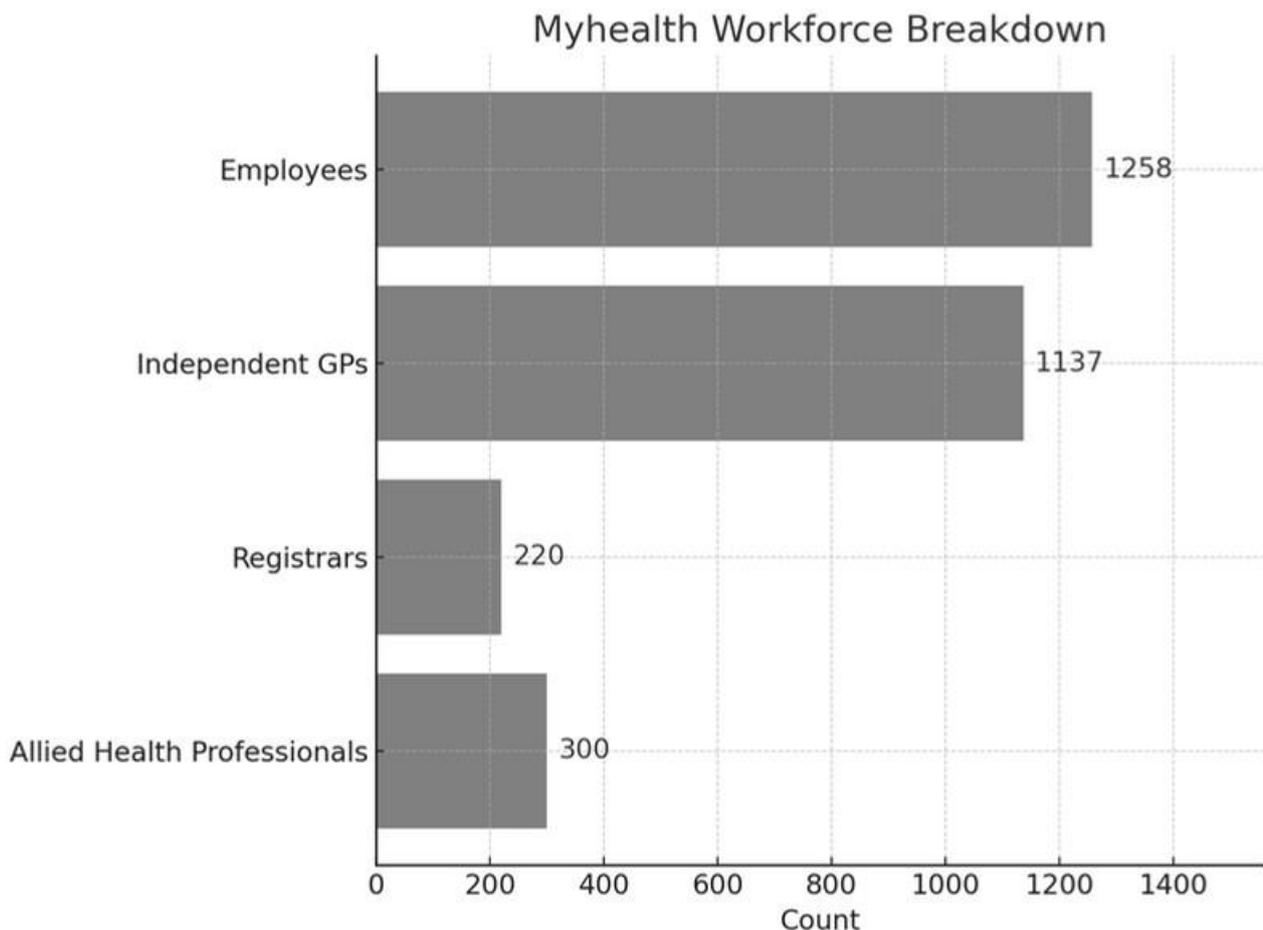


3M+
Annual Patients

OUR OPERATIONS

Myhealth is one of Australia's fastest-growing medical centre groups, operating 108 clinics nationwide and supporting a workforce of approximately 1,258 employees. We provide facilities and services to over 1137 independent general practitioners, 220 registrars and over 300 independent allied health professionals to deliver comprehensive healthcare services.

Our support services include the provision of reception staff, practice managers, nurses, area managers and premises with practice management software, medical consumables. This is support by a backend function which includes operations, IT support, administrative and financial support, legal, human resources and other non-clinical services.



OUR SUPPLY CHAIN

Myhealth engages a wide range of suppliers to support its operations, including:

- Medical Supplies
- Cleaning Services
- Marketing and Advertising
- IT (Software and Hardware Maintenance)
- Office Equipment
- Recruitment Services
- Repairs and Maintenance Services



We recognise that several categories within our supply chain—particularly cleaning, PPE and uniforms, construction, and overseas suppliers (e.g. Philippines)—carry higher risks of modern slavery. These risks include coercive labour conditions, informal labour hire arrangements, and a lack of visibility in upstream supply chains.



MODERN SLAVERY RISKS

Modern slavery refers to serious exploitation where coercion, threats or deception are used to deprive individuals of freedom. Myhealth condemns all forms of modern slavery and is committed to upholding human rights across our operations and supply chain. We acknowledge that our position in the healthcare sector presents both a responsibility and an opportunity to identify, mitigate, and address risks of exploitation.

IDENTIFYING AND RESPONDING TO RISKS

Myhealth is committed to being transparent and honest in addressing Modern Slavery risk across all areas of our operations and supply chains. We recognise that modern slavery can take many forms, both externally and internally, which can contribute to potential risks. By maintaining this open and honest approach, we aim to continuously improve our understanding of Modern Slavery practices and implement processes to combat these risks.

External Risks

1. Medical Devices and Consumables:

Risks Identified: Myhealth relies on single-use medical supplies manufactured overseas, often in countries with weaker labour standards. This potentially increases the risk of modern slavery within the supply chain.

Action: Myhealth has implemented the New Vendor Form (NVF) requiring supplier declarations and signatures confirming compliance with anti-modern slavery standards.

Effectiveness: The NVF provides an important safeguard by requesting that suppliers acknowledge their modern slavery obligations. We recognize the inherent challenge of visibility beyond our direct suppliers and aim to improve our due diligence and supply chain mapping practices over time.

2. Procurement and Third-Party Suppliers

Risks Identified: Myhealth subcontracts cleaning, maintenance, and other service providers, which can potentially obscure visibility and increase the likelihood of labour exploitation within those contracted services.

Action: By introducing the NVF, concerns are escalated through legal processes when risks are identified.

Effectiveness: These actions demonstrate due diligence and provide a mechanism for escalation.

3. Logistics and Transportation

Risks Identified: Myhealth clinical products are often sourced through international transport and shipping. This may involve labour practices, subject to weak regulation and oversight.

Action: Myhealth requires declarations via the NVF from all logistics and transportation providers, which include modern slavery expectations in procurement contracts.

Effectiveness: While supplier declarations raise awareness and set clear expectations, there is more limited ability to monitor practices within international supply chains.

4. Waste Management

Risks Identified: Myhealth engages disposal and recycling services, especially those involving subcontracted labour, which may pose risks of poor working conditions and modern slavery.

Action: Using the NVF, Myhealth conducts vendor due diligence by providing Modern Slavery training to procurement teams, and maintains escalation pathways for suspected breaches.

Effectiveness: These internal awareness and formal escalation processes improve Myhealth response capability, however, external compliance may remain difficult to verify.

5. Construction and Property Maintenance

Risks Identified: The construction, maintenance, and landscaping industries carry higher risks of forced labour, particularly among migrant workers.

Action: Myhealth will use the NVF and supplier declarations for all property and construction-related contractors, which will be supported by ongoing internal awareness training.

Effectiveness: This action creates contractual safeguards and internal vigilance, though, the inherent industry risk limits the overall control Myhealth can exercise.

Internal Risks

6. Labour Hire and Staff Employment

Risks Identified: Myhealth engages labour hire agencies, which may employ overseas or visa workers. This potentially raises risks of underpayment, over-rostering, and workplace exploitation.

Action: Myhealth will conduct ongoing internal training across all levels of the organisation (clinic to Support Centre), reinforce awareness of fair employment practices, and implement escalation processes for breaches.

Effectiveness: Myhealth will continue to work towards strengthening our internal training and escalation channels to enhance compliance and accountability. Through continuous monitoring and education, we aim to minimize the risk of unintentional breaches.

Summary

of FY25 Progress

Building on the initiatives and learnings from FY24, Myhealth has continued to strengthen its commitment to combatting modern slavery, with a focus on operational consistency, supplier transparency, and further embedding awareness into our organisational culture. Key areas of progress in FY25 include:

✓ Policy and Guidance

Modern Slavery Practice Policy: Myhealth commenced development of a Practice Policy on Modern Slavery, intended as a practical guide for all Myhealth clinics to reference and apply in their daily operations. This policy is being designed to help align local clinic actions with broader organisational standards and we aim for it to be finalised and implemented in FY26.

✓ Supplier Transparency and Accessibility

Modern Slavery Landing Page: Development is underway on a centralised, easy to navigate, interactive document to serve as a go-to resource for all Myhealth centres. This page will outline vetted suppliers who comply with modern slavery due diligence processes, summarise relevant supplier checks, and provide practical tools and resources for clinics. The landing page is scheduled for release in FY26 and aims to help clinics make informed, consistent supplier choices.

✓ Training and Awareness

Education Modules: Myhealth is developing enhanced training modules for staff at all levels. These modules are designed to complement our existing onboarding training by providing deeper awareness of modern slavery risks, indicators, and reporting pathways. Training is currently in development and will be rolled out across the organisation in FY26.

✓ Operational Monitoring

Integration into Clinic Operations: We have taken further steps to integrate modern slavery risk monitoring into routine operational processes. This includes more consistent use of the New Vendor Form, tracking supplier compliance, and encouraging reporting through the risk framework. The aim is to build everyday visibility of modern slavery risks at the clinic level.

✓ Supplier Declarations

Supplier Statements: Myhealth has introduced a formalised supplier Modern Slavery Statement to be signed and returned by high-risk vendors. This declaration affirms the supplier's commitment to modern slavery prevention and provides a level of assurance regarding their employment practices, particularly where formal audits are not feasible.

FY26 FOCUS AREAS

Building on the foundational work completed in FY25, Myhealth will focus on embedding and operationalising modern slavery practices across the organisation in FY26. Our approach will shift from policy and tool development to deeper integration, staff ownership, and measurable impact.

01. IMPLEMENTATION AND OPERATIONAL INTEGRATION

- Work toward finalising and rolling out a Modern Slavery Practice Policy across all Myhealth clinics, aiming to serve as a practical, day-to-day reference.
- We aim to launch and embed the Modern Slavery Landing Page, supporting centre managers in consistent and informed supplier engagement.
- Work to strengthen clinic-level accountability by incorporating modern slavery risk checks into existing operational and compliance workflows.

02. STRENGTHENING SUPPLIER ENGAGEMENT

- Move beyond passive declarations by engaging high-risk suppliers in tailored discussions to improve their understanding and compliance maturity.
- Pilot a Supplier Self-Assessment Tool to identify and address upstream risks, particularly for offshore or indirect suppliers.
- Begin a review of contracts with key suppliers to ensure inclusion of Myhealth's modern slavery obligations and clauses.

03. TARGETED TRAINING AND LEADERSHIP ENGAGEMENT

- Aim to roll out enhanced education modules organisation-wide, starting with clinic leaders and high-risk function areas such as procurement.
- Introduce refresher training and scenario-based learning for practice managers to identify risk in real-world clinic settings.
- Consider actions that can be taken to promote stronger executive and board-level oversight, integrating modern slavery risk into regular governance reporting.

04. MONITORING, EVALUATION AND CONTINUOUS IMPROVEMENT

- Begin monitoring use of the New Vendor Form and Landing Page to identify uptake, gaps, and areas for reinforcement.
- Aim to establish a feedback loop for clinics and suppliers to report challenges or opportunities for improvement in managing modern slavery risks.
- Start to develop a Modern Slavery Risk Dashboard to track progress, highlight patterns, and support data-informed decision-making.

EFFECTIVENESS MEASUREMENT PLAN

IMPLEMENTATION AND OPERATIONAL INTEGRATION

Objectives:

- Embed modern slavery practices into daily operations.
- Drive clinic-level awareness and accountability.
- Provide a central resource hub for supplier engagement.

Metrics to Track:

- *Landing Page Analytics:*
 - Total visits to the Modern Slavery landing page (monthly).
 - Click-through rate (CTR).
 - Average time spent on page.
- *Policy Rollout Monitoring:*
 - % of clinics that have acknowledged receipt of the Modern Slavery Practice Policy.
 - Staff survey: % of staff who report awareness of the policy.
- *Operational Integration:*
 - Number of clinics using modern slavery checks in existing compliance workflows.
 - Inclusion of modern slavery checklist in internal audits.

STRENGTHENING SUPPLIER ENGAGEMENT

Objectives:

- Increase supplier accountability and transparency.
- Identify and mitigate risks in the supply chain.

Metrics to Track:

- *Self-Assessment Tool:*
 - % of key suppliers who completed the tool.
 - % flagged as high risk (based on tool results).
 - % with follow-up action plans created.
- *Supplier Discussions:*
 - Number of engagement sessions or emails with high-risk suppliers.
 - Summary of improvements tracked over time.
- *Contractual Review:*
 - % of reviewed contracts that now include modern slavery clauses.
 - Timeline for completing contract review for top 10 suppliers.

EFFECTIVENESS MEASUREMENT PLAN

TARGETED TRAINING AND LEADERSHIP ENGAGEMENT

Objectives:

- Continue to build organisational capability to identify and manage risk.
- Foster leadership accountability.

Metrics to Track:

- *Training Completion:*
 - % of staff trained in core modules (practice managers, procurement, etc).
 - % completion of refresher training every 12 months.
- *Knowledge Assessment:*
 - Average score on training quizzes or assessments.
 - Staff confidence levels (via survey: "I know how to identify and escalate a modern slavery risk" – agree/disagree).
- *Leadership Oversight:*
 - Board/Executive actions or decisions linked to identified risks.

These metrics will help us ensure that modern slavery risks are not only identified but meaningfully addressed across all levels of the organisation. Regular review of this plan will support continuous improvement and demonstrate our commitment to ethical and responsible practice.





ONGOING COMMITMENT

Myhealth continues to adopt a continuous improvement approach to modern slavery risk management. We remain committed to publishing annual statements and enhancing transparency and accountability across our operations. By prioritising high-risk areas and fostering ethical partnerships, we aim to support the protection of human rights and responsible business practices throughout the healthcare sector.

