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modern slavery statement

Acknowledgement of Country

In the spirit of reconciliation Team Medical Supplies acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander people today.



Team Medical offices and warehouses operate from the land of the Dharug, Yuggera, Wirandjeri, Whadjuk, Ngunawal, and Palawa-Pakana nations.

CEO's LETTER

During this past year Team Medical Supplies saw the demand for healthcare products continue to increase, with Team Medical selling higher numbers for both influenza and travel vaccines than seen previously. This surge in orders highlights how essential it is for Team Medical Supplies to be proactive in tackling the modern slavery risk, ensuring it isn't within our business and identifying potential risks in our supply chains.

Team Medical Supplies strives to uphold and reflect our values – Everyone Matters, Quality, Fun, We Make It Happen, and Social Impact – in all our business dealings. Our values are core to the essence of Team Medical Supplies, and therefore it is imperative that human rights considerations are aligned to these values. With our company continuing to grow, our values shape our internal culture and determine how we interact with local communities and help us recognise the role and contribution we can make in the fight against modern slavery.

Financial year 2025 saw Team Medical Supplies make further advances in addressing modern slavery risk. Our Board endorsed a number of new policies, specifically our Procurement Policy, Sexual Harassment Policy, and Vendor Management Policy. By doing so we further ensure our continued compliance with local legislation. We have also pushed to have a greater understanding of human rights and modern slavery, expanding our mandatory training within the company for staff education. These types of changes are making a positive impact of our culture as an organisation.

After our implementation of the ethiXbase 360 platform in financial year 24, we have our first 12 months of data, and I am pleased to see a significant proportion of our supply chain responding, completing our Modern Slavery Questionnaire. Results show the

majority of our supply chain are in the low to moderate risk range, and Team Medical Supplies is committed to work with our identified high-risk suppliers to bring their modern slavery risk rating down. We recognise our suppliers have continued to lead the way with modern slavery initiatives and reporting, particularly our PPE providers.

We care about people and the planet and have done so from day one. We partnered with Business for Good B1G1 four years ago, and continue to build on that relationship, as it reflects our values and can encourage our customers to purchase products that support specific projects, both locally and internationally.

With a renewed focus on our suppliers, we are confident we can continue to help reduce the risk of modern slavery as we ensure accountability and transparency throughout our key suppliers.

The statement was approved by the Board of Team Medical Supplies on the 23rd of October, 2025.

On behalf of the Board of Directors of Team Medical Supplies Pty Limited:

Pieter Vriens, Chief Executive Officer 10th of September 2025



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INTRODUCTION

Team Medical Supplies is a medical wholesaler for the provision of medical supplies, vaccines, and consumables for the healthcare industry. A family owned and operated company, where everybody belongs. We share responsibilities and successes. We get the job done, and we have fun doing it. Since day one, our focus has been on providing premium service and quality products, and we're proud to say this is still our main focus today. Our vision has kept evolving as we create solutions to build a better and healthier world.

OUR PURPOSE AND VALUES

To create solutions for a healthier world



Figure 1: Team Medical Supplies’s Purpose and Values

This document serves as a statement complying with the *Modern Slavery Act 2018 (Cth)* in Australia. It covers the structure, operations, and supply chain of the Team Medical Supplies business in Australia, and the steps we have taken to address modern slavery risks in our business and supply chains, for the period ending on 30th June 2025.

This statement is for the reporting entity Team Medical Supplies Pty Ltd as trustee for Team Medical Supplies Unit Trust.

- The trustee for Team Medical Supplies Unit Trust (ABN 26 923 058 165) (Holding company);
- Team Medical Supplies Pty Ltd (ABN 30 150 132 504) (Organisational Representative);

Registered office: Team Medical Supplies.

Trading as: Team Medical Supplies

Mailing Address: PO Box 646, Seven Hills, NSW 1730

Head Office Address: 2/167 Prospect Highway, Seven Hills, NSW 2147

Email: info@teammmed.com.au

Phone: 1300 22 44 50

Fax: 1300 22 44 60



OUR BUSINESS

Structure

Team Medical Supplies is an Australian owned, family run medical wholesaler. We distribute nationwide and cater for almost all medical practitioners and centres in Australia. We provide over 100,000 high-quality medical products.

We have six distribution centres in Australia.

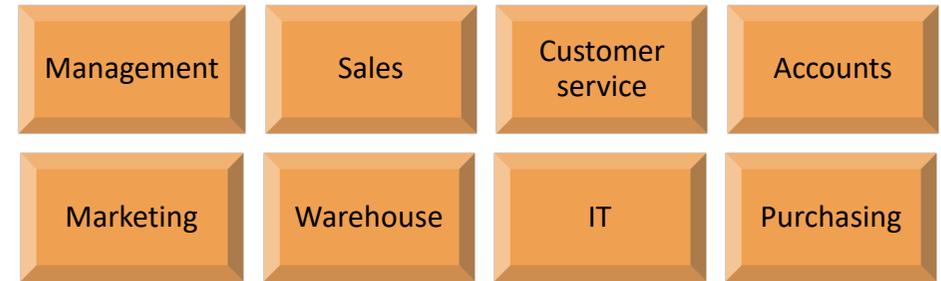
- Seven Hills, NSW
- Mitchell, ACT
- Meadowbrook, QLD
- Derwent Park, TAS
- Tullamarine, VIC
- Malaga, WA

Team Medical Supplies is also the parent company of the following subsidiaries:

- Hello Medical Products
- Able Heroes
- Alpha Medical Supplies Imports
- Capital Medical Supplies
- BP Medical

Workforce

Our workforce consists of full-time and part-time employees, and casual short-term staff based in Australia, and a few permanent employees based in the Philippines, divided into the following departments:



	Australia	Philippines
Full time employees	112	9
Part-time employees	10	0
Employees on fixed term full time contracts	0	0
Employees on fixed term part time contracts	0	0
Casual employees	16	0

Table 1: Breakdown of the workforce at Team Medical Supplies as of 30th of June 2025.

Customers

Our current customers mainly include, but are not limited to individual general practitioners, medical centres, day surgeries, podiatrists, hospitals, nursing homes, dentists, through to large Super GP Clinics. We also work with a range of specialists including skin cancer, day surgery, dental, cosmetics, and more.

SUPPLY CHAIN

Table 2 shows our top sourcing countries by spend based on 155 of our suppliers during FY25, along with major procurement categories in each country.

Location	Number of suppliers	Category
Australia	100	All categories
China	15	<ul style="list-style-type: none"> Plant based fibres Electronic Equipment Machinery and Equipment Chemical, Rubber, and Plastic products
Malaysia	1	<ul style="list-style-type: none"> Chemical, Rubber, and Plastic Products
Pakistan	1	<ul style="list-style-type: none"> Machinery and Equipment
United Kingdom	1	<ul style="list-style-type: none"> Wound care
Mexico	1	<ul style="list-style-type: none"> Wound care

Table 2: Top sourcing countries by spend – based on 155 suppliers.

Table 3 shows our main product and service offerings used by our clients and customers.

Vaccines e.g., Travel vaccines, influenza vaccines, non-travel vaccines.	Diagnostic equipment: e.g., stethoscopes, scales and more.
Medical equipment: e.g., exercise and rehabilitation equipment, defibrillation, CPR resuscitation.	Furniture and fittings: e.g., beds, couches, tables, trolleys, waste disposal options.
Wound care: e.g., bandage, gauze, and wound closure supplies.	Surgical instruments: e.g., forceps, podiatry instruments, probes.
Disposable and general supplies: e.g., hand and body wash solutions, surgical gloves.	Pharmaceuticals: e.g., anaesthetics, vaccinations, pain treatment.

Table 3: Main product and service offerings from Team Medical Supplies.

RISKS OF MODERN SLAVERY PRACTICES IN OUR OPERATIONS AND SUPPLY CHAIN

Our Business

In line with the Modern Slavery Act, we define modern slavery as “including eight types of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services.”

The Australian government has one of the strongest government responses to modern slavery, ranked second in the world in terms of government response. However, it is estimated that 41,000 people in Australia are living in modern slavery, where an estimated prevalence of modern slavery is 1.6 per 1000 of population.

The top five products at risk of modern slavery (according to US\$ value) imported by Australia are:

- Electronics (China and Malaysia) – import value US\$8.9 billion
- Garments (Argentina, Bangladesh, Brazil, China, India, Malaysia, and Viet Nam) – import value US\$6.4 billion
- Solar panels (China) – import value US\$1.3 billion
- Textiles (China) – import value US\$0.5 billion
- Fish (China, Ghana, Indonesia, Taiwan and Thailand) – import value US\$0.4 billion

Global Slavery Index – *Country Study – Modern Slavery in Australia* (published 2022)

Australia is recognised as being among the least vulnerable countries to modern slavery in the Asia Pacific region and globally. However, modern slavery still results from systemic discrimination towards migrants and minority groups. Holders of working holiday, seasonal worker, international student, skilled temporary work and bridging visas have been subject to exploitation (Global Slavery Index).

Relative to its wealth, the Philippines is outperforming its neighbours in its efforts to address modern slavery. The government had the second strongest response to modern slavery in the Asia Pacific region with one of the strongest criminal justice responses, reflecting robust measures to coordinate the response and other improvements since 2018. Despite its comparatively strong response, the Philippines is among the most vulnerable countries to modern slavery in the region and has the seventh highest prevalence, with risk largely driven by conflict- and climate-related displacement, inequality, and discrimination.

The 2023 Global Slavery Index estimates that on any given day in 2021, there were 859,000 people living in modern slavery in the Philippines. This equates to a prevalence of 7.8 per 1000 of population. The Philippines has the seventh highest prevalence and seventh highest total number of people living in modern slavery out of 27 countries in the

Asia Pacific region and has among the highest prevalence rates globally (36th out of 160). Notably, this estimate does not cover all forms of modern slavery, such as the use of children in armed conflict, which reportedly still occurs in the Philippines.

The Philippines is among countries taking the most action to identify and support survivors. It is one of only five countries to operate a national referral mechanism to ensure victims are referred to services and has established several mechanisms to allow the public to report cases of modern slavery to authorities, including the 1343 Actionline run by the Inter-Agency Council Against Trafficking (IACAT). However, there is a lack of systematic and regular training for frontline responders, including immigration and labour officials, on how to identify indicators of modern slavery.

Global Slavery Index – Country Study – Modern Slavery in the Philippines (published 2023)

Our Supply Chain:

The demand for medical products has continued to increase since the COVID-19 pandemic. Now, more than ever, supply of such products is linked to the everyday consumption and the supply chains of most businesses small and large. There is greater scrutiny regarding what those products are made from and under what conditions they are made.

We began our journey to address modern slavery risks in our supply chain in FY21, when we conducted a supplier risk assessment, using data from Social Hotspots and the Walk Free Foundation to determine country, category and dependency risks across 103 of our suppliers. 103 suppliers were assessed from the previous 12 months spend. Based on this supplier risk assessment, we found that Team Medical Supplies has a moderate exposure to modern slavery across the countries in which our tier one suppliers are based. Our supplier and product base has remained unchanged; this remains at a moderate exposure to modern slavery.

While most Team Medical Supplies' suppliers are in Australia, there is some exposure to higher risk countries such as China, Malaysia, Pakistan, South Korea, and Honduras. We also acknowledge that while the majority of our suppliers may be headquartered in Australia, the products that we source from them may be manufactured elsewhere, meaning that modern slavery risk may be present deeper within our supply chain.

There were four categories that carried a high dependency risk. These were textiles, food products, plant-based fibres, and paper products. While this does not necessarily indicate modern slavery risk, they are categorised as high dependency risk due to Team Medical Supplies's reliance on just one or two suppliers of a particular product.

To address the potential risk, Team Medical Supplies continues to aim for a range of suppliers for critical products. This ensures we can be responsive to issues that arise in relation to quality and human rights risks. Team Medical Supplies also seeks to do business with suppliers that have similar values, ethics, and sustainable business

practices, including those related to human rights. We expect our suppliers to operate in accordance with all applicable modern slavery laws.

Key category risks identified:

In FY21 we engaged an external consultant to do specific research into categories of risk. Globally, the increased demand in medical consumables is likely to increase risk factors associated with modern slavery as suppliers look to meet growing demands whilst remaining competitive. Five product categories were identified as potential risk categories: electronics, pharmaceuticals, cotton, metals, and plastics. Further research was conducted into the following three categories:

Plastics (gloves):

There are well-documented modern slavery risks in the glove manufacturing industry, specifically in relation to conditions of migrant workers from Bangladesh, Nepal, and Myanmar working in factories in Malaysia. Passport and identification document confiscations, illegal withholding of pay, restricted freedom of movement, poor living conditions, debt bondage, underpayment, work environments with weak health and safety procedures, unpaid and compulsory overtime, and infringements on the freedom of association and unionisation remain concerns.

Major global manufacturers with links to Team Medical Supplies' supply chain have been implicated, but specific products purchased by Team Medical Supplies have not been implicated with modern slavery. Team Medical Supplies continues to request modern slavery statements from glove suppliers.

Cotton:

The cotton industry is a high-risk industry with well-documented evidence of modern slavery and other human rights abuses worldwide. Cotton harvesting is a sector that is particularly prone to labour exploitation, especially in countries such as Uzbekistan, Turkmenistan, and China. Cotton is a core base material in a range of medical supplies including masks, PPE, and some wound dressings. Currently Team Medical Supplies has two suppliers that fall under the plant-based fibres social hotspot category, which may potentially be vulnerable to such modern slavery risks. Team Medical Supplies is not aware of any exploitation from our suppliers, but we acknowledge the heightened risk and are committed to actively monitor this risk as part of our modern slavery risk management.

Metals (steel):

In the medical sector, steel serves as a crucial component of surgical instruments. The production of surgical instruments is concentrated in Pakistan, where forced labour, forced child labour, hazardous working conditions, and unsanitary living conditions are

key modern slavery risks. Surgical instruments produced in Pakistan has been identified under the United States Department of Labour’s list of goods that are believed to be produced by child labour or forced labour in violation of international standards. Team Medical Supplies has one supplier of surgical instruments that is based in Pakistan. We have engaged with this supplier to better understand their supply chain.



ACTIONS TAKEN TO ADDRESS POTENTIAL RISKS

Understanding and addressing modern slavery and human rights risks forms part of Team Medical Supplies’ overall project to mature our systems as a growing company. Our purpose and values are core to Team Medical Supplies, and modern slavery, and therefore human rights considerations are aligned to our values.

Modern Slavery Due Diligence:

Team Medical Supplies has continued to work hard in this area, as we recognise that our supply chain is where our highest potential risks for modern slavery can occur. After the implementation of the ethiXbase 360 platform towards the end of FY24 ethiXbase facilitates automated and independent due diligence mechanism for our suppliers.

ethiXbase 360 provides an intuitive risk assessment of suppliers by applying a unique risk methodology, as set out in the diagram below. This methodology is facilitated through distribution of a *Modern Slavery Questionnaire* (current version 4.0), developed in collaboration with the global law firm Norton Rose Fulbright, and draws on leading industry insights and global databases.

The Ethixbase 360 platform has seen development and revision to various systemic components to ensure it is not only constantly improving but also remaining up to date in an increasingly volatile geopolitical climate. Ethixbase consistently considers the ever-evolving state of high-risk jurisdictions around the globe in its risk assessment methodology.

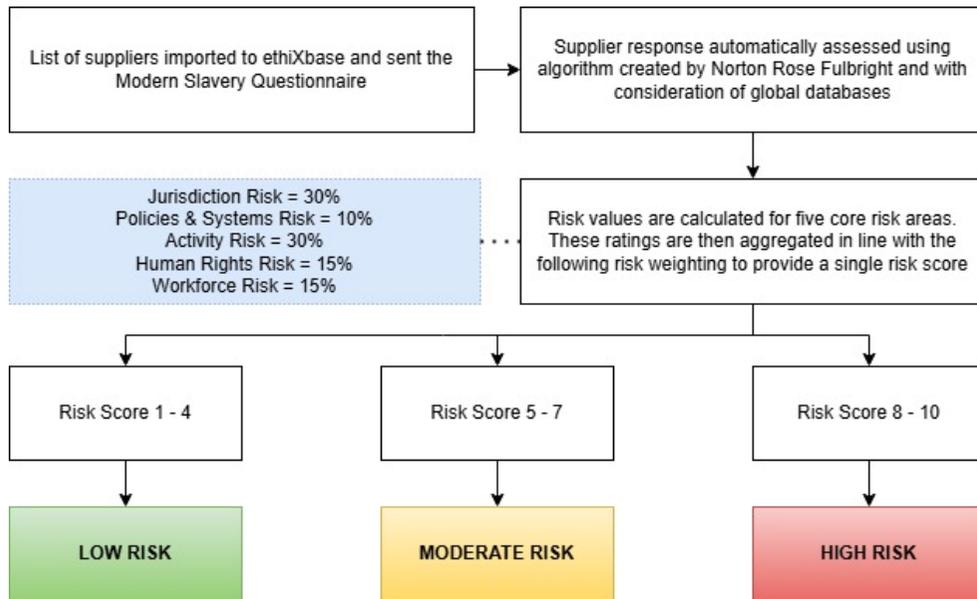


Figure 2: ethiXbase 360 platform process to determine low/moderate/high risk ratings for our supply chain.

Team Medical Supplies has increased the number of suppliers listed in ethiXbase to 155. These suppliers have all been sent the Modern Slavery Questionnaire. Since our launch of ethiXbase last financial year, we have sent the Modern Slavery Questionnaire to our suppliers, achieving a 69% response rate for our inaugural year of using ethiXbase to assess our suppliers and their potential risk for modern slavery.

Supplier Response

During the FY25 reporting period, our suppliers’ responses were processed using the algorithm developed by Norton Rose Fulbright (kept up to date and aligned with the current geopolitical climate and legislative requirements).

The average Modern Slavery Questionnaire risk score is:



Figure 3: average modern slavery risk rating

Reviewing the questionnaire responses, we found that a small percentage of our supply chain is considered high risk, the majority is considered low to moderate. Assessing these results, they can be broken down into the 5 core risk areas (as identified in Figure 2), where:

- **Human Rights Risk Alert:** No high human rights risk alerts were identified

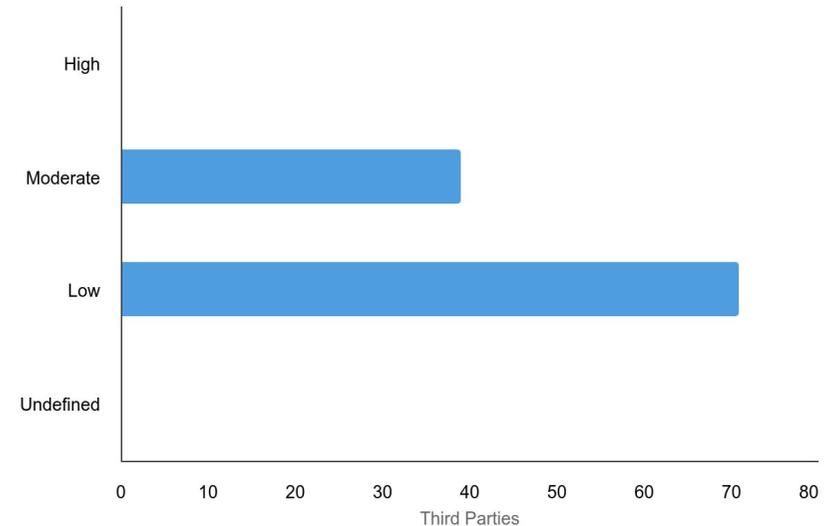


Figure 4: Human rights risk rating

- **Activity Risk Alert:** Some industries have been found to have a higher prevalence of modern slavery risk compared to others, such as textiles, electronics, PPE, even coffee (to name a few). Unfortunately, this means that related activities are considered a higher risk than others, thus the activity risk alerts are in the majority of high. However, we found that many of our suppliers are actively assessing and addressing their own modern slavery risks.

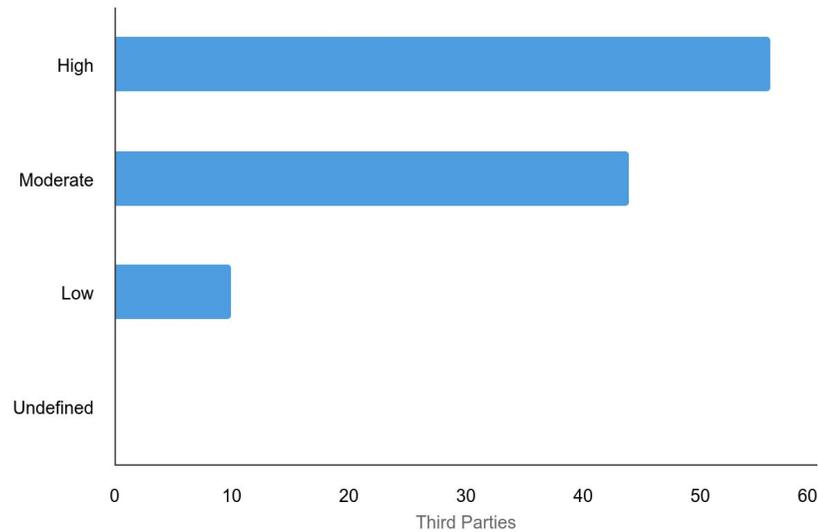


Figure 5: Activity risk rating

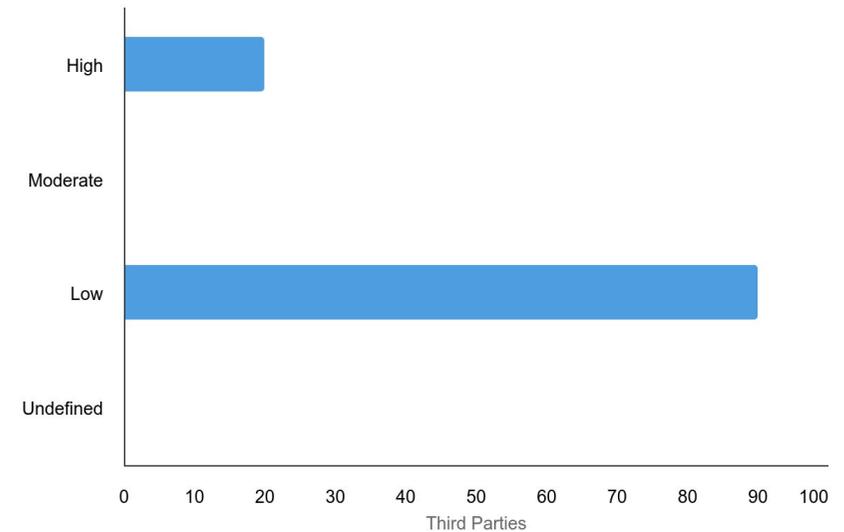


Figure 6: Workforce risk rating

- Workforce Risk Alert:** Majority of workforce risks alerts were considered low, with a few high results. This is mostly due to different local regulations where our suppliers can be based overseas and do employ base skilled employees, labour hire workers and young workers (under 18). However, with all supplier responses we can confirm that they do not prevent employees from resigning from their employment, do not require employees to pay recruitment fees, do not deduct wages, impose monetary fines or withhold pay due to performance related issues, and do not require employees to surrender passports or other forms of personal or travel identification. Furthermore, WHS is a high consideration for a large proportion of our supply chain.

- Jurisdiction Risk Alert:** An estimated 49.6 million people were living in modern slavery on any given day in 2021, according to the latest Global Estimates of Modern Slavery (*Global Slavery Index*). Whilst modern slavery occurs in every country, regardless of wealth, some of our supply chain manufacture/source products in/from some of these higher risk countries, which is why we see a quite a few in the high-risk rating for jurisdiction. However, we can confirm that none of our supply chain supply Team Medical Supplies with goods, raw materials and/or produce harvested, extracted, processed or manufactured, whole or in part (including components), in the Xinjiang Uyghur Autonomous Region (Xinjiang).

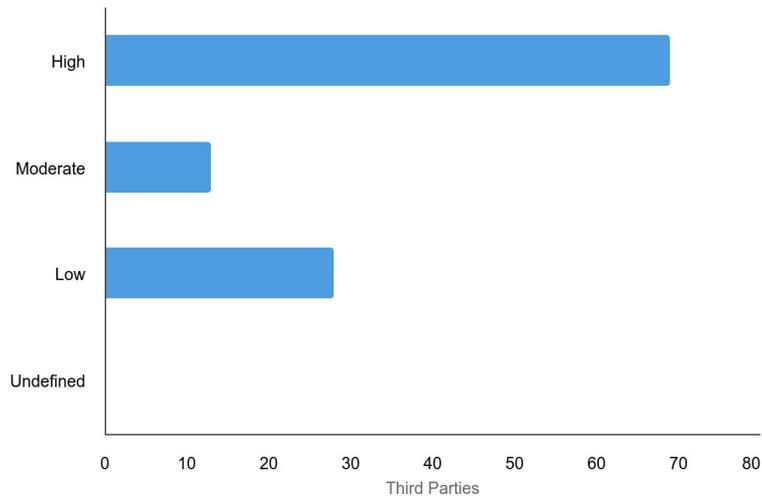


Figure 7: Jurisdiction risk rating

- Policies and Systems Risk Alert:** The majority of the questionnaire responses identified a low to moderate risk when it comes to policies and systems. Most of the responses indicated that these businesses have made a focus of implementing controls, adopted written codes and/or policies to address modern slavery risks.

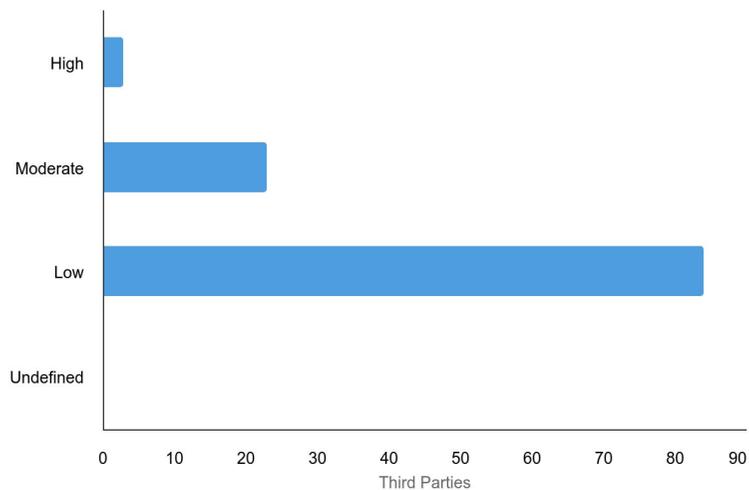


Figure 8: Policies and systems risk rating

From the responses we have been able to map out where our suppliers are manufacturing/sourcing their products from, as illustrated in Figure 9.



Figure 9: Supplier Business Operations World Map as of 30 June 2025

Any supplier that is identified as a high risk for modern slavery is assessed further, where we have performed a Perceived Risk Indicator (PRI) and considered the Instant Due Diligence (IDD) report generated by ethiXbase. The PRI is a grading system that measures the potential risk of an entity. The IDD is an instant report that verifies third parties against over 192 million company registry records and checks against Sanctions & Enforcements Lists. Then in reviewing the breakdown of responses to the Modern Slavery Questionnaire, Team Medical Supplies can then determine what remediation plans are required. This could include requesting further documentation evidence up to and including working with a supplier to apply corrective actions to reduce the risk of modern slavery.

ISO 9001:2015 Certification:

The ISO 9001:2015 standard is the internationally benchmarked quality management system standard. Using a risk-based approach, it is used to improve business processes, increase the quality of services and products, and exceed customer expectations.

Key benefits of obtaining ISO 9001:2015 certification include:

- A demonstrated focus on the customer
- A commitment to service
- High quality product
- A cycle of continuous improvement
- Demonstrate a strong corporate governance.

After successfully achieving ISO 9001:2015 accreditation in FY25, we successfully passed the annual Surveillance Audit for ISO 9001:2015 earlier this year, retaining our certification. The result of the audit was:

- a) 0 strengths identified
- b) 4 opportunities for improvement
- c) 0 minor non-conformances identified
- d) 0 major non-conformances identified.

Policies and governance:

In addition to policies and governance already in place, the following were all endorsed by The Board during FY24.

Procurement Policy:

This policy applies to all activities involving procurement of goods and services by Team Medical Supplies. It establishes sound and ethical buying practices by applying principles of life cycles costing and minimising adverse environmental and social impact through selection of sustainable goods and services, whilst promoting and encouraging value for money purchasing, and promoting the development of a high-performing and reliable supplier base, capable of delivering technically compliant and value for money products and services.

Sexual Harassment Policy:

Team Medical Supplies is committed to creating a workplace culture which is focused on equality and respect, which supports people to take bystander action and takes a zero-tolerance approach to sex-discrimination, sexual harassment, sex-based harassment,

conduct that creates a hostile workplace environment, and victimisation. These behaviours are unlawful and are unacceptable ('unlawful behaviours'). They are also a work health and safety issue.

By having a standalone prevention policy, Team Medical Supplies seeks to call attention to what sexual harassment and other related unlawful behaviours are, how they can manifest in workplaces, and the role we all play in preventing such behaviour from occurring in the workplace.

Vendor Management Policy:

Team Medical Supplies relies on products, systems, and services provided by a variety of vendors, including hardware and software vendors, marketing firms, technology and telecommunication services, support personnel, and consultants. It is the ultimately the duty of management to ensure:

- Each vendor relationship supports the overall business requirements and strategic plans
- The business has sufficient expertise to oversee and manage the relationship
- The business leader has evaluated prospective vendors based on criticality of the procured service and products
- The risks associated with the use of the vendor are fully assessed and understood, including modern slavery risks
- The appropriate oversight program is in place to monitor contractual performance and risk mitigation activities.

Training:

Team Medical Supplies has recognised that staff education is a critical area to be able to identify risks of modern slavery in our operations.

In FY25, Team Medical Supplies had all new employees undergo the *Introduction to Human Rights* training, a short course designed to provide a basic introduction to human rights and responsibilities, (from Australian Human Rights Commission), and *Sexual Harassment and Positive Duty*, a course for all staff to learn what workplace sexual harassment is, how it impacts those that experience and witness it, and what resources and supports are available (from Fair Work Commission). It is the aim of Team Medical Supplies to have all staff trained in this course upon starting employment with Team Medical Supplies.

Additionally, in FY25 relevant employees also underwent Modern Slavery training (from GRC Solutions). This training was for all staff both new and refreshers from last year. This

three-module course covers what modern slavery is, its prevalence in supply chains, and how its use can most effectively be prevented by organisations. The first 2 modules contain practical scenarios relating to issues affecting organisations with modern slavery in their supply chains. These scenarios equip staff to identify and take steps to prevent modern slavery from occurring in their supply chains. The 3rd module is Australia-specific, covering the scope and application of the Australia-wide modern slavery legislation, including:

- Which entities are subject to the Australia-wide modern slavery laws
- The scope of the modern slavery reporting requirement
- Why organisations need to prepare modern slavery statements
- Material to be included in modern slavery statements.

Relevant staff also completed Anti-Bribery & Corruption training (from GRC Solutions). This course, comprised of four modules, explains bribery and corruption in simple and understandable terms. Looking at Australian legislation and what is happening internationally, including the recently introduced UK Bribery Act and the impact it has on Australian businesses that operate globally.

Lastly, relevant staff also completed Environment, Society and Governance (ESG) training (from GRC Solutions). ESG encourages organisations to act responsibly on environmental and social issues in the way they operate and do business. Underpinned by effective governance, the course highlights the benefits of ESG – not only for business, investors, and consumers, but also for the planet and broader society. The course provides organisations to upskill and enhance their employees’ understandings of ESG. Module 1 increases understandings of how organisations can ensure their operations are environmentally friendly. Module 2 illuminates the role organisations play in creating a more equal society. The challenges of modern slavery, indigenous engagement and geopolitics are discussed, prompting reflection on the importance of social governance. The last module enhances knowledge of the least understood yet more important dimension of ESG – governance – so as to understand how different features of organisations can promote good governance.

ESG Working Group:

In recognition of the growing importance of ESG (environment, Social and Governance), Team Medical Supplies has started a ESG Working Group. Whilst this group is currently small, Team Medical Supplies is committed to improving our approach to ESG risk and opportunity management in our business. We understand the strategic imperative to address ESG risks, and the opportunity for growth and value capture if done well.

ONGOING ACTIONS

Compliance Obligations Register:

The Compliance Obligations Register has been developed to always ensure that Team Medical Supplies acts with relevant laws, regulations, and legislations. It also allows us to assess the risk, impact, and likelihood of non-compliance with these obligations. Modern Slavery is included on the Team Medical Supplies Compliance Obligations Register.

Strategic Risk Register:

The Strategic Risk Register allows Team Medical Supplies to identify and manage strategic risks for the business, which could have detrimental effect to operations and/or prevent achievement of goals and objectives. Modern slavery is considered within our Strategic Risk Register, as we look to minimising the risks of modern slavery in our direct trade activities, and not collaborating with businesses who are known to have high modern slavery risks.

Customer Feedback and Complaint Portal:

This portal allows customers and the general public to voice feedback, concerns, and/or complaints for Team Medical Supplies to act upon, which could include activity or behaviour they feel is wrong. Constantly monitored so we can respond quickly to all submissions, all entries are logged within our system, starting off a workflow to ensure all are actioned.

Employee Awareness and Communication:

Our employees are required to comply with our Ethical Code of Conduct and Modern Slavery Policy, as well as other policies.

Each time a new policy is developed, it is uploaded onto our ‘Employment Hero’ system, where employees are then required to read and agree to the relevant policy. All new starters are required to read and accept all existing policies and our Ethical Code of Conduct as part of their induction process.

Our policies reflect Team Medical Supplies commitment to acting ethically and with integrity.

Supplier Due Diligence:

In addition to requesting our suppliers and potential suppliers to complete a Modern Slavery Questionnaire (see previous section), where possible we source our products from large suppliers who publish their own modern slavery statements and are transparent

about their own actions to eliminate modern slavery risk in their own business and supply chain.

Our Supplier Code of Conduct establishes the minimum set of expectations and behaviours we expect of our suppliers in order to do business with us, as we see our suppliers as our partners in delivering the best outcomes, whilst upholding Team Medical Supplies values.

Training:

To ensure that Team Medical Supplies stays current on the legislation regarding modern slavery, how to identify modern slavery risks, and what to do in the event of a risk being identified, continued training is necessary. As such, we have established some training modules that will require annual retraining for pertinent staff and will continue to roll out new training as identified.

Culture:

Reinforcing the values within Team Medical Supplies culture is an ongoing goal.

Coupled with already established policies (including Whistleblower, Anti-Bullying & Anti-Harassment, Discipline & Termination, Equal Employment Opportunity & Anti-Discrimination, Grievance Handling, and Ethical Code of Conduct), and Standard Operating Procedures (SOPs), it is recognised that top-down engagement in identifying and managing modern slavery risks is necessary.

In addition, Team Medical Supplies is actively engaged with giving back, namely B1G1: Business for Good. This program is driven by the belief that every business has the power to create a significant difference, putting purpose, impact and social responsibility right at the very core of the business. At Team Medical Supplies, we care about people and the planet and have done so from day one. In July 2021 we started our collaboration with B1G1, and Team Medical Supplies has continued to set up giving projects as one way to help our customers to be involved, supporting Environment, Social & Governance (ESG). Through our partnership with B1G1, whenever our customers purchase certain products, they are supporting specific projects, locally or around the world.

Over the last 12 months, we have contributed to 3,830,911 impacts in total:

- 3,726,308 impacts for clean water and sanitation, such as giving:
 - Days of access to life-saving water
 - Days of improved sanitation access
- 63,746 impacts for life on land, such as giving:
 - Days of human rights support
 - Educational programs, educational support, and days of education
 - Planting trees and rainforest protection

- Medical support
- Days of access to life-enhancement tools, medical support and life enhancement support
- Days of income support
- Meals
- Monetary support to disaster relief efforts
- Monetary support the facilitation of impactful giving.



FUTURE COMMITMENTS

- Publish a modern slavery statement on an annual basis
- Embedding organisational values consistent with effective human rights risk management, governance and accountability processes for modern slavery
- Continue a gap analysis of Team Medical Supplies current processes against the requirements of the Modern Slavery Act (2018)
- Produce supportive policies, such as:
 - o Environment, Social & Governance (ESG) Policy
 - o Flexible Working Policy
 - o Remote Working and Working from Home Policy
 - o Workplace Surveillance Policy
- Review of established policies so that they are in line with current legislation and Team Medical Supplies mission and values
- Develop an internal audit schedule of our supply chains
- On-going risk-based assessment of suppliers, via the ethiXbase 360 platform, to identify inherent environmental, social and governance risks
 - o Perform regular supplier risk assessments for existing suppliers
 - o Perform supplier risk assessments for potential suppliers
- Assess completed supplier responses to the Modern Slavery Questionnaire
 - o Determine if risks are significant
 - o Where applicable, work with the supplier to develop corrective and/or preventative actions to reduce their modern slavery risk
- Conduct a modern slavery current state assessment.
- Continue to embed considerations of modern slavery risks within existing Risk Management processes i.e., within the Risk Management Framework and Compliance Obligations Register
- ESG working group ongoing evaluation of the broader supply chain and identify potential operational risks and opportunities for improvement
- Continue supplier performance evaluations for our top suppliers
 - o Including analysis of KPIs identified
 - o Implementing remedial actions with low performing suppliers
- Training as required

ASSESSING EFFECTIVENESS OF OUR ACTIONS

Team Medical Supplies is enthusiastic to continue our journey in improving our company to become leaders in our practices against modern slavery, align with the Modern Slavery Act, and to improve our dealings with our suppliers. We will continue to publish a statement on an annual basis, demonstrating our keenness to continually build on procedures and actions to address modern slavery risk. Developing measures to assess effectiveness of our activities to address modern slavery risk will form part of our plan for next year.

Introducing and formalising a number of our processes, such as reporting mechanisms, help to track our performance. To date, we have found no incidents of modern slavery in our supply chain. However, we do understand that this does not mean they do not exist, and that it is crucial to increase our vigilance to help prevent and address modern slavery.

The ethiXbase 360 platform has improved our vigilance in identifying modern slavery risks and enables us to perform both due diligence of prospective suppliers and risk assessments of our current supply chain. The resultant reports help to identify modern slavery risks and if there are any suppliers we need to focus on in developing corrective and/or preventative actions to help reduce these risks. Repeating these risk assessments will comparatively demonstrate how these risks have been addressed. Future improvements of the ethiXbase platform will also provide resources we can utilise to create remediation plans for identified high risk suppliers, and to work with our suppliers in a collaborative way to reduce the risks of modern slavery.

