

# Modern Slavery Statement

## 2023–2024 Financial Year



# Introduction

Our mission is to improve the health and wellbeing of all people in Australia by supporting GPs, general practice registrars and medical students through its principal activities of education, training and research and by assessing doctors' skills and knowledge, supplying ongoing professional development activities, developing resources and guidelines, helping GPs with issues that affect their practice, and developing standards that general practices use to ensure high quality healthcare.

At the RACGP we acknowledge that eradicating Modern Slavery from Supply Chains is a complex task that requires a global response from governments, businesses, and the international community.

This Statement was approved by the Board of Directors of RACGP, as the holding company of the RACGP group of Companies on 12 December 2024.



Dr Siân Goodson  
Chair, RACGP Board



Dr Michael Wright  
RACGP President



Georgina van de Water  
Chief Executive Officer



RACGP

As a proud Australian organisation dedicated to improving community health since our founding in 1958, we are committed to advancing our understanding of identifying and appropriately managing risks of Modern Slavery within our Supply Chain.

This Modern Slavery Statement is made under the Australian Modern Slavery Act 2018 (Cth). The Statement covers the financial year ending 30 June 2024 (FY23/24) and applies to The Royal Australian College of General Practitioners Limited (RACGP) ABN 34 000 223 807, the RACGP entities considered reporting entities under the Act, and the controlled subsidiaries of RACGP, including RACGP Training Services Limited, ABN 62 099 141 689.

References to 'RACGP', 'we', or 'our' throughout this Statement includes all RACGP subsidiaries covered by this Statement, unless otherwise specified.

# Our Operations

## Who we are

The Royal Australian College of General Practitioners (RACGP) ABN 34 000 223 807 is a company incorporated in New South Wales and domiciled in Australia as a company limited by guarantee.

For more than 60 years the RACGP has been the voice of General Practitioners in our growing cities and throughout rural and remote Australia.

The scope of general practice is unmatched among medical professionals with more than two million patients seeing a GP each week, to support them through every stage of life.

The RACGP was established to improve the health and wellbeing of individuals and communities by supporting the pursuit of clinical excellence and high-quality patient care, clinical practice, education, and research for general practice.

Further information on who we are and what we do can be found on our website

[www.racgp.org.au](http://www.racgp.org.au)



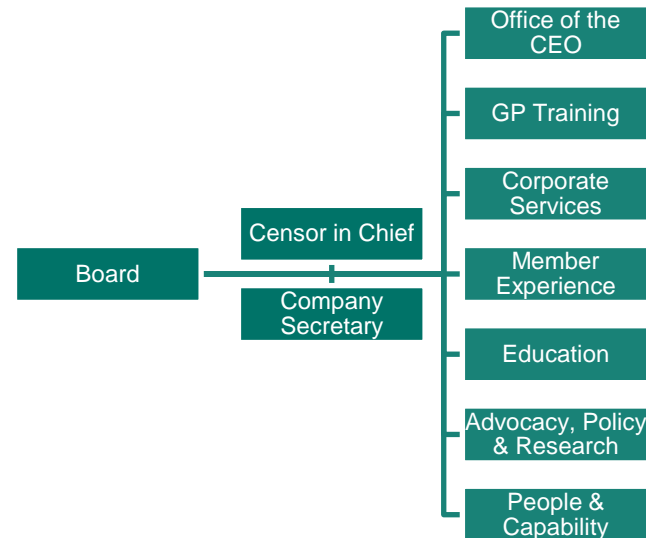
## Our structure & operations

The RACGP employs approximately 527 full-time and part-time employees, with RACGP Training Services employing 857 employees.

Our staff include persons who identify as Aboriginal and/or Torres Strait Islander people.

All staff are employed in accordance with applicable local laws and regulations.

Our Organisational Structure is outlined below.



Headquartered in Melbourne, RACGP has offices across Australia, in the following locations, that staff work from:

- Melbourne
- Sydney
- Canberra
- Brisbane
- Perth
- Adelaide
- Darwin
- Bendigo
- Newcastle
- Dubbo
- Wollongong
- Armidale
- Alice Springs
- Hobart
- Churchill
- Townsville
- Maroochydore
- Wagga Wagga
- Geelong
- Liverpool
- Ballina



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# Our Supply Chains

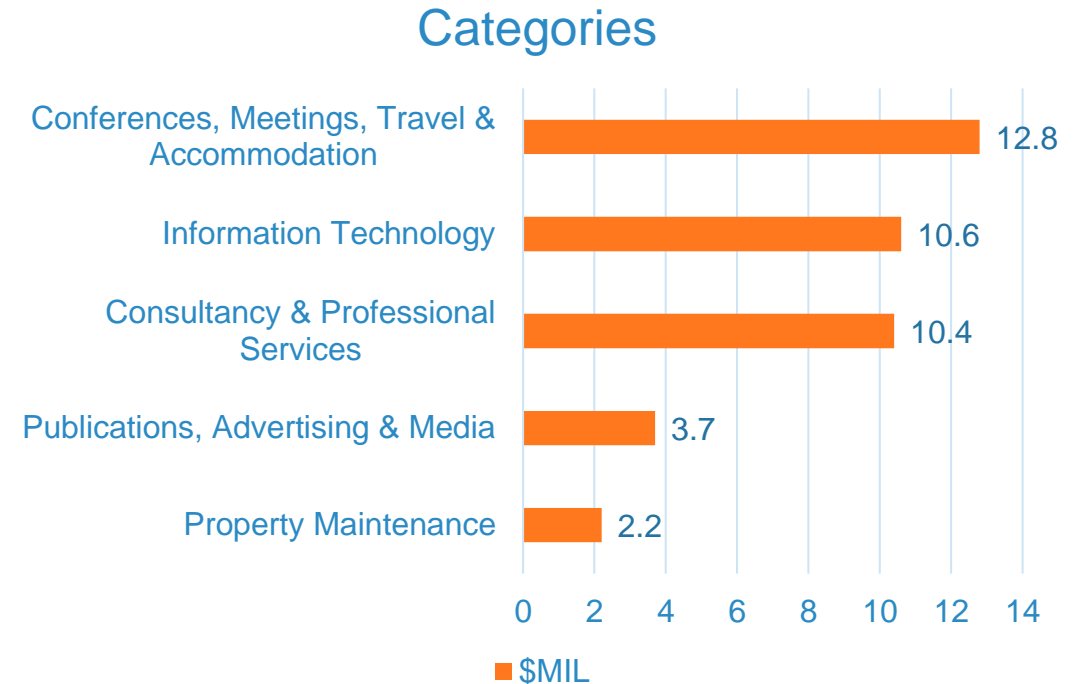
The RACGP engages with suppliers through various arrangements, from one-time purchases to multi-year strategic agreements. During the reporting period, we conducted risk assessments to identify modern slavery risks within our operations and supply chains. This process aimed to evaluate the potential for our involvement in modern slavery practices, whether through direct causation, contribution, or association. The assessment revealed vulnerabilities in our operations, particularly in outsourced services.

Around 99% of our contracted suppliers are located in Australia, New Zealand, the United Kingdom, the United States, Canada or United Nations countries.

These countries have a low presence of modern slavery and human rights infringements, RACGP continues to adopt a risk-based approach to identifying and addressing modern slavery, developed with consideration geographic risks related to material sourcing, the nature of the products and services we procure, the sectors we operate in, and the supply chain models we employ. This assessment identified some areas of vulnerability within our supply chains, with the highest risk being in the following Procurement Categories:

- IT and technology
- Property and Facilities Maintenance
- Travel, Hospitality and Events

## What we procure



# Our Approach

## Consultation

This statement was approved by the board of RACGP on 12 December 2024. The board of RACGP approved this statement on behalf of RACGP and the second reporting entity covered by the statement, RACGP Training Services.

## Commitment to Compliance

As compliance is a shared responsibility across the RACGP and controlled entities it has been important to ensure that all our operational activities are undertaken in a consistent manner with respect to procurement, employment, training and engagement.

The Royal Australian College of General Practitioners (RACGP) is committed to upholding the highest standards of ethical conduct and human rights. We recognise the importance of addressing modern slavery and human rights abuses within our operations and supply chains. Our governance approach is designed to ensure transparency, accountability, and continuous improvement in our efforts to combat these issues.

## Governance

The RACGP Procurement team, oversees the governance of both direct and indirect procurement areas, including the transactional process and category management, in addition to establishing policies and processes. Recent initiatives to enhance procurement practices have demonstrated our ability to integrate a modern slavery perspective into our go-to-market and contract management strategies.

Monitoring modern slavery risk is covered in our Modern Slavery Framework, Procurement Strategy 2024-2026, Procurement Policy and Enterprise Risk Management Framework.

These risks are recorded and managed within Folio, a recently introduced compliance management system.

This system facilitates risk management by implementing appropriate controls and treatments, with regular reporting updates on the risk status.

Reports are shared with our Finance Audit Risk Management Committee (FARM), ensuring informed decision making and accountability for addressing associated actions is managed in transparent and methodical manner. With strengthened due diligence processes and a robust compliance and reporting system, our procurement team is now better equipped to identify and address instances of modern slavery

## Policies and Procedures

The Royal Australian College of General Practitioners (RACGP) maintains a robust governance framework of policies and procedures that guide our operations.

This framework includes specific measures dedicated to respecting and safeguarding human rights, ensuring compliance with modern slavery legislation. Associated documents include:

- Risk Management Framework
- Modern Slavery Framework
- Folio Risk and Compliance Register
- Staff Code of Conduct
- Supplier Code of Conduct
- Whistleblower Policy
- 2024-2026 Procurement Strategy
- Procurement Policy
- Contract Management Policy
- ESG Working Group

# Review

The RACGP monitors and reports on the effectiveness of prescribed actions to assess the controls implemented to address Modern Slavery risks. We do this by consistently and continually:

- Monitoring our actions and their outcomes
- Collaborating with suppliers and other external partners
- Conducting regular internal governance and external assurance processes

During this reporting period, there were no modern slavery complaints, or incidents reported within RACGP's Operations or Supply Chain.

In future reporting periods, we will keep refining and developing KPIs and metrics to evaluate the effectiveness of our actions, ensuring alignment with our commitment to continuous improvement.

# Actions Taken

The RACGP focused on three key areas being education and communication, procurement process development and supplier management principles. In FY2023/2024 we took the following steps to manage the risk of modern slavery in its operations and supply chain:

- Ongoing supply chain mapping and data analysis for the controlled entities.
- Delivery of Connect and Learn training opportunities, led by RACGP Procurement, to uplift staff capability to understand, identify and address modern slavery in our supply chain
- Deployment and training on the use of Folio, a new Compliance and Risk tool, designed to enable effective monitoring and reporting of enterprise risks, incidents and audit actions
- Assessment and pre-qualification of new suppliers, updated to include Modern Slavery screening questions
- Updates of template agreements to include contemporary Modern Slavery Clauses

# Next Steps

In the coming year, the RACGP will advance its Modern Slavery initiatives through the following actions:

- Implementation of Modern Slavery data attributes in Supplier records to ensure accurate classification of industry type and country of origin to enable more mature modern slavery risk reporting
- Development of Modern Slavery training module for publication via RACGP's Learning Management System, which will be available to all staff
- Procurement will launch a Modern Slavery Desktop Audit Program, targeting one high-risk supplier every six months. A Category Manager will request documentation related to modern slavery and human rights, including:
  - Employment contracts and payslips for selected employees
  - Contractor recruitment policies and procedures
  - Contractor grievance mechanisms
  - Policies and training initiatives addressing modern slavery, human rights, and work rights issues
  - These audits will ensure we actively hold high-risk suppliers accountable.



RACGP