

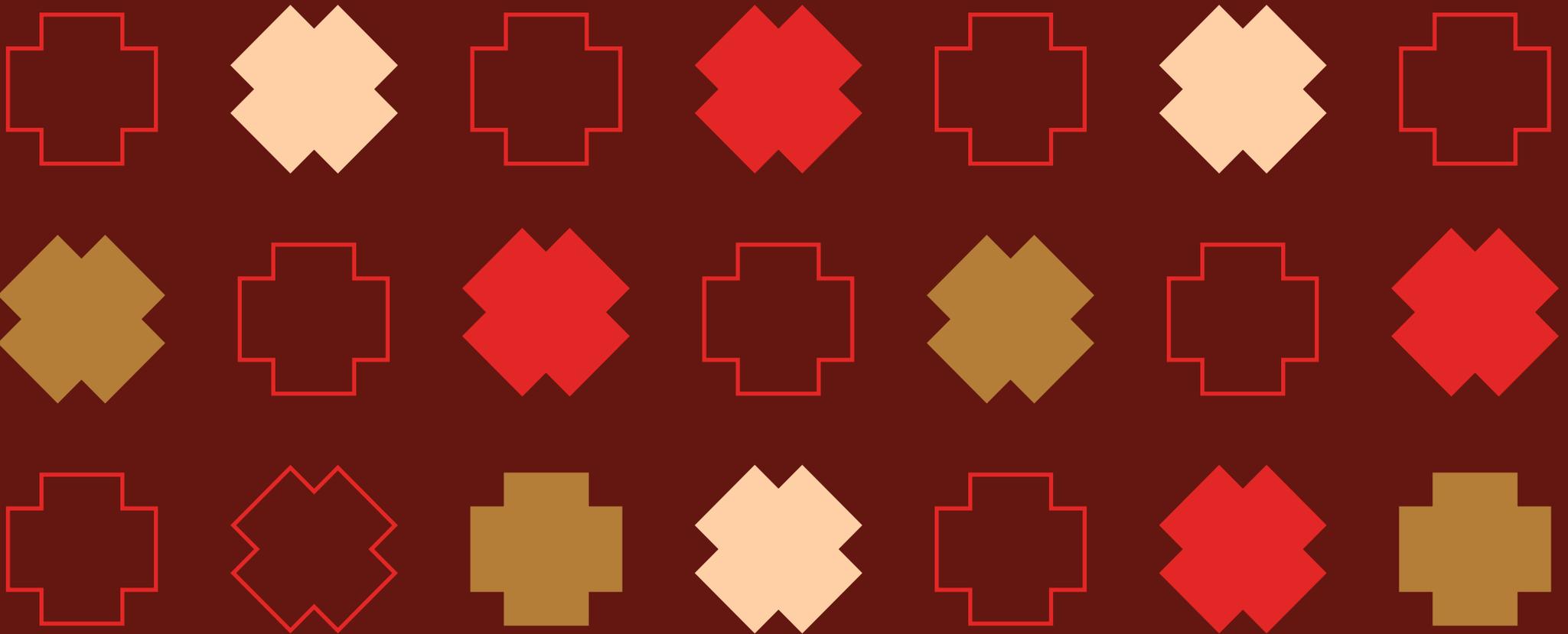
FINANCIAL YEAR 2024-25

# Modern Slavery Statement

25 NOVEMBER 2025



*life* IS THE REASON



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## ACKNOWLEDGEMENT OF COUNTRY

We acknowledge First Nations peoples as the Traditional Owners and Custodians of the lands and waterways. We recognise Australia's profound history and pay our respect to past, present and emerging Elders and honour the resilience and enduring strength of First Nations peoples.

We're dedicated to ensuring respect and equity in every aspect of our operations.

## ABOUT THIS MODERN SLAVERY STATEMENT

This statement was prepared by Australian Red Cross Lifeblood to meet the mandatory criteria set out under Australia's Modern Slavery Act 2018 (Cth). This is our fifth Modern Slavery Statement which outlines the modern slavery risks in our operations and our supply chain, as well as and our actions taken over the financial year ending 30 June 2025. We consulted with the relevant stakeholders in our organisation in preparing this statement.

## STATEMENT ON THE REPORTING ENTITY

Lifeblood is a division of the not-for-profit entity, Australian Red Cross Society which is a member of the International Federation of Red Cross and Red Crescent Societies.

We're registered at 100-154 Batman Street, West Melbourne, Victoria under the ABN 50 169 561 394.

## CONSULTATION WITH OWNED OR CONTROLLED ENTITIES

Lifeblood has no owned or controlled entities. Therefore, consultation for the Modern Slavery Statement preparation was conducted with key internal stakeholders across the organisation, including People and Culture, Finance and Corporate and Governance and Engagement.

Additionally, as an operating division, Lifeblood has consulted with the Australian Red Cross Society throughout financial year 2024-25 to assess and address modern slavery risks, including in the preparation of both organisations' Modern Slavery Statements.

# A letter from our CEO and Chair

On behalf of the Board of Australian Red Cross Lifeblood, we're proud to submit our fifth Modern Slavery Statement for 2024-25, which has been prepared in line with the requirements of the Modern Slavery Act 2018 (Cth).

Modern slavery is an increasingly complex global challenge, impacting industries and supply chains worldwide. At Lifeblood, we acknowledge the importance of meaningfully acting to prevent modern slavery, upholding human rights, and ensuring ethical, transparent practices across all aspects of our operations and our supply chain. We continue to take proactive steps to mitigate potential exploitation, and, where necessary, initiate remediation measures to address modern slavery risks. This forms a core part of our broader strategy to promote decent work and eliminate modern slavery from our operations and supply chain.

Our key focus for our human rights work across 2024-25 has centred on strengthening two-way engagement between Lifeblood and our key suppliers, while improving modern slavery training and procurement processes within our own operations. Adopting a collaborative approach to supplier management has afforded Lifeblood

the opportunity to better understand issues faced by our suppliers and enabled meaningful engagement on risk identification and management approaches. Within Lifeblood, we have collaborated with Australian Red Cross and international blood operators, sharing resources such as training programs and processes to uplift human rights practices within our operations. These activities fall within a broader modern slavery roadmap, which guides our strategic efforts and increases the maturity of our approach to identifying and addressing key human rights risks going forward.

This Modern Slavery Statement was approved by the Lifeblood Board in its delegated capacity as principal governing body of Lifeblood on 25 November 2025. It is signed by Professor Brendan Murphy AC in his role as Chair and Stephen Cornelissen AM in his role as Chief Executive Officer.



**Adjunct Professor  
Stephen Cornelissen AM**  
Lifeblood CEO

25/11/2025



**Professor  
Brendan Murphy AC**  
Lifeblood Chair

25/11/2025



# Introduction

At Lifeblood, we are committed to identifying and mitigating risks of modern slavery and dangerous or substandard working conditions and providing opportunities for decent work within and beyond our operations. This Modern Slavery Statement captures Lifeblood's actions during the financial year 2024-25 to protect the human rights of workers, both within our operations and our broader supply chain.

## Key areas of action in 2024-25

In 2024-25, we focused on enhancing our approach to modern slavery due diligence through improving the quality and volume of two-way engagement with suppliers and developing additional risk-based controls in our procurement process. This was supported by strengthening associated processes and policies, including launching our new Supplier Code of Conduct (S-COC), revising our Purchasing Policy, and developing a Modern Slavery Supplement to our Environment, Social, Governance (ESG) Policy, all of which will be progressively deployed over 2025-26.

These efforts represent one part of a broader suite of sustainable procurement improvements underway at Lifeblood, with the aim to deliver the full set of ESG and modern slavery procurement improvements in the next two years as part of our Sustainability (ESG) roadmap.



**PROGRESS AGAINST OUR 2024-25 GOALS**

This table outlines Lifeblood’s progress against our 2024-25 goals, shared in our 2023-24 Modern Slavery Statement.

FOCUS AREAS	STATUS	GOALS	2024-25 PROGRESS
<b>Supply chain practices</b>	In progress - to be completed 2025-26	<ul style="list-style-type: none"> <li>Inherent risk assessment across full supply chain</li> <li>Develop and implement supplier due diligence process for higher risk suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Developed an inherent risk assessment tool to determine modern slavery risk associated with a potential supplier or procurement category.</li> <li>The tool analyses inherent risk of both country and procurement category to establish an inherent risk profile.</li> <li>Our due diligence process for higher risk suppliers now includes a detailed questionnaire focused on specific risks in suppliers’ supply chains and controls to mitigate these risks.</li> <li>If suppliers are rated high risk and Lifeblood does chooses to engage the supplier, a Modern Slavery Risk Management Plan can now be established to mitigate significant residual modern slavery risks throughout the life of the contract.</li> </ul>
<b>Operational practices</b>	In progress - to be completed 2025-26	<ul style="list-style-type: none"> <li>Develop role-specific modern slavery training</li> <li>Collaborate with other blood operators internationally for supplier due diligence on higher risk categories</li> <li>Refresh our Supplier Code of Conduct (S-COC)</li> <li>Develop a sustainable procurement policy and handbook</li> </ul>	<ul style="list-style-type: none"> <li>Engaged with Australian Red Cross to understand its recently developed suite of modern slavery training modules.</li> <li>Explored opportunities to leverage and roll out training for specific business units (e.g. procurement, front-line staff).</li> <li>Lifeblood routinely engages with other blood operators internationally as a member of the Alliance of Blood Operators (AoBO). As a member of the AoBO ESG Working Group, we actively seek opportunities to collaborate on supplier due diligence for both modern slavery and ESG. The identification of key product categories is a major focus for this Working Group for 2025-26.</li> <li>Refreshed our S-COC, embedding clearer messaging around our expectations from suppliers regarding labour rights, occupational health and safety, fair treatment at work, regulatory compliance and environmental management.</li> <li>Additionally, within the S-COC, a reporting mechanism has been developed for suppliers to raise ethical concerns while working with or for Lifeblood. This revised S-COC will be progressively rolled out to all suppliers throughout 2025-26.</li> <li>Lifeblood’s Purchasing Policy updated to reflect ESG considerations, including modern slavery.</li> <li>Additionally, a Modern Slavery Supplement has been developed to operate as a guide for Lifeblood staff and suppliers to more clearly understand our approach to identifying, managing, monitoring, and governing modern slavery risks.</li> </ul>

# About Lifeblood

Australian governments fund Lifeblood to provide one of the world's safest supplies of blood, plasma, and biological products to all communities across the country. Our work spans donor engagement, world-class research, and collaboration with healthcare providers to ensure patients receive the critical support they need.

At the heart of our work is the generosity of more than half a million donors. Their selfless contributions are transformed into vital products that provide life-changing outcomes to communities across the country.

## Our products and services

<b>BLOOD PRODUCTS</b>	We collect blood, plasma, and platelets from our donors.	<ul style="list-style-type: none"><li>• Whole blood</li><li>• Platelets</li><li>• Fresh frozen plasma</li><li>• Plasma for fractionation</li><li>• Cryoprecipitate</li><li>• Cryodepleted plasma</li><li>• Modified blood components</li><li>• Serum eye drops</li><li>• Anti-D program</li></ul>
<b>BIOLOGICAL PRODUCTS</b>	We collect other biological products for life-changing treatments.	<ul style="list-style-type: none"><li>• Donated breast milk</li><li>• Faecal microbiota for transplant (FMT)</li></ul>
<b>SERVICES</b>	As a national provider, we also offer specialised testing services, including transplantation and immunogenetics, red cell reference and infectious disease screening and clinical services.	<ul style="list-style-type: none"><li>• Transplantation services</li><li>• Infectious disease testing</li><li>• Australian organ match system</li><li>• Red cell reference and non-invasive prenatal testing</li><li>• Therapeutic blood collection service</li><li>• Biological resource services</li><li>• Research and development</li><li>• International humanitarian services</li><li>• Transfusion education resources</li></ul>

## Our purpose and values

Life-giving donations for life-changing outcomes. Our values reflect what is important to us and guide our interactions with donors, staff, suppliers, and our community.



### STEP UP

We have the courage to act, take ownership of our actions and play our parts with conviction.



### EMBRACE CURIOSITY

We are curious minds, ask questions to deepen our understanding and celebrate the diversity of ideas.



### MOVE TOGETHER

We place our trust in one another, collaborate well and dive into challenging conversations.



### SHOW HEART

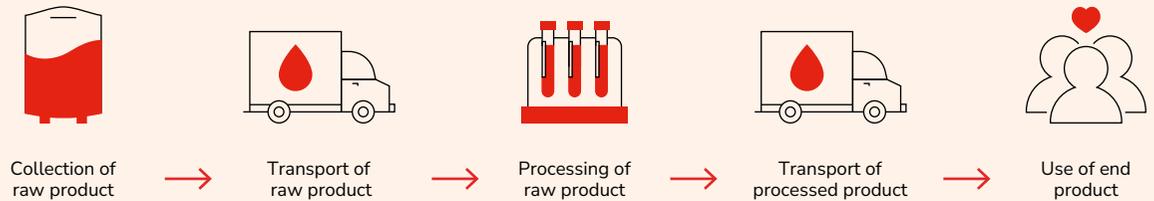
We place wellbeing at the forefront, and express gratitude and care for one another.

## Our value chain

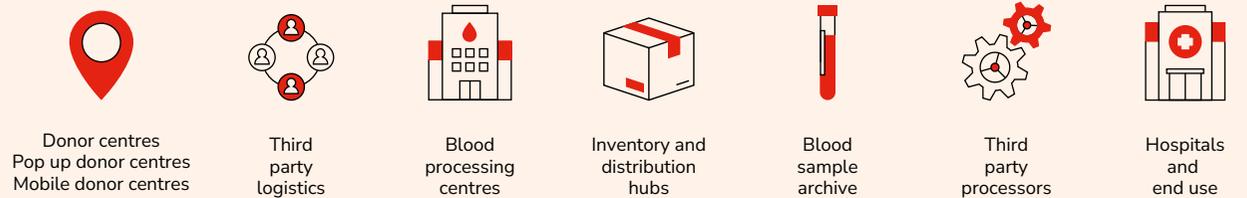
Lifeblood's value chain is built on transforming life-giving donations into life-changing outcomes. It begins with donor engagement where we foster a national movement that recognises and values biological donation. We then collect and process blood, plasma, breast milk, microbiota and other biological products at our world-class facilities. Each donation undergoes rigorous testing and quality assurance to ensure the safety of our products.

Once processed, these products are distributed through a carefully managed supply chain to hospitals and healthcare providers, supporting a wide range of clinical needs. This is enabled by physical and digital infrastructure, natural resources, and strong partnerships across our delivery network. Supporting this is our skilled and purpose-driven workforce, volunteers, and partners who bring our purpose to life and drive innovation at every stage of service delivery.

### LIFEBLOOD COLLECTION PROCESS FLOW



### FACILITIES INVOLVED IN THE PROCESS



## Our organisational governance and structure

Lifeblood is an operating division of the Australian Red Cross Society (Red Cross). The Lifeblood Board reports to the Red Cross Board, which has overall responsibility and oversight and appoints all non-executive board members.

The Red Cross is part of the world's largest humanitarian organisation, which has more than 100 million volunteers in 186 countries. It is independent of government and has no political, religious or cultural affiliation. The Red Cross was established by Royal Charter as an unincorporated society and is registered with independent regulator, the Australian Charities and Not-for-profits Commission, under ABN 50 169 561 394.

Delegated by the Red Cross Board, the Lifeblood Board is responsible for and manages the operations of Lifeblood.

Delivery of the blood supply is governed by the Deed of Agreement with the National Blood Authority (NBA). The NBA is a statutory agency within the Australian Government health portfolio which manages and coordinates the supply of blood products and services.

## Our locations and our people

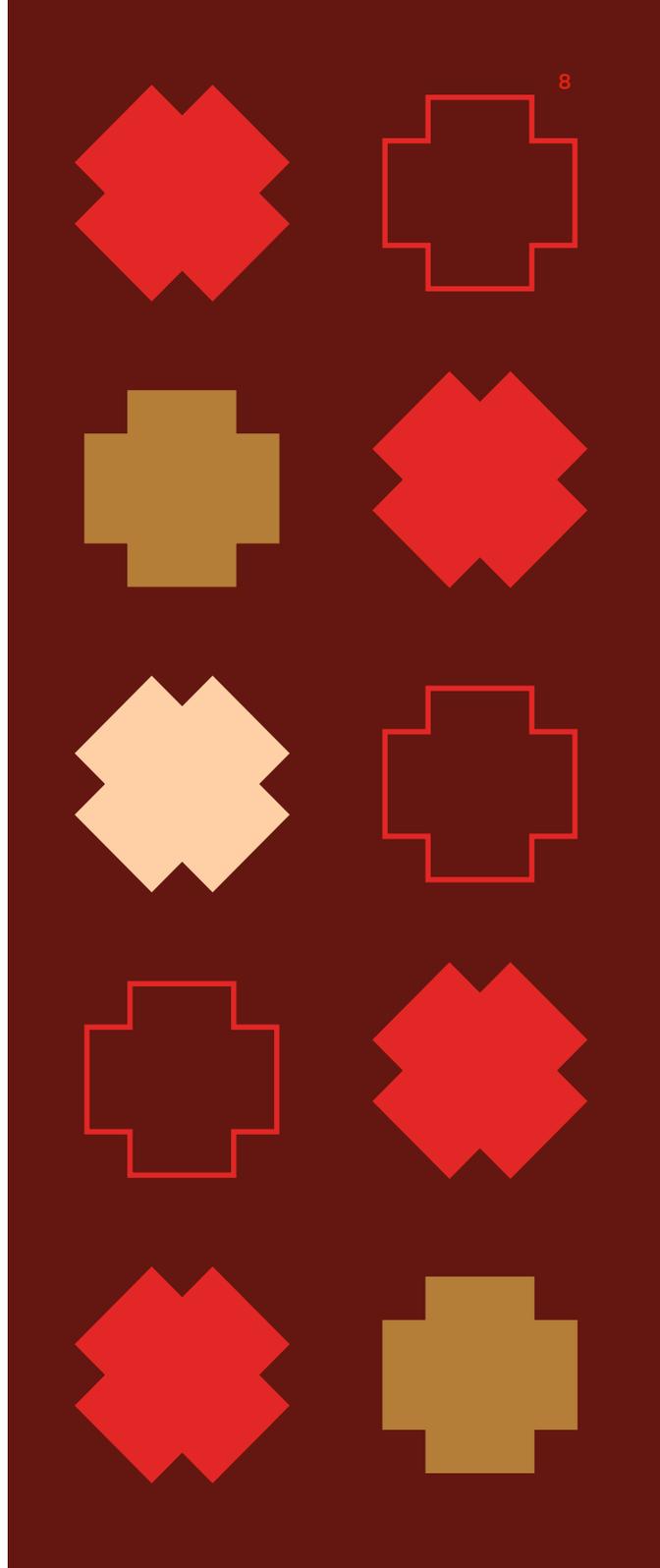
In 2024-25, we employed 4,015 employees with our workforce consisting of nearly equal numbers of permanent full-time and part-time employees. We have a small number of contractors who support our life-giving work as well as 1,550 volunteers. Our people work in a variety of different work settings including donor centres and processing centres, supported by corporate functions.

HOW OUR PEOPLE ARE EMPLOYED	NUMBER OF PEOPLE
Casual	74
Full time	1909
Part time	1896
Contingent workers*	136

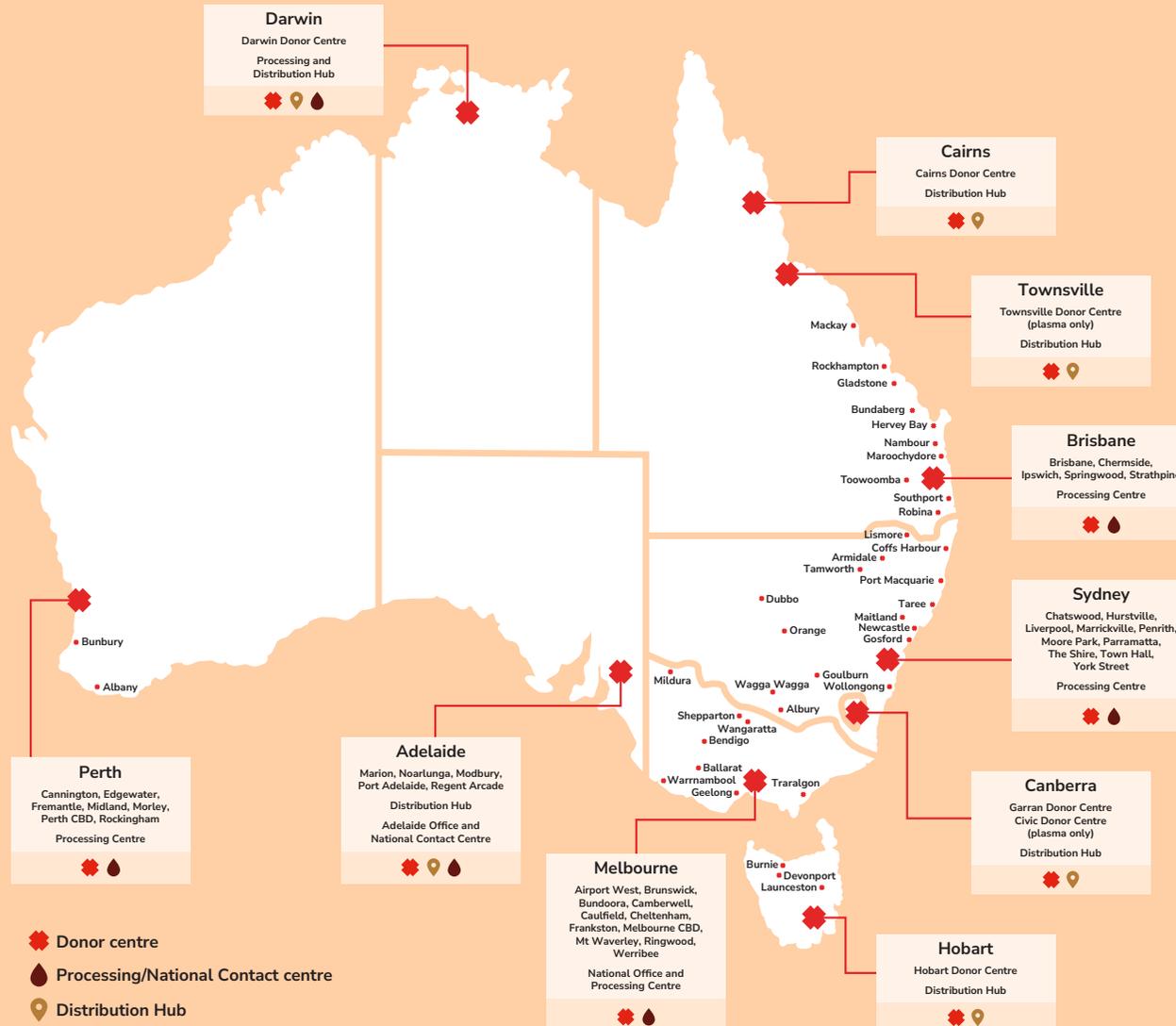
We have major processing facilities in Brisbane, Melbourne, Sydney and Perth, customer distribution hubs in Adelaide, Darwin, and Hobart and a national contact centre in Adelaide, supported by corporate functions locally and nationally.

In 2024-25, we expanded our network and now operate 106 fixed and mobile blood donor centres across Australia. This includes two new static sites, one new mobile donation unit and two new pop-up units.

\*This includes new contingent workers we engaged in 2024-25.



## Our operating sites



## Our supply chain

Lifeblood has relationships with more than 1,200 suppliers, with a 2024-25 spend of more than AUD\$385 million on clinical and non-clinical goods and services. Given the unique nature of our work and role within Australia's health system, we require supplies from a core group of specialist suppliers, many of whom produce these goods overseas.

In 2024-25, approximately 50% of our spend was with our top 18 suppliers, with the top 50 suppliers accounting for 75% of our total supplier spend.

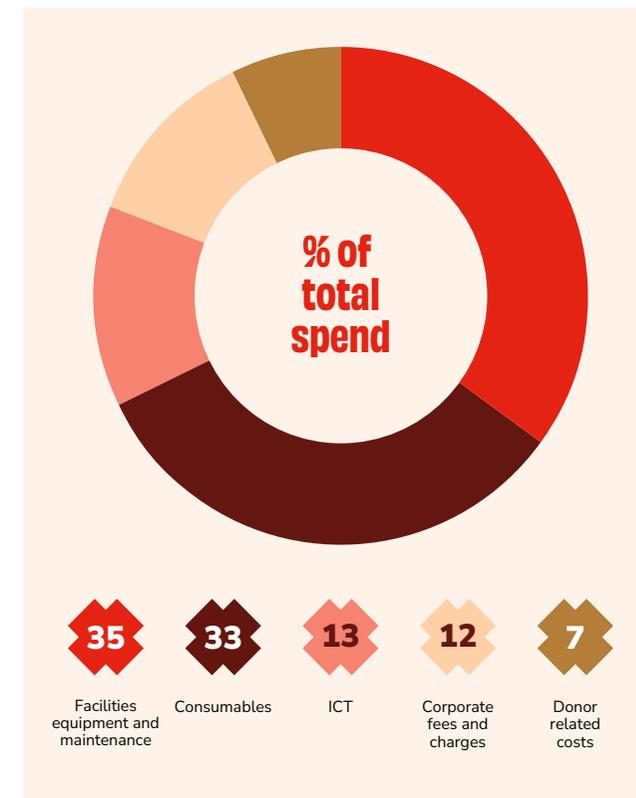
Most of our supplier spend is directed towards Australian-based entities, many of which are also obligated to report under the Modern Slavery Act. Many of these suppliers are subsidiaries of global corporations headquartered overseas, operating across the Asia-Pacific region, South Asia, the Americas, and Europe.

At Lifeblood, we actively monitor our supply chain for potential disruptions arising from geopolitical tensions, manufacturing shortages, shipping constraints, and energy supply constraints. To mitigate these risks and address related challenges, we work closely with our suppliers and across industry collaboration forums to strengthen supply chain transparency and resilience. We continue to map our supply chains to better understand country-of-origin manufacturing locations for our essential consumables and to identify products that may originate in areas with a poor history of labour practices.

Lifeblood's centralised procurement team plays a vital role in supporting the organisation by overseeing the acquisition of goods and services. Its responsibility spans multiple portfolios, including facilities and consumables, corporate needs, and ICT. In addition to managing procurement activities, the team is committed to fostering strong, collaborative relationships with suppliers to enable early identification and intervention in the event of any major supply issues or modern slavery risks.

## Our supply chain continued

CATEGORY	% OF TOTAL SPEND	GOODS AND SERVICES PURCHASED	EXAMPLES OF KEY GOODS AND SERVICES
<b>Facilities, equipment, and maintenance</b>	35%	These costs support our network of collection centres, manufacturing processing centres, and offices. After leasing costs, many of these expenses are labour, like cleaning, waste management and facilities and equipment maintenance services.	<ul style="list-style-type: none"> <li>• Donor centre and laboratory equipment</li> <li>• Office equipment</li> <li>• Utilities</li> <li>• Facilities construction, fit outs and maintenance (including solar panels)</li> <li>• Cleaning and security services</li> <li>• Waste management services</li> </ul>
<b>Medical consumables, including personal protective equipment (PPE)</b>	33%	This category includes medical consumables and laboratory supplies used as part of our blood collection, testing, and processing activities.	<ul style="list-style-type: none"> <li>• Blood bags</li> <li>• PPE such as gloves</li> <li>• Bandages and dressings</li> <li>• Needles and syringes</li> <li>• Chemicals and reagents</li> <li>• Laboratory supplies</li> </ul>
<b>ICT</b>	13%	These items are used by Lifeblood employees. It includes services related to licencing, developing, and programming software, ensuring security and providing technology support to our donors and our people.	<ul style="list-style-type: none"> <li>• Technology hardware</li> <li>• Software licenses and support</li> <li>• Telecommunications services</li> <li>• Data centre services</li> </ul>
<b>Corporate fees and charges</b>	12%	These costs support our overall corporate business functions and operations. They include warehousing, freight for moving our supplies and finished products, professional services, and other indirect services.	<ul style="list-style-type: none"> <li>• Professional services</li> <li>• Insurance</li> <li>• Corporate subscriptions</li> <li>• Warehousing</li> <li>• Air and road freight</li> </ul>
<b>Donor related costs</b>	7%	Including marketing and donor centre expenses, these costs support the network of collection centres for our donors.	<ul style="list-style-type: none"> <li>• Donor centre catering and food products</li> <li>• Marketing services</li> <li>• Promotional materials</li> <li>• Uniforms</li> </ul>



# Governance and policies

## Our commitment to human rights

Lifeblood is committed to protecting and promoting human rights within our operations, our supply chain, and sphere of influence.

Lifeblood is guided by the Australian Red Cross Society's fundamental principles including Humanity - to prevent and alleviate suffering and protect life and health and ensure respect for the human being without discrimination.

We reflect these principles through our core values of "show heart" and "step up", where we take action and put others' wellbeing at the forefront.

## Continuum of involvement

In managing our modern slavery risks, Lifeblood acknowledges the concept of a 'continuum of involvement', per the UN Guiding Principles on Business and Human Rights. These principles explain that companies may either cause, contribute to, or be directly linked to adverse human rights impacts through their operations and business relationships.

CAUSE	CONTRIBUTE	DIRECTLY LINKED	NO INVOLVEMENT
A company may cause modern slavery if its own activities directly result in a modern slavery impact.	A company's actions, even if not directly causing harm, can contribute to modern slavery. This could involve providing resources, financing, or other support to an entity that then engages in human rights abuses.	A modern slavery impact is directly linked to a company's operations, products, or services through its business relationships. For example, a company might contract with suppliers that use forced labour.	A company may not be linked to a modern slavery impact.

Our exposure to modern slavery risks is shaped by the systems, processes, and policies we implement, as well as the extent of our engagement with our employees, suppliers, and their workers. Through initiatives designed to inform, educate, monitor and mitigate human rights risks across our operations and our supply chain, we aim to reduce the likelihood of 'causing', 'contributing to' or being 'directly linked' to modern slavery or other adverse human rights impacts. Where such impacts are identified, our response will be proportionate to our level of involvement and influence, per the table below.

## Responding to impact

CAUSE	CONTRIBUTE	DIRECTLY LINKED
Cease or prevent impact and provide or cooperate in remediation.	Seek to prevent or stop contribution to the impact; use leverage to mitigate any remaining impact and/ or provide for or cooperate in remediation.	Seek to build or use leverage to prevent and mitigate the impact and consider whether to stay in relationship if there is no leverage.

## Modern slavery governance

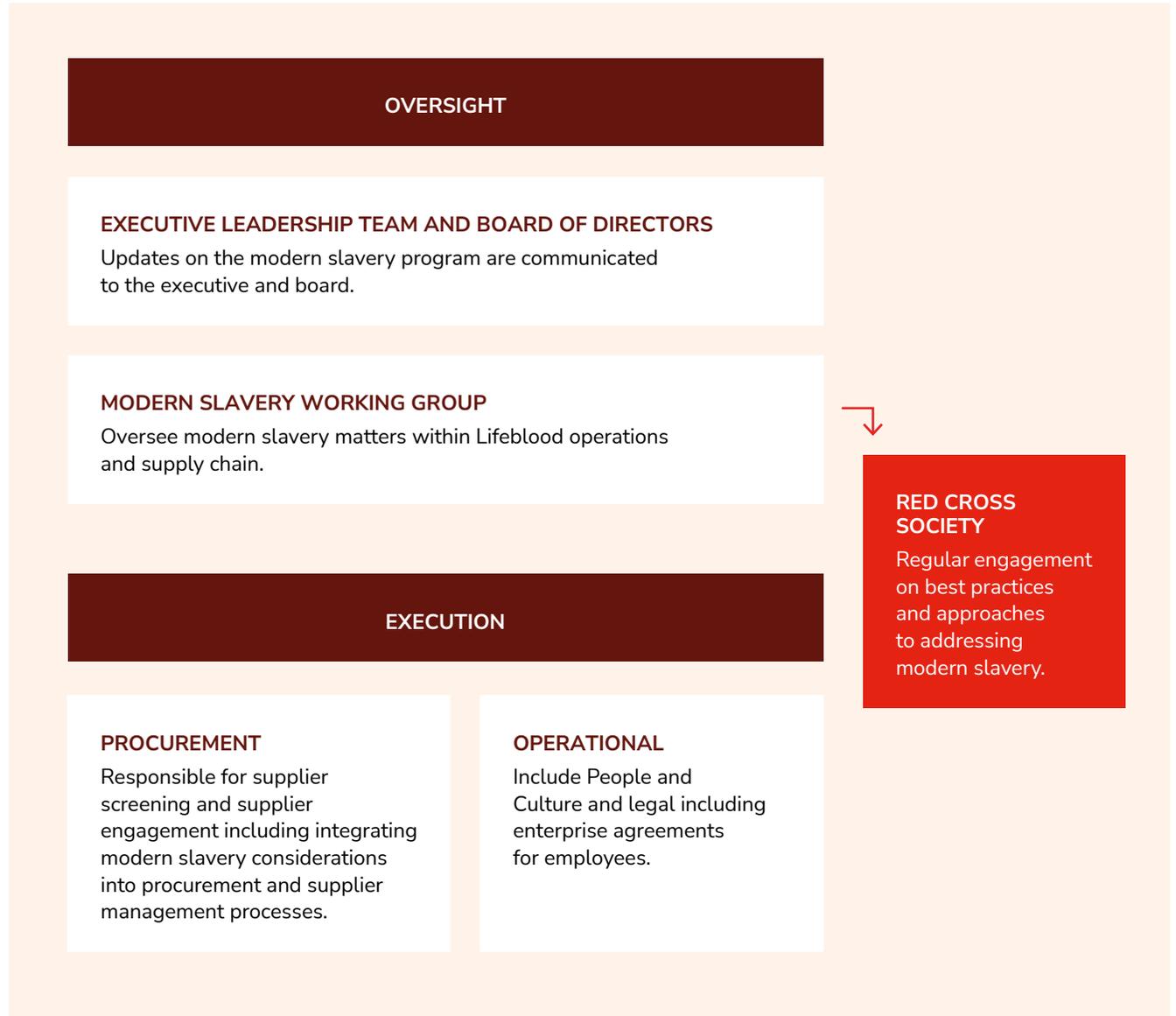
Lifeblood’s modern slavery governance structure remains consistent with previous reporting periods.

Lifeblood’s executive leadership team and board of directors preside over our approach to protecting human rights and modern slavery risks. They are routinely updated with progress on due diligence activities, implementation of controls, challenges, and any actual or potential modern slavery impacts by delegates of the Modern Slavery Working Group.

The Modern Slavery Working Group is responsible for oversight of the operational implementation of Lifeblood’s modern slavery program, including directing Lifeblood’s procurement and operational units to embed relevant systems, processes and controls to identify, monitor, and manage modern slavery risks.

Lifeblood’s procurement and operational units are tasked with day-to-day delivery of our modern slavery program, including supplier screening, due diligence, and embedment of controls, policies and procedures.

Additionally, delegates from Lifeblood’s Modern Slavery Working Group routinely collaborate with our Red Cross Society counterparts to share best practices and improve our approach to addressing modern slavery.



## Policies related to modern slavery risk management

Lifeblood has an established set of policies and procedures that govern our operations. These are revised routinely to fit business needs, including any operational or functional updates. The policies and procedures relate to our management of potential human rights issues regarding our employees, our supply chain and business operations, and include but are not limited to:

<b>RED CROSS PARTNERSHIP PROTOCOL</b>	In line with the Red Cross Partnership Protocol, we do not engage with businesses or affiliates of: <ul style="list-style-type: none"> <li>• Manufacturers or sellers of arms and ammunition, or</li> <li>• Pornography companies, products and events.</li> </ul>
<b>TREASURY AND INVESTMENT POLICY</b>	We use ethical investment screening guidelines during the portfolio construction process which exclude those organisations that generate revenues in the categories described above (Partnership Protocol) or operate counter to human and labour rights.
<b>WHISTLEBLOWING MECHANISMS</b>	Our Whistleblower Policy supports our 'safe to say' culture where people feel safe and are encouraged to speak up on matters that concern them. Our people can contact a dedicated 24/7 hotline run by an external provider, Stoline. It is also available for anonymous disclosures by suppliers, donors and members of the public, including in relation to modern slavery.
<b>LIFEBLOOD'S CODE OF CONDUCT</b>	Our Code of Conduct states that people are expected to act in the best interests of Lifeblood and respect other people through our actions.
<b>SUPPLIER CODE OF CONDUCT (S-COC)</b>	Our S-COC outlines our minimum expectations for ethical conduct from our suppliers. This includes managing modern slavery risks, ensuring fair treatment and equal opportunity, and upholding business integrity. Our S-COC has been updated in 2024-25 to more clearly articulate our expectations of suppliers regarding worker rights and other priority areas.
<b>PURCHASING POLICY</b>	Our Purchasing Policy provides guidance that our people making purchasing decisions must act in a manner consistent with our Delegations Policy, Guide to Ethical Decision Making, and our Supplier Code of Conduct, that also meets our obligations to governments, and aligns with our values as an operating division of the Australian Red Cross Society.
<b>ENVIRONMENT, SOCIAL, GOVERNANCE (ESG) POLICY AND MODERN SLAVERY SUPPLEMENT</b>	Our ESG Policy outlines our guiding principles and ESG goals that Lifeblood is committed to and considers relevant to our business. This includes engaging with our existing and future suppliers by communicating our expectations for their management of modern slavery risks. It also provides guidance for our staff on modern slavery disclosure. Additionally, we have developed a Modern Slavery Supplement to support our ESG Policy. This Supplement serves as a handbook for Lifeblood personnel and suppliers to more clearly understand our approach to identifying, managing, monitoring, and governing modern slavery risks.
<b>DIVERSITY, EQUITY AND INCLUSION (DEI) IMPLEMENTATION PLAN</b>	Our DEI Implementation Plan is a mechanism to enable organisational accountability in making meaningful and sustained DEI progress. The plan highlights Lifeblood's commitment to inclusion, diversifying employee, donor and community experiences, and creating a place of belonging for everyone.
<b>WORKPLACE BEHAVIOUR POLICY</b>	Lifeblood's Workplace Behaviour Policy reinforces our commitment to ensuring our workplaces are free from discrimination, harassment, sexual harassment, bullying, vilification, victimisation, racism and occupational violence.
<b>RISK MANAGEMENT FRAMEWORK</b>	Our risk management framework identifies, assesses, mitigates, and monitors risks within Lifeblood. We continuously monitor and regularly update the modern slavery and human rights risks in our risk management framework.

# Risk assessment

## How we identify potential risks of modern slavery in our operations and supply chains

We apply a risk-based approach that focuses on key criteria to understand which of our operational sites and suppliers may operate in the context of higher inherent human rights risks. The primary criteria taken into consideration when performing our risk assessments are:

- Geographic location – we consider whether products or services involve higher-risk locations where modern slavery may be more prevalent.
- Industry classification / procurement category – we consider whether the products or services involve higher-risk sectors for modern slavery.

Lifeblood’s capacity to perform detailed modern slavery risk reviews of each of our operational sites and more than 1,200 suppliers on an individual basis is limited and so the risk-based approach is used.

### Risks in our operations

The inherent modern slavery risks for our direct workforce continue to be very low. The lower risk of forced labour, child labour, and other forms of modern slavery in Australia, combined with our strong policies, governance, and grievance processes, contribute to our assessment of low modern slavery risks in our workforce.

Additionally, the majority of our workforce is directly employed by Lifeblood, giving us clear oversight of their employment terms and conditions. These are outlined in individual employment contracts or enterprise agreements and governed by relevant industrial mechanisms in accordance with Australian legislation.

Lifeblood’s operations and workforce have not changed significantly since our last statement and due to the low-risk rating, our risk management efforts have focused mainly on our supply chain risks.

The table below outlines our operational risks.

EMPLOYMENT TYPE	DESCRIPTION	RISK LEVEL
<b>Lifeblood direct workforce</b>	<p>All Lifeblood employees have a written employment agreement and are paid directly by Lifeblood through wages and entitlements. Most of our workforce is covered by an enterprise agreement which specifies their terms and conditions of employment, which is underpinned by a Modern Award. These agreements are approved by the Fair Work Commission and must meet minimum standards. Additional employment benefits are defined in our internal policies.</p> <p>Employees have the freedom to choose whether to join a trade union. Lifeblood maintains constructive relationships with many unions, including the Australian Nursing and Midwifery Federation, Professionals Australia and the Health Services Union.</p>	<b>Very low</b>
<b>Lifeblood volunteers</b>	<p>As part of providing a safe and fair volunteering environment, we have a range of policies, procedures and training resources that guide how we manage volunteer-related workplace risks. All volunteers who join Lifeblood receive an informational booklet and sign a volunteer agreement transparently outlining Lifeblood’s expectations and requirements of volunteers, as well as volunteers’ rights and responsibilities.</p> <p>During onboarding, Lifeblood personnel support volunteers to complete structured training on issues such as safety, workplace culture and inclusivity, bullying and harassment, and corruption to uphold Lifeblood’s standards for ethical conduct and respectful behaviour. Volunteers also have access to Lifeblood’s organisational grievance processes to escalate concerns.</p>	<b>Very low</b>
<b>Contingent workers</b>	<p>Contingent workers are employed via an agency or a supplier of recruitment related services including staff augmentation<sup>1</sup>. Professional services firms or vendors often offer staff augmentation services and therefore can also supply contingent workers to Lifeblood. A contingent worker is hired to perform a specific role at Lifeblood on a temporary basis. Contingent workers are not paid by Lifeblood, receiving wages and other entitlements from the agency or supplier, which invoices Lifeblood. Contingent workers are covered by Lifeblood’s corporate policies and Code of Conduct. They also have access to our whistleblower mechanism via Lifeblood’s Whistleblower Policy, enabling them to speak up about concerns including modern slavery.</p>	<b>Low</b>

<sup>1</sup> Staff augmentation is a type of outsourcing model that uses temporary workers to fill short-term job positions within an organisation.

## Risks in our supply chain

Lifeblood is aware that our major inherent modern slavery risks sit within our supply chain. We procure goods and services across a variety of industries and sectors, some of which are regarded as higher risk for modern slavery due to the prevalence of low-skilled or migrant labour and substandard working conditions deeper in supply chains. We are committed to identifying, monitoring, and effectively managing such known or suspected modern slavery risk within our supply chain and seek to engage our suppliers collaboratively to assist with these efforts.

In 2024-25, we embedded a modern slavery inherent risk tool to support our assessment of our major modern slavery risks. We use this tool to analyse the inherent risks associated with certain industries, procurement categories, and geographies, providing a general profile of areas within our supply chain warranting further attention. This process is also informed by ongoing monitoring of media reporting and discussions about managing modern slavery risks with key suppliers and stakeholders (such as the Red Cross).

The industries we have identified as presenting the highest inherent risk of modern slavery within our supply chain are described below. These industries are associated with key sector or workforce-related risk factors that may elevate the inherent risk of modern slavery or have been linked to known instances of modern slavery by the media or civil society publications.

HIGHEST RISK INDUSTRIES	MODERN SLAVERY RISK FACTORS ASSOCIATED WITH THE INDUSTRY
<b>Health Care Supplies, including medical consumables and personal protective equipment (PPE)</b>	<ul style="list-style-type: none"> <li>Extended manufacturing supply chain linked with high-risk geographies</li> <li>Labour intensive work subject to cost reduction and production volume pressures</li> <li>Use of outsourcing and labour hire arrangements</li> <li>Presence of vulnerable workers, such as sub-contracted or migrant labour</li> </ul>
<b>Diversified support services, including facilities, cleaning and security contractors</b>	<ul style="list-style-type: none"> <li>Use of sub-contracting and labour hire arrangements</li> <li>Lower skilled, higher labour intensity work</li> <li>Presence of vulnerable workers, such as sub-contracted or migrant labour</li> </ul>
<b>Clothing manufacturing and / or textile product wholesaling (including uniforms)</b>	<ul style="list-style-type: none"> <li>Extended manufacturing supply chain linked with high-risk geographies</li> <li>High labour intensity work subject to cost reduction and production volume pressures</li> <li>Use of outsourcing and labour hire arrangements</li> <li>Use of high-risk raw materials, such as cotton</li> </ul>
<b>Computer and electronic office equipment manufacturing</b>	<ul style="list-style-type: none"> <li>Extended manufacturing supply chain linked with high-risk geographies</li> <li>Labour intensive work subject to cost reduction and production volume pressures</li> <li>Use of outsourcing and labour hire arrangements</li> <li>Use of high-risk raw materials, such as conflict minerals</li> </ul>
<b>Solar panels</b>	<ul style="list-style-type: none"> <li>Global polysilicon supply chain linked with high-risk geographies</li> <li>Components associated with forced and prison labour in the Xinjiang region are deeply embedded within the majority of the global solar supply chain</li> </ul>
<b>Catering services (including products containing cocoa and palm oil)</b>	<ul style="list-style-type: none"> <li>Use of labour hire arrangements for seasonable work</li> <li>Lower skilled, higher labour intensity work</li> <li>Presence of vulnerable workers, such as children, temporary workers or migrant labour</li> <li>Use of high-risk agricultural products</li> </ul>

Additionally, non-full time equivalent (FTE) contractors, who provide services to Lifeblood, are considered supply chain risks as they are deemed purchased services. High-risk non-FTE contractors include cleaning and transport services. We engage suppliers in these categories through our Modern Slavery Assessment initiative, through which we gather information on their workforce management practices and the labour conditions of non-FTE contractors. Through our contractual arrangements, these suppliers are also required to acknowledge and agree to abide by Lifeblood's S-COC, which includes our minimum expectations with regards to managing modern slavery risks for their own workforces and supply chains.

## Notifications

In the current reporting period, we received a notification from one of our suppliers of potential breaches of modern slavery in our supply chain.

In May 2025, Lifeblood was notified of alleged labour standards issue within our supply chain. Our supplier advised that they were aware of the allegations and were working with their sub-contractor to verify the allegations. In July 2025 the sub-contractor addressed the concerns raised by employees, including the renewal of the workers' visas and expediting paying back the recruitment costs they incurred. As an expression of the company's enhanced commitment to more effective workplace social dialogue to prevent future disputes, the sub-contractor has set up an independent hotline to receive workers' concerns.

Through our supplier engagement program, Lifeblood has conducted ongoing dialogue with our supplier in relation to the alleged labour standards breach, including regular reviews of progress on discussions with the independent third-party manufacturer. The supplier maintains that they require all their independent third-party manufacturers to comply with their Supplier Code of Conduct, prohibiting poor labour practices, and that their suppliers must demonstrate compliance through undertaking independent audits of their operations. Lifeblood reported the notification to the Red Cross when it became aware of the issue and kept the Red Cross briefed on this matter and its resolution.

At the time of writing this Statement, with respect to the suppliers and products assessed, other than the notification listed, we did not identify any modern slavery issues or concerns within the results of our modern slavery assessment. As part of our risk management framework, we continue to monitor and re-assess suppliers for any potential change in risk.



# Actions taken to address modern slavery

We continue to strengthen our actions for managing modern slavery and human rights risks across both our supply chain and our direct operations.

## Supply chain practices

### SUPPLIER SCREENING AND DUE DILIGENCE

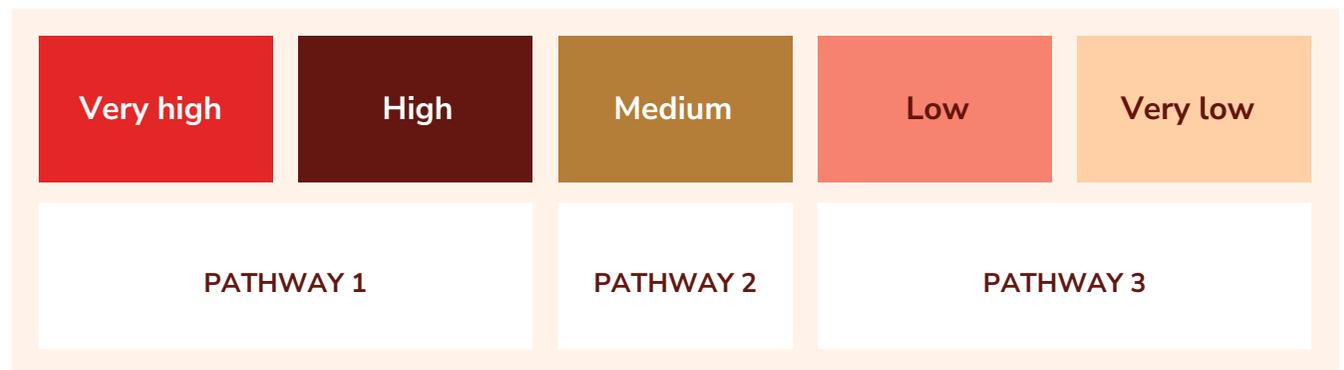
Before engaging with an external party including our suppliers, we screen for risks by assessing industry type, organisational values, brand alignment and any history of illegal activity or human rights abuses. A risk evaluation questionnaire, available through our national software system, is a compliance requirement.

Our standard tender due diligence processes include questions related to vendors' approach to modern slavery, such as steps taken to identify key modern slavery risks and the existence of policies, due diligence systems, and grievance mechanisms that address these risks. All suppliers are also required to acknowledge their responsibility to identify and mitigate risks of modern slavery in their operations and supply chains and meet Lifeblood's minimum expectations in relation to modern slavery in line with our S-COC, which has been updated in 2024-25 to more explicitly articulate our expectations around labour rights, occupational health and safety, fair treatment at work, regulatory compliance, and environmental management.

Lifeblood's standard contractual terms and conditions outline suppliers' obligations to comply with all modern slavery laws and endeavour to identify and mitigate risks of modern slavery in its own operations and supply chain. Suppliers are also required to notify Lifeblood of any potential modern slavery issues of which they become aware in their operations and supply chain and advise of their actions to rectify non-conformances. If we become aware of any breach to the terms outlined in our human rights clause, we first work with the supplier to review and

remedy the non-conformance. In cases where the breach is unable to be remedied, Lifeblood may then terminate the supplier agreement. These terms are included in all supplier contracts using Lifeblood's agreement template, representing most of our contracts with suppliers.

Additionally, for both new and existing suppliers deemed to fall within the 'very high' or 'high' risk categories based on our inherent risk assessment, additional due diligence is undertaken, under Pathway 1.



Pathway 1 commences with a detailed supplier questionnaire focussing on specific risks in suppliers' workforces and supply chains, seeking to assess the sufficiency of suppliers' existing modern slavery controls to mitigate these risks.

Suppliers deemed medium risk may receive a simplified set of questions, under Pathway 2, to determine if and how high-risk indicators are managed by suppliers. If responses indicate elevated risks, prospective suppliers are realigned to higher risk.

Following the completion of these surveys, Lifeblood reviews suppliers' responses to identify potential risks for further follow up. These conversations often result in raising suppliers' awareness of key modern slavery issues or identifying areas where suppliers can improve their risk mitigation or labour practices going forward.

In 2024-25:

- 36 suppliers completed Modern Slavery Assessments
- 31 suppliers completed a Modern Slavery Re-Assessment
- All instances where Lifeblood identified risks in questionnaire responses were resolved through ongoing engagement with suppliers. Based on these conversations, Lifeblood determined that no red flags raised in questionnaire responses were associated with non-conformances.

This year we focused on engaging with suppliers in inherently high-risk industries such as solar and contingent labour hire organisations including some smaller suppliers. While many suppliers acknowledged they are still early in their own modern slavery risk management journeys, this was a valuable exercise to promote awareness of modern slavery risks, reinforce Lifeblood's commitment to promoting ethical conduct in its supply chain, and encourage continuous improvement. Modern Slavery Assessment program program is designed for suppliers to complete a re-assessment every two years and for the 2024-25 reporting period, Lifeblood re-assessed suppliers from our 2022-23 assessment period also of high-risk

commodities to maintain an up-to-date understanding of their modern slavery risk exposure.

Since Lifeblood commenced Modern Slavery Assessments, Lifeblood has completed 185 assessments, across 115 individual suppliers, representing a spend profile of our suppliers in excess of AUD\$200m.

Where additional monitoring of specific suppliers is required, Lifeblood may prepare a Modern Slavery Risk Management Plan to focus in on specific actions for suppliers to address. This may include risk factors that were previously unmanaged, or to improve the maturity of the supplier's existing governance and due diligence controls. This seeks to provide Lifeblood with greater confidence that risks are appropriately managed while elevating the profile of modern slavery for our suppliers and driving enhanced commitment.

### **SUPPLIER ENGAGEMENT – STRATEGIC SUPPLIERS**

At Lifeblood, we recognise the importance of working with our suppliers to elevate industry-wide identification of modern slavery risks. 30% of Lifeblood spend forms part of our supplier relationship management program, which includes sustainability and modern slavery risk management. Modern slavery is a standing agenda item in our annual meetings with key suppliers. In 2024-25, we held several briefing sessions, including our annual virtual Supplier Briefing Forum. Hosted by our Director, Strategic Procurement and joined by Executives including our Head of Sustainability ESG, the 2024 Strategic Supplier Forum provided Lifeblood's suppliers the opportunity to hear updates on our Sustainability ESG Roadmap and ask questions about how they can support Lifeblood's efforts to better understand and address modern slavery in our shared supply chains.

We regularly review our suppliers' modern slavery assessments and engage openly about key areas and opportunities for uplift.

### **APPROACH TO REMEDIATION**

Lifeblood is committed to working with our suppliers to improve labour practices throughout our supply chain and, where relevant, ensure harm to workers is remediated if we identify non-conformances or areas for improvement. We engage directly with relevant suppliers on issues and plans for remediation in cases where we become aware of a potential non-compliance through a variety of avenues, including supplier self-disclosure, our whistleblower hotline or media reports. Additionally, we have embedded a reporting mechanism in our S-COC for suppliers to raise ethical issues while working with or for Lifeblood.

Other than the notification documented in this Statement, in 2024-25, Lifeblood did not become aware of any modern slavery issues in our supply chain.

## **Operational practices**

### **ESG PROCUREMENT ROADMAP AND MODERN SLAVERY ACTION PLAN**

In 2023-24 we engaged a third-party consultant to undertake a maturity and gap assessment of our modern slavery program and developed an action plan to improve our maturity for managing modern slavery risks. This 2024-25 Modern Slavery Statement captures the actions Lifeblood has taken in the first year of implementing this plan. More information on the modern slavery action plan, how it contributes to our broader ESG procurement roadmap, and key actions for subsequent years is provided in the following sections.

### **STAFF TRAINING AND AWARENESS**

We have a modern slavery intranet page to provide our people with resources and updates on current activities we're undertaking to help prevent modern slavery. This is due to be refreshed early in 2025-26. Additionally, we have collaborated with the Red Cross to evaluate opportunities to share training and tools to strengthen modern slavery awareness within specific Lifeblood business functions.

# Effectiveness of our actions

To measure the effectiveness of our actions in addressing modern slavery, we have undertaken the following:

## EXTERNAL REVIEW

Lifeblood has engaged a third-party consultant to conduct a current state maturity assessment of Lifeblood's approach to sustainable procurement, including how we currently identify and mitigate supply chain risk through our modern slavery program. The review considered our maturity against the ISO20400 levers for sustainable procurement including drivers, policies, risk assessment, systems and processes, governance, supplier management, and reporting, and was completed in 2024-25.

Findings from this assessment indicated our current approach to managing modern slavery is generally at a developing maturity level. We identified several key opportunities to progress towards an established level of maturity, including formalising a more systematic approach to risk-based due diligence for all suppliers and further empowering non-procurement personnel involved in sourcing and contract management activities with role-specific training and enabling tools.

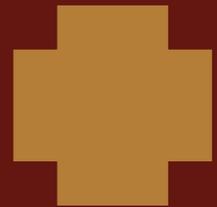
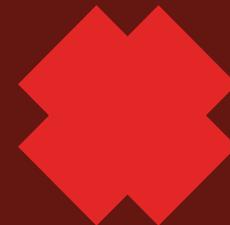
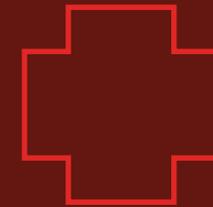
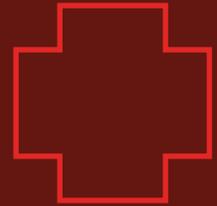
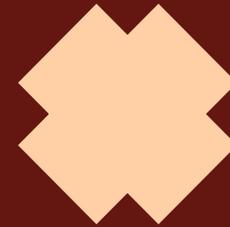
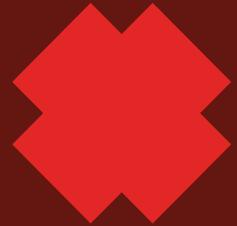
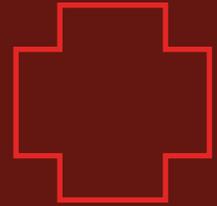
This assessment produced a range of short- and medium-term actions, captured on the following page, which we have been responding to, reviewing our progress and assessing our overall modern slavery maturity.

## WORKING GROUP

Our multi-disciplinary team convenes regularly to assess the effectiveness of our actions, identify modern slavery risks within our operations and supply chains, and track the progress of our modern slavery program.

## EXTERNAL COLLABORATION

We collaborate closely with our counterparts in the Red Cross to exchange best practices and strengthen our approach to addressing modern slavery.



# Our strategy moving forward

We're committed to improving our modern slavery program and delivering on our modern slavery action plan. Addressing actions under horizon one will see us complete the suite of actions marked for 2024-25 and 2025-26. We have outlined additional actions over horizon two and three, designed to further enhance our modern slavery maturity.

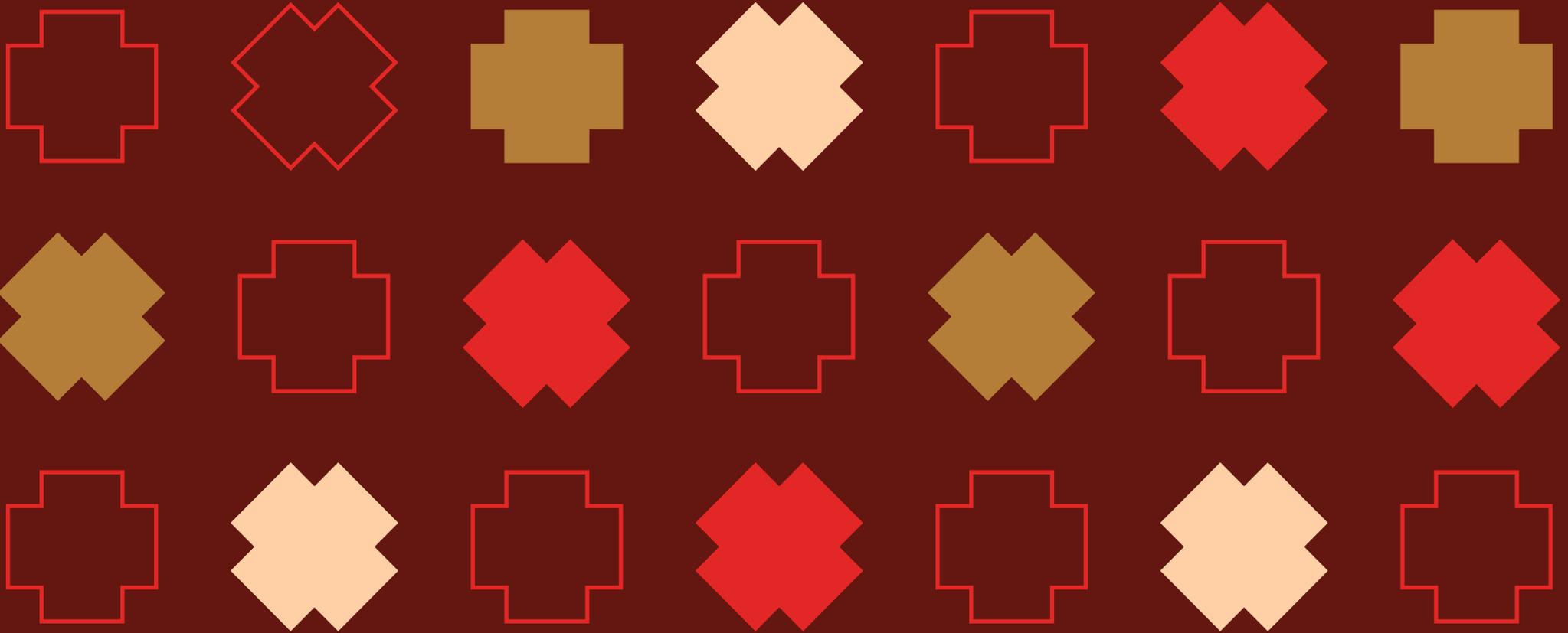
	HORIZON ONE (2024/25-2025/26)	HORIZON TWO (2026/27-2027/28)	HORIZON THREE (2028/29-2029/30)
<b>Supply chain practices</b>	<ul style="list-style-type: none"> <li>Conduct and enhance inherent risk assessment across full supply chain</li> <li>Further implement supplier due diligence process for higher risk suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Extended supply chain modern slavery risk assessment (e.g. Tier 2)</li> <li>Develop supplier audit program including KPIs</li> </ul>	<ul style="list-style-type: none"> <li>Implement supplier audit program</li> <li>Review outcomes of supplier audits</li> </ul>
<b>Operational practices</b>	<ul style="list-style-type: none"> <li>Develop role-specific modern slavery training</li> <li>Collaborate with other blood operators internationally for supplier due diligence on higher risk categories</li> <li>Refresh our Supplier Code of Conduct</li> <li>Develop a sustainable purchasing policy and handbook</li> </ul>	<ul style="list-style-type: none"> <li>Expand modern slavery training</li> <li>Raise Lifeblood awareness of modern slavery risks and proficiency in identification</li> </ul>	<ul style="list-style-type: none"> <li>Review outcomes and impact of modern slavery training and awareness programs</li> <li>Adjusting and implementing continuous improvements</li> </ul>

# Appendix

## Mandatory reporting criteria of the Modern Slavery Act

The Statement addresses the mandatory reporting criteria of the *Modern Slavery Act 2018 (Cth)* in the following sections:

MODERN SLAVERY ACT REQUIREMENT	SECTION IN THIS STATEMENT
<b>1. Identify the reporting entity</b>	Statement on the reporting entity (2) Our governance and structure (8)
<b>2. Describe the reporting entity's structure, operations and supply chains</b>	About Lifeblood (6-10)
<b>3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls</b>	Risk assessment (14-16)
<b>4. Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes</b>	Actions taken to address modern slavery (17-18)
<b>5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks</b>	Effectiveness of our actions (19)
<b>6. Describe the process of consultation with any entities that the reporting entity owns or controls</b>	Modern slavery governance (12)
<b>7. Any other information that the reporting entity, or the entity giving the statement, considers relevant.</b>	Our strategy moving forward (20)



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