

Modern Slavery Statement

Introduction

This statement covers the activities of Melba Support Services Ltd (ABN 39 848 842 276, ACN 676 329 418) (Melba) (and its controlled entities Melba Support Services Australia (ABN 98 627 972 605) and the Trustee for the Argyle Street Trust (ABN 96 370 947 921)) to understand and implement actions to minimise the risk of modern slavery and human trafficking in our operations and supply chain.

This is a mandatory Modern Slavery Statement (Statement) for Melba, having met the income threshold contained within the Modern Slavery Act 2018 (Cth) (Act) for the first time in 2019/20. Melba made its first Modern Slavery Statement in 2024. From 2026, Melba will make these statements annually.

The purpose of this Statement is to outline our approach to ensuring that Melba has robust frameworks and processes in place to minimise the risk of modern slavery in our business operations and supply chain.

Preparation of this statement is consistent with our organisational value of Human Rights. Human rights values underpin everything that we do. We see this as a vital component of how we support people. Values based leadership gives us a clear framework for making decisions minute by minute, hour by hour and day by day. We treat all people with humility and compassion.

Our business

Melba is an Australian public company, limited by guarantee, incorporated and domiciled in Australia under the Corporations Act 2001 (Cth).

Melba:

- is registered as a charity with the Australian Charities and Not-for-profits Commission (ACNC).
- is classified as an NDIS provider under the NDIS Act 2012 (Cth)
- is classified as a Health Services Provider under the Income Tax Assessment Act 1997 (Cth).
- is endorsed as a Deductible Gift Recipient and is eligible for certain tax concessions.
- acts as the Trustee of the Argyle Street Trust (Trust). The purpose of the Trust is to commission and provide high quality housing for our people supported.

Established in 1972, Melba is a Victorian based, independent, not-for-profit organisation working to support people to live a fabulous life. 'The Melba Way' is how we go about doing this. The Melba Way honours and sustains each individual's uniqueness by creating, maintaining and refining an individualised service. We do this one person at a time. Our approach is driven by the people we support and is built on a human rights values-based framework. Please refer to our website at www.melbasupport.com.au.

Respect for human rights is fundamental to our values and the long-term sustainability of our business, and to the wellbeing of the communities in which we operate. At Melba, this means doing business in a way that acknowledges and respects the rights of our people, community and service providers to be free from practices of modern slavery, including forced labour, human trafficking and child labour.

Melba is committed to complying with the labour rights standards, legislation and statutory requirements in Australia. Further, Melba is committed to acting ethically and with integrity in all business dealings, and to ensuring its service providers and suppliers comply with the labour rights standards, legislation and statutory requirements in the countries in which they operate.

Modern Slavery Statement

People we support

If people we support provide a service to Melba, for example by participating in our marketing campaigns, we ensure appropriate compensation for the participation provided.

Our operations and supply chain

Our key operations and the associated supply chains are as follows:

Services and supports:

- Supported Independent Living
- Supported Temporary Accommodation
- Specialist Disability Accommodation
- Individualised 1:1 supports
- Supported Day, Recreational Activities
- Holiday/Vacations
- Human Rights and Practice Innovation
 - Practice, Quality & Safeguards
 - Positive Behaviour Support services
 - Complex Health supports

Corporate functions:

- Organisational Transformation
- Finance
- Information Technology
- Human Resources
- Marketing & Communications
- Legal and Secretariat

Core supply chains:

- Contractors and sub-contractors who assist to deliver services to our community
- Contractors and sub-contractors who assist to maintain our assets
- Vehicle retailers/wholesalers for supply of fleet vehicles
- Technology (hardware, software and cloud services)
- Professional services consultants who provide a service directly to Melba
- Office consumables

Our approach

Melba has zero tolerance for any form of slavery-like practices. We have established the following governance process to provide the Board oversight of the implementation phase as we embed requirements into Melba's existing financial governance processes:

- The Finance (Procurement) Team will continue to consult with the operational areas of the business to assist with the assessment of modern slavery risks;
- Melba recognises modern slavery as a risk within its operations and supply chain. This risk will be identified, monitored and reviewed regularly through responsible procurement processes and ongoing business risk assessment activities; and
- Reports will be made annually to Melba's Finance, Audit, Risk Management Committee on compliance against this Statement.

Our policies and procedures

Modern Slavery Statement

We have formal policies already in place that are intended to promote ethical and legally compliant business conduct. Our policies contribute to our commitment to prevent violations of human rights such as modern forms of slavery in our business including our Code of Conduct, Whistleblower Policy and Procurement Policy. We are working on implementing robust procurement and legal processes to minimise the risk of modern slavery occurring in our operations and supply chain. From 2024, we have required that new supply contracts include Modern Slavery clauses in their terms and conditions. Melba will shortly be introducing a Modern Slavery Risk and Compliance Questionnaire for suppliers and will be developing an internal Modern Slavery Compliance Register to monitor the responses to the Questionnaire. Suppliers will be asked to provide a current Modern Slavery Statement (where applicable) or detail the controls they have in place to identify and manage modern slavery risks across their operations and supply chains.

Potential risks in our operations and supply chains

We engage in a review of potential risks of modern slavery practices across our operations and supply chains as contracts are entered or renewed. This contract review approach will soon be formalised with the introduction of the Modern Slavery Risk and Compliance Questionnaire, introduced during supplier onboarding, contract renewal and where changes to operational services occur. During the assessment process, we consider whether our activities and supply chain relationships may cause, contribute to, or be directly linked to modern slavery risks. This includes consideration of relevant risk factors such as sector and industry characteristics, types of goods and services procured, geographic locations and supplier business models.

Melba has identified that operational activities directly undertaken by our employees and governed by our internal policies present a low risk of modern slavery. Our primary modern slavery risk exposure relates to the procurement of goods and services including IT equipment and systems, furniture and whitegoods, office stationery and consumables and printing services.

Addressing the risk of modern slavery practices

We are incorporating our approach to address the various risks of modern slavery practices in our corporate governance processes e.g., procurement, legal, contracts and risk management. This will help ensure that our organisation has robust and effective processes that are firmly embedded in how we do business.

Melba's procurement request for proposal template, service agreements and purchase order terms and conditions have been constructed to help ensure that our service providers are meeting their modern slavery obligations.

Future commitments

Over the next year, our key focus areas will be:

- Continuing the ongoing assessment of our modern slavery supply chain risks, including asking suppliers for Modern Slavery Statements or control measures;
- Drafting and incorporating clauses into our supply contracts requiring commitments and warranties around preventing slavery from our suppliers;
- Considering appropriate stakeholder engagement on this issue. This will include delivering appropriate awareness training sessions on modern slavery principles to relevant Melba staff ; and
- Incorporating requirements into existing procurement processes.

This Statement was approved by Melba's Board of Directors on 21 April 2026.

Sonia Sharp

Sonia Sharp (Board Chair)