

MODERN SLAVERY STATEMENT

for the reporting year ended 30 June 2024



INTRODUCTION

The Blue Network group of companies understand that freedom from slavery is a fundamental human right under the UN Guiding Principles on Business and Human Rights (UN Guiding Principles) and entities have a responsibility to respect human rights in their operations and supply chains.

This Modern Slavery Statement is made pursuant to the requirements of the Australian Modern Slavery Act 2018 (Cth) (the Act). It outlines the actions the Blue Network group of companies have taken during the financial year ending 30th June 2024 to identify, assess, and address risks of modern slavery in our operations and supply chains. We are committed to respecting human rights and ensuring that modern slavery does not occur in any aspect of our business.

THE REPORTING ENTITY

This Modern Slavery Statement is prepared on behalf Blue Network Holdco Pty Ltd ACN 670805820 parent company of a consolidated group of wholly owned subsidiaries:

- All Plan Management Pty Ltd ACN 664222753
- Crux Management Services Pty Ltd ACN 165823227
- Southern Cross Support Services Pty Ltd ACN 151293515
- Programmed Health Professionals ACN 007141531
- Clincare Pty Ltd ACN 093294332
- National Home Nursing Pty Ltd ACN 626504941



OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

STRUCTURE

Blue Network Holdco Pty Ltd ACN 670805820 is an Australian Propriety Company, Limited by Shares.

Blue Network Holdco Pty Ltd.'s registered office is in Bundaberg, Queensland.

Blue Network Holdco Pty Ltd controls several operating subsidiaries including:

- All Plan Management Pty Ltd ACN 664222753
- Crux Management Services Pty Ltd ACN 165823227
- Programmed Health Professionals ACN 007141531
- Clinicare Pty Ltd ACN 093294332 trading as:
 - Programmed Health Professionals
- National Home Nursing Pty Ltd ACN 628504941
- Southern Cross Support Services Pty Ltd ACN 151293515 trading as:
 - Access Support Coordination
 - Children, Youth & Family Services
 - Southern Cross Support Services
 - Southern Cross Family Day Care

Blue Network Holdco Pty Ltd employs approximately 1700 people.



OPERATIONS

The group of companies operate nationally providing a range of community-based services including disability supports and services funded by the National Disability Insurance Scheme, in-home aged care services including respite and short-term restorative care programs, veterans home care services, community nursing, family daycare and residential care (statutory out-of-home care) for children and young people.

SUPPLY CHAIN

Crux Management Services undertakes all procurement on behalf of the group with a dedicated in-house procurement team who source and support the onboarding of suppliers and service providers on behalf of the associated business entities.

Crux Management Services undertakes all recruitment activities on behalf of the group.

- Procurement of goods and services
- Motor vehicles and running costs
- IT & Communications
- Groceries
- Professional Services
- Employee related costs
- Property & maintenance
- Utilities
- Insurance
- Stationery

Wherever possible, goods and services are sourced in Australia; however, the broader supply chain includes Southern Asia and China.

OPERATING ACTIVITIES

- Contingent and base-skill employees (business unit support services -Finance, HR, IT, Quality)
- Asset & tenant management

FRONTLINE CARE

- Direct provision of health services (intersection with potential victims of modern slavery)
- Employees

THE RISKS OF MODERN SLAVERY PRACTICES IN OUR OPERATIONS AND SUPPLY CHAINS AND ANY ENTITIES OWNED OR CONTROLLED BY BLUE NETWORK HOLDCO PTY LTD

Operating in the social assistance sector, in Australia, Blue Network Holdco Pty Ltd are aware that modern slavery risks may arise from:

- Procurement of goods
 - Suppliers play a vital role in mitigating the risk of modern slavery in our supply chains.
- Operating activities
 - Our business entities operate in metro and regional areas working with vulnerable people and populations. 32% of workers work in regional areas where labour exploitation has been reported.
- Frontline care provision
 - Aligned with social assistance sector statistics, we employ a large proportion of female workers.
 - It has been identified that there is a growing dependence on temporary-migrant workers from Asia and the Pacific Islands to fulfil labour shortages particularly in disability and aged care.



ACTIONS TAKEN BY BLUE NETWORK HOLDCO PTY LTD TO ASSESS AND ADDRESS THOSE RISKS, INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES

We have established governance structures and policies to prevent and address modern slavery. Key policies include:

- Code of Conduct: Outlining ethical standards for employees, suppliers, and partners.
- Supplier Code of Conduct: Requiring compliance with human rights and labour standards.
- Whistleblower Policy: Providing a secure channel to report unethical practices, including modern slavery.
- Modern Slavery Policy: Describing the steps taken to deal with modern slavery risks in our supply chain and our own business.

DUE DILIGENCE AND RISK ASSESSMENT

We conduct regular risk assessments to identify and evaluate potential risks of modern slavery in our operations and supply chains. Our due diligence process includes:

- Supplier audits: We perform audits of our suppliers to ensure compliance with our Modern Slavery Policy and Supplier Code of Conduct. Audits are conducted both internally and through third-party organizations.
- Training and awareness: We provide training to our employees and suppliers to increase awareness of modern slavery risks and to ensure they understand their responsibilities.

Additional policies and supporting procedures and systems that Blue Network Holdco has implemented to support ethical and compliant practice include:

- Bullying, harassment, sexual harassment and discrimination Policy
- Gender equality and diversity Policy
- Financial management Policy
- NDIS incident management Policy
- CYF incident management Policy

HOW BLUE NETWORK HOLDCO PTY LTD ASSESSES THE EFFECTIVENESS OF THE ACTIONS TAKEN

MEASURES AND ACTIONS TAKEN

In the past year, we have taken the following actions to address modern slavery:

- Policy updates: We have updated our Modern Slavery Policy to strengthen our commitment and clarify expectations.
- Enhanced due diligence: We have implemented additional due diligence measures, including more rigorous supplier assessments and improved reporting mechanisms.
- Employee training: We have conducted training sessions for our employees on identifying and reporting potential instances of modern slavery.
- Incident reporting: We have established a confidential reporting mechanism for employees and suppliers to report any concerns related to modern slavery.

MONITORING AND REVIEW

- We regularly review and monitor our policies and procedures to ensure their effectiveness in combating modern slavery. We are committed to continuous improvement and will take appropriate actions to address any identified issues.
- The Blue Network's Whistleblower Policy aims to encourage the reporting of conduct or behaviour that is inconsistent with our values, our policies and legislative requirements. The Whistleblower Policy provide an anonymous channel for all employees and associated stakeholders such as ex-employees, relatives of and subcontractors to report concerns of suspected or actual misconduct.
- There are a range of other policies and supporting procedures and systems that the Blue Network has in place to support ethical and compliant practice.

THE PROCESS OF CONSULTATION WITH ENTITIES OWNED AND/OR CONTROLLED BY BLUE NETWORK HOLDCO PTY LTD

The Chief Executive Officer and Chief Financial Officer are Executive Officers for all subsidiaries and report directly to the parent company Board of Directors.

OTHER RELEVANT INFORMATION

FUTURE COMMITMENTS

Blue Network Holdco Pty Ltd is committed to ongoing efforts to prevent modern slavery. We will continue to:

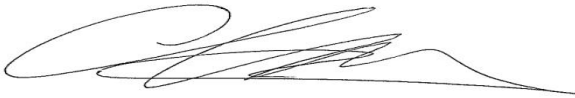
- Improve transparency: Increase transparency in our supply chain and improve our reporting mechanisms.
- Strengthen partnerships: Work with industry groups and stakeholders to share best practices and collaborate on anti-slavery initiatives.
- Support victims: Provide support and assistance to individuals affected by modern slavery within our sphere of influence.



APPROVAL

This Modern Slavery Statement has been approved by Blue Network Holdco Pty Ltd Board of Directors and will be reviewed annually.

Signed



Chris Yoo
Board Director
Blue Network Holdco Pty Ltd
Date 17 / 12 / 2024



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Approved by: Jeannine Harrington

Approved: _____/_____/_____