

Modern Slavery Statement

REPORTING ENTITY

This Statement has been prepared by Amana Living Incorporated (Amana Living) in accordance with the Modern Slavery Act 2018 (Cth) (the Act) and recognises Amana Living's obligations under the Act, including the development of this Modern Slavery Statement (Statement).

As a reporting entity under the Act, Amana Living is required to prepare an annual Statement that identifies modern slavery risks in our supply chain and the actions taken to address those risks.

In addition to satisfying the reporting requirement under the Act, this Statement signals our commitment to ensuring modern slavery practices are not present in our operations and supply chains.

About Amana Living

Amana Living is one of the largest providers of aged care services and retirement living for Western Australians. Together, we enable older people to maintain their individuality, providing what is needed to support a fulfilling life.

Amana Living is a not-for-profit organisation who provide a range of aged care services including residential aged care, home care, and retirement living including affordable housing. Last year, we served more than 6,700 older Western Australians, and we employed over 1,900 people.

OUR VISION, MISSION & VALUES

Our vision

A community where every older person is honoured and valued.

Our mission

Together, we enable older people to maintain their individuality, providing what is needed to support a fulfilling life.

Our values

Compassion - We act with kindness, empathy and respect to foster a community of caring.

Collaboration - We work together, so every person's contribution advances our common purpose.

Curiosity - We are determined and creative in finding ways that deliver great outcomes.

Inclusion - We celebrate diversity, ensuring everyone is welcomed and treated equitably.

Trust - We take our responsibility seriously and are worthy of the trust placed in us.

Operations Structure and Supply Chains

Organisation Structure

Amana Living is an incorporated association operating aged care services within Western Australia, the organisation is governed by a skills-based Board of up to 11 members who are appointed by the Anglican Diocese of Perth. The Board is currently comprised of nine members who set the strategic direction of the organisation and oversee the Chief Executive Officer (CEO) and other senior management in the competent and ethical operation of Amana Living.

The Board establishes the overall policy framework and monitors its implementation by the Leadership Team led by the CEO. The leadership team provide leadership and support to operational managers who drive operations and improvements to ensure delivery of care and services to clients and residents that exceeds expectations.

The Board is assisted in its governance responsibilities by the following subcommittees.

- Clinical and Care
- Governance
- Finance and Audit

Our Operations

Amana Living operates 13 residential care facilities, 17 retirement villages, two transition care facilities, six day clubs, and one of WA's largest home care services. Services are outlined below.

Residential Care Centres

Amana Living has 11 residential care centres in the Perth metropolitan area, one in the Peel region and one in the Goldfields, providing permanent accommodation and 24-hour care for older people who can no longer live independently. Our residential care centres accommodate a wide range of care needs, including dementia-specific programs to ensure those living with dementia can live the best life possible.

Transition Care

Amana Living's transition care services deliver, short-term residential care. These services are aimed at older people who have been in hospital and need more time and help to recover. Transition care staff work with clients to assist their return to home, or into permanent residential aged care.

Retirement Villages

Amana Living has 17 retirement villages offering a range of facilities. Our retirement villages have a mix of unit, villa and apartment accommodation. We also offer affordable housing with more than half of our retirement housing priced below market rent.

Home Care

Amana Living's home care services support older people to remain living independently in their homes for as long as possible. We provide support for domestic assistance, such as cleaning and gardening; personal care and health needs, such as physiotherapy, podiatry and nursing; and we ensure our clients remain active in their communities by arranging transport, shopping trips and social outings. Additional services include Amana Living's McCusker Nurse Service which offers free support and advice to carers of people living with dementia and our Day Clubs which provide a range of enriching activities in a caring, supported environment, such as gardening, cooking, music or crafts, plus regular outings.

Amana Living (ABN 45 582 438 433) currently operates two businesses trading as the Amana Living Training Institute and Total Catering Solutions. These are not separately incorporated entities but divisions of the organisation. Both are covered by this Statement with the Director and General Manager of each reporting to the Amana Living leadership team.

Total Catering Solutions

Amana Living's catering division, Total Catering Solutions (TCS), produces meals for our residential facilities and home care clients. TCS also provides services to the hospitality and catering sector.

Amana Living Training Institute

The Amana Living Training Institute (ALTI) is a registered training organisation (RTO ID:0609) that delivers accredited and non-accredited courses in aged care, ageing support, disability, allied health and community services. ALTI has been providing training since 1998 and is fully compliant with RTO regulations.

Supply Chains

Amana Living procures a range of goods and services from multiple vendors necessary to support the operations outlined above. The majority of suppliers and subcontractors are located in Australia, however some of these suppliers will procure goods and services from overseas.

Amana Living spent approximately \$53 MILLION across 965 suppliers in financial year 2022/23.

Significant work has been completed over the last 12 months to refine our supplier list to maximise efficiency and increase governance and the ability to identify modern slavery risks in our supply chains.

Reporting Criteria 3: Modern Slavery Risks in Operation and Supply Chains

Operations

The modern slavery risks within our operations are considered low. Our workforce is employed directly with procedures adhering to government requirements and regulations; contractors are sourced through registered Australian businesses who are subject to the same oversight and all workers are either Australian citizens, residents or on valid working visas.

We have reviewed our operations and recognise industries such as construction and cleaning could have an increased risk of modern slavery practices where employees in these industries often have a higher representation of staff from countries with a low understanding of or high prevalence of modern slavery risk. Given all staff are employed directly or contracted by reputable businesses, we maintain this risk is low.

Supply Chains

Amana Living does not knowingly purchase any goods that could be utilising modern slavery practices. However, we acknowledge that there is a limited ability for us to confirm where risks exist or are occurring when goods are manufactured overseas.

Amana Living does procure items that are regarded as having a higher risk of modern slavery practices including (but not limited to) electronics, garments/uniforms, cleaning supplies pharmaceutical products and personal protective equipment. Our Procurement Framework and governance procedures are evolving to recognise and remove suppliers where evidence of modern slavery exists.

Reporting Criteria 4: Actions to Assess and Address Risks

Amana Living's approach to identifying and addressing risks in our supply chains is developing and work is underway to create a robust governance process. Our procurement practices have been reviewed and a new Framework has been developed for implementation. This Framework includes the creation of a new Master Goods Service Agreement (MGSA) for use with primary suppliers. The MGSA includes a requirement for the supplier to identify and declare any modern slavery practices within their supply chain, the MGSA will be issued to new suppliers with a project to update existing suppliers commencing in late 2023. In addition to the new MGSA a questionnaire has been

developed for suppliers and will be included in the tender process for property projects which enables suppliers to identify and declare their modern slavery risks.

Reporting Criteria 5: Effectiveness Assessment

With the creation of this Statement our goal is to develop our understanding of modern slavery risks and how such risks may be present in our operations and supply chains. As we are at the beginning of our journey, we are unable to adequately assess the effectiveness of the measures we have taken.

This Statement serves as a benchmark for developing frameworks and processes to enable the review and measurement of our actions and the effectiveness of these for future years.

Reporting Criteria 6: Consultation with Entities

The Amana Living Anglican Foundation Incorporated (Foundation) is a wholly owned subsidiary of Amana Living, the Foundation is the fundraising organisation for Amana Living and is governed and managed by the Board and Executives of Amana Living. In having direct control of the Foundation, the Board and Executives were consulted in the preparation of this Statement and its information and actions, are applicable to the Foundation.,

Reporting Criteria 7: Other Relevant Information

Amana Living is committed to eliminating risks of modern slavery where possible from all operations and supply chains and is working towards being able to identify potential high-risk suppliers based on which countries their goods may have originated from.

To facilitate this, we propose to rollout the following initiatives.

- Identify modern slavery risks within existing operations and supply chains
- Update existing supplier agreements to the new MGSA
- Introduce the supplier questionnaire for suppliers and applicants for tender in our property division
- Increase employee awareness and engagement with the introduction of eLearning modules for all Procurement and Property team members and all employees will have access to this statement via our internal intranet.

Modern slavery risks will be discussed at future Board Governance Subcommittee meetings, and the Board will receive a report annually with the completion of this Statement.

Disclosure Note

This Statement has been made on behalf of the Board for Amana Living Incorporated and provides an overview of steps taken by Amana Living for the financial year ending 30 June 2023.

This Statement was approved by Amana Living's Board in September 2023.