

Alfred Health (ABN 27 318 956 319) Modern Slavery Statement

This is Alfred Health's sixth Modern Slavery Statement made pursuant to the Commonwealth *Modern Slavery Act 2018* (the Act) and relates to the financial year 1 July 2024 to 30 June 2025.

Reporting Criterion 1 and 2: Alfred Health's structure, operations and supply chains

Alfred Health is a health service established under section 181 of the *Health Services Act 1988* (Vic) and one of Victoria's largest healthcare providers, delivering services across 3 main campuses including The Alfred, Caulfield and Sandringham hospitals.

Alfred Health has a diverse workforce of over 11,000 people with 75% from Oceania, 17% from Asia, 6% from Europe and the remaining 2% from Africa, North America and South America.

Alfred Health is the main provider of health services to people living in the inner southeast suburbs of Melbourne and a major provider of specialist state wide services to the people of Victoria. These are provided across the continuum of care from ambulatory, to inpatient, home and community-based services. It is a leader in health care delivery, improvement, research and education and strives to achieve the best possible health outcomes for its patients and the community by integrating clinical practice with research and education.

Alfred Health procures goods and services either directly from suppliers or through mandated collective agreements established by HealthShare Victoria (HSV), an independent public sector provider of supply chain, procurement and corporate services who partner with Victoria's public health services and suppliers to deliver best-value health-related goods and services. Alfred Health has over 3000 active suppliers including 195 key suppliers that are contracted through HSV mandated contracts. The top 155 suppliers utilised by Alfred Health represent 85% of Alfred Health's total spend.

Major categories of goods and services procured directly by Alfred Health include:

- Telecommunications; ITS hardware, software and services
- Professional services
- Furniture, fittings and equipment
- Facilities maintenance
- Specialised clinical products; and
- Construction works and services

Alfred Health undertakes all Construction related works and services procurement in accordance with the Ministerial Directions and Instructions for Public Construction Procurement in Victoria (1 July 2018) issued under the *Project Development and Construction Management Act 1994* (Ministerial Directions). Suppliers are selected from a Construction Supplier Register (CSR) which is an open pre-qualification scheme managed by the Department of Treasury and Finance (DTF) for suppliers of construction works and services interested in Victorian Government construction projects.

HSV partners with Victoria's public health services to understand requirements, facilitate large-scale collective tenders and manage common-use contracts on behalf of the state. Alfred Health is mandated to purchase goods and services it needs from the suppliers who are party to HSV collective agreements and as such, recognises the significant role HSV has in health service supply chains. In 2024-25 HSV entered into 356 new individual supplier agreements across 35 procurement categories with \$1.6 billion in total value under contract, covering a broad range of services, equipment and supplies. These include ventilators, infusion pumps, beds, mattresses, patient trolleys, treatment chairs, hypodermic needles and syringes, gloves, pharmaceutical products, IV fluids, agency labour, catering and office supplies, laundry and linen services, non-emergency patient transport and waste.

Reporting Criterion 3: Risks of modern slavery practices in the operations and supply chains of Alfred Health

Most medical equipment and consumables are manufactured under strict controls and approval systems and represent a relatively low risk in terms of Modern Slavery, however Alfred Health still has some potential exposure to modern slavery practices particularly in low value items sourced from high-risk geographies.

Almost all items sourced from low-cost countries fall within the HSV portfolio of mandated contracts. HSV undertakes its own risk assessment and shares the outcomes with us so we can make informed sourcing decisions.

Modern Slavery supplier risk assessment

Alfred Health’s focus in FY24-25 was to work collaboratively with HSV to identify the mitigation efforts of the suppliers who represent 80% of our total spend directly contracted by Alfred Health.

The supplier risk assessment was sent to suppliers with an annual spend over \$1 million based on the previous financial year. The supplier risk assessment was undertaken by HSV by way of questionnaire which included 20 central questions and split into two sections:

- Supplier details – included questions regarding organisational structure, manufacturing location/s and industry sector. These address criteria one, two and three under the Modern Slavery Act (MSA). The responses in this section attracted a 20% weighting to the overall risk rating of the supplier.
- Modern Slavery risks – questions which focus specifically on the supplier’s response to modern slavery risks and actions taken. These questions address criteria four and five under the MSA. The responses in this section attracted a weighting of 80% of the overall risk rating of the supplier.

Scoring was allocated based on each of the responses provided by the suppliers and collated into an overall risk rating which reflected one of three risk ratings – Low, Medium or High.

Supplier responses

Of the suppliers requested to complete a risk assessment, 50% responded or lodged their Modern Slavery Statement. This is considered a moderate response rate and over time we expect the response rate to increase as suppliers become accustomed to the request to complete a modern slavery risk assessment questionnaire from HSV on behalf of Alfred Health.

Modern Slavery Supplier Risk Ratings

All respondents were rated as either low or medium risk with two (2) suppliers flagged as potentially returning a higher risk profile due to a lack of a modern slavery policy. Alfred Health will work with these suppliers to assist with compliance.

Policy

Suppliers were asked whether they had a policy in place to deal with modern slavery. Implementing a modern slavery policy is one of the many effective actions a supplier can take to raise awareness of modern slavery risk within its organisation. Monitoring compliance with policy shows commitment to improving an organisations modern slavery risk and 71% confirmed they have mechanisms in place to ensure compliance with the policy.

Due Diligence

Due diligence actions are those that the supplier takes to actively mitigate the risk of modern slavery in their supply chain and operations. This includes actions such as having a dedicated role within the organisation responsible for overseeing modern slavery risk, 57% of respondents have a dedicated team member to oversee modern slavery.

Visibility over the supply chain is crucial, assisting to identify where instances of modern slavery may be occurring, typically in the lower tiers of a supply chains. Suppliers were asked how much visibility they had over their supply chain with 72% having a high to moderate visibility of their supply chain and the remaining 18% currently developing their visibility.

Performing risk assessments pre-engagement with suppliers assists in identifying those suppliers who may benefit from additional engagement to understand their modern slavery risk. A total of 57% of

responding suppliers stated they perform risk assessments, including modern slavery, pre-engagement, the remaining suppliers were currently developing plans to embed this requirement into their procurement processes.

Training

Staff training on modern slavery risk assists to raise awareness within an organisation, 42% of responding suppliers have a modern slavery staff training program in place.

Training other entities and their staff within a supplier’s supply chain assists to raise awareness of modern slavery more broadly. A total of 28% of suppliers make training available to other entities outside of their direct staff.

Remedy

Having a remedy process in place is vital to an organisations ability to respond to instances of modern slavery in a transparent and predictable manner. A total of 72% of responding suppliers state they have a process in place to deal with allegations of modern slavery.

Reporting Criterion 4: actions taken by Alfred Health to assess and address these risks, including due diligence, remediation processes and contracts

Alfred Health continued working under HSV’s leadership and guidance to reduce risk in its supply chains, in line with HSV’s advisory and consultancy function under the Health Services Act.

HealthShare Victoria position has not changed from previous reporting periods.

HSV upholds the Australian Government’s position on modern slavery – there is no place for modern slavery in the Australian community or in the global supply chains of Australian goods and services. HSV is committed to:

- Supporting health services assess their operations and supply chains for modern slavery risks
- Implementing and enforcing effective systems and controls to reduce risk of modern slavery
- Ensuring there is transparency in its operations and approach to addressing modern slavery
- Fostering open and transparent supplier relationships which encourage modern slavery reporting and meaningful change through remediation
- Applying a continuous improvement approach to how it supports health services to report on the risk of modern slavery practices within their operations and supply chains

What we said we would do in 2024-25

Action	Progress
Work collaboratively with HSV to identify the mitigation efforts of the suppliers who make up 80% of Alfred Health’s direct spend using a new and updated tool developed by HSV. HSV committed to managing this process on behalf of Alfred Health and the Victorian Health Sector.	HSV completed the first risk assessment of suppliers engaged directly by Alfred Health, the results of which are included in this statement.

Previous reporting periods

The focus of Alfred Health’s second reporting period under the Modern Slavery Act 2018 (Cth) (MSA) was to undertake supplier risk assessments within HSV Collective Purchasing Agreements. HSV conducted this on Alfred Health’s behalf, preparing a report to assist Alfred Health prepare its second Modern Slavery Statement.

In the third reporting period, Alfred Health worked collaboratively with HSV to identify mitigation efforts to combat modern slavery risks, and foster collaboration between Alfred Health and suppliers to seek to address these risks.

In the fourth reporting period we focussed on the release of our Supplier Risk Assessment tool and updating policy to reflect our commitment to addressing Modern Slavery.

In the fifth reporting period we confirmed the establishment of policies, frameworks and training to demonstrate Alfred Health's commitment to addressing modern slavery within the organisation, its supply chain and business relationships.

Reporting Criteria 5: How Alfred Health assesses the effectiveness of actions taken to assess and address modern slavery risks

During this reporting period Alfred Health worked collaboratively with HSV to focus on assessing how our directly contracted suppliers with an annual spend above \$1million address modern slavery risk within their supply chain.

In the next reporting period Alfred Health will continue to work collaboratively with HSV to engage with our suppliers to raise awareness of modern slavery. We will also use the data collected to complete a comparative analysis to understand how effective our actions are, with the assistance of HSV, at mitigating modern slavery risk.

From 1 January 2026 Alfred Health becomes part of the Bayside Health local healthcare network comprising of Alfred Health, Bass Coast Health, Gippsland Southern Health Service, Peninsula Health and Kooweerup Regional Health Service. We will also assess how this will affect our reporting requirements as part of this larger cohort.

Reporting Criterion 6: Alfred Health's consultation process with related entities it owns or controls

Alfred Health has no related entities it owns or controls.

Reporting Criterion 7: Other relevant information

Alfred Health is strongly committed to advancing human rights and has embedded the *Charter of Human Rights and Responsibilities Act 2006 (Vic)* into its values and policy which include for example:

- Gender equality
- Rights of indigenous peoples
- Rights LGBTQIA+ persons
- Freedom of religion and belief
- Good governance
- People with disability

Closing statement

Alfred Health remains committed to advancing our efforts to identify and address modern slavery risks across our operations and supply chains. Building on the progress achieved in the previous financial year, we will continue to deepen our understanding of these risks and enhance our capacity to respond effectively.

As part of our evolving ethical sourcing and procurement strategy, we are dedicated to working collaboratively with our suppliers to embed modern slavery considerations into our partnerships and drive meaningful change toward its eradication.

The Alfred Health Board acknowledges and supports the leadership role of HealthShare Victoria in assessing and managing sector-wide modern slavery risks. We look forward to seeing this central role further strengthened, with the continued support of the Victorian Public Health Service.

This modern slavery statement was approved by the principle governing body of Alfred Health as defined by the Modern Slavery Act 2018 (Cth) ('the Act').

This statement was approved by the Board Chair of Alfred Health on 3 December 2025

Signed: 

Name: Martin Foley

Position: Alfred Health Board Chair