

Modern Slavery Statement Financial Year 2025

Independent Living Specialists PTY LTD

Head Office

Unit 1/12 Mars Road

Lane Cove West NSW 2066

ilsau.com.au
1300 008 267

ABN 7810 6336 958

Contents

1. Introduction – Page 3
2. Reporting Entity – Page 4
3. Structure, Operations, Supply Chain – Page 4, 5, 6
4. Risks of Modern Slavery – Page 6, 7
5. Actions taken on any Identified Risks – Page 7, 8, 9
6. Assessing Effectiveness of Actions – Page 9
7. Process of Consultation – Page 9
8. Approval – Page 10

Head Office

Unit 1/12 Mars Road

Lane Cove West NSW 2066

ilsau.com.au
1300 008 267

ABN 7810 6336 958

Introduction

Independent Living Specialists PTY LTD (ILS) is one of Australia's leaders in Assistive Technology Healthcare Equipment Solutions providing a broad range of products for purchase, hire, as well as service, repair and maintenance services.

We serve a diverse clientele in the Home & Community setting, Residential Aged Care, Acute and Hospital Care, and Complex Rehabilitation sectors.

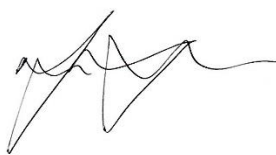
ILS understands Modern Slavery is a complex and global issue. As an organisation, we are committed to identifying, preventing, and addressing modern slavery in our Supply Chains and Operations.

Forced labour and any exploitation of vulnerable workers have no place in our business. We welcome and strongly support the introduction of the *Modern Slavery Act 2018* (CTH) (**Act**).

This document is the Modern Slavery Statement of ILS - reporting year 1 July 2024 to 30 June 2025 (**FY2025**). It has been prepared in accordance with the Act and covers steps we have taken and will continue to take, as a prioritised risk-based approach to address Modern Slavery risks throughout our Supply Chain and Operations

For & Behalf of Independent Living Specialists PTY LTD

Signature:



Matthew Morgan,

Director,
Chief Executive Officer

27.08.2025

Head Office

Unit 1/12 Mars Road

Lane Cove West NSW 2066

ilsau.com.au
1300 008 267

ABN 7810 6336 958

Reporting Entity

This Modern Slavery Statement (**Statement**) is made by Independent Living Specialists PTY Limited, ABN 78 106 336 958 (referred to as '**Independent Living Specialists**', '**ILS**', '**we**', '**our**' in this Statement).

We are a reporting entity under the *Modern Slavery Act 2018* (CTH) (**Act**) and this Statement is submitted for the FY25 financial year reporting year 1 July 2024 to 30 June 2025.

Structure, Operations, Supply Chain

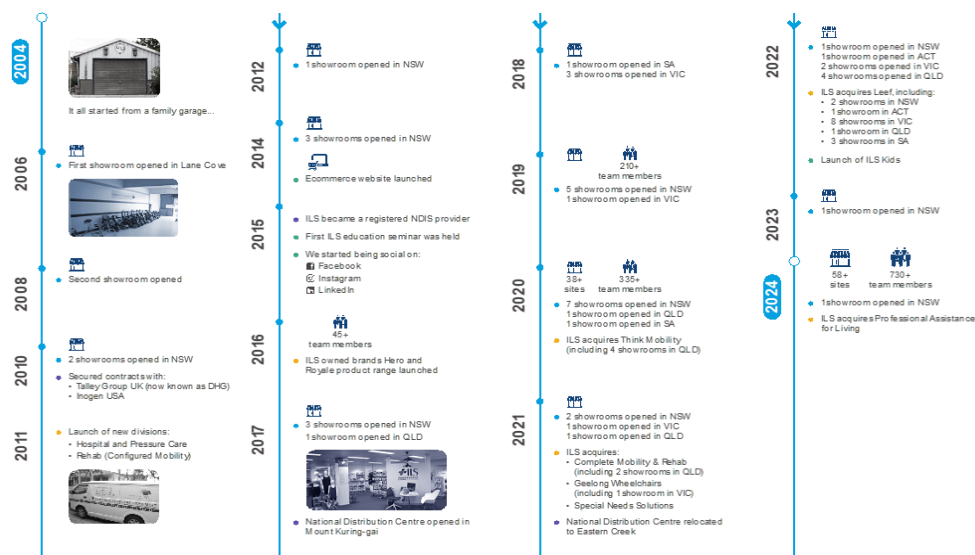
Structure:

ILS is an Australian proprietary company, limited by shares and incorporated in New South Wales, Australia under ACN 106 336 958.

For more than 21 years, ILS has been providing the Aged and Disability communities throughout Australia with Assistive Technology Healthcare solutions. Our headquarters is based in Lane Cove, Sydney, NSW 2066 and we operate out of 60 locations across New South Wales, Australian Capital Territory, Victoria, Queensland, and South Australia. We employ c. 750 staff members in both permanent and casual roles.

ILS does not own or control any subsidiaries and is not part of a larger group.

ILS Timeline:



Head Office

Unit 1/12 Mars Road

Lane Cove West NSW 2066

ilsau.com.au
1300 008 267

ABN 7810 6336 958

Operations:

Our objective is to support our clients and empower them to live their most active and independent lives. We achieve this by delivering exceptional services to the public, hospitals, residential aged care facilities, and the wider allied health community in Australia.

Our operations and key divisions:

- **Home & Community:** We provide Light Rehabilitation equipment to assist with medical conditions, disability, effects of ageing - and our Assistive Technology Professionals (ATP's) and admin support teams work with end users, their families, allied health, and support professionals in Community and Home settings, to maximise mobility, safety, comfort and independence through our range of equipment solutions and services.
- **Retail & Showroom:** Our Retail Operations include 58 showroom locations across NSW, ACT, VIC, QLD, SA and National Web Store, providing a national provision of Light Rehabilitation equipment categories - supporting members of the public, allied health professionals and support workers.
- **Rehab:** We provide a range of Configured Adult and Paediatric equipment solutions for individuals with complex seating and mobility needs, specialising in scripted and customised equipment solutions
- **Hospital and Acute Care:** We provide equipment and advice to both public and private hospitals and care facilities Australia. We offer a range of medical equipment and assistive devices to support Acute settings such as in the general ward, critical care, palliative care and transitional care settings.
- **Technical Care:** Our qualified technicians provide Service, Maintenance, and Repairs of our extensive product offerings nationally. Our services include preventative maintenance, repairs, equipment recalibration, electrical testing including test and tagging, and equipment sanitization.

Supply Chains:

We work closely with leading suppliers both domestically and internationally to ensure our clients access the most innovative and highest quality healthcare equipment portfolios. Our suppliers provide us with a range of products such as:

- **Assist and Lift Recline Chairs**
- **Profiling Beds**
- **Static and Powered Pressure Mattresses**

Head Office

Unit 1/12 Mars Road

Lane Cove West NSW 2066

ilsau.com.au
1300 008 267

ABN 7810 6336 958

- **Walking Aids**
- **Seating and Positioning Devices**
- **Bathroom Aids**
- **Mobility Scooters**
- **Powered and Manually operated Wheelchairs**
- **General Aids for Daily Living**

The bulk of our direct suppliers are based in Australia many of whom develop and manufacture healthcare equipment in Australia. ILS does not manufacture equipment.

Following the Guidance for Reporting Entities published by the Commonwealth Government (**Commonwealth Guidance**), we have taken a prioritised, risk-based approach towards our suppliers.

For this reporting period we have included our entire supplier list of **229** suppliers ranked by trading value. This approach ensures that we can identify risks throughout ILS' entire supply lines in a complete manner.

A summary view of top 20 suppliers:

Out of our Top 20 suppliers:	Top 20 Suppliers = 83% of Total Spend
• 15 are based in Australia	70%
• 4 are based in China	8%
• 1 is based in the United Kingdom	5%

Risks of Modern Slavery:

ILS understands that all products and services can include risks of modern slavery in supply chains. In this section, we identify the potential for ILS to cause, contribute to, or be directly linked to modern slavery through our operations and supply chains. In this context, risk refers to the risk to people. While specific instances of modern slavery have not been identified in our operations and supply chains, we recognise that the risks of modern slavery are influenced by variable factors that require us to regularly monitor and assess our risk profile such as vulnerable populations, high risk industries and high-risk countries.

Organisational Approach

We have formed an approach to identifying modern slavery risks in our operations and supply chains taking into consideration the Commonwealth Guidance and the Global Slavery Index 2018. In line with the Guidance, and in conjunction with Fair Supply we are taking a phased approach to our risk analysis. Our approach since 2021 is outlined below:

Head Office

Unit 1/12 Mars Road

Lane Cove West NSW 2066

ilsau.com.au
1300 008 267

ABN 7810 6336 958

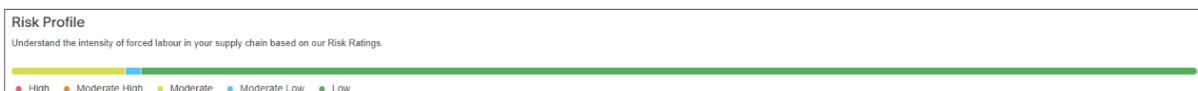
- Phase 1:** This preparation stage is intended to create and strengthen the approach related to modern slavery within our organisation. We are striving to insert modern slavery preventative practices into our management system and drive participation from our workforce.
For phase 1, risk analysis was undertaken on our top 50 product suppliers. Due to an identified change in supplier profile mix we again focused on our top 50 product suppliers, albeit on a different supplier mix.
- Phase 2:** In this stage, we sought to identify where there is the most significant possibility of modern slavery as well as performing risk analysis on our entire supplier base of 220+ organisations. Our actions where our organisation has the most considerable power to influence.
- Phase 3:** Review opportunities from the first two phases to expand our actions to our entire supply chain, including putting preventative measures and actions in place to govern high(er) risk suppliers.
- Continual Improvement:** Continue to monitor supply chain closely, perform deeper risk analysis and key actions on high(er) risk suppliers to prevent, positively influence and uphold Modern Slavery per the *Modern Slavery Act 2018* (CTH) (**Act**)

ILS is proud to report that the Phase 1, Phase 2 and Phase 3 as outlined above have effectively been completed. ILS is well progressed into continual improvement phase in the ongoing review of opportunities.

Supplier Risk Profile

Overall, ILS' supplier risk profile broadly remains unchanged from previous years with 90.5% of its suppliers being graded as low – moderate low risk, and 9.5% of its suppliers being graded as moderate risk.

Risk Profile	# of ILS Suppliers	% of ILS' Total Supplier Mix
High Risk	Nil	0%
Moderate - High Risk	Nil	0%
Moderate	22	9.5%
Low - Moderate Risk	3	1.5%
Low Risk	204	89%



Head Office

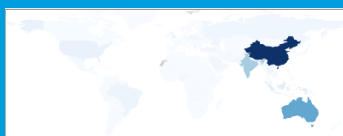
Unit 1/12 Mars Road

Lane Cove West NSW 2066

ilsau.com.au
1300 008 267

ABN 7810 6336 958

Geographic risks



The majority of ILS direct suppliers (by spend value) are located in Australia, which is identified as a low-risk country for modern slavery risk.

A small % of our product catalogue is sourced through Asia. We recognize that some countries may have a higher risk of modern slavery and that China has been identified by the Global Slavery Index 2018 as one of the largest estimated numbers of people in modern slavery, with a lower government response.

Risks of modern slavery also arise beyond our direct suppliers. While many of our direct suppliers are based in low-risk countries, we understand that those suppliers may source products or components from overseas, including from countries that have been identified as higher risk countries.

Sector / Industry risks



We operate in the highly regulated healthcare sector which inherently carries a lower risk of modern slavery.

Tier Risk



The concepts of cause, contribution and direct linkage are set out in the UN Guiding Principles. We have undertaken a risk profile to Tier 10 and identified our highest likelihood of modern slavery as being in Tier two and Tier three of the supply chain.

Products / Materials risks



We do not have manufacture any equipment directly, however we recognize that some products which may form part of our supply chain are from some of the highest risk product categories. This includes electronics which may be a componentry subset of a piece of healthcare equipment

Actions to address any Identified Risks:

Supplier Risk Analysis

- Continued engagement with Fair Supply, a specialised provider of ESG data and consultancy services who for the past 5 years has been providing ILS, Modern Slavery risk reporting, analytics, recommendations, and guidance in our quest to make an impact on influencing positive change towards Modern Slavery.

Head Office

Unit 1/12 Mars Road

Lane Cove West NSW 2066

ilsau.com.au
1300 008 267

ABN 7810 6336 958

Supplier Review

Risk profiling and analysis from the 2025 dataset highlighted China as a geographical risk – not inconsistent with data provided in previous years.

- In FY24, ILS identified 13 suppliers to review. A comprehensive review was undertaken by Dragon Sourcing (ILS' channel partners based in China) and covered the key areas of Environmental, Social (including MS related items), Governance (ESG), and Quality via onsite audits.

There were 85 items in these audits requiring verification through a 5-point rating system. All 13 suppliers passed the reviews, and none had any Modern Slavery infringements.

- In FY25, ILS again performed in-person physical audits of ALL suppliers based in China with ILS personnel. This included audits of supplier staff, operations and working conditions.

ALL suppliers held a high standard with even low-end equipment suppliers adhering to ISO 9001 and or ISO 13485 standards.

ILS have also successfully executed signed declarations of conformity to the *Modern Slavery Act 2018* (CTH) (**Act**), signed for by Directors / Senior Executives of its top 30 suppliers

- In FY26, ILS will again perform in-person audits of its high(er) risk suppliers and their operations and execute signed conformity declarations with its top 50 suppliers

Assessing the effectiveness of Actions:

Our objective is to adhere to our requirement for signed Vendor Quality Statements, and Declarations of conformity from relevant suppliers. Our comprehensive audits have affirmed Supplier adherence to our Vendor Quality Statement for the current reporting period.

The Product Management, Regulatory and Risk Team will regularly review and monitor supplier arrangements to ensure their reliability and performance to meet the supplier criteria, and report findings to management.

The Process of Consultation:

In accordance with section 16(2)(a) of the Act, this Statement was prepared by ILS' Governance Team, with consultation and subsequent approval by ILS Executive Management Team and Directors.

Head Office

Unit 1/12 Mars Road

Lane Cove West NSW 2066

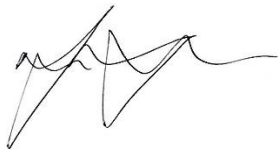
ilsau.com.au
1300 008 267

ABN 7810 6336 958

Approval:

For & Behalf of Independent Living Specialists PTY LTD

Signature:



Matthew Morgan,

Director,
Chief Executive Officer

27.08.2025

Head Office

Unit 1/12 Mars Road

Lane Cove West NSW 2066

**ilsau.com.au
1300 008 267**

ABN 7810 6336 958