

Vertaview Group
Modern Slavery Statement
2024-2025

Statement from our Chair

As Chair of the Vertaview Group Board, I am proud of our unwavering commitment to combating modern slavery through our supply chain due diligence, reporting mechanisms, staff training, promotion and awareness programs, and stakeholder engagement to share best practice wherever we can.

This issue of modern slavery transcends borders and industries, impacting millions of lives globally. It is our responsibility as a corporate leader to take decisive action against this violation of human rights, including our processes for the supply of goods and services.

We are committed to ensuring that our operations and supply chains are free from any such practices. Our approach is guided by the principles of transparency, integrity, and accountability.

This is our fifth Modern Slavery Statement and reports on the period from July 2024 to June 2025. We understand that our journey toward eliminating modern slavery is ongoing. However, we are committed to continuous improvement, regularly reviewing our policies and practices to ensure they remain effective and aligned with best practices.

Together, with other corporate leaders, we can make a difference in the fight against modern slavery.

Introduction

Vertaview Group purposefully brings together leading human and social services entities, to amplify pursuit of our shared and enduring social impact.

We are leaders in high needs disability support and mental health services, creating opportunities and championing possibilities for people with disability and mental illness.

Vertaview Group is based in Brisbane, Queensland and operates domestically in all States across Australia.

Our collective strength lies in our dedicated workforce of over 2,400 skilled professionals. Our workforce reflects the diverse communities we serve, and our targeted recruitment and retention strategies ensure representation across different demographics, including people with disabilities and mental health needs.

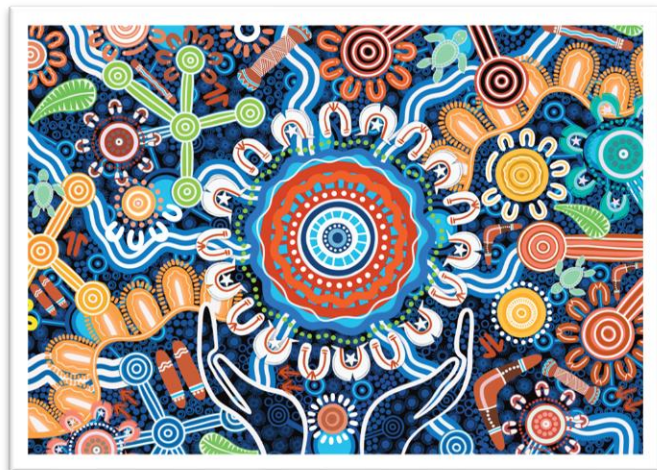
This Statement is submitted as a single statement in accordance with the *Modern Slavery Act 2018* (Cth). It is submitted by Multicap Limited (ABN 40 120 240 686) as the reporting and parent entity for the Group for the relevant period, which includes its subsidiary entities Allinto Australia Limited (ABN 84 655 217 691), Arbourwell Limited (ABN 48 655 217 913), and Open Minds Australia Limited (ABN 19 009 687 030) for this reporting period. Vertaview Limited (ABN 45 683 963 644) became the parent entity for Multicap Limited and subsidiary entities noted above from 1 July 2025, which falls outside this modern slavery reporting period, however is the current sole member of Multicap Limited. All About Living Limited (ABN 57 735 061 306) was acquired and became a subsidiary entity to Vertaview Limited on 1 July 2025, which also falls outside this modern slavery reporting period. In order to prepare this joint statement, we engaged with each of the reporting entities covered by this statement and consulted the entities we own or control.

Acknowledgement to Country

Vertaview Group acknowledges the Traditional Custodians of the lands on which we all work, live and play. We pay our respects to the Elders past and present and extend that respect to all First Nations Peoples. We reflect upon the millions of footprints that are embedded into the earth from our Ancestors, the pathways that were forged, the meaning they leave behind and the continuation of the traditions through the next generations.

Indigenous Australian Artist, Leah Cummins is a proud Mayi (MayiKulan from the Mayi speaking tribes of North-Western Qld) and Kalkadoon woman.

Artwork was commissioned in 2023 for the Vertaview Group Reconciliation Action Plan.



About Vertaview Group



The purpose of the Vertaview Group is to lead and support the organisations to create lasting positive impact that shapes communities and improves people's quality of life.

The Vertaview Group's enduring social impact is that people with disability and those with mental ill-health have the right to a quality life. We provide individualised support, experiences, and opportunities for more than 8,000 people across Australia, but largely in Queensland, Northern New South Wales, and Victoria.

The Vertaview Group currently consists of five individual entities:



All About Living provides personalised care to older people, individuals with disabilities, and their carers. They offer tailored support, including domestic assistance, nursing care, and social engagement, empowering clients to live independently with dignity and autonomy.



Allinto provides support for people in navigation of complex human services systems.



Arbourwell provides specialised housing and tenancy support for people accessing disability or mental health services.



Multicap Limited provides disability services, with particular focus on complex needs support through community hubs, employment, social experiences, and accommodation.



Open Minds provides community mental health services and support during key moments of life changes and psychosocial disability services.

Both Open Minds and Multicap Limited provide short term accommodation, supported independent living, in home support, community access, and behaviour support services.

All entities in Vertaview Group are not-for-profit organisations, incorporated as public companies limited by guarantee and domiciled in Australia. All entities are registered charities and public benevolent institutions with the Australian Charities and Not-for-profits Commission.

Our history

Throughout our journey, we have expanded our reach by merging with providers who have become integral parts of our organisation. Our shared values of empowerment, respect, connection, and creation unite us in our mission to provide exceptional services to vulnerable groups in our society.

Welcoming these organisations has presented many opportunities, and as we celebrate this growth, we also acknowledge the significant history, dedicated people, and enduring legacy of service that these brands brought with them. Their contributions have left an indelible mark on the lives of the people they served.

Our Supply Chains

To support our customers and clients, we purchase goods and services from more than 1,500 suppliers which are predominantly based in Australia with less than one percent based internationally. Most of our procurement expenditure is engaging contractors for property maintenance services for the 199 properties that we own or operate across Australia. Most of our suppliers are short term providers, who are engaged to complete small maintenance jobs. We are moving towards engaging suppliers on a longer-term basis.

Vertaview Group’s total annual procurement spend for FY2024/2025 was over \$32 million. The largest categories of spend in our supply chain include:

- building and construction services, property management including maintenance, rent and utilities
- information and communications technology
- consultancy services
- fleet management services

Table 1: Top categories of procurement spend

Category	Percentage
Construction and property management	23%
Information and communications technology	17%
Consultancy services	9%
Fleet management services	3%

Specific goods are more likely to experience modern slavery risks. The specific goods we source from overseas include IT equipment. However, we procure these through reputable providers.

We periodically engage personnel through agency contracts. To mitigate the risks associated with agency labour, we partner only with established firms that demonstrate compliance with our modern slavery controls. We have also this year strengthened our controls to mitigate the risk of modern slavery through the actions listed below.

Our Actions

During 2024–2025, Vertaview Group continued to strengthen and refine its embedded framework for identifying, assessing, and addressing modern slavery risks in our operations and supply chains. Our actions focused on targeted improvements, enhancing visibility, strengthening governance, and supporting our workforce and vulnerable customer groups.

- Strengthening Governance and Policy Frameworks
- Embedding Modern Slavery Controls Through Procurement
- Improving Supplier Visibility and Risk Assessment
- Developing Workforce and Leadership Capability
- Supporting Vulnerable Populations and Strengthening Employment Protections

Effectiveness of Our Actions

In 2024–2025, we assessed the effectiveness of our actions through monitoring, structured governance oversight, and targeted reviews. Consistent with government expectations, we focused on demonstrating meaningful progress in understanding and addressing our specific risks.

1. Increased Maturity of Embedded Systems

Our embedded controls, including the Supplier Code of Conduct and Supplier Questionnaire, ensured clarity of responsibilities and workflows for identifying and escalating potential risks.

2. Improved Supplier Risk Management

The integration of due diligence checks into supplier onboarding and assessment increased our ability to detect higher risk suppliers early. This resulted in:

- the ability to take corrective action before finalising engagements; and
- alignment with expectations that entities take meaningful steps to address risk annually.

3. Progressing Strengthened Workforce Understanding

Modern slavery awareness training has been developed and will be delivered to senior leaders and staff involved in procurement to improve their ability to identify red flags and apply our procurement controls consistently.

4. Review of Employment Arrangements to Protect Workers

This year we assessed our employment frameworks and workforce arrangements to ensure employees, particularly support workers, remain protected from exploitation risks. Reviews of contracts, industrial instruments and onboarding processes confirmed that our arrangements continue to provide strong safeguards for fair and lawful working conditions.

5. Enhanced Oversight of Employment Law Compliance

Effectiveness was strengthened through improvements in how we monitor and maintain compliance with employment laws and worker protections. This included:

- reviewing employee contract templates for legal compliance
- maintaining a regular schedule with the Quality & Risk team to review policies and procedures relating to employee welfare
- dedicated People Experience roles monitoring legislative change and coordinating updates to contracts, policies and staff communications (including responding to Right to Disconnect and sexual harassment law changes)

These initiatives provide an additional layer of assurance that our employment practices remain compliant, contemporary, and protective of worker rights; a key component of reducing modern slavery risk within our operations.

Proposed Actions

During FY26, Vertaview Group will continue to strengthen its approach to identifying and managing modern slavery risks through a targeted set of actions.

1. Completion of Modern Slavery Awareness Training for Senior Leaders
2. Implement procurement centralisation within Group Shared Services.
3. Supplier Risk Review
4. Refresh and Publish the Supplier Code of Conduct
5. Strengthen Awareness of Existing Reporting and Escalation Pathways
6. Internal Communication Reinforcing Organisational Commitments

This Modern Slavery Statement was approved by the Vertaview Limited Board as the parent entity on 13 February 2026.



Angela Tillmanns
Chair & Director, Vertaview Limited