



Modern Slavery Statement

1 July 2024 to 30 June 2025



Avant

By doctors for doctors

1. Introduction

Avant Mutual Group Limited ('Avant' or 'Avant Group') is committed to identifying and addressing modern slavery in its business divisions and supply chains as required by the *Modern Slavery Act 2018 (Cth)* (Act). Avant has prepared this statement to meet the requirements of the Australian Modern Slavery Act 2018 (Cth) for the financial year 1 July 2024 to 30 June 2025. This statement details the actions taken by the reporting entities, and their owned and/or controlled entities to identify, assess and address modern slavery risks in their operations and supply chains.

2. About Avant

By doctors, for doctors

Avant is a member-owned organisation founded by a group of doctors in 1893. We are Australia's largest medical indemnity insurer, protecting over half of all Australia's doctors, and offer an extensive range of products and services to support them in their professional and personal lives.

Our focus is on delivering high-quality insurance products, finance and legal services specifically for doctors, as well as solutions for medical practices. This is done in the context of our commitment to a sustainable health system and societal wellbeing.

Today, Avant represents over 90,000 medical practitioners and students, across every state and territory.

3. Our Operations

Avant Mutual operates through a group structure that includes several wholly owned subsidiaries, such as Avant Insurance Limited, Avant Doctors' Finance Pty Ltd, Avant Law Pty Limited, and Doctors' Health Fund Pty Ltd. These entities operate under a common governance and compliance framework.

Products and Services

The group's core operations involve the provision of medical indemnity and professional liability insurance, medico-legal advice and representation, legal services for healthcare practitioners, and private health insurance. These services are delivered through a professional workforce located in offices across major Australian cities.

Location

Avant operates across all Australian states and territories with offices in Sydney (head office), Melbourne, Brisbane, Adelaide, Perth, Hobart and Canberra.

Values, Policies and Frameworks

Our greatest assets are our members and our people. We aspire to deliver on the values of purpose, courage, passion and trust. With members at the heart of our business, we strive to make decisions that align with our members' professional interests and values. As a result, we have a continuous feedback channel in place with our members to ensure we are delivering on our values and vision.

Avant has various policies and frameworks in place to promote good practices and behaviour and protect the human rights of staff, contractors and suppliers. These include the following:

- Background Check Policy
- Code of Conduct

- Confidentiality Policy
- Discrimination, Harassment and Bullying Policy
- Fit and Proper Policy
- Information Security Policy
- Issues, Incidents and Breach Management Policy
- Modern Slavery Policy and Procedure
- Compliance Risk Management Framework
- Operational Resilience Policy
- Privacy Policy
- Procurement and Supplier Management Policy
- Risk Culture Framework
- Whistleblower Policy
- Work Health and Safety Policy
- Workplace Surveillance, Investigation and Employee Discipline Policy

We continuously review the effectiveness of our policies, frameworks and processes to ensure they align with the requirements of the Act where required.

4. Our Supply Chains

Avant procures most of its goods and services from suppliers located within Australia (97.5%) with a small number of suppliers located overseas (2.5%). Overseas supplier locations include Canada, Denmark, India, Ireland, New Zealand, Norway, the Netherlands, Pakistan, Singapore, Sweden, the United Kingdom and the United States of America.

Avant's supply chain includes the procurement of professional services, IT systems and software, office consumables, facilities management, marketing and promotional merchandise, and travel services. Some services, particularly IT and administration, may be outsourced to third-party providers, including offshore vendors.

Our largest supplier spend was on professional/business services, followed by government, insurance, technology services and consultancy.

We also consider dependency on suppliers through assessment of supplier spend and the criticality of their goods or services to Avant operations.

5. Modern Slavery Risks

Risk in Operations

Our business operates in Australia and provides goods and services in Australia and in New Zealand. These services are primarily delivered by directly employed, professionally qualified staff operating within Australian legal and regulatory frameworks. All employees are engaged under fair and lawful terms, supported by internal employment policies, code of conduct, and a whistleblower policy. As such, we assess the risk of modern slavery within our direct workforce as very low.

Risk in Supply Chains

Avant Mutual's supply chains include a mix of domestic and international vendors across various sectors. Our review has identified several higher-risk categories:

- **Facilities Management and Cleaning Services:** These services are outsourced and may involve low-paid labour, often in occupations and demographic groups that are statistically more vulnerable to modern slavery practices, particularly where subcontracting occurs or where oversight is weak.

- **Technology and IT Equipment Procurement:** A portion of our IT hardware, such as laptops, servers, and telecommunications equipment, is manufactured offshore. We recognise the elevated modern slavery risks associated with electronics supply chains, particularly in jurisdictions where forced labour is known to occur in raw material extraction or component assembly.
- **Corporate Merchandise:** Avant sources promotional merchandise through Australian intermediaries. These goods may be produced in textile and apparel manufacturing sectors in countries where forced or child labour is known to exist. The limited transparency in lower-tier suppliers presents a challenge for visibility and assurance.

6. Actions Taken to Assess and Address Modern Slavery Risks

Our 2025 modern slavery risk assessment confirmed our continued low risk profile. No high-risk rated suppliers were identified, with 99.5% of our suppliers determined to be low risk. No modern slavery incidents or disclosures were reported during the current reporting period.

Avant Mutual has taken a structured and risk-based approach to managing the risk of modern slavery in its operations and supply chains.

Our activities to date have focused on strengthening governance, improving supplier due diligence, and building internal capability. Specifically, during the reporting period we:

- Reviewed and uplifted the New Supplier Questionnaire against Insurance Council of Australia's White Paper
- Continued education and awareness with key staff to enhance awareness and understanding of modern slavery requirements in our Supplier Due Diligence Questionnaire and Risk Assessment
- Participated in Insurance Council of Australia Modern Slavery Working Group.

7. Assessing the Effectiveness of Our Actions

Avant Mutual is committed to continuous improvement and transparency in managing modern slavery risks. As part of this commitment, we have adopted several measures to evaluate the effectiveness of our actions.

We monitor supplier compliance with our modern slavery expectations through supplier declarations, responses to questionnaires, and periodic contract reviews. Where issues are identified, we engage directly with suppliers to ensure corrective action is taken. We also maintain a record of supplier responses and risk ratings, which are reviewed and updated annually.

We continue to enhance reporting channels and internal incident response protocols to ensure any concerns raised are acted on promptly.

8. Consultation with owned and controlled entities

Avant Mutual's and its controlled entities, which operate under a unified compliance and procurement framework. The group-wide governance approach ensures consistency across risk management, legal, and sourcing functions.

This statement is prepared for Avant and its owned and controlled entities including:

- Avant Insurance Limited
- Avant Mutual Group Limited
- Doctors' Financial Services Pty Limited
- The Doctors' Health Fund Pty Ltd
- Avant Group Holdings Limited
- MyPracticeManual Pty Ltd
- Avant Foundation Limited
- Avant Law Pty Limited
- Avant Services Co Pty Limited
- Avant Group Holdings Limited
- Darjack Pty Limited
- JRB Technologies Pty Ltd
- The Medical Defence Association of Victoria Limited
- Avant Doctors' Finance Pty Limited
- Avant Doctors' Finance Brokers Pty Limited
- Avant Finance Pty Limited
- HMPM Pty Limited

9. Approval and signature

This statement was approved by the Avant Mutual Board of Directors on 26 August 2025 and signed by the Chair and CEO.



Dr Steven Hambleton
Chair
Avant Mutual



Natasha Fenech
Group CEO and Managing Director
Avant Mutual