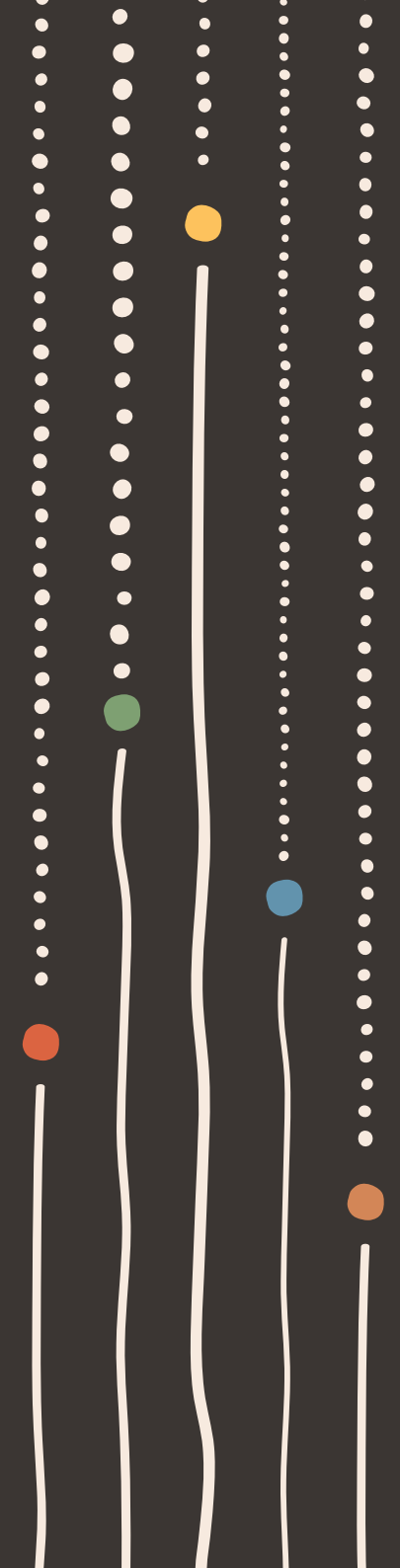




**IUIH MODERN SLAVERY STATEMENT  
2025**



# IUIH MODERN SLAVERY STATEMENT 2025

1. The *Modern Slavery Act 2018 (Cth)* (the Act) mandates a new statutory modern slavery reporting requirement for larger companies operating in Australia.
2. Under the Act, companies are required to publish statements explaining who they are, their structure, operations and supply chains and describing the risk of modern slavery practices in their operations and supply chains and actions being taken to assess and address modern slavery risks in their operations and supply chains and effectiveness of those actions.

## Who we are

3. This Modern Slavery Statement is made by the Institute for Urban Indigenous Health Ltd (ABN 32 140 019 290) referred to as "IUIH".
4. IUIH is a health promotion charity registered with the Australian Charities and Not-for-profit Commission (ACNC). As one of Australia's largest Aboriginal and Torres Strait Islander Community Controlled Health Organisations (ATSICCHO), IUIH represents a network of ATSICCHOs in South East Queensland, one of Australia's largest and fastest-growing Indigenous regions.
5. It is ironic that Australia now has modern slavery legislation, when its own history includes significant injustices against Aboriginal and Torres Strait Islander peoples, including forced labour and exploitation.
6. While this is the case, IUIH sees positives in the modern slavery reporting process, including:
  - i. **Advocacy and Awareness:** IUIH can highlight the historical exploitation faced by Indigenous communities and the need to address modern slavery in Australia and around the world. This will serve as a powerful advocacy tool to raise awareness and aligns with the need for broader systemic changes at a global level.
  - ii. **Leadership and Integrity:** As an organisation with a strong social mission, it demonstrates IUIH's leadership within the not-for-profit sector through its commitment to supply chain ethical practices and to developing best practice responses to modern slavery. This can influence and have an impact on improving Indigenous rights and economic wealth development.
  - iii. **Solidarity and Support:** By addressing modern slavery risks, IUIH is showing solidarity with other vulnerable groups and its support for broader human rights initiatives. This aligns with our advocacy for justice and equity and our focus on promoting the prevention and control of diseases resulting in health and well-being for all.
7. This is IUIH's fourth statement, and it relates to the 2024-25 financial year.



# About Us

## 8. Vision and Purpose of IUIH



### **Our Vision**

Healthy and strong Aboriginal and Torres Strait Islander children, families, and communities.



### **Our Purpose**

Leadership in systems reform, and the provision of a high quality, regional ecosystem of health, wellbeing and community support services across the lifespan.

## 9. Values of UIIH

### Culture



We are here because of those who came before us. We draw upon Aboriginal teachings and ways for strength, wisdom, and guidance. We uphold holistic approaches to healthcare and strive to achieve balance in our mental, spiritual, emotional, and physical wellbeing.

### Excellence



We are humbled and honoured to work on behalf of our Communities. In doing so, we have a moral obligation to strive for excellence in outcomes and our practices and to continuously learn.

### Relationships



We believe that propa relationships with Community, our Network, our partners and each other are foundations for achieving Our Vision and fulfilling our commitments. We commit to fostering working relationships underpinned by trust, respect, honesty, understanding, teamwork and mutual support.

### Self Determination



We are empowered by the law of obligation to protect the self-determination of our people and Communities, ensuring choice, participation, and control in their health and wellbeing journey. We believe in providing access to culturally safe care throughout the health care system. Through the collective strength of our people and Network, we partner to tackle systemic discrimination and ensure equitable access to culturally safe care.

### Respect



We respect the history of our people, communities, and Network, and honour this history as we walk together to achieve Our Vision. We understand that respectful relationships are built on the recognition that we all have a contribution to make. Respectful relationships with our people and Communities, Network and partners are essential. Therefore, we commit to treating each other and our partners in a propa way - with dignity, generosity, and responsiveness.

### Discipline



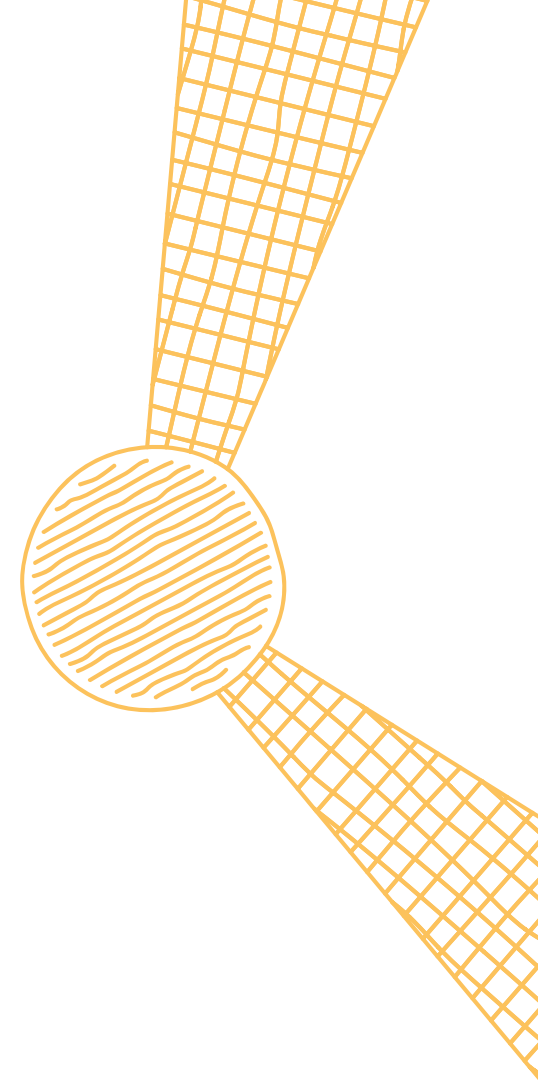
We have an opportunity to achieve transformative change in the health and wellbeing of our Communities and an obligation to make the most of this opportunity. We recognise we all have a contribution to make. This will require us to be disciplined, and to maintain and nurture unity, integrity and reliability in fulfilling our commitments to one another.

## Structure

10. IUIH is a company limited by guarantee, incorporated with the Australian Securities and Investment Commission (ASIC).
11. In the 2025 financial year the company members were the three (3) Aboriginal Community Controlled Health Services (ACCHSs) in South East Queensland. IUIH does not own or control other entities, but its business units include Moreton Aboriginal and Torres Strait Islander Community Health Service (MATSICHS) which comprises five (5) primary health care clinics that operate across the Brisbane North region, and a Registered Training Organisation unit.
12. Head office is in Windsor, Brisbane and although its primary activities are in South East Queensland, some Home Care Services to Elders operate on the Sunshine Coast and Fraser Coast Regions.

## Operations

13. Care coordination is embedded within the UIIH System of Care (ISoC) - a nationally acclaimed and independently validated model shown to close the gap faster. In a ground-breaking approach to systems design, ISoC supports new care pathways, pioneering an interwoven and seamlessly navigable co-location of primary and preventive health, chronic disease care, mental health, aged care, disability, child care, legal, child protection, family wellbeing, domestic violence, social services, specialist service and surgical pathways, spanning the entire life course.
14. Further information about UIIH activities can be found in our Annual Report and on our website at [www.iuih.org.au](http://www.iuih.org.au).
15. The UIIH Cultural Integrity Investment Framework and The Ways Statement are representations of UIIH's approach to embedding Our Stance, Our Values and Our Knowledge within all aspects of UIIH's operations and directions.
16. Originally endorsed in 2016, The Ways Statement has guided UIIH in an evolutionary process of transforming UIIH's Strategic (Intent), Operational (Processes) and Workforce (Relational) approaches, further solidifying UIIH's Cultural Integrity as an ACCHS.



**Operations (Continued)** | IUIH’s Strategic (Intent), Operational (Processes) and Workforce (Relational) approach:

	<b>Governance &amp; Leadership</b>	<b>Community Governance &amp; Accountability</b>	<b>Workforce Capacity &amp; Competence</b>	<b>Integration &amp; Coordination</b>	<b>Monitoring &amp; Evaluation</b>
<b>Intent</b>	The integrity of Our Governance and leadership processes and Ways are underpinned and driven by The Ways Statement and the values of IUIH.	Empowering Our People by ensuring Our Perspectives and Ways focus the intent of our directions, systems, processes, and programs.	Approaches which promote Propa Ways of working and the growth of Our Workforce.	Systems and processes are rebalanced and reoriented to ensure that Our People lead lives which fulfil their expressions of being healthy, strong and deadly.	Monitoring and evaluating IUIH operations and directions; ensuring fidelity to The Ways Statement whilst continually investing in the Cultural Integrity of IUIH.
<b>Obligations</b>	<ul style="list-style-type: none"> <li>- Our collectivity is our strength.</li> <li>- Investing in structural processes which strengthen the collective.</li> <li>- Working together - strengthening and supporting each other to achieve our goals</li> <li>- Balancing perspectives to strengthen processes.</li> <li>- Rebalancing and reorientating systemic structures, systems, and processes through propa ways</li> </ul>	<ul style="list-style-type: none"> <li>- Strengthening and enhancing enabling systems and community governance</li> <li>- Processes which promote reciprocal accountability to community</li> <li>- Strategic/action plans, program logics, and reporting structures are aligned with IUIH’s Vision and Mission and The Ways Statement</li> <li>- Balancing external systems, processes, and programs to align with The Ways Statement</li> </ul>	<ul style="list-style-type: none"> <li>- Creating career pathways which address the social determinants of Our People</li> <li>- Building a Workforce in Aboriginal and Torres Strait Islander Wellbeing</li> <li>- Ensuring the orientation of Our Workforce towards working in Our Ways</li> <li>- Balancing systems, processes, and programs to align with The Ways Statement</li> </ul>	<ul style="list-style-type: none"> <li>- Services are delivered ‘under one roof’ to improve access, integration, coordination, and efficiency.</li> <li>- Systems are integrated and coordinated to support the client/ family journey.</li> <li>- Services and programs are systematised to address the socioeconomic and cultural determinants of Our People</li> </ul>	<ul style="list-style-type: none"> <li>- Integrity, conviction, and quality in performance of every task and in every process</li> <li>- Regular reviews of systems, processes, and programs for alignment with The Ways Statement</li> <li>- A continuous improvement approach to everything we do</li> <li>- Data is used to drive change, ensure quality, and provide accountability</li> </ul>

## Operations (Continued)

17. There is no place in Aboriginal Terms of Reference or 'The Ways Statement' for modern slavery practices.
18. In carrying out its operations the company:
  - Directly employs workers to manage programs, deliver services to clients and provide back of office support
  - Subcontracts member services (Community Controlled Health Services – CCHSs) and other ACCHSs to provide services
  - Provides products to clients and ACCHS meeting relevant criteria – such as health check promotional shirts, pharmaceutical items, medical aids
  - Leases premises, motor vehicles and office equipment
  - Undertakes charitable activities providing unfunded health services to mob from self-generated income
  - Uses a warehouse system to source, store and distribute a multitude of items across all business units.

## Supply Chains

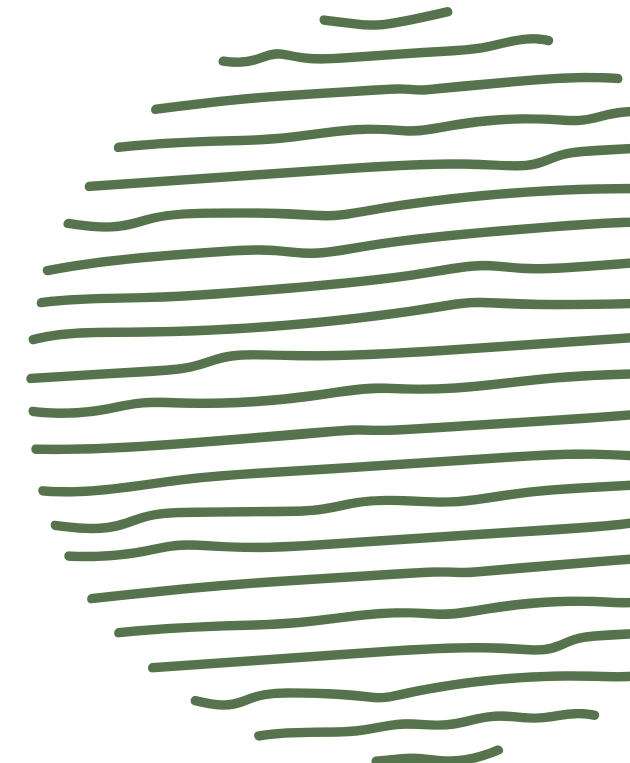
19. To support its operations, IUIH employed 1034 staff as of 30 June 2025.
20. Its supply chain consists of many suppliers and wholesalers largely in the healthcare industry (including prosthesis, consumables, medical equipment), some in training (RTO's), clothing manufacturers (uniforms and promotional clothing), support services (including cleaning, midwifery, accounting, legal, fit-out, maintenance and food services) and electronics such as mobile phones for work related communication and computers / related devices and equipment).
21. Suppliers include preferred suppliers with which IUIH has stable long-term relationships, short-term suppliers for urgent requirements and one-off suppliers on an ad hoc basis. Most product supplies are organised through the company's 'Warehouse' system except electronic devices which are sourced by the Information Technology (IT) team.

## Risks of modern slavery practices in IUIH operations and supply chains

22. As a health promotion charity operating only in Australia there is no material risk of modern slavery occurring within our direct business operations. All IUIH's workers are employed under Modern Awards or are on professional salaries. IUIH employees are provided with employee contracts and referred to IUIH's HR Policy and Procedures Framework, which outlines key policies.
23. Modern slavery is also unlikely in the Australian organisations from whom IUIH contracts or purchases services or products. However, IUIH recognises it could be indirectly exposed to the risk of modern slavery and human trafficking through supply chains, particularly where supplier's supply chains source products from countries deemed as high risk.

## Actions taken by UIIH during 2024-25 to assess and address the risks identified in Criteria 3

24. UIIH continues to look for opportunities to improve its identification of modern slavery risk.
25. Given the level of control UIIH exercises over day-to-day operations and the emphasis on The Ways, the internal risk of modern slavery occurring remains extremely low. The majority of UIIH services staff are engaged directly, reducing the risk of modern slavery within the workforce as the company endeavours to comply with Australian employment law.
26. Ensuring that people are treated with respect, dignity, and fairness throughout the supply chain and operations is consistent with UIIH's Cultural Integrity Investment Framework and The Ways Statement. Through employee orientation, UIIH introduces The Ways to all new employees and continues to imbed Aboriginal Ways of Seeing, Doing, Belonging, Being and Knowing throughout its operations and beyond - influencing partner organisations and other providers with which it does business.
27. The suppliers of services and products to UIIH are in the majority Australian suppliers, this reduces the risk of modern slavery within the workforce of suppliers.
28. As a health promotion charity and healthcare provider, UIIH's operations are highly regulated and subject to a range of State and Commonwealth legislation and accreditation requirements.



## Actions taken by UIH during 2024-25 to assess and address the risks identified in Criteria 3 (Continued)

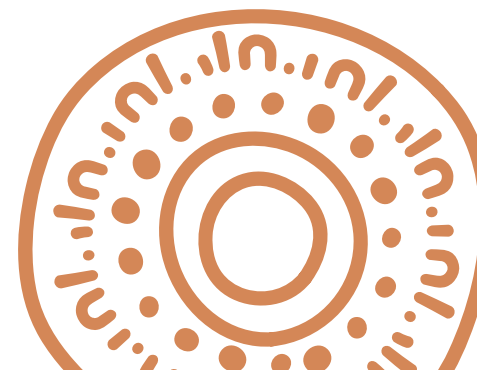
**29.** During the 2025 financial year UIH:

- Continued to monitor the purchase of electronic devices as a risk area.
- Explored Modern Slavery best practice and academic literature approaches to addressing modern slavery risks.
- Formalised its modern slavery governance to support long term planning and to review progress.
- Reviewed the questions we ask suppliers in the Supplier Questionnaire – Identifying modern slavery risks. UIH assessed that the questionnaire was adequate for its purpose.
- Continued to include the modern slavery Supplier Questionnaire for new preferred suppliers (through the UIH Warehouse ordering system) and periodic supplier review. In the 2025 financial year UIH received responses to its “Supplier Questionnaire – Identifying modern slavery risks” from:
  - o a medical garments and equipment supplier.
- Continued to review supplier websites to ascertain who have published modern slavery and /or human rights policies or statements
- Maintained a list of supplier information for all UIH Business Units

**30.** Continued to raise staff awareness of modern slavery matters by:

- a. Continuing to identify modern slavery matters via our IT function including the need to identify supply chain risks, apply due diligence and statutory requirements
- b. Including our Modern Slavery Statement as an item to be updated annually on our website.

**31.** The UIH Board approved Environmental, Social and Governance Statement includes reference to compliance with, and promotion of, modern slavery requirements.



## How UIH assesses the effectiveness of actions being taken to assess and address modern slavery risks

32. During this reporting period UIH has increased its understanding of modern slavery risks by continuing to undertake due diligence process and increasing awareness across the organisation.
33. The company has assessed the effectiveness of actions being taken to assess and address modern slavery risks by:
  - Assessing the answers to the Supplier Questionnaire – Identifying modern slavery risks
  - Continuing to ask key IT providers if their policies and measures aimed at preventing and addressing modern slavery risks within their operations and supply chains were robust, transparent and demonstrated commitment towards eradicating modern slavery from their supply chains
  - Continuing to monitor and track purchases made by business leads outside the UIH Warehouse ordering system.
34. No remediation requirements were identified in the reporting period.
35. As part of its Strategy, Innovation and Planning Collaborative Committee, UIH meets regularly to consider how to develop and embed ways to assess the effectiveness of its actions.

## Consultation with entities owned or controlled by UIH

36. UIH does not own or control any other entities.

## Other relevant information

37. IUIH is committed to acting and conducting business respectfully, responsibly, inclusively and ethically in accordance with The Ways principles. IUIH endeavours to ensure all aspects of business practices, including supply chains, are aware of modern slavery risks. IUIH rejects all forms of modern slavery.
38. IUIH is committed to considering and taking steps to implement effective systems and controls to ensure that modern slavery does not take place within its own business. If issues are identified through its supply chains, IUIH will consider what is an appropriate response.
39. The future focus for IUIH continues to be on identifying material risks of modern slavery which may exist in our external supply chains, undertaking due diligence and risk assessments and addressing those risks with suppliers.
40. New suppliers continue to be assessed via the questionnaire regarding their suitability to provide services, programs and products under the requirements of the Act.

## Governance and Risk Framework

41. The IUIH Board and its Performance Quality and Risk Committee oversees risk.
42. The IUIH Risk Management Framework is in place which outlines the governance structures in place to ensure an effective risk management infrastructure and culture is in place to promote systematic risk management processes in IUIH'S activities, functions and operations.
43. IUIH is committed to implementing and maintaining the high ethical standards required by Aboriginal Terms of Reference and The Ways and therefore to undertaking business in honourable and propa ways.

## Our risk assessment and due diligence

44. We are committed to assessing the risk of modern slavery taking place in our operations by taking steps to identify and manage areas of concern within our business and any external suppliers to IUIH.

## Training

45. IUIH will continue to post key updates in modern slavery planning on the Intranet, to keep staff aware of commitments and up to date on IUIH's approach.
46. In 2024, key staff involved in due diligence and risk assessment were informed as to the basic principles of modern slavery (kinds, prevalence), the requirements of the Act, and the goals of IUIH's approach. That process continued throughout 2025.

## Ongoing compliance

47. IUIH continues to track and review its supply chain and suppliers, undertaking risk assessments for those located in countries commonly known to be at higher risk for modern slavery and in high-risk industries or sectors. If any modern slavery associated issues are identified, IUIH will consider an appropriate response.
48. IUIH will continue to identify and evaluate risks relating to human rights and where necessary, develop our policies, procedures, and training to help combat modern slavery.
49. In 2025, through its Warehouse and IT functions, IUIH identified three (3) suppliers, Ezona Trading (Warehouse), Greenbox (IT) and Dell (IT) respectively, who underwent the modern slavery assessment process and were found to be compliant.

## Statement

50. This Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 (Cth) for the Institute for Urban Indigenous Health Ltd (ABN 32 140 019 290) and relates to the financial year ended 30 June 2025.
51. This statement was approved by the IUIH Board on 26 November 2025.



**Kieran Chilcott**  
**Chairperson**

**Institute for Urban Indigenous Health**



2025