

Modern Slavery Statement



1 July 2021 to 30 June 2022

<https://monashhealth.org>

ABN: 82 142 080 338

Monash Health is Victoria’s largest and most comprehensive health service. We work to support healthy communities, partnering with all levels of government, with not-for-profit and local organisations to help individuals achieve their health goals.

At every step we place our patients and clients at the centre of what we do, striving to make our services responsive to the changing needs of our communities. Today, we are proud to be recognised as a leading teaching and research health service of international standing.

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Introduction

This Modern Slavery statement is made pursuant to the Commonwealth Modern Slavery Act 2018 (Cth) by Monash Health for the 1 July 2020 to 30 June 2021 financial year.

Monash Health is committed to increasing awareness of the risks of modern slavery and taking positive action to eradicate these risks from the supply chain using a continuous improvement model.

Monash Health is committed to combatting modern slavery within the supply chain as it is in line with the principles and values of the health service. Monash Health will:

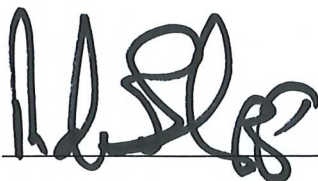
- Comply with the Modern Slavery Act 2018 (Cth) to reduce the risk of modern slavery across the supply chain;
- Regularly assess the supply chain for continuous improvement opportunities to reduce the risk of modern slavery;
- Foster open and transparent supplier relationships which encourage reporting and meaningful change through remediation;
- Provide education and awareness to the workforce on the requirements of the Modern Slavery Act 2018 (Cth) and understanding the modern slavery risks in the supply chain.

Statement of Annexure

This Modern Slavery Statement was reviewed and approved by the Monash Health Board of Directors as defined by the Modern Slavery Act 2018 (Cth) on 21 November 2022.



Dipak Sanghvi
Chair of Board, Monash Health



Andrew Stripp
Chief Executive, Monash Health

Mandatory Criteria One & Two: Identifying the entity, operations and supply chain

Monash Health is a Victorian state government entity established under section 181 of the Health Services Act 1988 (Vic). Monash Health is Victoria's largest public health service.

About Monash Health

With over 22,000 employees, we provide care to south eastern metropolitan Melbourne and rural Victoria from over 40 locations, via telehealth, and in people's communities and homes.

Monash Health cares for people across the full lifespan, from pre-birth to end-of-life, providing integrated, comprehensive, and often highly complex care.

Our care at a glance:

- We provide more than 3.2 million episodes of care to our community;
- More than 258,000 people are admitted to our hospitals;
- More than 210,000 receive care at our three emergency departments;
- We respond to more than 64,000 ambulance arrivals;
- We perform more than 48,000 surgical procedures; and
- We deliver more than 10,000 babies.

We improve people's health and experiences through:

- Prevention and early intervention programs;
- Specialised surgical, medical diagnosis, treatment, and monitoring services, at primary, secondary, tertiary, and some quaternary level care;
- Community and home-based treatment and rehabilitation;
- Specialist referral role for many specialties serving greater Melbourne, Victoria and interstate;
- Hospital and community-based mental health services;
- Comprehensive sub-acute and aged care programs;
- Palliative care;
- Research; and
- Teaching the next generation of healthcare professionals through undergraduate, postgraduate, vocational, and specialist programs, simulation, and telehealth.

Our commitment to our community and each other is distilled into our strategic intent, purpose, and guiding principles.

Strategic intent

We are relentless in our pursuit of excellence.

Purpose

To deliver quality, patient-centred healthcare and services that meet the needs of our diverse community.

Our Guiding Principles

- We consistently provide safe, high quality and timely care;
- We provide experiences that exceed expectations;
- We work with humility, respect, kindness, and compassion in high performing teams;
- We integrate teaching, research, and innovation to continuously learn and improve; and
- We orientate care towards our community to optimise access, independence, and wellbeing.

Our Values

- Integrity
- Compassion
- Accountability
- Respect
- Excellence

Further information about our operations, organisational structure, services and history can be viewed on the Monash Health website www.monashhealth.org.

Monash Health Entities

Jessie McPherson Private Hospital is in the unique position of being a not-for-profit tertiary private hospital and a fully-owned subsidiary of Monash Health.

The 115-bed tertiary private hospital is proud to have a team of highly skilled and dedicated employees and is equipped with some of the best medical facilities in Victoria. Specialist services include cardiology and cardiothoracic surgery, neurosciences, vascular, gastro sciences, general medicine and respiratory, maternity and neonatal services.

Monash Health is responsible for the end to end supply chain for Jessie McPherson Private Hospital.

Monash Health Supply Chain

Monash Health has an extensive and complex supply chain. The Monash Health procurement and supply chain is responsible for managing the end-to-end process of obtaining goods and services required for all operational needs of the health service. The procurement process involves:

- Strategic sourcing, including managing tenders;
- Managing the procure-to-pay process;
- Supply chain management;
- Logistics and transport support;
- Contract management support;
- Vendor performance and relationship management;
- Managing probity practice when dealing with the vendor community; and
- Managing engagements with HealthShare Victoria.

Monash Health procures items from over 5,700 suppliers with an estimated value of \$444million. These items are procured from a range of industries and include:

- Hospital specific items and equipment;
- Office and corporate supplies;
- Building and construction;
- Labour hire;
- Security;
- Cleaning;
- Textiles (linen and uniforms);
- Catering, and
- Information technology services

Many of the goods and services are procured from suppliers and distributors located within Australia. Monash Health also procures goods from international suppliers and manufacturers.

Working with HealthShare Victoria

HealthShare Victoria is a state-wide procurement organisation that partners with Victorian public health services to procure best-value goods and services. HealthShare Victoria works in partnership with public health services to understand their requirements, facilitate large-scale collective tenders and manage common-use contracts on behalf of the state. Monash Health purchases many goods and services from suppliers who are party to Health Purchasing Victoria collective agreements. As such, it is recognised that HealthShare Victoria has a significant role in health service supply chains.

HealthShare Victoria is committed to:

- Supporting health services in assessing operations and supply chain for modern slavery risks;
- Implementing systems and controls to reduce the risk of modern slavery;

- Ensuring transparency in addressing modern slavery;
- Fostering supplier operations that encourage modern slavery reporting and change through remediation; and
- Applying continuous improvement in how it supports health services to report on modern slavery risk both within supply chains and the sector.

In the reporting period HealthShare Victoria procured items from 189 suppliers for use across Monash Health.

In the 2021-22 reporting period, HealthShare Victoria undertook the following activities in supporting health services to understand the modern slavery risks of shared suppliers:

- **Modern slavery risk assessment:** all suppliers under the collective Purchasing Agreement were assessed;
- **Modern slavery risk mitigation:** all very high risk and high risk suppliers were contacted with resources to support the development of modern slavery risk management systems. Contractual obligations under the Collective Purchasing Agreement and the Victorian Government Supplier Code of Conduct were re-emphasised to the suppliers; and
- **Health service engagement:** continued to facilitate community of learning for all health services on modern slavery.

Mandatory Criteria Three: Risks of modern slavery within operations and the supply chain

Monash Health has a complex supply chain which sources products and services from high-risk countries. Monash Health tier one suppliers (direct sourcing of goods) are suppliers who are local or multi-national, headquartered in countries with modern slavery or labour laws. Monash Health acknowledges that there is a risk of modern slavery within tier two suppliers (manufacturers for tier one suppliers) within the supply chain. Understanding the risks tier two suppliers could have on the supply chain will be analysed in upcoming reporting periods.

Monash Health has conducted a high level risk assessment of its supply chain and will continue to build a more in-depth understanding of the modern slavery risks that may exist within the supply chain in the next reporting period. A high level risk assessment has been undertaken, with a review of the supplier categories in which items are procured through (41 categories were identified) and consideration of the suppliers' potential exposure to modern slavery due to the nature of the category or service provided. Monash Health has considered suppliers to have the potential to be high risk if:

- The supplier's labour force is considered potentially vulnerable (e.g.: lesser skilled workers, casual labour, labour hire, and migrant labour);
- The entity supplies higher risk products and services, particularly in the sourcing of raw materials; and

- The entity is based or operates in higher risk regions identified by the Global Slavery Index.

Monash Health has identified that there are a number of categories in its supply chain which may be at high risk of modern slavery. These include:

- Suppliers providing medical laboratory equipment, accessories and supplies, drugs and pharmaceutical products;
- Facility and property management services (including cleaning and security);
- Construction sector and major projects;
- Food and beverage supplies, and
- Apparel suppliers.

These sectors account for 48% of Monash Health's supply chain and procurement spending.

Monash Health has identified one very high risk and 23 high risk suppliers within the supply chain. In the next reporting period an in-depth risk assessment of these 24 suppliers will be conducted using the HealthShare Victoria risk assessment tool.

Monash Health acknowledges that the analysis of the supply chain undertaken to date focuses on tier one suppliers. The tier one suppliers directly provide goods to Monash Health.

Mandatory Criteria Four: Actions taken to assess and address modern slavery risks, including due diligence and remediation processes

Monash Health Entities

Monash Health is committed to understanding and reducing the risk of modern slavery within the supply chain. Monash Health has continued to be significantly impacted by the COVID-19 pandemic during the current reporting period which has resulted in the reduced capacity to implement planned actions from the previous reporting period. Monash Health recognises the importance of this work being completed and has identified key actions and timeframes for the following actions to be undertaken. An action plan and regular reporting to key internal Monash Health committees will commence in the next reporting period.

Monash Health has used the same modern slavery risk questionnaire as HealthShare Victoria to send to its suppliers. This will mean that suppliers who have already completed the questionnaire through HealthShare Victoria will not need to complete it again for Monash Health. For suppliers not contacted through HealthShare Victoria this will ensure that a consistent baseline of modern slavery risks are captured in our systems.

Monash Health has fully implemented the Zycus platform for supplier management. The system is used from the commencement of the tender process/contract through to the end of the contract period. As suppliers commence, they are now required to complete the modern slavery risk assessment questions, regardless of the level of risk the supplier/s may pose. In the next reporting period Monash Health will be able to analyse the data provided by these suppliers in understanding modern slavery risk across the supply chain.

Monash Health has identified its top 100 suppliers and these suppliers will complete the modern slavery risk questionnaire in the next reporting period. HealthShare Victoria sent out the modern slavery risk assessment questionnaire to the 187 suppliers contracted to provide Monash Health supplies and received a 77% response rate. The results of the survey are to be reviewed together with the Monash Health results to gain an in-depth understanding of the risks within the supply chain.

Monash Slavery guidance

Monash Health reviewed a number of policies in line with the requirements of the Modern Slavery Act, including the following;

- Monash Health Group Procurement Policy;
- Monash Health Procurement Sourcing Procedure;
- Monash Health Procurement Sourcing Manual;
- Monash Health Charter of Human Rights Policy; and
- Monash Health Code of Conduct Policy.

These policies and procedures will continue to be refined in future reporting periods to ensure that they are in-line and enhanced to reduce modern slavery risks in the supply chain. Monash Health is committed to implementing and embedding a modern slavery policy in the next reporting period. The policy will be developed via consultation with key stakeholders as well as national and international standards for modern slavery. Monash Health will also ensure that the policy and risk assessments will align with HealthShare Victoria given the number of shared vendors.

Monash Health has revised and updated contract and tender terms to include modern slavery clauses for all suppliers; these clauses align with the clauses being used by HealthShare Victoria. Minimum supplier standards which will be included in the Monash Health modern slavery policy and supply chain processes have been developed and will be embedded over future reporting periods. A remediation process for suppliers will be developed and form a key requirement when new suppliers complete the on-boarding requirements.

Monash Health is committed to working with its suppliers and has a Procurement Complaints Policy in place. In the next reporting period the policy will be revised and updated to include a remediation process if modern slavery was to be identified within the supply chain.

An externally facilitated education session was held for the Monash Health Board of Directors during the reporting period. The session focused on what the Modern Slavery Act is, as well as the obligations Monash Health Board Directors have under the Act and the requirements of the Modern Slavery Statement.

Mandatory Criteria Five: How the entity assesses the effectiveness of its actions

Monash Health has focused on understanding the supply chain and supplier categories to identify potential areas of risk, in line with the reviews being conducted by HealthShare Victoria.

Monash Health will continue to embed the work that has been undertaken and engage with suppliers to reduce the risk of modern slavery within the supply chain.

The impact of the COVID-19 pandemic on healthcare services has meant Monash Health has been delayed in assessing the effectiveness of measures undertaken to date. However, Monash Health will continue to work on developing frameworks and processes to ensure we can review the effectiveness of the actions we are taking to assess and address modern slavery risks in our operations and supply chains.

In the next reporting period Monash Health intends to work collaboratively with HealthShare Victoria to identify mitigation efforts to combat modern slavery risks and foster collaboration between Monash Health and suppliers to address these risks.

In the third reporting period Monash Health will focus on the following areas:

- Implement and embed the modern slavery policy in line with best practice;
- Provide targeted education and training for the Procurement & Supply Chain team using education packages available from the Department of Home Affairs and HealthShare Victoria; and
- Have a greater understanding of the impact the 24 very high risk/high risk suppliers have on the Monash Health supply chain.

Mandatory Criteria Six: Process of consultation with entities owned and/or controlled by the entity

During the reporting period this Modern Slavery statement covers, Monash Health coordinated with the entities we own (Jessie McPherson Private Hospital), including discussing details of the Modern Slavery Act 2018 reporting requirements.

Mandatory Criteria Seven: Additional information

In order to embed the implementation of the Modern Slavery Act (2018) within the Monash Health supply chain, a tool kit will be developed and implemented. The tool kit will contain:

- A modern slavery policy;
- A modern slavery training and education plan;
- A modern slavery risk assessment tool and reporting timeframes for the results;
- A modern slavery fact sheet for supply chain and procurement staff to refer to and give to suppliers as part of the supplier on-boarding process.

The tool kit will be implemented by the end of the third reporting period.

Closing Statement

Monash Health is confident that the actions taken to date and the planned actions for the next reporting will assist in building strong foundations for identifying and addressing modern slavery risks across the Monash Health supply chain. Monash Health is committed to improving the approach to managing modern slavery through stakeholder partnerships, and continuous improvement and education of the workforce and suppliers.

