

Modern Slavery Statement

Medicom Australia Pty Ltd Financial Year Ending 30 June 2025

This statement is made pursuant to the Commonwealth Modern Slavery Act 2018 (Cth) and outlines the actions taken by Medicom Australia Pty Ltd (“Medicom Australia”) to identify, assess and address modern slavery risks within its operations and supply chains.

This statement should be read in conjunction with Medicom’s Corporate Social Responsibility Policy and Labour and Human Rights Commitments Policy, which establish the mandatory standards that apply across Medicom and its controlled subsidiaries.

1. Our Commitment

Medicom Australia is committed to conducting business ethically, responsibly and with respect for internationally recognised human rights. We do not tolerate any form of modern slavery, including forced labour, child labour, debt bondage, human trafficking, prison labour or involuntary servitude, within our own operations or those of our business partners.

This commitment is grounded in:

- the Universal Declaration of Human Rights
- the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- the UN Guiding Principles on Business and Human Rights, as formally adopted through Medicom’s global policies.

2. Structure, Operations and Supply Chains

Medicom Australia is an Australian-based supplier of medical and dental consumables to public and private healthcare providers. Its activities include sales, customer service, logistics, warehousing and distribution within Australia.

Medicom Australia forms part of a global Medicom group that designs, manufactures and distributes single-use medical products through:

- owned and affiliated manufacturing facilities, and
- approved third-party suppliers.

The supply chain includes manufacturers, raw material providers, packaging suppliers, logistics and freight partners operating across Australia and offshore jurisdictions.

3. Identifying Modern Slavery Risks

3.1 Risk profile

Medicom Australia recognises that modern slavery risks are more likely to arise in upstream supply chains than in Australian-based operations. Risk factors assessed include:

- geographic location of suppliers
- reliance on migrant or temporary labour
- complexity and transparency of supply chains
- recruitment practices and labour brokers
- sector-specific risks associated with medical manufacturing and logistics

Risk assessments are informed by reputable external sources and customer-led due diligence expectations.

3.2 Child labour and young workers

Medicom strictly prohibits child labour. The minimum employment age is aligned with applicable local laws and international standards. Where young workers (aged 15–18) are lawfully employed, Medicom requires that:

- no hazardous work is performed
- working hours comply with legal limits
- education is not interfered with
- appropriate supervision and training is provided.

4. Mitigation, Due Diligence and Remediation

4.1 Supplier standards and zero recruitment fees

Medicom Australia requires suppliers and business partners to comply with Medicom's Supplier Code of Conduct and Labour and Human Rights Commitments Policy, including:

- zero tolerance for forced labour and human trafficking
- prohibition on recruitment fees or worker-paid costs
- freedom of movement, including no retention of passports or identity documents
- lawful wages, working hours and benefits
- respect for freedom of association

Medicom requires that no worker pays recruitment, placement or related employment fees at any stage of the recruitment process. Where any such fees are identified, Medicom policy requires remediation, including repayment to affected workers within defined timeframes.

4.2 Governance and accountability

Responsibility for managing modern slavery risks sits across Procurement, Supply Chain, Quality, Human Resources and senior management functions within Medicom Australia and Medicom Asia, aligned with global governance structures.

The Chief Executive Officer, supported by designated governance and compliance functions, has oversight of adherence to Medicom's CSR and human rights policies. Escalation pathways are in place to investigate, address and remediate any identified concerns.

4.3 Monitoring and corrective action

Medicom Australia manages supplier risk through:

- supplier due diligence and self-assessments
- contractual commitments aligned to Medicom policies
- audits conducted by group teams or independent third parties
- corrective and preventative action plans where issues are identified

Where suppliers fail to address identified risks or breaches, Medicom may suspend or terminate the commercial relationship.

5. Training and Awareness

Employees involved in procurement, supply chain, quality and human resources functions receive training on recognising modern slavery risks, responsible recruitment practices and escalation mechanisms. Training is reinforced through onboarding, refresher activities and access to Medicom's global policies.

6. Assessing Effectiveness

The effectiveness of Medicom Australia's approach is assessed through:

- supplier audit outcomes and remediation tracking
- internal reviews of supplier risk profiles
- management review processes
- engagement with customers, regulators and industry stakeholders

Continuous improvement is supported through regular policy reviews and updates to due diligence practices.

7. Consultation

Medicom Australia consults with relevant internal stakeholders and group entities to ensure alignment with global labour and human rights standards and consistency in addressing modern slavery risks across jurisdictions.

8. Approval

This Modern Slavery Statement was approved by the Director of Medicom Australia Pty Ltd on 23 January 2026.



David Chen
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Director - Medicom Australia Pty Ltd