



Modern Slavery Statement

Criteria 1

Reporting entity

This statement is made on behalf of McKenzie Aged Care Group Pty Ltd ABN 26 006 276 124 as trustee for the McKenzie Aged Care Group Partnership - Partnership ABN 78 653 238 753;

Our commitment

Modern Slavery is a violation of human rights which deprives humanity in favour of personal or commercial gain in forms such as slavery, servitude, human trafficking and forced compulsory labour.

McKenzie Aged Care is committed to improving practices within our organisation to combat this through ongoing education, improved visibility within our supply chain and renewed practices from increased awareness.

Criteria 2

Organisational Structure

McKenzie Aged Care Group Pty Ltd is an Australian Family Company in business as an Aged Care provider. McKenzie currently operates 17 Aged Care homes across three states: Queensland, New South Wales and Victoria and is licenced to provide care to 1,889 residents.

Operations

The operations of the 17 Aged care homes is supported by two regionally located support offices: located in Brighton Victoria and Varsity Lakes Queensland. In total McKenzie employs 2387 staff nationally. Support office staff make up 7% of the total staff numbers and support office staff engaged via Employment agreements in accordance with Fair Work Act 2009.

Facility Staff numbers are the remainder 93% of our workforce. They are remunerated under registered Enterprise Agreements for a combination of full time, part time and casual roles within McKenzie Aged Care.

McKenzie Aged Care has an annual revenue of \$182 million in FY 19-20.

Supply chain

McKenzie Aged care Group supply chain is defined into the following main categories

- Care – including Allied health, medical consumables
- Activities - Additional services, resident entertainment & outings

- Kitchen - Grocery, dairy, Meat, Fruit & Veg, Cutlery & Crockery
- Laundry & Cleaning – linen & bedding, bulk chemicals & disposable cleaning products, cleaning services
- Maintenance – Preventative & Reactive Maintenance, Kitchen & laundry Maint, clinical equipment, grounds, specialised contract cleaning
- Administration – office supplies, operational fees, memberships registrations, postage, travel, utilities, rents
- HR & Training – Agency staff
- Sales & marketing – advertising & promotions
- IT services – hardware, Software and services support

McKenzie Aged care Group Procures goods and services from local suppliers and we acknowledge the indirect supply of raw materials, textiles, food & grocery lines, IT & electronics, building supplies furniture and equipment some of which may originate from overseas sources.

Criteria 3

Risks of Modern Slavery In our Operations & Supply Chain

We are committed to ensuring that we take actions to combat Modern slavery in our supply chains and all areas of our business.

Our supplier on boarding process ensures Suppliers' complete the business registration to engage in business with McKenzie Aged care. Due diligence on risk is assessed based on industry, insurances, health and safety practices and only after this process is completed can we transact with the vendor. This allows us to identify high risk areas of modern slavery exposure for further review and risk management action.

Whilst we recognise 99% all procurement is done through the engagement of local Australian Businesses, we acknowledge that the indirect supply of goods originating from high risk countries can expose us to modern slavery within our supply chain when procuring goods and services.

Criteria 4

Action Modern Slavery Practices and checks

At McKenzie Aged Care, we are committed to the rights of all people. From the residents we care for to the staff we employ, the communities we live and operate in and all those that are influenced by the actions we take to deliver care. This is demonstrated by the Company's cornerstones, which outline the organisations approach to their standards of personal and professional conduct.

During the 2021 reporting period, McKenzie aged care took the following steps to address modern slavery within our supply chain

- All McKenzie Aged Care Supply contracts renewed within the reporting period and future renewal include a modern Slavery Clause.
- MACG supplier on boarding and registration platforms surveys business that they are aware of Modern slavery and that they assess its risk in their own supply chain. They agree to be transparent in areas of potential exposure and agree to work towards further understanding and action towards combating modern slavery.

- MACG further survey high risk suppliers based on risk of industry, country of origin of goods
- MACG Purchase order T& C have been updated to include Modern slavery Clause.
- Implemented mandatory training for McKenzie Aged Care Executive Leaders and the Procurement team on Modern Slavery Risks and impacts and how to respond and act when exposure to Modern Slavery circumstances, victims or people have been identified.
- Developed an audit tool to survey high risk Vendors capturing supply category, product services, geographic location for goods of origin, supply chain, model
- Suppliers agree to the Procurement ethical statement, which also outlines the behaviours expected of everyone who works for or with McKenzie Aged Care.
- MACG whistle-blowers policy is a reportable vehicle for disclosure and reports of modern slavery non compliance

Criteria 5

Assessment of effectiveness

In line with McKenzie Aged Care cornerstones, which outline the organisations approach to their standards of personal and professional conduct, we acknowledge the importance of assessing how effective the actions we put in place are to reduce and remove our exposure to modern slavery. McKenzie Aged Care Group will continually review and enhance our Modern Slavery Management practices to assess, monitor and respond to any areas of exposure to modern Slavery within our organisation.

To do this effectively we are:

- Periodically reviewing supplier compliance and identifying new high risk vendors with further surveying and education
- Identify and close gaps on instances where supplier on boarding process has been deviated from the process but supplier engagement and transactions have occurred
- Regularly review and refine documented processes
- Create written documented procedures where none currently exist where gaps are present and have been identified.
- McKenzie Aged care has a risk Committee and Modern slavery risks will become an agenda item to ensure ongoing review and effectiveness of assessment are in place.

Criteria 6

Consultation with any Entities

During the reporting period, we engaged and consulted with all companies we own and or control in the preparation and writing of this statement. We have discussed the details of the Modern Slavery act 2018, the reporting requirements. All information regarding the actions we intend to take to address the requirements and have provided them relevant material; and updates

This statement is made for financial reporting year ending 30th June 2021 was approved by the Board of directors of McKenzie Aged Care Group



Sally McKenzie
Director
McKenzie Aged Care Group



Mary Ann McKenzie
Director
McKenzie Aged Care Group

