

Modern Slavery Statement

2025

1. About SAHMRI

South Australian Health and Medical Research Institute Ltd (**SAHMRI**) is a health and medical research institute based in Adelaide, South Australia, committed to inspired research leading to better health for all.

This is the second Modern Slavery Statement we have reported under the *Modern Slavery Act 2018* (Cth) (**the Act**).

Our annual consolidated revenue for 2023 unexpectedly exceeded the reporting threshold of \$100 million by a small margin, due to the receipt of several substantial, one-off grants, and so we submitted our first Modern Slavery Statement for that year (**2023 Statement**).

As anticipated, our annual revenue was below the reporting threshold for 2024.

Annual revenue for the SAHMRI Group on a consolidated basis for 2025 is again above the threshold by a small margin, as a result of the application of the Accounting Standards.

2. Our structure

SAHMRI Ltd is the reporting entity and is an Australian not-for-profit company limited by guarantee (ABN 54 141 228 346, ACN 141 228 346). Our registered office is the SAHMRI Building, 870 North Terrace, Adelaide 5000.

We are a charity registered with the Australian Charities and Not-for-Profits Commission (ACNC).

Under our constitution, a Board of Directors is responsible for the corporate governance of SAHMRI. Our Executive Director, Professor Maria Makrides, leads SAHMRI's Executive Team.

For the reporting period, SAHMRI Ltd owned or controlled the following entities, which are not individually reporting entities under the Act:

- Australian Bragg Centre for Proton Therapy and Research Limited (ABN 12 639 942 804);
- SAHMRI Investments Pty Ltd (ABN 49 164 339 271);
- SAHMRI Foundation Limited as trustee for SAHMRI Trust (ABN 70 609 329 508); and
- HAJAAT Pty Ltd (formerly Be Well Co Pty Ltd) (ABN 85 640 506 896).

For the purposes of this Statement, a reference to 'SAHMRI' or 'we' or 'our' is intended to include these entities, unless specified otherwise.

3. Our operations

The following four research themes guide our research focus:

- Aboriginal Health Equity;
- Lifelong Health;
- Precision Cancer Medicine; and
- Women and Kids.

Within these themes, SAHMRI conducts health and medical research, which is aimed at delivering the right interventions, to the right people, at the right time. Our research is translational delivering health outcomes with global impact to communities, and provides a focus and leadership for health and medical research.

Our operations are based at our headquarters in Adelaide, South Australia. We also operate at several other locations within the greater Adelaide area, including at our Preclinical, Imaging and Research Laboratories (PIRL) facility which is located at Gilles Plains, at the Women's and Children's Hospital and at Flinders Medical Centre. Whilst our researchers collaborate internationally, all our operations are based in Australia.

Our workforce is Australian based and consists of approximately 619 employees.

4. Our supply chains

Supply Categories

SAHMRI procures a range of products and services to support our activities. Our 2025 spend by category is summarised below.

Supply Category	2025
Medical & Laboratory Services & Supplies	34%
Health Services/ Government/ University/ Regulatory	21%
Property & Building services	15%
Business Operations, Professional Services & Office Supplies	12%
IT equipment/ services & and electronics	10%
Marketing & events	2%
Corporate Travel & conferences	2%
Equipment maintenance	2%
Transport	1%
Capital Equipment	1%
Total	100%

Geographic Locations

SAHMRI procures products and services from both domestic and international suppliers. The majority of expenditure occurs domestically. Our 2025 spend by location is summarised below.

Top 8 Countries by Spend	Australia	United States	Sweden	France	Canada	Switzerland	Germany	Ireland
2025 % of relevant spend	96.6%	1.8%	0.3%	0.3%	0.3%	0.2%	0.1%	0.1%

5. Risks of modern slavery

As at the date of approval of this Statement, SAHMRI has not been made aware of any specific concern relating to modern slavery in our operations or supply chains, nor have we received any whistleblower reports on modern slavery risk.

Further, having reviewed our main areas of risk, we have not identified any new or increased modern slavery risks.

6. Actions taken to address modern slavery risk

We continue to address modern slavery risks as part of our broader governance framework, procurement compliance and human resources management frameworks, and have also taken steps during the reporting period to strengthen our modern slavery-specific response.

We strive to attain the highest standards of conduct and ethical behaviour, research integrity and good corporate governance, and to operating:

- Legally and in accordance with applicable legislation and regulations;
- Properly, in accordance with SAHMRI's policy and procedures; and
- Ethically, in accordance with recognised ethical principles.

We have numerous policies and procedures in place to support these standards of conduct. Examples of these include:

- Our Code of Conduct which sets out the guidelines that we follow to maintain high ethical and legal standards, appropriate behaviour and accountability across SAHMRI.
- In relation to our core business, namely our medical research program, all health and medical research involving humans or animals is also subject to the protections afforded by the robust human or animal (as applicable) research ethics committee processes.
- We ensure wherever possible that we have written contracts with our service providers, product suppliers and collaborators, which include obligations to comply with applicable policies, codes of conduct, regulations and legislation, along with reporting responsibilities.
- Our recruitment process and associated policies require thorough screening of new employees, contractors and volunteers, including to ensure their eligibility to work.
- We comply with the Principles, Responsibilities and Definitions of the Australian Code for the Responsible Conduct of Research, and other national guidelines in relation to values and community engagement.
- We comply with our obligations in relation to whistleblower protection, including by implementing our Whistleblower Policy, which may extend to disclosures relating to modern slavery.

We hold a number of certifications and are subject to audits by external organisations, which include requirements related to responsible sourcing and supply chain management, including:

- ISO 9001 international standard for Quality Management Systems (QMS);
- Good Laboratory Practice (GLP) compliant preclinical services as certified by the National Association of Testing Authorities (NATA);
- Good Manufacturing Practices (GMP) conducted by the SAHMRI in respect of the production and sale of injectable radioisotopes audited by the Therapeutic Goods Administration (TGA);
- Annual audit by the Department of Agriculture, Fisheries and Forestry (DAFF) of SAHMRI's quarantine premises, as well as processes related to imported biologicals used in research and trials;
- Annual audit and checks by SA Health of the SAHMRI School of Anatomy and use of scheduled drugs;
- External review of SAHMRI's care and use of animals for scientific purposes;
- Accreditation by the Office of the Gene Technology Regulator (OGTR).

In addition, we conduct internal audits for each of the areas subject to external audit. Together, these audit processes support a robust compliance framework for our supply chain management.

Since our 2023 Statement, we have also specifically addressed modern slavery risk, including as follows:

- We have continued to monitor modern slavery risk, including by considering the overall characteristics of our suppliers;
- We have continued to engage with the medical research sector to support the ongoing development of our response to modern slavery risk, including through SAHMRI's membership of the Association of Australian Medical Research Institutes (AAMRI); and
- We have reviewed existing SAHMRI policies and processes with a view to making improvements, including in procurement related areas where feasible.

If a concern about modern slavery was identified, SAHMRI would respond in a manner proportionate to the circumstances. This may include internal escalation, investigation, engagement with the relevant supplier or collaborator, consideration of corrective actions, and termination of the relationship. Our framework for escalation and response will continue to develop as our modern slavery response matures.

7. Evaluation of actions

SAHMRI is committed to assessing the effectiveness of the actions it takes to address modern slavery risk as part of a broader process of continuous improvement.

Whilst we are still in the relatively early stages of our modern slavery response, we have evaluated our actions as part of our review processes, including our program of internal and external audits, together with periodic reviews of contracting and governance measures relevant to modern slavery risk.

In assessing the effectiveness of our actions, SAHMRI considers matters such as whether higher risk supplier categories have been suitably identified and addressed, and whether any modern slavery related concerns have been raised through audit processes, whistleblower channels or otherwise.

As we continue to develop our response, we will endeavour to broaden how we track our actions and measure their effectiveness.

8. Consultation process

This Statement was prepared with input from various teams across our organisation.

SAHMRI and its controlled entities share common processes, including those related to procurement

9. Other relevant information - next steps

SAHMRI proposes to continue to take the steps outlined in section 6 to specifically address modern slavery risk.

In addition, we propose to:

- Review our template agreements and introduce template provisions, where appropriate, to address modern slavery.
- Build staff awareness and commitment to addressing modern slavery, including by communicating relevant policy and process requirements.
- Continue to evaluate our modern slavery risk and respond appropriately to any increased risk, including broadening our modern slavery-specific framework.

This statement was approved by the SAHMRI Board in its capacity as principal governing body of SAHMRI on [insert]



The Honourable Hieu Van Le AC
Chair of the SAHMRI Board
26 June 2026