



Avant Mutual Group Limited
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Modern Slavery Statement 2024

Avant Mutual Group Limited ('Avant' or 'Avant Group') is committed to identifying and addressing modern slavery in its business divisions and supply chains as required by the *Modern Slavery Act 2018 (Cth)* (Act). This Statement describes the steps Avant has taken to identify, assess and address modern slavery risk across the Avant Group and our supply chains. Our procurement policy and procedures incorporate controls and practices to identify, assess, mitigate and monitor potential risk areas in our value chain. We are committed to ensuring that our processes and practices continuously improve over time and align with best practice.

About us

Avant is a mutual organisation with over 90,000¹ members. This statement is prepared for Avant and its owned and controlled entities including:

- Avant Insurance Limited
- Doctors' Financial Services Pty Limited
- The Doctors' Health Fund Pty Limited
- Avant Group Holdings Limited
- MyPracticeManual Pty Limited
- Avant Foundation Limited
- Avant Law Pty Limited
- Avant Services Co Pty Limited
- Darjack Pty Limited
- JRB Technologies Pty Limited
- Avant Doctors' Finance Pty Limited (Previously KA JV Pty Limited)
- Avant Doctors' Finance Brokers Pty Limited (Previously KA JV 2 Pty Limited)
- HMPM Pty Limited

Avant consults widely with all the entities it owns or controls to understand how modern slavery risks are being identified, assessed and addressed in those divisions.

Our business and operations

Avant is an organisation owned by its members and run purely for their benefit. We support healthcare professionals and medical students with a range of products and services including medical indemnity insurance, private health insurance, and a comprehensive range of integrated services designed for doctors.

Our products are designed to protect our members both professionally and personally, to safeguard their careers and reputation and protect them and their families. Our vision is to be a trusted protector and advisor for our members, professionally and personally.

To assist our members' practice good medicine, we provide technology solutions through our New Ventures division as well as access to PracticeHub, our online practice management platform. PracticeHub provides

¹ As at 30 June 2024

essential practice management tools and resources to help medical practices reduce the complexities, risks and costs involved in managing a practice.

Our values, policies and frameworks

Our greatest assets are our members and our people. We aspire to deliver on the values of purpose, courage, passion and trust. With members at the heart of our business, we strive to make decisions that align with our members' professional interests and values. As a result, we have a continuous feedback channel in place with our members to ensure we are delivering on our values and vision.

Avant has various policies and frameworks in place to promote good practices and behaviour and protect the human rights of staff, contractors and suppliers. These include the following:

- Avant Group Data Breach Notification Procedure
- Avant Insurance Limited Outsourcing Policy
- Background Check Policy
- Code of Conduct
- Confidentiality Policy
- Discrimination, Harassment and Bullying Policy
- Doctors' Health Fund Outsourcing Policy
- Fit and Proper Policy
- Information Security Policy
- Issues, Incidents and Breach Management Policy
- Modern Slavery Policy and Procedure
- Operational Risk Management Framework
- Privacy Policy
- Procurement Policy
- Risk Culture Framework
- Whistleblower Policy
- Work Health and Safety Policy
- Workplace Surveillance, Investigation and Employee Discipline Policy

We continuously review the effectiveness of our policies, frameworks and processes to ensure they align with the requirements of the Act where required.

Our supply chains

Avant Group procures most of its goods and services from suppliers located within Australia (96.9%) with a small number of suppliers located overseas (3.1%). Overseas supplier locations include Canada, Denmark, Germany, Ireland, New Zealand, Norway, Netherlands, Pakistan, Singapore, Sweden, the United Kingdom and the United States of America.

We understand that the Environmental, Social and Governance ("ESG") risks relating to our suppliers will vary depending on their geographical location and industry. We also consider dependency on suppliers through assessment of supplier spend and the criticality of their goods or services to Avant operations. We seek to do business with suppliers that have similar values, ethics and sustainable business practices.

Our supply chain covers many industries including professional/business services, government, insurance, technology services, consultancy, advertising, travel, events, cleaning, catering/meals and maintenance. Our largest supplier spend was on government, followed by professional/ business services, insurance, technology services and consultancy.

Actions taken to address modern slavery risk in our supply chains

Our 2024 modern slavery risk assessment revealed no known instances of exploitative practices or human rights abuses identified in our supply chain and the majority of suppliers are located within Australia. No high-risk rated suppliers were identified, with 99.5% of our suppliers determined to be low risk.

In pursuit of continually improving our efforts to address modern slavery risks, in FY 24 we:

- continued to embed the modern slavery policy and procedure across Avant. This included engaging and supporting each division to understand the modern slavery risks in their value chain;
- reviewed the Risk Appetite Statement to consider whether a specific modern slavery risk appetite was required, concluding that no further changes were needed;
- increased awareness of modern slavery risks through training and making resources available to all staff through the Avant intranet; and
- assessed all new suppliers for modern slavery risk and integrated the modern slavery risk assessment into the procurement policy and procedure.

Further steps and actions

This is the fifth iteration of the Modern Slavery Statement prepared by Avant. We will continue to review our risk and compliance management framework to further improve our control environment as our approach matures over time. Avant recognises the importance of minimising modern slavery risks in our supply chain. Avant's Group Risk & Resilience division plays an important role in governing modern slavery risk and overseeing initiatives to improve Avant's response to modern slavery matters.


Avant is committed to continuously improving its assessment of modern slavery risk and aligning, as far as practicable, to best practice. The activities we intend to focus on are:

- further enhancing employee awareness and knowledge of modern slavery risks;
- maturing the current policy and procedure by assessing whether further refinements and integration into the procurement policy and procedures can be made;
- continuing to collaborate with the industry and participating in the Insurance Council of Australia's modern slavery working group; and
- engaging with peers and consultants, as needed, to assist with potential changes to Avant's modern slavery policy and procedure that may be required from possible legislative changes arising from the recommendations of the Modern Slavery Act review published in 2023.

This is a joint statement made pursuant to the Modern Slavery Act 2018 (Cth) for Avant Mutual Group Limited (ABN 58 123 154 898) and its owned and controlled entities (Avant Group). It constitutes our Modern Slavery Statement for the financial year ended 30 June 2024. This statement has been endorsed by the Board and will be updated annually.



Dr Steven Hambleton
Chair
Avant Mutual



Natasha Fenech
Group CEO and Managing Director
Avant Mutual