



respect

Modern Slavery Statement

2025



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1

CEO and Managing Director's Message

I am pleased to present the Respect Modern Slavery Statement for 2025, which outlines the work we have undertaken during the financial year ended 30 June 2025 to identify and address modern slavery risks.

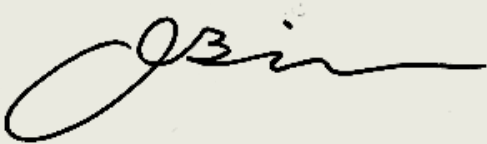
At Respect, our purpose has always been to care for people. This extends beyond our residents and clients, to our employees and the communities that place their trust in us. As one of Australia's largest regional providers of aged care, retirement living and community care, we understand that our responsibility extends well beyond the services we deliver each day.

Modern slavery is a complex global issue that affects millions of lives around the world. We believe that every individual deserves to live and work with dignity, safety, and respect. That belief guides our actions as we continue to improve our approach to modern slavery, raising awareness across our teams and partners, and challenging ourselves to do better.

By having open conversations, building accountability and taking meaningful action, we aim to make a positive difference, ensuring that Respect's impact is felt not only in the care we provide, but in the values we uphold.

Our 2025 Modern Slavery Statement highlights the progress we have made, as well as the ongoing focus on our modern slavery journey. Through our actions, we are striving to make a difference within our own communities and beyond.

This Statement was approved by the Board of Respect on 28 October 2025.



Jason Binder
CEO and Managing Director of Respect
30 October 2025





Reporting Entity Structure, Operations and Supply Chains

This is the 2025 Modern Slavery Statement of Respect Group Limited ACN 121 263 545 and its subsidiaries Respect Property Holdings Tasmania Pty Ltd ACN 673 124 439 and Lyndoch Health Care Pty Ltd ACN 630 685 237 (together referred to as **Respect**). This Statement has been prepared and delivered in accordance with the requirements and criteria of the Modern Slavery Act 2018 (Cth) for the financial year ending 30 June 2025.

Respect's Structure

Respect Group Limited and Respect Property Holdings Tasmania are each a large charity registered with the Australian Charities and not-for-Profit Commission. Lyndoch Healthcare Pty Ltd is a small for-profit organisation registered with the Australian Securities and Investments Commission (ASIC).

An independent board of directors governs Respect and sets the strategic direction that helps the organisation achieve its purpose. A highly skilled executive leadership team supports the board and drives the delivery of high-quality, safe and reliable aged care and services for its residents and clients.

Respect's registered office is located at 50 Formby Road, Devonport in the state of Tasmania. At the conclusion of the reporting period, Respect had 3,980 employees and more than 300 volunteers.

Respect's Operations

Respect services the Australian senior community by providing residential aged care, retirement living and home care services across regional Tasmania, Victoria, New South Wales and Western Australia.

Respect Group Limited is the main operating entity of Respect.

Respect Property Holdings Tasmania Pty Ltd owns property in various Tasmanian suburbs, of which three residential aged care services and fourteen retirement villages operate.

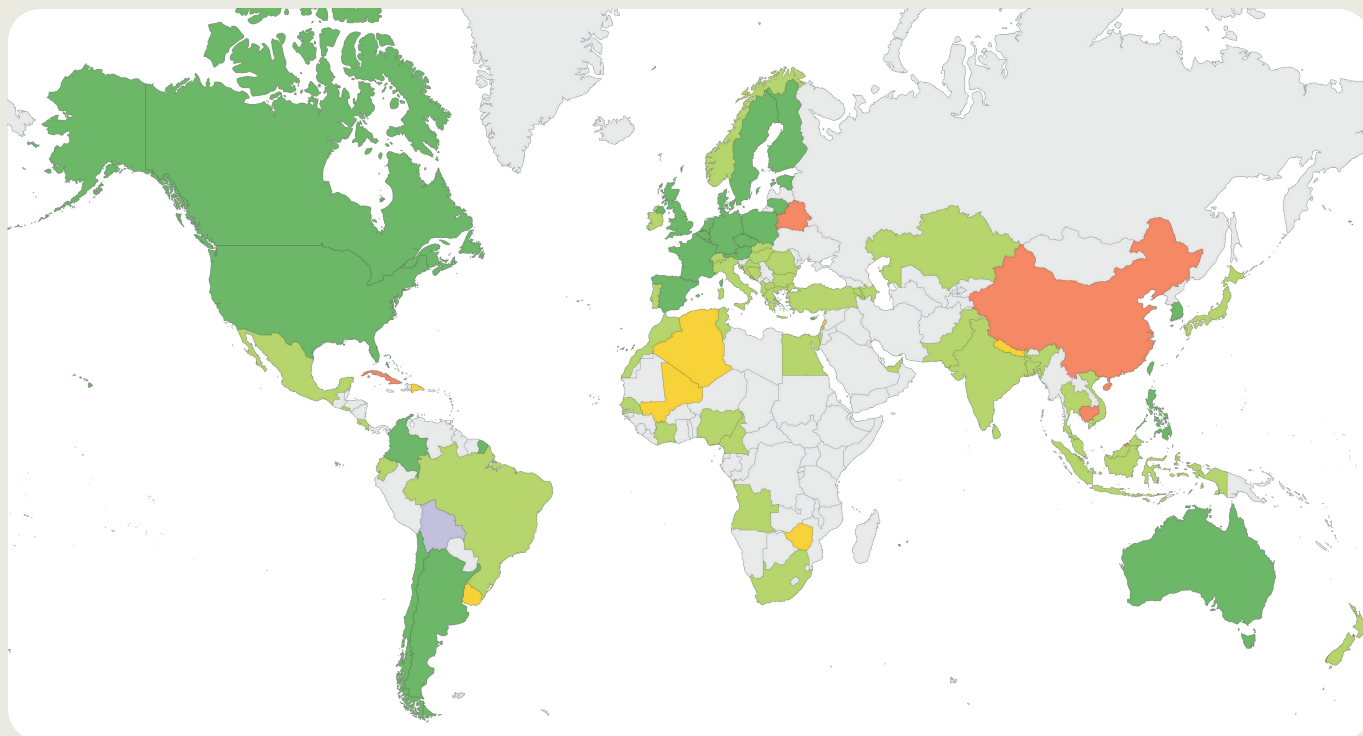
Lyndoch Healthcare Pty Ltd is a medical practice in Victoria, providing general medical care, chronic disease management, and health and wellness services to the South-Western Victorian community of Warrnambool.

Respect's Supply Chains

Respect sources a wide range of goods and services to support its delivery of aged care services to its residents and clients.

During the reporting period, approximately 2,100 suppliers provided goods and services to support Respect's operations. Out of these 2,100 suppliers, 60 suppliers accounted for 51% of its spend, and Respect has focused its review on these suppliers.

Respect's suppliers operate from remote, regional and metropolitan Australian locations, with some supply chains being connected to international manufacturing locations as highlighted on the below map:



Tier 1

Countries and regions whose governments, at the date of this assessment, fully meet the Trafficking Victims Protection Act's (TVPA) minimum standard.

Tier 2 Watch List

Countries and regions whose governments, at the date of this assessment, do not fully meet the TPVA's minimum standards, and as the (increasing) number of victims is significant without proportional action, and/or no evidence of increased efforts to combat trafficking has been provided.

Tier Special Care

Due to civil conflict and humanitarian crises, gaining information is difficult and a tier has not been assigned.

Tier 2

Countries and regions whose governments, at the date of this assessment, do not fully meet the TPVA's minimum standards, but are making significant efforts to meet those standards.

Tier 3

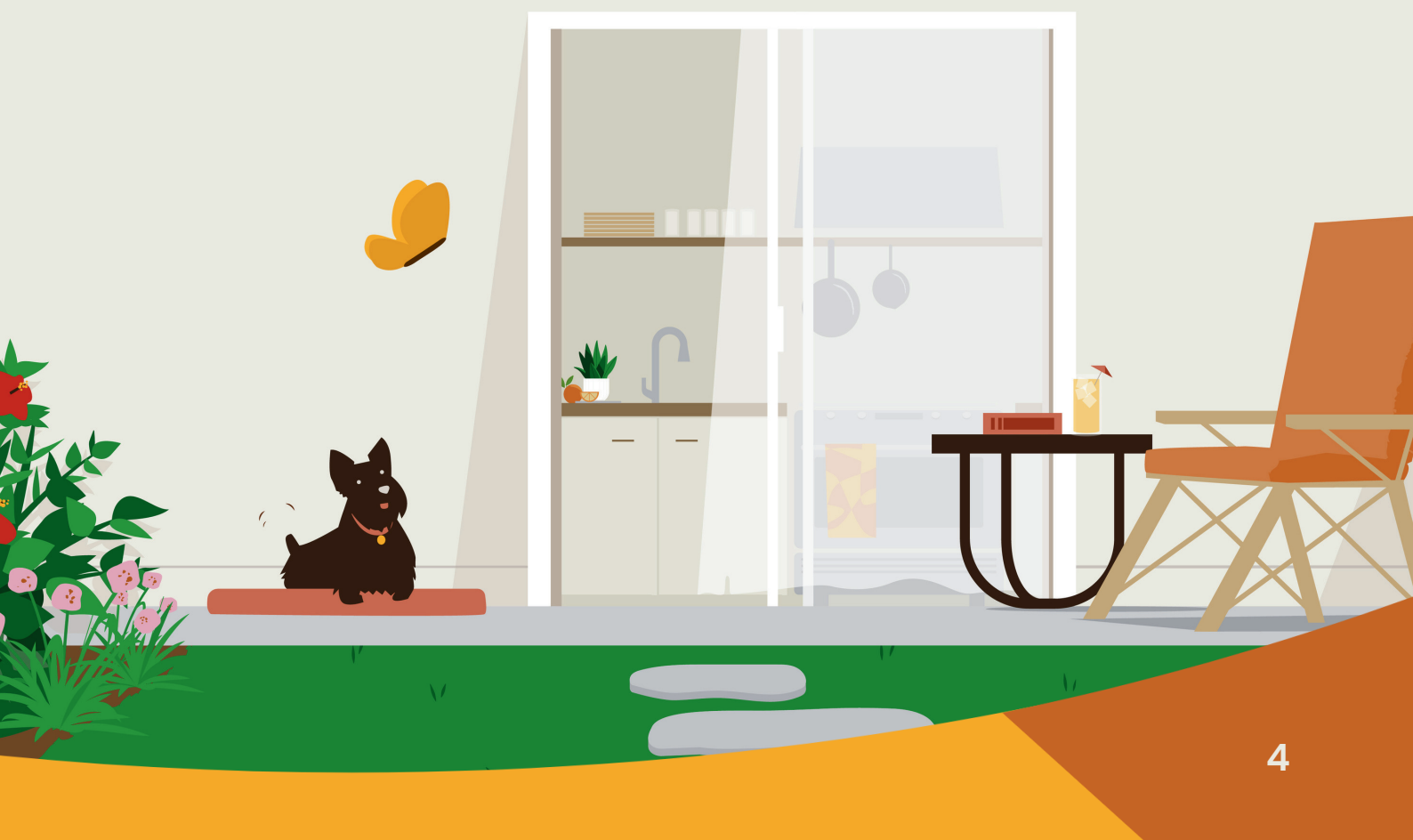
Countries and regions whose governments do not, at the date of this assessment, fully meet the minimum standards and are not yet making significant efforts to do so.

Uncategorised

At the date of this assessment, insufficient information is available about these countries or regions and a tier has not been assigned.

Respect's suppliers range from sophisticated global service providers to sole traders. The primary categories from which Respect sources goods and services include:

- Administration and consumables
- Agency staff
- Allied health
- Catering services and supplies
- Cleaning and chemicals
- Consulting and professional services
- Furniture and furnishings
- Linen and laundry
- Medical equipment and supplies
- Personal protective equipment
- Property, maintenance and motor vehicles
- Property development
- Technology and software
- Travel and accommodation
- Uniforms
- Utilities
- Waste management





Risks of Modern Slavery Practices in Respect's Operations and Supply Chains

Within Respect's Operations

Due to the highly regulated nature of the labour market in Australia, Respect believes that there is a low likelihood of modern slavery harm arising within its own operations and direct workforce.

69% of Respect's costs are incurred as remuneration to Australian-based employees, which are protected by Australian workplace regulations.

The majority of Respect's staff are employed under a Union-negotiated Enterprise Bargaining Agreement approved by the Fair Work Commission. A smaller percentage of Respect's corporate services staff are employed under individual contracts of employment that comply with Australian laws.

At times it may be necessary to engage labour hire agencies to fulfil short-term temporary staffing requirements. All labour hire agencies that provide services to Respect are Australian-based entities that deliver services in Australia and that must also comply with Australian labour laws.

Within the Supply Chain

Respect acknowledges that the risks of modern slavery may be heightened in some of its supply chains and operations as a result of:

1. The sectors in which its suppliers operate, which can be described as high risk. In particular:

- Accommodation and food service activities
- Agriculture, forestry and fishing
- Manufacturing
- Property development and construction
- Transportation and storage
- Wholesale

2. The geographical location of some suppliers, and the source of materials used in products supplied by them. In particular:

- Garments, textiles and footwear products from China, India, Malaysia, Indonesia and Vietnam
- Outsourced services such as cleaning, catering, security and facilities management, and the use of labour hire contractors
- Electronics from China and Malaysia

Respect recognises that visibility into some overseas market operations can be low and this may increase the risk of modern slavery practices in these supply chains.



Actions taken by Respect to Assess and Address the Risks

During the reporting period, Respect has made significant progress in implementing policies and actions to assist in addressing modern slavery risks associated with its operations and supply chains. These include:

1. Modern Slavery Committee

The Respect Modern Slavery Committee, established during the 2024 reporting period, meets regularly to discuss risk mitigation strategies and to monitor progress against our modern slavery roadmap.

The committee comprises of senior leaders from across our organisation, including People and Culture, Procurement, Finance, Legal, and Property and aims to integrate and embed modern anti-slavery practices through a holistic and informed approach.

2. Assessing Suppliers

During the 2025 reporting period, Respect utilised a third-party survey tool to assess modern slavery risks within its supply chain. Participating suppliers were asked to complete a questionnaire online. After each supplier completed and submitted the questionnaire, their responses were assessed to determine their modern slavery risk scores and associated risk category.

Suppliers that met our pre-determined criteria were invited to complete a self-assessment questionnaire. A total of 128 suppliers were included in the campaign, achieving an 81% completion rate.

Suppliers that completed the self-assessment were given action items to complete post-assessment. These action items were also aggregated, giving Respect a focused view of the most impactful actions that could be taken by suppliers across their supply chains.

Respect has continued with a supplier follow-up initiative to further discuss the action items and address the risks identified through the assessment. Primarily this involves ensuring that suppliers have the right policies and procedures in place to mitigate inherent risks within their supply chain.

3. Other

During the reporting period, we have completed the following additional actions in line with our roadmap:

- Published our 2024 modern slavery statement on our website;
- Introduced policies and procedures to support our modern slavery risk management efforts, including Supplier Code of Conduct, Approved Supplier List, Category Management and Whistleblower Policy, which are published on our intranet and are accessible to all staff; and;
- Engagement of an independent third party provider to implement and operate a Whistleblower Hotline, enabling the anonymous reporting of suspected or actual wrongdoing. Once launched, the hotline will be accessible to all staff, customers, stakeholders and businesses within our supply chain



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Assessing the Effectiveness of Respect's Actions and Consultation Process with Associated Entities

During the reporting period, Respect assessed the effectiveness of its actions across four key performance areas:

1. Governance and due diligence;
2. Procurement and supply chain;
3. Human Resource practices, training and education; and
4. Grievances and reporting

Against each of these focus areas, Respect has developed Key Performance Indicators (KPIs) that will be used to assess the effectiveness of its actions. These include:

- The percentage of precedent goods and services contracts with modern slavery clauses included;
- Number of suppliers completing our modern slavery self-assessment questionnaire;
- Completion rates for modern slavery awareness training; and
- The number of modern slavery cases identified and remediated

Over subsequent reporting periods, Respect will continue to review and enhance these KPIs and develop additional metrics to assess the effectiveness of its actions, in line with our commitment to continuous improvement.

The modern slavery committee will continue to evaluate progress on future items, identifying actions to enhance Respect's approach to modern slavery risk.

Respect acknowledges and understands that if no cases of modern slavery have been found in its operations or supply chains, this does not mean that modern slavery does not exist, but rather Respect needs to review the effectiveness of its actions.

Respect's entities have been consulted on modern slavery risks and the contents of this Statement.



Moving Forward

Respect is committed to continuing to prevent, mitigate and detect modern slavery in its operations and supply chains.

Respect will continue to work diligently to ensure that its operations and supply chains are free from any form of modern slavery.

Through its Modern Slavery Roadmap, Respect plans to undertake the following further actions:

- Launch of the independent third party whistleblower hotline;
- Ongoing facilitation of modern slavery committee meetings, ensuring alignment with our strategic roadmap
- Continue to develop an agreed procedure for responding to modern slavery cases;
- Include in procurement contracts, obligations on suppliers in relation to modern slavery;
- Include the dissemination of the supplier code of conduct as part of onboarding national suppliers;
- Implement a Procurement Policy that incorporates provisions relating to ethical sourcing and human rights;
- Continue to update and review supplier preferred lists by reference to their compliance with modern anti-slavery requirements;
- Provide training on 'ethical sourcing' to procurement category managers;
- Add a modern slavery training module to its e-learning platform and onboarding process for Board members, Executive team members and those in high-risk roles; and
- Continue to raise modern slavery awareness within our supply chain via the third party issued annual self-assessment campaign





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