



2025 Modern Slavery Statement

2025 MODERN SLAVERY STATEMENT

ROYAL FLYING DOCTOR SERVICE OF AUSTRALIA CENTRAL OPERATIONS
ACN 141 354 734

20 November 2025

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1. INTRODUCTION >

At Royal Flying Doctor Service of Australia Central Operations (RFDS SA/NT), we recognise that addressing modern slavery is not a one-time initiative but an ongoing journey — one that demands vigilance, transparency and continuous improvement. As an organisation deeply embedded in the communities we serve throughout South Australia and the Northern Territory, we are committed to ensuring that our operations and supply chains reflect our values of care and integrity.

This statement outlines the steps we have taken during the reporting period to identify, assess and mitigate the risks of modern slavery. It also reflects our determination to build on these foundations, strengthen our practices, and work collaboratively with our suppliers to drive meaningful change.

We understand that the path to eradicating modern slavery is complex, but we remain steadfast in our commitment to progress.



Tony Vaughan ASM
Chief Executive

2. REPORTING ENTITY >

The reporting entity preparing this statement is Royal Flying Doctor Service of Australia Central Operations ACN 141 354 734 of 1 Tower Road, Adelaide Airport, South Australia, 5950 (RFDS SA/NT). RFDS SA/NT has an annual consolidated revenue of at least \$100 million.

This statement is prepared in accordance with the requirements of section 13 of the *Modern Slavery Act 2018* (Cth).

OUR VISION >

A mantle of healthcare services for improving and saving lives in rural, remote and regional areas of South Australia and Northern Territory.

OUR MISSION >

Providing excellence in aeromedical and primary health care across South Australia and Northern Territory.

OUR PROMISE >

The furthest corner. The finest care.

OUR PURPOSE >

To support healthier and happier Australians no matter where they live, work or play.

OUR VALUES >



CARE >

We demonstrate culturally-safe care for our patients, people stakeholders, communities and the work we do.



INTEGRITY >

We deliver safe, high-quality services through demonstrating trust, honesty, and respect.



COLLABORATION >

We listen, share and communicate as one team to deliver great outcomes.



INNOVATION >

We embrace change and strive to provide industry-leading solutions.

Acknowledgement of Country

The RFDS acknowledges the Traditional Owners of Country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures; and to Elders past, present and emerging.

3. ORGANISATION STRUCTURE AND OPERATIONS >

The Royal Flying Doctor Service of Australia has been saving lives in rural and remote Australia for more than 95 years.

Using the latest in aviation, medical and communications technology, the Royal Flying Doctor Service of Australia delivers emergency aeromedical and comprehensive community healthcare services to people who live, work and travel throughout Australia, every day (and night) of the year.

Established in 1928, the Royal Flying Doctor Service of Australia has grown to become the world’s largest and most comprehensive aeromedical organisation.

Today the Royal Flying Doctor Service of Australia delivers more than 340,000 episodes of care across Australia every year – equivalent to assisting someone every two minutes.

The Royal Flying Doctor Service of Australia comprises a federation of seven companies and RFDS SA/NT is one of them. Services are also delivered on a day-to-day basis by five other operating sections – Queensland Section, South-Eastern Section, Tasmania Section, Victoria Section and Western Operations.

RFDS SA/NT

RFDS SA/NT began in 1939 and delivers 24/7 emergency aeromedical and comprehensive community healthcare services throughout South Australia and the Northern Territory. We operate four aeromedical bases in Adelaide, Port Augusta, Alice Springs and Darwin; four remote community healthcare facilities in Andamooka, Marla, Marree and Innamincka; a Virtual Emergency Centre in William Creek in outback South Australia; as well as patient transport facilities in Mount Gambier, Renmark and Tennant Creek.

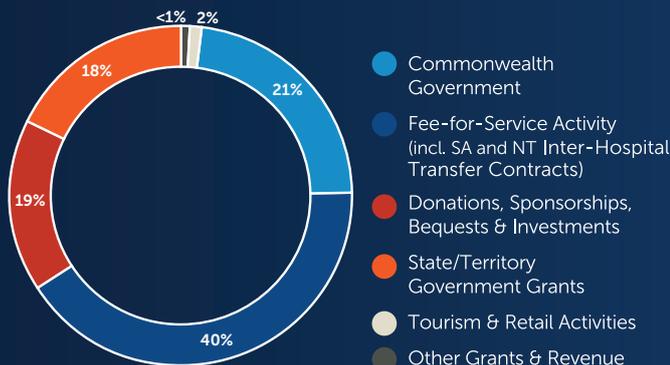
RFDS SA/NT is an Australian public company limited by guarantee, registered with the Australian Charities and Not-For-Profits Commission (ACNC) and employs over 500 people predominantly based across South Australia and the Northern Territory.

RFDS SA/NT is a for-purpose organisation. While supported by Australian, State and Territory governments, RFDS SA/NT relies on bequests, fundraising and donations to bridge the gap in operational funding and to finance its capital-raising program for the replacement of aircraft, medical equipment and other major capital initiatives.

OUR FUNDING MODEL >

RFDS SA/NT receives Commonwealth Government and State/Territory Government funding to operate its services. We also rely on bequests, fundraising, donations and partnerships to support operational costs and fund capital assets including the replacement of aircraft and the investment in vital healthcare infrastructure.

Source of Funds >



OUR SERVICES >

We understand the health challenges faced by rural and remote Australians, and strive to advocate and provide evidence-based, accredited models of emergency and community health care to these communities.



Aeromedical Evacuations >

Integrated 24/7 aeromedical evacuation and coordination service spanning outback patient retrievals to inter-hospital transfers of patients from country hospitals to major metropolitan hospitals.



Long-Haul Medi-Jet >

Long-haul (interstate) transfers of critically-ill patients between major hospitals using the world's first purpose-built aeromedical jet, the *RFDS PC-24*.



Community Health Clinics >

Regular 'fly-in' health clinics delivered by a multidisciplinary clinical team of Rural Generalists, Registered Nurses and Allied Health Professionals with specialties in chronic disease, child and maternal health, midwifery, Aboriginal health, dietetics, mental health, occupational therapy, physiotherapy and podiatry.



Remote Area Clinics >

Remote Area Nurses providing in-clinic primary health care, home visits, referrals, 24/7 medical consultation and 4WD emergency ambulance services to residents and tourists in outback communities.



Telehealth & Digital Health >

Rural Generalists, Registered Nurses, Allied Health and Mental Health Clinicians providing remote scheduled and 24/7 emergency consultations to people living, working or travelling in rural and remote areas.



Medical Chests >

Provision and administration of Medical Chests and Automated External Defibrillators to isolated individuals, communities and businesses in conjunction with 24/7 on-call emergency telehealth and digital services.



Oral Health >

Dentists, Dental Hygienists and Remote Oral Health Assistants delivering a complete suite of preventative, early intervention and treatment services ranging from simple check-ups, x-rays and hygiene services through to restorations, extractions and continued roll-out of endodontic (root canal) treatment.



Immunisations >

Delivery of public health immunisation programs, including child and maternal health, targeted 'high risk' adult and disease outbreak campaigns such as COVID-19.



Mental Health & Wellbeing >

Psychologists, Mental Health Nurses, Social Workers and Community Liaison Officers working under a stepped model of care to provide culturally appropriate mental health services to isolated communities.



Aboriginal Health >

Providing advice and advocacy for Aboriginal patients from remote areas during their treatment in hospital or within their own community, including support to navigate social and health systems and language/cultural barriers.



Road Patient Transport Service >

Purpose-built RFDS ambulances and a team of Patient Transport Officers and Paramedics supporting the repatriation of patients and ambulance transport requests from public and private health service organisations.



Health Promotion >

Community engagement to build awareness and understanding of chronic disease, cancer self-screening, diet and nutrition, exercise, and mental health and wellbeing.



Emergency Training >

Provision of emergency medical skills training for service delivery partners as well as First Aid and Cardiopulmonary Resuscitation (CPR) training for people living and working in rural and remote communities.



Professional Placements >

Workplace placements in partnership with professional institutions such as the RACGP GP Registrar Program, as well as short-term placements for medical and nursing students to encourage and attract the future workforce to rural and remote medicine.



Patient Transfer Facilities >

State-of-the-art medical facilities based at regional, remote and rural airfields that enable crews to treat and stabilise patients in a safe and secure setting, equipped with medical provisions.



Passenger Transport Operations >

Reliable transport of service delivery partners, external health professionals and essential medical goods to outback communities.



Child and Family Health Nurse Tarnya Eggleton performs a six-month development check on baby Ava | Outback SA

OUR FOOTPRINT 2024/25 >

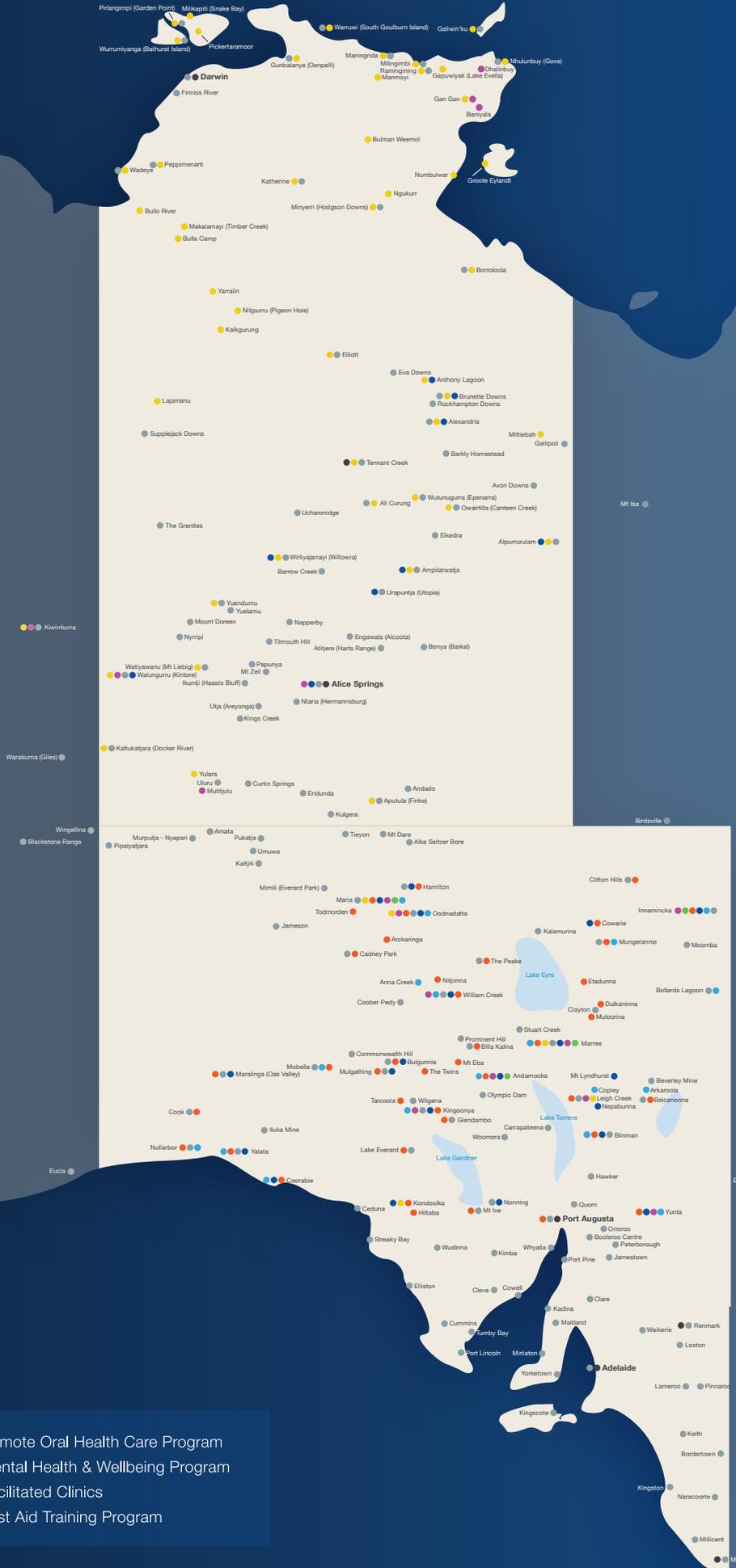
Top 20 landing locations* >

Port Pirie	738
Mount Gambier	691
Whyalla	635
Kadina	617
Renmark	602
Port Lincoln	582
Tennant Creek	514
Kingscote	337
Ceduna	289
Olympic Dam	253
Maitland	194
Yorktown	183
Yuendumu	174
Cooper Pedy	167
Uluru	146
Marla	131
Yalata	130
Maningrida	120
Marree	120
Naracoorte	119

* Landings in Adelaide, Alice Springs, Darwin and Port Augusta are not included as these locations are where RFDS aircraft are based.

Top interstate landing locations >

Essendon, VIC	93
Kiwirrkurra, WA	29
Broken Hill, NSW	12
Warakurna (Giles), WA	12
Mildura, VIC	10
Sydney, NSW	8
Eucla, WA	3
Ballarat, VIC	2
Blackstone Range, WA	2
Cairns, QLD	2
Jandakot, WA	2
Kununurra, WA	2
Mitchell Plateau, WA	2
Wingellina, WA	2



- Aeromedical Bases & Patient Transfer Facilities
- Remote Oral Health Care Program
- Remote Area Nurse Clinics
- Mental Health & Wellbeing Program
- Aeromedical Evacuations
- Facilitated Clinics
- GP/Primary Health Clinics
- First Aid Training Program

OUR ACTIVITY 2024/25 >

Every 10 minutes your Flying Doctor delivers the finest care to someone living, working or travelling in rural and remote South Australia and the Northern Territory.

5,590
Digital health consultations

862
Face-to-face mental health consultations

897
Community health vaccinations

179
Community members trained in First Aid

102
Patients supported by Aboriginal Health Coordinator

6,747
Face-to-face primary health consultations

10,954
Patients transported by aeromedical aircraft

1,743
Patients transported by road ambulance

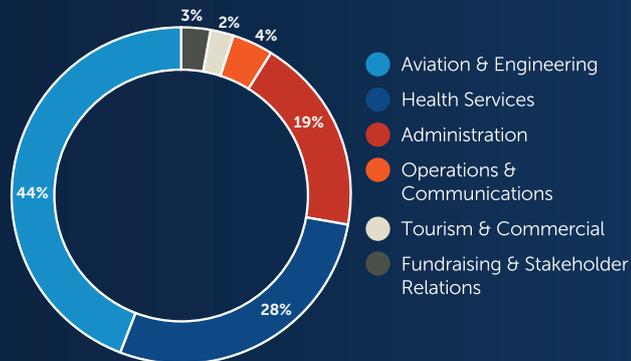
193
Medical chests under management

1,857
Face-to-face oral health consultations

4. OUR SUPPLY CHAIN AND RISKS WITHIN >

Our supply chains include goods and services in the following industries: aviation (fixed-wing aircraft and parts), engineering, health, administration (including IT), operations, communications, tourism and fundraising.

Application of Funds >



The proportion of our funds applied to these areas has remained steady since our last report.

5. CONSULTATION PROCESS >

RFDS SA/NT does not own or control any other entities, and consultation was not required to prepare this statement.

6. MODERN SLAVERY RISK >

Within our own operations, we consider the risk of modern slavery to be low due to the nature of our core service delivery being through qualified professionals (pilots, engineers, doctors, nurses and other health professionals) and the fact that all our employees are based in Australia.

RFDS SA/NT employs more than 77% of its workforce on a full time or part time basis, with the remaining staff on casual contracts. RFDS SA/NT complies with national employment laws and industrial awards to ensure fair wages, safe working conditions and protection from exploitation.

We have a dedicated People, Culture & Environment Team who reinforces ethical recruitment practices, promotes transparency and supports employee wellbeing.

STAFF EMPLOYED >

	Full Time	Part Time	Casual
Medical Practitioners	1	20	9
Flight Nurses	25	65	20
Pilots	61	1	-
Engineering	42	-	-
Primary Health Nurses	4	9	13
Primary & Allied Health Workers	3	1	-
Mental Health Clinicians	7	1	2
Oral Health	3	2	14
Patient Transport Officers	1	4	21
Paramedics	-	-	20
Operations Communication Centre	18	1	1
Tourist Facilities	4	2	15
Executive Managers	8	2	-
Other Managers	11	5	-
Operational Support & Administration	25	14	1
Finance	7	4	-
People & Culture	17	2	-
IT	14	1	-
Marketing & Stakeholder Relations	3	-	-
Fundraising	10	2	-
Total Staff	264	136	116

6. MODERN SLAVERY RISK (continued) >

In respect of our supply chain, during the reporting period we continued work on our procurement optimisation project to improve the rigour of our procurement processes and better understand our procurement eco-system.

As reported in 2024, historically, procurement within RFDS SA/NT has been decentralised and local purchasing occurred for goods and services for each base. We are continuing to centralise certain elements of our purchasing and to implement formal contractual arrangements with our suppliers.

In terms of modern slavery risk in our supply chain, this year we analysed our tier one suppliers with whom we have a contract in place and where we had spent more than \$10,000 excluding GST. This assessment included evaluating the geographic, sectoral, and product/service-related risks associated with these suppliers and drew on several authoritative sources, including the *Global Slavery Index by Country 2025* (Walk Free), which provides geographic risk ratings based on prevalence and vulnerability to modern slavery. Sector and goods/services risk ratings were informed by the *Official Modern Slavery Act Guidance* (Attorney General's Department, 2023), the *Modern Slavery Toolkit for Government Procurement Officers* (2020), and the U.S. Department of Labor's *List of Goods Produced by Child Labor or Forced Labor*.

Based on a geographic assessment, our tier one suppliers are considered to be low risk for modern slavery, with over 95% of RFDS SA/NT's suppliers based in Australia, the majority within South Australia and the Northern Territory. Our remaining suppliers are based in countries with robust employment and industrial relations laws and a low risk of human rights abuses (Canada, France, Switzerland and the United States of America).

While RFDS SA/NT considers the overall risk of child and forced labour in our aeromedical operations and direct supply chain to be low due to strong governance, the use of skilled labour and high transparency standards, we recognise that risks increase further down the supply chain, particularly within tier two and three suppliers. Our risk assessment has identified the following medium and high inherent risks related to products and services used in our organisation (without taking any mitigation actions into account):

Product/sector	Use	Reason for risk classification
Cleaning and facility management services	Cleaning and maintenance of our offices and bases	Outsourced labour with limited protections
Coffee	Catering supplies	Risk of exploitative labour practices in harvesting and processing
Construction materials (e.g. bricks and cement)	Construction projects undertaken for RFDS SA/NT	Use of low-skilled, temporary or seasonal labour
Electronics (including mobile phones and laptops)	IT and operational infrastructure	Risk in raw material extraction and assembly
Rubber and latex products	Medical consumables	Risk of exploitative labour practices in rubber plantations
Textiles, clothing and footwear	Uniforms and personal protective equipment for our staff	High prevalence of forced labour in textile production
Office supplies	Stationery, toner and accessories used in our offices	May be sourced from high-risk regions
Medical equipment and supplies	Used by our medical and primary health teams	Complex supply chains stretching across different countries
Promotional merchandise	Sold in RFDS SA/NT's tourist facilities	Often produced in low-cost manufacturing regions
Transport, logistics and courier services	Used to transport aviation parts and equipment	Outsourcing and complex supply chains often involving subcontracted or casual labour

6. MODERN SLAVERY RISK (continued) >

RFDS SA/NT has already undertaken due diligence in respect of cleaning and facilities management services and the procurement of medical consumables as described in section 7.3; and we are planning to expand our due diligence to include garments and apparel, linen and promotional merchandise in the next reporting period.

7. MODERN SLAVERY ACTION >

7.1 Modern slavery governance

Our board is responsible for the overall direction of our strategy to address modern slavery and the oversight and approval of our *Modern Slavery Statement*.

7.2 Our policies on slavery

We are committed to ensuring that there is no modern slavery in our supply chains or in any part of our organisation. Our *Ethical Procurement Policy* reflects our commitment to acting ethically and with integrity in all our stakeholder relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our supply chains or in any part of our organisation.

Our *Ethical Procurement Policy* addresses the risks of modern slavery in our organisation by preferencing the engagement of suppliers which have:

- > documented social responsibility policies and procedures in place;
- > evidence of reporting on modern slavery in their supply chains; and
- > undertaken an evaluation of the risks of modern slavery in their supply chains.

Under this policy, RFDS SA/NT is required to apply appropriate research to high-risk goods, services, countries and locations in respect of modern slavery.

Subject to the above, our *Ethical Procurement Policy* also reflects RFDS SA/NT's commitment to:

- (i) sourcing products and services in a manner that is conscious of preventing, limiting or reducing adverse impacts to the environment;
- (ii) promoting the local economy by providing opportunities for local suppliers and contractors in rural and remote areas of South Australia and the Northern Territory in the evaluation of offers to supply goods and services; and
- (iii) increasing Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

We also have in place the following related policies:

- > Our *Whistleblowing Policy*, which addresses modern slavery by promoting a culture of integrity and ethical behaviour and encourages eligible whistleblowers (including staff, contractors and supply chain workers) to report concerns they have about possible non-compliance, misconduct or improper states of affairs. Whistleblowing disclosures can be made via our independent reporting service, Stopleveline, on an anonymous basis ([click here](#) to view RFDS SA/NT's *Whistleblowing Policy*).
- > Our *Code of Conduct*, which details the standards, values and expectations for appropriate behaviour in our workplace. This Code includes an obligation for individuals covered by the policy to always act in good faith, ethically, with integrity and in the best interests of RFDS SA/NT.

Our *Ethical Procurement Policy* is integrated into our operations and contractual practices and suppliers who are engaged using our *Standing Supply of Goods and/or Services Agreement template* are required to comply.

Our *Ethical Procurement Policy* and related policies are communicated to our employees and are available on our intranet site, Pulse.

7. MODERN SLAVERY ACTION (continued) >

7.3 Due diligence processes

As part of our initiative to identify modern slavery and mitigate associated risks in our operations and supply chain, we continued to undertake due diligence in respect of tenders for facilities management services (including cleaning, grounds and garden maintenance, building maintenance, pest control and waste management) and medical consumables (including bandages, dressings, swabs, tape, slings, gowns, latex gloves, masks, scalpels and tubes etc).

As part of our tender process, tenderers were required to respond to a number of questions on modern slavery and to provide a copy of their *Modern Slavery Statements* (if applicable). Our due diligence included questions about the tenderers' assessment of the modern slavery risks in their relevant supply chains and what processes they have in place to minimise these risks.

The responses to these questions informed our selection process, and successful tenderers entered into agreements incorporating our model modern slavery clause. Our model clause includes an obligation on suppliers to implement appropriate due diligence systems in their supply chains to notify us in the event that any actual or suspected modern slavery is detected by the supplier.

In addition to the above tenders, we identified our largest suppliers by spend and, following our risk assessment, prioritised these suppliers according to modern slavery risk. In the next reporting period, we will engage further with these suppliers to understand their complex supply chains and how they manage modern slavery risk.

7.4 Training

To ensure a high level of understanding of the risks of modern slavery in our organisation, we provided awareness training during the reporting period to those managers and leaders who are responsible for procurement choices or managing local supply.

Training to managers and leaders in our organisation on modern slavery will be provided on an annual basis.

7.5 Remediation

RFDS SA/NT recognises that where harm in connection with modern slavery has been caused by a supplier in its supply chain, ending the business relationship may not be the best response, as it can leave victims in a situation where further harm may occur.

While acknowledging that remediating modern slavery harm is context-specific, our approach will be informed by the workers experiencing harm and may include working with the relevant supplier to improve their practices and protect workers through adopting short-term and longer-term corrective action plans to remediate the identified issues.

Where RFDS SA/NT does not itself have the leverage to influence the behaviour of a supplier, we will consider working together with stakeholders to build a collaborative response.

8. OUR EFFECTIVENESS IN COMBATting MODERN SLAVERY >

Our modern slavery compliance program remains in its early stages of development, and we acknowledge that further maturity is required – particularly while the procurement function within our organisation is still developing.

Training has been provided to relevant staff members to raise awareness of modern slavery risks, and to date, these initiatives have not resulted in any reports of concern within our direct supplier network. Likewise, the suppliers we have engaged with over the past year in respect of facilities management, cleaning services and medical consumables have not identified any instances of modern slavery within their own operations or supply chains. While these outcomes are encouraging, we recognise that continued vigilance and progressive improvements to our risk identification and supplier engagement processes are essential to enhance our program's effectiveness over time.

9. FURTHER STEPS >

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no modern slavery in our organisation or supply chains, we intend to take further steps to combat modern slavery.

This includes:

- > continuing to engage with our largest suppliers by spend to understand their complex supply chains and how they manage modern slavery risk;
- > expanding our due diligence in respect of suppliers using high to medium products or services in their supply chains. Our focus for the next reporting period will be on garments and apparel, linen and promotional merchandise;
- > continuing to introduce our model modern slavery contractual clause to contracts with new and existing suppliers; and
- > expanding on our procurement and contract management guidelines to include parameters and evaluation criteria to formally assess and monitor goods and services from a modern slavery perspective.

10. APPROVAL AND SIGNATURE >

This *Modern Slavery Statement* is made by RFDS SAVNT for the financial year ending 30 June 2025.

This statement was prepared in consultation with members of the executive leadership team, the procurement function within the organisation, and approved by the board of directors of RFDS SAVNT, being the principal governing body of RFDS SAVNT, on 20 November 2025.

This statement is signed by an authorised representative of Royal Flying Doctor Service of Australia Central Operations.



Peter de Cure AM

Chair

20 November 2025