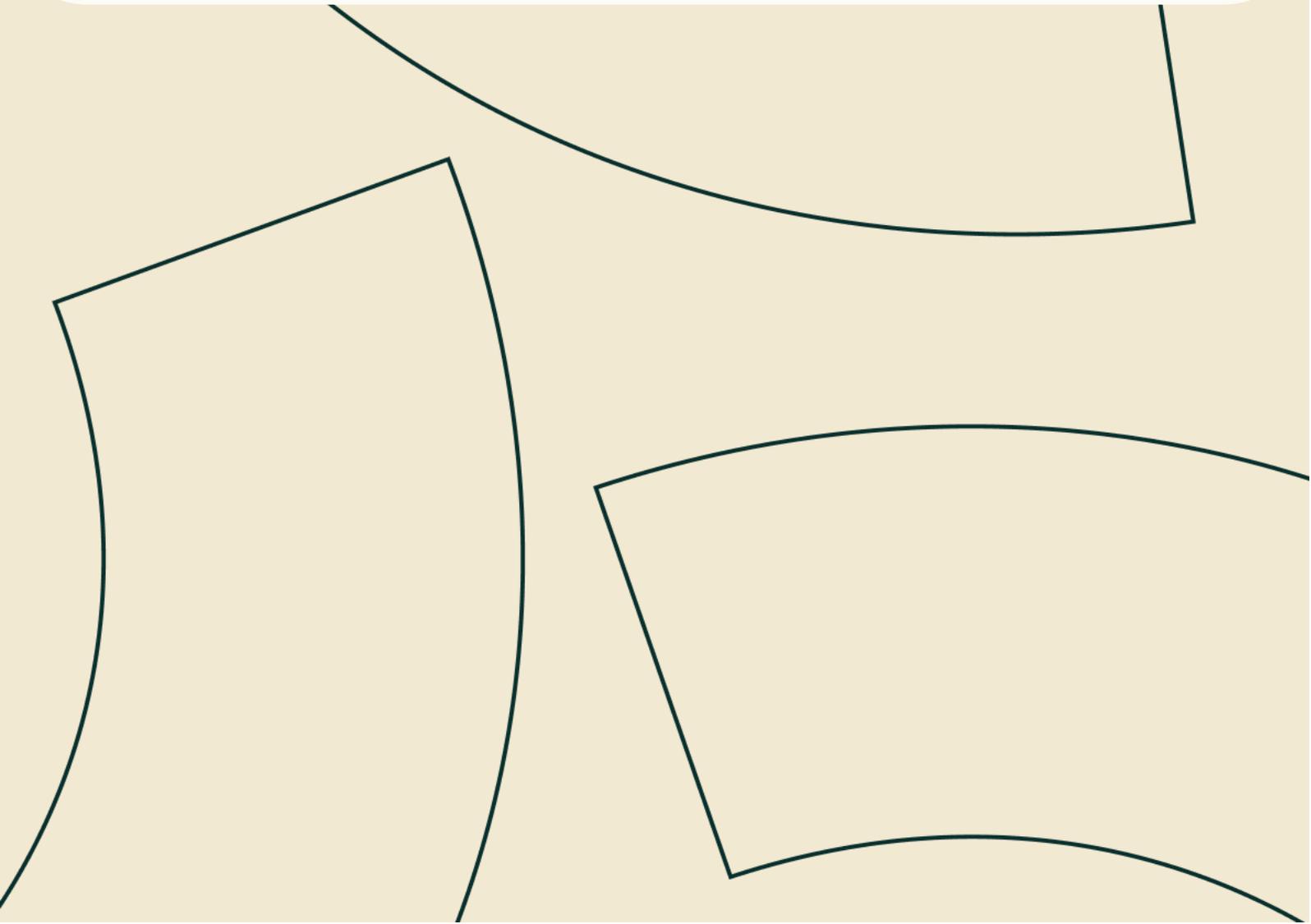


Modern Slavery Report

01 July 2024 – 30 June 2025

Each



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Acknowledgement of Country

Each acknowledges the Traditional Custodians of the diverse lands, skies and waterways across Australia and pay our respects to their Elders past, present and emerging. We also extend our respect to all Traditional Owners, and Aboriginal and Torres Strait Islander Peoples, their Elders, cultures, heritages and their right to determine their own futures.

Each recognises that sovereignty was never ceded and acknowledges the continuing impact colonisation has had on Aboriginal and Torres Strait Islander Peoples and Communities.

We also acknowledge the knowledge and skills of our Aboriginal and Torres Strait Islander staff who are currently working, and have previously worked, at Each.

Our commitment

Each Limited (Each) is committed to operating our company lawfully and ethically and only working with suppliers that are aligned with our values. Our organisation is committed to the protection of human rights, including the elimination of human trafficking and modern slavery.

We have not identified or been made aware of any issues related to human trafficking or modern slavery in our supply chain.

In the instance where we may identify or become aware of any such issues, our personnel will act quickly by working with the supplier to resolve the issue. If the issue cannot be resolved, we will immediately terminate the supplier relationship in its entirety and alert the relevant authorities (e.g., Australian Federal Police, Fair Work Ombudsman, Anti-Slavery Australia).

Our commitment to combatting modern slavery within the supply chain aligns with our principles and values. We do this by ensuring that:

- all reasonable steps are taken to ensure there is no modern slavery in our operations or supply chains.
- our employees or subcontractors have not been, or are the subject of, any investigation, enquiry or enforcement proceedings by any government, administration of regulatory body regarding an offence or alleged offence in connection with modern slavery.

We commit to reducing the risks of modern slavery by:

- complying with the Modern Slavery Act 2018 (Cth)
- regularly assessing the supply chain for continuous improvement opportunities
- fostering open and transparent supplier relationships that encourage reporting and meaningful change through remediation
- providing education and awareness to the workforce to understand the requirements, and how to identify risks within the supply chain

This Modern Slavery Statement is made pursuant to the Commonwealth Modern Slavery Act 2018 (Cth) and has been endorsed by the Board of Directors and Executive.



Andrew Gosbell
Chair - Board of Directors Each Limited



Natalie Sullivan
Chief Executive Officer Each Limited

About Each

Each delivers health and support services that improves lives and strengthens communities across Victoria, New South Wales, Queensland, Tasmania and the Australian Capital Territory.

We provide a responsive network of services to support physical health, mental wellbeing and daily life needs. Our health professionals work as one team to coordinate care and focus on making positive changes through proven approaches, practical support and strong community connections.

Our history

Each began in 1974 in eastern Melbourne with a simple but powerful purpose – to make health services more accessible for those most in need. Operating from a converted house in Ringwood East, Victoria, our first team of staff offered counselling support, occupational therapy and social activities. From these humble beginnings we expanded our services as more people came to us for support, merging with other local services and expanding into other States and Territories.

Each today

We've grown significantly since 1974, but our purpose remains unchanged – to provide accessible health and social care that improves lives and strengthens communities. Today we are a national service with:

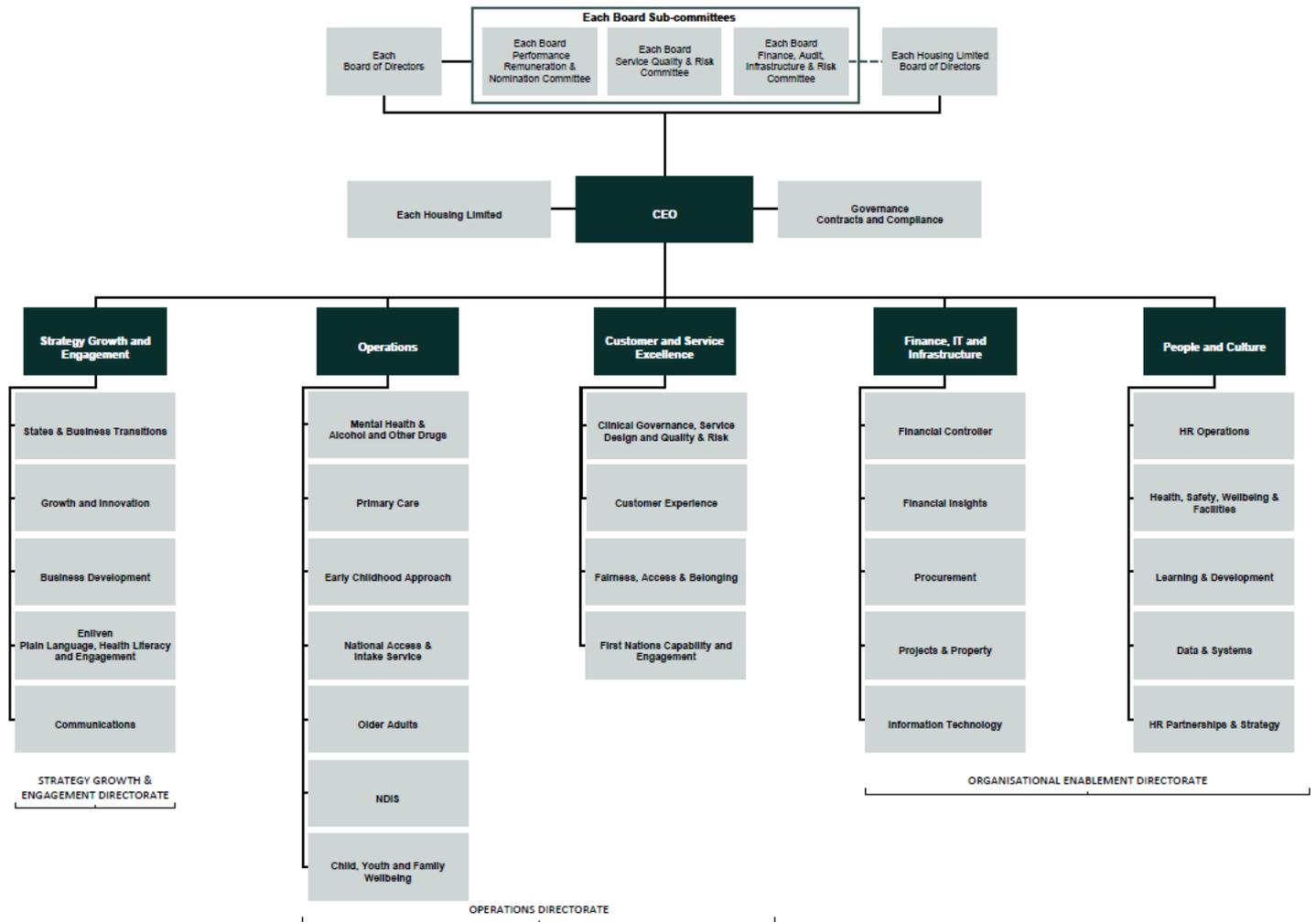
- 50+ locations across Australia
- 1,500+ expert staff
- 200 dedicated volunteers
- 120+ specialist programs and services
- 70,000+ people supported every year

For more information about Each's services, our history and our strategy, visit www.each.com.au

Our values



Our structure



Supply chains

At Each we only work with suppliers that align with our values where they can demonstrate their own commitments through policies, procedures and practices. Through strong partnerships and contractual relationships, we purchase goods and services from suppliers across various sectors including:

- Professional services including financial, consulting, marketing and advertising
- Legal and insurance services
- Utilities and telecommunications
- Vehicles
- Furniture, whitegoods, and fixtures
- Property development and construction
- Facilities management including cleaning, security, maintenance, waste, sanitary, and gardening
- IT software and equipment
- Food services and catering
- Medical equipment and supplies
- Office consumables and printing
- Postal and logistic services
- Travel
- Labour hire

Risk mitigation

Although we cannot control activities conducted beyond our own organisation, particularly where companies may obtain goods or services within their own supply chain via countries where the risks of modern slavery are high, Each has put strong processes in place to mitigate risks.

Each uses a standard contractual agreement that outlines our supplier expectations regarding labour and workforce, environmental, supply chain, and conflicts of interest. Where an Each standard contractual agreement is not provided, Each conducts a thorough review and assessment to identify any potential risks. Each will not contract with any supplier who is deemed a risk, unethical, or misaligned to Each's values.

Where possible, our suppliers must maintain an office in Australia and all suppliers must comply with Australian law, including industrial relations and proceeds of crime regimes.

Through centralised procurement practices (where possible), we ensure that a robust risk assessment is undertaken and that any tendering processes are fair, transparent, competitive, ethical and aligns with our values, whilst ensuring they are value for money.

All suppliers are reviewed prior to engagement, periodically throughout their contractual term, and at the point of renewal. These suppliers must comply with the terms and conditions of our contracts and undergo robust compliance checking.

Our investments are managed on our behalf by an external investment agency. Each does not and does not intend to directly or indirectly invest in any company with involvement or proceeds from gambling, alcohol, or tobacco, or any company without a clear and transparent supply chain and risk assessment.

Where possible, we try to limit the number of suppliers used across the organisation through a preferred supplier process.

If a supplier is identified at any point in the engagement cycle to have increased levels of risk or is in breach of any of our terms and conditions, the relationship is reviewed and may result in an investigation or termination of the arrangement.

As at November 2025, our assessed level of supply chain risk is considered to be very low.

Policies and Procedures

Each has a suite of policies and procedures in place as part of our governance framework that covers:

- Governance
- Code of Conduct
- Risk Management
- Incident Management
- Feedback and Complaints
- Whistleblowing
- Procurement (includes IT, purchasing, fleet management etc)
- Investment management
- Contracting and tendering

These policies and procedures are regularly reviewed and updated. These are communicated to staff through multiple platforms.

Next steps

We aim to continually improve our processes and practices. In 2026, we intend to introduce staff training regarding the risks and management of modern slavery in our operations and supply chains. We also aim to introduce a new assessment of our potentially higher risk suppliers, such as cleaners and other casual based labour hire arrangements.

We look forward to strengthening our practices and commitment to the prevention of modern slavery even further.



Need a hand finding a service?

Learn more and receive advice
about what services are right for you.

Call 1300 003 234 or visit each.com.au

 [Facebook.com/eachsch](https://www.facebook.com/eachsch)

 [Linkedin.com/company/each](https://www.linkedin.com/company/each)

 [Instagram.com/eachcommunity](https://www.instagram.com/eachcommunity)



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