

## HEALTHIA LIMITED ACN 626 087 223

## MODERN SLAVERY STATEMENT | For the period ended 30 June 2021

### Reporting Entities and Structure

For the purposes of the Modern Slavery Act 2018, this statement covers:

1. Healthia Limited ACN 626 087 223 (“**Healthia**”); and
2. Those subsidiaries required to report under the Australian Modern Slavery Act, including but not limited to My FootDr (Aust) Limited, Allsports (Aust) Limited, The Optical Company Pty Ltd, BIM Physiotherapy Group Holding Pty Ltd, Extend Rehab Pty Ltd, Natural Fit Footwear Pty Ltd, iOrthotics Pty Ltd and DBS Australia Pty Ltd.

(Collectively the “**Healthia Group**”).

Healthia is an Australian public company listed on the Australian Securities Exchange (ASX:HLA). Healthia’s registered office is at Level 4, 25 Montpelier Road, Bowen Hills QLD 4006.

While each of the Healthia Group entities has its own Board of Directors, all Healthia Group entities report to Healthia’s Board of Directors (“**Board**” or “**Board of Directors**”) and a shared services team is responsible for the implementation and day-to-day management of policies and communication with the Board.

### Operations and Supply Chains

The Healthia Group is a leading diversified health care business across the divisions of Bodies and Minds, Feet and Ankles and Eyes and Ears. The Healthia Group owns and operates the following businesses:

1. Feet and Ankles division: 94 podiatry clinics, 6 retail footwear stores (trading as Natural Fit Footwear), 2 orthotics laboratories (trading as iOrthotics) and an allied health wholesale supplies business (trading as D.B.S. Medical);
2. Bodies and Minds division: 135 physiotherapy and hand therapy clinics; and
3. Eyes and Ears division: 52 optometry stores and 1 wholesale eyewear frame distribution business (trading as AED).

The principal activities of the Healthia Group during the reporting period were the provision of allied health services and related products.

This Statement sets out how the Healthia Group has identified, addressed and remediated against modern slavery pursuant to the *Modern Slavery Act 2018* (Cth) (the “**Act**”) during the first reporting period and our plans to address modern slavery going forward. Healthia is committed to upholding all human rights including rights to be free from exploitation, slavery, forced labour, child labour and domestic servitude. We enforce strong ethical standards in the way we deliver our services and the way we manage our businesses. This is central to our business, and we consider any modern slavery or human trafficking of any kind to be entirely unacceptable.

### **Risks of Modern Slavery Practices in Our Operations and Supply Chains**

During the first reporting period, the Healthia Group undertook supply chain assessment and risk identification activities. The Healthia Group implemented a Modern Slavery Policy and provided a copy of this to each of our identified key suppliers as part of our supply chain assessment. Through this due diligence process the Healthia Group was able to identify that certain key suppliers had already implemented their own modern slavery policies and statements within their own businesses.

The Healthia Group's procurement and supply chain is limited and predominantly involves the purchasing of technology, medical and other healthcare related consumables, equipment and services. We have identified the following potential modern slavery risk categories:

1. Forced labour in the production of technology or medical consumables and equipment;
2. Exploited or bonded labour; and
3. Child labour in the production of consumable and equipment.

### **Actions Taken to Assess and Address Those Risks**

The Healthia Group endeavours to develop and maintain long term relationships with our valued suppliers and we are proud of the working relationships we share. The Healthia Group has implemented a Modern Slavery Policy which is provided and available to our suppliers. The policy details our supplier expectations, including addressing modern slavery risks, and requires suppliers to:

1. Adequately address Modern Slavery;
2. Assist us with our own compliance with Modern Slavery Laws;
3. Undertake their own due diligence procedures; and
4. Comply with Modern Slavery Laws.

The next stage for the Healthia Group is to analyse where risks remain unaddressed in the supply chain and address these risks. The Healthia Group will review our governance and management frameworks in order to strengthen our policies and procedures and will review our process for the implementation and training of these procedures within the Healthia Group to drive internal awareness of modern slavery risks. These activities will assist us, in future periods, to strengthen our modern slavery risk analysis. Our governance and management review and revision of our policies and procedures will enhance our capacity to identify, assess and address risks of modern slavery in all parts of our supply chain.

### **How We Assess the Effectiveness of Such Actions**

At the end of our first reporting period and on the basis of the supply chain assessment and risk identification activities undertaken, the Healthia Group has committed to continuing to evolve its modern slavery compliance program in the manner set out above. We expect that these measures will ensure that, in the future, we can monitor the effectiveness of the steps undertaken through review of compliance with the supplier minimum standards, working with other members within the Healthia Group to gather data about the supply chain and to regularly review the relevant policies and procedures implemented within the Healthia Group relating to Modern Slavery.

### **Process of Consultation**

The consultation process is ongoing and will be reviewed at key points throughout the year. This statement has been prepared by the Healthia Group executive team ("**Executive Team**") and has been approved by the Board of Directors. Each entity in the Healthia Group has its own board of directors which includes industry professionals to report industry-specific challenges and experiences, however, is ultimately governed by the Healthia Board of Directors. The Healthia Board regularly consults with the directors of each subsidiary to ensure that compliance and governance practices are suitable and appropriate for the challenges and circumstances faced by the various industries and specialties in which the subsidiary operates.

**Governance**

The Healthia Group Chief Executive Officer and Executive Team are responsible for ensuring that the Healthia Group meets its responsibilities under the Act. They are supported by other Healthia Group team members responsible for sourcing, production and sustainability.

This Modern Slavery Statement by the Healthia Group was approved by the Board of Directors on the 31 December 2021.

Signed on behalf of the Board of Directors by



Wesley Coote  
Chief Executive Officer and Managing Director

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