

Modern Slavery Act Statement

Financial Year 24-25

Introduction

As one of Victoria's leading healthcare institutions, Austin Health understands that we play a key role in combating modern slavery.

A core Austin Health value is that through our actions, we show we care. We are committed to increasing awareness of the risks of slavery, human trafficking and other exploitative activities and taking positive action to eradicate this practice from local and global supply chains.

This Modern Slavery Act Statement is made pursuant to the *Commonwealth Modern Slavery Act 2018* (the Act) by Austin Health and relates to the financial year 1 July 2024 to 30 June 2025.

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About us, overview of our operations and supply chains

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About Us

Austin Health (ABN 96 237 388 063) is a health service established under section 181 of the *Health Services Act 1988* (Vic).

Austin Health serves Melbourne's north-east, providing high levels of care to meet the rapidly changing needs of people in one of Melbourne's fastest growing regions. Serving a population of over 350,000 people, our hospitals include Austin Hospital (incorporating the Olivia Newton-John Cancer Wellness & Research Centre), Heidelberg Repatriation Hospital, and Royal Talbot Rehabilitation Centre.

The right care in the right places

Austin Health provides a range of health services throughout the communities we serve. These services include the specialists at the Health and Rehabilitation Centre, a range of Health Independence programs, a robust and effective mental health service, and an innovative Hospital in the Home service.

An array of specialist care services

We offer specialist care for specialist needs including emergency medicine, cancer, infectious diseases, obesity, organ and tissue transplantation, spinal cord injury, acquired brain injury, intensive care medicine, cardiac care, neurology, endocrinology, mental health, respiratory, toxicology, child mental health and rehabilitation.

Internationally recognised clinical teaching and training

Austin Health is recognised around the world for our high standards of teaching, professional education and training. We foster the next generation of care providers through affiliations with 16 universities and four TAFEs. We are also the largest training provider for specialist physicians and surgeons in Victoria.

Creating a thriving research ecosystem

Our centre of excellence for hospital-based research brings together more than 1,300 world-leading researchers and leading research institutes. Through our research partners we streamline our approach to research which rewards our patients and partners with rapid translation and integration of evidence-based practice.

The Austin-Mercy Health and Education Precinct has a strong focus on responsive, collaborative research in partnership with:

- Austin Medical Research Foundation (AMRF).
- Florey Institute of Neuroscience and Mental Health



- Institute for Breathing and Sleep
- La Trobe University
- Mercy Hospital for Women
- Olivia Newton-John Cancer Research Institute
- Parent-Infant Research Institute
- Spinal Research Institute
- University of Melbourne
- Victorian Translational Research Institute

The multidisciplinary alliance comprises world-class scientific leaders who conduct research into neuroscience and mental health, cancer, critical care medicine, transplantation, diabetes, and respiratory and sleep.

Responding to the care needs of all Victorians

We provide statewide services to residents across Victoria. These include:

- Acquired Brain Injury Unit
- Austin Toxicology Service
- Victorian Liver Transplant Unit
- Victorian Poisons Information Centre
- Victorian Respiratory Support Service
- Victorian Spinal Cord Service.

Centres of Care

Austin Hospital including Olivia Newton-John Cancer Wellness Centre

Austin Hospital cares for the current and future needs of the people living in the north-east of metropolitan Melbourne and Victoria.

The hospital has 24 wards accommodating medical, surgical and speciality services and more than 550 beds including a 29-bed intensive care unit and a 78-bed precinct for the care of patients with mental health disorders. This also includes a substantial 24-cubicle Emergency Department with a dedicated six-bed children's area, as well as 24 short stay beds for adults, children, and mental health clients.

The hospital also has 11 operating theatres providing agile, responsive emergency surgery and are available for selected elective surgery and procedures.

The hospital is home to many unique teaching, training, and research facilities.

As part of Austin Hospital, the Olivia Newton-John Cancer Wellness Centre (ONJ Centre) is a leading cancer research and treatment hospital. The ONJ Centre provides world-leading treatment, evidence-based wellness programs and supportive care that nurtures the physical, psychological and emotional wellbeing of patients, carers, and families.

With more than 200 clinical trials undertaken every year, the centre is a world leader in cancer medicine. Our recent successes include new advances in immunotherapy, targeted therapy, and personalised medicine diagnostics.

Heidelberg Repatriation Hospital

The Heidelberg Repatriation Hospital has evolved from a returned services hospital to a thriving care centre for a growing community. Offering 152 beds, the hospital provides responsive and proactive care to the community, including:

- surgery - eight operating theatres serviced by specialists across multidisciplinary teams
- mental health - our mental health precinct houses the state-wide Psychological Trauma Recovery Service, Community Recovery Program and Transition Support Unit
- aged care - aged care community programs including assessment and management services for older people moving into Residential Aged Care, and support for returning home after receiving inpatient care



- outpatient rehabilitation services- our Health and Rehabilitation Centre provides rehabilitation services, programs, and clinics, including the Kokoda Gym, hydrotherapy pool and consulting rooms
- leading community care – supporting the community through the Northern Centre Against Sexual Assault.

Royal Talbot Rehabilitation Centre

Royal Talbot Rehabilitation Centre is a 77-bed facility offering specialist care and intensive rehabilitation.

The centre provides leading multi-disciplinary rehabilitation services for patients following amputation, stroke, spinal injury, surgery and other illnesses and injuries.

The site also provides a range of mental health services. These incorporate a Brain Disorders Program, including a Community Brain Disorders Assessment and Treatment Service, a 33-bed specialist ward and a behaviour consultancy service for people with acquired brain injuries.

A range of creative therapies including art, music and garden therapy further aid recovery and treatment.

Partnerships

North East Metro Health Service Partnership

The North East Metro Health Service Partnership (NEMHSP) is a collaboration between the health services in the north east metropolitan area designed to deliver better outcomes for our patients, our people, and our community.

BAROC

The Ballarat Austin Radiation Oncology Centre (BAROC) is a partnership between Austin Health and Grampians Health Ballarat that provides Radiation Therapy services to the Ballarat and Grampians region.

North Eastern Public Health Unit

The North Eastern Public Health Unit (NEPHU) is one of nine local public health units established across the state. The NEPHU is led by Austin Health in collaboration with Eastern Health and Northern Health and supports 18 local government areas with a combined population of about 1.6 million people. The NEPHU provides a collaborative approach across health and community partners to protect the health of the community; prevent or minimise disease, illness and injury; and promote health and wellbeing at the community level.

North Metro & Mitchell Local Health Service Network

During 2024–25 Austin Health worked collaboratively in preparation for the establishment of the North Metro & Mitchell Local Health Service Network in July 2025. Austin Health is proud to be joining Mercy Health (Mercy Hospital for Women), Northern Health and Seymour Health to form this network. Our role in the network will see us working collaboratively as we aim to provide care that is closer to home, easier to navigate, and tailored to the specific needs of our diverse populations.

Our Strategy

Austin Health's [Strategic Plan 2023-27](#) will help achieve our vision to shape the future through exceptional care, discovery and learning. The Plan has five key Strategic Outcomes:

- Our patients receive the right care in the most appropriate place
- Our people are well supported and encouraged to reach their full potential
- We are national leaders in specialist care
- Our partnerships enable a comprehensive system of care
- We are leaders in environmentally sustainable healthcare

Our Guiding Principles

Our Guiding Principles represent what we stand for. They are the foundation for all we do, providing universal and enduring guidance to our day-to-day behaviours and decision-making. We will test our ideas



and decisions against these principles to ensure we stay true to what is important to us, our patients, community, people and the broader service system.

Timely access to high quality care

We provide high-quality care to our patients in the right place at the right time. We commit to remove barriers to accessing care and promote equity and consistency in our practices. We remain flexible in our care, using innovative and evidence-based practices to deliver appropriate care to our patients.

A great place to learn, work and grow

We are proud to be a major teaching and training health service that invests in developing our people to be the best they can be. We embrace our people's diversity and commit to strengthening our inclusive culture. We support the career development of clinical and non-clinical staff, who all play a vital role in our organisation.

Research activities that improve patient outcomes

Our research is highly relevant to our patients. Our research is recognised and helps us cultivate a culture of improvement in delivering care. We strive to harness our research and academic partnerships to convert discovery and innovation into improved health outcomes.

Listen to what our patients and community say

We know and appreciate that when it comes to caring for our patients, their needs are different and unique. Our patients require care that is personalised and involves them in decision-making. We put our patients and community at the centre of everything we do. Members of our diverse community will experience inclusive services.

Culturally safe services for Aboriginal and/or Torres Strait Islander Peoples

We acknowledge and respect the diverse and distinct cultures of Aboriginal and/or Torres Strait Islander Peoples and are committed to providing a culturally safe environment for patients, families, and staff.

Technology and infrastructure support patient care

We evolve with new technologies and tools to support contemporary and holistic care. We strive to ensure our physical spaces are fit for purpose, modern and safe for our people to help progressive patient care. We commit to take a leading role in setting the standard for the environmental and social agenda of the broader Victorian health system.

Our Values

Our values were developed through extensive consultation with our people across the organisation, so our values truly reflect the voice, hearts and minds of Austin Health.

Our values define who we are, they shape our culture and the behaviours, practices and mindsets of our people.

Figure 1 – Austin Health values



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

Our workforce

As of 30 June 2025, we had 7,184 Full Time Employees (FTE). Nurses make up the largest portion of 40% followed by administration/clerical staff 15% and Ancillary staff 12%.

Workforce data (June 2025 FTE)



Nursing	Administration and clerical	Medical support	Hotel and allied services	Medical officers	Hospital medical officers	Sessional clinicians	Ancillary staff (allied health)	Total
2,875	1,055	768	574	149	665	272	825	7,184

Annual Report

The FY24-25 Austin Health Annual Report can be accessed at <https://www.austin.org.au/annual-report/>.

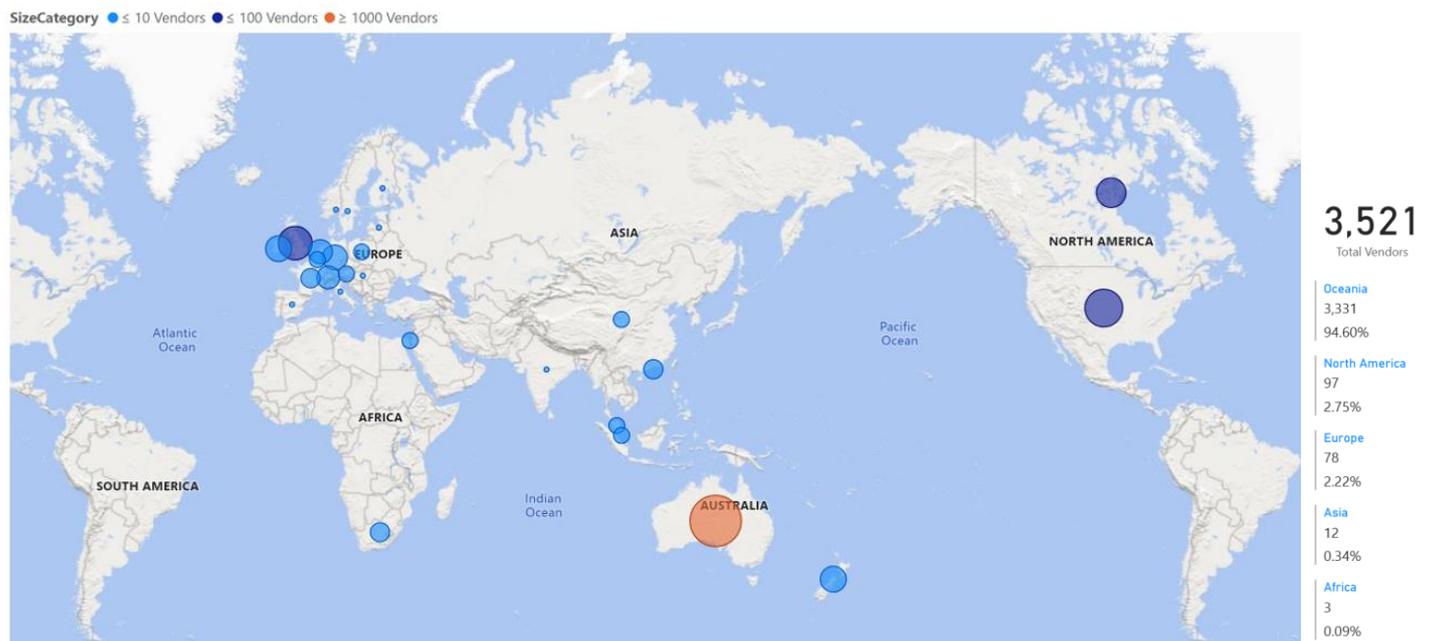
Goods & Services

Austin Health is a major metropolitan hospital, providing a range of specialist services both in the hospital, community and patient homes. Austin Health sources a vast range of goods and services.

As a public health agency, Austin Health benefits from state-wide contracts that have been negotiated by HealthShare Victoria (HSV). Where such contracts do not exist, the sourcing approach for each purchase is determined by value and risk considerations.

The below section showcases the variety and breadth of the supplier landscape portfolio over FY24-25.

Austin Health - Number of Suppliers and Spend by Location



Note: Bubble size represents approximate relative spend by location.

HSV contracted suppliers

Austin Health engages 197 suppliers through HSV collective agreements.

HSV works in partnership with public health services to understand their requirements, facilitate large-scale collective tenders and manage common-use contracts on behalf of the state. Austin Health purchases goods and services from suppliers who are party to HSV collective agreements. As such, it is recognised that HSV have a significant role in health service supply chains.

HSV contracts cover a broad range of services, equipment and supplies. Examples of sourcing categories covered are beds, mattresses, patient trolleys, treatment chairs, hypodermic needles and syringes, gloves, pharmaceutical products, IV fluids, agency labour, catering supplies, laundry and linen services and non-emergency patient transport. A full list of HSV's sourcing categories can be found at <https://healthsharevic.org.au/contracts-and-tenders/contracts-and-documents>.



Key Supply Categories

During FY24-25, Austin Health purchased a wide array of goods and services:

Clinical

- Medical consumable products & PPE
- Medical equipment
- Medical instruments
- Implants
- Food & nutrition
- Pharmaceuticals & vaccine
- Laboratory & radiology services

Non-Clinical

- Medical equipment service & maintenance
- Fleet / motor vehicles
- Agency labour
- Facility management & utilities
- Consultancy services
- IT and marketing



Risks in our operations and supply chains

Criterion 3

In FY24-25, the Modern Slavery Risk for 173 Austin Health suppliers were assessed:

- 149 suppliers assessed by HSV (HSV Contracted suppliers)
- 10 suppliers assessed by HSV on Austin Health’s behalf (Non HSV suppliers)
- 14 suppliers assessed by Austin Health.

Risk In Our Supply Chain

Austin Health recognises that the extensive nature of our global supply chains may expose us to Modern Slavery Risks. The below outlines all Austin Health suppliers risk assessment outcomes.

Supplier Overall Modern Slavery Risk Ratings

Risk Rating	FY24-25				FY23-24	
	Austin Health Suppliers	HSV contracted Suppliers*	Total	%	Total	%
Very High	0	0	0	0%	2	1%
High	1	12	13	8%	18	10%
Medium	9	106	115	66%	88	52%
Low	7	31	38	22%	52	31%
Very Low	7	0	7	4%	9	6%
Total	24	149	173	100%	169	100%

**Responsibility for remediation of HSV shared contract suppliers sits with HSV. Austin Health is informed which suppliers score High or Very High but is not provided with why they were given that rating. Austin Health is responsible for remediation for non-HSV shared suppliers.*

a) Supplier Manufacturing Locations



Country Risk	Austin Health Suppliers	HSV contracted Suppliers	Total
Very High	1	50	51
High	3	17	20
Medium	3	26	29
Low	3	21	24
Very Low	4	35	39
Total	14*	149	163

**9 suppliers were assessed by Austin Health using the Modern Slavery Questionnaire before a fully functional assessment tool was available. Therefore, their manufacturing locations weren't captured and 1 supplier didn't reply to the manufacturing details in the assessment. HSV do not provide reporting on the manufacturing locations assessed.*

- **Very-high risk country:** These countries have a prevalence of modern slavery practices such as forced labour, human trafficking, or child labour, with little recourse for affected individuals. They include: Afghanistan, Bangladesh, Cameroon, Chad, Congo, Ethiopia, India, Iraq, Kenya, Pakistan, Papua New Guinea, etc.
- **High risk country:** Include countries where the supply of low-skilled labour to industry has low entry barriers, limited protections for civil liberties and human rights, or are in volatile region, including: Algeria, Barbados, Cayman Islands, Colombia, Congo, etc.

b) Supplier Industry Sectors

Industry Risk	Austin Health Suppliers	HSV contracted Suppliers	Total
Very High	12	107	119
High	3	14	17
Medium	7	21	28
Low	0	0	0
Very Low	2	7	9
Total	24	149	173

- **Very-high risk industries:** These industries often involve complex, multi-tiered supply chains with limited oversight. They frequently rely on highly vulnerable workers, such as migrant and seasonal labourers, who have few rights or protections, making them more susceptible to severe exploitation.
Examples relevant to Austin Health include:
 - Health Care equipment & services
 - Health Care provider & services
 - Health Care supplies
 - Health Care distributors
 - Food production
- **High risk industries:** Compared to very high risk industries, high risk industries are generally better regulated or monitored. These industries may still rely on vulnerable populations but may include a mix of workforce types, including some skilled or semi-skilled roles. Examples include Office Services & Supplies, Pharmaceuticals, Retail, Transportation, and Health Care Technology.

Given the level of complexity in extensive supply chains, Austin Health in partnership with HSV will continue to refine our risk assessment methodology to further improve the visibility of high-risk areas within our health supply chains. Additionally, for contracts entered into by other Government entities that Austin Health uses, we rely on these entities to complete appropriate supplier due diligence.



Risk Assessment Methodology & Suppliers Response Summary

1) Modern Slavery Risk Assessment

All prioritised suppliers are issued a Modern Slavery Risk assessment that includes 20 core questions, with additional follow-up questions where initial responses indicate opportunities to gain deeper insights into the supplier's understanding of and approach to Modern Slavery Risks.

The risk assessment is divided into two (2) sections:

1. Company Details

Questions include;

- Geographic Risks
- Sector/Industries Risks
- Entity Risks
- Product/Services Risk

2. Modern Slavery

The modern slavery section includes:

- **Policy:** reviews if supplier has created a policy that directly reflects attempts to mitigate Modern Slavery Risk.
- **Due diligence:** covers what actions are being taken to mitigate risk and what visibility the supplier has over their operations they oversee.
- **Training:** reviews what training has/will be implemented within the supplier's organisation/staff in addressing Modern Slavery Risks.
- **Remediation:** requests information around processes in place when modern slavery acts/incidents occur and if any current allegations are being investigated against that supplier.

Scoring

Scoring is allocated to suppliers based upon company details accounting for twenty percent (20%) and modern slavery weighted at eighty percent (80%) of the Overall Risk rating.

After combining the scoring of both sections, suppliers are allocated one of the following risk ratings: Very Low, Low, Medium, High, or Very high.

Operationalisation

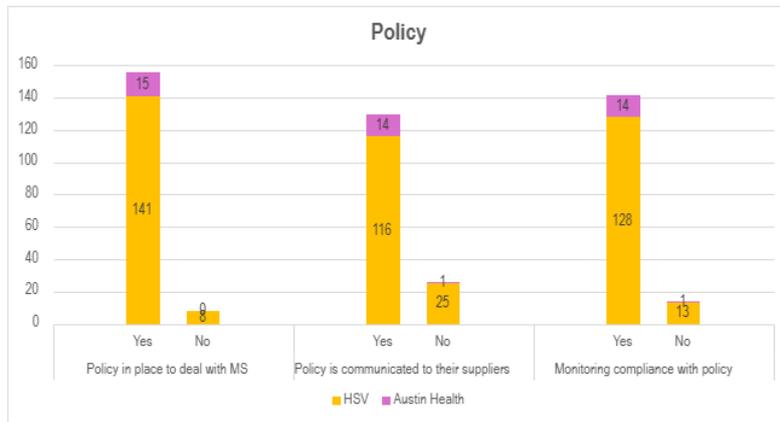
A total of 164 suppliers fully completed the Modern Slavery Risk Assessment, including 10 Austin Health suppliers assessed by HSV, 149 under HSV collective agreement assessed by HSV, and 5 assessed by Austin Health as part of tender process. The responses of these suppliers are detailed below. The 9 suppliers not included here were assessed on the old questionnaire which had less detail. Additionally, some suppliers did not complete every question below.

Suppliers responses Policy

The graph below provides a detailed overview of whether suppliers have established policies to address and mitigate modern slavery practices within their operations.

- Policy in place to deal with modern slavery
Implementing a modern slavery policy can raise awareness of Modern Slavery Risk within its organisation.
- Policy is communicated to their own suppliers
Suppliers who communicated their policy to their suppliers further reduced their risk rating through encouraging increased awareness of Modern Slavery Risk into the supplier's supply chain.
- Monitoring compliance with policy
Monitoring compliance with a policy shows the supplier is committed to improving their position and risk rating and supports an effective means to reduce risk.

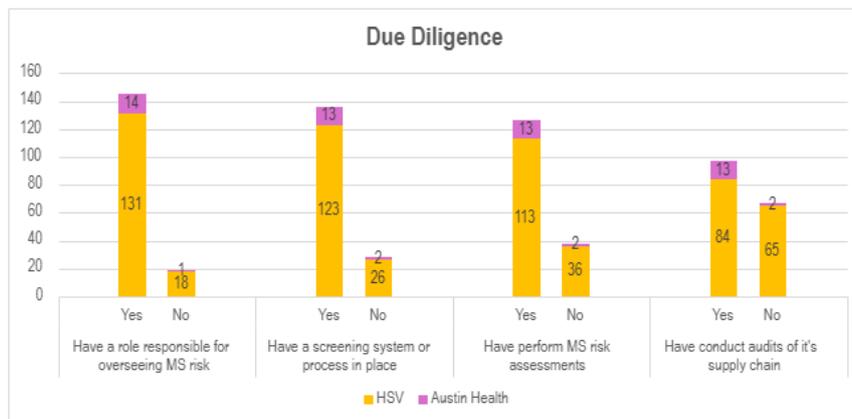




Due Diligence

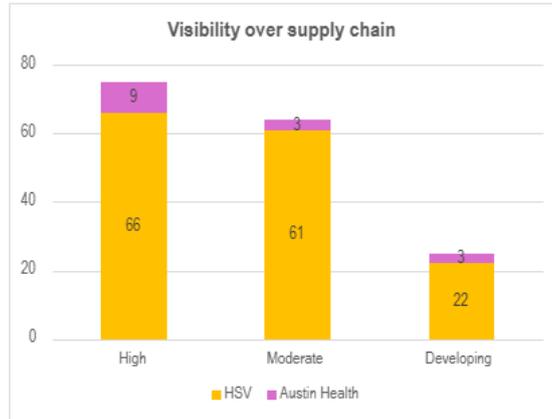
This section highlights actions that the suppliers take to actively mitigate the risk of modern slavery in their supply chain and operations.

- Have a role responsible for overseeing Modern Slavery Risk
The supplier has a dedicated team or team members (including a third party) to oversee modern slavery, representing an important contribution of the organisation's governance framework for managing Modern Slavery Risk.
- Have a screening system or process in place
Due diligence actions include pre-screening suppliers before engagement. This ensures potential risks are identified and mitigated early in the procurement process.
- Have performed MS risk assessments
Performing risk assessments provides crucial insights into how an organisation's suppliers manage Modern Slavery Risks. This process identifies very-high and high risk suppliers, and who may require further engagement.
- Have conducted audits of its supply chain
Suppliers conducting audits are elevating the identification of Modern Slavery Risks within their operations and supply chains.



- Visibility over the supply chain
Increased visibility over a supply chain means incidents of Modern Slavery Risk are more likely to be uncovered in its lower tiers. Most of Austin Health's suppliers have identified their key suppliers at various levels of their supply chain.

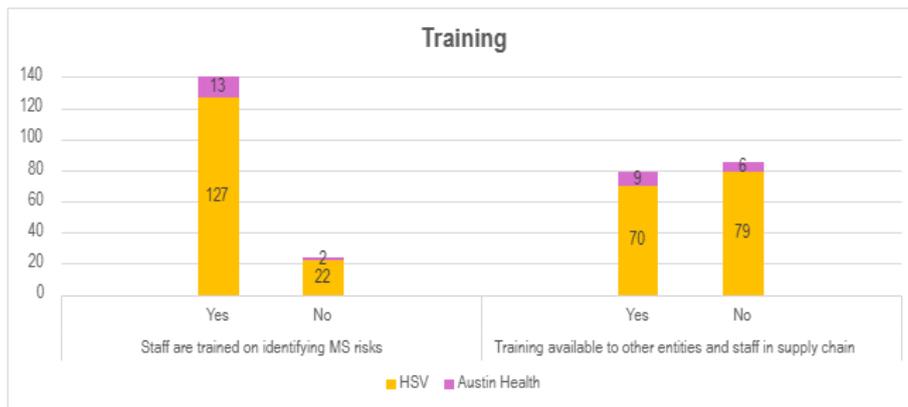




Training

The graph below shows if suppliers have provided training to raise awareness and assist in identification of Modern Slavery Risks within their operation and supply chain.

- Staff are trained on identifying Modern Slavery Risks
Providing training to staff, particularly those in supply chain management, increases awareness, leading to better management of Modern Slavery Risks.
- Training available to other entities and staff in supply chain
Suppliers making training available, value a broadening of modern slavery awareness within the organisation and are more likely to have made inroads on other modern slavery initiatives such as introducing a policy, and more specific remedial processes.

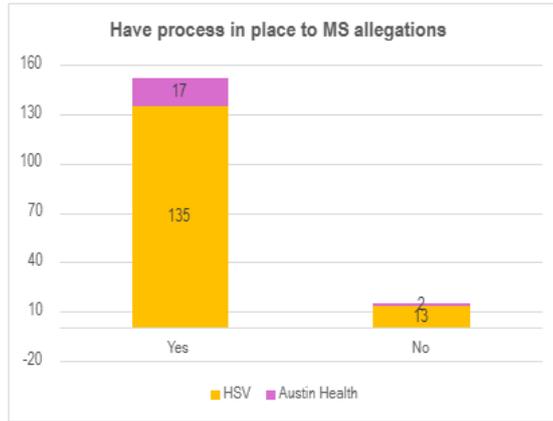


Remedy

The below graph shows suppliers who have remedy/action plans to respond to the allegation of modern slavery.

- Have process in place to address modern slavery allegations
Remedy action plans enable an organisation, its staff, and suppliers, as well as any affected individuals, to understand how allegations of modern slavery within the supplier organisation or its supply chain will be addressed and resolved.





2) Modern Slavery Risk Evaluation

An earlier modern slavery assessment tool was used for some tenders with contracts commencing in FY24-25, and these results are reported separately.

The Risk Evaluation was developed based on the Long Form Questionnaire provided by HSV in FY19-20. The Questionnaire includes six (6) questions requiring suppliers to provide details of how they are/will identify, assess, and address the risk of modern slavery practices in the operation and supply chains, which cover Policy, Due Diligence, Training, and Remedy.

Scoring

Scoring is allocated to suppliers based on suppliers' responses to the Modern Slavery Questionnaire. After evaluating the scoring of suppliers' responses, suppliers are allocated one of the following risk ratings: Very-low, Low, Medium, High, or Very-high.



Operationalisation

The Risk Evaluation requested by Austin Health was rolled out to a total of nine (9) suppliers as a criterion during the contract application process for seven (7) Austin Health tenders that commenced in FY24-25.

Suppliers Responses

Policy

The below graph outlines the policies and procedures Austin Health suppliers have in place when encountering modern slavery issues. The intent was to see how many suppliers have a policy, if it was communicated to staff, and how is it monitored.





Due Diligence

This section reviews what the supplier is doing to actively mitigate modern slavery. It considers:

- a) If the supplier has a dedicated team or team members (including a third party) to oversee modern slavery; and
- b) What screening processes of suppliers are in place, the mapping of their supply chain and a compliance overview of procedures.



- c) Visibility over the supply chain



Training

The below graph highlights the training and materials a supplier has across its operation/s to educate and bring awareness to modern slavery.





Remedy

This segment reviews what processes and remedial action plans the supplier has to respond to allegations of modern slavery.



Risk Rating insights and Modern Slavery in the healthcare sector

The healthcare sector is considered high risk for modern slavery practices, due to the nature of the sector, geographical locations of production facilities, and lack of transparency in supply chains. It relies on goods from high-risk sectors characterised by low-skilled labour, vulnerable populations, extensive subcontracting, and the use of labour agency contractors.

Evidence shows that modern slavery is prevalent in the sourcing and production of healthcare goods, including:

- garment production (gloves, patient clothing, uniforms, footwear, sheets, towels and other textiles)
- surgical instruments
- electronic healthcare equipment

These goods are often produced in regions with weak or unenforced human rights protections, leading to significant worker exploitation with limited recourse.

While Austin Health is not directly involved in the production and/or manufacturing activities of medical goods, surgical equipment and medical suppliers, the greatest Modern Slavery Risk arises from procuring these items from offshore suppliers in high-risk geographies (see graphic below). Austin Health recognises that the sourcing of raw materials and the production of these healthcare goods often involves hazardous working conditions, labour exploitation, child labour and other abuses.

Specific Modern Slavery Risks include:

- The sourcing of raw materials used to produce medical goods and instruments, including rubber, cotton, minerals, and metals, are also known to carry significant Modern Slavery Risks.
- The garment industry alone employs up to 75 million people globally and is linked to modern slavery, especially in countries with weak labour laws. Australia heavily relies on imported



healthcare goods from global supply chains, many of which originate in high-risk countries with poor human rights protections.

Note: The above insights are taken from:

- HSV Modern Slavery Risk Assessment Report, shared with Austin Health on 7 November 2024.



Actions taken

Criterion 4

The focus of our reporting period was to deliver the actions below. In this reporting period, Austin Health continued to work collaboratively with HSV to address sector wide Modern Slavery Risks by attending all the HSV Modern Slavery Community Learning and Working Group Sessions.

Actions undertaken by Austin Health

The FY24-25 Actions Austin Health committed to were:

Modern Slavery Framework Component	Planned actions FY24-25	Details
Due Diligence	Modern Slavery Risk Assessment	Continue Risk Assessments on suppliers with annual spend >\$25k. Provide support to HSV, who will be beginning to conduct annual Modern Slavery Risk assessments on behalf of Austin Health.
Remediation	Supplier Corrective Engagement	Understand supplier corrective engagement advice from HSV. Engage with high to very-high risk rated suppliers identified in FY23-24, using HSV letter template to inform them on how they can improve their Modern Slavery Risk mitigation efforts and provide additional resources.
Training	Grow Modern Slavery organisational awareness	Work with HSV to embed HSV Modern Slavery modules into Austin Health learning management system (ATLAS) and introduce through internal communications. Assess which modules should be mandatory for internal stakeholders who directly engage with suppliers.
	Supplier Awareness Enhancement	Invite non-HSV suppliers to participate in HSV modern slavery information sessions, where suppliers can gain information to mitigate Modern Slavery Risk in their operations and supply chains.

Note: No specific 'Policy' or 'Contract' component updates were committed to or required, but Border Force reporting guides suggest all framework components are listed, hence the minor Policy and Contract update further down.



Due Diligence

1) Modern Slavery Risk Assessment (MSRA)

In FY24-25, HSV on behalf of Austin Health conducted an assessment of selected non-HSV contracted suppliers across variety of high-risk operating industries.

The assessed suppliers' operating industries include:

- Health Care Equipment;
- Health Care Supplies; and
- Office Services & Supplies.

For all tenders commenced in FY24-25, Strategic Procurement used the MSRA tool provided by HSV on FY23-24 to evaluate Modern Slavery Risk rating based on suppliers' responses to the Modern Slavery Risk Evaluation. The MSRA has since been designated as the sole risk screening tool for identifying modern slavery within Austin Health's supply chain, and it has been utilised to assess Austin Health's contracted suppliers and has been updated into procurement tender ITS documents, effective since May 2024.

Remediation

1) Supplier Corrective Engagement Plan

HSV committed to developing a Supplier Corrective Engagement Plan, but it is currently unavailable. Therefore, Austin Health is awaiting guidance from HSV on the corrective engagement approach for non-HSV suppliers.

Training

1) Grow modern slavery organisational awareness

Austin Health has engaged with HSV to introduce HSV Modern Slavery Awareness into Austin Health's internal learning management system (ATLAS). During the implementation process, several issues were identified due to the modules set up by HSV, including monitoring staff completion of the required modules.

Following further review, Austin Health plans to address this gap by integrating key content from the HSV Modern Slavery Awareness into Procurement training in FY25-26. This approach will ensure staff involved in procurement are aware of Modern Slavery Risks and understand the importance of considering these risks in their purchasing decisions.

2) Supplier Awareness Enhancement

During FY24-25, HSV delivered Introduction to Modern Slavery Risk sessions to non-HSV suppliers under the Modern Slavery Risk Mitigation Program. Austin Health will continue inviting non-HSV suppliers to participate to help them address Modern Slavery Risks in their operations and supply chains.

Policy

The Austin Health Procurement Policy was updated in FY25-26. The Policy outlines Austin Health's commitment to addressing modern slavery by detailing Austin Health's position on Modern Slavery, Modern Slavery Policy, Roles and Responsibilities for implementation of the Modern Slavery Framework, Modern Slavery Statement, and the Modern Slavery Remediation Process.

Contract

All Austin Health contract templates are up to date with modern slavery clauses.

Ongoing Modern Slavery actions not listed above:

1) Austin Health Modern Slavery Risk Register

The Austin Health Modern Slavery Risk Register is a centralised system that documents Modern Slavery Risk from all areas across the organisation. The register has been tabled at the Modern Slavery Working Group (MSWG) and is reviewed at the MSWG as required.



2) Modern Slavery Risk Form

The Modern Slavery Risk Form is an internal reporting channel for Modern Slavery Risk concerns. Staff are encouraged to submit the Modern Slavery Risk Form if they identify any activities, behaviours, or practices that raise concerns regarding potential modern slavery within the organisation.

3) Modern Slavery Working Group (MSWG)

Austin Health has established the Modern Slavery Working Group which includes a diverse set of Austin Health staff and operate regular MSWG meetings bi-annually. The MSWG aims to drive initiatives to address Modern Slavery Risks within the organisation, review the MS Risk Register and to assess and implement the modern slavery implementation plan.

The members of the MSWG include:

- Group Procurement Manager (Chair, Modern Slavery Statement Owner)
- Procurement Specialist (Modern Slavery Lead)
- Contract Administrator (Legal)
- Clinical Products Manager (Clinical)
- Cleaning Services Manager (Support Services - Cleaning, FM, Food etc.)
- Employee Relations Advisor (Talent, Workforce Planning and Employee Relations).

4) Modern Slavery Risk Training

Austin Health has published and introduced e-learning modules that are provided through the Australian Border Force Modern Slavery Register portal on the intranet. Staff involved in procurement and purchasing activities are required to complete this training, while other employees, including clinical team members, are encouraged to participate to increase awareness of modern slavery.

These modules have been designed to help all organisations understand what modern slavery is, and what can be done to practice ethical procurement practices, and rid slavery from global operations and supply chains.

These modules delve into the intricacies of modern slavery and comprise of:

- Modern Slavery in Public Procurement
- Identifying and Assessing Modern Slavery
- Managing Modern Slavery Risks.

Link: <https://modernslaveryregister.gov.au/resources/>

5) HSV Community Learning and Working Group Sessions

During FY24-25 Austin Health participated in HSV provided Modern Slavery Community Learning and Working group sessions, which assisted Austin Health in advancing our understanding of Modern Slavery as an organisation, as well as providing vital health service input to HSV.

Sessions comprised of:

- July 2024 – Global Perspectives and Managing Risks
- August 2024 – Modern Slavery Risks in the freight industry
- September 2024 – HSV Supplier risk assessment results
- October 2024 – Social Procurement Framework presentation
- November 2024 – Risk assessments and resources
- February 2025 – What do supplier risk assessments tell us about our risks?
- March 2025 – AGD HealthShare Vic - Presentation
- May 2025 – Supplier Code of Conduct
- May 2025 – Social Procurement Framework presentation
- June 2025 – Fair Jobs Code



Assessing the effectiveness of actions taken

Criterion 5

Assessment mechanisms undertaken by Austin Health

Austin Health understands the importance of assessing the effectiveness of actions taken to assess and address modern slavery. However, before measures of effectiveness are implemented, Austin Health is first focusing on developing and implementing the Modern Slavery Framework and the appropriate tools to capture Modern Slavery Risks. The FY25-26 planned activities below support this approach.

Planned activities for FY25-26

Table 2 – Austin Health modern slavery planned activities FY25-26

Modern Slavery Framework Component	Planned actions 25-26	Details
Due Diligence	Modern Slavery Risk Assessment	Continue Risk Assessments on suppliers with annual spend >\$25k. Provide support to HSV, who will continue to conduct annual Modern Slavery Risk assessments on behalf of Austin Health. Work with HSV to develop an accessible Modern Slavery Risk Assessment tool to replace the current MSRA and questionnaire as the sole method for identifying Modern Slavery Risks in Austin Health's supply chain.
Remediation	Supplier Corrective Engagement	Understand supplier corrective engagement advice from HSV. Engage with high to very-high risk rated suppliers identified in FY24-25, using HSV letter template to inform them on how they can improve their Modern Slavery Risk mitigation efforts and provide additional resources.
Training	Grow Modern Slavery organisational awareness	Continue integrating key content from the HSV Modern Slavery Awareness into Procurement training. Review and establish process to ensure that internal stakeholders who engage directly in procurement are required to complete the Procurement training.



Work with HSV to embed new modern slavery modules for clinical areas into Learning Management System (ATLAS).

Consultation

Criterion 6

Consultation with owned or controlled entities

Austin Health does not own or control any other entities.



Closing statement

Austin Health is confident that the steps taken this year have continued to build a strong foundation for a robust modern slavery framework. We recognise there is more to do, and Austin Health is committed to continually improving our approach, partnering with our stakeholders, and working to eradicate modern slavery.

The Austin Health Board is pleased to see HealthShare Victoria taking a leading role in assessing and managing the sector wide risks of modern slavery. We look forward to seeing this central leadership role grow further, with the support of the Victorian Public Health Service.

This modern slavery statement was approved by the principle governing body of Austin Health as defined by the *Modern Slavery Act 2018* (Cth) (“the Act”) on *4 December 2025*.

This modern slavery statement is signed by a responsible member of the Austin Health Board, as defined by the Act:



Ross Cooke
Board Chair

15 December 2025



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Austin Health acknowledges the
Traditional Custodians of the land
and pays its respects to Elders
past, present and emerging.

