

# MODERN SLAVERY STATEMENT 2025

Reporting Period 1 January 2025 – 31 December 2025



# CONTENTS

Leadership message, Approval and Signature	3
<b>CRITERION 1 – About Us</b>	4
<b>CRITERION 2 – Our Structure, Operations and Supply Chains</b>	6
<b>CRITERION 3 – Modern Slavery Risks</b>	10
<b>CRITERION 4 – Actions Taken to Assess and Address Modern Slavery Risks</b>	14
<b>CRITERION 5 – Assessing Effectiveness</b>	17
<b>CRITERION 6 – Consultation with Owned or Controlled Entities</b>	21
<b>CRITERION 7 – Any Other Relevant Information</b>	22

This Statement has been produced on behalf of:

**Catholic Healthcare Limited**

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# LEADERSHIP MESSAGE, APPROVAL AND SIGNATURE

## Brief Statement from the Board Chair & Chief Executive Officer

Catholic Healthcare is committed to respecting and protecting the dignity of everyone connected with our organisation, whether they work with us directly or indirectly. We also support initiatives that promote a more compassionate and just society, including Australia's Modern Slavery legislation.

Our organisation takes a strong stance against modern slavery and is committed to taking all reasonable steps to ensure our operations and activities do not contribute to any form of modern slavery.

Catholic Healthcare provides care and support for older people through our residential care homes, retirement communities and home care services.

We work with a wide range of suppliers who provide goods and services essential to our operations. We aim to increase awareness of modern slavery risks and seek to partner with reputable suppliers who share our commitment to ethical practices. Catholic Healthcare also prioritises educating our employees about modern slavery and continuously strengthening our procurement processes, with a focus on the responsible and ethical sourcing of goods and services.

We are proud to present Catholic Healthcare's sixth Modern Slavery Statement and acknowledge the strong commitment of our people and leaders in supporting the ongoing effort to eliminate modern slavery.



*Stephen Teulan*

**Stephen Teulan,  
Board Chair**



*Josh McFarlane*

**Josh McFarlane,  
Chief Executive Officer**

### Catholic Healthcare Limited

This Modern Slavery Statement was approved by the principal governing body of Catholic Healthcare as defined by the Modern Slavery Act 2018 (Cth) ("the Act") on 7 May 2026.

This Modern Slavery Statement is signed by a responsible member of Catholic Healthcare as defined by the Act.



## CRITERION 1 ABOUT US

Catholic Healthcare is a trusted, leading not-for-profit provider of residential care, home care and retirement living in New South Wales and Southeast Queensland. We have a strong and proud history of providing care and support to people of all faiths, backgrounds and ethnicities for over 30 years.

We are passionate about enriching our residents' and clients' lives and offer services to nurture the body, mind and spirit. Our Inspirit model of care is based upon a holistic, relationship-centred approach that puts the individual first. We offer a continuum of care that is tailored, flexible and covers every stage of life's journey. Catholic Healthcare operates 41 residential aged care homes and 13 retirement communities and provides home and community services to around 6,500 clients. Catholic Healthcare's mission is to promote the dignity, life, and spirituality of older people through connected and inclusive communities. We are guided by our values of courage, compassion and integrity.

As a trusted, leading not-for-profit entity, we have a strong and proud history of providing residential care, home care, and retirement living across New South Wales and Southeast Queensland. Catholic Healthcare has been operating for over 30 years and provides care and support to people from all faiths, backgrounds, and ethnicities.

Catholic Healthcare was founded in 1994 by the Bishops of the Province of Sydney at the request of six founding members: Sisters

of Charity, Sisters of St Joseph (NSW Province), Sisters of Mercy (Singleton), Little Company of Mary, Sisters of St John of God and Brothers of St John of God.

Guided by our Members and Trustees, Catholic Healthcare has a single operating entity, Catholic Healthcare Limited. Catholic Healthcare Limited operates as an integrated provider of aged care services through two (2) divisions:

<p><b>Operations</b></p>	<ul style="list-style-type: none"> <li>• Residential aged care homes</li> <li>• Retirement living communities</li> <li>• Social housing for seniors</li> <li>• Home Care Packages</li> <li>• Commonwealth Home Support Services</li> <li>• Homelessness services</li> <li>• Hoarding and squalor services</li> <li>• Assessment services for seniors</li> </ul>
<p><b>Corporate Services</b></p>	<ul style="list-style-type: none"> <li>• Mission</li> <li>• Human Resources</li> <li>• Information Technology</li> <li>• Finance</li> <li>• Property</li> <li>• Strategy and Growth</li> <li>• Practice, Quality and Risk</li> <li>• Company Secretariat</li> <li>• CEO Office</li> </ul>

# CRITERION 2

## OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

### Our Governance Framework

As a Catholic service provider, Catholic Healthcare is concerned with the welfare of all persons, particularly the most vulnerable. Our approach to care is informed by the Parable of the Good Samaritan.

Our Trustees and Board, who both have oversight and governance of Catholic Healthcare's mission, are conscious of the risks of modern slavery infiltrating supply chains and, as a result, actively encourage management to progress initiatives aimed at identifying and addressing modern slavery risks.

### Modern slavery oversight

Modern slavery risk is owned by the Catholic Healthcare executive role of Chief Financial Officer with direction and oversight of the modern slavery activities provided by the Catholic Healthcare Environmental Social and Governance (ESG) Working Group.

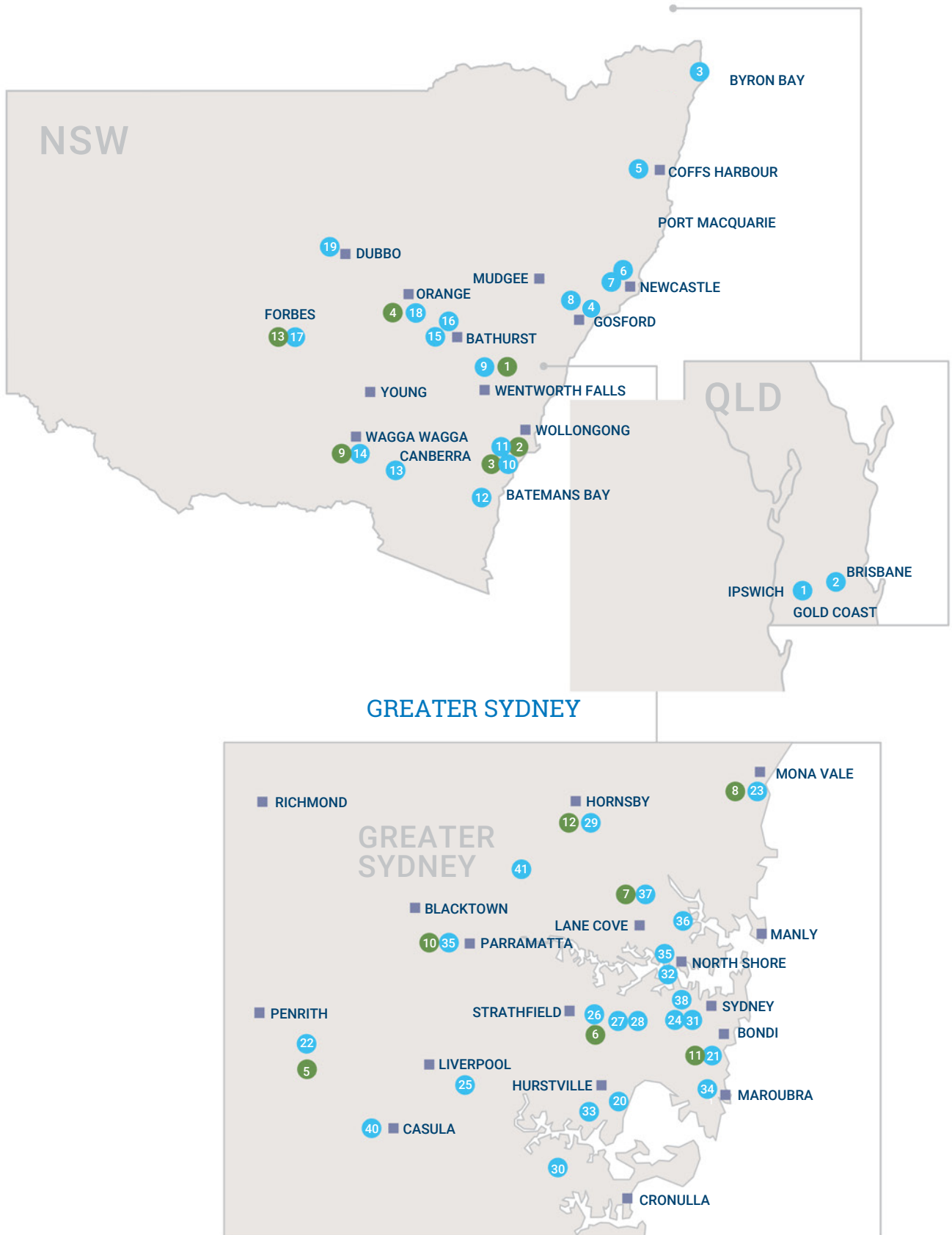
Our Procurement, Human Resources and other departmental teams have continued to make further improvements in organisational policy and procedures and educational initiatives relating to modern slavery.

### AT A GLANCE

As at 31 December 2025



# OUR LOCATIONS



# OUR LOCATIONS

## RESIDENTIAL CARE

- VILLA MARIA CENTRE**  
Eastern Heights
- VILLA MARIA**  
Fortitude Valley
- COOLAMON VILLA**  
Mullumbimby
- HOLY CROSS**  
Kincumber
- ST JOSEPH'S AGED CARE**  
Coffs Harbour
- CHARLES O'NEILL**  
Mayfield West
- ST JOHN'S VILLA**  
New Lambton
- OUR LADY OF LORETO GARDENS**  
Hamlyn Terrace
- BODINGTON**  
Wentworth Falls
- ST MARY'S**  
Berkeley
- VILLA MARIA CENTRE**  
Unanderra
- MARANATHA LODGE**  
Batehaven
- BLAKENEY LODGE**  
Tumut
- THE HAVEN**  
Wagga Wagga
- MACQUARIE CARE CENTRE**  
Bathurst
- ST CATHERINE'S**  
Bathurst
- JEMALONG RESIDENTIAL VILLAGE**  
Forbes
- ST FRANCIS AGED CARE**  
Orange
- HOLY SPIRIT DUBBO**  
Dubbo
- BETHLEHEM HOUSE**  
Kogarah
- BRIGIDINE HOUSE**  
Randwick
- EMMAUS VILLAGE**  
Kemps Creek
- GEORGE MOCKLER HOUSE**  
Mona Vale
- GERTRUDE ABBOTT AGED CARE**  
Surry Hills
- HOLY SPIRIT AGED CARE**  
Revesby
- HOLY SPIRIT**  
Croydon
- LEWISHAM NURSING HOME**  
Lewisham
- LEWISHAM RETIREMENT HOSTEL**  
Lewisham
- MCQUOIN PARK**  
Wahroonga
- PERCY MILES VILLA**  
Kirrawee
- THE SISTER ANNE COURT**  
Surry Hills
- ST ANNE'S AGED CARE**  
Hunters Hill
- ST BEDE'S HOME**  
South Hurstville
- ST JAMES VILLA**  
Matraville
- ST JOSEPH AGED CARE**  
Hunter Hill
- ST PAUL'S**  
Northbridge
- ST PETER'S**  
Lane Cove North
- VINCENTIAN AGED CARE SERVICE**  
East Sydney
- ST HEDWIG VILLAGE**  
Blacktown
- HOLY SPIRIT**  
Casula
- MACKILLOP HOUSE**  
Norwest

## RETIREMENT LIVING

- AQUINAS COURT**  
Springwood
- BISHOP McCABE RETIREMENT VILLAGE**  
Towradgi
- ST MARY'S RETIREMENT LIVING**  
Berkeley
- THE BAILLY**  
Orange
- EMMAUS RETIREMENT VILLAGE**  
Kemps Creek
- THE BRIGHTON**  
Croydon
- ST PETER'S GREEN**  
Lane Cove North
- CHARLES O'NEILL**  
Mona Vale
- THE HAVEN**  
Wagga Wagga
- ST HEDWIG VILLAGE**  
Blacktown
- STRATHALLEN VILLAGE**  
Randwick
- MCQUOIN PARK RETIREMENT LIVING**  
Wahroonga
- JEMALONG RESIDENTIAL VILLAGE**  
Forbes

## CORPORATE SUPPORT OFFICE

Macquarie Park

## HOME CARE

- You will find us in regional and metro areas across NSW. Only key locations are shown here.



## Our Supply Chain

We source a wide range of goods and services to support the delivery of aged care services to our clients and residents from more than 2,900 suppliers. These range from sophisticated global service providers to sole traders in the following key categories:

- **Food and beverages** sourced through providers who provide quality products locally or regionally.
- **Linen and laundry supplies.**
- **Medical and care supplies** including medications, incontinence aids, Protective Personal Equipment (PPE).
- **Property supplies and services** ranging from those required for new, and refurbishment of, residential care homes and retirement communities and property maintenance services for all existing properties.
- **Information technology services** including system applications for Catholic Healthcare buildings, telephone and mobile devices and computer equipment.
- **Marketing and communications services** including printing, publications and website design.

- **Workforce** including employees, consultants and labour hire / agency workers. This includes a small number of workers on visas.

Some suppliers themselves source goods that are on-sold to Catholic Healthcare. Some of these goods are sourced from overseas.

## Risk Management

The risk of modern slavery is considered in our current enterprise risk of 'Failing to manage third party suppliers resulting in financial loss, reputational impacts to Catholic Healthcare and poor service delivery to our customers'. One of the identified causes of the risk is the issue of modern slavery.

This risk is owned by the Catholic Healthcare executive role of Chief Financial Officer. The Executive Risk Committee (Executive Leadership Team, Chief Legal Counsel, and Manager for Enterprise Risk) review enterprise risks on a bi-monthly basis, with oversight by Catholic Healthcare Directors in the form of the Board's Finance Audit and Risk Committee. Direction and oversight are provided by the Catholic Healthcare ESG Working Group an organisational-wide group established to coordinate, oversee, and drive the organisation's approach to environmental, social and governance (ESG) matters.

# CRITERION 3

## MODERN SLAVERY RISKS

### Modern Slavery Risks in Operations and Supply Chain

Catholic Healthcare understands that some goods (including their component parts) may have been impacted by modern slavery practices. As explained in our previous Modern Slavery Statements, to better understand these risks, we undertook a comprehensive analysis of the top 50 suppliers by spend in our organisation to determine which and how many of our top suppliers can be categorised as 'high-risk'. We continue to analyse new key suppliers as we engage them.

In 2025, we maintained our membership with the Australian Catholic Anti-Slavery Network (ACAN) to support us in understanding the risks and eradicating modern slavery practices from our organisation.

### Operational Risks

#### Our People

Catholic Healthcare employs around 5,500 individuals including full time, part time and casual workers. Around 79% of our workforce identify as female which is recognised to be common among the caring professions. We employ a diverse workforce with many nationalities and representation from 81 countries.

Catholic Healthcare recognises that labour hire is a high-risk category in our supply chain but is nonetheless necessary for our operations. Most of our care workforce is employed under Enterprise Agreements

approved by the Fair Work Commission, making the risk of modern slavery in our directly employed workforce low. A smaller percentage of workers in our corporate services divisions are employed under individual contracts of employment. Agency workers, when required, such as registered nurses (RN), enrolled nurses (EN), assistants in nursing (AIN) and care workers, are engaged under agency agreements with external suppliers. Other service providers, including allied health professionals and hairdressers, are engaged under individual contractor arrangements that allow for negotiation.

The use of employment agencies and labour hire contractors to procure agency workers represents a modern slavery risk category. To address this, we have updated our standard agency contracts to include robust anti-slavery clauses. These clauses ensure contractors comply with our Modern Slavery Policy and require them to report instances of modern slavery to Catholic Healthcare. To date, no contractors have raised any issues with these standard clauses.

Wages for internal employees are defined by a legally recognised collective bargaining agreement and are based on job skills and experience. Other HR-related actions Catholic Healthcare has taken in 2025 to improve the working conditions of its employees include: increasing pay rates, increasing upskilling and learning opportunities; shift bidding software to give workers more flexibility in the hours they work and the location they work; assisting some employees with Nominations for Employer Sponsored Permanent Residency and recognition programs.

## Supply Chain Risks

We have adopted the ACAN Category Risk Taxonomy to define modern slavery risks.

This taxonomy provides a classification standard that identifies severity of actual or potential harm to people (saliency) in spend categories.

**The ACAN Category Risk Taxonomy is based on sources such as the:**

- Global Slavery Index
- International Labor Organisation (ILO), including definitions of modern slavery
- Bureau of International Labor Affairs (ILAB), U.S Department of Labor
- Global Child Forum and UNICEF.

**Four key factors are also used to determine the level of risk:**

- **Geography:** the country or location where a good is made or service is delivered.
- **Industry:** the sector in which the making of goods or delivery of service occurred.
- **Commodity:** the raw materials or components that comprise the goods or products.
- **Workforce vulnerability:** such as bonded visas, temporary migrants, women or children known to be employed in specific industry sectors.
- **Domus 8.7:** trends, cases, and risk intelligence identified through the Domus 8.7 remediation service, including grievances and remediation insights relevant to category and risk to workers.

### ACAN Category Risk Taxonomy Classification:

High Risk	Medium Risk	Low Risk
<ul style="list-style-type: none"> <li>• Building and construction</li> <li>• Cleaning and security</li> <li>• Events and event management</li> <li>• Facility management and property maintenance</li> <li>• Finance and investment</li> <li>• Food and catering services</li> <li>• Furniture and office supplies</li> <li>• ICT hardware</li> <li>• ICT software and network services – offshore</li> <li>• Labour hire</li> <li>• Linen, laundry and textile products</li> <li>• Medical devices and supplies</li> <li>• Transport, logistic and warehousing</li> <li>• Uniforms and PPE</li> <li>• Waste management services</li> </ul>	<ul style="list-style-type: none"> <li>• Advertising &amp; marketing</li> <li>• Utilities</li> <li>• ICT software and network services - onshore</li> <li>• Fleet management, consumables and maintenance</li> <li>• Travel and accommodation</li> <li>• Print/mail provider</li> </ul>	<ul style="list-style-type: none"> <li>• Professional services</li> <li>• Financial expenses</li> <li>• Government and agency fees</li> <li>• License/membership fees</li> </ul>

Our original risk assessment mapped the potential for modern slavery practices across our top 50 suppliers by spend to improve our understanding of the key procurement categories that contain high risks of modern slavery.

In addition to our top 50 spend suppliers, in 2025 we applied the ACAN Taxonomy to most of our suppliers irrespective of spend and identified 2,296 out of 2,969 suppliers to be in ACAN's high risk categories.

**Of these 2,296 high risk suppliers:**

- 1,795 (>77%) suppliers were associated with small annual spend of <\$5K which include many sole traders servicing home & community clients.

- 1,490 (64%) suppliers were engaged in facilities management, with 646 of these providing property maintenance for home & community clients.

116 (3.9%) of all suppliers engaged were classified under the high-risk labour hire services category and 50% of these were engagements of <\$5K.

We concluded that our original risk assessment approach of key suppliers was still valid and we will continue to map our greater supplier base against the taxonomy.





## NUMBER OF SUPPLIERS BY ACAN TAXONOMY CATEGORY



## CRITERION 4

# ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

Catholic Healthcare has prioritised internal education and establishing the structures and resources needed to support the anti-modern slavery efforts of the organisation to ensure that changes made are monitored for effectiveness.

To this end, Catholic Healthcare finalised an organisational Modern Slavery Policy in 2022. This policy is published on Catholic Healthcare's Resource Centre and is made available to contractors through a Resources for Contractors website page. The Modern Slavery Policy is regularly reviewed.

## 2025 RISK MANAGEMENT INITIATIVES

In the 2025 reporting period, Catholic Healthcare continued to make progress in addressing modern slavery risks within our operations, with further improvements in organisational policy and procedures, education improvements and other modern slavery risk initiatives.

- **5-year Action Plans:** with the assistance of ACAN, The Procurement team developed 5-year Modern Slavery Action Plans as a framework for each of our main business units. These will help inform and guide future action plans for each unit.
- **Uniform review:** in 2025 the Procurement team sourced a new uniform range with our Australian-based, SEDEX-registered distributor. This allowed us to reduce our uniform supply chain to two overseas manufacturers producing 95% of our uniforms. These manufacturers are also registered with SEDEX with a monitoring/completion score of 100%.

### HIGHLIGHTS: NEW RISK MANAGEMENT INITIATIVES IN 2025

- 5-year Modern Slavery Action Plans were developed for Catholic Healthcare's main business units.
- Our uniform supply chain reduced to two SEDEX registered manufacturers for 95% of items.
- A new and reduced panel of 12 nurse agencies was introduced, reducing a 2024 risk score of 11.6 out of 100 to 8.4 in 2025.
- Zipline launched to enhance the collection and oversight of compliance documents from our labour hire and indirect workforce.
- Ethical sourcing guidelines were incorporated into Catholic Healthcare's Procurement Policy.
- The Learning & Development team created a new e-learning module, 'Catholic Healthcare Stance on Modern Slavery'.

In addition, the factories are WRAP-certified, meaning they are independently audited to ensure compliance with ethical labour standards. The Procurement team sourced and reviewed the factory audit reports.

- **Labour hire:** a detailed review of our nurse agency category and tender process was conducted by our Procurement team in 2025. This is the main outsourced workforce in Residential Care and this exercise resulted in a consolidated panel from 42 to 12 preferred agencies across all homes. New contracts were entered into with all 12 agencies on Catholic Healthcare standard contract templates, which include modern slavery provisions and as part of the tender process, the preferred agency modern slavery policies were received.

In 2024, Catholic Healthcare undertook a modern slavery risk assessment of the 42 nurse agencies engaged within our supply chain, using an independent third-party consultant. The assessment was completed by 29 out of 42 and the results included an unmitigated risk score of 11.6 out of 100. The same approach applied to the 12 agencies on the 2025 preferred supplier panel showed a reduction in the risk score to 8.4 out of 100 demonstrating greater effective mitigation efforts across these 12 nursing agencies compared to the 2024 cohort.

- **Compliance of labour hire and indirect workforce:** a new third-party system, Zipline, was launched in 2025 to enhance our collection and oversight of compliance documents from our indirect workforce and meet the Aged Care reform requirements.
- **RFT requirements:** modern slavery assessment requirements continue to be included in all OPEX Request for Tender (RFT) processes led by our Procurement team and have also been added to CAPEX template RFT documents to ensure this forms part of the contractor scopes in all major property development work.

- **Ethical sourcing:** in 2025, we developed and incorporated ethical sourcing guidelines into Catholic Healthcare's Procurement Policy. Also, Catholic Healthcare's 'Leading Mission Series' was launched which includes training modules for senior leaders and management on Ethics and Catholic Social Teaching.

- **Modern slavery education:** we continue to provide modern slavery training to key employees. In 2025, our modern slavery training continued to build on the foundations established in 2023. In 2025, 83 employees completed the ACAN Modern Slavery 101 training with 253 employees now trained in the past 3 years including all Procurement, Property, Human Resources, Legal and Executive leaders. Additionally, our Learning & Development team created a new 20-minute eLearning module, 'CHL Stance on Modern Slavery' which will be the foundation training for all employees.

- **SEDEX:** the Supplier Ethical Data Exchange (SEDEX) is a global membership organisation providing organisations with tools to manage and share information about ethical sourcing and supply chain transparency. We continue to encourage all key Catholic Healthcare suppliers to be registered with SEDEX. By engaging with SEDEX in this way we foster a more transparent, compliant, and ethical supply chain which ultimately reduces the likelihood of us contributing to modern slavery practices.

At the end of the reporting period, a cumulative 118 sites had completed the Sedex SAQ, an increase from 64 total completions at the end of 2024. Of those, 109 questionnaires were completed or reviewed in 2025 (from 54 in 2024), giving us confidence that we have the most recent information available for sites in our supply chain.

## Grievance and remediation

Catholic Healthcare is committed to providing prompt and suitable remediation to individuals affected by modern slavery aligning with the needs of the victims and adhering to relevant laws and guidelines, such as the UN Guiding Principles on Business and Human Rights and the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities. This remediation includes taking action to address harm to individuals impacted by modern slavery and to mitigate future risks.

Due to the complexity of remediation, specialised resources are required to ensure the best outcomes for individuals affected by modern slavery. To address this, Domus 8.7, a not-for-profit established by the Catholic Archdiocese of Sydney, provides remedy pathways and a confidential

advisory service to individuals affected by modern slavery.

Domus 8.7 handles any cases referred by Catholic Healthcare, directing victims to specialists who provide legal, social, and human rights support. It will also collaborate with international organisations to achieve remedial outcomes and enhance risk management and promote prevention strategies.

In 2025, Catholic Healthcare did not find any cases of modern slavery in its operations.

### Referrals

Contacts made via the Catholic Healthcare worker voice/grievance mechanism, Employee STOPLine were:

- 33 (2024)
- 8 (2025)



# CRITERION 5

## ASSESSING EFFECTIVENESS

### Baseline Data

This dataset provides a foundational assessment of supplier engagement, transparency, and modern slavery risk management. It helps identify key trends, areas requiring further attention, and opportunities for strengthened due diligence. The data points included reflect both supplier visibility and compliance activities, ensuring a comprehensive approach to ethical sourcing and governance.

	ACTIVITY	2023	2024	2025
<b>INTERNAL / EMPLOYEES</b>	Hours spent on modern slavery activities	240	210	90
	Individual employee completed e-learning	157	175	84
	E-learning modules completed	298	316	168
<b>EXTERNAL / SUPPLIER ENGAGEMENT</b>	Total number of suppliers	2373	2226	2969
	Number of suppliers with visible contact information and ABN	128	2218	2851
	Number of suppliers across high-risk categories	128	782	2296
	Number of ACAN Supplier Surveys completed (cumulative)	62	271	537
	Supplier staff attending capacity building webinars	69	41	26
	Invited to join Sedex (cumulative)	31	66	114
	Joined Sedex (cumulative)	15	72	99
	Sedex SAQ completed (cumulative)	22	64	118
<b>DOMUS 8.7 EXTERNAL REFERRALS</b>	Contacts made via worker voice / grievance mechanism	0	33	8
	Referrals for advice and assistance	0	0	0
	Individuals identified or referred for modern slavery assessment	0	0	0
	Individuals with modern slavery cases remediated	0	0	0



The increase in the number of external suppliers engaged reflects a change in focus from previous years to incorporate as many suppliers as possible from the suppliers used in 2025 including those engaged for small one-off services.

The increase in the number of high-risk suppliers reflects the adoption of the ACAN Category Risk Taxonomy and inclusion of smaller suppliers.

**As mentioned in Criterion 3:**

- Close to 80% of these high-risk suppliers were associated with a small annual spend of <\$5K which include many sole traders servicing home & community clients.
- Only 3.9% of all suppliers engaged were classified under the high-risk Labour Hire Services category and 50% of these were engagements of <\$5K.

## Continuous Improvement

Catholic Healthcare seeks to track our progress in relation to modern anti-slavery action by setting goals and future action plans for each year. We will continue to use goal setting/action plans and assessment of completion against these as our primary metric for measuring the success of modern slavery initiatives and our continuous improvement.

We will also continue to review and evaluate our performance with assistance of ACAN and through the SEDEX SAQ risk measurement system.

We completed the SEDEX SAQ survey in 2025 and this will provide a further benchmark for continuous improvement in future years.

The Catholic Healthcare risk scores from SEDEX SAQ were:

## Management controls – 3.5/5 (Good)

Measures suppliers' risk management (0–5, with 5 as best) to assess effectiveness and target improvements.

Labour standards <b>3.3/5</b> (GOOD)	Health and safety <b>4/5</b> (ADVANCED)	Business ethics <b>2.7/5</b> (MODERATE)	Environment <b>0/5</b> (POOR)
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Section title	Points available	Points achieved	% of points achieved	Score
Profile	4	1	25%	1.3 (Fair)
Workplace Impact	4	4	100%	5.0 (Advanced)
Management systems	34	31	91.2%	4.6 (Advanced)
Freely chosen employment	37	24	64.9%	3.3 (Good)
Freedom of association	7	7	100%	5.0 (Advanced)
Health and safety	53	44	83%	4.2 (Advanced)
Children and young workers	13	4	30.8%	1.6 (Fair)
Wages	27	15	55.6%	2.8 (Moderate)
Working hours	17	10	58.8%	3.0 (Moderate)
Discrimination	41	18	43.9%	2.2 (Moderate)
Regular employment	2	2	100%	5.0 (Advanced)
Discipline and grievance	28	24	85.7%	4.3 (Advanced)
Communities and human rights	12	7	58.3%	2.9 (Moderate)
Business ethics	10	7	70%	3.5 (Good)

## Risk score summary

Company name	Site name
Catholic Healthcare ZC number: ZC417021045	Catholic Healthcare Limited ZS number: ZS1000092532

**Combined risk score** – (Low risk)

**3.8/10**

## Score breakdown by pillar

Highlight strengths and opportunities to help businesses focus their efforts on key areas that drive ethical and sustainable practices.

**Inherent risk** – 3.3 / 10 (Low risk)

Labour standards	Health and safety	Business ethics	Environment
<b>3/10</b>	<b>4.8/10</b>	<b>2.6/10</b>	<b>3.8/10</b>

**Site characteristics risk** – 5.1 / 10 (Medium risk)

Labour standards	Health and safety
<b>5.2/10</b>	<b>4.7/10</b>

There were no instances of modern slavery reported or found within our operations or associated with our supply arrangements in 2025. However, we appreciate this does not necessarily mean we have no cases of modern slavery in our supply chains.

Catholic Healthcare, as part of our continuous improvement efforts, continues to review the effectiveness of our modern slavery risk management procedures, including assessment of high-risk suppliers across different departments and awareness training as described in this Statement.

Additional future actions planned are highlighted in CRITERION 7.

# CRITERION 6

## CONSULTATION WITH OWNED OR CONTROLLED ENTITIES

Catholic Healthcare has one current operating entity, Catholic Healthcare Limited.



# CRITERION 7 ANY OTHER RELEVANT INFORMATION

## Planned Future Actions

Catholic Healthcare will continue with the initiatives launched in 2025 and in previous years and include new initiatives in our 2026 plans to further mitigate modern slavery risks such as:

- The commencement of 5-year Action Plans by Information Technology, Property Services and Home and Communities.
- Learning and Development – the expansion of awareness training with the rollout of a new modern slavery training module which will extend to all employees and incorporated into the education onboarding process of all new employees.
- The launch of a new contract management system which will incorporate collection of supplier modern slavery data such as statements and policies.





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