

Modern Slavery

Mediserve is committed to working ethically and upholding the principles of human rights, dignity, and fair labour practices.

This Modern Slavery Policy outlines our commitment to preventing modern slavery, including slavery, forced labor, human trafficking, and other forms of exploitation, within our operations and supply chains in accordance with the Modern Slavery Act 2018

Mediserve is predominantly involved in the recruitment and placement of healthcare staff in hospitals, residential facilities, client homes and other healthcare facilities.

We have a very low exposure to modern slavery due to the nature of our business and the fact that all services we provide are entirely to clients in Australia, where there is a very low risk of this.

All staff are employed under contracts and paid wages that comply with Australian legislation. Healthcare Staff are carefully assessed by experienced Mediserve staff and required to meet all registration requirements of the company and our clients. International staff we recruit and employ must meet the Dept of Home Affairs requirements and are not restricted or bound to us in any way.

The majority of our suppliers are large Australian companies and our exposure to international expenditure is very minimal. Suppliers are either subject to reporting to meet their obligations to the Modern Slavery Act 2018 or have been advised and assessed by Senior Management before being engaged as suppliers.

Our administration staff are made aware of Modern Slavery and can at all times make Senior Management aware of any concerns they may have in this regard. This can be done in an anonymous manner if desired.

Mediserve implements the following processes:

- Ensures Staff understand this Policy and its enforcement processes.
- For Staff
 - Annually review Employee Agreements are free from all types of Modern Slavery
 - Annually review Employee Feedback to apply corrective action to identified Modern Slavery

- Suppliers
 - Procure Industry Standard products from well-known suppliers.
 - Maintain Procurement records for a duration of 10 years
 - Commence confirming Suppliers have a Modern Slavery Policy

If breaches occur to the **Modern Slavery Act 2018 (cth)**, Mediserve's Policy shall:

- Suspend transactions / operations with the supplier
- Raise and investigate an Incident as per Mediserve's QMS Incident Investigation and Reporting Procedure
- Notify Principal relevant to the Site Facility
- Respond in accordance with the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities, Appendix 3 - https://modernslaveryregister.gov.au/resources/Commonwealth_Modern_Slavery_Act_Guidance_for_Reporting_Entities.pdf