



Modern Slavery Statement 2024



The Heart to Heal, The Strength to Grow.

Our spirit is strong, it thrives as we embrace those whom we must always care for.

Our journey has been long and we will continue to flourish as we open our hearts to those who walk with us. **Always.**

Mater acknowledges that our services are provided on Aboriginal and Torres Strait Islander lands and pays respect to their Elders — past, present and emerging.

This artwork concept and narrative was developed by David Williams. David is a proud Wakka Wakka artist at Gilimbaa.





This Modern Slavery Statement was approved by the principal governing body of Mater Misericordiae Ltd as defined by the Modern Slavery Act 2018 (Cth) ("the Act") on 20 May 2025.

This modern slavery statement is signed by a responsible member of Mater Misericordiae Ltd Board as defined by the Act.



Patrick Brady

Chair, Mater Misericordiae Ltd. Board of Directors

Disclosure Note

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This statement has been made on behalf of Mater Misericordiae Ltd. ACN – 096708922 ABN – 83096708922. This Statement covers all entities owned or controlled by Mater Misericordiae Ltd. This Statement has been developed in accordance with the Modern Slavery Act 2018 (Cth). All patient and spend statistics referred to within this report are based on our 2023/2024 Financial Year. However, in order to align our Modern Slavery Statement to other Australian Catholic Anti-Slavery Network (ACAN) members, our modern slavery risk mitigation strategies are reported for the calendar year 1 January 2024 to 31 December 2024.

ABNs

MML (ABN) – 83096708922

Mater Education Ltd – 50148130349

Mater Research Ltd – 28109834719

Mater Foundation Ltd – 96723184640

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Statement from our Chair

With modern slavery affecting millions of people worldwide, Mater remains steadfast in its commitment to ethical and responsible business practices. We continuously strive to ensure that all aspects of our operations, including our supply chain, align with our vision to honour and uphold the dignity of human life.

As a key contributor to the Catholic healthcare sector, Mater is dedicated to making a meaningful impact beyond compliance. We actively collaborate with the Australian Catholic Anti-Slavery Taskforce to address the growing inequalities that contribute to modern slavery.

This is Mater's fifth Modern Slavery Statement, covering the period from January to December 2024.

The latest Global Estimates of Modern Slavery, published in 2022, revealed that approximately 50 million people were living in modern slavery in 2021—an increase of 10 million since 2016. It continues to be an imperative that we work closely with our suppliers and contractors to uphold our standards and values.

We continue to drive awareness of our policies and corporate objectives, ensuring that our people, suppliers, contractors, and service partners share and uphold our values and ethical principles.

About us

Mater is Queensland's largest Catholic not-for-profit network of hospitals and healthcare services, bringing together collective expertise across health, education and research with a shared vision to live better lives through improved health and wellbeing.

Mater is committed to a culture of compassion and care inspired by God's mission of mercy to help those in need. In the spirit of Catherine McAuley and her legacy, which has been carried forward by the Sisters of Mercy, we embrace opportunities to provide healing and hope to the communities we serve.

In delivering the healing ministry of Jesus, Mater not only responds to, but actively seeks to support individuals and families disadvantaged by health or social circumstances.



Our Mission, Values and Strategic Vision



Our Mission

We serve together to bring God's mercy to our communities through compassionate, transforming, healing ministries.

Our Values

We honour and promote the dignity of human life and of all creation.
We act with compassion and integrity.
We strive for excellence.

Our Strategic Vision

Empowering people to live better lives through improved health and wellbeing.

Modern slavery risk management initiatives

Mater strives to embed ethical and sustainable practices into every aspect of our business.

Mater's Board and Executive remain committed to complying with the Australian Modern Slavery Act 2018, and to undertaking the roles, responsibilities and accountabilities outlined in the legislation. This statement, pursuant to the Act, sets out the actions taken by Mater to address modern slavery in our operations and supply chain from 1 January 2024 - 31 December 2024.

The practice of healthcare is inextricably linked with the philosophical belief that every human life is valuable and should be respected as such. This belief is enshrined in our Mission and Values, which promote the dignity of human life and all creation. This concept of dignity and respect is also embedded into our policies and procedures, and extends to all our stakeholders, both internal and external.

In 2024, Mater continued its program of work to mitigate the risk of modern slavery within its operations and supply chain, aligning with reporting criterion 1–5 outlined in this statement. As part of this effort, Mater is collaborating with the Australian Catholic Antislavery Network through the Aged Care and Health Working Group to identify key risks and engage with suppliers in addressing these challenges.

Reporting criterion 1 and 2

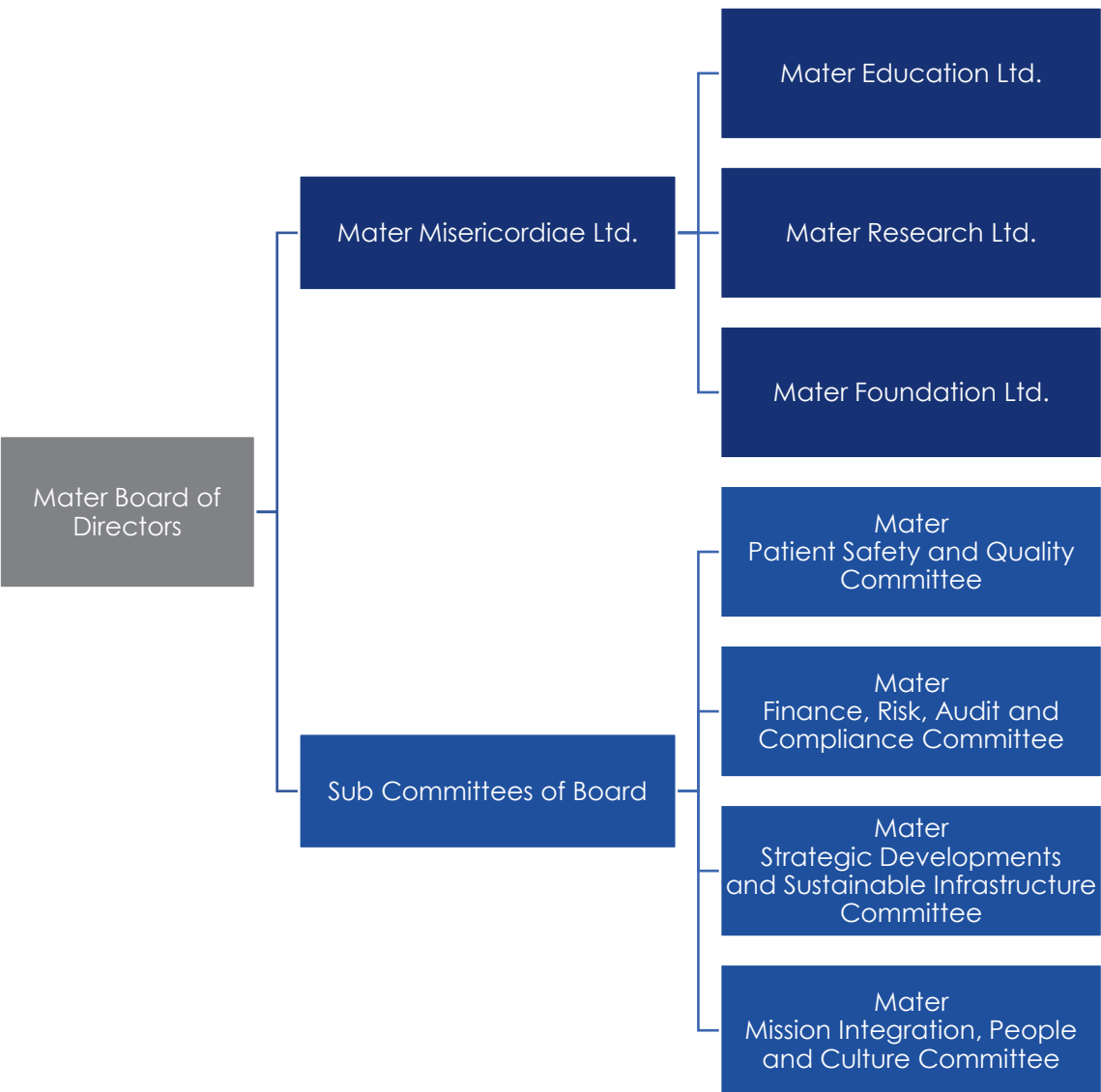
About Mater

Our organisational structure

Mater's organisational structure reflects our commitment to the strategic integration of health, education and research.

In July 2020, a single Board of Governance was established to unify all Mater hospitals and healthcare services across Queensland to further our vision—empowering people to live better lives through improved health and wellbeing.

Our Head Office is located at 14 Stratton Street, Newstead, Queensland (mater.org.au).



Our operations

Mater is an extensive network of public and private hospitals, healthcare at home services, community services, health centres and related businesses, as well as a nationally accredited education provider, a world-class medical research institute and a philanthropic foundation.



Mater Health

Mater Health comprises 11 hospitals across Queensland, as well as a range of healthcare services. These services combine to help Mater offer comprehensive healthcare that addresses unmet community needs.



Mater Education

Mater Education is a nationally-accredited, hospital-based independent Registered Training Organisation—the only one of its kind in Queensland. It offers a range of courses for students and further education opportunities for highly experienced practicing clinicians.

By combining our collective expertise and resources across health, education and research, we are able to deliver new services in new ways and continue to fulfil our Mission to meet the healthcare needs of our community by delivering safe, high-quality, compassionate care.

Mater's Board and Group Chief Executive have governance over Mater Health, Mater Education, Mater Research and Mater Foundation in addition to corporate services.

Mater Research

Mater Research is an internationally recognised leader in medical research, connecting its findings from bench to bedside and translating medical research into clinical practice to deliver better outcomes for our patients and the wider community.



Mater Foundation

Mater Foundation raises funds by engaging the community to partner with Mater to improve the health of Queenslanders through fundraising and philanthropic opportunities.

Mater at a glance

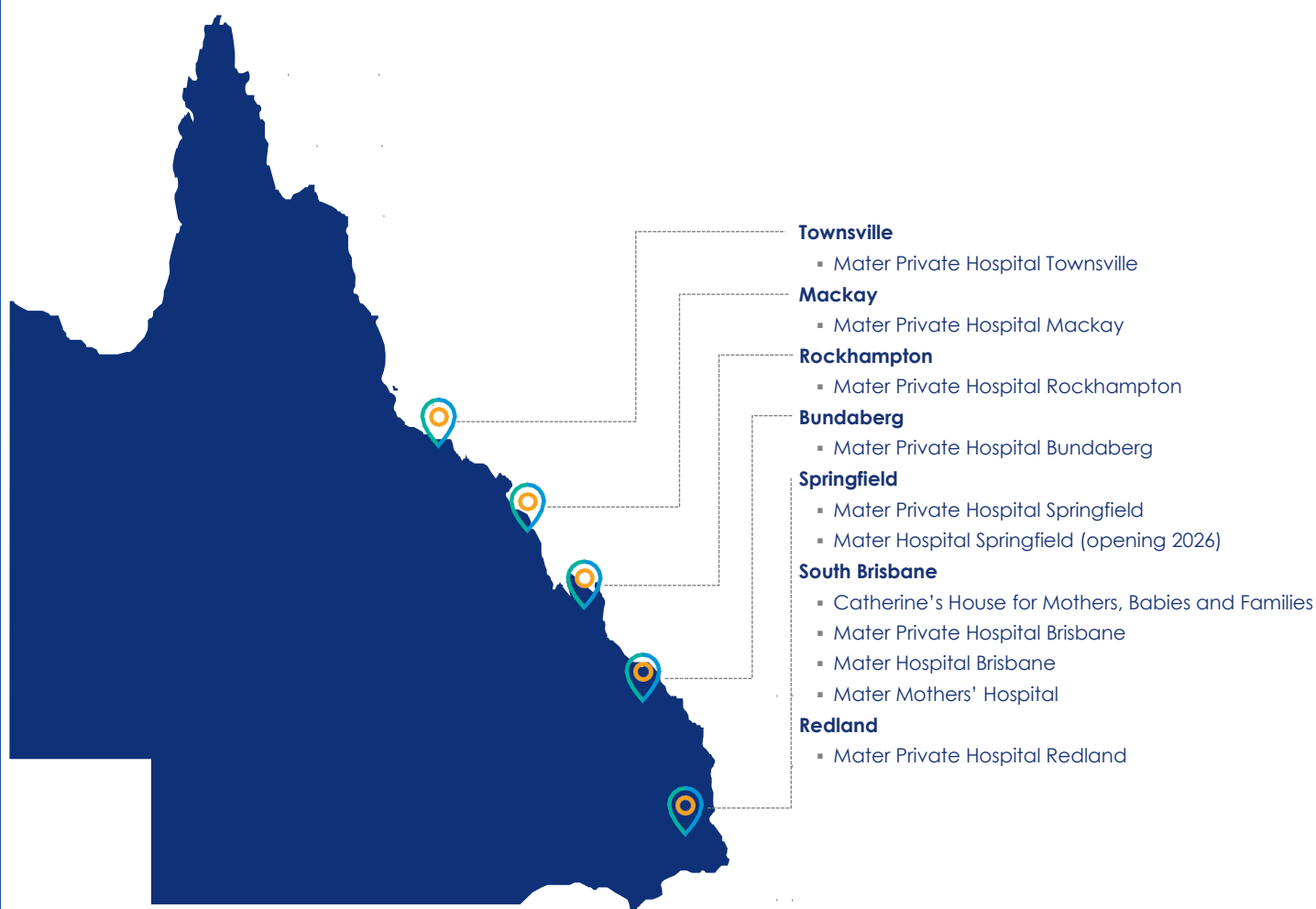


Figure 1: Mater locations across Queensland



670,527

Patients seen



11,610

Babies born



109,394

Emergency
attendances



10,432

Mater People



60,000+

Volunteer hours



4,073

Mater Education
students



\$28.2 million

Mater Research
funding



\$37.4 million

Mater Foundation
distributions

Figures sourced from Mater's 2023/24 Annual Review.

Our supply chain

Mater's procurement and supply chain activities are delivered through a centre-led operating model in partnership with our divisions. We seek to undertake business with suppliers and contractors who share Mater's Values and are environmentally and socially responsible.

Our procurement policies and procedures establish a robust governance framework, embedding due diligence processes to identify and mitigate risks related to modern slavery, human rights violations, and environmental impact. These principles are integrated into all tendering and contracting activities to ensure compliance with legislative and ethical standards. Mater engages in procurement across a wide range of categories, including clinical, non-clinical supplies and services, and information communication and technology supplies and services. In addition, key areas such as Development and Property oversee the procurement of construction, asset management, and maintenance services, while Mater Foundation manages the ethical sourcing of equipment and fundraising materials.

We apply risk-based sourcing strategies and contracts tailored to the complexity and value of each procurement activity, ensuring stringent supplier vetting and contractual obligations. All suppliers and contractors must adhere to Mater's contractual terms, which explicitly reference modern slavery prevention, ethical labour practices, environmental sustainability, and our Supplier Code of Conduct.

By prioritising ethical sourcing and supplier accountability, Mater remains steadfast in its commitment to eradicating modern slavery and fostering a socially responsible supply chain.

The below information provides a snapshot of Mater's business and procurement activities.



\$625 million

Total addressable spend in FY23/24



37

Suppliers engaged through CNA* contractual engagements



\$1.7 billion

Annual consolidated entity revenue

**Mater is a member of the Catholic Negotiating Alliance (CNA), a network of Catholic health care facilities authorised by the Australian Competition and Consumer Commission with suppliers*

Mater procures goods and services from both domestic and international supply chains with a procurement spend of approximately \$625 million across two procurement categories and 13 broad procurement sub-categories.

Category spend FY 2023/24

Our largest supply category and spend is clinical, covering medical devices and supplies. As provided in the below table, the clinical category comprises medical and surgical consumables, prostheses, pharmacy and medical equipment.

What we buy – clinical

Clinical / Direct			
Medical and surgical consumables	Pharmacy	Prosthesis	Medical equipment
- Anaesthesia consumables - Cardiovascular consumables - Custom sterile - Dental consumables - Dialysis consumables - Hygiene care and products - IV and arterial administration - Medical aids consumables - Medical consumables - Medical operator protection - Medical research - Needles and syringes - Nutrition and feeding - Orthopaedic consumables - Pathology consumables - Miscellaneous consumables - Examination/monitoring - Radiology and x-ray - Respiratory consumables - Resuscitation consumables - Surgical consumables - Sutures - Wound care - Burrs and blades - Sterile instruments	- Pharmaceuticals and drugs - Cytotoxic pharmaceuticals - Pharmacy consumables	- Prosthetics - Cardiovascular - Prosthetics - Craniofacial - Prosthetics - ENT - Prosthetics - General - Prosthetics - Gynaecology - Prosthetics - Maxillary-Facial - Prosthetics - Neurosurgery - Prosthetics - Ophthalmic - Prosthetics - Orthopaedic - Prosthetics - Orthotics - Prosthetics - Plastics - Prosthetics - Spinal - Prosthetics - Urology - Prosthetics - Vascular - Prosthetics - Gastroenterology - Loan kit service fees	- Medical bed and mattresses - Diagnostic equipment - Radiology and x-ray equipment - Infant and maternity care - Infusion pumps - Monitors and monitoring systems - Patient and shower trolleys - Dental equipment - Pathology equipment - Resuscitation equipment - Respiratory equipment - Other medical equipment

The non-clinical categories include facilities management, business services, utilities, hospitality and medical equipment and repairs.

What we buy – non-clinical

An overview of the products and services within the non-clinical category is listed below.

Indirect				
Facilities management	Business services	Utilities	Hospitality	Medical Equipment and Repairs/Mtce
- Furniture, fixtures and equipment - Equipment hire (non-clinical) - Facilities supplies - Health and safety - Pest control - Airconditioning and heating - Equipment - Signage - Waste management - Hardware supplies - Painting supplies - Plumbing supplies - Electrical supplies - Fire safety supplies - Landscaping supplies - Cleaning and domestic services - Pest control services - Electrical services - Plumbing services - Carpentry services - Flooring services - Security services - Painting services - Window and door services - Automatic door services - Landscape and ground services - Fire services - Lift services - Swimming pool maintenance - Locksmith services - Water treatment services - Facilities/buildings and other engineering services	- Administration expenses - Advertising and promotions - Audit fees - Business expenses - Fleet - Freight and courier - Insurance - Interpreter services - External legal services - Newspapers and journals - Subscriptions and memberships - Office equipment - Stationery supplies - Patient ambulance transport - Printing - Recruitment - Temporary labour, including admin, nursing, medical, IT and other. - Consultants (excluding Engineers, Architects, IT, etc.) - Training and education - Travel and accommodation - Uniforms - Printing services - Postage - Taxi/ride share. - Salary packaging - Document management and storage - Allied Health - HR services (Police checks)	- Electricity - Coal - Gas – clinical - Gas – non-clinical	- Beverages - Catering services and supplies - Food - Food service and consumables - Housekeeping - Consumables - Linen - Laundry services - Chemicals - Supplements	- R&M Medical equipment - R&M Radiology - R&M Pathology - Equipment lease and rental - M&S lease and hire equipment.

What we buy – Information, Communication & Technology

An overview of the products and services within the Information, Communication and Technology category is listed below.

Information, Communication & Technology				
Networks & Communications	Hardware	Software	Services	
▪ Mobile voice and data ▪ Mobile phones ▪ Mobile phone maintenance and support ▪ Fixed Data (WAN) services ▪ IT network, infrastructure and hardware ▪ Hardware maintenance and support ▪ Cloud and Cloud storage	▪ Desktop/laptop/tablets and computing, including support ▪ Audio visual equipment ▪ Audio visual equipment maintenance and support ▪ Printers and multi-function devices (MFDs) ▪ Printers and MFDs maintenance and support	▪ Software licensing – clinical ▪ Software maintenance and support – clinical ▪ Software licensing – non-clinical ▪ Software maintenance and support – non-clinical	▪ Managed services ▪ Professional services and consultancy ▪ Infrastructure as a service ▪ Platform as a service ▪ Hardware as a service ▪ Software as a service	▪

Code of Conduct

Mater is dedicated to the ethical and responsible engagement of suppliers, ensuring they align with our Values and uphold the highest standards of integrity. As part of this commitment, all suppliers must comply with Mater's Supplier Code of Conduct.

In 2022, we reinforced our Supplier Code of Conduct (Code) by strengthening its provisions and integrating it as a contractual requirement across our legal agreements. This further solidifies our expectation that suppliers not only adhere to the Code but also apply its principles throughout their own supply chains. The Supplier Code of Conduct is publicly available on our website, and new suppliers are assessed based on their compliance with Mater's ethical, legal, and quality standards. We expect our suppliers—and their entire supply chains—to reflect our Values and adhere to the following principles:

Human rights compliance: Upholding the standards outlined in the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

Modern Slavery prevention: Proactively identifying and mitigating risks of modern slavery within their operations and supply chains.

Legal and ethical labour practices: Ensuring full compliance with all laws related to forced or involuntary labour, child labour, discrimination, and security practices. This includes safeguarding employees' rights to leave their workplace at the end of their shift and to resign with reasonable notice.

Freedom of association and collective bargaining: Respecting workers' rights to join trade unions of their choice and to engage in collective bargaining.

By embedding these principles in our supplier relationships, Mater reinforces its unwavering commitment to ethical sourcing, human rights, and sustainable business practices.



Reporting criterion 3

Modern slavery risks in operations and supply chain

Mater is committed to ensuring our procurement practices are transparent, fair and responsible, upholding high standards of integrity and honesty that align with our Values. We also recognise that instances of modern slavery are often complex and hidden.

Operations

Mitigating operational risks related to modern slavery is a priority for Mater, and we take a proactive, comprehensive approach to addressing these risks within our operations. This includes performing due diligence and working closely with suppliers to ensure compliance with ethical labour practices. Mater has established clear policies, training programs, and reporting mechanisms to empower both employees and suppliers to recognise and report any signs of modern slavery. Additionally, we include contractual obligations in our agreements with suppliers, manage areas of non-compliance, and offer support for remediation where necessary. Through these actions, Mater fosters an environment of accountability and transparency, ensuring that our operations and supply chain align with global human rights standards and demonstrate a strong commitment to the eradication of modern slavery.

Our people

With more than 10,360 employees and a further 600 volunteers across the state, Mater has policies and procedures in place which contribute to fostering a safe and fair work environment for all. To support the workforce, Mater engages agency medical or nursing resources under contract agreements with obligations to ensure environmental and modern slavery risks are mitigated.

Mater remains dedicated to combating modern slavery by continuously monitoring and reporting on training and awareness efforts. Since the implementation of modern slavery training modules and the introduction of awareness initiatives for new employees at Mater, we have trained over 1200 key personnel. Over the past year, an additional 254 personnel in procurement and purchasing roles, including new senior managers and/or Directors have successfully completed training at a statewide level.

Further efforts to raise awareness and educate staff were undertaken by the Chief of Mission, including introducing a segment on modern slavery into the Welcome Day induction agenda for new starters. A total of 1,082 new starters in 2023 and 925 in 2024 were encouraged to complete modern slavery training.

Supply chain risks

We understand that our suppliers could be directly linked to modern slavery practices through their own supply chains.

Mater has taken steps to gain a better understanding of potential modern slavery risks with its procurement spend mapped using a category risk taxonomy specifically developed for members of the Australian Catholic Anti-Slavery Network (ACAN) to assist in identifying supplier risk prioritisation and engagement activities. Mater has categorised the types of goods and services, generating a risk dashboard.

The category risk taxonomy considers the following criterion:

Commodity/product

Specific products and commodities deemed as high-risk which align with the US Department of Labor's 2018 List of Goods Produced by Child and Forced Labor, the Global Slavery Index (GSI) and other international guidance materials.

Workforce profile

The type of labour involved in the production of our goods and services, particularly where low-skilled, vulnerable, or migrant labour was used, or where the work was deemed as '3D' (dirty, dull or dangerous).

Industry sector

Specific industry sectors deemed as high-risk in international and national guidance documentation.

Geographic location

Based on estimated prevalence of modern slavery and the government responses as outlined in the 2018 Global Slavery Index.

While Mater predominantly uses Australian-based suppliers, we recognise that our goods and services may come from countries other than those where suppliers' headquarters are based.

In June 2023 an ACAN Aged Care and Health Working Group was formed. The establishment of this group enables members to collaboratively share information and undertake supplier risk assessments as a group activity. Members include Calvary, Cabrini, St Vincent's, an ACAN representative and Mater. During 2024, Mater participated in approximately 50 meetings with suppliers which included comprehensive discussion on supply chains risks.

Based on Mater's analysis of its procurement categories, it has identified suppliers across high, medium, and low-risk levels using the ACAN taxonomy. Mater, both independently and in collaboration with the ACAN health working group, conducts supplier assessments to promote ethical sourcing practices and to uphold social responsibility across its supply chain.

Modern slavery risk mitigation progress

As a member of ACAN, Mater continuously strives to improve its approach to modern slavery. In 2023, the fourth annual risk mitigation review was completed, reviewing existing processes and practices. In 2024, a shift from the initial gap analysis to an in-depth maturity assessment of Mater's modern slavery risk management was introduced across the six pillars shown below.

This transition underscores the importance of assessing Mater's maturity to drive the impact against modern slavery. The maturity scorecard is designed to provide a comprehensive view of our efforts across different key areas of operation, presented as pillars:

Business Process and Governance: Establishes the overarching structure and policies guiding our efforts, emphasising the importance of oversight and clear responsibilities.

Operations: Focuses on internal practices and how effectively we manage risks within our day-to-day activities.

Supply Chain: Examines our external partnerships and the mechanisms in place to assess and mitigate risks beyond our immediate operations.

Worker Engagement: Addresses how we manage worker engagement and the standards upheld to prevent exploitation.

Mater's Action Plan and Activities: Looks at the broader initiatives and engagements we undertake to combat modern slavery.

Grievance Mechanisms and Remediation: Evaluates the channels available for reporting concerns and the processes for addressing them.

In line with best practice and reporting requirements, we measure the maturity across governance, risk assessment, risk management, and effectiveness measures.

This evaluation helps identify strengths and weaknesses in our approach across four areas, presented as sub-pillars:

Governance: Sets the framework for our work, with mature governance characterised by strong policies and processes, guided by oversight and accountability.

Risk assessment: Identifies potential at-risk areas in our operations and supply chain, upon which we can act. A mature risk assessment involves continuous monitoring and collaboration and allowing for the prioritization of resources and mitigating actions.

Risk management: Evaluate how well we apply the mitigating actions, with mature efforts being proactive and adaptable to changing circumstances, and driving real and measurable impact.

Effectiveness: Measures the impact of our anti-slavery efforts and holds us accountable. While many such metrics are proxymeasures, a mature approach is one that provides a basis for ongoing improvement, ensuring efforts are impactful and contribute meaningfully to eradicating slavery.

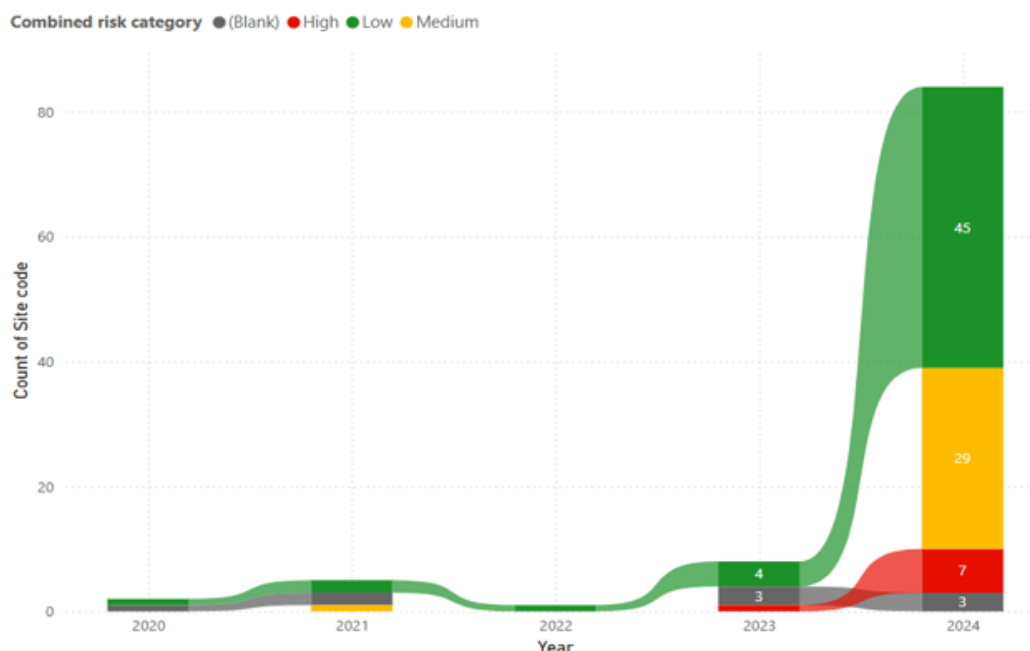
An analysis has been conducted, underscoring Mater's commitment to addressing modern slavery risks across all levels of the organization.

Reporting criterion 4

Actions taken to assess and address risk

Mater's approach to assessing and addressing risk has included the following actions:

- Modern slavery training and awareness promoted to Mater People and new starters
- All of Mater's suppliers invited to attend training and educational webinars.
- Governance structures implemented, which include a cross-functional Anti-Slavery Working Group reporting to Mater Executive and the Board.
- Modern slavery included as a risk within Mater's Risk Management System
- Policies and procedures put in place to support a fair and safe working environment for our staff and suppliers, including a Whistleblower Policy.
- Procurement policies and procedures updated to include environmental and sustainability requirements of which Modern Slavery is incorporated.
- Access provided to Mater's Modern Slavery Statement on our procurement intranet pages.
- Tender, contract documents and Supplier Code of Conduct updated to include modern slavery requirements/clauses.
- Modern Slavery Taxonomy applied to Mater's suppliers to identify high, medium, and low-risk suppliers.
- In conjunction with ACAN, Mater conducted a wide-ranging review of its psychology and social work frameworks, policies, procedures and processes for identifying modern slavery risks.
- Development of a supplier site on Mater's website to provide further information to suppliers, including the Modern Slavery Statement and reference to training and education resources.
- Engagement with suppliers to assess modern slavery risks and within procurement tenders, with environmental and social evaluation criterion included to ensure informed decisions in identifying risks.
- Suppliers now encouraged to complete a self-assessment of their operational and supply chains. In 2024, 84 suppliers participated in this activity, with seven suppliers identified in the high-risk category, 29 in the medium-risk category with the remainder falling into the low-risk category. Mater will continue to work with its suppliers to address any potential modern slavery risks.



Modern slavery action plan and road map

Mater has undertaken a number of activities over the past 12 months to progress mitigation of modern slavery risks.

Actions undertaken include but are not limited to:

- A supplier page on Mater's internet site was launched in April 2023. The site provides suppliers with access to Mater's Modern Slavery Statement, links to training and development, our Code of Conduct and other information.
- Mater's Procurement intranet site updated with the latest Modern Slavery Statement to ensure easy access for staff.
- During 2024, Mater encouraged all suppliers to complete a modern slavery survey and encouraged membership of SEDEX – a global online IT platform for environmental and modern slavery support, assistance and information-sharing with Mater and other ACAN entities. Additionally, Mater invited its suppliers to attend webinars to further understand modern slavery legislation and gain a better understanding of modern slavery risks.
- A total of 254 personnel completed training in 2024 which covered awareness of modern slavery. A total of 924 people who commenced work with Mater in 2024 were made aware of the modern slavery training modules at their Welcome Day induction and encouraged to undertake this training.
- The ACAN Aged Care and Health Working Group performed supplier risk assessments to gain an understanding of their operational and/or supply chain risks. This body of work will continue to be undertaken and tracked via an online tool developed by ACAN.

Reporting criterion 5

Effectiveness assessment

Mater understands the importance of assessing the effectiveness of the actions we are taking to address modern slavery risks.

As we present our fifth modern slavery statement, we acknowledge the importance of continuous improvement and the need for a refreshed approach. In 2022, Mater established a cross-functional working group comprising representatives from MML and our ministries. This group convenes up to 10 times per year to drive progress on modern slavery initiatives, foster collaboration, and enhance our overall response.

Mater has worked closely and collaboratively with ACAN, which remains supportive of Mater's activities and progress.

Reporting criterion 6

Process of consultation with entities owned or controlled

The Mater Board also governs the wholly owned subsidiaries Mater Education Ltd, Mater Research Ltd and Mater Foundation Ltd, with representatives within these subsidiaries committed to mitigating modern slavery risks as members of the cross-functional Anti-Slavery Working Group.

To raise awareness of our efforts to combat modern slavery, a copy of Mater's Modern Slavery Statement is shared with the Archbishop of Brisbane and Bishops of Rockhampton and Townsville.

Reporting criterion 7

Other

Mater is committed to internationally recognised human rights frameworks, standards and goals, including:

- International Bill of Human Rights
- International Labour Organisation (ILO) Declaration Fundamental Principles and Rights at Work
- UN Guiding Principles on Business and Human Rights
- Sustainable Development Goals – including Target 8.7 to eradicate modern slavery

Plans for 2025-26

Over 2025-26, Mater will aim to embed supplier review assessments as part of its business-as-usual procurement and tender processes, as opposed to a stand-a-alone activity.

Training and awareness of modern slavery through Mater's online training platform and its Welcome Day induction of new starters will continue to encourage staff engagement and access of the online modern slavery training modules.

A handwritten signature in black ink, appearing to read 'PFB' followed by a stylized flourish.

Patrick Brady

Chair, Mater Misericordiae Ltd. Board of Directors

