



Modern Slavery Statement 2025



mater.org.au

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 Gilimbai.





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 7 May 2026.

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



Patrick Brady
Board Chair

Disclosure Note

This statement has been made on behalf of Mater Misericordiae Ltd ACN – 096 708 922 ABN – 83 096 708 922. 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). Some corporate data and statistics referred to within this report are based on our 2024/2025 Financial Year. However, in order to align our Modern Slavery Statement to other Australian Catholic Anti-Slavery Network (ACAN) members, our supplier spend and modern slavery risk mitigation strategies are reported for the calendar year 1 January 2025 to 31 December 2025.

ABNs

Mater Misericordiae Ltd – 83 096 708 922
Mater Education Limited – 50 148 130 349
Mater Research Ltd – 28 109 834 719
Mater Foundation Limited – 96 723 184 640

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Statement from our Chair

Modern slavery continues to affect millions of people across the globe, and Mater is committed to playing an active role in eliminating this injustice. Guided by our Mission to honour and uphold the dignity of every person, we are dedicated to ensuring that our operations and supply chains reflect ethical, responsible, and human-centred practices.

As a leader in the Queensland Catholic healthcare sector, Mater seeks to move beyond compliance and drive meaningful change. Our ongoing partnership with the Australian Catholic Anti-Slavery Network (ACAN) strengthens our ability to identify risks, build capability, and address the structural inequalities that allow modern slavery to persist.

This is Mater's sixth Modern Slavery Statement, covering the period January to December 2025.

The 2022 Global Estimates of Modern Slavery report found that more than 50 million people were living in conditions of modern slavery in 2021: 10 million more than in 2016. These figures reinforce the importance of working closely and transparently with our suppliers and contractors to manage risks across all Mater subsidiaries.

We will continue to build awareness of our policies, expectations, and corporate objectives, ensuring that our people, suppliers, contractors, and service partners understand and uphold Mater's Values and ethical principles.

Together, we can strengthen our collective capacity to protect human dignity and contribute to a more just and equitable world.

Patrick Brady
Board Chair

About us

Mater is Queensland's largest Catholic for-purpose 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 2025 to 31 December 2025.

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 2025, Mater continued its program of work to mitigate the risk of modern slavery within its workforce, operations and supply chain, aligning with reporting criteria 1–7¹ outlined in this statement. As part of this effort, Mater is collaborating with the Australian Catholic Antislavery Network through the Hospital Working Group to identify key risks and engage with suppliers in addressing these challenges.

¹ Seven Mandatory Reporting Criteria as defined under section 16 of the Modern Slavery Act 2018 (Cth).

Reporting criteria 1 and 2

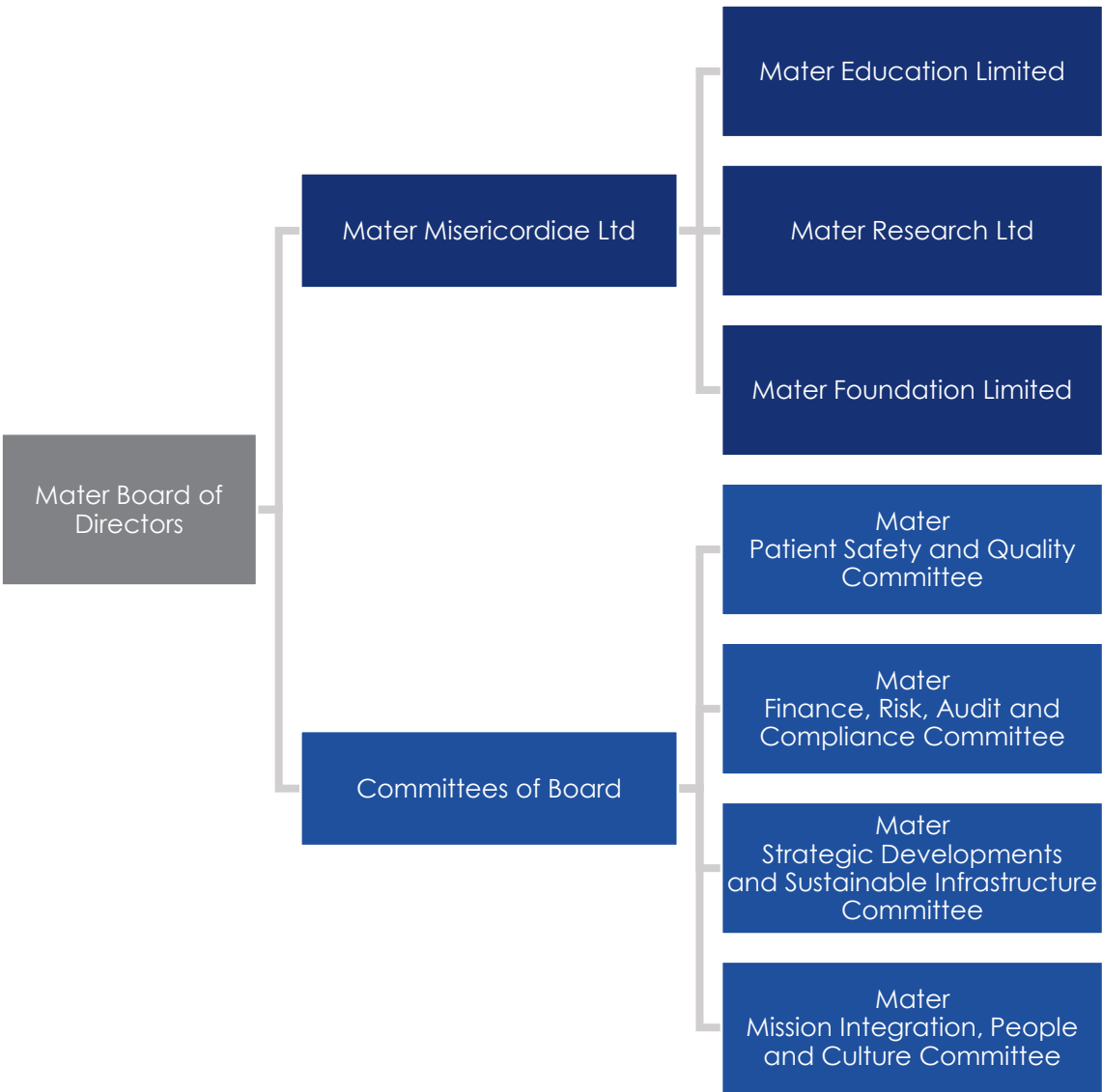
About Mater

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.

Mater 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 Officer 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

Mater Private Hospital Townsville

Mater Private Hospital Mackay

Mater Private Hospital Rockhampton

Mater Private Hospital Bundaberg

Mater Private Hospital Redland

Mater Private Hospital Brisbane
Mater Hospital Brisbane
Mater Mothers' Private Brisbane
Mater Mothers' Hospital

Mater Hospital Springfield
Mater Private Hospital Springfield

Mater Private Hospital Gold Coast



Figures sourced from Mater's 2024/25 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.



**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*

What we buy – clinical

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.

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

What we buy – non-clinical

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

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

Information, Communication and Technology			
Networks and 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

Supplier 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 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 criteria 3

Modern slavery risks in supply chain, operations and workforce

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.

For Catholic entities like Mater, modern slavery risks are categorised in line with ACAN Category Risk Taxonomy. This classification standard determines the risk consequence (evaluated as the level of severity for potential or actual harm to people) for each spend category.

The ACAN Category Risk Taxonomy is based on sources including:

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

The five key factors used to determine the level of risk inherent to our supply chain, operations or people are:

Geographic location: the country or location where a good is made or service is delivered. While Mater predominantly uses Australian-based suppliers, we acknowledge that some goods and services may come from countries other than where the suppliers' headquarters are based.

Industry: the sector in which the making of goods or delivery of service occurred, recognising that specific industry sectors present a higher risk.

Commodity/product: the raw materials or components that comprise the goods or products. Certain products and commodities are deemed high-risk according to 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).

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.

Supply chain

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

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

Mater has taken steps to gain a better understanding of potential modern slavery risks with its procurement spend mapped using ACAN's Category Risk Taxonomy to assist in identifying supplier risk prioritisation and engagement activities.

Classification

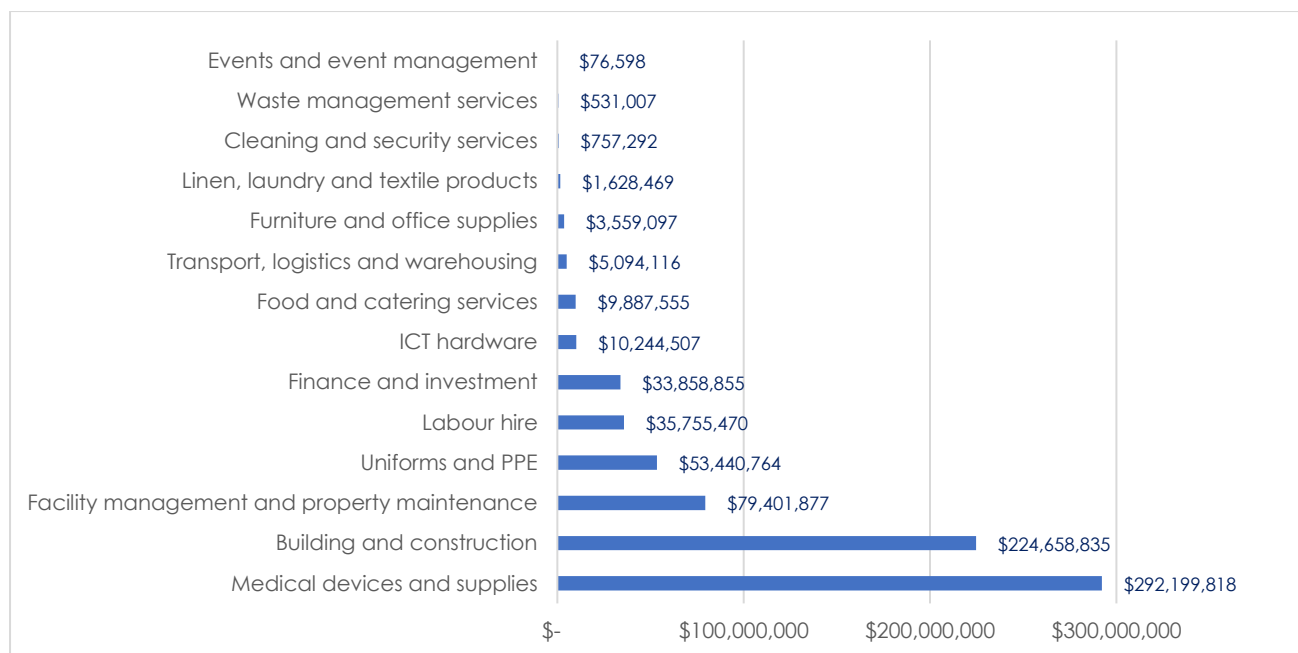
The types of goods and services purchased by Mater have been classified in the below table by level of risk.

High risk	Medium risk	Low risk
▪ Building and construction ▪ Cleaning and Security ▪ Events and event management ▪ Facility management and property maintenance ▪ Finance and Investment ▪ Food and catering services ▪ Furniture and office supplies ▪ ICT Hardware ▪ ICT Software and network services - offshore ▪ Labour Hire ▪ Linen, laundry and textile products ▪ Medical devices and supplies ▪ Transport, logistics and warehousing ▪ Uniforms and PPE ▪ Waste management services	▪ Advertising and marketing ▪ ICT Software and network services - onshore ▪ Utilities ▪ Fleet management, consumables and maintenance ▪ Travel and accommodation ▪ Print / Mail provider	▪ Professional services ▪ Financial expenses ▪ Government and agency fees ▪ Licence / membership fees

Category spend 2025

Mater procures goods and services from both domestic and international supply chains with a procurement spend of approximately \$1.1 billion across 4,232 suppliers and 20 broad procurement categories aligned with ACAN's Risk Taxonomy for 2025.

Mater's 2025 spend analysis by ACAN Taxonomy Category is depicted below:



Operations

Mitigating operational risks related to modern slavery is a priority for Mater, and we take a proactive, comprehensive approach to addressing these risks across our operations. This includes conducting due diligence and working closely with suppliers to ensure adherence to ethical labour standards. Mater has established robust policies, training programs, and reporting mechanisms to empower employees and suppliers to identify and report potential signs of modern slavery.

We also embed contractual obligations within supplier agreements, address areas of non-compliance, and provide support for remediation where required. Through these measures, Mater promotes accountability and transparency, ensuring our operations and supply chain align with global human rights standards and reflect our strong commitment to eliminating modern slavery.

Our People

With 11,089 Mater People and more than 600 volunteers across the state, Mater has policies and procedures in place that support a safe and fair work environment for all. To further strengthen our workforce practices, Mater also engages agency medical and nursing personnel under contract agreements that include obligations to mitigate environmental and modern slavery risks.

Mater remains committed to addressing modern slavery by continually monitoring and reporting on training and awareness initiatives. Since introducing modern slavery training modules and awareness activities for new employees, we have trained more than 1,200 key personnel, including Mater's new Group Chief Executive Officer, Board members, and staff in procurement and purchasing roles, who successfully completed training statewide in 2025.

Additional efforts to raise awareness were led by the Chief of Mission, who introduced a modern slavery segment into the Welcome Day induction program. In 2025, a total of 870 new starters attended the induction and were encouraged to complete the modern slavery training.

Reporting criteria 4

Actions taken to assess and address risk

ACAN supplier engagement

Mater follows the ACAN supplier engagement process, which provides supplier engagement support and data, enabling a systematic and comprehensive supply chain risk assessment. In 2025 the ACAN Modern Slavery Risk Management Program launched a new purpose-built data management platform - ROTA. ROTA centralises the ACAN Risk Management Program framework and facilitates supplier performance evaluation and engagement, including:

1. Evaluation of the modern slavery risk within operations and supply chains, using the ACAN Risk Taxonomy.
2. ACAN Supplier Survey to identify supplier revenue, number of employees, countries of origin for goods sourced overseas, workforce contractual arrangements and Supplier Ethical Data Exchange (Sedex) membership status.
3. Supplier education on modern slavery and risk management in key areas, including cleaning, building and construction, procurement of labour, labour hire and services, sourcing goods from overseas, grievance mechanisms and remediation.
4. Onboarding suppliers to Sedex, which requires a business address, contact details and goods or services provided.
5. Sedex Self-Assessment Questionnaire (SAQ) helping suppliers to evaluate their practices against established standards and identify areas for improvement.
6. Desktop risk review to identify key actions required from targeted suppliers.
7. Enhancement of supplier screening using Know Your Client (KYC) intelligence software.
8. Corporate Social Compliance Audits providing a point in time, objective and independent verification process of supplier alignment with local laws and worker wellbeing standards.
9. Domus 8.7 Index assessment on selected suppliers in high-risk categories.
10. ACAN Prequalified Supplier Directory - a list of preferred suppliers accessible to Catholic organisations.

Other 2025 achievements

As a member of ACAN, Mater follows ACAN risk management program, striving to continuously improve its approach to modern slavery. A range of activities continued over the past 12 months, all focused on further mitigating modern slavery risks. Actions undertaken and artefacts developed or maintained during 2025 include:

Supplier resources

- A dedicated supplier page was added to Mater's internet site, providing access to Mater's Modern Slavery Statement, training and development links, the Supplier Code of Conduct, and other relevant information.

- Mater's Procurement intranet site was updated with the latest Modern Slavery Statement to ensure easy access for staff.

Supplier engagement and assessments

- Mater encouraged suppliers to complete a modern slavery survey and join Sedex —a global online platform that supports environmental and modern slavery risk mitigation and information-sharing across Mater and other ACAN entities.
 - In 2025, 94 suppliers participated, completing 148 site self-assessments: 45 sites were identified as high-risk, 75 medium-risk, and 60 low-risk.
- Suppliers were invited to attend webinars to deepen their understanding of modern slavery legislation and risk indicators.
- Continued engagement with suppliers during procurement tenders, with environmental and social evaluation criteria incorporated to support informed risk identification and decision-making.

Clinical and operational safeguards

- The Mater Advocacy and Protection Unit embedded prompts in existing Domestic and Family Violence screening tools to support the identification of modern slavery risks during clinical presentations.

Training and awareness

- Mater People continue to have access to refreshed modern slavery training, which includes the following three modules:
 - Modern Slavery – Business Relevance
 - Modern Slavery – Grievance Mechanisms and Remedy
 - Modern Slavery – Modern Slavery 101
- In 2025, Mater's new Group Chief Executive and several Board members—along with many other Mater People—completed this training.
- An additional 870 new starters who attended Welcome Day induction in 2025 were introduced to modern slavery awareness and encouraged to undertake the training modules.

ACAN collaboration and risk monitoring

- In 2025, ACAN's former Aged Care and Health Working Group was re-scoped as the Hospital Working Group. The establishment of this group enables members to collaboratively share information and undertake supplier risk assessments as a group activity, relevant to the sector. Members include Calvary, Cabrini, St Vincent's, an ACAN representative and Mater. During 2025, Mater participated in meetings with suppliers which included comprehensive discussion on supply chains risks.
- The ACAN Hospital Working Group conducted supplier risk assessments to better understand sector-specific operational and supply chain risks. These assessments continue to be tracked via an online tool developed by ACAN.
- Mater's Modern Slavery Liaison Officer and ACAN's Program Director commenced a desktop risk review of one of the largest suppliers in the high-risk building and construction category.
- Mater utilised Sedex via ACAN during the reporting period and completed its annual self-assessment across 15 key risk areas.

- Using the ACAN Risk Taxonomy, Mater identified 50 high-risk or high-volume suppliers for onboarding to the Sedex platform. Once onboarded, suppliers complete a Self-Assessment Questionnaire (SAQ), which generates their risk score.

Governance and compliance

- Modern slavery continues to be recorded as a compliance obligation within Mater's Risk Management System and Register.

Domus 8.7

Mater is a founding member of Domus 8.7, established as an agency of the Catholic Archdiocese of Sydney in 2020 as a key element of the ACAN Modern Slavery Risk Management Program. This collaborative approach to remediation is aligned with the Modern Slavery Act and Catholic Social Teaching which are centred on the needs, wellbeing and empowerment of people impacted.

Domus 8.7 provides Mater with:

- resources that enable us to listen to workers (grievance channel)
- a 24/7 careline for workers on our sites, staffed by professional counsellors
- direct support to people impacted by modern slavery
- guidance and technical assistance to prevent, identify and remediate modern slavery
- a documented process to assess if an organisation has caused, contributed to or is directly linked to modern slavery and modern slavery indicators.

Domus 8.7 empowers people impacted by modern slavery to have choice and control over what forms of remediation are meaningful to them and to engage safely with business/supply chain actors. Supports may include:

- modern slavery indicator assessment
- needs assessment, case coordination, response and remediation planning
- referrals to community, social services, unions
- transport, accommodation, financial and food support
- legal support, referrals, accompaniment and advocacy
- job training, retraining and redeployment
- accompaniment and advocacy to engage with government and law enforcement agencies
- opportunities to contribute lived expertise to improve modern slavery responses.

The Domus 8.7 Advisory Committee Members also include a person with lived expertise, Mr Moe Turaga. Domus 8.7 is a registered charity with the Australian Charities and Not-for profits Commission (ACNC) and is an endorsed Public Benevolent Institution with Deductible Gift Recipient (DGR) status. ABN 244 72497189

Reporting criteria 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 sixth Modern Slavery Statement, we acknowledge the importance of continuous improvement and the need for a refreshed approach. Mater has continued to work closely and collaboratively with ACAN, which remains supportive of Mater's activities and progress. Regular webinars, open forums and monthly ACAN Modern Slavery Working Group meetings are attended to keep abreast of the latest news and developments in this sector.

The appointment of a new Modern Slavery Liaison Officer who is a member of Mater's Risk and Assurance team has contributed to further strengthening risk-based approaches and modern slavery risk mitigation initiatives.

Continuous improvement

Collaboration is at the heart of accelerating progress. This also includes opportunities to comparatively measure social, environmental and governance (business ethics) risks and actions with peers in our network.

In its foundational stages, Mater used an internally devised ACAN framework to measure progress. This bespoke approach reflected the unique priorities, constraints, and practices across Catholic organisations.

In 2025, the ACAN Program adopted a globally recognised risk measurement system through SEDEX. This aligns reporting entities with a methodology that combines global data about risks in different countries and industries with site-specific information from the SEDEX platform. SEDEX regularly updates the methodology to ensure it is aligned with new and emerging risks. Therefore, completion of the SEDEX SAQ completed by Mater is a substantial measure of continuous improvement year on year. Below is an explanation of how scoring is calculated using the SEDEX SAQ and Mater 2025 risk scores and management controls that will serve as our benchmark for continuous improvement.

Explanation of Scoring

Combined Risk Score 4.2/10 (medium risk) - calculated from inherent risk and site characteristics, adjusted for management controls and audit results. The score is broken down by pillar and highlights strengths and opportunities to focus our efforts on key areas that drive ethical and sustainable practices.

Inherent Risk Score 3.5/10 (low risk) - predicts potential risks based on a country/region, and sector. Spanning all four pillars, this score is broken down by topics. It can be used as a baseline to identify and prioritise areas for improvement in operations. This score shows the natural risks of doing business in a specific country or sector. It does not include any details about individual sites.

Labour Standards Pillar - assesses location and industry factors that could increase labour risks, such as vulnerable worker populations or high rates of workplace violations.

Health and Safety Pillar - considers regional and industry-specific health and safety risks, including local regulations and industry accident rates.

Business Ethics Pillar - assesses industry and location risks related to unethical practices, such as high corruption levels or weak regulatory oversight.

Environment Pillar - examines the environmental impact of the site's industry and location, such as pollution levels or resource use that may create regulatory or compliance risks.

Mater's scores broken down by pillar, resulting from the SEDEX SAQ are included below:

Management controls 3.1/5 (Good) View SAQ				
Measures suppliers' risk management (0–5, with 5 as best) to assess effectiveness and target improvements.				
Labour standards ⓘ	Health and safety ⓘ	Business ethics ⓘ	Environment ⓘ	
2.9/5 Moderate	4.1/5 Advanced	3.4/5 Good	1.3/5 Fair	
Section title	Points available	Points achieved	% of points achieved	Score
Profile	5	2	40%	2.0 (Moderate)
Workplace impact	5	5	100%	5.0 (Advanced)
Management systems	21	18	85.7%	4.3 (Advanced)
Freely chosen employment	37	29	78.4%	3.9 (Good)
Freedom of association	6	6	100%	5.0 (Advanced)
Health and safety	98	81	82.7%	4.2 (Advanced)
Children and young workers	10	5	50%	2.5 (Moderate)
Wages	23	12	52.2%	2.6 (Moderate)
Working hours	21	8	38.1%	1.9 (Fair)
Discrimination	41	15	36.6%	1.9 (Fair)
Regular employment	15	5	33.3%	1.7 (Fair)
Discipline and grievance	29	18	62.1%	3.1 (Good)
Environment	43	12	27.9%	1.4 (Fair)
Business ethics	9	8	88.9%	4.5 (Advanced)

Reporting criteria 6

Process of consultation with entities owned or controlled

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

The information contained in this statement relates to all Mater owned subsidiaries, including supplier data. Corporate services and processes such as onboarding of new employees, training, vendor management, etc. apply to all subsidiaries, their staff and vendors.

Subsidiary Executives are included in Mater Group Leadership Team and contributed to the review of this statement.

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 criteria 7

Patient and Community

Mater acknowledges that people at risk of, or experiencing, trafficking or slavery practices may access its public and private health services. As Australia's largest provider of maternity care, Mater is uniquely positioned to identify indicators of forced marriage and forced surrogacy—currently the most common modern slavery referral types nationally.

Mater's clinical presence across eight regions of Queensland provides important reach into communities where slavery-like practices may occur, including areas with seasonal and mobile agricultural workforces connected to the Pacific Australia Labour Mobility (PALM) scheme. Mater also plays a significant role in supporting culturally and linguistically diverse communities, providing free, high-quality healthcare to refugee and asylum-seeking populations through the Mater Refugee Complex Care Clinic (MRCCC) since 2002.

Through consultation with the Australian Catholic Anti-Slavery Network (ACAN) in 2023, Mater deepened its understanding that experiences of trafficking or slavery are often misidentified as domestic and family violence (DFV) in clinical settings. This insight highlighted DFV programs as an important pathway for improving awareness and identification of modern slavery and human trafficking.

In 2025, Mater's Advocacy and Protection (MAP) Unit adapted the Queensland Government's DFV Common Risk and Safety Framework (CRaSF) to incorporate prompts that help clinicians recognise indicators of trafficking and slavery practices. Mater is the only health provider in Queensland to embed a modern slavery dimension into the CRaSF tool. This resource is accessible to more than 11,000 Mater People via the organisation's document library and learning platforms and can be uploaded into clinical and legal records to support continuity of care.

To clarify clinical and psychosocial indicators, Mater drew on United Nations guidance on identifying victim-survivors and reporting concerning activity. The adapted CRaSF also outlines safe referral pathways, acknowledging that some individuals may be reluctant to engage with law enforcement due to fears of retaliation or lack of familiarity with legal processes. These alternative pathways allow individuals to access support without overstating the level of therapeutic intervention that Mater can provide.

While Mater does not currently operate a dedicated clinical or therapeutic service specifically for modern slavery or human trafficking, awareness and response considerations have been embedded into Mater's statewide DfV framework since 2023. This includes integration into policy, screening practices, documentation, guidelines, consultation processes, and education initiatives, all supported by the MAP Unit.

Mater's network of Pastoral Carers also contributes to these efforts by regularly incorporating education on modern slavery and human trafficking into their professional development programs, providing an additional layer of awareness and responsiveness across the Mater health system.

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

- International Bill of Human Rights
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- UN Guiding Principles on Business and Human Rights
- UN Sustainable Development Goals – including Target 8.7 to eradicate modern slavery
- National Catholic Safeguarding Standards
- Queensland's 10 Child Safe Standards and Universal Principle.



Patrick Brady
Board Chair

