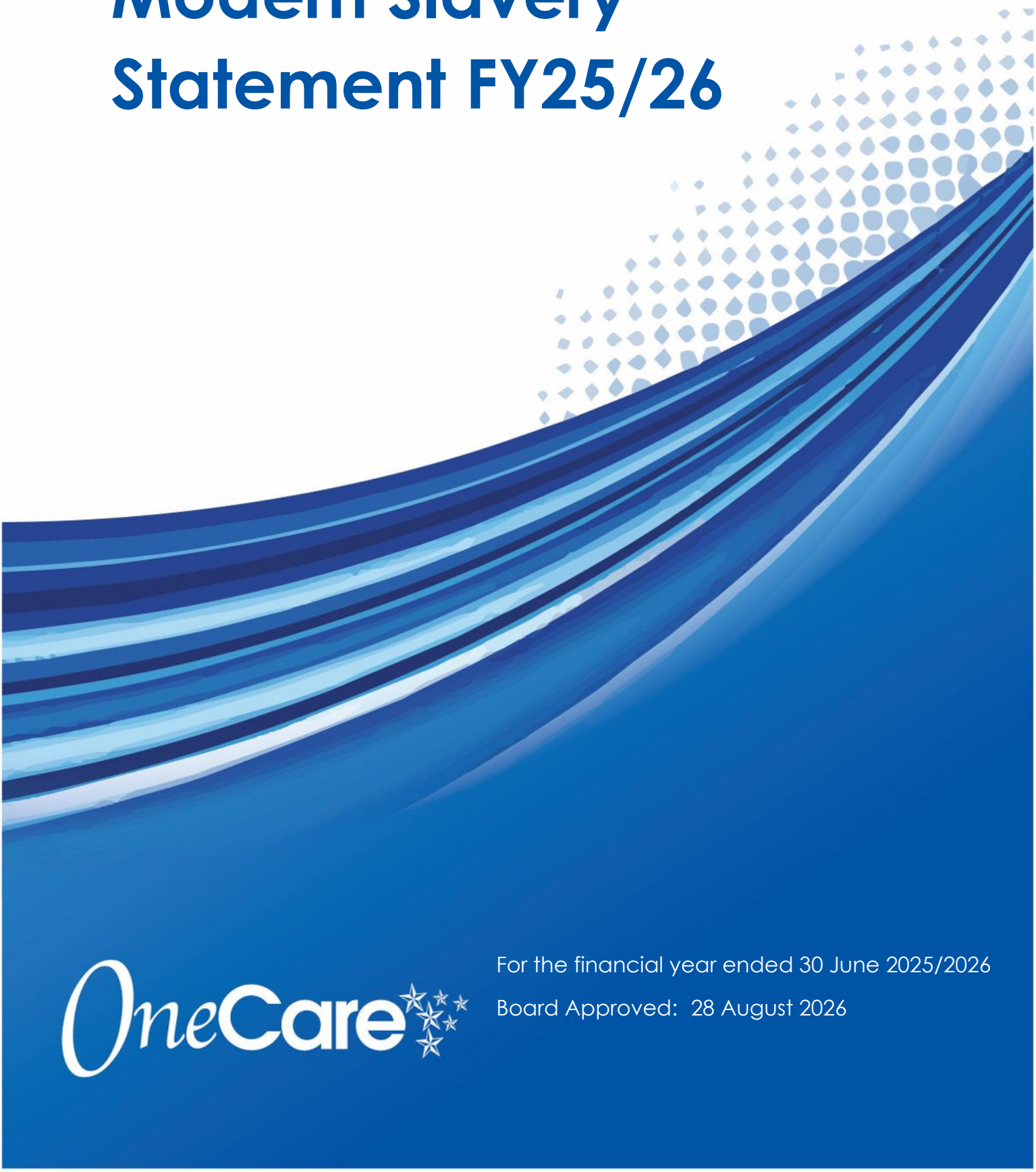
OneCare Limited Modern Slavery Statement FY25/26



For the financial year ended 30 June 2025/2026

Board Approved: 28 August 2026

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1. About this statement

This is the first Modern Slavery Statement of OneCare Limited, ABN 84 100 869 421, for the financial year ended 30 June 2026.

This statement has been prepared in accordance with the Modern Slavery Act 2018 (Cth). It describes the risks of modern slavery in OneCare's operations and supply chains and the actions taken during the reporting period to assess and address those risks.

OneCare does not tolerate modern slavery or human trafficking. We are committed to conducting our operations ethically, responsibly and with respect for the dignity and human rights of every person.

This commitment is reflected in OneCare's Modern Slavery Policy and Sustainability Plan 2026–2028. The Sustainability Plan identifies integrity and ethical practice as a guiding principle and commits OneCare to modern slavery compliance, ethical sourcing and increased supplier compliance.

2. Our structure and operations

OneCare Limited is a Tasmanian not-for-profit organisation and registered charity that provides aged care and related services to older Tasmanians.

During the reporting period, OneCare operated residential aged care homes, home care and community services and retirement living services across Tasmania. OneCare's principal office is in Hobart Tasmania, and its direct operations are conducted in Australia.

OneCare employs approximately 1100 employees across clinical care, personal care, hospitality, lifestyle, maintenance, administration, management and corporate functions.

OneCare Limited does not own or control any other entities for the purposes of this statement.

3. Our supply chains

OneCare purchases a broad range of goods and services required to provide safe, high-quality aged care and support its operations.

Our main procurement categories include food and catering supplies, medical consumables and personal protective equipment, pharmaceuticals and clinical equipment, linen, uniforms and textiles, cleaning and laundry services, labour hire and agency services, information and communications technology, furniture and equipment, utilities, waste services, property maintenance, professional services, motor vehicles, and construction and capital development services.

Many of OneCare's direct suppliers are located in Australia. However, we recognise that products supplied by Australian businesses may be manufactured overseas or contain raw materials and components sourced through complex international supply chains.

4. Modern slavery risks in our operations & supply chains

OneCare considers the risk of modern slavery within its directly employed Australian workforce to be relatively low. Our employees are engaged under Australian employment laws, applicable awards and enterprise agreements and are supported by workplace policies, work health and safety systems, grievance processes and whistleblower arrangements.

We recognise that greater risks may arise in our supply chains, particularly where goods or services involve labour-intensive industries, vulnerable or migrant labour, extensive subcontracting, overseas manufacturing, raw material extraction or limited visibility beyond direct suppliers.

Procurement categories that may present a heightened risk include but are not limited to:

- medical consumables and personal protective equipment manufactured in higher-risk locations;
- uniforms, linen, textiles, furniture and other manufactured products;
- computers, mobile devices and electronic equipment containing minerals or components sourced through complex global supply chains;
- food products, including imported products and commodities associated with vulnerable labour;
- cleaning, laundry, labour hire and other services involving lower-paid or vulnerable workers;
- construction and capital works involving subcontracting and internationally sourced materials; and
- property maintenance, security, waste management and other contracted services where subcontracting may occur.

These categories are consistent with risks identified by other aged care providers, including risks associated with hospitality, agency labour, medical supplies, ICT, textiles, cleaning and property development.

At this stage of OneCare's modern slavery program, our visibility is greatest at the direct supplier level. We recognise that risk may occur in more remote tiers of supply chains and that increasing transparency will require ongoing engagement with suppliers.

5. Actions taken during the reporting period

During the reporting period, OneCare took the following steps to strengthen its approach to modern slavery risk.

Governance and policy
OneCare developed a stand-alone Modern Slavery Policy setting out its commitment, governance arrangements, supplier expectations, due diligence approach and reporting responsibilities.

Modern slavery and ethical sourcing are also incorporated within OneCare's Sustainability Plan 2026–2028. Oversight of the Sustainability Plan is assigned to the Governance, Remuneration and Nominations Committee, with twice-yearly progress reporting and annual public reporting.

OneCare's Procurement, Tenders and Quotations Policy include a commitment to ensuring procurement processes are conducted consistently with applicable modern slavery laws and regulations.

Contractual requirements
OneCare's standard master contractual agreement includes modern slavery obligations applying to contractors and their subcontractors.

These provisions require compliance with applicable modern slavery laws, reasonable steps to prevent modern slavery in supply chains, due diligence in relation to suppliers and subcontractors, prompt notification of actual or suspected modern slavery and the provision of information reasonably required by OneCare.

OneCare recognises that not all historical contracts contain these provisions. Modern slavery clauses will be included in new standard agreements and will be considered when existing material agreements are renewed or varied.

Initial risk identification
OneCare commenced identifying procurement categories that may present a higher risk of modern slavery, including medical consumables, textiles, electronics, food, labour hire, cleaning, construction and property services.

OneCare reviewed the majority of its material or higher-risk suppliers and considered information including the supplier's location, industry, goods or services supplied, use of subcontractors and any published Modern Slavery Statement.

Supplier engagement
OneCare sought information from selected suppliers regarding their modern slavery policies, risk assessment processes, supply chain controls and reporting arrangements.

Where suppliers were themselves reporting entities, OneCare considered their published Modern Slavery Statements as one source of information. OneCare did not rely solely on contractual assurances or published statements where further inquiry was considered appropriate.

Reporting mechanisms
Employees and other stakeholders may raise concerns through OneCare's management, complaint, grievance, incident and whistleblower reporting channels.

No confirmed incidents of modern slavery were reported to OneCare during the reporting period.

6. Assessing the effectiveness of our actions

OneCare recognises that its modern slavery program is at an early stage of development and that assessing effectiveness requires more than confirming that policies or contractual clauses exist.

During the reporting period, OneCare assessed its progress by considering:

- whether an organisation-wide Modern Slavery Policy had been established;
- whether governance and reporting responsibilities had been assigned;
- whether modern slavery provisions were included in standard new contracts;
- whether higher-risk procurement categories had been identified;
- whether selected suppliers had provided relevant risk information;
- whether identified concerns were recorded, escalated and addressed; and
- whether planned actions were completed within agreed timeframes.

In future reporting periods, OneCare intends to progressively develop measurable indicators, which may include the proportion of material and higher-risk suppliers assessed, supplier questionnaire completion rates, the proportion of new material contracts containing modern slavery clauses, completion of employee education, identified risks and corrective actions, and the timeliness with which concerns are resolved.

7. Consultation with controlled entities

OneCare Limited does not own or control any other entities for the purposes of the Modern Slavery Act 2018 (Cth). Accordingly, no consultation with controlled entities was required in preparing this statement.

8. Our priorities for our next reporting period

During the next reporting period, OneCare intends to continue strengthening its modern slavery framework by:

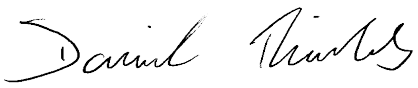
- Adherence to the Modern Slavery Policy continues across relevant areas of the organisation;
- Developing a proportionate supplier risk assessment process;
- Identifying material and higher-risk suppliers for enhanced review;
- Introducing a supplier modern slavery questionnaire where appropriate;
- Progressively reviewing existing higher-risk contracts;
- Including modern slavery requirements in relevant tender and procurement documentation;
- Providing targeted education for employees involved in management, procurement and contract management;
- Developing clearer measures for assessing effectiveness; and
- Reporting progress through OneCare's governance and sustainability reporting arrangements.

These actions form part of OneCare's commitment to continuous improvement. They do not represent an assurance that modern slavery cannot exist within our supply chains. Rather, they reflect our responsibility to improve visibility, use our influence appropriately and respond to identified risks.

9. Board approval

This statement was approved by the Board of OneCare Limited, as its principal governing body, on 28 August 2026.

Signed for and on behalf of OneCare Limited:



Daniel Richards
Board Chair, OneCare Limited

28 August 2026