



wellways

wellways

MODERN SLAVERY STATEMENT
2024-2025

A statement to comply with the Modern Slavery Act 2018 (Cth)

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Introduction

This Modern Slavery Statement has been developed by Wellways Australia Limited (Wellways) to meet the reporting requirements of the Modern Slavery Act 2018 Act (Cth) ('the Act').

This is Wellways' third Modern Slavery Statement and covers the reporting period from 1 July 2024 to 30 June 2025. The statement describes the steps taken during that reporting period to identify, assess and manage the risk of modern slavery in our operations and supply chains. It also provides commentary on the success of these actions.

The Act specifies that Modern Slavery Statements address seven mandatory criteria, which are:

- identify the reporting entity (Wellways)
- describe our structure, operations, and supply chains
- describe the risks of modern slavery practices in our operations and supply chains
- describe our actions to assess and address these risks, including due diligence and remediation processes
- describe how we assess the effectiveness of these actions
- describe the process of consultation with any entities we own or control
- provide any other relevant information.

The term 'Modern Slavery' in this statement has the same meaning as defined under the Act. The Act defines modern slavery as including eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and all types of child labour including the worst forms. The worst forms of child labour mean situations where children are subjected to slavery or similar practices or engaged in hazardous work.

The Modern Slavery Statement for the 1 July 2024 to 30 June 2025 reporting period was approved by the Board of Wellways on 27 November 2025.

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke extending to the right.

Michael Gorton
Board Chairperson

About Wellways

This section addresses the first two mandatory criteria set down by the Act and identifies Wellways as the reporting entity along with our structure, operations, and supply chains.

Our structure

Wellways Australia Limited (Wellways) is a not-for-profit, unlisted, public company limited by guarantee (ABN is 93 093 357 165) and is a [listed charity](#) with the Australian Charities and Not-for Profits Commission (ACNC).

Our corporate office (head office) is located at 276 Heidelberg Road, Fairfield, Victoria.

We are governed by our [Board of Directors](#). Our Board is responsible for Wellways overall governance and is our ultimate decision-making body. However, the Board delegates day-to-day operational management to the Chief Executive Officer and the [Executive Leadership Team](#) (ELT). Together, our Board and ELT collaborate to oversee the implementation of our Strategic Plan and to ensure that our work is aligned to [our values](#) of honesty, acceptance, fairness, commitment, and participation.

Our organisational structure can be viewed here [Organisational chart](#). Wellways does not own or control any other entity.

Our operations

Wellways delivers a wide range of mental health and disability services to approximately 26,000 people across Queensland, New South Wales (NSW), Tasmania, Victoria, and the Australian Capital Territory (ACT). We are a registered provider under the National Disability Insurance Scheme (NDIS), Transport Accident Scheme (TAC), iCare and Disability Act 2006 (Vic). We are also licensed by the Queensland Government to deliver child safety services in North Queensland.

We provide a range of psychosocial disability services such as the [Housing and Accommodation Support Initiative \(HASI\)](#), [Community Living Supports \(CLS\)](#) and Rehabilitation and Recovery funded by various state governments. We partner with commonwealth and state governments and Primary Health Networks to provide a range of mental health, suicide prevention, homelessness services, disability supports and carer services across the ACT, NSW, Queensland, Tasmania and Victoria.

We are proud partners in delivering the Carer Gateway Service across Queensland, Southwest Sydney, and the Nepean Blue Mountains. Through our network of trusted service providers, we broker respite care services to ensure carers have access to the support they need.

[Our services](#) are delivered from around 190 service outlets across the eastern seaboard, into residential settings, people's homes, and the community.

We directly employ around 1880 people to deliver our service. Our services may be delivered to a person of any age at various times of the day, up to seven days a week, according to the person's needs and wishes. Our services may involve basic assistance to maintain independent living, to more complex interventions and care for people with higher needs.

Our services are individually tailored to support people, their families, friends and carers and are informed by our [Well Together Framework](#), our values and practice principles. Our services are independently audited and fully [accredited](#) by Global Mark™ against a range of standards.

We do not operate outside of Australia.

Our [Annual Review 2024-2025](#) provides an overview of our annual activities and a summary of key

statistics and our [Consolidated Financial Statements](#) describe where we obtain our financial resources and how we apply those funds, including the delivery of our programs. [Our suppliers](#) We engage a number of suppliers who provide various products and services to support our operations. The suppliers include:

- Asset and property leases
- Site fit out
- Property services (cleaning)
- Telecommunications and ICT services
- ICT hardware purchasing and software licenses
- Support services
- Motor vehicle and business equipment leasing
- General office supplies, stationery
- Personal protective equipment (PPE)
- Insurances, investments, financial advice, and banking products
- Utilities
- Professional/consulting
- Marketing services
- Hospitality services

We use approximately 87 different suppliers representing a total spend of around \$35 million.

Ten major suppliers are based outside of Australia but have published modern slavery statements under the Act or its United Kingdom equivalent.

We maintain stable, long-term relationships with many suppliers and contractors which have proven to be largely sufficient for our needs. However, we may seek additional suppliers when needs arise. In such cases, our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety, and environmental standards.

We have assessed all our carer gateway partner organisations to ensure they meet compliance requirements. We review these at the time of renewal of these contracts.

Our risk management approaches

This section addresses mandatory criteria three and four set down by the Act and describe the risks of modern slavery practices in our operations and supply chains and describe the actions we have taken to assess and address these risks, including due diligence and remediation processes.

How we identify and assess modern slavery risk

The scope of our risk assessment considered how our operations and supply chains might have the potential to directly *cause*, *contribute* to or be *directly linked* to modern slavery.

We took into consideration other risk factors such as the types of products and services used within our operations or provided through our supply chain, taking into account the industry sector and risk profile of individual countries/ place of origin based on the [Global Slavery Index](#).

We also considered the types of workers involved in the manufacture or supply of the product or service and whether these represented any groups that had been identified by various advocacy groups as being vulnerable to exploitation.

Risks that cause modern slavery

We do NOT believe that Wellways' operations cause modern slavery. Wellways engages and pays employees under established award conditions and according to the Fair Work Act 2009 (Cth) and relevant awards.

Additionally, we take care to ensure that workers are not subject to adverse actions and their safety and wellbeing is maintained in line with relevant work health and safety laws.

Risks that contribute to modern slavery

We are not aware of procurement or contractual actions or omissions that might contribute to modern slavery practices. We strive to use both economically sustainable and ethical procurement and purchasing methods. Our desire for economically sustainable procurement seeks to achieve 'value for money', but also strives to benefit local communities and their economies. This aligns with the commitments we have made in our [Reconciliation Action Plan \(RAP\)](#) to use local Aboriginal and Torres Strait Islander owned businesses and services, wherever possible.

At no stage do we consider that our desire to obtain 'value for money' has meant that we have used providers that exploit workers. Nor do we believe that we have set unrealistic contractual requirements that have undermined the human or industrial rights of a supplier's workers.

Risks of direct linkages to modern slavery

We assess our suppliers to ensure that our purchasing and procurement sources are not linked to modern slavery practices. This extends to obtaining assurance from them that they have assessed their supply chain. We pay careful attention to the increased risks that is generated by certain products and services, the countries that are associated with a greater risk of modern slavery and the demographic groups and their circumstances that are at greater risk of exploitation.

Our major suppliers have modern slavery statements, so we feel we have some understanding of how they are addressing their modern slavery risks.

Actions taken to mitigate risk

Our focus for the reporting period 2024-2025 was to continue to meet these requirements. This has included:

- Regular oversight by the Board and Executive Leadership Team on our work to meet this requirement
- Following Wellways Purchasing and Contract Policy and Procedure to guide purchasing procurement
- Developing training for senior managers to make procurement decisions guided by responsible and ethical procurement
- Incorporating our approach to address the various risks of modern slavery practices in our compliance and risk management processes
- Amending our standard contract to state that suppliers or their subcontractors never procure, engage in, or use services that have any connection with modern slavery and inform us immediately if it becomes aware of any potential breach of this clause
- Embedding a review function into our renewal of contracts in addition to our standard practice commencement of a new contract or agreement.
- Requiring all suppliers to attest - or reaffirm - that they do not use any form of forced, compulsory or slave labour; or engage in any actions that breach the National Employments Standards or relevant work health and safety laws
- Taking action to make purchasing decisions that contribute to local social and economic benefits, including seeking relationships with Aboriginal and/or Torres Strait Islander owned and operated businesses.
- Publicly promoting our commitment to combat modern slavery through our website and through our interactions with suppliers and partners
- Wellways has elected to invest only in funds, or with funds managers, who have elected to comply with the United Nations Principles of Responsible Investing (UNPRI).

Remediation processes

We have not engaged in any remediation actions for the reporting period as we do not believe that our actions or inaction has caused or contributed to harm from modern slavery.

Reviewing the effectiveness of our actions

This section addresses mandatory criteria five set down by the Act and describes how we have assessed the effectiveness of these actions.

What we have learned so far

We understand that modern slavery impacts many people around the globe, and it is imperative that Wellways take relevant measures to prevent this occurring within our operations. Wellways recognises the challenges that come with tracing suppliers in complex supply chains, which is why we take such due diligence prior to engaging in new contracts. We acknowledge that the annual Modern Slavery Statement is only one step in a broader effort to ensure anti modern slavery practice in our organisation and this requires ongoing vigilance. We have identified additional improvements for the next reporting period to ensure continued strengthening of our commitment to anti-modern slavery. These are described below.

Improvements for next year

In the next reporting period we intend to carry out the following improvements to further strengthen our commitment and work:

- We will request information from our suppliers outlining what actions they take as part of their practice to ensure that products and services are slavery free.
- We will have a focus on marketing collateral (e.g. Wellways pens, wristbands) to ensure our high-level suppliers have a commitment to anti-modern slavery. Much of the collateral is manufactured overseas.

Consultation

Criterion six of the Act requires that we describe the process of consultation with any entities that we own or control.

Wellways does not own or control any other entities, so this criterion does not apply.

Any other relevant information

Criterion seven of the Act requires that we provide any other relevant information.

We have a long and proud history of supporting people with a disability and/or lived experience of mental illness along with their families. We have been, and continue to be, a strong voice, advocating for human rights and the needs of people who experience disadvantages, or are at risk of being disadvantaged.

Wellways is guided by [our values](#), and taking action to address the scourge of modern slavery aligns with our values of fairness, honesty, and commitment. We believe that everyone has equal rights, and we accept that we are accountable for what we can do (or fail to do) in regard to addressing this problem. For this reason, we have taken a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operations and supply chains. Taking action to address the scourge of modern slavery aligns with our values of fairness, honesty, and commitment. We believe that everyone has equal rights, and we accept that we are accountable for what we can do (or fail to do) in regard to addressing this problem. For this reason, we have taken a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operations and supply chains.

We have a formal *Modern Slavery Policy* in place that is intended to promote ethical and legally compliant business conduct. This, along with our *Investment Policy, Purchasing and Contract Policy and Procedure, Whistleblower Policy* and *Code of Conduct* contributes to our commitment to prevent violations of human rights and modern slavery in our operations and supply chains.