

MODERN SLAVERY STATEMENT

REPORTING ENTITY

This Statement has been prepared by Amana Living Incorporated (Amana Living) in accordance with the *Modern Slavery Act 2018 (Cth)* (the Act) and recognises Amana Living's obligations under the Act.

As a reporting entity under the Act, Amana Living is required to prepare an annual Statement that identifies modern slavery risks in our supply chain and the actions taken to address those risks. This is our third statement and covers the financial year 2024/25.

In addition to satisfying the reporting requirements under the Act, this Statement signals our commitment to ensuring modern slavery practices are not present in our operations and supply chains.

About Amana Living

Amana Living is one of the largest providers of aged care services and retirement living for Western Australians. We enable older people to maintain their individuality, providing what is needed to support a fulfilling life.

Amana Living is a not-for-profit organisation which provides a range of aged care services including residential aged care, home care, and retirement living including affordable housing. This year, we served more than 9,300 older Western Australians and employed over 2,100 people.

AMANA LIVING'S VISION, MISSION & VALUES

Our vision

A community where every older person is honoured and valued.

Our mission

Together, we enable older people to maintain their individuality, providing what is needed to support a fulfilling life.

Our values

Compassion - We act with kindness, empathy and respect to foster a community of caring.

Collaboration - We work together, so every person's contribution advances our common purpose.

Curiosity - We are determined and creative in finding ways that deliver great outcomes.

Inclusion - We celebrate diversity, ensuring everyone is welcomed and treated equitably.

Trust - We take our responsibility seriously and are worthy of the trust placed in us.

OPERATIONS STRUCTURE AND SUPPLY CHAINS

Organisation Structure

Amana Living is an incorporated association operating aged care services within Western Australia. The organisation is governed by a skills-based Board of up to 11 members who are appointed by the Anglican

Diocese of Perth. The Board is currently comprised of eleven members who set the strategic direction of the organisation and oversee the Chief Executive Officer (CEO) and other senior management in the competent and ethical operation of Amana Living.

The Board establishes the overall policy framework and monitors its implementation by the Leadership Team, led by the CEO. The Leadership Team provides leadership and support to operational managers who drive operations and improvements to ensure delivery of quality care and services to clients and residents.

The Board is assisted in its governance responsibilities by the following sub-committees.

- Clinical and Care
- Governance
- Finance and Audit

Our Operations

Amana Living operates 13 residential aged care homes, including providing transition and respite care services, 17 retirement villages, five day clubs, and one of Western Australia's largest home care services. Services are outlined below:

Residential and Respite Care

Amana Living has 12 residential aged care homes in the Perth metropolitan area and one in the Peel region, providing accommodation and 24-hour care for older people who can no longer live independently. Our residential care homes accommodate people with a wide range of care needs, including dementia-specific programs to ensure those living with dementia can live the best life possible. Respite care is offered at one dedicated home and at several residential care homes. This service provides respite for carers through residential-based care and support for their loved one, along with respite for older people discharged from hospital and awaiting permanent care.

Transition Care

Co-located at three residential aged care homes, Amana Living's transition care services deliver, short-term, therapy focused residential care. This service is available for older people who are suitable for discharge from hospital but need more time and support to recover.

Retirement Living

Amana Living has 13 retirement villages located in the Perth metropolitan area, two located in the Peel region and one each in the South West and Great Southern regions of Western Australia offering a range of facilities. Our retirement villages have a mix of unit, villa and apartment accommodation. We also offer affordable housing with more than half of our retirement housing priced below market rent.

Home Care

Amana Living's home care services, offered in the Perth and Peel regions, support older people to remain living independently in their homes for as long as possible. We provide support for domestic assistance, such as cleaning and gardening; personal care and health needs, such as physiotherapy, podiatry and nursing; and we ensure our clients remain active in their communities by arranging transport, shopping trips and social outings. Additional services include Amana Living's McCusker Nurse Service which offers free support and advice to carers of people living with dementia and our Day Clubs which provide a range of enriching activities in a caring, supported environment, such as gardening, cooking, music or crafts, plus regular outings.

Amana Living (ABN 45 582 438 433) currently operates two businesses trading as the Amana Living Training Institute and Total Catering Solutions. These are not separately incorporated entities but divisions of the organisation. Both are covered by this Statement with the Head of the Amana Living Training Institute and the Head of Hospitality Experience reporting to the Amana Living Leadership Team.

Total Catering Solutions

Amana Living's catering division, Total Catering Solutions (TCS), produces meals for our residential aged care homes and home care clients. TCS also provides services to the hospitality and catering sector.

Amana Living Training Institute

The Amana Living Training Institute (ALTI) is a registered training organisation (RTO ID:0609) that delivers accredited and non-accredited courses in aged care, ageing support, disability, allied health and community services. ALTI has been providing training since 1998 and is fully compliant with RTO regulations.

Our Supply Chains

Amana Living procures a range of goods and services from multiple vendors necessary to support the operations outlined above. Most suppliers and subcontractors are located in Australia, however some of these suppliers will procure goods and services from overseas.

Reporting Criteria 3: Modern Slavery Risks in Operation and Supply Chains

Operations

The modern slavery risks within our operations are considered low. Our workforce is employed directly with procedures adhering to government requirements and regulations; contractors are sourced through registered Australian businesses who are subject to the same oversight and all workers are either Australian citizens, residents or on valid working visas.

We recognise industries such as construction and cleaning could have an increased risk of modern slavery practices where employees in these industries often have a higher representation of staff from countries with a low understanding or high prevalence of modern slavery risk. Given all staff are employed directly or contracted by reputable businesses, we maintain this risk is low.

Supply Chains

Amana Living does not knowingly purchase any goods that utilise modern slavery practices. However, we acknowledge that there is limited ability for us to confirm where risks exist or are occurring when goods are manufactured overseas.

Amana Living does procure items that are regarded as having a higher risk of modern slavery practices including (but not limited to) electronics, garments/uniforms, cleaning supplies pharmaceutical products and personal protective equipment. To mitigate this risk, we use Australian based suppliers as a priority and adhere to key principles of our Procurement Policy including.

Strategic Alignment

- Procurement decisions must support Amana Living's broader strategic objectives, focusing on enhancing service delivery and ensuring the effective allocation of resources.

Value for Money

- Achieve optimal value by balancing cost, quality, suitability, and resource efficiency while meeting specified requirements.

Vendor Quality and Reliability

- Goods and services must be competitively priced, delivered on time, and sourced from financially sound and reputable vendors.

Transparency and Accountability

- Procurement processes must be clearly defined, consistently applied, well-documented, and conducted with integrity, impartiality, and fairness to maintain accountability.

Compliance with Legal Obligations

- Adherence to all applicable laws, including the Competition and Consumer Act 2010 (Cth), and Modern Slavery Act 2018 (Cth), is mandatory in all procurement activities.

Ethical and Responsible Sourcing

- Amana Living prioritises ethical sourcing practices, promoting supplier diversity and environmentally and socially responsible procurement to contribute positively to the community and the environment.

Risk Management

- Robust measures must be implemented to minimise risks, including fraud, conflicts of interest, service disruptions, and supplier malpractice, ensuring the integrity of procurement activities.

Fairness and Equity

- Procurement must be conducted with impartiality, treating all vendors equitably while maintaining confidentiality and avoiding any conflicts of interest.

Reporting Criteria 4: Actions to Assess and Address Risks

Amana Living's approach to identifying and addressing risks in our supply chains continues to develop with our procurement governance framework, policies and procedures. We have a Procurement Governance Committee who meet quarterly and report to the Leadership Team and Board Governance sub-committee annually. Our procurement practices continue to be reviewed and improved; all new eligible suppliers sign the Master Goods Service Agreement (MGSA) and existing suppliers are being migrated to the MGSA as they are identified or when contract renewal is required. All contracts exceeding \$1 million will also complete the Modern Slavery supplier questionnaire which includes a requirement for the supplier to identify and declare any modern slavery practices within their supply chains in addition to our standard clauses within the MGSA.

We have implemented training on what modern slavery is and the risks to Amana Living for relevant staff in our procurement, property, recruitment and human resources teams to ensure staff understand the requirements and risks of modern slavery.

Previous statements have reported the number of suppliers and spend with a goal to reduce the number of suppliers we use. This year, we have not included this data, which is available via our annual statements, as we have shifted our focus from reducing supplier numbers to refining our supplier list. We recognise the benefits and importance of consumer choice as defined in the *Aged Care Act 1997 (Cth)* and understand that client preferences will likely result in vendors being continuously added to our supplier list.

We have instead, focused our efforts on consolidating vendors where they are providing similar services to improve our oversight, maximise value and efficiency. The relevant business leaders, supported by the Procurement team, have made significant progress in this area including partnering with an external provider for imprest rooms at all our residential care homes and key contracts such as, mechanical and electrical works consolidated to single suppliers.

Reporting Criteria 5: Effectiveness Assessment

This Statement continues to serve as a benchmark to assess the development of our frameworks and processes which enable the review and measure the effectiveness of our actions in reducing our modern slavery risks. We continue to work towards greater transparency from our suppliers on the risks in their supply chains by educating our staff on what to be aware of when reviewing and onboarding suppliers.

Reporting Criteria 6: Consultation with Entities

The Amana Living Anglican Foundation Incorporated (Foundation) is a wholly owned subsidiary of Amana Living. The Foundation is the fundraising organisation for Amana Living and is governed and managed by the Board and Leadership Team of Amana Living. In having direct control of the Foundation, the Board and

Leadership Team were consulted in the preparation of this Statement and its information and actions, are applicable to the Foundation.

Reporting Criteria 7: Other Relevant Information

Amana Living is committed to eliminating risks of modern slavery where possible from all operations and supply chains and is working towards being able to identify potential high-risk suppliers based on which countries their goods may have originated from. For example, we aim to have more clarity on the supply chains of our uniform suppliers with a new contract negotiation planned for FY 2025/26.

Modern slavery risks are discussed annually at the Board Governance Sub-committee meeting, and the Board receives a report annually with the completion of this Statement.

DISCLOSURE NOTE

This Statement has been made on behalf of the Board for Amana Living Incorporated and provides an overview of steps taken by Amana Living for the financial year ending 30 June 2025.

This Statement was approved by Amana Living's Board on 25 June 2025.

A handwritten signature in black ink that reads "Sue Wilson".

Sue Wilson
B Juris, LLB, FGIA, FICSA, FAICD
Board Chair, Amana Living Incorporated