



Making every day the best it can be

As at: 25 May 2020

Allity - Modern Slavery Code of Conduct for Suppliers of Goods and Services

Purpose (WHY this Code of Conduct exists)

Modern Slavery refers to a range of serious exploitative work practices including forced labour, child labour, debt bondage, human trafficking, servitude and slavery. Modern Slavery is a violation of human rights and is a problem around the world, including in Australia, and can be present directly or indirectly in any industry or sector.

The Allity aged care group of companies (Allity) is committed to the protection of human rights and to lawful, fair and ethical work practices – including taking all reasonable steps to mitigate modern slavery risks in its business and supply chain.

Allity expects all of our suppliers of goods and services to have the same level of commitment to lawful, fair and ethical work practices. This Code of Conduct sets out Allity's expectations of our suppliers with regards to Modern Slavery obligations.

Scope (WHO this code of conduct applies to)

Allity's Code of Conduct applies to all Allity suppliers of goods and services including service providers, business partners, associates, consultants, contractors and sub-contractors.

Code of Conduct (WHAT is required)

Allity expects our suppliers of goods and services to take all reasonable steps to mitigate modern slavery risks in their supply chain or any part of their organisation. As a minimum, this includes, but is not limited to:

1. Compliance with all applicable State and Commonwealth laws and regulations;
2. Paying fair wages in line with the *Fair Work Act 2009* (Cth) and other relevant State and Commonwealth legislation, and awards for the industry;
3. Strongly opposing Modern Slavery in all forms;
4. Providing regular training to staff regarding Modern Slavery;
5. Having appropriate internal policies and/or procedures in place that promote safe, fair and ethical workplace and business practices, free from discrimination, harassment or victimisation and provide appropriate grievance or whistleblowing mechanisms;
6. Continually reviewing and monitoring supply chains for Modern Slavery risks;
7. Investigating promptly any suspected Modern Slavery risks and notifying Allity as soon as a supplier become aware of any non-compliance with this Code of Conduct and/or any actual or suspected Modern Slavery in a supply chain which has a connection to Allity.

Allity may, from time to time, ask our suppliers to complete a Modern Slavery questionnaire or request other information from suppliers regarding their Modern Slavery practices.

Allity suppliers are expected to work co-operatively with Allity, provide all reasonable assistance to demonstrate they operate in accordance with this Code of Conduct and support Allity's own Modern Slavery compliance obligations.