



MODERN SLAVERY POLICY

Guardian Angel Home Care Pty Ltd

11 January 2024

INTRODUCTION:

Guardian Angel acknowledges the importance of all businesses to combat slavery and human trafficking, committing to proactive measures within its operations and supply chains. Recognizing modern slavery as a crime and human rights violation, as defined by the Australian Modern Slavery Act 2018, our vigilance extends to eight forms of serious exploitation, such as trafficking in persons, slavery, servitude, forced marriage, forced Labor, debt bondage, deceptive recruiting, and the worst forms of child Labor.

As industry leaders, we take our responsibility in staffing seriously, understanding the potential risks associated with traffickers and unlicensed gangmasters. Our robust candidate engagement processes ensure that our employees are attuned to signs of exploitation, allowing us to promptly and effectively address any identified issues.

This policy applies to all individuals associated with Guardian Angel Home Care, including employees, directors, volunteers, third-party representatives, and business partners. Upholding our reputation for integrity and fairness is a cornerstone of our success within the market.

OUR BUSINESS:

As accredited partners for Home Care Package Registered Providers (MAC_HCP), Transport Accident Commission (TAC), the National Disability Insurance Agency (NDIS), and various other customers Guardian Angel remains committed to ethical practices and excellence in service delivery.

OUR SUPPLY CHAINS:

Our supply chains encompass various aspects, including the sourcing of candidates for clients. We expect our suppliers to uphold high ethical standards, operate legally and professionally, and advocate for similar standards within their own supply chains.

OUR POLICIES ON MODERN SLAVERY:

1. Employees have the freedom to choose their employer and leave the company upon reasonable notice.
2. All employees must receive a clear employment contract compliant with local legislation.
3. Fair and equal treatment, dignity, and respect are mandatory for all employees.

4. Discrimination, victimization, or harassment based on various grounds is strictly prohibited.
5. Adherence to applicable laws and industry standards regarding wages, benefits, working hours, and minimum age is mandatory.
6. Employment of individuals below the age of 18 is strictly prohibited.
7. Compliance with modern slavery laws, including the Australian Modern Slavery Act, is mandatory for suppliers, ensuring a slavery-free business environment.

ACTIONS ADDRESSING MODERN SLAVERY RISK:

Guardian Angel conducts rigorous compliance checks for all supplied candidates, verifying identity and work rights before commencement. In our commitment to eradicate modern slavery, ongoing actions within our supply chains ensure legislative compliance and continuous improvement. Identified concerns related to modern slavery are escalated through Guardian Angel's safeguarding process in collaboration with law enforcement. All staff are expected to comply with laws, act with integrity, and adhere to local guidelines. Regular policy reviews and training are conducted to provide necessary support and information on modern slavery prevention.

Authorized by,

Dennis Corea

Chief Executive Officer, Guardian Angel Home Care Pty Ltd