




Modern Slavery Statement

Cancer Care Associates PTY Ltd



Cancer Care
Associates



Our goal for 2024 is to continue to build trust with our patients, doctors and the broader cancer care and healthcare industry. We build trust by upholding our ethical standards in the way in which we operate and the integrity we uphold towards maintaining our values.

A message from our CEO

Damien Williams

Cancer Care Associates acknowledges that Modern Slavery constitutes a profound infringement upon human rights. We perceive it not merely as a transgression against individual dignity but as a global predicament affecting individuals and businesses.

We hold the conviction that through collective efforts, we can ultimately eliminate the practices of Modern Slavery.



Across our organization we are committed to identifying and thoroughly investigating any potential risks in our operations, supply chains and business practices to prevent violations to human rights. Our commitment is upheld by our shared values towards ethical conduct, integrity and consistency in our standard operating procedures.

Clinical excellence is fundamental to our mission and we are committed to providing the highest standard of cancer care to the local communities in which we serve, without engaging with partners, vendors, or suppliers that may be involved in forced labor or human trafficking.

Our values underpin the respect, teamwork and inclusive approach to the way in which we conduct business and provide cancer care services to our patients.

We continuously aim to promote and foster an inclusive and diverse workforce that is committed to providing equal opportunities across our business at every level of the organization.

In 2024 we aim to establish trust in our local communities and contribute our efforts towards combating Modern Slavery. We earn that trust by upholding our values for ethical conduct and integrity in our business partnerships and operations.

Yours sincerely,

Damien Williams

Chief Executive Officer



Overview

Modern Slavery entails the exploitation of individuals through coercion, threats, or deception leading to the infringement of their freedom. It encompasses severe forms of exploitation, such as forced labour, debt bondage, human trafficking, and slavery. Indications of Modern Slavery may be overt, involving physical confinement, or more subtle, such as threats and deceit. This issue is not limited to a particular industry or country and can affect both adults and children, with women and children often being particularly vulnerable.

The Australian government, recognizing the seriousness of Modern Slavery, enacted the the Modern Slavery Act 2018, which mandates national reporting obligations for businesses. The purpose is to mitigate the risk that goods and services are produced through Modern Slavery .

Entities falling under the Act are required to publish Annual Modern Slavery Statements detailing their efforts to evaluate and address Modern Slavery risks in their operations and supply chains.

This statement will outline Cancer Care Associates' endeavours to combat Modern Slavery risks within our operations and the operations of suppliers, as mandated by the Modern Slavery Act 2018.

Our Policy

Cancer Care Associates (CCA) maintains a firm stance against all forms of slavery and human trafficking. We are committed to implementing robust systems and control mechanisms to ensure that neither of these practices occur within any aspect of our business or supply chains. Cancer Care Associates is unwavering in its commitment to upholding the highest standards of professional and ethical conduct, prioritizing integrity and transparency in all our business interactions.

At Cancer Care Associates we have a zero tolerance towards any form of slavery and human trafficking. We expect all individuals associated with our supplier network, involved in procurement for the company, or engaged in any part of our business to adhere to Cancer Care Associates standards of conduct.

Compliance with relevant laws, regulations, and rules governing our business is of utmost importance as our corporate and social responsibilities are fundamental to our organisation and the way in which we are operate. We anticipate and demand the same elevated standards from our business partners.

Our commitment towards ethical conduct, professionalism and transparency reflects our high standards of integrity, professionalism, and commitment of the core values of the Cancer Care Associates group.

Structure, Operations & Supply Chains

Structure

Cancer Care Associates (CCA) is a healthcare company that provide intergrated cancer care services. Our local clinics provide state-of-the-art facilities and therapy treatments allowing our patients and tumour groups access to the latest Medical Oncology, Haematology and Radiation Therapy treatment techniques. We partner with State governments and hospital groups to ensure seamless integration of clinical services.

Our registered office is situated at Level 3, 533 Kingsway, Miranda NSW 2228.

Cancer Care Associates is the parent company and has 5 subsidiaries that operate in Australia and 3 Research and Development (R&D) facilities. Currently 37 clinical trials are available to patients across our network, with 16 trials offered within Riverina to allow access for patient trials in Regional and remote areas.

We are an active participant in the New South Wales training network for Oncologists, Nurses, Pharmacy and other key clinical workstreams.

Through our Cancer Care Foundation established in 2018 we discover and develop breakthrough cancer treatment therapies to support patients with cancer.

Our commitment to participate in research into causes, diagnosis and reatment of cancer illnesses expands to publishing the results and providing training for medical professionals on the most recent developments.

As of January 2024, Cancer Care Associates has a National Headcount of 140 employees, over 100 volunteers supporting the organisation and more than 40 contractors.

Operations

Cancer Care Associates has been operational for 20 plus years providing comprehensive oncology services. We operate with a Patient-centric and team-based approach to delivering accessible, holistic, and evidence-based care.

All new and existing staff members complete mandatory training related to upholding ethical standards, equal oppourtunnity, and respect and inclusion to ensure our code of conduct is embedded in our standard operational procedures.

Supply Chain

We work with multiple external supply chains on a local level and internationally from suppliers in our R&D organization, the Cancer Care Foundation to wholesalers and distributors who ensure the delivery of cancer care services, clinical trails and research for patients.

Cancer Care Associates do not produce, manufacture or retails goods and have limited supply chains. We employ contractors from external providers for the maintenance and support for our offices and clinical facilities which include IT srevicees, solicitors, the lease of office workspaces, repairers and cleaning services.





Assessment of Risk and Due Diligence

Cancer Care Associates has established a framework to identify risks and is committed to the ongoing monitoring of their effectiveness for assessment of material risk and appropriate risk management. We are continually reviewing our processes and systems to which we apply our risk assessment to identify risks within the geographic and industry service areas for Cancer Care Associate operations and supply chain.

Risks associated with Modern Slavery practices involve acts of omission, or acts that may facilitate or incentivise Modern Slavery practices.

Cancer Care Associates may be directly interconnected to Modern Slavery risks by activities of another organisation or individual with whom Cancer Care Associates, or any of our subsidiaries that has a partnership, relationship or contract which may be linked to our operations. We periodically monitor conduct of human rights risk to identify those risks that violate the human rights of individuals.

Our framework for identifying risks is established across key areas that we identify as vulnerable to Modern Slavery risks.

- Labour Rights
- Right to Health
- Technology and Human Rights

Due Diligence

At Cancer Care Associates, the Due Diligence for all third parties is done via the Third Party Management Tools; XERO and Approval Max. This is the initial stage of the Third Party Compliance process. The result of the onboarding process defines risk-based mitigation measures, monitoring mechanisms and control activities throughout the entire Third Party Compliance process as a proactive approach to mitigate risk

All suppliers and service providers are registered on a register. Suppliers who do not have a Modern Slavery statement will be required to meet our requirements for a risk assessment and will be provided with a Modern Slavery Risk Questionnaire which will assess Modern Slavery risks for suppliers as a remedial action towards taking corrective action to address any identified areas for risk.

Suppliers and service providers will be required to comply with our requirements to confirm that we are aligned with our commitment towards

Governance and Remediation

Cancer Care Associates are entirely committed to providing the highest standard of quality for our services with integrity, and transparency for engagement with our suppliers. Responsibility and integrity for ethical conduct and reliability are now an established part of our operational framework for ethical decision-making in our pursuit of advancing Cancer Care Associates and improving patient outcomes.

In the event of there are instances identified that indicate Modern Slavery is occurring within our operations and supply chains Senior Management will be informed and will work with our Quality & Compliance team to instigate corrective recourse towards the identified risks for instances of Modern Slavery occurring within our operations or supply chains.

Remediation will be applied as required. At Cancer Care we are committed to continuous improvement which includes an ongoing review of our grievance channels such as implementing a Whistle Blower Policy for employees and suppliers to refer to in managing Modern Slavery risk.

Our Commitment

Cancer Care Associates affirm our commitment focused on the areas of rights activities which is applicable to all CCA Group entities. Our approach has been developed with the reliance on 3 key fundamental areas which are 1) Identify risks that violate human rights, 2) Raise awareness of risks, 3) Improve practices across our operations and in our commercial relationships with our suppliers.

Effectiveness

An annual review of our Modern Slavery Program will take place each year, in consultation with our entities which are wholly controlled subsidiaries of Cancer Care Associates. We will continue to monitor, review, and make necessary changes to ensure adequate steps are taken to maintain our commitment and meet the requirements of the Modern Slavery Act 2018.

Statement Approval and Endorsement

This statement outlines Cancer Care Associates initiatives and efforts to mitigate Modern Slavery risks within our operations and supply chains, and contribute to the collective efforts to combat Modern Slavery which is a Global issue.

This statement has been reviewed and accepted by the Senior Management team and Chief Executive Officer.



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