

Prodigy Health Solutions Private Limited

Modern Slavery Statement

This statement provides a comprehensive overview of the measures and practices **Prodigy Health Solutions Private Limited (ABN 32 660 269 438)** has implemented to minimize the risk of Modern Slavery and human trafficking in its business operations.

The Company has a zero-tolerance approach towards Modern Slavery.

Modern Slavery refers to any situations where violence, threats, coercion, or deception are used to exploit other people for personal or commercial benefits.

The Company recognises the **Modern Slavery Act 2018 (the Act)** and undertakes practices to adhere to this within the business and within its supply chain.

The Company will take meaningful action to ensure its conduct is aligned to the Act and will take reasonable steps to address any breaches of this Act within the business.

Introduction

In this document, we articulate our steadfast commitment to ethical business practices, the protection of human rights, and our determined efforts to eliminate Modern Slavery within our sphere of influence. As providers of healthcare staffing solutions with a focus on regional and remote aged care facilities, we acknowledge the weight of our responsibility in enhancing the well-being of aging populations.

This statement outlines the comprehensive measures we have undertaken to minimize the risk of Modern Slavery and human trafficking throughout our business operations and supply chain.

Business Profile

Prodigy Health Solutions is a specialist in providing high-quality healthcare staffing solutions. Our core commitment revolves around serving regional and remote aged care facilities, where we play a pivotal role in improving the lives of aging populations. Additionally, we extend our expertise to dedicated disability support services, further solidifying our position as a trusted partner in the healthcare industry.

At the heart of our operations are over a hundred healthcare professionals, including registered nurses, personal care assistants, and enrolled nurses. We prioritize the safety of our clients through rigorous background checks for all staff before employment.

Operating across multiple Australian regions—Western Australia, South Australia, Victoria, Queensland, New South Wales, the Australian Capital Territory, and Tasmania—we have established a robust supply chain and operational framework. This framework ensures the ethical and legal compliance of our practices, aligned with our unwavering commitment to a zero-tolerance approach towards Modern Slavery.

Our Operations and Supply chain

The table below outlines our key operations and the associated supply chains.

| Area | Main operations | Supply chain |
|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> Staffing | Recruitment and onboarding of qualified staff | ➤ Recruitment and training |
| <ul style="list-style-type: none"> Client Engagement | Building and maintaining relationships with healthcare facilities | ➤ Client relationship management |
| <ul style="list-style-type: none"> Scheduling | Creating rosters and sharing them with staff | ➤ Technology solutions |
| <ul style="list-style-type: none"> Quality Assurance | Continuous education and training, the collection of feedback from clients and staff, and acting on feedback. | <ul style="list-style-type: none"> ➤ Training and development ➤ Feedback Mechanisms |
| <ul style="list-style-type: none"> Compliance and Credentialing | Verification of credentials, conduction of background checks and ensuring compliance with regulations | ➤ Credential verification and compliance monitoring |

Our Approach

With feedback from consultants, Prodigy Health Solutions has set up a framework to ensure that its practices are ethical and legally compliant. The policies

Human Rights

All Employees shall be treated with dignity and shall not be subjected to any harassment, physical or mental punishment or other forms of abuse.

The Company promotes effective employee engagement throughout our operations and welcomes sincere feedback from employees on all matters of the company's business interest.

The Company employs a grievance policy, which is transparent, equitable and predictable to enable the remediation of any abuse of human rights and its impacts that may arise in its operations.

Child Labour

The Company is committed to ensuring compliance with all employment law requirements concerning those who are under the age of 18.

The business will endeavour to include the child's parent or legal guardian concerning any employment management processes.

Forced Labour

The Company does not engage in or support the use of forced or compulsory labour, or bonded/involuntary prison labour.

Employees are free to leave at any time but are expected to provide reasonable notice in line with their contracts of employment or industrial instrument.

All employees provide their services to the Company on an entirely voluntary basis, and no one shall be forced to remain in their employment against their will.

Conclusion

In closing, Prodigy Health Solutions Private Limited remains resolute in its commitment to eliminating Modern Slavery and human trafficking. This statement reflects our unwavering dedication to ethical practices, human rights, and transparency.

As providers of healthcare staffing solutions, we uphold a zero-tolerance approach, ensuring rigorous supply chain management and fostering a workplace culture that rejects child labour and forced labour.

Looking forward, Prodigy Health Solutions pledges continuous improvement. This statement is not just a declaration but a blueprint for action, symbolizing our sincere commitment to a world free from Modern Slavery

This Statement was approved by.

A handwritten signature in black ink, appearing to read "M. Makiwa", with a stylized flourish at the end.

Macdonald Makiwa
Director – Prodigy Health Solutions