



MODERN SLAVERY STATEMENT 2022 – Self Regulated

For company/ies: Leecare Solutions Pty Ltd and Leecare Holdings Pty Ltd (Aust.); Leecare Solutions SG Pte Ltd and Leecare Health Pte Ltd (SG); Leecare Solutions UK Limited and Leecare Health UK Limited (UK); Leecare Solutions NZ Limited;

Period related to: August 2022 – August 2023

Employment Practices

The Leecare group employs its own staff, develops the company software, sells, trains, implements and supports the software with all clients. Staff are employed and have detailed, country focussed regulatory compliant employee contracts in all the countries in which it operates:

- Australia
- New Zealand
- Singapore
- United Kingdom
- Zimbabwe

Company Policies related to ensuring respect and compliance with all human rights include:

- Bullying Policy
- Code of Conduct Policy
- Discrimination
- Equal Opportunity
- Grievance Procedure
- Gross Misconduct
- Harassment
- Human Rights
- Industrial Relations
- Job Descriptions / Duties Lists
- Legislation-Regulations
- Mission Statement
- Occupational Health and Safety
- Overtime-Time in Lieu
- Pay Details
- Philosophy / Objectives
- Professional Boundaries
- Recruitment / Selection / Employment
- Staff Appraisal
- Staff Leave
- Staff Orientation
- Staff Support Systems
- Superannuation
- Termination of Employment
- Wages



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Supply Chain

The Leecare Group of companies employs its own staff and only utilises the following contractors for services:

Company	Subcontractor purpose	Agreement in Place with company / Yrs	Knowledge re services supplied and personnel
Alltech	Third Party Cloud supplier providing 24/7 maintenance support - with Leecare support	Yes – worked with for over 20 years	All personnel are employed by Alltech in Australia and with regulatory contracts – personnel are known to us
Doveria	Third Party Cloud supplier providing 24/7 maintenance support - with Leecare support	Yes – worked with since 2010	All personnel are employed either in Australia or Kenya by Doveria with regulatory employee or contractor contracts in place – personnel are known to us
Qburst	Third Party QA and IT Developer services supplied for over 10 years - with Leecare support	Yes – worked with since 2011	All personnel are employed by QBURST in India - personnel are known to us and company confirmed compliance with Anti-Slavery policies. Leecare have paid for Qburst staff to work in Australia with our team to confirm personnel.
Mitrais	Third Party IT Developer services supplied for two years - with Leecare support;	Yes – worked with since 2021	Office in Bali visited, employees met and contracts discussed - All personnel are employed either in Australia or Indonesia - personnel are known to us and company confirmed compliance with Anti-Slavery policies
Computers-HP	All company resources purchased through HP	No	Websites

Risks of Modern Slavery in Supply Chain: the companies that are contracted and noted above have supplied services to Leecare over many years and have service agreements in place. Their staff are known to us and our long-term relationships have ensured knowledge of the personnel we work with. We have visited their offices over the years (except India, however we paid for QBurst staff to attend our Australian office to work with our team on-site for a period of time) to establish work conditions (including Kenya). Each company has confirmed via email their compliance with Anti-Slavery practices.

Risks will include supply chains of computer suppliers, as we cannot confirm all stages of the supply of parts and components of HP computers. Future risks include where we may use contractor services with companies we cannot visit – hence we will not contract with such.



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Training of Staff

All staff have confirmed they have read our company policies.

Any changes in Policies are communicated to staff and they confirm by email their reading and understanding of these.

Policies include all those noted above which confirm the need for staff and the company to always comply with Human Rights of all types.

KPIs

All Managers have KPIs which include the requirement to ensure all staff have read and understood all company Policies.

KPIs include the meeting of a regulatory compliant employment environment for their teams.

Signed by Leecare Company Directors as acknowledgement of company commitment to this Modern Slavery Statement.

Signed by:

Group CEO and Director, Dr Caroline Lee:

A handwritten signature in black ink, appearing to be "C. Lee", written over a horizontal line.

Date: 10/10/2022

Corporate Manager and Director, Paul Kean:

A handwritten signature in black ink, appearing to be "P. Kean", written over a horizontal line.

Date: 10/10/2022