

Modern Slavery Statement

Reporting Period
1 Jul 2024 – 30 June 2025
i-med.com.au



**I-MED Radiology
Network**

Comprehensive care. Uncompromising quality.



Message from CEO

As an organisation deeply committed to ethical conduct and social responsibility, I-MED Radiology Network continues to take its obligations to prevent modern slavery in all its forms with the utmost seriousness. As the largest provider of medical imaging across Australia and New Zealand, we recognise our responsibility to lead by example in promoting transparency, accountability, and respect for human rights throughout our operations and supply chains.

Modern slavery remains a complex global challenge that spans industries, geographies, and supply networks. Over FY25, we have strengthened our efforts to better identify, assess, and address potential modern slavery risks—particularly within high-risk procurement categories and offshore suppliers. This year, we also enhanced our due diligence processes, improved internal training and awareness, and deepened engagement with key suppliers to ensure they share our commitment to ethical and responsible business practices.

Transparency remains central to our approach. Through this Modern Slavery Statement, we outline the tangible progress we have made during FY25, the lessons learned, and the actions we are prioritising in the coming year to drive continuous improvement. Our governance framework continues to guide our actions, supported by strong leadership oversight and collaboration across Procurement, ESG, and operational teams.

We remain steadfast in fostering a culture where ethical conduct and respect for human rights underpin every decision we make. I am proud of the work our people and partners have done to advance our modern slavery response and ensure that we continue to uphold the highest standards of fairness, integrity, and care. Together, we can continue to make a meaningful difference—ensuring that our organisation not only leads in healthcare excellence but also in championing human dignity and ethical business practices across Australia, New Zealand, and beyond.

Dr Shrey Viranna
Chief Executive Officer
I-MED Radiology Network



Acknowledgement of Country

I-MED Radiology would like to respectfully acknowledge the Traditional Custodians of the lands across Australia and pay our respects to Elders past and present. We recognise their connection to Culture and Country and thank them for their ongoing care and custodianship of land, sea and community.

I-MED Radiology recognises the unique role of Mā ori as Tangata Whenua and embraces Te Tiriti o Waitangi, acknowledging Mā ori as the tangata whenua of Aotearoa / New Zealand and upholding the Treaty's three guiding principles – Partnership, Participation and Protection.

Reporting entity and organisational structure

Overview

This Modern Slavery Statement (**Statement**) is made by Image Holdco Pty Ltd (ACN 623 028 740) (the **Reporting Entity**) pursuant to the Modern Slavery Act 2018 (Cth) (**Act**). This Statement is submitted by the Reporting Entity as a joint statement on behalf of its wholly owned subsidiaries (together, referred to as the **I-MED Group** or **I-MED**).

This Statement sets out the actions taken by the I-MED Group in assessing modern slavery risks in its operations and supply chains, and the actions it has taken to address, monitor and prevent these, in the period 1 July 2024 to 30 June 2025 (**Reporting Period**).

The Statement has been approved by the Board of the Reporting Entity on behalf of the I-MED Group.



Who is the I-MED Radiology Network ?

I-MED Radiology Network is Australia and New Zealand's largest combined medical imaging provider. We leverage the strength of our extensive network of over 210 clinics to care for millions of patients annually. Our sub-specialist radiologists and dedicated clinic teams, working closely with our comprehensive support teams, are proud to provide referring medical health practitioners with the answers they need for accurate diagnoses, helping to improve health outcomes for our patients. Our extensive teleradiology operation provides 24/7 radiology reporting across Australia and New Zealand through I-TeleRAD and StatRad in the United States.

2.5 million+ patients cared for across Australia and New Zealand

2.9 million+ teleradiology reports prepared in Australia, New Zealand and the United States

5.9 million+ procedures performed in Australia and New Zealand

4900+ people committed to providing the highest quality care

Vision and values

Our values form the foundation of our culture. They guide our growth, decision-making and strategic priorities, and they connect directly to us connect directly to the promise we make to our patients and referrers. By working together and staying true to our values, we build a workplace where everyone contributes to something bigger, improving health outcomes for communities across Australia, New Zealand and the United States.





We deliver the highest quality



We work together



We innovate and adapt



We are compassionate



We connect and communicate

Quality

We are committed to consistently delivering high-quality and expert care, in each of our clinics and in every interaction, to ensure better health outcomes for patients.

Teamwork

We work together as part of a larger team with our referrers, hospitals and other stakeholders, to deliver the best health outcomes for our patients.

Innovation

We find new and improved ways of doing things for the greater good of our patients and have the courage to adapt and deal with change to take us forward.

Compassion

Our patients are at the centre of everything we do. We treat our patients, referrers and colleagues as they expect to be treated, and we look after each other.

Connection

We are one network that connects locally. We actively listen to feedback from our patients, referrers and colleagues, all in order to help us build a better service.

I-MED Group operations and Supply chain

Internal operations

The I-MED Group is comprised of a number of corporate entities. However, we operate a centralised model with shared knowledge, resources, people, IT and corporate services in support of the delivery of the Group's operations.

Board of Directors

The Board of Directors of the Reporting Entity are responsible for overseeing and monitoring I-MED Group's operations and corporate governance. The Board meets regularly to discuss, plan and oversee the management of the I-MED Group. Several committees have been formed to support the Board in meeting its obligations. In addition to the Group's robust internal governance framework, I-MED operates within a highly regulated healthcare landscape.

Implementation of the Board's direction and strategy is executed by I-MED Group's executive and Senior Leadership Team. Together, they are responsible for promoting a risk aware and responsible culture and ensuring that there is a systematic process to identify, analyse, evaluate and treat risk, including in anti-slavery practices.

Our Modern Slavery Statement sets out the actions taken in assessing modern slavery risks in our operations and supply chains, as well as the actions we have taken to address, monitor and prevent these. We have established responsibility for managing modern slavery risks and implementing relevant policies and mitigation initiatives.

The Board is responsible for overseeing modern slavery risk management, strategy development and implementation. I-MED's Procurement, Legal, and People & Culture departments support the implementation of this approach, focusing on the policy framework, risk mapping, due diligence, and remediation processes.

Below would be the priorities set for the coming years:

- Strengthen due diligence processes.
- Review suppliers with complex supply chains and offshore operations.
- Improve understanding and management of high-risk industries and procurement categories.
- Enhance documentation of the organisation's remediation approach.
- Strengthen response procedures for incidents that do not meet standards or present a high modern slavery risk.





Our People

At I-MED, our people are the heart of our organisation and critical to providing high-quality care and services to our patients, referrers and the communities we serve. We are committed to upholding human rights, promoting fair labour practices, and fostering a safe, inclusive, and respectful workplace for all of our people. We recognise our responsibility to safeguard our team members from risks of modern slavery and exploitation and to ensure that their rights and well-being are prioritised across all areas of our organisation.

Our Team

Our team comprises 450 highly skilled, specialist radiologists and over 4,500 people in roles ranging from technical health professionals to contact centre agents and support services across Australia, New Zealand and the United States.

Employment practices

We are committed to providing a fair, ethical, and transparent workplace where all our people are treated with dignity and respect. We are committed to fair and transparent employment practices, with over 99% of our workforce directly engaged under clear terms outlined in either individual employment contracts, the applicable modern award or an enterprise agreement. We maintain policies and practices that ensure fair and complaint wages, safe working conditions, and reasonable work hours in compliance with national legislation and standards. We have proactive and productive relationships with the various industrial unions by which a proportion of our workforce are entitled to be represented.

Our workforce is largely employed on a full-time, part-time, or casual basis. Only a very small proportion of our team (less than 1%), who are usually either highly skilled medical specialists or are consultants for specific short-term engagements or for augmentation of certain corporate functions, are engaged through labour hire arrangements.

Ongoing compliance

I-MED's Talent Acquisition team has robust recruitment processes, including the development of position descriptions and job advertisements which accurately reflect the role requirements. The conditions of employment, including the pay rate, are based on minimum rates outlined in relevant modern awards, industrial instruments, legislation (in NZ) and in some cases market and candidate expectations, and are outlined with the job offer. Where recruitment agencies are engaged by I-MED, these are reputable agencies engaged on standard terms of business.

I-MED's People & Culture and Payroll teams are responsible for ensuring ongoing compliance with the agreed terms and conditions of employment including remuneration and other entitlements as well as compliance with industrial instruments, relevant laws, regulations and other requirements related to employment. The specialists in these teams provide advice and guidance to business stakeholders on interpretation and compliance with employment terms and conditions, including those under relevant modern awards and enterprise agreements.

The rates, terms and conditions under which our workforce is engaged is benchmarked and audited regularly to ensure compliance with minimum terms and conditions required under the Fair Work Act 2009 (Cth), Minimum Wage Act 1983 (NZ) individual contracts and other applicable industrial instruments where relevant. Pay rules and award interpretation are established and monitored in the Group's workforce management system and systematically checked by internal teams and audited to ensure ongoing compliance. Updates, changes and amendments to relevant labour laws are also continuously monitored.



Diversity and inclusion

At I-MED Radiology, our people are at the centre of everything we do. Supporting them to deliver the highest standards of care is essential, because the experience of our teams is directly connected to the experience of our patients and referrers.

We welcome and support people of all backgrounds at I-MED Radiology and value the benefits diversity can bring to our organisation. We are committed to empowering our team to build meaningful and sustainable careers. By creating a leading workplace experience for our people, and regularly obtaining feedback from our team, we can continually evolve our people and culture programs to drive engagement, commitment and excellence.



73% of employees are women

50% of senior leadership positions are filled by women

43% of our Board members are women



We have a diverse mix of ages amongst our employees with our largest cohort being those between the ages of 30-50

Workplace policies and procedures

I-MED Group has in place a number of policies aimed at ensuring that I-MED remains a best-practice organisation that embodies our vision and values. All our people are expected to be familiar with and comply with its Code of Conduct and Code of Ethics which outlines expectations for actions, performance and behaviour of I-MED Group personnel.

In addition, I-MED has a number of workplace policies and procedures which guide our team to embody our values in day to day practices and set out the expected standards of behaviour. These policies ensure our employees' rights and safety in the workplace are protected.

These include the following core policies:

- Human Rights Policy
- Whistleblower Policy
- Workplace Health and Safety (WHS) Policy
- Diversity and Inclusion Policy
- Risk Management Policy and Process
- Workplace Behaviours and Equal Opportunity Policy

In addition to the application of some of the above-mentioned policies, various other I-MED Group policies set out core values and principles for how I-MED deal with contractors, customers, suppliers and stakeholders. Specifically:

- Supplier Code of Conduct
- Complaints Handling Policy
- Environmental and Sustainability Policy
- Privacy Statement
- People Privacy Policy

Each of these policies allocate responsibility to senior levels of management for their proper implementation, administration and oversight. All our team are expected to familiarise themselves with these workplace policies and procedures and receive training on these upon commencing work with the I-MED Group and periodically thereafter.

I-MED recognises the importance of protecting human rights and is committed to protecting the rights of all people. The Human Rights Policy promotes human rights in accordance with the UN Guiding Principles on Business and Human Rights. It is guided by the Universal Declaration of Human Rights, including principles contained within the International Bill of Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

Some of those key principles include:

Some of those key principles include:

- **Forced labour and human trafficking:** I-MED prohibits the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, modern forms of slavery and any form of human trafficking.
- **Child labour:** I-MED prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required. I-MED only engages junior team who meet legislative/regulatory age requirements and in positions which support a meaningful, engaging career or educational pathway.
- **Work hours, wages and benefits:** I-MED compensates employees competitively relative to the industry and local labour market, and in accordance with terms of any applicable collective bargaining agreements. I-MED works to ensure full compliance with applicable wage, work hours, overtime and benefits laws.
- **Safe and healthy workplace:** The safety and health of I-MED's team is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. Where in conflict, our primary responsibility is for the safety of our people. I-MED Group works to provide and maintain a safe, healthy and productive workplace.
- **Workplace security:** I-MED is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. To prevent our team from occupational violence, particularly in clinical environments, security safeguards for employees are provided as needed, and are maintained with respect for employee privacy and dignity.
- **Freedom of association and collective bargaining:** I-MED respects the rights of its workforce to join, form or not to join a labour union without fear of reprisal, intimidation or harassment. I-MED complies with Equal Employment Opportunity laws with respect to union membership. Where our people are represented by a legally recognised union, I-MED is committed to establishing a constructive dialogue with their freely chosen representatives. I-MED is committed to bargaining in good faith with such representatives.
- **Guidance and reporting:** I-MED strives to create a workplace in which open and honest communication amongst team members are valued and respected. I-MED is committed to comply with applicable labour and employment laws wherever I-MED operates. Through training and an annual certification process I-MED ensures team members are aware of its Human Rights Policy. The Group encourages the reporting of behaviour, conduct or affairs that are inconsistent with I-MED's values, expected standards of conduct and ethical behaviour. The Workplace Policies Handbook contains information on how to raise grievance in relation to workplace complaints and assurance of how complaints are handled by the Group. In addition, the Whistleblower Policy focuses on transparency and accessibility of the protections available to our team and third parties (e.g. suppliers and their team) in making a whistleblower disclosure.



Supply chain and procurement

I-MED is a major purchaser of a wide range of goods and services. In maintaining our reputation for quality, safety and service excellence, our responsibility extends to the focused and professional management of our supply chain.

Top 80% Spend

~300
Suppliers

Australian
Base
Suppliers

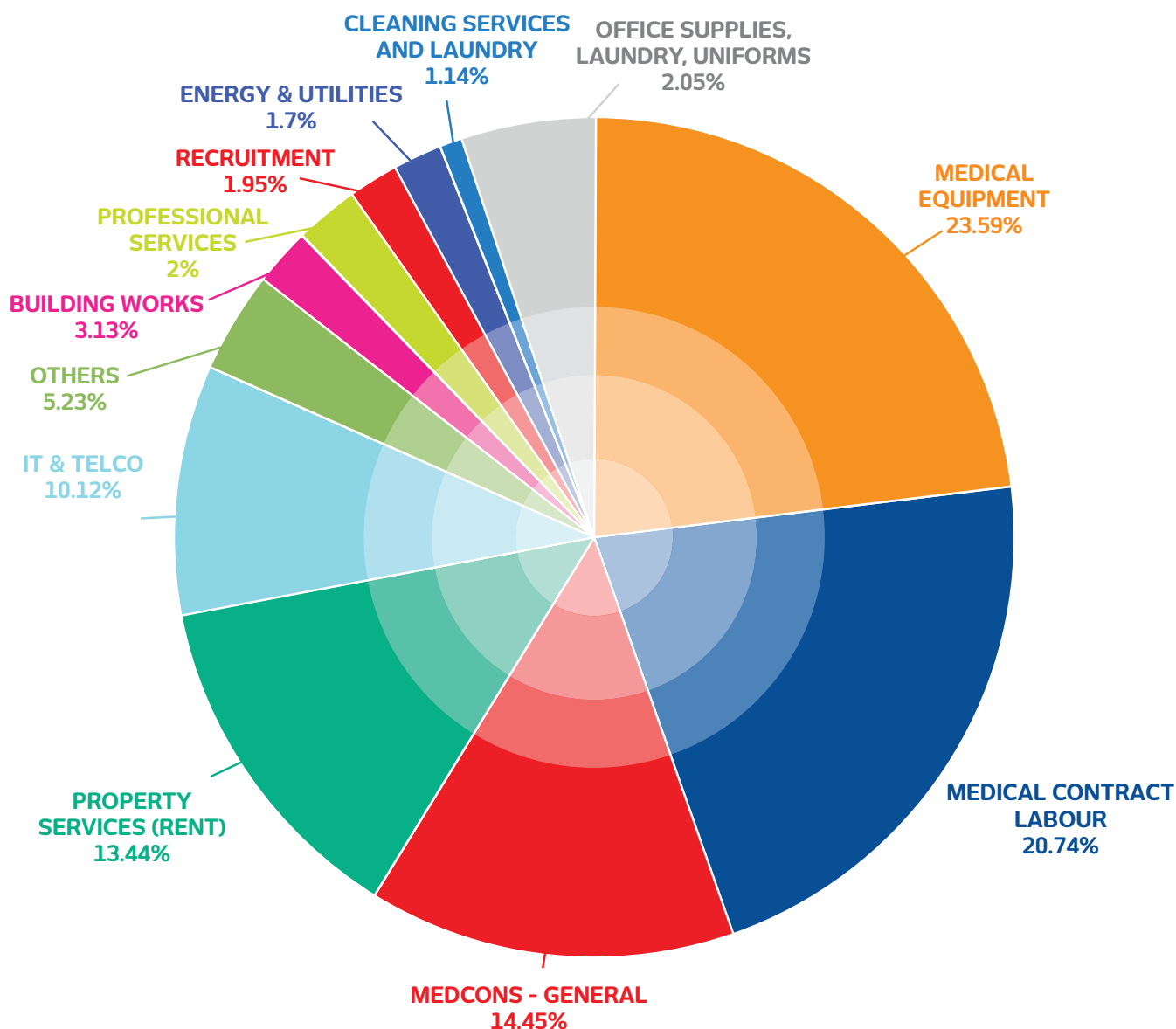
~96%

I-MED has extensive supply chains and operates with approximately 300 direct suppliers (Tier 1) providing goods and/or services to the whole operation which account for 80% of its total third party spend. From those, approximately 96% are supplied by organisations based in Australia. The graph below illustrates I-MED's FY25 spend proportion by product or service category, highlighting that our supply chains are largely focused on sourcing specialised medical equipment and its servicing, medical contract labour, property services and Technology & telecommunication services and products. Although I-MED's tail of supplier spend is extensive, a large portion of spend is sourced locally, from suppliers predominantly headquartered in countries with a low risk of modern slavery, including the United States, European Union, United Kingdom, Australia and New Zealand.

Sourcing from these suppliers is typically via medium-term supply contracts. I-MED expects all its major suppliers, service providers and any other agents or contracted third parties (collectively referred to as suppliers) to adopt an approach to ethical business practices and sustainability that is consistent with I-MED's high standards. Suppliers are also expected to promote the same standards in their own supply chains.



I-MED Group operations are supported by the procurement of goods and services from third parties. Externally procured goods and services include the following main categories, based on FY25 third party spend:



Note1: General Medical Consumables includes other subcategories such as Nuclear/Molecular Imaging Products and Contrast Agents.

The spend is predominately managed through contractual arrangements, ranging from, but not limited to:

- Multi-year standing arrangements governed by I-MED precedent agreements such as long-term Product or Services Master Supply Agreements.
- Bespoke agreements for the procurement of complex and high value goods, including for products such as clinical software, radiology booking platforms and dose radiation management.
- Purchase orders governed by master agreement terms and conditions, such as agreements for professional services or supply of goods.

Procurement framework and governance

The I-MED Group undertakes its procurement of goods and services centrally through a national Procurement & Property Team which manages approximately 80% of its needs. The I-MED Group's Procurement Team is comprised of designated category managers who are specialised in their field and have a deep knowledge of their supply categories. Each category manager is responsible for the day-to-day sourcing and management of the Group's material third party procurement for that category.

During this last year, I-MED initiated the development of a Procurement Policy which is a formal document that outlines how the organisation shall purchase goods and services and serves as a key operational tool for preventing and addressing modern slavery risks by embedding ethical and responsible sourcing practices into everyday purchasing decisions.

Additionally, the development of a Modern Slavery Policy was initiated to document I-MED internal rulebook and framework that embeds modern slavery risk management into procurement, HR, and operations providing clear guidance to employees and suppliers while support the preparation of the annual statement with an internal framework. Suppliers who are a major contributor in the I-MED Group's supply chain are subject to contractual obligations with regards to modern slavery risk, which include obligations regarding ethical procurement and supplier due diligence. Suppliers are also expected to comply with I-MED's Supplier Code of Conduct and Human Rights Policy which explicitly set out the Group's expectations in relation to their compliance with relevant modern slavery legislation, including not to use any form of bonded, slave or child labour – and to comply with the Human Rights Policy.

In addition, I-MED expects that all suppliers provide a safe, healthy and comfortable workplace, including they comply with all relevant workplace health and safety laws and regulations as well as the Group's safety principles. I-MED also expects suppliers to only employ those individuals with a legal right to work in the relevant jurisdiction, comply with all minimum legal entitlements and conditions of work, and to provide and support freedom of association for individuals to join trade unions and other employee representative groups.



Risks of modern slavery and actions taken

During the Reporting Period, I-MED carried out an internal assessment to enhance the identification and mitigation of modern slavery risks. Through a detailed analysis of the Group's operational activities and supply chain, I-MED has identified the key areas presenting the highest potential exposure to modern slavery risks within the Group.

- Medical equipment, implants, and IT hardware: I-MED's Tier 1 suppliers are primarily large multinational corporations headquartered in countries with established modern slavery, human rights, and labor regulations, such as Australia, the United States, the European Union, New Zealand, and the United Kingdom. However, the locations where these suppliers operate their facilities—such as manufacturing, assembly, distribution, or sterilization centers for medical equipment and implants—are often situated in regions with elevated risks of labor exploitation. These risks include child labor, low-skilled workforce vulnerabilities, hazardous working conditions, and challenges stemming from political instability, weak governance, limited regulatory oversight, and economic hardship.
- The sourcing of medical products—including disposable and low-cost items such as gloves, masks, and disposable gowns—often involves offshore manufacturing and the use of raw materials sourced from multiple regions. These factors contribute to an increased risk of modern slavery due to several elements: the involvement of high-risk geographic locations, limited transparency across multi-tiered supply chains, and the vulnerability of populations engaged in the production processes. This combination of risks requires ongoing monitoring and due diligence to mitigate potential instances of modern slavery within these supply chains.
- Property services including cleaning and maintenance services – are thought to carry base-skill labour risks and may be again linked to vulnerable populations. Building works generally engages large suppliers operating under local labor laws, with much of the workforce employed via subcontractors or agents. The construction sector's dependence on this arrangement, combined with complex multi-tiered supply chain for materials, heightens risks. Pressures related to cost and deadlines, alongside a high proportion of migrant labor, increase the likelihood of excessive working hours, debt bondage, underpayment, unsafe conditions, and deceptive practices.
- Consulting and AI service providers that are typically headquartered in regions with established labor and human rights regulations. However, the delivery of these services often relies on a global network of subcontractors and third-party providers, which can involve complex multi-tiered supply chains. The use of offshore contractors, combined with the fast-paced and project-driven nature of the industry, may increase risks related to excessive working hours, inadequate labor protections, and exploitation of vulnerable workers.

How we assess and address those risks

During FY25, I-MED conducted an internal Modern Slavery Risk assessment using a third-party tool which involved calculating the spend for each supplier reviewed during the period against a theoretical benchmark, enabling I-MED to gain a comprehensive overview of its supply chain. The process resulted in a detailed ranking of potential risks and identified recommended actions for all entities involved in direct procurement activities, and also a comparison against previous financial year results.

Table 1. I-MED Modern Slavery Risk Screening

Industry Rating	% Total Tier 1 Spend (FY25)	% Total Tier 1 Spend (FY24)	Key Spend Categories with this Rating	Description of Modern Slavery Risk Factor	Actions or Controls
High	0%	0.17%	Overseas - Health and social work services	- High skilled professional providing services. - Temporary and contract workers in Australia and overseas performing base-skilled labour can be vulnerable to modern slavery due to a range of factors, including opaque subcontracting arrangements, which can make it difficult to monitor working conditions.	- No immediate action due to its nature - Also results show very marginal or no presence within I-MED Supply Chain - Labour hire companies to have relevant certification, where required. - A reduced number of high skilled professionals operate under entities registered overseas; however, I-MED engages people in Australia and is subject to Australian employment law and modern awards
Moderate	0.31%	0.43%	- Overseas - Medical and Australia uniforms - Overseas - Medical, precision and optical instruments, watches and clocks	- The textiles and apparel sector are recognised as a high-risk sectors for modern slavery, including due to the use of raw materials such as cotton which may be produced using modern slavery, as well as exploitation in factories manufacturing textiles and apparel products. - The countries in which our Tier 1 suppliers are manufacturing/sourcing materials for medical consumables are associated with higher risks of labour exploitation/hazardous working conditions due to political instability, poor governance, low levels of regulation and poverty.	- I-MED undertook a deep dive due diligence exercise with existing high risk and potential future suppliers. - I-MED sources Medical Equipment and service contracts from Australian operations of large multinational companies, or substantial Australian companies, with a public commitment to the Australian Modern Slavery Act. - Monitor further into the future - No immediate action due to low risk
Moderate low	29.47%	25%	- Australia - Health and social work services - Australia - Medical, precision and optical instruments, watches and clocks	- There is a high risk that public hospitals and health services are benefiting from modern slavery in supply chains, including through access to cheaper labour and services. - The countries in which our Tier 1 suppliers are manufacturing/sourcing materials for medical consumables are associated with higher risks of labour exploitation/hazardous working conditions due to political instability, poor governance, low levels of regulation and poverty.	- I-MED undertook a deep dive due diligence exercise with existing high risk and potential future suppliers. - I-MED sources goods and services contracts from Australian operations of large multinational companies, or substantial Australian companies, with a public commitment to the Australian Modern Slavery Act.
Low	70.26%	74.4%	- Australia - Real estate services - Australia - Other business services - Australia - Computer and related services - Australia - Construction work - Australia - Other business services	The use of migrant workers in sectors such as cleaning and construction can also involve modern slavery risks, including where these workers may not understand their workplace rights and entitlements. From time to time, where our construction contractors have a need for temporary or contract workers, they are generally highly skilled trades or educated professionals such as engineers or designers rather than base-skilled labour.	- No immediate action due to low risk - I-MED undertook a deep dive due diligence exercise with existing high risk and potential future suppliers. - I-MED procures leases from Australian public and private hospitals, substantial private companies, and family trusts. The properties are often managed by large property management companies with a public commitment to the Australian Modern Slavery Act.

Main conclusions

Overall, the assessment validates that a substantial portion of the I-MED's procurement spend remains with suppliers based in low-risk countries, with local clinical regulations further mitigating exposure in higher-risk categories. The Group's major suppliers continue to demonstrate mature modern slavery governance frameworks and strong mitigation measures embedded within their operations and supply chains.

Below are the main insights obtained from the FY25 MS Risk Screening and SAQ:

- **Overall Risk Profile Remains Low:**

The organisation's supply chain continues to present a low overall modern slavery risk. The majority of Tier 1 spend (over 70%) remains in low-risk categories and with Australian-based suppliers subject to strong regulatory and employment frameworks.

- **Decline in Moderate and High-Risk Exposure:**

Compared to FY24, there has been a slight reduction in exposure to both moderate and high-risk categories. High-risk spend dropped from 0.17% to 0%, while moderate risk declined from 0.43% to 0.31%, indicating strengthened procurement oversight and supplier engagement.

- **Increase in Moderate-Low Risk Category:**

The moderate-low risk segment grew from 25% to 29.47% of total Tier 1 spend. This shift largely reflects procurement concentration in essential healthcare and medical supply categories that have inherent sectoral risks, though most of these suppliers operate under Australian regulatory conditions or have modern slavery commitments in place.

- **Low-Risk Suppliers Continue to Dominate Spend:**

With over two-thirds of all I-MED Tier 1 expenditure classified as low risk, the organisation's procurement profile remains well positioned. This outcome underscores a focus on engaging reputable local suppliers with transparent labour practices.

- **Effective Supplier Controls and Due Diligence:**

The continuation of "deep dive" due diligence activities and engagement with large multinational or substantial Australian suppliers—many of whom publish Modern Slavery Statements—demonstrates a proactive approach to identifying and managing potential risks.

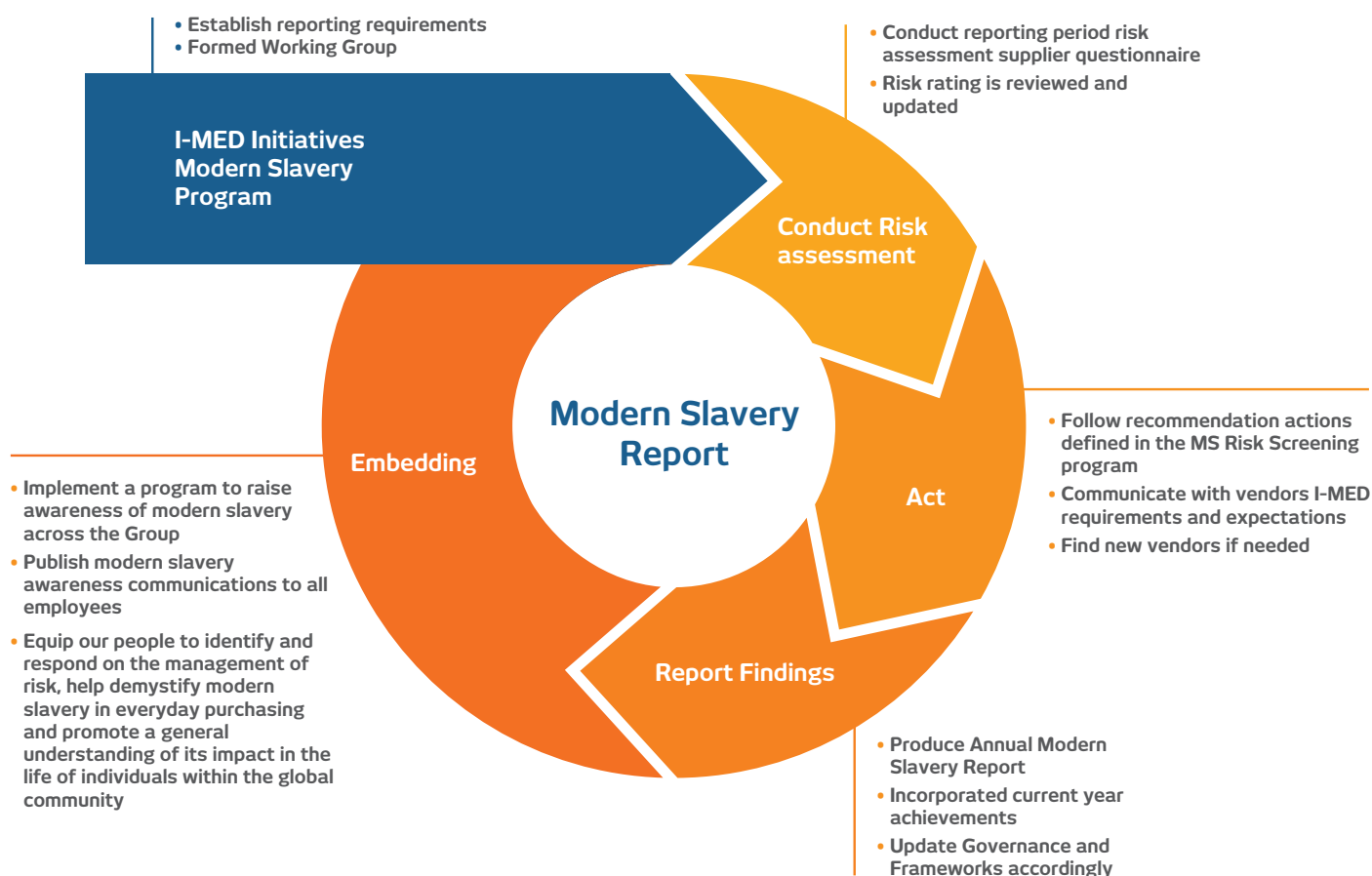
- **Improved Risk Governance through Australian Operations:**

Even where overseas suppliers are involved, engagement occurs predominantly through Australian-registered entities, ensuring adherence to Australian employment law and minimising exposure to unregulated labour practices.



How our modern slavery response is evolving

At I-MED, we are focused on refining our modern slavery response as we continue to strengthen our understanding of how to effectively identify and manage modern slavery risks. The graphic below explains how the methodology we have adopted to continuously improve how we assess, respond and embed our learning related to modern slavery into our supply chain.



In the next 12 to 24 months, the Group's priorities with regards to modern slavery risk mitigation will include as follows:

Below are the list of initiatives and actions to be prioritised in the coming 12 to 24 months based on the goals and findings from this current report.

- **Focus on review of suppliers with complex supply chains and offshore operations:**
As part of its review of supplier due diligence, the Group will be guided by the results of the 2024 Modern Slavery Risk Screening in prioritising focus on suppliers with a High to Medium Risk Rating and remaining vigilant of various information sources to detect new and emerging risks across our Supply Chain.
- **Continue to improve governance and policy framework:**
Continue to ensure material risks and opportunities, including risks relating to modern slavery, are escalated through our executive leadership team to the Board, in support of I-MED's broader governance framework.
- **Documented remediation and response approach:**
Document a clear remediation and response plan if practices that do not meet our standards are identified, and/or for which a high modern slavery risk is present. Such processes should clearly describe ways in which the Group will respond and 'make good' any harm and prevent and mitigate any potential harms. The framework must also assign responsibility for leading and managing remediation and ongoing assessment of the effectiveness of any.
- **Internal team training:**
The Chartered Institute of Procurement and Supply (CIPS) Corporate Code of Ethics was developed as part of its commitment to reinforcing global ethical values across all procurement and supply practices. The Group Procurement team responsibility for sourcing, supplier selection and supplier management successfully should annually complete the CIPS Ethics Test enabling I-MED Group to achieve the Corporate Ethics Mark.
- **Raising internal awareness of modern slavery issues:**
Undertake activities to raise awareness of modern slavery across the Group. Throughout the year we will publish modern slavery awareness communications to all our people via our internal news and communication sites. The program will help our people identify and respond on the management of risk, help demystify modern slavery in everyday purchasing and promote a general understanding of its impact in the life of individuals within the global community.

Consultation across the Group

This Statement has been prepared by the Reporting Entity in consultation across the I-MED Group, including engaging stakeholders in areas such as Procurement, Legal and People and Culture. It has been reviewed and approved by the Reporting Entity and Group's Board of Directors.

Approved by the Reporting Entity's principal governing body on behalf of all reporting entities in the I-MED Group



Dr Shrey Viranna
Image Holdco Pty Ltd Director



**I-MED Radiology
Network**

Comprehensive care. Uncompromising quality.

