

Modern Slavery Statement

For the Financial Year Ended 30 June 2025



Mandatory criteria

– Identify the reporting entity



Altius Group is the reporting entity that has prepared this Modern Slavery Statement for the financial year ended 30 June 2025 (FY25).

The Altius Group consists of the Parent Company, Altius Holdco Pty Ltd (ABN 22 646 640 280) and all subsidiaries, namely:

Parent company		ABN
Altius Holdco Pty Ltd		22 646 640 280
Operational Entities	Business Name	



Occhealth Network Pty Ltd	PeopleSense Exercise Physiology by Altius	64 123 632 388
PeopleSense Pty Ltd	PeopleSense Psychology & Wellbeing by Altius	88 103 691 916
Executive Health Solutions Pty Ltd	Executive Health Solutions by Altius	99 099 055 553
Rehabilitation Services Pty Ltd	Rehabilitation Services by Altius	99 124 265 523
Altius Group Holdings Pty Ltd	Workplace Health & Safety by Altius	99 603 911 020



Innovative Physiotherapy Services Pty Ltd	Nabenet	29 103 180 034
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Ayres Management Services Pty Ltd	AMS Consulting Group (Aust)	45 087 711 644
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Mandatory criteria – Identify the reporting entity cont.



Operational Entities	Business Name	ABN
Ontime Medical Reports Pty Ltd	International Independent Medical Examiners IIME	31 612 807 851
Ontime Health Agency Pty Ltd	Ontime Healthcare, Ontime Homecare, and On Time Nurses	81 612 474 398
CIM Group Holdings Pty Ltd	Inclusive Employment by Ontime	13 607 671 198
Service Entities		
Altius Bidco Pty Ltd		28 646 640 744
Altius Group Pty Limited		87 123 631 676
Altius Group Services Pty Limited		66 123 922 761
Altius Midco Pty Ltd		92 646 640 637
Career Shift Pty Ltd		84 161 037 841
Forean Holdings Pty Ltd		68 098 191 970
Nabenet Holding Pty Ltd		38 137 597 589
Ontime Diversified Pty Ltd		79 610 339 154
Risk Consulting by Altius Pty Ltd		84 092 603 382

Mandatory Criteria

- Describe the reporting entity's structure, operations and supply chains



Altius Group is a leading integrated workplace health and wellbeing organisation. We provide premium end-to-end solutions to support businesses and people in restoring their physical and mental health. Altius is dedicated to provide comprehensive health, wellbeing, safety, and performance support. Both physical and psychological. For any role, at any seniority, in any industry, wherever people are in their wellbeing journey.



PeopleSense: Psychology & Wellbeing

We provide wellbeing services with specialist workplace programs including: exercise physiology, Employee Assistance Programs (EAP), and organisational development.

Executive Health Solutions

We provide Executive Health Assessments to optimise the performance of people and the company with professional, comprehensive, evidence-based health programs.

Rehabilitation Services

We provide return to work services to assist people to recover successfully from injury and/or illness with our multidisciplinary rehabilitation solutions that navigate physical, medical, psychological, and social changes.

Workplace Health & Safety

We provide services to keep employees safe with complete end-to-end solutions to manage Workplace Health & Safety (WHS) operations and supporting businesses with WHS related issues.



We provide injury management, occupational rehabilitation, and safety services to workers and employers across Victoria.



We provide services and solutions to assist with recovery and return to work after physical or psychological injury.

Mandatory Criteria - Describe the reporting entity's structure, operations and supply chains cont.



We provide the services of medical specialists for medico-legal assessments. Clients receive detailed, high quality and unbiased reports, and informed, clear, patient-focused independent medical opinions.



We are a NDIS accredited therapy provider and an Inclusive Employment Services provider. We deliver person-centred programs to those living with a disability.

In addition, we also provide in-home personal care and domestic assistance services to the aged care sector. Ontime Healthcare, supplies Nurses and Personal Care Assistants to a range of clients including hospitals, residential aged care facilities, and correctional facilities.

Our Brands



PeopleSense:
Psychology & Wellbeing

Executive
Health Solutions

Workplace
Health & Safety

Rehabilitation
Services

As a multidisciplinary team of health professionals including Doctors, Occupational Therapists, clinical and organisationally-trained Registered Psychologists, Physiotherapists, Exercise Physiologists, Osteopaths, Vocational and Career Professionals, and Workplace Rehabilitation Counsellors, we are able to work collaboratively to develop and deliver tailored, timely, and holistic solutions.

The Altius Group employs over 900 team members in full-time, part-time, and casual roles. Team members work in over 95 offices, geographically spread across Australia, including all the state and territory capital cities.

Altius Group is committed to managing our business in a manner that reflects our high ethical and moral values, and we are committed to upholding human rights, fair working conditions, and environmental protection.



Mandatory criteria

- Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls



Altius Group operates multiple business units across the healthcare industry, its supply chain is managed centrally by the Finance team who are well trained in the understanding of modern slavery risks.

Risks in operations

Altius Group is compliant with Australian employment law and professional practices for the recruitment, remuneration, and working conditions, of employees. On an annual basis, employees' remuneration is mapped to relevant award rates to ensure compliance and no gaps in compensation. Altius Group have appropriate policies and procedures in place to ensure the protection and fair treatment of its employees. These policies include:

- Work Health and Safety Policy
- Recruitment and Selection Policy
- Professional Development Policy
- Promotions Advancement and Transfers Policy
- Diversity and Inclusion Policy
- Personal Safety Policy

There is minimal risk in relation to modern slavery in our employment practices and operations.

Risks in supply chains

The majority of goods and services procured for Altius Group are from suppliers located in Australia. For FY25, 0.9% (FY24: 1.2%) of suppliers were located overseas in countries that have a low prevalence and low vulnerability to modern slavery in accordance with the *Walk Free Global Slavery Index* (<https://www.walkfree.org/global-slavery-index/map/#mode=map>).

Our main suppliers come from the following industries:

- Building and construction
- Commercial property rent and building maintenance
- Hospitality and cleaning
- Information technology
- Insurance, professional services, and consulting fees
- Marketing and communications
- Motor vehicle
- Office supplies
- Telephone and internet
- Travel

Mandatory criteria - Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls cont.



We have performed a review of all suppliers to Altius Group for FY25 and based on the industry they belong we have completed an assessment of our risk in regard to modern slavery in our supply chain. Those industries considered higher risk are Cleaning and Information Technology. Following a review of our spend, we can conclude that there is only a small proportion in the high-risk category.

	Potential high risk	Potential medium risk	Potential low risk	Total
Spend categories	Hospitality and Cleaning	Information Technology, Human Resources and Recruitment	Rent, Electricity, Insurance, Professional Services, Consulting Fees, and Other	
FY25 % of spend	1.3%	20.5%	78.2%	100%
FY24 % of spend	1.4%	23.5%	75.1%	100%

Mandatory Criteria

- Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes



Risks in operations

Altius Group provides workers with entitlements in compliance with relevant laws. Altius Group ensures workers are correctly engaged as either employees or independent contractors, and appropriate remuneration equal to or above minimum wage standards and entitlements including applicable superannuation are paid accordingly. A register of contractors is maintained. On an annual basis, Altius Group performs a full review of salary and other remuneration benefits to ensure all staff are paid above or equal to award and are receiving their full entitlements. Altius Group have a dedicated People & Culture team monitoring legislative and market changes.

Each year Altius Group undertakes a full review of independent contractor agreements to ensure arrangements are not in breach of its modern slavery policy.

Altius Group will continue to monitor remuneration and working conditions. Our commitment is to continue acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our business.

We believe we have the policies and systems in place to clearly identify any inappropriate employment practices, or contractor relationships, and identify, assess, and monitor potential risk areas.

We did not identify any modern slavery risks in operations in FY25.

Mandatory criteria - Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes cont.



Risks in supply chains

During FY25, Altius Group implemented an Accounts Payable system for regulating the process of onboarding new suppliers which includes due diligence on modern slavery, and the requirement of the new supplier to complete a modern slavery questionnaire. This has resulted in minimising modern slavery risk before engaging a supplier.

Altius Group has conducted further due diligence on its suppliers including mapping to industry sectors they belong to and interrogating their modern slavery risk in their own organisation and supply chain. As part of these investigations into the Altius Group supply chain, consideration was given to the products being acquired and their source of production.

Altius Group has made a conscious effort in FY25 to purchase from local, regional, and small business suppliers. As stated previously, Altius Group have over 95 offices nationally, many in regional New South Wales, Victoria, and Western Australia. Wherever possible local small business suppliers have been sourced to service our office needs. There is greater transparency regarding modern slavery risk with small business suppliers.

Altius Group has also engaged with social enterprise suppliers for its office fit-out and furniture acquisition requirements.

Information Technology forms a large part of the Altius Group spend each year. To ensure those in our IT supply chain comply with our values, prior to entering into agreements, we conduct vendor risk assessments which ensure clearly defined ethical working practices are in place.

Altius Group has also raised awareness amongst its own employees to understand modern slavery issues to help mitigate risk. All team members on-boarded are provided guidance with our policies and procedures including our Ethical Sourcing and Modern Slavery Policy. We have a Procurement Policy to ensure the appropriate level of management is required for authorisation of all purchases, and that key ethical considerations form part of this approval. We have also conducted training with senior leaders within the organisation on the risks of modern slavery.

We have zero tolerance to modern slavery. Following an investigation, any employee who breaches the Ethical Sourcing and Modern Slavery Policy will face disciplinary action, which could result in dismissal for misconduct.

Should modern slavery risks be identified in our supply chain, these would be thoroughly investigated, engagement with the supplier would be terminated and information would be passed onto government authorities. In FY25 Altius Group did not identify any modern slavery risks in its supply chain.

Mandatory Criteria - Describe how the reporting entity assesses the effectiveness of these actions



Altius Group has reviewed the response rate and data disclosed on supplier questionnaires. Given the response rate level and thoroughness of the questionnaire responses, it was concluded that this was an effective method of interrogating suppliers.

Altius Group has become more engaged with their suppliers, in particular working in partnership with suppliers relating to the acquisition of IT software and hardware. IT software and hardware is critical to our operations and cyber risk is also a growing risk factor that requires appropriate controls. By working with, testing, and gaining an understanding of our IT suppliers' fundamentals, this reduces both modern slavery and cyber risk. That way, we have obtained more detailed knowledge of the operations of our suppliers and their modern slavery risk. There have been no obvious modern slavery risk factors or suspicions as a result of our investigations with suppliers.

We will continue to work with our suppliers to identify any risks, and should such risks be identified, they will be investigated appropriately.

Mandatory Criteria - Describe the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)

The Modern Slavery Statement has been prepared collaboratively with the Altius Group Leadership Team, inclusive of the Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, and all Executive General Managers of operational entities. This report covers Altius Holdco Pty Ltd and its wholly owned subsidiary entities.

Mandatory Criteria - Provide any other relevant information

Altius Group will continue to monitor for modern slavery risks and take mitigation action where necessary.



Elevating Wellbeing for 25 Years and Counting

Conclusion

This Modern Slavery Statement is made pursuant to the *Modern Slavery Act 2018 (Cth)* for Altius Group and relates to the financial year ended 30 June 2025.

This statement was approved by the Altius Group Board on 27 November 2025.

Nicole Mills

Company Secretary

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AltiusGroup