

STATEMENT IN ACCORDANCE WITH THE *MODERN SLAVERY ACT 2015*

Introduction

Modern slavery, in particular human trafficking, is an international problem and takes a number of forms, including exploitation, forced labour and domestic servitude.

Modern slavery is the antithesis of The Ramsay Way and our entrenched philosophy of “People Caring for People”. We take our responsibility to play our part in eradicating modern slavery extremely seriously, as evidenced in the steps we have taken to combat this issue during FY2016 and as discussed below.

About Us

Ramsay Health Care was established by Paul Ramsay in Sydney, Australia, in 1964 and has grown to become a global hospital group operating over 220 hospitals and day surgery facilities across the United Kingdom, Australia, France, Indonesia and Malaysia. It is one of the top five private hospital operators in the world.

Ramsay Health Care facilities cater for a broad range of health care needs from day surgery procedures to highly complex surgery, as well as psychiatric care and rehabilitation. With circa 25,000 beds, the Company employs over 60,000 staff across five countries and treats almost 3 million patients each year.

Policies

The Company has in place two main policies aimed at helping us to identify and mitigate the risk of modern slavery in our business and supply chains.

Human Rights & Labour Policy

During FY2016, the Board of Ramsay Health Care adopted the Ramsay Global [Human Rights & Labour Policy](#). This Policy sets out the Company’s commitment to operate in accordance with all key universal human and labour rights across each region in which the Company operates. Further, under this Policy, the Company expressly states that it:

- commits to the engagement of workers who have capacity, are of legal age to work and have the free will to consent to work;
- requires each of its regions and suppliers to implement employment/engagement practices to protect all persons who are not of legal age from working in the relevant jurisdiction; and
- requires each of its regions and suppliers to implement employment/engagement practices to protect the rights of every worker to voluntarily work under the terms and conditions offered, free of compulsion or coercion, and which, at a minimum, conform to universal human and labour rights and legislated employment standards in the relevant jurisdiction.

Code of Conduct for Agents, Manufacturers and Suppliers

Similar requirements are also expressed under the terms of the Company’s [Code of Conduct for Agents, Manufacturers and Suppliers](#).

Dealing with suppliers

The Company expects its suppliers to adhere to the terms of the Company's Human Rights & Labour Policy and Code of Conduct for Agents, Manufacturers and Suppliers irrespective of whether it is an explicit contractual term.

During FY2016, the Company wrote to each of its material suppliers, setting out its zero tolerance approach to slavery and human trafficking from its suppliers and informing them that the Company will seek appropriate additional contractual provisions regarding compliance with the Modern Slavery Act either immediately or when supply contracts are due to be renewed.

Due diligence questions have also been added to the Company's Supplier Questionnaire to ensure suppliers are aware of the Modern Slavery Act and so that the Company can ascertain what actions suppliers take to ensure that slavery and human trafficking do not occur in their businesses or supply chains.

Where suppliers are not able to satisfy us as to their compliance with our policies on modern slavery, the Company will, as a first step, endeavour to work with the supplier to help them improve their practices in this area. If there is an unwillingness from the supplier to engage with the Company on this issue in good faith or there is a lack of objective steps taken towards compliance, the Company will seek to sever ties with that particular supplier.

Training

All of the Company's senior management are aware of the Company's policies relevant to the eradication of modern slavery, including the Ramsay Human Rights & Labour Policy and the Code of Conduct for Agents, Manufacturers and Suppliers.

Recognising that the greatest risk within our business is in relation to the Company's suppliers (on the basis that the Company can only control its own actions), training on modern slavery was scheduled for the Company's procurement business units. This training is to be conducted in early FY2017.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 (UK) and represents the Company's statement on modern slavery for the financial year ending 30 June 2016. It was approved by the Board of Ramsay Health Care Limited on 23 August 2016 and the Board of Ramsay Health Care (UK) Limited on 23 August 2016.

A handwritten signature in black ink, appearing to read "Christopher Rex".

Christopher Rex
CEO and Managing Director
Ramsay Health Care Limited

A handwritten signature in black ink, appearing to read "Mark Page".

Mark Page
CEO and Director
Ramsay Health Care (UK) Limited

23 August 2016

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