



Labour and human rights checklist for procurers

	Australian Pharmaceutical Industries Ltd	Estia Health Ltd	Healthscope Ltd	Japara Healthcare Ltd	Primary Health Care Ltd
This concerns the publicly available policy or policies of procurers of healthcare goods, and describes the requirements they have for their manufacturers and suppliers					
Has a code of conduct or similar policy publicly available					
Complaints Mechanism and Remediation Process					
Migrant Workers					
Working Hours					
Minimum Wage					
Payslip and Contract					
Health and Safety Management System					
Health and Safety Training					
Freedom of Association / Collective Bargaining					
Labour Hire Companies / Recruitment Fees					
Passport confiscation					
Independent Auditing					
Discrimination					
Child Labour					
Forced Labour					
Disciplinary practices					
Sub-contracting					
Sourcing of raw materials					
Discloses location of operations					
Identifies human rights risks and exercises due diligence					

* Satisfies these criteria as the company is required to report under the California Transparency in Supply Chains Act, and the Dodd-Frank Conflict Minerals Act

** Satisfies this criterion as the company is required to report under the UK Modern Slavery Act 2015



Labour and human rights checklist for procurers (continued)

	Ramsay Health Care Ltd	Regis Healthcare Ltd	Sigma Pharmaceuticals Ltd	Sonic Healthcare Ltd	Virtus Health Ltd
This concerns the publicly available policy or policies of procurers of healthcare goods, and describes the requirements they have for their manufacturers and suppliers					
Has a code of conduct or similar policy publicly available	✓			✓	
Complaints Mechanism and Remediation Process					
Migrant Workers					
Working Hours	✓			✓	
Minimum Wage	✓			✓	
Payslip and Contract	✓			✓	
Health and Safety Management System	✓			✓	
Health and Safety Training	✓			✓	
Freedom of Association / Collective Bargaining	✓			✓	
Labour Hire Companies / Recruitment Fees					
Passport confiscation	✓				
Independent Auditing					
Discrimination	✓			✓	
Child Labour	✓			✓	
Forced Labour	✓			✓	
Disciplinary practices	✓				
Sub-contracting	✓				
Sourcing of raw materials					
Discloses location of operations				✓	
Identifies human rights risks and exercises due diligence	✓**				

* Satisfies these criteria as the company is required to report under the California Transparency in Supply Chains Act, and the Dodd-Frank Conflict Minerals Act

** Satisfies this criterion as the company is required to report under the UK Modern Slavery Act 2015