

# MDA National Limited and MDA National Insurance Pty Limited

## Modern Slavery Statement 2025

The MDA National Group is committed to adopting the ethos of the *Modern Slavery Act 2018 (Cth)* (Act) and take all necessary steps and actions to ensure that we do not knowingly support or promote modern slavery including but not limited to human trafficking, child labour, forced labour, bondage, deceptive recruitment and debt bondage.

### About us and structure

The MDA National Group is made up of MDA National Limited (MDAN) ABN 67 055 801 771 (MDAN) and its wholly owned subsidiary, MDA National Insurance Pty Ltd (MDANI) ABN 56 058 271 417 AFS Licence No. 238073. Insurance products are underwritten by MDANI. MDAN is a doctor owned mutual. MDANI is an Australian Prudential Regulatory Authority regulated entity and issues professional indemnity insurance to doctors, medical students and dentists and practice indemnity policies to practices.

MDA National was established in 1925 to support, protect and promote the interests of our Members. It is a member owned organisation and provides membership, education and advisory services to members.

### Our operations and supply chain

The MDA National Group is Australian based and only operates within Australia. All insureds are domiciled and conduct their practice in Australia.

In addition to internal staff, our operations comprise of dealings with:

- Financial services organisations in Australia
- Software vendors and support services
- Marketing, advertising and promotion services
- Professional services such as actuarial services, internal and external audit, reinsurers and investment management
- Suppliers of consumable goods and services such as office stationery, cleaning services
- Suppliers of hardware, furniture and fittings for our offices

The vast majority of our dealings are with Australian domiciled entities. Increasingly, some of our suppliers have extended enterprises with operations located overseas and we are cognisant of our obligations in relation to these parties. We take care to ensure that we only conduct business with organisations who are reputable and who share our values and ethos for conducting business in a professional and ethical manner, including for those operations

of their businesses which may be conducted offshore. In our Board approved Service Provider Management Policy, we explicitly call out that MDA National expects all potential and existing vendors to work with us to uphold our commitment to support the Modern Slavery Act. This is reinforced through inclusion of a Modern Slavery clause in contracts.

A Modern Slavery Policy has been developed to assist in managing the risks of modern slavery in our operations and supply chain. In addition, as part of our broader compliance framework, the MDA National Group has other policies and procedures in place to assist in promoting good human rights practices which align with the requirements of the Act. These include (but are not limited to):

- Code of Conduct
- Service Provider Management Policy
- Whistleblower Protection Policy
- Confidentiality Policy
- Fit & Proper Policy
- Fraud & Corruption Plan
- IT Security Policy
- Risk Management Strategy
- Equal Opportunity Policy
- Occupational Health & Safety Policy
- Workplace Behaviour Policy & Procedures
- Unreasonable Conduct Policy

The key risk facing our supply chain is the internationalisation of operations and how businesses all over the world are looking at how they can reduce their operating costs by having the work done in lower cost countries. Where this is not managed properly and where there is minimal supervision by the company that is the head office, it could result in local suppliers profiteering by using child labour, providing poor working conditions and other means to take advantage of the less informed labour resources in the less developed countries. Hence it is essential that we put in place our own strict guidelines regarding who we engage with for goods and services and ensure that their value system is aligned with that of MDA National.

Additionally, MDA National ensures fair and transparent wage practices, learning from recent challenges faced by other large Australian organisations, so that we continue to uphold the highest standards across the organisation.

Similar processes are applied at both MDA National and its subsidiary MDANI and are executed by the same team.

## Actions taken to address the risk of modern slavery

Over the course of the year, we have taken steps to identify risks in our supply chain by:

- Undertaking appropriate due diligence when considering entering into new contractual arrangements with suppliers.
- Including in our contracts the need for our suppliers to comply with the Act and obtaining annual attestations from them on their compliance.
- Ensuring that our Code of Conduct and Whistleblower Protection Policy remain contemporary and addresses the risk of modern slavery.
- Increasing awareness of modern slavery risks through the education of staff.
- Maturing the adoption of our Environment, Social and Governance framework.

## Assessment of the effectiveness of our actions

The MDA National Group adopts a risk-based approach to assessment of our vendors and by doing business mainly with larger organisations who have more advanced practices and processes, we are able to mitigate the risk of unknowingly supporting modern slavery. Our new contracts all include a requirement for our suppliers to adhere to the modern slavery responsibilities and we seek assurances through our ongoing supplier due diligence processes that they are adhering to their requirements.

The MDA National Group will continue to review our risk and compliance framework and supplier due diligence processes to further strengthen our control environment. In addition, we have trained and developed processes for all staff with a focus on key staff who have procurement responsibilities to ensure awareness of modern slavery and human risks.

## Process of consultation with its subsidiary

MDAN has consulted its wholly owned subsidiary, MDANI, on its approach to modern slavery and is satisfied that it has undertaken its responsibilities.

**This is a joint statement and was approved by the board of MDAN and MDANI on 28 November 2025. This statement will be reviewed and updated annually.**



**Dr Michael Gannon**  
President, MDA National Limited



**Mr Tim Plant**  
CEO, MDA National