

BOARD COMMUNIQUE

MARCH 2026

Kaya, Wanjoo

This communique is released during the Noongar season of Djeran – a time of transition as cooler nights return and the first light breezes settle across the coast. The Board acknowledges the Traditional Owners of the land on which the most recent meeting was held and pays respect to all Traditional Owners across Western Australia.

Shaped by koora, grounded in yeyi, for benang.
Shaped by the past, grounded in the present, for tomorrow.

ST JOHN WA BOARD

The Board is the governing body of St John WA and is accountable to members and stakeholders. It has four distinct roles:

- ▶ Role 1: GCEO oversight and resourcing
- ▶ Role 2: Oversight of performance and accountability
- ▶ Role 3: Oversight of compliance and risk
- ▶ Role 4: Set strategic direction

St John WA Group is regulated by the Corporations Act 2001 (Cth); the Charities Act 2013 (Cth), the Australian Charities and Not-for-Profits Commission (**ACNC**) Act 2012 (Cth); ACNC Governance Standards; constitutions and aspires to meet good governance standards like Australian Institute of Company Directors' Not-For-Profit Governance Principles. In performing its duties, the Board considers St John WA's regulatory landscape.

BOARD MEETING HIGHLIGHTS

The Board convened a meeting on 26 March 2026 to consider a broad range of operational and governance matters, including financial performance, progress on digital transformation, and the organisation's future direction, with particular regard to strategic risks and opportunities.

The Board reviewed St John Health's performance, growth and optimisation initiatives with management and supported an in-principle approach to strengthening its long-term sustainability, noting that further analysis and feasibility work will be undertaken by management.

The Board considered a range of governance matters, including a proposed update to St John WA's poisons permit, and approved the updated Stakeholder Engagement Policy.

The Board received reports from the Safety, People and Board Governance Committee Chair and approved the engagement of Mercer to develop FY27-29 GCEO Accountability Framework, considering the current GCEO Accountability Framework expires in June 2026. Mercer will also undertake Board and C-Suite remuneration benchmarking and conduct FY26 Board Performance Assessment. In line with St John WA's governance requirements, these reviews are required to be undertaken by an external consultant every three years, and Mercer was therefore engaged.

The Board also received reports from the Audit and Investment Committee Chair and approved the reviewed Investment Policy and Capital Management Framework and noted the refreshed Finance Policy Manual.

In addition, the Board received reports from the Risk and Compliance Committee Chair and approved the refreshed Risk Appetite Statement and updated Policy Framework and reviewed the Information Security Policy.

The Board also received updates from management on engagement with sub-centres regarding the proposed centralised support model, as well as emerging risks arising from the current geopolitical environment and ongoing engagement with government.

OTHER RELEVANT HIGHLIGHTS

St John WA launched a new community awareness campaign, *We shouldn't have to say it*, in response to increasing incidents of violence and aggression toward frontline crews. The campaign reinforces a clear expectation that St John WA team members should be able to deliver care safely, supported by internal measures enabling crews to withdraw from unsafe situations and seek police assistance where required.

The Board noted that in 2025 there were 442 reported incidents of violence and aggression toward crews, including 35 resulting in injury and more than one-third requiring urgent police attendance. Every team member should be able to undertake their work with the expectation they will return home safely at the end of their shift.

The Board also noted the statewide rollout of female CPR manikins across 40 first aid training locations. This initiative addresses a recognised gap in bystander response, with global evidence indicating women are less likely to receive CPR in an emergency. The rollout supports more inclusive training and aims to improve confidence and outcomes for women experiencing cardiac arrest.

Closing remarks

Thank you for your ongoing interest and engagement, and I look forward to continuing the Board's commitment to transparency through the release of regular communiques and stakeholder updates.



St John WA Board St John WA Board directors in attendance for full or part of the meeting:

- ▶ Monish Paul MAICD, Board Chair
- ▶ Jeffrey Williams GAICD
- ▶ Elisa Fear, GAICD
- ▶ Amanda Healy MAICD
- ▶ Craig Heatley GAICD
- ▶ Matt Mueller GAICD FGI
- ▶ Melanie Gates, GAICD

Management in attendance for full or part of the meeting:

- ▶ Kevin Brown, Group CEO
- ▶ Darren Webb, Chief Community Officer
- ▶ Martyn Jenkins, CFO
- ▶ Jon Brett, Senior Commercial Manager
- ▶ Jamie Stewart, Medical Director, Community
- ▶ Stephanie Greene, Senior Manager Business Diversification
- ▶ Sharon Wyeth, Head of Digital Services
- ▶ Irene Stone, Senior Pharmacist
- ▶ Lauren Davids, Senior Manager Patient Safety and Quality
- ▶ Gauri Potdar, Company Secretary

St John WA Purpose Statement 'to serve humanity, and build resilient communities, through the relief of sickness, distress, suffering and danger.'

