

RESIMAC GROUP LTD | RESIMAC LIMITED

Modern slavery statement

November 2024

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Details of reporting entity

This Modern Slavery Statement (the 'Statement') is a joint statement made by Resimac Group Ltd (ABN 55 095 034 003) and Resimac Limited (ABN 67 002 997 935), in accordance with section 14 of the Modern Slavery Act 2018 (Cth) (the '**Act**') for the financial year ending 30 June 2024.

About us

Structure

Resimac Group Ltd is listed on the Australian Securities Exchange (ASX) and is the ultimate holding company in the Resimac Group, which includes the following subsidiaries (collectively, '**Resimac**')

1. Resimac Limited;
2. Resimac Asset Finance Pty Ltd;
3. Resimac Financial Services Pty Ltd;
4. FAI First Mortgage Pty Ltd;
5. Homeloans.com.au Pty Ltd;
6. The Servicing Company Pty Ltd;
7. Resimac Financial Securities Limited; and
8. Resimac NZ Home Loans Limited.

Resimac Group Ltd and Resimac Limited are the only reporting entities in the Resimac Group for the purposes of the Act.

Further information about Resimac can be found in Resimac's 2024 Annual Report, which is available on our website www.resimac.com.au/investors/annual-reports.

Our commitment

At Resimac, we are committed to acting ethically and with integrity in our business dealings and relationships and recognise our responsibility as an organisation to manage potential risk associated with modern slavery in our own business and within our supply chains.

Modern slavery risks and controls

Operations

Resimac has over 35 years of experience delivering home and asset finance solutions in Australia and New Zealand. Resimac Group operates from its Head Office in Sydney, Australia and operates support services via a corporate authorised credit representative from Manila, Philippines.

Resimac's day to day operations are relatively removed from industries and products more commonly associated with modern slavery, such as raw material intensive industries, or physical products that have a predominant overseas manufacturing and sourcing component. Resimac is domiciled in Australia, which is considered a low-risk jurisdiction due to its strong labour protections and modern slavery legislation.

Resimac's operations comprise:

- Home loan solutions for a range of borrower types through our wholesale (mortgage originator), third-party (broker), and direct to customer distribution channels.
- Asset Finance business which provides lending products, such as asset finance, secured business loans, personal loans and car loans for consumers and commercial borrowers.

Resimac staff are employed in accordance with the applicable local labour laws. All Resimac staff are required to comply with Resimac's Code of Ethics, and this requirement extends to Resimac's support service resources in the Philippines.

We have assessed the risk of modern slavery in our operations as low.

Supply chain

Resimac procures goods and services from a range of suppliers, with our primary third-party suppliers being technology and IT providers, professional services, consultants, marketing, property management and providers of corporate and office suppliers.

Resimac procures goods and services from reputable service providers in accordance with its Procurement Framework, which aims to ensure that Resimac achieves the highest levels of professional standards when making sourcing decisions. Resimac's procurement tender submission and selection process require suppliers to advise what Modern Slavery frameworks and processes they have in place to identify, assess and mitigate modern slavery practice risks.

We have assessed the risk of modern slavery in our supply chains as low.

Actions taken to assess and address modern slavery risks

Policies

Resimac is committed to identifying, mitigating and eliminating the risks associated with modern slavery in our business and in our supply chains. The following policies and processes address modern slavery requirements:

- Code of Ethics
- Procurement Policy & Procedures
- Whistleblowing Policy & Procedures
- Document Execution Policy and Procedure

Procurement framework

Resimac's procurement framework assesses potential supplier engagements on their management and mitigation of modern slavery risks. As part of the selection process, potential service providers are required to outline their modern slavery frameworks or, if unavailable, detail measures in place to identify and address such risks in their tender proposals.

Material service providers are requested to attest biannually to a Compliance Statement, verifying adherence to contractual and regulatory obligations, including compliance with Modern Slavery Legislation.

To enhance oversight, we have made enhancements to Resimac's document execution processes and have implemented a centralised contract repository platform. This system provides greater transparency in the procurement process by tracking current and expired contracts, improving our monitoring of external vendors to ensure compliance with the Modern Slavery Act.

Training, reporting and governance

All employees are required to adhere to policies and procedures applying to their employment. Training is provided to all employees at commencement of employment, which involves an induction program and extensive continuous online organisation and regulatory training. Business areas report quarterly on their business obligations, which include an assessment of modern slavery risks within their respective areas.

Assessing effectiveness of our actions and continuous development

Reporting period

Our focus remained over the reporting period to review our current policies and processes relating to modern slavery risks. This resulted in identifying further areas of focus and development to support the maturity of this journey. Over the reporting period, we have introduced targeted online Modern Slavery training for all company directors and senior employees who are responsible for the management of external suppliers. In addition, all senior employees who have responsibility over business units are required to attest to complying with the Modern Slavery Act on a periodic basis.

Continuous development

We recognise, that review and assessment of our actions and outcomes will continue to be an ongoing and evolving process, as we develop and build on the foundations already in place.

Over the coming reporting periods we will continue to embed modern slavery controls within our frameworks and assess our design effectiveness within those frameworks to ensure that it remains fit for purpose.

Key Risk Indicator (KRI)

A key focus continues to be the implementation of our 'KRI tracker' to assist with identifying key risks and trends in the following areas, as it relates to modern slavery:

- Governance and due diligence
- Procurement (supply chain)
- Training and awareness (education)
- Grievances and reporting

Training and awareness

We will continue to promote organisation-wide awareness. Face-to-face training and modern slavery risk awareness was conducted in 2024 for staff involved in the engagement and decision-making process of suppliers will be implemented to support in the identification, assessment and mitigation of modern slavery risks.

Other relevant information

Through our Environmental, Social and Governance (ESG) Committee, reporting into the CEO and the Resimac Board, we ensure that our people have joint ownership for driving the ESG initiatives. Other committees such as Diversity, Equity and Inclusion (DEI) Committee ensure there is performance transparency across the organisation and a safe, diverse and inclusive working environment for its people.

In addition, our recruitment and employment practices, are governed by various policies and procedures which together provide the business values and standards for ensuring equity at work, a fair and conducive working environment, anti-bullying, and promotion of non-discrimination through diversity, equity and inclusion.

Consultation with reporting entities

In preparing this statement, we have engaged with all the company directors of each of the entities we own and control, and requested feedback on this Modern Slavery Statement before it was published. In addition, we issued each of the company directors with online training detailing our obligations under the Modern Slavery Act.

Contact

Stakeholders, employees and communities can raise concerns regarding modern slavery in our operations or supply chains via email to compliance@resimac.com.au, or via our Resimac Group Whistleblower contact methods:

- Phone: (02) 9248 6556
- Email: whistle.blower@resimac.com.au
- Post: Internal Audit, Level 9, 45 Clarence Street, Sydney NSW 2000.

Details of approval

This statement has been approved by the Board of Directors of Resimac.

Dated: 6 December 2024



Susan Hansen
Chief Executive Officer
Resimac Group Ltd



Wayne Spanner
Chairman of the Board
Resimac Group Ltd