

RESIMAC GROUP LTD | RESIMAC LIMITED

# Modern slavery statement

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November 2023

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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 2023.

## 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.

### Operations and supply chains

Resimac has over 35 years of experience delivering home and asset finance solutions in Australia and New Zealand. Resimac Group has offices in Sydney and Perth, Australia, and Auckland, New Zealand, and operates support services (via a hosted entity) from Manila, the Philippines. Resimac offers products through wholesale (mortgage originator), third-party (broker), and direct to customer distribution channels.

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.

### Further information

Further information about Resimac can be found in Resimac's 2023 Annual Report, which is available on our website [www.resimac.com.au/Investors/annual-reports](http://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'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 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 improved procurement tender submission and selection process require suppliers to advise what frameworks and processes they have in place to identify, assess and mitigate modern slavery practice risks. Resimac also requires material service providers to confirm and attest biannually to a Compliance Statement against contractual and regulatory obligations, as part of Resimac's Procurement Framework.

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
- Procurement Procedures
- Whistleblowing Policy & Procedures

### **Procurement framework**

The assessment of all potential supplier engagement is fundamental to managing and mitigating modern slavery risks. Resimac's procurement selection process requires potential service providers to articulate their modern slavery frameworks or in the absence of such to advise what measures are in place to identify and mitigate risks associated with modern slavery in the tender proposal.

We continue to have material service providers and attest biannually to a Compliance Statement against contractual and regulatory obligations, as part of Resimac's Procurement Framework. This includes suppliers attesting to compliance with Modern Slavery Legislation.

### **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. Further training and modern slavery risks for those 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 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](mailto:compliance@resimac.com.au) or our Resimac Group Whistleblower Policy and Procedure.

## Details of approval

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

Dated: 3 November 2023.



**Scott McWilliam**  
Chief Executive Officer  
Resimac Group Ltd



**Warren McLeland**  
Chairman of the Board  
Resimac Group Ltd and Resimac Limited