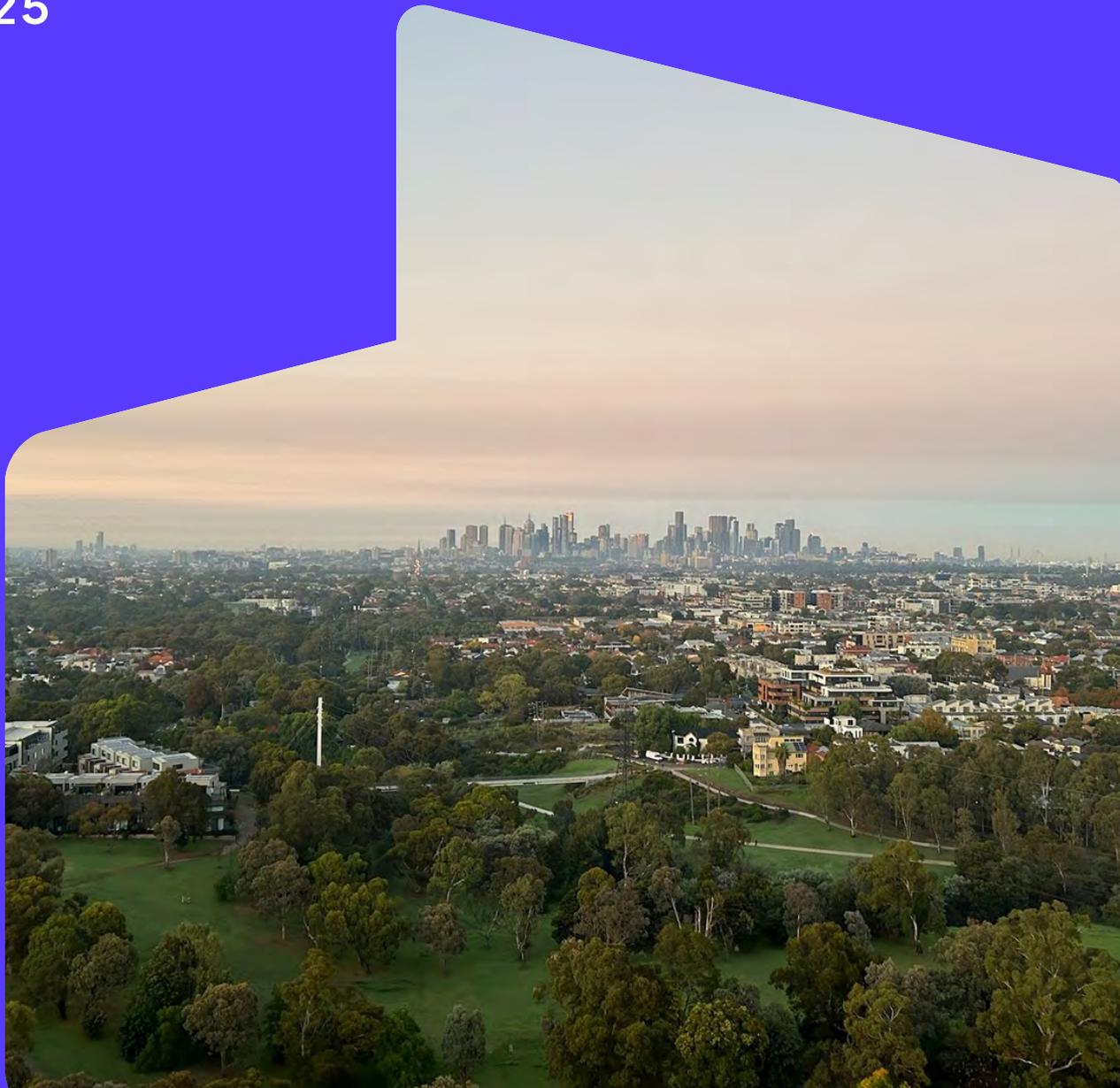


CHL

Modern Slavery and Human Trafficking Statement

2024-25





Acknowledgement of Country

CHL acknowledges the Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay our respects to Aboriginal and Torres Strait Islander cultures and to Elders past and present.

Date of Statement: 3 November 2025

This Modern Slavery and Human Trafficking Statement ("Statement"), pursuant to s13 of the Modern Slavery Act 2018 (Cth), sets out the actions taken by Community Housing Limited and its related bodies corporate as defined under s50 of the Corporations Act 2001 (Cth) (together herein "CHL") to address the risks of modern slavery and human trafficking in our business and supply chains for the financial year ending 30 June 2025.

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1. Introduction

CHL is committed to maintaining and improving systems and processes to prevent complicity in modern slavery or human rights violations within our operations, supply chains, services and programs. CHL understands that modern slavery occurs in many forms, including forced labour or services, domestic and sexual servitude, child labour, bonded labour, sex trafficking, debt bondage, deceptive recruitment for labour services, forced or servile marriages, workplace abuse, human trafficking and other slave-like practices.

In this statement, the terms ‘modern slavery’ and ‘human trafficking’ relate to and include the above various forms of coerced labour.

CHL is committed to the provision of affordable and sustainable housing in a responsible and ethical manner. CHL does not tolerate any form of slavery in our business and supply chain.

This Statement is made pursuant to s13 of the Modern Slavery Act 2018 (Cth) and outlines the deliberate, responsible and thoughtful steps taken by CHL during the financial year ending 30 June 2025 to assess, address and mitigate modern slavery risks.



Our vision:
A world without housing poverty.



2. About us

CHL is a purpose-driven not-for-profit organisation and Australia’s largest community housing provider (CHP), providing safe, secure and sustainable homes for more than 20,000 people across the country.

As a national regulated CHP, we manage over 12,000 properties and we continue to scale our impact by delivering innovative housing solutions through collaborative partnerships, so our customers have the opportunity to thrive, belong and access a place to call home.

Our capabilities include tenancy and property management, asset management and facilities maintenance, community engagement and development, property development, partnerships and investment and policy and advocacy. Putting people first is central to our work to create stronger, more connected communities across the country.

With more than 30 years of experience in social and affordable housing, we are recognised for our national reach and local connections, with a customer-centric approach to working with our partners, government, communities and industry, integrating social impact, enabling growth in new homes and advocating positive change for those in need.

Internationally, CHL has a presence in Timor-Leste, Chile, Papua New Guinea, Peru, India, Indonesia and Rwanda. Throughout FY26, CHL will be consolidating our operations in these countries.

We are committed to ensuring our homes prioritise customer wellbeing, foster community inclusion and deliver high-quality, long-term housing security because access to safe, secure and affordable homes is the foundation for achieving lasting positive impact.

CHL’s values underpin our approach:



People first:

We put people at the centre, always. We treat everyone with care, respect and fairness, valuing every voice, role and lived experience.



Relentless in delivery:

We show up with purpose and pride. We go the extra mile to deliver housing and services that change lives, because what we do truly matters.



Built on integrity:

We do what’s right, even when it’s hard. We act with honesty, take ownership and earn trust through transparency and accountability.



Brave enough to lead:

We push boundaries to do better, for people, communities and the planet. We lead with bold ideas, open minds and the courage to keep evolving.

3. CHL group structure

Community Housing Limited (CHL) is the parent entity of a group of Australian and international subsidiaries that collectively support our mission.

Our governance framework ensures clarity of roles, responsibilities and decision-making, with oversight from the CHL Board of Directors and its committees, including the Audit and Risk Committee, Investment Committee and Governance Committee.

These bodies provide ongoing monitoring of risk, compliance, financial stewardship and ethical standards, including CHL's commitment to preventing modern slavery.

Each subsidiary operates in compliance with CHL's policy framework, while also reflecting the local context in which it delivers services. This collaborative structure enables CHL to maintain strong organisational integrity while ensuring our operations remain culturally attuned and community-informed.

4. Risks of modern slavery

CHL operates in sectors and regions where modern slavery risks may emerge. Our own operations within Australia are considered low risk given our compliance with national labour standards, direct employment of team members and regulated environment.



The risk profile changes where:

- Outsourced services rely on labour-hire or low-skilled work
- Construction activities involve complex subcontracting
- Operations occur in countries with weaker labour protections
- Manufactured goods originate from high-risk regions.

CHL acknowledges that risks may not always be visible and may evolve as supply chains shift.

As an organisation with a strong social purpose, we are committed to continually identifying, understanding and responding to these risks with the seriousness they warrant. We also recognise that those most vulnerable to housing insecurity can also be vulnerable to labour exploitation, reinforcing the importance of our vigilance.

5. Operations

CHL undertakes a broad range of activities designed to increase access to safe, secure and affordable housing. These operations include:



Planning, designing and constructing new affordable housing



Tenancy and property management

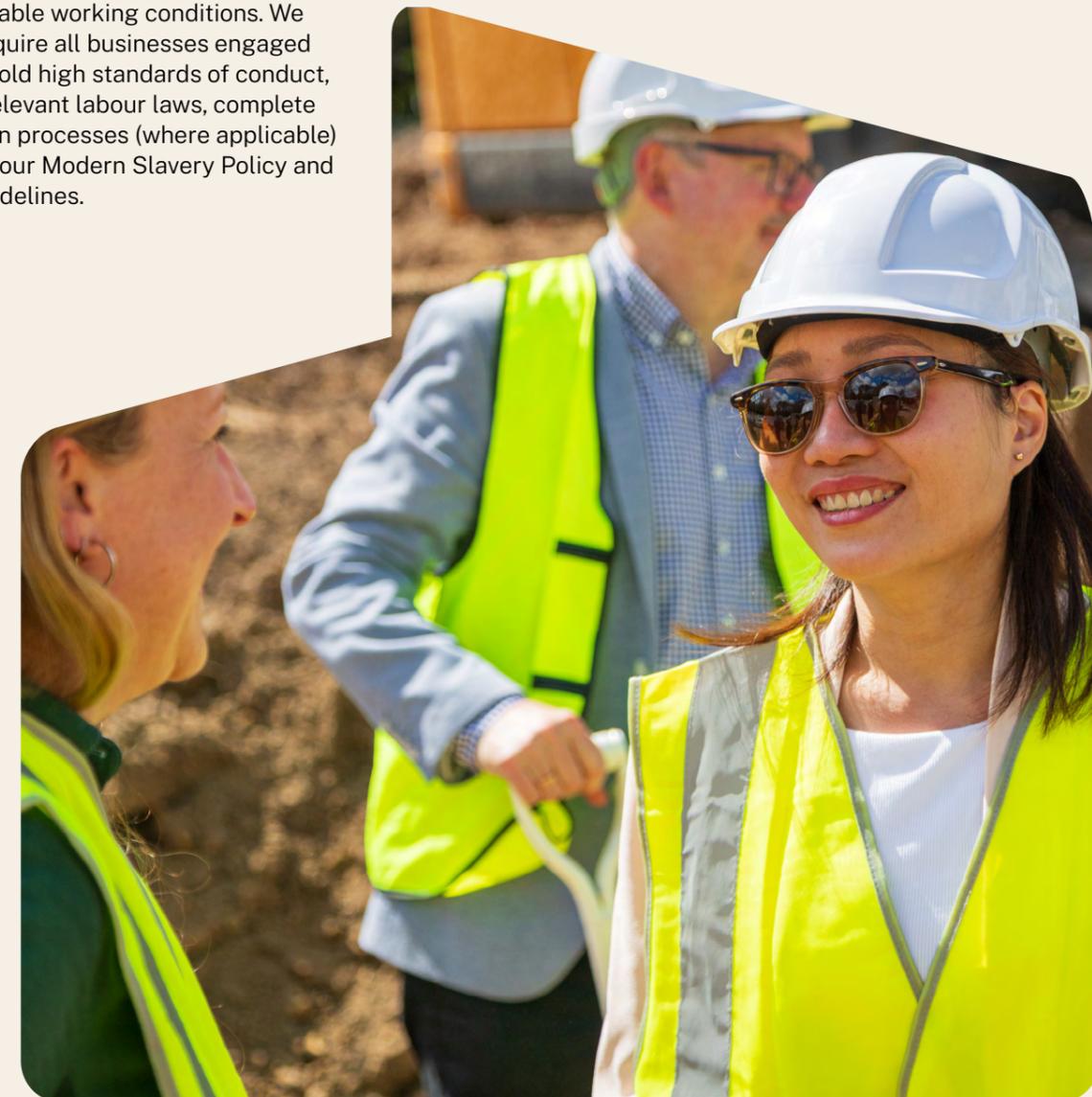


Maintenance and responsive repair services



Community development and customer engagement

Our workforce is comprised of skilled, mission-driven professionals, all employed under appropriate awards and provided with safe and equitable working conditions. We expect and require all businesses engaged by CHL to uphold high standards of conduct, comply with relevant labour laws, complete CHL's induction processes (where applicable) and adhere to our Modern Slavery Policy and associated guidelines.



6. Supply chains

CHL's supply chains support the delivery of housing, property maintenance, organisational infrastructure and customer support.

These include:

- construction and building material supply
- trade and maintenance services
- architectural, engineering and project management services
- ICT equipment and software
- cleaning and facilities management
- goods supplied to customers to establish safe and functional homes.

While many of CHL's direct suppliers are established Australian businesses, we recognise that global supply chains, particularly in construction materials, textiles, electronics and manufactured goods, may involve higher risks of exploitative practices.

CHL's Procurement Policy and related procedures support ethical supplier engagement, responsible purchasing and early identification of potential risks.

To date, we have not found any significant risks from our suppliers. However, while CHL primarily engages with Australian suppliers, we recognise that the goods and services may originate from countries other than those of suppliers' locations. When goods are purchased from major suppliers, but manufactured by a third party, the risk of modern slavery within the layers of the supply chain cannot be eliminated.

CHL continues to monitor vulnerabilities and potential modern slavery risks across our operations.



7. Actions taken

CHL is committed to protecting workers' human rights and vulnerable individuals from exploitation and all forms of slavery.

The Modern Slavery Policy adopted by CHL is aimed at ensuring all employees are socially responsible through awareness of modern slavery, the risks of slavery and the appropriate action to take in such circumstances. We aim to limit the risk of modern slavery occurring within our activities, existing within our supply chains, other activities or relationships.

CHL continued to strengthen our internal systems and supplier oversight during the reporting period.

Key measures included:

- ✓ Reviewing and strengthening our Procurement Policy to reinforce expectations around ethical sourcing, transparency and modern slavery risk awareness.
- ✓ Maintaining an external whistleblower service, enabling team members and suppliers to raise concerns anonymously and safely.
- ✓ Reviewing subsidiary governance, ensuring governance oversight and operational awareness remain aligned across the CHL Group.
- ✓ Adopting an internal audit plan, which provides assurance on the effectiveness of the risk control framework and compliance with policies and standards.
- ✓ Utilising the supplier questionnaire developed in previous years to obtain information on the management of modern slavery within supplier operations and to allow us to assess the risk of modern slavery against set criteria.

CHL's Modern Slavery Committee also met throughout the year and included representatives from operations, human resources and governance. The purpose of the Modern Slavery Committee is to:

- Prevent and minimise the risk of modern slavery occurring within CHL's operations, supply and partnerships by enacting reasonable control and risk management procedures
- Create a positive working environment from any form, or threats of, slavery
- Inform the Board and CHL Executive on modern slavery issues
- Adhere to reporting requirements and to support, contribute and review CHL's Modern Slavery Statement prior to submission to the Board
- Document, develop and strengthen CHL's modern slavery resources and tools
- Promote the long-term success of CHL in relation to Environmental, Social and Governance (ESG) matters
- Recommend to CHL's Chief Executive Officer (or equivalent position or delegate) any changes to existing policies, procedures, arrangements or agreements that require their approval.

8. Assessing the effectiveness of our actions

We acknowledge the importance of assessing the effectiveness of our actions to manage and mitigate risks of modern slavery in our operations and supply chain. We evaluate our progress through:



Supplier participation in our onboarding, contracting and questionnaire process



Monitoring risks through our Modern Slavery Committee



Internal audits and compliance reviews



Ongoing supervision from Board and executive management

We remain committed to continuous improvement and will continue refining our metrics as our modern slavery program matures.



9. Future commitments

CHL recognises modern slavery is a multi-faceted issue which requires ongoing attention. We intend to continue to strengthen the consultations and assessments of the effectiveness of our modern slavery risk management to further our understanding of the risk of modern slavery within our supply chain.

As information is obtained and the risk of modern slavery is assessed it is expected that trends in those risks will emerge, which will allow the effectiveness of our processes to be established.

CHL recognises modern slavery is a complex and evolving issue and is committed to ensuring our response remains thoughtful, responsible and aligned with our social mission.



10. Board approval

This Statement has been approved by the Board of Community Housing Limited as the parent entity at its meeting held on 3 December 2025 and will be updated on an annual basis.

A handwritten signature in black ink, appearing to read 'Danny Dracic'.

Danny Dracic
Chief Executive Officer
CHL Group

Community
Housing^{LTD}
You belong.

chl.org.au

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