



DEICORP

**Modern
Slavery
Statement**

Our commitment

The Deicorp Group of companies prides itself on adhering to the highest standards in everything it does, including in its commitment to ethical practices. Deicorp Group expects the same of its partners, suppliers and contractors. In pursuing its ideals, Deicorp Group maintains a zero-tolerance approach to substandard work practices, conditions and any other form of modern slavery and continues to adopt and refine strategies in its business to ensure that the risk of such practices is identified and eliminated.



Overview

Deicorp Group is a privately owned property development and construction business.

This Modern Slavery Statement (**Statement**) has been prepared on behalf of and in relation to the activities of Deiri Nominees Pty Ltd (ACN 121 744 456) (**Deiri Nominees**) and its wholly-owned subsidiaries, including Deicorp Pty Ltd (ACN 138 180 337) (**Deicorp**) and Deicorp Property Group Pty Ltd (ACN 169 423 250) (**DPG**) and the wholly-owned subsidiaries of DPG (collectively, **Deicorp Group**) pursuant to sections 14 and 16 of the *Modern Slavery Act 2018* (Cth) (**Act**).

This Statement sets out the steps taken by Deicorp Group to assess and address risks of modern slavery within the organisation and its supply chain during the reporting period of 1 July 2021 to 30 June 2022 (**Reporting Period**).

Deicorp Group's structure and operations

Deicorp Group is a large, family-owned construction and property development business. Deicorp Group comprises multiple related entities, all of which are privately owned, incorporated in Australia and headquartered in Redfern, Sydney.

Deicorp Group has a proud track record of delivery quality developments across the Greater Sydney region over the last 20+ years. Deicorp Group undertakes all phases of a construction project, from site acquisition, to planning approval, construction and ultimately sale to its many satisfied customers. Deicorp Group's team comprises executive staff, project managers, design practitioners, construction workers, sales representatives and accounting and legal staff.

Deicorp Group has, since its inception, been active in the communities in which it operates, forging strong relationships with numerous community organisations and charities, mostly through the group's charitable arm, Deicorp Community.

In addition to the above, the Deicorp Group has put a large emphasis on customer satisfaction through its Deicorp Care entity. The main purpose of this entity is to ensure that Deicorp remains a key part of its customers journey, even after the transaction is complete.



Supply chain

Area	Supply chain
DPG (development arm)	<ul style="list-style-type: none">• Service providers, including architects, engineers, accountants, lawyers and town planning consultants• Financiers
Deicorp (construction arm)	<ul style="list-style-type: none">• Consultants, including engineers and architects• Subcontractors across the full range of construction activities, including excavation and demolition, formwork, hydraulic, mechanical, electrical, civil and landscaping• Suppliers of materials, plant and equipment (including manufacture and transport)• Labour hire providers• Uniforms and work attire
Deicorp Properties, Deicorp Care and Deicorp Community	<ul style="list-style-type: none">• Property agents• Promotional merchandise• Hospitality and catering• Customer satisfaction
Deicorp Group (head office)	<ul style="list-style-type: none">• Office consumables• Technology and IT support• Hospitality and catering services• Cleaning

Aside from certain foreign suppliers and manufacturers, all entities in Deicorp Group's supply chain are based in Australia.

Deicorp Group's approach

Deicorp Group has **zero tolerance** for any form of slavery-like practices.

Deicorp Group's modern slavery working group continues to develop, build on and refine policies and procedures to identify and address the risks of modern slavery in its operations and supply chain. This working group consults with all areas of Deicorp Group's business directly to Deicorp Group's board.

Potential risks in Deicorp Group's supply chain

In the Reporting Period, Deicorp Group built on the significant work undertaken by it in the prior reporting period to continue to target those areas of its supply chain deemed to be most at risk of harbouring slavery-like practices. It remains the case that through robust recruitment and subcontracting policies and procedures, the risk of slavery-like practices within Deicorp Group's direct team and supply chain.

Deicorp Group expects that the risk of modern slavery in its supply chain continues to be highest in relation to those products and materials that are sourced in the Asia. Deicorp Group assesses this area of its supply chain to present a medium-high risk of slavery like practices.

Addressing the risk of modern slavery practices

Deicorp Group's key actions during the course of FY2022 included:

- Developing and finalising Deicorp's modern slavery policy;
- Developing and finalising Deicorp's supplier code of conduct;
- Continuing assessment of risks in the supply chain;
- Directly addressing and requiring downstream reporting on modern slavery risks through the rollout of updated subcontract and consultant agreements containing modern slavery provisions, with all new agreements issued in the reporting period containing the new provisions; and
- Monitoring compliance by subcontractors and consultants with contractual modern slavery provisions.

Looking forward

Over the next reporting period, Deicorp Group will:

- Continue to refine its supply chain mapping;
- Training and awareness, both within the group and outside of it; and
- Deploying supplier questionnaires to enhance Deicorp's ability to identify, assess and mitigate the risk of slavery-like practices in its supply chain.

The effectiveness of Deicorp Group's modern slavery program will be monitored by reference to uptake of and responses to its amended contract terms and supplier questionnaires, as well as internal engagement with the training process.



Approval

This Statement has been approved by the governing body of Deiri Nominees both on its own behalf and on behalf of each reporting entity covered by the Statement, pursuant to sections 14(2)(d)(ii) and 16(2)(b) of the Act.

A handwritten signature in black ink, appearing to read 'Fouad Deiri', enclosed within a large, loopy oval shape.

Fouad Deiri
Director

