



METRICON

Modern Slavery Statement - Financial Year 2025



*This statement covers the activities of
Met Group Holdings Pty Ltd ABN 55 668 768 974,
ACN 668 768 974.*

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Contents

Introduction	4
Our business	5
Our structure, operations and supply chain	6
Potential risks in our operations and supply chains	8
Assessing and addressing risks, due diligence, remediation, and assessing effectiveness of actions	10
Consultation process with owned entities	13
Future commitments and continuous improvement	13

MODERN SLAVERY STATEMENT

Introduction

Introduction

Modern slavery is a significant global concern and in the broadest sense, incorporates any circumstance of exploitation, including, but not limited to, slavery, servitude, forced labour, child labour, human trafficking, abuse of power, threats, withholding of wages and deprivation of freedom.

This statement is made pursuant to the requirements of the Australian Modern Slavery Act 2018 (Cth). This statement covers financial year 1 January 2025 - 31 December 2025, as well as the 6 months from 1 July 2024 – 31 December 2024, given Metricon's change in financial reporting period since publishing its last statement for the financial year ending 30 June 2024.

Metricon prides itself on steady corporate governance and supports the objectives of the Act. Metricon believes that issues of modern slavery must be addressed, and doing so aligns with our mission, vision, purpose and values.



MODERN SLAVERY STATEMENT

Our Business

*"To be Australia's leading
homebuilder...trusted to
always deliver"*

Our Business

We have a proud history of building quality homes for Australians since 1976. Our unwavering dedication to excellence has helped us become Australia's market leader.

Our vision is "to be Australia's leading homebuilder...trusted to always deliver" which drives everything we do; from a friendly greeting at our display centres, our volunteering and social responsibility programs that give back to our communities, providing a workplace free from discrimination and harassment, right through to our supportive and transparent supplier relationships.

Metricon was awarded Australia's number one residential builder in 2025 for the tenth consecutive year by the Housing Industry Association (HIA), with a total of 4,015 new home starts across Victoria, New South Wales, Queensland and South Australia.

MODERN SLAVERY STATEMENT

Our structure, operations and supply chain.

Our structure, operations and supply chain

This statement covers the activities of Met Group Holdings Pty Ltd, which owns:

- **Metricon Homes Pty Ltd, ATF for Metricon Homes Unit Trust, which then owns:**
 - ~ **Building College Australia Pty Ltd;**
 - ~ **Newfield Real Estate Pty Ltd**
 - ~ **Australian Building Company Pty Ltd**
 - ~ **Metricon Homes Qld Pty Ltd**
- **Metricon Homes Qld Pty Ltd ATF Metricon Homes Queensland Unit Trust, which then owns:**
 - ~ **Australian Building Company Queensland Pty Ltd.**

Met Group Holdings' major shareholder is Sumitomo Forestry Australia Pty Ltd, which is wholly owned by a Japanese listed company, Sumitomo Forestry Co., Ltd (Sumitomo Forestry).

Sumitomo Forestry is an advocate of Human Rights and a signatory of the 10 principles of the United Nations Global Compact. As a controlled subsidiary of Sumitomo Forestry, Metricon shares the same beliefs regarding the importance and protection of Human Rights.

As of 31 December 2025, Metricon had approximately 1,600 employees, 3,500 trade contractors and 3,000 suppliers (both direct and indirect) across Australia.

For the purposes of this statement, our key operating entities and operations and the associated supply chains are as follows: *(next page)*



MODERN SLAVERY STATEMENT

Our structure, operations and supply chain.

Entity	Main Operations	Supply Chain
Metricon Homes Pty Ltd	• Designs, markets and constructs low-rise residential dwellings on customers' land, or as part of a house and land package, in VIC, NSW and SA. • Owns display homes, and land for future display homes in VIC, NSW and SA. • Purchases lots in VIC, NSW and SA for on-sale to house-and-land package customers. • Assists customers with the provision of finance via brokers.	• Office consumables and uniforms. • Promotional and marketing materials. • Technology (hardware, software, cloud services). • Utilities. • Professional services consultants/organisations/contractors, including recruitment firms, law firms, agents, engineers, building surveyors, designers, and IT and HR professionals. • Labour hire firms in Australia, Vietnam, Philippines and Singapore (including drafting, estimating and IT professionals). • Sub-contractors who work on home construction, including arborists plumbers, electricians, gasfitters, drainers, tilers, carpenters, cleaners, excavators, painters, concreters, traffic management, bricklayers, plasterers, caulkers, levellers, sanders, renderers. • Home construction goods and materials (including but not limited to soil reports, land surveys, energy assessments, CCTV, power pits, bins, tanks, pumps, paint, concrete, rock, steel, timber, joists, roof trusses, beams, lintels, bricks, aerated concrete, cranes, waterproofing, windows, door frames, doors, bricks, brick sand, eaves material, fascia gutter, flashings, tiles, roofing, floor material, cladding, lock up material, mouldings, screens, insulation, sisilation, plaster, fixing material, basins, sinks, cabinetry, benchtops, cooking and kitchen appliances, dishwashers, heating, cooling, vacuum systems, plumbing units, hot water units, rangehoods, stairs, lights, stone, wallpaper, mirrors, shelves, electronic systems, baths, showers, sanitaryware, electrical fittings, antennas, fit off materials, carpets, balustrades, caulking, clotheslines, decks, letterboxes, fencing, flyscreens, window furnishings, scaffold, guard rails, generators, retaining walls.
Metricon Homes Qld Pty Ltd	Same as above, but in QLD and northern NSW.	
Australian Building Company Pty Ltd	Same as above, but in VIC, NSW and SA, under the ABC brand.	
Australian Building Company QLD Pty Ltd	Same as above, but in QLD, under the ABC brand.	
Newfield Real Estate Pty Ltd	Licensed Real Estate Agent, for the purpose of selling house-and-land packages to customers	
Building College Australia Pty Ltd	Registered training organisation. Designs and delivers onsite and classroom-based building training in the residential building industry.	

MODERN SLAVERY STATEMENT

Potential risks in our operations and supply chains.

Potential risks in our operations and supply chains

In 2025, Our Modern Slavery Working Group undertook a review of potential modern slavery risks across our operations, supply chains and vendor categories.

We considered risks that may possibly cause, contribute and/or be directly linked to modern slavery practices, in accordance with the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities.

Resultantly, Metricon has deemed the following as having no or low risk:

- Direct employee activities and internal processes
- Our engagement with professional labour hire firms in Australia, China, Vietnam, Philippines, and Singapore due to being larger, skilled, professional services firms.

Some of Metricon's materials suppliers have been identified as potential risks, e.g., where Metricon's local suppliers source products and components from overseas sources, who in turn may have modern slavery risks.

Additionally, some of Metricon's sub-contractors have been identified as potential risks, e.g. where they further sub-contractor to many workers from overseas and may have modern slavery risks.

The next section below details the measures taken to address these risks.



MODERN SLAVERY STATEMENT

Assessing and addressing risks, due diligence, remediation, and assessing effectiveness of actions.

Assessing and addressing risks, due diligence, remediation, and assessing effectiveness of actions

Our objective is to ensure our employees, suppliers, agents, sub-contractors and other associates place significance on human rights and sourcing labour, materials and products in a sustainable, ethical and responsible manner. Any behaviour or actions under the broad sense of modern slavery will not be tolerated.

To facilitate this, we have:

1. Risk & Compliance Committee – Led by our Chief Information & Risk Officer, this committee is responsible for managing enterprise risk and compliance and prepares Metricon's annual Modern Slavery statement, and reports through to the Board of Directors.

Assessing effectiveness: metrics are tracked of enterprise risks opened versus closed, risks not actioned, in progress or mitigated, as well as the action being taken to address each risk.

2. Code of Conduct - promotes ethical and legal business conduct.

Assessing effectiveness – metrics are tracked of completion rates of mandatory staff sign off on the Code.

MODERN SLAVERY STATEMENT

Assessing and addressing risks, due diligence, remediation, and assessing effectiveness of actions.

3. Metricon Integrity (Whistleblower) Policy and Program - supported by a third-party disclosure services provider, allowing disclosures to be made anonymously, with a fair, objective and confidential investigation process by qualified personnel. Also published via Metricon's external website.

Assessing effectiveness – metrics are tracked of volume of disclosures made and closed, as well as completion rates for mandatory staff training on the program.

4. Building Committee – Led by our VIC Building Manager, this national committee administers our procurement and vendor selection guidelines and policies, and governs direct and indirect supplier agreements, all of which mandate compliance with laws, regulations, safety, ethics and environment. The committee also conducts regular category reviews and manages vendor/sub-contractor key performance indicators (KPIs), including adherence to laws and ethics.

Assessing effectiveness: metrics are tracked of successful execution of each required action item of the Committee.

5. Vendor agreements – modern slavery compliance clauses have been built into our direct, indirect, sub-contractor and independent contractor agreements.

Assessing effectiveness: agreement templates are regularly audited to ensure clauses exist across all templates.

MODERN SLAVERY STATEMENT

Assessing and addressing risks, due diligence, remediation, and assessing effectiveness of actions.

6. Vendor questionnaires – an annual modern slavery compliance questionnaire is sent out to all sub-contractor, supplier and overhead vendors requiring vendors to describe their modern slavery risks, and how they assess and mitigate any such risks, amongst other questions.

Assessing effectiveness: responses are tracked with a target of a 100% vendors response rate. An internal assessment is made as to the quality and content of responses provided, as well as any risks that have been identified within vendor responses.

7. Modern Slavery Working Group – Cross functional working group led by Chief Information & Risk Officer, involving Legal, Finance and the CEO (engaging Procurement, OHS, People & Culture if/when required). This group meets annually to identify and assess any potential modern slavery risks, and resolve, escalate and monitor any such risks. This group also ensures all vendors have completed their annual questionnaire, addressing any risks in these questionnaires, and that all vendors have agreements requiring compliance with laws and ethics.

8. Policy and training – all staff across the areas of Audit & Risk, Legal, Directorship, General Management, Procurement, WHS and Building Management are required to review and sign off on Metricon's Modern Slavery policy annually.

Assessing effectiveness: Audits are performed annually to track and drive 100% completion of this policy sign off.

MODERN SLAVERY STATEMENT

Consultation process with owned entities & Impact of COVID-19.

Consultation process with owned entities

All of Metricon's related entities are 100% held within the group under common directorship, therefore, the implementation of all modern slavery processes and governance, as well as the preparation of this statement, has been done in conjunction with all owned entities. Furthermore, Metricon is governed by a Board which includes employees of Sumitomo Forestry and therefore consultation is also achieved in that way.

Future commitments and continuous improvement

Over the next year, we will continue reviewing whether any improvements are required to the measures described in 'addressing risks' section above, as well as continuously looking for new ways to mitigate modern slavery risks.

Metricon's Modern Slavery statement was approved by its Board on behalf of the Metricon Group on 27th May 2026.



Brad Duggan
Chief Executive Officer - Metricon Group

