

# RISLAND AUSTRALIA MODERN SLAVERY STATEMENT

Reporting period: 1 January 2023 – 31 December 2023

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This statement:

- is made by Country Garden Australia Pty Ltd (ACN 165 045 125), an Australian incorporated company, in accordance with the *Modern Slavery Act 2018* (Cth) (**Act**) for the reporting period 1 January 2023 to 31 December 2023.
- covers the operation of Country Garden Australia Pty Ltd which is a single reporting entity, and addresses the operation of other entities in the group which it controls but which are not required to register a modern slavery statement individually (**Risland Australia**).

## OUR STRUCTURE, OPERATIONS & SUPPLY CHAINS

### About us

Risland Australia is an Australian company, part of a larger corporate group (Risland Holdings), a Hong Kong-based multinational real estate conglomerate which offers a wide range of services such as residential development, commercial real estate operation, property management and infrastructure construction & operation, delivering projects throughout Australia, America, Indonesia and Malaysia.

Risland Australia, as a residential developer, has a mission is to improve the urban environment by delivering sustainable, innovative, and high-quality products. Delivering quality products ranging from house and land packages to high-rise apartment towers.

Risland Australia's philosophy is to invest in its people, being those that work directly for us, our suppliers and most importantly those that live within our communities.

### Our operations

During the reporting period, Risland Australia's main operations encompass developing and delivering master-planned residential community developments in Sydney, New South Wales and Melbourne, Victoria.

Risland Australia employs directly across its various business functions, including, development, projects, human resources, legal, finance, sales and marketing. For the reporting period, Risland Australia employs 17 employees. Employees are a mixture of permanent and casual staff.

Risland Australia's head office is based in Chatswood, NSW, at the registered address Suite 905 Level 9, 12 Help Street, Chatswood NSW 2067.

### Our supply chain

Our supply chain runs through the entire development process, including in the design, sourcing, construction, planning and project management phases.

Our supply chains include (but are not limited to):

- Services provided to us by our Suppliers, including:

- professional consultants such as civil engineers, architects, surveyors, urban and landscape designers.
- tier 1 lead civil contractors to undertake our construction works, who is responsible for engaging other subcontractors and suppliers (approved by relevant authorities) to complete the scope of works. Risland Australia does not itself engage any subcontractor, supplier, or building works.
- operating expense professionals such as cleaning, marketing, accounting, legal, financial, IT support.
- Products and services used by indirect Suppliers in our supply chains, including raw materials (such as bricks, clay, lime, cement, textiles, steel, pipes, and electronics) and labour used in the production of the above products and services.

The products and services directly supplied to us are entirely Australian sourced. Those used by indirect Suppliers in our supply chains, however, expand beyond Australian borders, but are largely manufactured in Australia. A typical summary of our building materials indirectly supplied to us include the following:

- Drainage pits, pipes, headwalls and culverts: Mostly prefabricated in Australia
- HDPE and PVC pipes and conduits: Mixture of Australian made, and imports from China and Europe
- Electrical cables and other electrical components: Largely imported from China
- Asphalt, concrete and crushed rock: Australian made, with materials sourced from various overseas sources.

## MODERN SLAVERY RISK MANAGEMENT

### Our risk management focus

Risland Australia is committed to a strong and effective risk management and compliance across all aspects of our operations. Risland Australia has assessed the risks of modern slavery practices in its operation and supply chain as outlined below.

### Risk of modern slavery in our operations

Risland Australia's operation is largely managed in-house, including Development, Commercial, Finance, Legal and Human Resources. The majority of our employees in the operations are employed in professional capacities.

For the reporting period, Risland Australia has assessed the risk of causing modern slavery in our operations as low, having regard to the nature of the work undertaken, our robust compliance with Australia workplace laws and HR procedures.

### Risk of modern slavery in our supply chains

Most of our suppliers are Australian based professional service firms or top tier, reputable contractors. For the reporting period, we have assessed the risk of modern slavery in this category of suppliers as low, having regard to the nature of the services and goods supplied and Australian workplace laws.

Risland Australia has identified that some of our Suppliers source materials and products from third parties incorporated and/or operating outside Australia. Due to geographical factors, these supply chains may face an elevated risk of being connected to modern slavery practices, including unknown labour condition and operations standard in the country of origin. However, all materials used in our supply chain satisfy and are in strict compliance with the quality standards set out by Australian

authorities. We are committed to working closely with our Suppliers, to ensure that all our Suppliers are similarly committed to ethical, sustainable, and socially responsible procurement no matter the source.

## ASSESSING AND ADDRESSING RISK

### Due Diligence

As Risland Australia largely engages contractors to perform its development and construction functions, our first line of defence in mitigating modern slavery risks has been to incorporate Modern Slavery clauses into the supplier contracts that we enter into. This ensures that our Suppliers comply with the Act as part of their contractual obligations.

We have also implemented a Supplier Code of Conduct and Modern Slavery Policy which demonstrates and clarifies the high level of ethics that we hold our employees and Suppliers to. Our Suppliers are expected to identify any occurrence of and any material risks of modern slavery. They are then expected to take timely action to mitigate these occurrences and risks, and to notify Risland Australia of them as soon as practicable. Additionally, these policies also ensure that our employees engage in stringent screening processes before engaging with potential suppliers.

### Remediation

Risland Australia has put in place grievance mechanisms such as whistle-blower hotlines, 'speak up' policies, contract clauses with dispute resolution provisions to provide a safe space for our people to bring any modern slavery risks or practices to our immediate attention.

Where any cause or contribution to modern slavery practices has been identified in our operations, Risland Australia is committed to immediately cease or prevent the risk, and to undertake remediation to make good the harm.

Where any link to modern slavery practices has been identified in our relationship with a supplier or partner, Risland Australia will take appropriate action to eradicate such practices in a transparent, timely and efficient manner.

### Assessing effectiveness

As an ongoing commitment to eradicating modern slavery, we will continuously track the impacts of our actions by regularly reviewing our actions taken in response to modern slavery risks, reviewing our risk assessment processes, conducting internal audits, and setting up processes to provide regular engagement and feedback.

### Consultation

Risland Australia has implemented a consultation process between each division and in particular Legal division will continue to review and assess the modern slavery risks and changes to the scope of supply chains which may impact on the modern slavery risks.

## APPROVAL

This statement was approved by the Board of Country Garden Australia Pty Ltd ACN 165 045 125.

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Name of director

Name of director/company secretary