



Modern Slavery Statement

June 2025

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RedZed
Loans for the self-employed

This statement is given by RedZed Lending Solutions Pty Ltd ABN 31 123 588 527 in its own capacity and in its capacity as the holding company of the RedZed group of companies (collectively "RedZed"). RedZed undertakes financial and credit services under Australian Credit Licence #311128 and Australian Financial Services Licence #311128.

This statement relates to the financial year 1 July 2024 to 30 June 2025. RedZed has reviewed and strengthened its governance processes to ensure timely future compliance.

RedZed continues to monitor guidance issued by the Australian Anti-Slavery Commissioner and evolving expectations under the Modern Slavery Act.

RedZed prides itself on our key values and rejects any form of slavery, human trafficking, forced or child labour or child exploitation. Accordingly, RedZed aims to identify and mitigate the risk of modern slavery within its business operations and its supply chain.

RedZed's head office is located at level 26, 385 Bourke Street Melbourne and its registered office is Level 26, 385 Bourke Street, Melbourne. RedZed employ 129 employees as at 30 June 2025, the majority of which work at the head office location with a small number of employees located in States other than Victoria.

RedZed's principal business is to facilitate secured lending to self-employed Australian borrowers and the servicing of those loans. RedZed lends monies to borrowers secured by property in all of Australia. RedZed obtains funding from institutional funders such as banks, and wholesale investors in order to undertake that lending activity. RedZed has an agreement with a third-party Australian corporate entity as the lender of record. RedZed originates lending directly and via accredited brokers.

RedZed has included the risk of Modern Slavery in its operational risk register and has an established set of risk management practices that govern the way we assess, mitigate and review this risk, including the following:

- Risk Management Framework
- Compliance Policy
- Operational Risk Policy
- Anti-Money Laundering / Counter Terrorism Finance policies
- Human Resource Policies (including but not limited to recruitment and employee screening, remuneration, code of conduct, work-place health and safety)
- Vendor Outsourcing Policy
- Whistleblower Policy
- Environment, Social and Governance (ESG) Principles

RedZed's assessment is that the risk of modern slavery within our business operations is low, as:

- we operate in a highly regulated industry,
- we operate with robust internal policies and governance structures;
- we have well developed training and awareness program for employees; and
- we have minimal exposure to higher risk geographic areas either directly or indirectly through our supply chain.

Internally, we aim to employ an appropriately skilled and recruited workforce. We have robust recruitment processes which include undertaking police checks on candidates prior to employment, performing appropriate reference checks and ensuring that staff are paid at or above government award rates and meet (or exceed market) employee benefits.

RedZed also engages offshore personnel through third-party service providers to support certain operational activities. RedZed recognises that offshore arrangements may present an increased risk of modern slavery and

accordingly applies its existing vendor due diligence, onboarding, and ongoing monitoring processes to these providers to mitigate this risk.

RedZed recognises that through its supply chain and customers, it can be indirectly exposed to the risk of modern slavery and forced labour particularly where suppliers or customers are based in high risk jurisdiction or products and services are sourced from sectors identified as high risk.

In relation to our supply chains, RedZed procures a number of goods and services from external suppliers. We have identified potential exposure to the risks of slavery and forced labour through our third-party supply chain, via:

- purchase of professional services;
- purchase of technology software and hardware;
- purchase of marketing goods, such as promotional clothing and other household goods;
- purchase of general office supplies and catering; and
- through funding via private investors or from institutional funders.

When engaging with external vendors we complete procurement and due diligence actions. Under our Vendor Outsourcing Policy, for all Material Outsourcing Arrangements, RedZed generally undertakes a selection process and a due diligence assessment of the service provider. Currently this process does not extend specifically to identifying risks of modern slavery, nor do we request an ongoing compliance attestation specifically in relation to adherence to modern slavery, however our contracts do require suppliers to comply with all local laws and modern slavery risks are considered when outsourcing from an offshore provider.

Our institutional funders are all subject to the Modern Slavery Act 2018 and associated regulations in other regions and have each submitted Modern Slavery statements.

Actions completed to minimise the risk of modern slavery include a risk based review of current suppliers based on country, service and industry. We have completed a modern slavery questionnaire-based assessment and/or a risk-based review of publicly available modern slavery statements for all higher risk and material supply chain providers. RedZed will not support or engage suppliers where it is aware of slavery or human trafficking in such suppliers' business.

In the 2025 financial year, RedZed has not identified any instances of modern slavery practices associated directly with its operations or through its supply chains.

During this financial year we completed the following key actions:

- continued with role-based training to employees responsible for procurement and supplier engagement on compliance with relevant modern slavery laws; and
- enhanced key supplier contracts and supplemented review with modern slavery statement and questionnaire, where statements were not publicly available.

In the coming financial year, RedZed continues to be committed to maintaining and identifying opportunities for improvement in its management of modern slavery and will take the following actions:

- Further embed modern slavery risk considerations into supplier onboarding and review processes;
- Continue to monitor regulatory developments, including guidance from the Australian Anti-Slavery Commissioner; and
- Continue enhancing supplier due diligence and monitoring processes on a risk-based basis.

RedZed will measure the effectiveness of our actions by:

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- continuing to monitor the successful completion rates of internal compliance training;
- regular due diligence checks of supply chain providers; and
- uplift of supplier agreements appropriately to contain anti-modern slavery supplier provisions.

The process of consultation with the legal entities within the RedZed group is undertaken by all staff being employed by RedZed Lending Solutions Pty Ltd (being the main operational entity) who have reviewed to the extent relevant all of the operations of the legal entities within the group.

RedZed will continue to monitor the Australian Government's response to the statutory review of the Modern Slavery Act, including potential future enforcement mechanisms and the role of the Anti-Slavery Commissioner in supporting best practice implementation.

This Modern Slavery Statement was approved by the Board of Directors of RedZed Lending Solutions Pty Ltd and will be updated annually.

Signature:



Name:

Evan Dwyer

Position:

Chair

Date:

5th August 2025