



MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

This statement discloses the actions taken by Auswide Bank Ltd (“Auswide Bank”) to mitigate slavery and human trafficking in our business and supply chain, during the year ended 30 June 2020. This statement has been prepared to comply with the requirements of section 16 Modern Slavery Act 2018 (Cth).

Our Business

For over 50 years, Auswide Bank has been providing an extensive range of retail and commercial banking products and services to our valued customers. We have grown from a regional building society, becoming Australia’s 10th ASX listed bank in 2015 with a predominantly Australian customer base. Auswide Bank has a branch distribution network across Queensland.

Auswide Bank accesses a supply chain made up of around 115 contracted suppliers, predominantly in the following sectors:

- Cleaning services;
- Corporate Clothing;
- Information, Communications and Technology;
- Print and Promotional Goods;
- Professional/Legal Advice.

Our Position

Auswide Bank is committed to developing, maintaining and improving systems and processes to avoid being complicit in human rights violations. We understand that slavery and human trafficking can occur in many forms and we aim to identify and manage risks related to human rights abuse across our organisation and our supply chains.

Policies & Governance

Auswide Bank is committed to high standards of corporate governance. Our commitment to human rights is supported by policies and processes that mitigate risks of slavery and human trafficking. These include, but are not limited to:

- AML/CTF Compliance Plan;
- Code of Conduct and Ethics;



- Consumer Credit Policy;
- Contract Management Manual;
- Diversity Policy;
- Fraud and Corruption Control Plan;
- Modern Slavery Policy & Risk Assessment Manual;
- Outsourcing Risk Management Manual;
- Remuneration Philosophy and Performance Management Framework;
- Whistleblower Protection Policy.

Our Workplace

Auswide Bank is committed to complying with relevant local and national laws in relation to workplace conditions. This includes a zero tolerance for any form of discrimination or harassment in the workplace. Auswide Bank is committed to ensuring workplace conditions meet at least minimum standards in relation to wages, hours of work, leave provisions and the health, safety and wellbeing of employees, contractors and visitors. Auswide Bank also supports diversity in the workplace and has outlined how it will achieve and maintain this through its' Diversity Policy.

For complaints relating to bullying and harassment employees are encouraged to lodge complaints with their Reporting Manager or through the use of Auswide Bank's whistleblower mechanism.

Training and Employee Awareness

Auswide Bank has sourced and is rolling out a modern slavery training module to all employees involved in the procurement process. This training highlights the importance of identifying risk of modern slavery in Auswide Bank's supply chains, how to assess that risk and the importance of doing so.

All Auswide Bank employees will receive annual training on what constitutes modern slavery, how to identify it, escalation processes to report it and Auswide Bank's zero tolerance for modern slavery in its' workplace, customers and supply chains.

Modern Slavery Risk Management and Due diligence Process

As a financial services organisation with a professional workforce based predominantly in Queensland, Auswide Bank considers the risk of modern slavery within its direct business operations to be low. Auswide Bank complies with the Fair Work Act requirements when engaging employees. However, Auswide Bank recognises that through its supply chains it can be indirectly exposed to the risk of modern slavery.



Using information gathered in our risk assessment and due diligence processes which we undertook during 2019, Auswide Bank has identified which high risk suppliers or sectors of our supply chain we are best positioned to influence in a positive way. We achieve this by making our suppliers accountable for assessing modern slavery in their own supply chains.

Auswide Bank will also employ risk assessments prior to entry into or regular review of any third party contracts as part of its' due diligence process. Where risk has been identified we will request the inclusion of an obligation on the service provider to comply with the legislation and report any non-compliance.

This Statement was approved by the Board of Auswide Bank.

Signed,

A handwritten signature in black ink, appearing to read 'M. Barrett', is written over a large, light grey oval shape that serves as a placeholder for a signature.

MARTIN BARRETT
Managing Director

Dated: 23 March 2021