



Modern Slavery
Statement
2020



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Wisdom Properties Group Pty Ltd (Wisdom) submits this Modern Slavery Statement in accordance with the Modern Slavery Act 2018 (Cth).

The statement outlines Wisdom's approach and actions taken to identify and address the risk of modern slavery and human trafficking within its operations and supply chain for the financial year ending 30 June 2020 .

Wisdom is committed to operating with integrity, strong corporate governance and to the highest ethical standards. Any behaviour or actions of modern slavery will not be tolerated.

ABOUT US

Established in 1999, Wisdom Properties Group Pty Ltd (Wisdom) has been constructing homes across New South Wales. Wisdom is a market, award winning professional builder of beautiful and modern homes, pools and landscaping that exceed customer expectations in design and quality. By providing a home, pool and landscaping services, Wisdom offers a full turn-key solution to homebuyers.

With the backing of a global building leader that ensures its financial stability and industry expertise, Wisdom guides the customer through the building process.

Wisdom is a privately owned incorporated, NSW residential building company. The company began as a family owned, new building business based in South West Sydney. Wisdom has grown over the years and is now owned by Japan's Sumitomo Forestry Group and its founder, Domenic Vitalone. The partnership allows foresight into industry building practices of sustainable living and forestry, housing and future development and building materials.

Wisdom believe the homebuilding journey is just as important as the home. It is one of the biggest life decisions its customers will make, which is why Customer Experience, is at the forefront of everything it does.

Wisdom is made up of a team of dedicated and focused professionals, who strive to exceed our customers' expectations by supporting, nurturing and providing specialised advice giving them the home they have always dreamed of.



ORGANISATION STRUCTURE, OPERATIONS AND SUPPLY CHAINS

Wisdom operates in the residential construction industry in New South Wales, predominantly in the Sydney, Illawarra and South Coast.

Wisdom's head office is located in Gregory Hills, New South Wales and it operates display centres across Sydney and the Illawarra at HomeWorld Box Hill, HomeWorld Marsden Park, Oran Park, Calderwood, Willowdale and Wongawilli. Its operations are resourced by a team of approximately 150 employees and over 1,000 contractors and tradespeople.

Wisdom's subsidiary companies and brands, all of which operate within Australia only, include:

Wisdom Homes;
Hoot Homes;
Wisdom Landscapes Pty Ltd;
Wisdom Pools and Landscapes;
Wisdom Constructions Pty Ltd;
Inspire Group Pty Ltd;
Inspire Homes; and
Canvas Quarter Design Studio.

Wisdom's principal operations are to design, sell and oversee the construction of project homes, pools and/or landscaping on land owned by customers and on land purchased by the company for the sale of completed homes, or home and land packages. The display homes provide the homebuyer the opportunity to browse the company's range of homes, pool and landscaping services, designs, speak to expert consultants and to experience the quality of finishes and inclusions.



ORGANISATION STRUCTURE, OPERATIONS AND SUPPLY CHAINS

Wisdom's supply chain involves products and services that contribute to the design, marketing, sale and construction of residential dwellings, pools and landscapes, including:

- Office supplies;
- Utilities;
- Promotional and marketing materials;
- Technology (hardware, software, cloud services);
- Home construction goods and materials;
- Specialised trades and labour;
- Labour hire firms in Australia;
- Professional services consultants, organisations and contractors; and
- Operational support services including finance, technology, human resources, sales, marketing, procurement, development and design.



RISKS OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAINS

While Wisdom recognises that modern slavery and human trafficking risk may occur in the organisation and extended supply chain, aside from drafting services performed in China, Wisdom's supply chain involves products and services sourced from local and Australian suppliers. For this reason, Wisdom considers the risk of modern slavery to be low.

To the extent of our communications and interactions with employees, contractors and suppliers, Wisdom has not been made aware of the existence of any forms of modern slavery in its operations during the reporting period.

Wisdom sources building materials from local and national Australian suppliers, which may source materials/components from overseas suppliers. Wisdom is not aware how they may procure labour during the manufacturing processes.

To ensure that Wisdom minimises the risk of modern slavery and the potential exposure of human rights more broadly, Wisdom aims to introduce a framework to assess contractor and supplier risk, ensuring the organisation has robust and effective processes that are embedded in how it conducts its business.

RISK MANAGEMENT

Wisdom has formal policies and procedures in place that are intended to promote ethical and legally compliant business conduct. The policies contribute to their commitment to prevent violations of human rights such as modern forms of slavery in the business, including Code of Conduct, Whistleblower Policy and Modern Slavery Policy.

Wisdom's Procurement team have a number of risk mitigation and procurement processes in place, including Contractor/Supplier Engagement Agreements and contractor/supplier on-boarding requirements.

All of the above procedural controls will be reviewed to ensure that Wisdom's processes minimise the risk of modern slavery in its operations and supply chains.

FUTURE INITIATIVES AND ASSESSMENT

Wisdom has set the following priorities for the next year:

Policy and Governance

Review and update suite of risk related policies and governance control measures. Establish working group to review and assess progress against priorities.

Training

Deliver modern slavery training to staff to increase capability and ensure they are able to assist suppliers in building their capabilities.

Engagement

Begin stakeholder engagement, including delivering appropriate awareness briefings on modern slavery principals to relevant Wisdom employees, its contractors and suppliers.

Consultation

Engage with key suppliers to ascertain risks and implement practices to minimise the risk of modern slavery.

*This statement was approved by the Board
of Wisdom Properties Group Pty Ltd.*

Fay Vitalone

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