



# Modern Slavery Statement

## 1.0 About this Statement

This Modern Slavery Statement (Statement) is made pursuant to the Modern Slavery Act 2018 (Cth) (the Act) by Firstmac Limited (ABN 59 094 145 963) trading as Firstmac and its controlled entities ("the Group"), for the financial year ending 30 June 2025 (reporting period). It has been prepared to comply with section 14 (1) of the Act, and all references to Firstmac are references to the reporting entity and its controlled entities, also known as the Group.

This statement is made by Firstmac Limited as the reporting entity. References to Firstmac or the Group in this statement are to Firstmac Limited and the entities it controls for accounting purposes as disclosed in the consolidated financial statements for the year ended 30 June 2025.

As at 30 June 2025, Firstmac Limited controlled the following entities:

- Firstmac Limited
- Firstmac Assets Pty Limited
- Firstmac Origination Pty Ltd
- Firstmac Services Pty Ltd
- First Mortgage Company Pty Ltd
- Firstmac Fiduciary Services Pty Ltd
- Firstmac Fiduciary Services (No.2) Pty Limited
- Firstmac Mezzanine Pty Ltd
- Firstmac Risk Retention Pty Ltd
- Firstmac Risk Retention No.2 Pty Ltd
- Firstmac Risk Retention No.3 Pty Ltd
- Firstmac Risk Retention No.4 Pty Ltd
- Firstmac Risk Retention No.5 Pty Ltd
- Firstmac Risk Retention No.6 Pty Ltd
- Firstmac Risk Retention No.7 Pty Ltd
- Firstmac Risk Retention No.8 Pty Ltd
- Firstmac Risk Retention No.9 Pty Ltd
- Firstmac Risk Retention No.10 Pty Ltd
- Firstmac Money Limited
- Firstmac Holdings Limited
- Firstmac Mortgages Pty Ltd
- Customer Service Line Pty Ltd
- Customer Service Line No.1 Pty Ltd
- Customer Processing Services Pty Ltd
- Firstmac No.22 Pty Ltd
- Tonto Systems Pty Ltd (formerly Loan Processing Services Pty Ltd)
- Firstmac Debt Securities Pty Limited
- First Mortgage Trust No.1
- Firstmac NIM Master Trust
- Firstmac Mortgage Funding Trust No.2
- Firstmac Mortgage Funding Trust No.4
- Firstmac Asset Funding Trust No.1
- Firstmac Asset Funding Trust No.2

These entities are all incorporated or formed in Australia and are included in the consolidated financial statements of Firstmac Limited.

## **1.1 Approval Process**

This statement has been approved by the Board of Directors of Firstmac, being the principal governing body for the purposes of the Act, by circular resolution. It was resolved that the Chairman of the Board, Director Bede King, is authorised to sign this statement on behalf of the Board.

## **2.1 Firstmac Limited**

Firstmac is one of Australia's leading non-bank lenders, specialising in prime residential mortgages and auto finance. The Group's entities provide the products, services, and operational infrastructure that support end-to-end delivery of these loan products to borrowers. The Group is funded through wholesale term capital market transactions (including securitisation), bank balance sheet warehouse facilities, and fees earned from its range of lending products and associated services. At Firstmac, we recognise our responsibility to support and protect human rights across all our operations and supply chains. Managing our social and environmental impact is a core focus, and monitoring the risk of modern slavery is a key component of this commitment.

Our Board and staff are committed to acting promptly to manage risks of any direct or indirect exposure to instances where modern slavery and other forms of worker exploitation risks may be present in business operations and/or supply chains.

This Statement seeks to provide clear determination and insight into the risk of modern slavery and openly discusses and presents the corrective measures and actions being implemented by Firstmac to address this risk.

We pride ourselves in having a positive work environment achieved through transparent policies supported by the Group's governance program which respects and values the diversity of our staff in both our Australian and Philippines operations. Our supply chain primarily comprises Australian-based service providers delivering technology and IT services, data and information services, office supplies, banking and funding services, legal services, and mortgage and credit support services.

## **2.2 Controlled Entities**

The entities within the Firstmac Group operate under frameworks and policies developed and implemented Group wide. Key governance responsibilities are held across the Group, rather than at an entity level.

This Statement details the actions taken during the reporting period and measures implemented to manage the risks of modern slavery across our various businesses and controlled entities.

### **Consultation with Controlled Entities**

Firstmac performed a structured review of the entities it owns and controls during the preparation of this Modern Slavery Statement. This review helped us identify potential risk areas and ensures that actions taken to address modern slavery risks are applied consistently across the Group.

## **3.0 Firstmac's risk exposure to modern slavery**

Firstmac employs a professional adult workforce, and all employees and contractors are engaged in compliance with the relevant jurisdictional laws. We acknowledge that modern slavery and other forms of worker exploitation risks can occur across different sectors and geographic locations. We are committed to identifying, assessing, and mitigating these risks across our operations in Australia and the Philippines.

### **3.1 Firstmac Operations**

Our operations have processes to investigate and determine where modern slavery risks may exist within the Group's businesses and brands. This assessment considered employment practices, procurement processes and third-party engagements across Australia and the Philippines. Employees in both countries are treated with respect, empathy, and with a duty of care supported by Human Resource policies designed to protect both staff and ensure compliance with regulatory standards and human rights guidelines. Based on this review, Firstmac considers the direct risk of worker exploitation and modern slavery within our operations is low.

### **3.2 Supply Chain**

The likelihood of having modern slavery scenarios affecting our operations and businesses is mostly external in nature and related to our supply chain and service providers. To control and mitigate the risk of external modern slavery by association, we regularly review our arrangements with service providers including contracts, invoices, and services quotes.

Firstmac will continue to review its operations and supply chains annually to identify emerging risks and strengthen controls. Future focus areas include enhanced supplier due diligence and sustained engagement with stakeholders to drive transparency and accountability

Where we may identify or suspect a modern slavery incident, our practices require us to act immediately. Firstmac will investigate thoroughly to determine the source and nature of the incident and engage openly with the supplier to better understand the situation, evaluate the level of risk, and work collaboratively to mitigate the risk of modern slavery.

In cases where we determine that risk mitigation is not achievable, we may act to terminate the relationship with that supplier. We also focus on those suppliers with a higher degree of sub-contracting and outsourcing to developing countries.

## **4. Assessment and management of the Modern Slavery Risks**

To detect and mitigate modern slavery risk within our operations and supply chains we will progressively implement the following measures:

- Conducting risk based on due diligence of suppliers and third-party partners, including understanding and assessing their commitment to human rights and ethical practices.
- Develop, and over time, monitor the performance of our review and assurance arrangements to ensure ongoing compliance with ethical standards
- Ensure employees also have access to an anonymous reporting service to report or raise concerns about any suspected illegal, unethical or improper behavior within our business, including in relation to the conduct of any supplier engagements.
- Collaborate with peers, industry associations, including non-government organisations, and other stakeholders to share best practices and stay informed about evolving risks
- Understanding the evolving nature of modern slavery and therefore conducting periodic assessments of modern slavery risk across business operations within our established Enterprise Risk Management Framework

## 5. Monitoring our actions

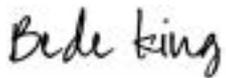
During the reporting period, Firstmac did not identify any instances of modern slavery in its operations or supply chains.

The Firstmac modern slavery risk profile is assessed as low. However, we recognise that modern slavery is a significant issue that requires ongoing vigilance and due diligence. We are committed to continuously strengthening our approach to managing modern slavery risks over time.

We remain committed to taking appropriate actions to mitigate the risk of modern slavery taking place in our supply chain. This includes conducting regular reviews of our procurement and supply chain management procedures to ensure we are effectively identifying, assessing, and mitigating potential risks. We continue to strengthen our procurement and supplier management processes to further reduce the risk of modern slavery within Firstmac's operations and supply chain.

This Modern Slavery Statement will be reviewed annually and updated as required to reflect changes in operations and legislation.

Signed as a correct record.



**Chair of the Board of Directors for Firstmac Limited**

Signed

12 December 2025