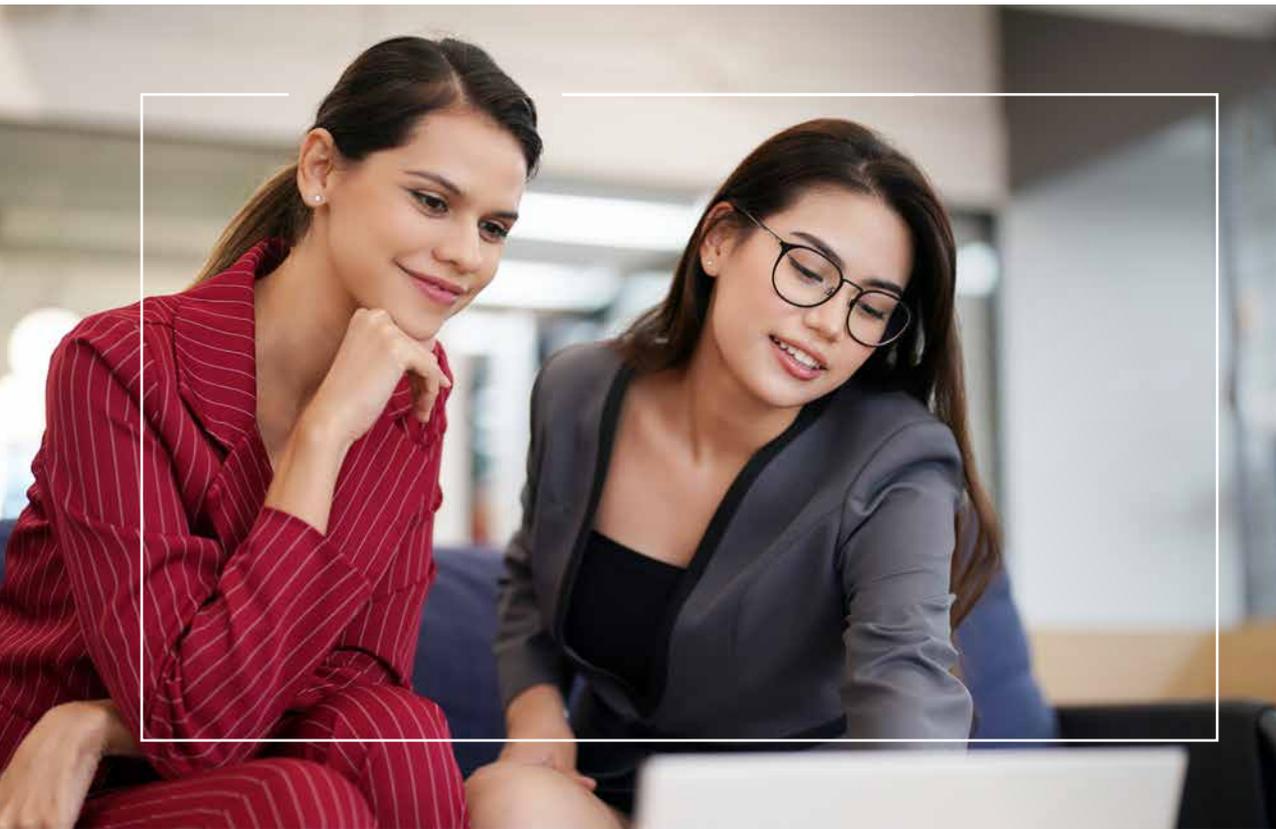


Modern Slavery Statement

2022/2023



This statement discloses the actions taken by Auswide Bank Ltd ABN 40 087 652 060 ("Auswide Bank") to mitigate slavery in our business and supply chain, during the reporting year ended 30 June 2023. This statement has been prepared to comply with the requirements of section 16 Modern Slavery Act 2018 (Cth).

Small things. Big difference.



Our Position

Auswide Bank is committed to developing, maintaining and improving systems and processes to avoid being complicit in human rights violations. We understand slavery 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.

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 is Australian based with a branch distribution network across Queensland. Auswide Bank has the below related entities:

- > Auswide Performance Rights Pty Ltd ABN 19 096 925 736 is the trustee company for the Auswide Performance Rights Plan, set up to assist in the retention and motivation of executives, senior managers and qualifying employees; and
- > Widcap Securities Pty Ltd ABN 67 010 578 202 is a wholly owned subsidiary which acts as the manager and custodian for Auswide Bank's Warehouse Securitisation programs.

During the reporting period this statement covers, Auswide Bank actively engaged and consulted with the above entities to address the requirements of the Modern Slavery Act 2018. The directors of the above entities are also directors and board members of Auswide Bank, and these entities are wholly owned subsidiaries of Auswide Bank.

Our Staff

Auswide Bank employs over 280 staff members who are primarily located throughout our branch network and corporate offices located in Queensland, along with broker representatives located in NSW and Victoria.

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 which is provided through an external service provider to ensure anonymity is maintained.

Our Customers

Auswide Bank has both lending and investment operations. Our credit products are largely provided to individual retail customers for their residential/investment homes, motor vehicles and everyday living purposes.

Our retail banking services provide simple, convenient and affordable banking products to more than 85,000 retail customers predominantly located in Queensland.

Our Supply Chain and Operations

Auswide Bank accesses a supply chain made up of around 100 contracted service providers, in the following sectors:

- > Property services which includes services such as document shredding, air-conditioning maintenance, cleaning services etc;
- > Specialty services which includes settlement processing, chequebooks, card related services;
- > Information, Communications and Technology ("ICT");
- > Human Resources services
- > Professional services including legal and audit related services.

Much of our supplier base comprises property or specialty services in support of our direct banking operations.

Our Risk Assessment Process

As a financial services organisation Auswide Bank considers its overall direct risk exposure to modern slavery is low due to the following factors:

- > Our Australian-based workforce;
- > Our operations being limited to the Australian financial services industry;
- > No direct exposure to high risk industries such as raw materials intensive industries
- > Limited exposure to overseas manufacturing and sourcing

However, we recognise we may be indirectly exposed to modern slavery through our dealings with third parties. As a result, Auswide Bank continues to enhance our risk management process to identify and assess any potential modern slavery risks within its operations and the focus for next year will be on the continued assessment, monitoring and mitigation of risks within the procurement of goods and services from its third parties.

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.

We also make sure our suppliers are aware of our policies and adhere to the same high standards. Policies have been developed by specialist staff, approved by the Board and implemented through our internal communication channels.

Policies we have in place as a licensed financial services provider:

- > AML/CTF Compliance Plan;
- > Fraud and Corruption Control Plan;
- > Customer Experiencing Vulnerability Policy.

Policies we have in place as the purchaser of goods and services include:

- > Contract Management Manual;
- > Outsourcing Risk Management Manual.

Policies we have in place as an employer include:

- > Diversity Policy;
- > Remuneration Philosophy and Performance Management Framework;
- > Code of Conduct and Ethics;
- > Whistleblower Protection Policy.

Training and Employee Awareness

Auswide Bank has sourced and rolled out a modern slavery training module to nominated employees. This training highlights the importance of identifying risk of modern slavery in Auswide Bank's supply chains and customer base, how to identify and assess that risk and the action we may require to mitigate that risk.

Nominated Auswide Bank employees are required to undertake this training module on an annual cycle. It informs the trainee 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, supply chains and customer conduct.

Assessment of Effectiveness

Auswide Bank will use a number of indicators to help measure how effective our actions are in identifying and addressing modern slavery practices in any part of our operations and supply chains:

- > Staff completion rates for modern slavery training;
- > Through alerts generated from the changes made to our transaction monitoring rules; and
- > Percentage of new agreements with modern slavery clauses included;

Over subsequent reporting periods Auswide Bank will continue to review and look for opportunities to develop further metrics to assess the effectiveness of our actions.

This Statement was approved by the Board of Directors of Auswide Bank.

Signed,



GREGORY KENNY
Interim Managing Director







Visit us at your nearest Auswide Bank branch
1300 138 831 | auswidebank.com.au



Small things. Big difference.

