



Modern slavery statement 2025



Helia Group Limited
ABN 72 154 890 730

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About this statement

Pursuant to section 14 of the Modern Slavery Act 2018 (Cth) (the Act), Helia Group Limited (ABN 72 154 890 730) makes this Modern Slavery Statement as a joint statement on behalf of it and its wholly owned subsidiary, Helia Insurance Pty Limited (ABN 60 106 974 305).

Helia Group Limited is an Australian public company listed on the Australian Securities Exchange (ASX: HLI).

This Statement is for the financial year ending 31 December 2025 (the ‘reporting period’).

All references in this Statement to ‘Helia’ are references to the reporting entities Helia Group Limited and Helia Insurance Pty Limited and Helia Insurance Pty Limited’s wholly-owned subsidiary Helia Indemnity Limited which conducts an insurance business in run-off. Helia’s registered address is Level 26, 101 Miller Street, North Sydney NSW 2060.

Modern slavery is a term used to cover practices such as forced labour, slavery, debt bondage, extreme forms of child labour, forced marriage, deceptive recruitment, and human trafficking. It is a human rights violation and exploitative crime with devastating consequences for the health and wellbeing of its victims.

The most prevalent form of modern slavery is forced labour, which disproportionately affects people in more vulnerable circumstances, such as children and young people, undocumented migrants and those living in poverty.

This 2025 Modern Slavery Statement has been published pursuant to the Act and articulates our position on modern slavery and our progress against our goals in the 2025 financial year to understand and investigate the risk of modern slavery in our operations and supply chain.



Message from our CEO

At Helia, our purpose is to accelerate financial wellbeing through home ownership. Delivering on this purpose requires us to operate responsibly and with a clear understanding of how our business impacts people, both within our organisation and across our broader ecosystem.

Modern slavery remains a serious issue that impacts millions of people worldwide. Globally, 27.6 million individuals are engaged in forced labour, generating \$236 billion USD in illegal profits every year. 63% of forced labour occurs in the private sector. As a provider of lenders mortgage insurance (LMI), our exposure to modern slavery risk is primarily indirect via our suppliers. We recognise that risks can arise through the services we procure and through our investment relationships. This shapes how we focus our efforts.

In 2025, we strengthened our approach to identifying and managing these risks. We completed a reassessment of existing suppliers and assessed new suppliers using an enhanced methodology that considers both category and geographic risk. While no high-risk suppliers were identified, this process provided greater visibility over our supply chain and highlighted

areas where structural risks may exist, even within predominantly Australian-based suppliers.

We also continued to build internal capability, delivering targeted modern slavery training to employees who directly influence procurement decisions, alongside reinforcing our expectations through our supplier code of conduct and contractual requirements.

In 2026, we will continue to maintain internal governance and oversight of modern slavery risks and monitor the effectiveness of our modern slavery risk management framework and processes.

This Statement provides an overview of Helia's progress across the 2025 reporting period to help prevent modern slavery in our operations and supply chain and the areas where we will continue to strengthen our approach.

A handwritten signature in black ink, appearing to read 'Michael Cant', with a stylized flourish at the end.

Michael Cant
Interim Chief Executive Officer



1. About us

Helia

Helia is Australia's leading risk partner for home lending. For the reporting period, the provision of LMI has been our principal activity. Helia has an insurance business in New Zealand in run-off.

Helia Group Limited had an annual consolidated insurance revenue of AUD \$371.5m for the year ending 31 December 2025.

With a proud heritage as Australia's first LMI provider, Helia is committed to accelerating financial wellbeing through home ownership.

Business activity

LMI facilitates residential mortgage lending by transferring risk from lenders to LMI providers, predominantly for high loan-to-value ratio (HLVR) residential mortgage loans.

Helia's LMI protects lenders in the event a borrower defaults on a home loan and there is a shortfall in the sale proceeds from the secured property. This makes loans more accessible to people who are looking to buy a home with less than a 20% deposit.

Our Board and corporate governance

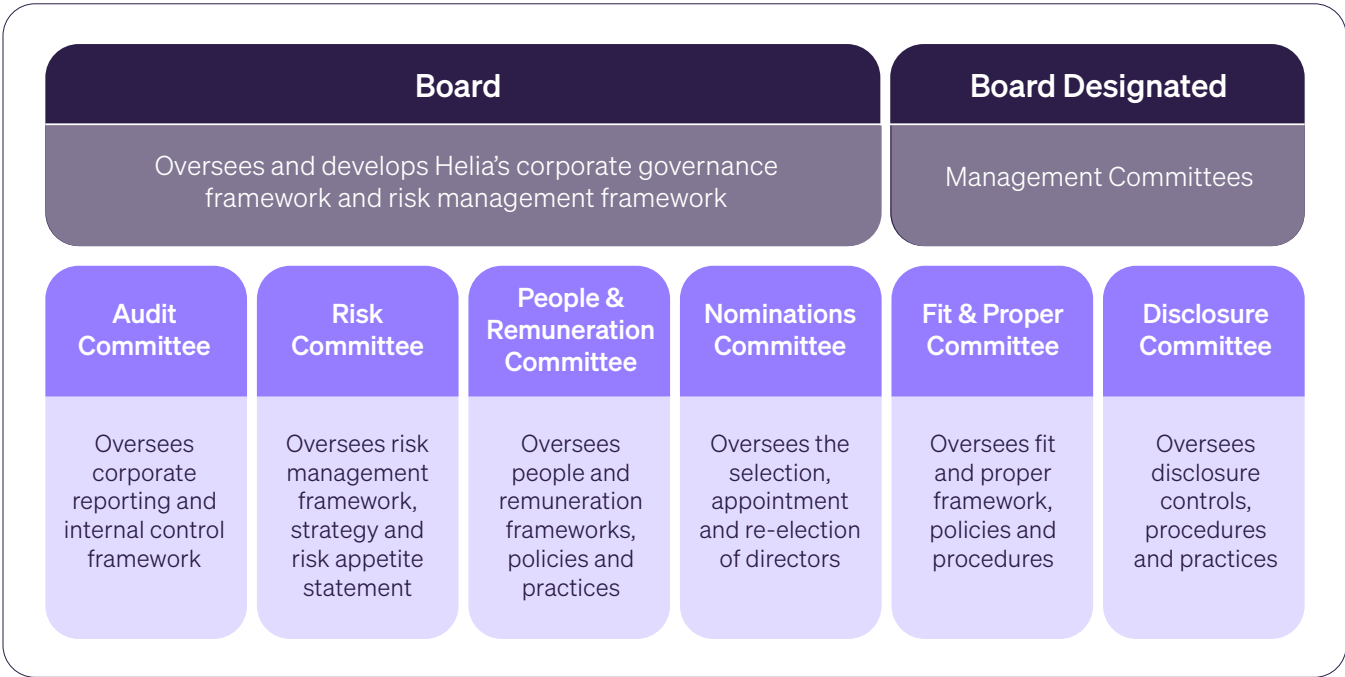
Helia is governed by Helia’s Board of Directors (the Board). The Board is comprised of a majority of independent directors elected by shareholders and appointed by the Board.

Sound corporate governance is essential to supporting Helia’s business performance and sustainability. The Board is ultimately responsible for developing and setting the strategic direction, risk appetite and the desired culture of the Group.

The Board has established four Board Committees to assist it to oversee and develop the Group’s corporate governance policies and risk management framework: the Audit Committee, the Risk Committee, the People and Remuneration Committee, and Nominations Committee.

In addition, two Board-designated management committees have been established and report directly to the Board being: the Fit and Proper Committee and the Disclosure Committee.

Key aspects of Helia’s corporate governance structure, constitution and responsibilities are outlined in the [Helia Corporate Governance Statement](#).



Sustainability

Helia’s approach to sustainability is aligned to the environmental, social and governance (ESG) risks and opportunities determined to be most relevant to our business.

ESG risk, including how we manage modern slavery risk, is included in Helia’s overall risk management practices. Effectively identifying and sharing information about these risks — both within our organisation and with our customers and suppliers — is key to enabling a more ethical and resilient supply chain.

The Board and management are committed to identifying and assessing the impacts of our business products, services and operations on the environment and communities in which we operate and driving sustainable practices and outcomes.

We are committed to ensuring that high corporate governance standards are upheld. Helia’s Sustainability Report for the reporting period can be found in the 2025 Annual Report, available on our website [here](#).

2. Our structure, operations and supply chains

Organisational structure

Helia has centralised procurement, risk, human resources, finance, technology, operations and legal teams to conduct its operations. We have adopted policies, practices and procedures to minimise the risk of modern slavery across our business.

Our people

As at 31 December 2025, Helia directly employed 175 people, comprised of permanent employees, fixed term contractors and interns. Helia has 174 employees located in Australia and one employee located in New Zealand.

For a full breakdown of Helia’s people demographics and locations, please see Helia’s 2025 Sustainability Report and Databook [here](#).

Supply chain

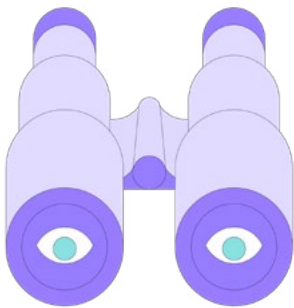
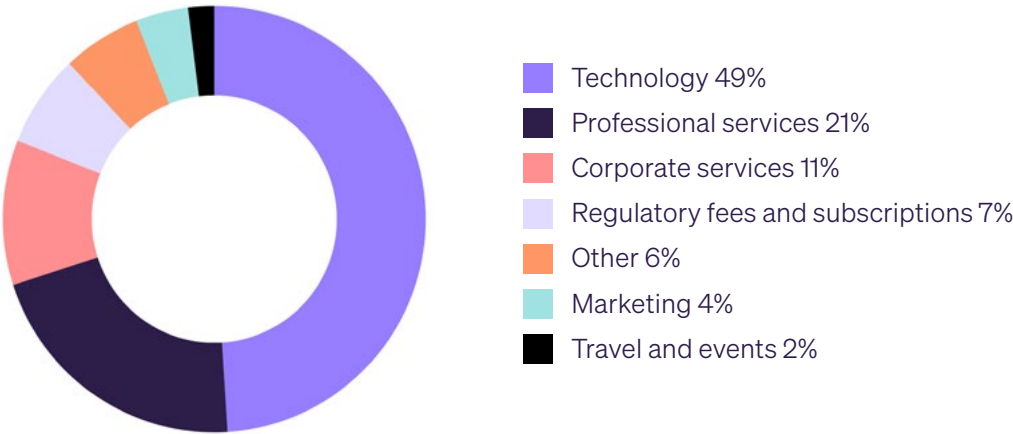
Helia has a diverse supply chain from single purchase suppliers to critical use multi-year strategic engagements. Most of our procurement is from Australian-based operations. However, we recognise that a small number of Helia’s suppliers may have operations or procure materials and services outside of Australia’s borders.

Supplier spend

Helia’s total spend with third party suppliers for the reporting period was approximately \$27 million across the following categories.

Category	Description
Technology	Infrastructure cloud, vendor resources, information technology (IT) training, contingent workers, IT equipment, licenses and infrastructure, support services and other technology services, website hosting and maintenance
Professional services	Consultants, legal, accounting, audit, recruitment, strategic and general advice and public relations support
Travel and events	Airfares, accommodation, employee/customer events and entertainment
Marketing	Branding, website, digital media, advertising and print, research, reporting, education program and sponsorships
Corporate services	Lease, cleaning, facilities management, fit outs, employee services, phone and internet
Regulatory fees and subscriptions	Memberships, certifications, ASX, ASIC, charitable contributions and APRA
Other	Data providers

Supplier spend by percentage



3. Risks of modern slavery practices in our operations and supply chains

Helia recognises modern slavery can happen in any industry and any country and may occur in many forms of exploitation. With that in mind, we acknowledge there are potential risks that our entity could cause, contribute to, or be directly involved in modern slavery through our operations and supply chain.

Workforce

While there is a risk of modern slavery in our workforce, this is a remote possibility given the nature of our business. We also continue to take preventative measures to combat modern slavery risk for our people, which include our policies and procedures, recruitment and employment screening, employment conditions (including fair pay and hours), and the work of our Diversity, Equity and Inclusion committee.

Supply chains

The key risks that we have identified in our supply chains are:

Risks	Description	Examples where modern slavery has been identified as a risk
Goods procurement 	The risk of procuring goods that support Helia’s operations from domestic or offshore suppliers who are directly involved in modern slavery or have modern slavery activities occurring within their supply chains	• Office supplies • Furniture • IT hardware • Equipment maintenance • Marketing supplies.
Service procurement 	The risk of procuring people-based services from domestic or offshore suppliers who are directly involved in modern slavery or have modern slavery activities occurring within their supply chains	• Facility management services, such as on-site maintenance, security services, cleaning, fit outs and waste management • Offshore IT services to provide system support and supplement in house IT programmes • Accommodation and hospitality services.
Joint ventures and investments 	The risk of investing directly or indirectly in businesses that are directly or indirectly involved in modern slavery	Helia has indirect investments through asset managers. This exposes us to the risk of modern slavery through our asset managers, which may extend to the industries and companies in which they invest. Helia also has direct investments in a small number of strategic partners which may expose us to risks of modern slavery through their supply chain.

As part of our modern slavery risk assessment process, we classify goods and services using the United Nations Standard Products and Services Code (UNSPSC). This enables consistent categorisation of procurement activities and supports identification of higher-risk sectors.

We also consider the geographic exposure of suppliers. Some countries may have higher risks of modern slavery, including due to poor governance, weak rule of law, conflict, migration flows and socio-economic factors like poverty. While most of our suppliers are Australian based, we recognise that modern slavery risks remain present in domestic service sectors such as security services and cleaning, which may rely on subcontracted and vulnerable labour.

4. Actions taken by us to assess and address modern slavery risks

Throughout 2025, we continued to take steps to improve our understanding of modern slavery and where risks may exist across our operations and our direct and indirect supply chain. The initiatives and controls we have implemented to reduce these risks are described below.

Policy framework

Helia maintains a framework of policies and procedures to promote and instil good practices and behaviours to protect the human rights of our people, external stakeholders and suppliers. Key policies include:

Code of conduct

This policy aids in fostering an environment at Helia where individuals are encouraged and supported to raise issues and report concerns. It sets out our dedication to maintaining high levels of integrity and ethical standards across our business practices.

The code of conduct details Helia's policies on various matters, including conflicts of interest, discrimination and harassment, corrupt conduct, workplace health and safety, privacy and confidentiality protection and insider trading.

All employees are required to attest to their adherence with the code of conduct and undergo online compliance training annually.

yourcall

Online: Visit <https://www.yourcall.com.au/report> and click on 'make a report' button using Helia101 as the organisational ID.

Telephone: 1300 790 228 using Helia's ID Helia101 between 9am and midnight (AEST) Monday to Friday.

Supplier code of conduct

Our supplier code of conduct sets out the standards of behaviour we expect of Helia, our people and our suppliers (including contractors and contingent

workers). We do not tolerate any form of human trafficking, slavery and slavery-like practices or child labour within our business operations or that of our suppliers.

We work collaboratively with our suppliers to foster relationships that align with the standards set out in our supplier code of conduct and to protect the interests of our stakeholders.

Our supplier code of conduct can be found [here](#).

For the reporting period, there were no identified instances of exploitative practices or human rights abuses in our supply chain.

Whistleblower policy

Helia maintains a whistleblower policy that seeks to promote proper and ethical professional conduct. The policy applies to Helia's directors, employees and suppliers.

Our people can report to their manager or, if they wish, our independently operated whistleblower service provider, Your Call.

We expect our suppliers to uphold our values and workplace standards as outlined in our supplier code of conduct. They too are encouraged to report on any concerns about their relationship with Helia. This expectation and encouragement to report concerns to Helia is set out in our supplier code of conduct.

Additionally, the following policies support our approach to managing ESG and modern slavery risks and are publicly available here.

- Anti-bribery and corruption policy
- Diversity, equity and inclusion policy
- Family violence awareness policy.

Other internal policies include:

- Supplier management policy
- Supplier management procedures
- Workplace health and safety policy
- Workplace standards policy.



Capability building

Developing the understanding and capability of our people to identify, assess and manage modern slavery risks is a key focus area under our modern slavery action plan.

Our people receive annual online training on our code of conduct and our workplace standards policy. Employees are required to acknowledge that they have read and understood Helia's expectations regarding the required standard of workplace behaviour.

As part of Helia's annual code of conduct training, employees are provided with information regarding the various mechanisms to speak up, including the Ombudsperson and the external whistleblower service.

Employee understanding and awareness of our whistleblower policy is achieved through an e-learning module, which promotes awareness of our external whistleblower service, and through periodic communications via internal communication channels.

Our people also receive annual training on workplace health and safety, anti-discrimination and anti-bullying and anti-harassment in addition to other courses.

We offer mandatory targeted annual modern slavery training to employees who directly influence procurement decisions across our business. These include supplier relationship managers, executive assistants, senior leadership team, legal and procurement teams. A total of 64 people completed modern slavery targeted training in 2025.

Supplier risk management

At the onboarding stage of every new supplier engagement, the Helia procurement team conducts an assessment of modern slavery risks which provides a risk rating between high and low.

In 2025, we integrated an enhanced modern slavery risk assessment into our onboarding systems to measure category and country risk using the United Nations Standard Products and Services Code categorisation (UNSPSC). We re-assessed 301 existing suppliers and assessed 55 new suppliers. They fell into medium and low risk categories, with no high-risk suppliers identified. This result reflects our predominantly domestic supply chain and the type of services we procure.

All suppliers regardless of rating are then required to sign our modern slavery addendum as part of the contract. In some cases, we accept suppliers choosing not to sign our addendum if they already have a comprehensive modern slavery policy or statement in place. Any other exceptions to signing the addendum are very rare and require a review by the business and procurement, with a risk-based decision taken.

5. Assessing the effectiveness of our actions

Assessing the effectiveness of our actions is a critical step to ensuring the actions we have taken are delivering the intended outcomes, along with reducing the risks of modern slavery for our direct and indirect employees and the broader communities in which we operate and are linked to.

However, the complexities and uncertainties we face in identifying and measuring modern slavery in our operations and supply chain present challenges in how we assess the effectiveness of our actions. As a result, our indicators primarily measure activity rather than outcomes.

We have assessed the effectiveness of our actions by:

- Tracking the completion of e-learning modules and training on key policies
- Ensuring all suppliers have been properly risk assessed under our new methodology
- Obtaining contractual commitments, or obtaining other relevant information from all suppliers.

As we continue to implement our actions and increase our understanding, visibility and modern slavery risk assessments, we will build on our effectiveness indicators.

Indicators	FY25
Code of Conduct training completion	100%
Modern Slavery training completion	100%
WHS training completion	100%
Whistleblower training completion	100%
Existing and new suppliers assessed under enhanced modern slavery risk assessment	100%
Number of high-risk suppliers	0
Identified instances of exploitative practices or human rights abuses in our supply chain	0

Progress against commitments

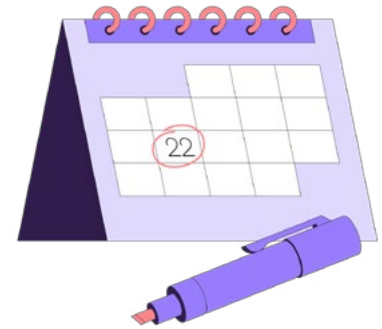
Commitment	FY25 progress	Status
Reassess entire supplier network through the enhanced modern slavery risk assessment which measures category and country risk, assessed using the UNSPSC categorisation	Completed enhancement of our modern slavery risk assessment and reassessed our entire supplier base	Complete 
Enhance modern slavery capability and understanding through ongoing training	Mandatory modern slavery training completed by all employees who manage suppliers and targeted awareness and skills training completed by procurement team	Plan completed but ongoing 
Develop a revised action plan for modern slavery commitments for FY26-27	Reviewed our modern slavery commitments and identified priority activities for FY26–27 primarily focused on maintaining and monitoring existing processes and controls. As such, our modern slavery action plan is embedded within our ongoing risk management and procurement practices and will continue to be reviewed and updated periodically	Plan completed but ongoing 

Action plan for 2026

We are committed to continuous improvement to help reduce the risk of modern slavery for our business.

For the 2026 reporting period, Helia is committed to progressing the following actions:

- Maintain internal governance and oversight of modern slavery risks
- Monitor the effectiveness of our modern slavery risk management framework and processes
- Continue to build awareness and capability among employees who may influence modern slavery risk.



6. Consultation process

For the 2025 reporting period, on behalf of Helia Group Limited, Helia's procurement team centrally coordinated Helia's identification, assessment and management of modern slavery risks for each of the entities in the Helia Group of companies. While our current approach provides a strong foundation, we also acknowledge that there may be limitations in our visibility beyond direct suppliers.

The consultation within the key areas of our business to prepare this Statement was with procurement, people & culture, sustainability and legal teams.

Helia's senior leadership team and the Boards of Helia Insurance Pty Limited and Helia Indemnity Limited were provided an opportunity to review and provide comments on this Statement prior to publication.

7. Approval

This Modern Slavery Statement was approved by the Helia Group Limited Board on 11 June 2026.

The Board of Helia Insurance Pty Limited and Helia Indemnity Limited have also been consulted and considered and approved this Statement prior to publication.

Signed by Leona Murphy as Chair of Helia Group Limited on 11 June 2026.

Reporting criteria of the Modern Slavery Act

The below table outlines where each of the criteria in section 16 of the Modern Slavery Act 2018 (Cth) is addressed within the Statement.

Criteria number	Criteria	Section	Page number
1	Identify the reporting entity	About this statement	2
2	Describe the reporting entity's structure, operations and supply chains	Our structure, operations and supply chains	6
3	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Risks of modern slavery practices in our operations and supply chains	7
4	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	Actions taken by us to assess and address modern slavery risks	8
5	Describe how the reporting entity assesses the effectiveness of these actions	Assessing effectiveness of our actions	10
6	Describe the process of consultation on the development of the Statement with any entities the reporting entity owns or controls (a joint Statement must also describe consultations with the entity covered by the Statement)	Consultation process	11
7	Include any other information that the reporting entity, or the entity giving the statement, considers relevant	No information has been provided as part of this statement	N/A