



This statement related to the financial year 1 July 2022 to 30 June 2023.

## **INTRODUCTION**

'Modern Slavery' encompasses various forms of coerced labour or exploitation, through threats, violence, human trafficking, forced marriage, debt bondage, deceptive recruitment, coercion, abuse of power or deception.

Where Modern Slavery occurs, it can have severe consequences for victims and involve grave abuses of human rights and criminal liability.

Modern Slavery is often linked to other crimes and activities that adversely impact human rights, such as corruption and environmental damage.

Additionally, Modern Slavery distorts global markets and undercuts responsible business.

If not addressed, Modern Slavery can pose substantial legal and regulatory and reputational risks to an organisation and to its broad network of internal and external stakeholders.

## **ABOUT ANGLE ASSET FINANCE**

ACN 603 303 126 Pty Ltd t/as Angle Asset Finance is an Australian-based non-bank lender specialising in finance for primary assets including transport, construction, materials handling and earthmoving equipment.

Angle Asset Finance also finances secondary and tertiary assets.

Through our Vendor Program, we provide third-party equipment partners with a finance solution for their customers.

Angle Asset Finance has offices in Melbourne and Sydney with our registered office being located at Level 8, 360 Collins Street, Melbourne.

Angle Asset Finance is 80.54% owned and controlled by Cerberus Capital Management and 19.46% owned by Deutsche Bank.

## **HOW ANGLE ASSET FINANCE MANAGES MODERN SLAVERY RISKS**

We are committed to preventing modern slavery and human trafficking in all aspects of our business. This commitment extends to our employees, suppliers, and business partners.

We aim to create an environment that promotes ethical standards and respects the rights of all individuals.



## RISK MANAGEMENT FRAMEWORK

A key component of Angle Asset Finance's evolving Risk Management Framework is the identification and management of Environment, Social and Governance (ESG) risks, including those related to Modern Slavery.

Angle Asset Finance is progressively developing its ESG Risk Framework and there is a strong commitment from the Board and Senior Management to ensure this component of our overall Risk Management Framework continues to evolve at pace.

## INTERNAL BUSINESS OPERATIONS

### *EMPLOYEE WELFARE*

As a financial services provider, Angle Asset Finance is not considered to operate within a high-risk industry with respect to Modern Slavery, nor do we produce goods or provide services that are at high risk of Modern Slavery. Angle Asset Finance is an organisation which operates in Australia with support functions in the Philippines. Angle Asset Finance's Australian based internal business operations must comply with Australia's strict labour and employment laws. For this reason, our risk assessment of Modern Slavery existing within our internal business operations is considered low, however will be continuously assessed.

Angle Asset Finance provides a safe and secure work environment for all our employees and contractors in line with the requirements set out within the Work Health and Safety Act 2011 and ensures all employment contracts meet the minimum requirements set out within the Fair Work Act 2009 and Superannuation Guarantee.

Additionally, Angle Asset Finance provides several employee benefits and support services including our Making Space initiative, Employee Assistance Program and Whistleblower service. Angle Asset Finance also offers flexible ways of working to ensure a suitable work life balance can be maintained for all employees. Furthermore, Angle Asset Finance is committed to the prevention of discrimination, harassment or abuse sustained within the workplace as well as assisting employees who are experiencing or are being subjected to any of these behaviours.

To support this commitment, Angle Asset Finance has put in place the following policies which govern its approach to employee conduct and support:

- Code of Conduct
- Anti-Discrimination & Harassment Policy
- Consequence Management Policy
- Diversity & Inclusion Policy
- Domestic Violence Policy
- Employee Assistance Program
- Whistleblower Policy
- Remuneration Policies
- Thrive Anywhere Policy
- Safety & Wellbeing Policy
- Various Leave Policies

## FINANCIAL CRIMES

Angle Asset Finance is committed to protecting vulnerable people and communities which may become victims of Modern Slavery because of acts of financial crime.



As a financial services provider, Angle Asset Finance is exposed to financial crime risks with the potential to fund criminal activity. As such, strong controls have been put in place with respect to Anti-Money Laundering and Counter Terrorism Financing (AML & CTF), including screening at the point of application, settlement and ongoing, regular training programs for staff, directors and partners, policies, and procedures.

### **SUPPLY CHAIN**

Angle Asset Finance is committed to ensuring that it does not engage suppliers that breach Modern Slavery legislation. Angle Asset Finance will not knowingly engage suppliers that do not align with its position on enforcing basic human rights and reserves the right to terminate any contractual arrangement if it believes an actual or potential breach has/may occur.

Our supply chain consists of suppliers and outsourced service providers from industries across professional services, communications, financial, credit & insurance services, recruitment, technology, and travel.

These suppliers are generally Australian based, or large multinational organisations which are required to comply with Australian and/or international employment and labour laws as well as international human rights standards.

Angle Asset Finance has begun to ensure that contract terms are in place which mandate that all suppliers must comply with application laws & regulations. This entails developing Standard Contract Terms for all supplier contracts to include a clause pertaining to Modern Slavery requiring the supplier to:

- Attest that the supplier has not been convicted of a Modern Slavery Offence.
- Have completed its own due diligence on its internal business operations and supply chain; and
- Provide commitments to eradicating Modern Slavery within its own supply chains.

All existing contracts will be reviewed (including at end of term or any other available contract renewal times) and where relevant contracts do not include relevant Modern Slavery clauses, we will amend the applicable contracts to include these clauses.

### **COMMITMENT TO CONTINUOUS IMPROVEMENT / NEXT STEPS**

Angle Asset Finance recognises that significant work to date has gone into the development of the Risk Management Framework to enable Angle Asset Finance to successfully grow as a business.

Angle Asset Finance is committed to continuously evolving and improving in all aspects of its business operations, with considerable focus given to risk management and governance at all levels of the organisation.

Throughout 2023 and beyond, Angle Asset Finance is committed to maturing its risk framework and processes. This includes continued understanding and mitigation of the Modern Slavery risks that apply to Angle Asset Finance.

Angle Asset Finance will continue to work closely with its staff, partners, and suppliers to promote a zero-tolerance approach to inhumane employment practices. Angle Asset Finance will closely monitor emerging risks to ensure it remains vigilant in its commitment to being a responsible business that operates in a way which demonstrates the utmost respect for human rights.



This Statement has been developed in consultation with key stakeholders across Angle Asset Finance, including the Executive Team. This Statement has been endorsed by the Audit & Risk Committee and was approved by the Angle Asset Finance Board of Directors on [date month] 2023.

Signed:

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**Craig Edwards**

Chief Executive Officer

[date] 21/12/2023