

# MODERN SLAVERY STATEMENT

This is a statement for the Financial Year Ending  
30 June 2024 on behalf of:

**Salta Properties Pty Ltd**  
**as Trustee for Tarascio No 2 Family Trust**

ABN: 28 166 343 301



## ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Owners of the land on which we operate and pay our respects to their Elders past and present. We recognise their continuing connection to the land, waters and community, and honour the important role Indigenous cultures play in our shared future.

We seek to understand how Salta can have meaningful engagement with Australia's cultural heritage, and we look forward to deepening our engagement and understanding as individuals and as a business through a journey of learning and understanding.



## ABOUT THIS STATEMENT

This is Salta's third year reporting on modern slavery, our strategy, and progress on modern slavery risks in our operations and supply chain. This statement captures the steps that we have taken to assess, address and remedy the presence of potential modern slavery in Salta's operations and supply chains during the period of the 1 July 2023 to 30 June 2024 (FY24).

Our Modern Slavery Statement addresses the mandatory reporting criteria specified in Section 16 (1a-1g) and addresses the compliance feedback provided by the Minister on our previous statement, in accordance with the Modern Slavery Act 2018 (Cth) (the Act).

Section 14 applies to our Company structure; therefore, this is a joint modern slavery statement on behalf of the following reporting entities owned and controlled by the business, which share the same Board and Managing Director as Salta Properties:

- Salta Properties Pty Ltd as Trustee for Tarascio No 2 Family Trust (ABN 28 166 343 301)
- The trustee for Salta Asset Management Trust (ABN 92 197 852 502)

These entities and their suppliers were assessed, actively engaged, trained in modern slavery risks, and consulted during the reporting period.

This report includes forward-looking statements that are not guarantees and can be identified by the reader when the forward-looking statements contains words such as "believes," "expects," "may," "will," "seeks," "intends," "plans," "estimates," or similar expressions which concern the Company's strategy, plans, projections, or intentions.

The Board of Salta Properties Pty Ltd and Salta Asset Management Trust approved this statement on 17<sup>th</sup> December 2024.

A handwritten signature in black ink, appearing to read 'Sam Tarascio'.

Sam Tarascio  
Managing Director, Salta Properties

---

## A MESSAGE FROM OUR MANAGING DIRECTOR



It is an exciting time for us here at Salta, with our strategic and diverse business model seeing us go from strength to strength in FY24, with a \$3.5 billion portfolio of assets on our balance sheet and a future pipeline of projects exceeding \$7 billion.

During this period of growth, the way we do business continues to prioritise our people. We are proud of our continuous effort and commitment to mitigate modern slavery risks in our supply chain and how we have taken the extra step to safeguard our initiatives with tangible policies and internal processes and guidelines.

This financial year we approved our Salta Human Rights Policy, conducted our first round of spot checks to monitor workers' conditions at our construction sites, developed a grievance mechanism and started the conversation on how to best monitor the Australian living wage.

We acknowledge the current challenges in uncovering human rights violations across all the supply chain and understand the importance of continuing actively working with our suppliers and the industry to further mitigate modern slavery risk in Australia and abroad.

A stylized, handwritten signature in black ink, appearing to read 'S. Tarascio'.

Sam Tarascio  
Managing Director, Salta Properties

---

## TABLE OF CONTENTS

1.	About Salta Properties .....	3
2.	Our Structure, Operations and Supply Chain .....	4
3.	Our Approach - Modern Slavery Risk Identification and Assessment .....	7
4.	Our Actions So Far .....	8
5.	Key Outcomes .....	14
6.	Our Approach - Modern Slavery Risks Remediation & Monitoring .....	15
7.	Our Public Commitment .....	16
8.	Our 2025 Agenda .....	17
9.	Modern Slavery Act 2018, Section 16 Compliance Tracker .....	18

---

# 1. ABOUT SALTA PROPERTIES

Salta Properties is one of Australia's largest privately owned companies, with a property portfolio valued in excess of \$3.5 billion comprising over 68 commercial, retail, and industrial assets in Melbourne's metropolitan area at a combined Net Lettable Area (NLA) surpassing 600,000 m<sup>2</sup>.

Salta Properties owns and controls the following entities covered by this statement:

- Salta Properties Pty Ltd as Trustee for Tarascio No 2 Family Trust (ABN 28 166 343 301)
- The trustee for Salta Asset Management Trust (ABN 92 197 852 502)

Salta remains at heart a family business, with strong values now passed down to its second generation of management. Driven by strong ethics and high standards, Salta believes in building long-term partnerships with its clients and positive community engagement in every project.

Across a vast legacy in various sectors, what every Salta project shares is genuine pride. The name Salta Properties represents a considered and crafted approach, with a commitment to growth and stability long into the future.

At Salta Properties we are committed to building outstanding commercial, industrial, retail, residential and hotel properties that not only reflect who we are and what we stand for, but also the socially and environmentally aware companies who choose to call us home.

Our actions of today will have an impact for generations to come and at Salta we regard the wellbeing of our planet, our people and our communities as our legacy for the future.

Our sustainability strategy is guided by the UN Sustainable Development Goals and our pillars of Healthy & Connected People, Climate Action & Resilience, Nature Positive and Equity for All, ensure that we are focused on areas where we can have meaningful impact through our business operations.

Salta recognises that Modern Slavery is a serious global issue and one that requires an effective societal response from business leaders that strengthens over time. Salta also understands that it has a role in this response and a responsibility to generate awareness and implement steps to uphold human rights and minimise the risk of modern slavery practices occurring in its operations and supply chains.

## 2. OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

### Our Structure

Salta is an Australian owned and managed property development company that operates solely in Australia.

Salta Properties owns and controls the following entities covered by this statement:

- Salta Properties Pty Ltd as Trustee for Tarascio No 2 Family Trust (ABN 28 166 343 301)
- The trustee for Salta Asset Management Trust (ABN 92 197 852 502)

A third entity, Space Estate Agents Pty Ltd (ABN 38 167 697 136), was included in our 2022-23 Modern Slavery Statement. However, as of June 30th, 2023, this company ceased being part of Salta Properties and is therefore not covered by this statement.

Salta Properties' core business consists of 104 employees. Salta Asset Management operates in the same office as Salta Properties and all their 23 staff are Salta Properties employees. Both entities share the same Managing Director, Chief Operating Officer, Board and Senior Leadership Team.

Our governance structure and policies apply to all entities owned and controlled by Salta.



Salta Properties Pty Ltd  
Organisational Structure  
Financial Year 2024

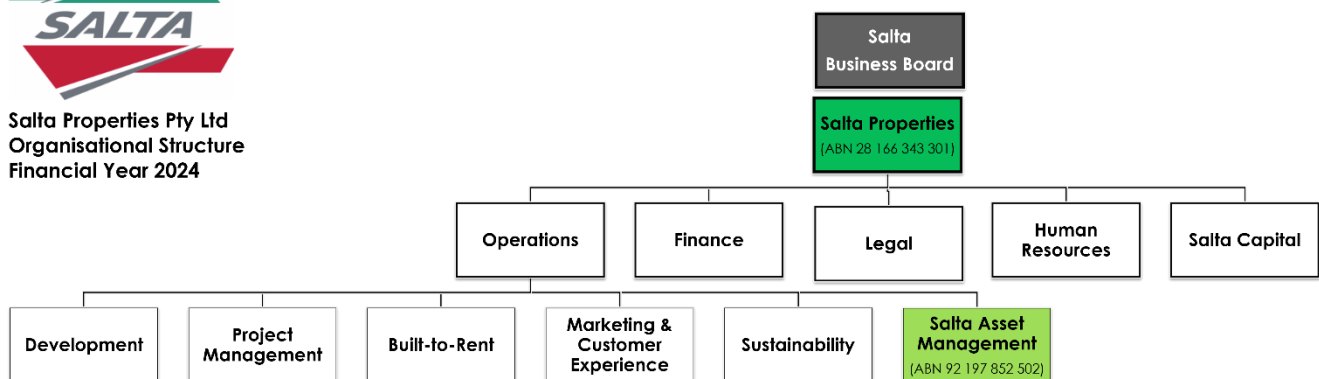


Figure 1. Salta Properties business structure

The ESG team manages the Modern Slavery Risk strategy and is supported by the Salta ESG Committee and the Board.

The Salta ESG Committee consists of a diverse group of ten high level staff members, each operating in different areas within the organisation, that meets every two months. The Committee oversees and participates in the development of our ESG strategy and reviews and endorses all ESG policies.

## Our Operations

In this statement ‘operations’ means the activities undertaken by Salta, or an entity owned or controlled by Salta, to pursue business objectives and strategy.

Salta Properties operates in Melbourne, Australia. Our operations encompass the acquisition, management, administration, leasing, development, and disposal of property assets, with our operations undertaken by an in-house team of legal, asset, facilities, project, finance, and property professionals.

Our products and services include:

- Residential property development for sale
- Office property development for lease
- Retail property development for lease
- Industrial property development for lease
- Hotel & accommodation development
- Build-to-rent residential accommodation
- Capital investment
- Asset management
- Property management

Salta Asset Management manages the properties in our investment portfolio.

## Our Supply Chain

In this Statement ‘supply chain’ means the products and services, including third-party labour hire, that contribute to the products and services of Salta, or an entity owned or controlled by Salta. This includes products and services sourced domestically or overseas and extends beyond direct suppliers.

As developers and managers of property assets, the greatest expenditure and exposure to modern slavery practices resides in the supply chains of our service providers and the goods and materials they supply in the construction, maintenance, repair, and operations of these properties.



Figure 2. ESG Four Pillars

SALTA ENTITY	RESPONSIBILITY	SOURCING	HIGH-RISK CONTRACTORS
<b>Salta Properties</b>	Engaging the head contractors/builders for our construction projects	Supplier engagement for core business	Builders
<b>Salta Asset Management</b>	Managing the properties in our investment portfolio	Different set of suppliers to Salta Properties	Repairs and maintenance, cleaners

We began mapping our supply chain in 2021 for all entities covered by this statement and gave suppliers a risk category from 1 to 3, with 1 representing the highest risk, a methodology we have continued to follow. Every reporting period we review our contractors list and rank them based on supply chain expenditure and modern slavery risk exposure during that period.



---

### 3. OUR APPROACH - MODERN SLAVERY RISK IDENTIFICATION AND ASSESSMENT

After completing this year's risk assessment, we conclude Salta's risk profile has remained stable compared to FY23, since there have been no significant changes to our core operations or procurement practices.

In this Statement, 'Tier 1' represents suppliers engaged directly by our business, 'Tier 2' includes suppliers to our Tier 1 suppliers, including subcontractors, and 'Tier 3' involves the suppliers of the Tier 2 suppliers. The increase in Tier indicates a decrease in control and visibility by our business on the suppliers' practices.

Salta Properties, the entities covered by this statement and their suppliers were assessed, consulted with, actively engaged, and trained in modern slavery risks during the reporting period.

Modern slavery involves a series of serious exploitative practices, such as human trafficking, deceptive recruiting, debt bondage, forced labour and forced marriage.

We recognise that property and construction have historically been high-risk sectors because of factors such as high demand for low-skilled labour, a high percentage of part-time workers, and long and opaque supply chains, with raw materials often being ultimately sourced from countries with elevated risk.

We have identified that the highest modern slavery risks in our operations in Australia may lie in the labour hiring process by Tier 1 and Tier 2 contractors. We are aware subcontracting and informalities with workers' contracts can be a common practice in the construction, cleaning, security and repairs and maintenance sectors.

Uncovering Tier 3 modern slavery risks remains a challenge due to limited visibility into the working conditions involved in the production of goods sourced by our suppliers overseas. However, upon reviewing our supply chain, we have confirmed that some of our suppliers do business in or source materials from high-risk countries, primarily China, where we currently lack visibility into worker conditions.

---

## 4. OUR ACTIONS SO FAR

### FY21 to FY23

Salta started conducting due diligence on modern slavery risks on a voluntary capacity during FY21, and the year later we published our first mandatory modern slavery statement. That was the starting point for a series of initiatives that seek to identify, minimise and tackle modern slavery risks within our operations and supply chain. The list below is a high-level summary of the actions we took to that end between FY21 and FY23. For more details, please see our [FY22](#) and [FY23](#) statements on the Modern Slavery Register.

- Supplier review:
  - Mapping of our supply chain and annual reviews of vendors based on modern slavery risk and expenditure.
  - Review of published Modern Slavery Statements by our suppliers as part of our due diligence process.
- Consultation process involving high-risk migrant workers in construction and cleaning services.
- Development and implementation a of a Supplier Questionnaire based on best practice and refined through consultation.
- Development of Salta Modern Slavery Training Material and its distribution to Salta staff and to suppliers.
- Development of Modern Slavery spot check process to be included into OH&S inspections.
- Leadership participation in industry events and collaboration with key industry bodies.

### Supplier Review

For the purposes of this report, we regularly map the supply chain for all entities covered by this statement and sort them into Categories 1 to 3 according to risk, with 1 posing the highest risk.

For FY24, we targeted 35 Category 1 contractors with whom we spent over \$50,000 during the fiscal year across all entities, as well as all cleaning and security contractors regardless of expenditure. Our highest supply chain modern slavery risk exposure during this reporting period came from building contractors, followed by asset management contractors, cleaning services suppliers and security contractors, which in total comprise 85% of our total supply chain expenditure.

All contractors on the list are based in Australia. 14 out of the 35 had published a Modern Slavery Statement on the Register but since some of these vendors are smaller, not all of them are required to do so by the legislation. All contractors on the review fall into Category 1 in our modern slavery risk assessment.

### Supplier Questionnaire

Salta developed a modern slavery questionnaire in consultation with stakeholders to effectively identify potential risks in contractors' practices, increase modern slavery awareness and communicate our expectations prior to a formal engagement. This enables us to embed these considerations into our procurement process and categorise suppliers based on their inherent risk of modern slavery.

---

Through questioning and categorising suppliers, Salta can influence their attitude towards modern slavery policy. The questionnaire aims to assess vendors' performance in the following criteria:

- Understanding of the concept and risks of modern slavery and human rights.
- Labour engagement and recruitment practices, including indirect labour hire, subcontracting and use of foreign or migrant labour.
- Worker remuneration that complies with the Fair Work Act 2009 and constitutes a living wage
- Labour rights and freedom of association
- Policies and compliance
- Modern slavery due diligence
- Current approach to supply chain management, level of engagement and supply chain visibility
- Worker dialogue and availability of grievance mechanisms
- Performance, remediation and effectiveness

The questionnaire is distributed to prospective suppliers and those already under contract as part of the due diligence process and the results inform the ongoing monitoring and engagement. It has been refined year-on-year based on consultation with stakeholders.

The current version of the Supplier Questionnaire has 69 questions. During this reporting period, 35 vendors in risk Category 1 were asked to complete the questionnaire. Of these, 24 responded. Of the 12 vendors who did not respond, six were "repeat offenders" who had also failed to complete the questionnaire in FY23.

Of those who responded, 66.6% said they have not mapped their supply chain to assess modern slavery risks, while 25% have not reviewed their top vendors. 33% have no internal governance structure for managing modern slavery, while 29% have not provided any training on the subject. 12.5% of respondent entities or their suppliers have employees in high-risk countries, while 8.3% cannot confirm. Notably, 33% of respondents or their suppliers also source materials from high-risk geographies, including Chinese steel.

## **Case Study: Language Barriers, Interpreting Services and Multilingual Posters**

Since its implementation, the Supplier Questionnaire has become the key due diligence tool for understanding the modern slavery risks surrounding our business, so it is important to continue to build on and refine it further.

To this end, we began a consultation process involving the industries that represent a higher proportion of our procurement budget or a higher modern slavery risk. This included anonymous volunteer interviews with high-risk workers, identified as those on temporary visas, in the construction and cleaning services industries. These conversations allowed us to better understand common risks from a firsthand insider perspective and uncover loopholes that would otherwise not be visible to us.

One insight we gained from these interviews was that non-English speakers are at increased risk of exploitation and may often sign documents or enter into contracts without being able to understand them.

---

As part of that effort, we explored potential risk mitigation, including the Translation and Interpreting Service (TIS National). To evaluate these services, we attempted to simulate the experience of a migrant worker. However, we found the service difficult to access and not fully aligned with the needs of addressing modern slavery concerns.

In order to raise this issue, Salta's Head of ESG addressed a letter to the Office of the Attorney-General that included the following text:

*In 2019, a parliamentary Migrant Workers Taskforce, which included the Department of the Attorney-General among its members, concluded that cultural and language barriers, limited knowledge of workplace laws and standards, and reliance on employers who sponsor migrants' temporary visas can expose them to greater risks of exploitation.*

*In trying to address this issue, we explored the availability of interpreting and translation services, particularly through TIS National. Regrettably, we discovered that access to these crucial services is limited to only a few institutions, which significantly hampers our ability and that of other responsible organisations to ensure that all workers hired by our vendors fully comprehend their rights. Furthermore, the existing document translation services do not adequately cater to the needs of our migrant workforce.*

*Given your office's pivotal role in addressing modern slavery issues across Australia, we respectfully urge you to consider strengthening the availability and accessibility of interpreting services for foreign workers. Enhancing access and knowledge of these services would not only help in safeguarding vulnerable workers but also support broader industry efforts to uphold ethical standards and legal compliance within supply chains.*

*We would welcome an opportunity to discuss this matter further and collaborate on solutions to enhance protections for all workers in Australia.*

We promptly received a reply from the then Director of the Modern Slavery and Human Trafficking Branch of the Attorney-General Department that did offer some useful advice and pointed to resources unknown to us such as the Australian Red Cross' Work Right Hub, but which did not ultimately address our concerns of the need to improve access to free interpreting services for those vulnerable to exploitation.

We will, however, be incorporating some of the Director's advice into our own effort to mitigate this risk in our operations. This will include a series of multilingual posters to be displayed in work sites and cleaner's rooms, containing information on worker's rights, where they can go for help and the availability of translation services, however limited. Based on research from the Housing Industry association, posters were produced in the most common languages spoken at building sites, including Mandarin, Arabic and Spanish.

## Human Rights Policy

During FY24, the Board approved Salta's new Human Rights Policy, which outlines our commitment to upholding and promoting human rights in all aspects of our operations in line with the United Nations Guiding Principles on Business and Human Rights. We recognize that respecting human rights is essential for sustainable development, social cohesion, and ethical business practices.

We seek to promote human rights through corporate policies, project and asset guidelines, supplier reviews and broader governance and stakeholder management methods in line with the United Nations Guiding Principles on Business and Human Rights. This includes human rights as defined in the International Bill of Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, in alignment with our Modern Slavery Statement.

The Policy document describes how Salta's corporate practices align with the United Nations' Global Sustainability goals under our four corporate guiding principles or pillars:

- Healthy and Connected People
- Climate action & Resilience

- Nature Positive
- Equity for All

Additionally, two of our four Sustainability Pillars relate directly to modern slavery: Healthy & Connected People and Equity for All.

VISION

## ESG strategy pillars & focus areas

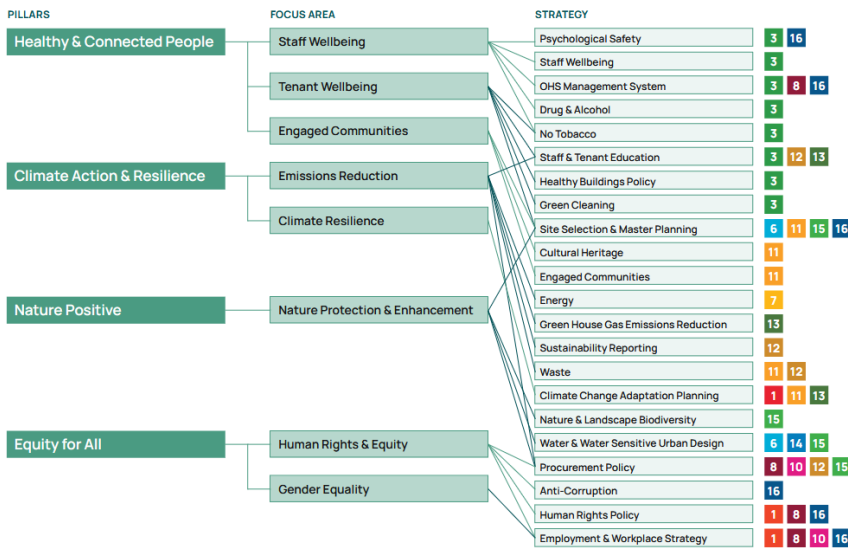


Figure 2. Salta Properties Sustainability Pillars Mapping FY24

## Living Wage Guidelines

As detailed in our Human Rights Policy, Salta is committed to ensuring that all employees, as well as workers throughout its supply chain, are paid a living wage. A living wage is the minimum income needed for a worker to meet their basic needs and live with dignity without having to rely on government assistance or charity. Earning a living wage greatly reduces the chances of individuals becoming victims of modern slavery.

One of the challenges of setting guidelines on what constitutes a living wage is that a dollar figure is highly dependent on a large variety of factors having to do with the local context and the personal circumstances of the worker. There is currently no consensus in Australia on what exactly the figure is, but we will be exploring different international sources for the basis of our policies, including the Ankler methodology, the United Nations Global Compact the Fair Wage Network and the Wage Indicator foundation.

As part of this commitment, during FY25, Salta will complete the United Nations Global Compact's Living Wage Assessment using the Living Wage Analysis Tool. The results will serve as a benchmark for a remuneration review of all direct employees and eventual supplier assessments.

---

## Modern Slavery Risk Reporting – Internal Process

Salta encourages all workers, contractors, suppliers, and partners involved in our operations, both within our direct supply chain and those of our suppliers, as well as any other external parties and members of the public, to report any instances or risks of modern slavery they may encounter as the first step in a robust grievance mechanism.

In order to effectively and fairly manage any such eventual reports, Salta has developed an internal process that outlines the steps to be taken when instances or risks of modern slavery within Salta Properties' supply chain are identified and reported, upholding our commitment to ethical business practices, human rights and legal compliance.

This document explains who may report, how reports are raised, and the actions and steps to be taken by the ESG Office and other teams at Salta upon receiving a complaint. The procedures are currently under review for approval by the Board.

## Modern Slavery Training Material for Staff and Suppliers

Since FY22, our Modern Slavery Training Material has been used to proactively raise awareness companywide, including all entities covered by this statement. We have extended this material to our suppliers in conjunction with the questionnaire to help with identifying areas for improvement in their own systems and policies.

During FY24, we issued version 3.0 of the Material to reflect changes in the management on the Modern Slavery Act, update data with the latest figures and include more recent real-life examples.

This new version has started to roll out to both direct employees and contractors. By the end of FY24 we had issued this new version of the training material to:

- Nine of our Salta Properties Project Management team members.
- The leader of the Salta Asset Management Facilities Management team.
- 35 of our Category 1 contractors.

## Modern Slavery Spot Checks

We have incorporated a modern slavery spot check task for OH&S inspectors at Salta's construction sites. The inspectors were briefed on our ongoing modern slavery due diligence and consulted on the proposed questions and methodology of the exercise. Their feedback was in the final version for the spot check survey, which started to be rolled out in FY24.

Instructions include for the inspector to approach the site manager and at least one worker on site, and through conversation go over the Spot Check Questionnaire so we can cross check their responses with the answers provided by their companies on the Suppliers' Questionnaire. We also request the inspectors look out for red flags in the workforce's appearance, health, and behaviour.

During FY24, we expanded this initiative to other high-risk sectors and developed a customised Security Services Modern Slavery Spot Check and a Cleaning Services Modern Slavery Spot Check. These are planned to be rolled out during the next reporting period.

As part of the sport checks, OH&S inspectors are asked, among other things, to verify if there are trade union representatives on site, if workers were recruited through agencies, whether modern slavery training has been provided, and to look out for any visible signs of labour exploitation.

---

Whilst modern slavery spot checks were implemented on construction sites in FY24, resourcing constraints prevented us from implementing the spot checks on cleaning and security contractors at existing buildings as intended. This will be made a priority for FY25.

---

## 5. KEY OUTCOMES

- Established Salta's Human Rights Policy.
- Rolled out OH&S Inspector modern slavery spot checks at our construction sites.
- Expanded the modern slavery spot checks to cleaning and security workers which will be rolled out in FY25.
- Developed mechanisms for the raising of grievances and the reporting of modern slavery risks within our supply chain, along with an internal process for addressing those grievances when they arise.
- Released version 3 of our Modern Slavery Training Material.
- Collaborated with the co-owners of one of our properties to cross-check both entities' approach to modern slavery.
- Initiated the development of Living Wage Guidelines to ensure that all workers in our operations and supply chain can earn a wage that supports a dignified standard of living.
- Opened communication with the Office of the Attorney General on the need for more accessible interpreting services for non-English speaking migrant workers.
- Having taken feedback from migrant worker interviews, developed multilingual posters for vulnerable non-English speakers to be aware of their rights and where to go for help.
- Assessed 85% of our total supply chain by expenditure for modern slavery risks.



---

## 6. OUR APPROACH - MODERN SLAVERY RISKS REMEDICATION & MONITORING

Whilst during FY24 there were no reports on modern slavery instances within our operations or sphere of influence, we acknowledge our responsibility is to continue informing our people, and those we do business with, on the issue of modern slavery and create more avenues to help minimise the risks poised to the most vulnerable workers. Consequently, during FY24 we developed a set of internal guidelines for remediation in the eventuality that any such reports are made in the future, as outlined in section 4 of this document.

### **Ongoing Consultation Process**

We understand modern slavery is a serious issue that is only starting to be addressed in our industry and in Australia, and the collaborative continuous improvement approach is essential in order to make significant progress in mitigating this grave human rights risk.

We count on the support of our external consultants, ESG PLUS, who assist us in the development of our modern slavery due diligence and monitoring, and on the strategy to de-risk the supply chain.

Our strategy and progress are part of the agenda of our ESG Committee bimonthly meeting, where we keep an ongoing dialogue on the subject with our staff and suppliers. Our progress is also reported bi-monthly to the Managing Director and COO. Modern slavery due diligence continues to be embedded in our ongoing operations.

---

## 7. OUR PUBLIC COMMITMENT

- Continue monitoring our modern slavery risks and adapt our approach as required.
- Stay informed about upcoming changes to the legislation and the actions of the Anti-Slavery Commissioner.
- Collaborate with industry and partners to cohesively tackle modern slavery risks in our supply chain.
- Report annually on the Modern Slavery Statement register, approved by the board.
- Continue to develop policies to cover our human rights due diligence and safeguard our approach and commitments.
- Modern slavery progress will be part of our annual ESG Report
- Communicate our Modern Slavery risks mitigation strategy to our internal team as well as to all contractors we engage through our Salta Training Material. This material is included at tender stage so contractors wishing to work with Salta are aware of our expectations from the start.

---

## 8. OUR 2025 AGENDA

We strive to continue making meaningful progress in monitoring and managing modern slavery risks in our operations and supply chain. For FY25 we aim to make advancements in the following areas:

- Continue to roll out the OH&S Inspector modern slavery spot checks at construction sites and assess the information we will receive back.
- Roll out the modern slavery spot checks to cleaning and security contractors.
- Formalise the grievance mechanism process for labourers to safely and effectively communicate modern slavery risks back to Salta.
- Continue to roll out version 3 of the Modern Slavery Training Material.
- With a formalised Human Rights Policy now in place, address the contractors who have not been engaging with our Supplier Questionnaire and failed to address Salta's modern slavery concerns.
- Continue taking and reviewing our own Supplier Questionnaire responses to find areas of improvement to meet our own standards.
- Complete the United Nations Global Compact's Living Wage Analysis Assessment and use the results to review remuneration practices in order to work towards guaranteeing a dignified living wage for all workers in our operations and supply chain.
- Incorporate findings on living wages into company policies and Supplier Questionnaire.
- Roll out the multilingual posters aimed for migrant workers.

## 9. MODERN SLAVERY ACT 2018, SECTION 16 COMPLIANCE TRACKER

Modern Slavery Act 2018 (Cth) Section 16. Compliance Tracker	
Mandatory Criteria	Relevant Section(s) in our Salta Modern Slavery Statement 2024
Criteria 1a. Identify the reporting entity	<ul style="list-style-type: none"> <li>▪ Section About this statement</li> <li>▪ Section 1. About Salta Properties</li> <li>▪ Section 2. Our Structure, Operations and Supply Chain</li> </ul>
Criteria 1b. Describe the structure, operations, and supply chains of the reporting entity	<ul style="list-style-type: none"> <li>▪ Section 2. Our Structure, Operations and Supply Chain</li> </ul>
Criteria 1c. describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	<ul style="list-style-type: none"> <li>▪ Section 2. Our Structure, Operations and Supply Chain</li> <li>▪ Section 3. Our Approach - Modern Slavery Risk Identification and Assessment</li> <li>▪ Section 6. Our Approach - Modern Slavery Risks Remediation &amp; Monitoring</li> </ul>
Criteria 1d. describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	<ul style="list-style-type: none"> <li>▪ Section 4. Our Actions So Far</li> <li>▪ Section 5. Key Outcomes</li> <li>▪ Section 6. Our Approach - Modern Slavery Risks Remediation &amp; Monitoring</li> <li>▪ Section 7. Our Public Commitment</li> <li>▪ Section 8. Our 2025 Agenda</li> </ul>
Criteria 1e. describe how the reporting entity assesses the effectiveness of such actions	<ul style="list-style-type: none"> <li>▪ Section 4. Our Actions So Far</li> <li>▪ Section 5. Key Outcomes</li> </ul>
Criteria 1f. describe the process of consultation with: (i) any entities that the reporting entity owns or controls; and (ii) in the case of a reporting entity covered by a statement under section 14—the entity giving the statement	<ul style="list-style-type: none"> <li>▪ Section About this Statement</li> <li>▪ Section 1. About Salta Properties</li> <li>▪ Section 2. Our Structure, Operations and Supply Chain</li> <li>▪ Section 4. Our Actions So Far</li> <li>▪ Section 7. Our Public Commitment</li> </ul>
Criteria 1g. include any other information that the reporting entity, or the entity giving the statement, considers relevant.  Example: For paragraph (d), actions taken by an entity may include the development of policies and processes to address modern slavery risks and providing training for staff about modern slavery.	<ul style="list-style-type: none"> <li>▪ Section 4. Our Actions So Far</li> <li>▪ Section 7. Our Public Commitment</li> <li>▪ Section 8. Our 2025 Agenda</li> </ul>



Level 29, 35 Collins Street,  
Melbourne VIC 3000

GPO Box 1700,  
Melbourne VIC 3001

Ph: (03) 9673 1111  
Fax: (03) 9673 1188

[WWW.SALTA.COM.AU](http://WWW.SALTA.COM.AU)