

JOINT MODERN SLAVERY STATEMENT

FINANCIAL YEAR ENDING
30 JUNE 2022



**Decode Corp Pty Ltd (ACN 629 285 534) &
Decode Group Pty Limited (ACN 611 188 339)**

Level 8, 52 Alfred St, Milsons Point NSW 2061



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A group of construction workers wearing hard hats and safety vests are standing in a line, looking out over a construction site. The workers are wearing white and red hard hats and high-visibility yellow safety vests. They are standing in front of a concrete wall. In the background, there is a construction site with a fence and some construction equipment. The text "ABOUT US" is overlaid on the right side of the image.

ABOUT US

ABOUT US

This joint modern slavery statement for the year ending 30 June 2022 has been prepared by Decode Corp Pty Ltd (ACN 629 285 534) (**DC**) and Decode Group Pty Limited (ACN 611 188 339) (**DG**), both of which are Australian proprietary companies. The registered office address for both DC and DG is Level 8, 52 Alfred Street, Milsons Point NSW 2061.

DC and DG are associated entities forming a corporate group operating a construction and property development business trading as 'Decode'.

The sole director of both DC and DG is Hussein El Rihani.

Founded in 2008, Decode doesn't just build buildings - we deliver our clients' vision. With a dynamic and diverse team based in Sydney, we're driven by innovation, commitment and a mission to deliver excellence. From commercial high-rises to educational institutions, we operate across the entire spectrum of the construction sector.

OUR OPERATIONS AND STRUCTURE

Our business is focused on projects located in the Sydney metropolitan area. Between them, DC and DG own or control about 8 other Australian entities which also form part of the Decode corporate group.

In total, the Decode corporate group employs approximately 100 employees, all of whom are based in Australia.

For our construction work, we also engage a range of trade-contractors. In 2021-2022, the total number of suppliers and trade-contractors engaged were approximately 750.

We source products used in our construction projects from a variety of suppliers. These products include reinforcing steel, concrete, windows, plumbing, tiles, appliances and flooring. All suppliers are based in Australia.



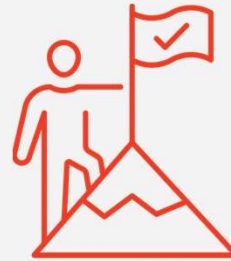
COMPANY VALUES

Our core values underpin everything we do. By living our values every day, our team is empowered to deliver optimal outcomes to our clients.



Lift as One

United under **one vision**, we work with our clients and partners to deliver excellence.



Go the Extra Mile

We challenge ourselves to **go above and beyond** in pursuit of quality and to achieve our client's vision.



Commit to Care

We are committed to sustainability & customer care and above all, the **safety and wellbeing** of our clients, partners and teams comes first.



Deliver Excellence

We promise, we deliver. We always strive to produce the best possible outcomes for our clients with no compromises.

A photograph of a modern, multi-story apartment building at night. The building features a mix of white and dark grey facades, with balconies and large windows. Some balconies have plants. The building is illuminated from within, and the street in the foreground is lit by a street lamp. A tree is visible on the left side of the frame. The text "OUR STANCE AGAINST MODERN SLAVERY" is overlaid in white capital letters across the middle of the image.

OUR STANCE AGAINST MODERN SLAVERY



OUR SUPPLY CHAIN

Our main supply chain relates to products used in construction work and use of labour, hired either directly through a labour hire firm or indirectly contracted through trade contractor.

While our suppliers are predominantly based in Australia, this may not represent the country of origin of materials or products supplied to our operations. We are aware that they, in turn, source product and raw materials from overseas.



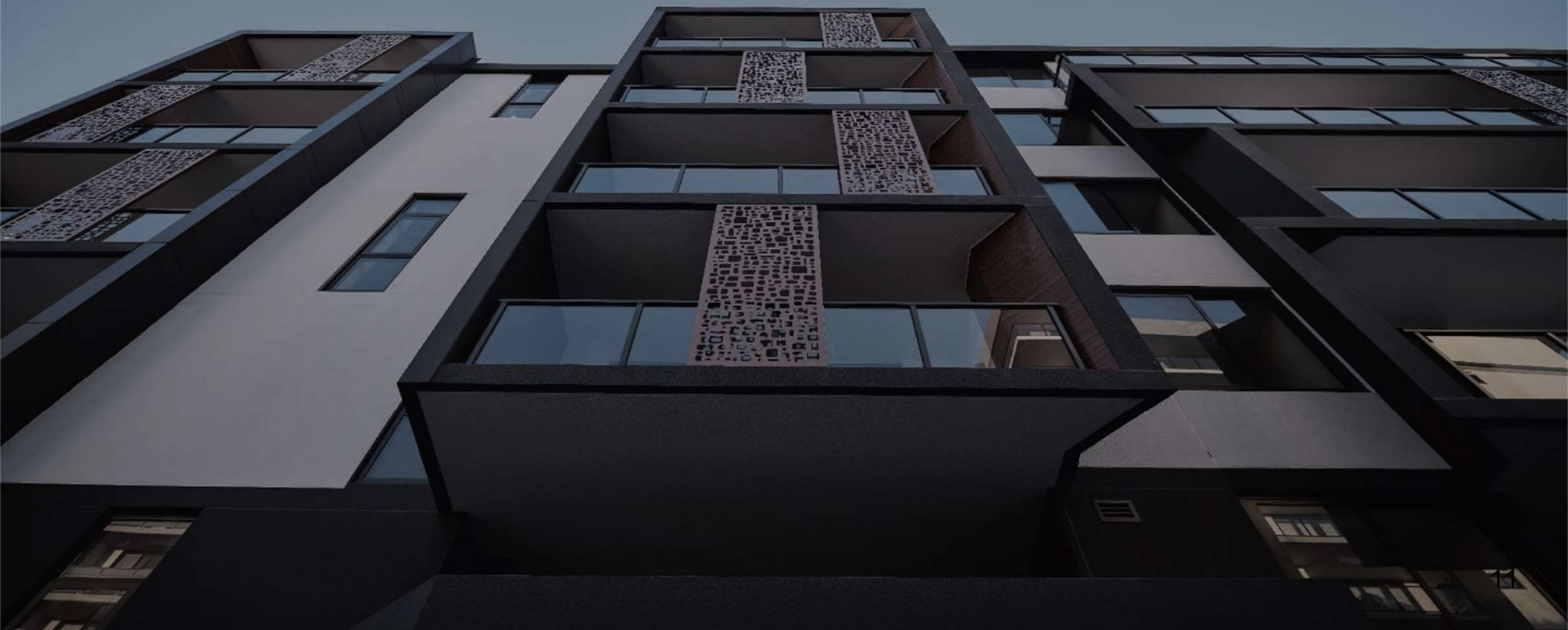
OUR APPROACH TO MODERN SLAVERY

We are a committed business to ensure best practices against Modern Slavery including our employees, suppliers and trade contractors. We reject any and all forms of Modern Slavery which can take place from under payment, human trafficking and forced Labour.

In terms of our direct operations, we consider that a number of our current practices assist in reducing the risk of Modern Slavery developing or occurring. For instance, we have a dedicated human resources function, the responsibility of which is to seek compliance with applicable regulatory terms and conditions of employment.

We are committed to implement effective systems and controls to ensure Modern Slavery does not take place through any of our suppliers and subcontractors. We are in the process of implementing Modern Slavery questionnaire through Hammertech.

RISK ASSESSMENT & MITIGATION APPROACH





Risks assessment & Mitigation approach

We assess the risk of Modern Slavery taking place in our business by identifying and managing any areas of concern within our direct operations and any external parties. However, due to the nature of our services, we could be indirectly exposed to the risk of Modern Slavery including human trafficking and forced labour through our suppliers and trade contractors.

We are taking the following steps to manage the risks:

- Procure (where possible) from licensed, established and Australian registered trades (suppliers)
- Partnering with trades who share the similar stances on Modern Slavery.
- Reducing (where possible) the overseas parties engagement where lesser/limited data is available for Modern Slavery.
- Identifying risk levels through pre-qualification process and implement additional controls in awarding process of suppliers and trade contractors.



REVIEWING OUR SYSTEMS

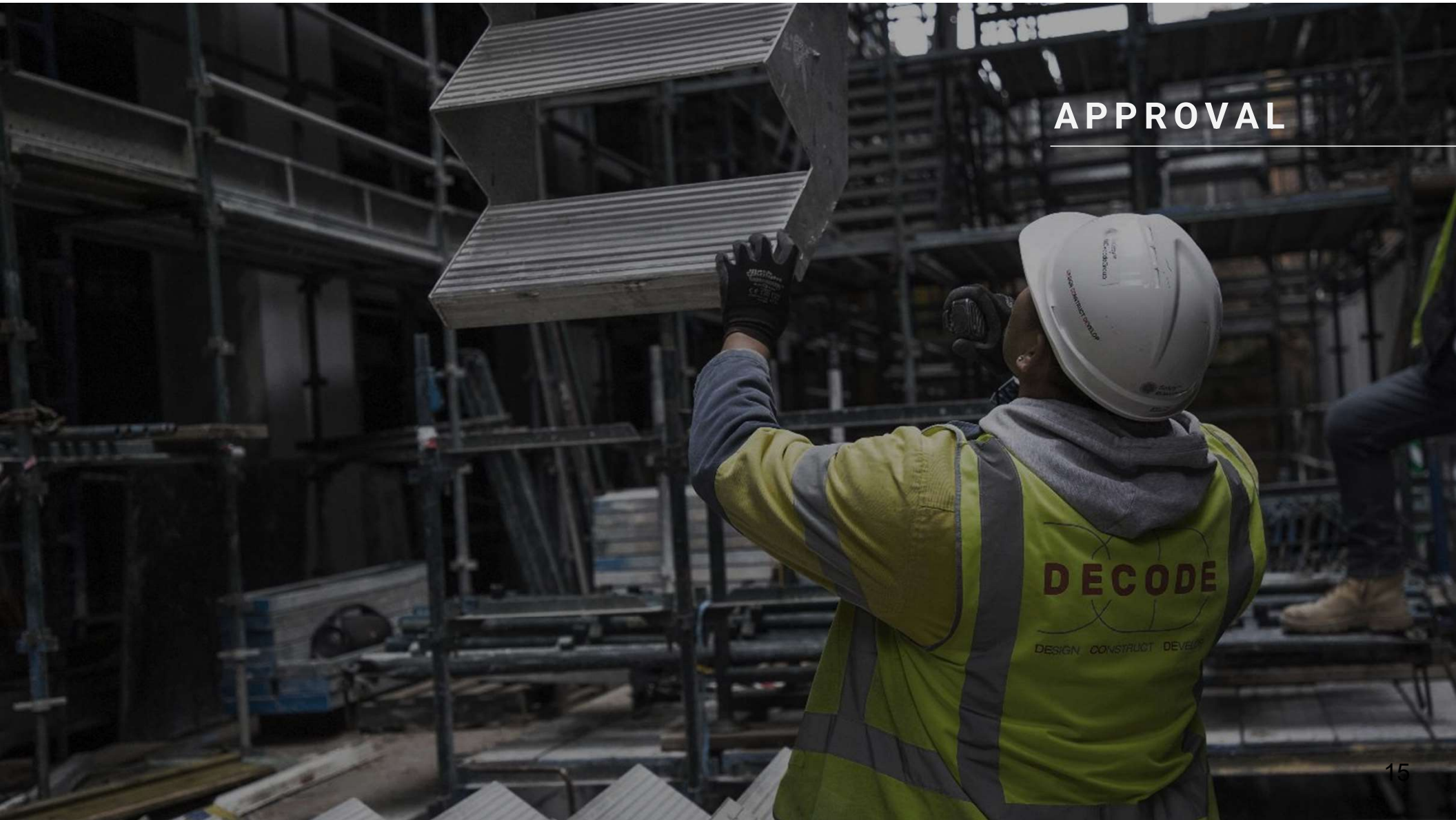
REVIEWING OUR SYSTEMS

We are committed to continuously improve in assessing and addressing Modern Slavery risk in our operations and supply chain.

Our future commitments include :

- Implementing a Modern Slavery Policy and supplier code of conduct.
- Reviewing and updating supplier and trade contractor agreements.
- Continue to train staff to increase awareness of Modern Slavery.
- Collaborate with our business partners and peers for self-education.

APPROVAL

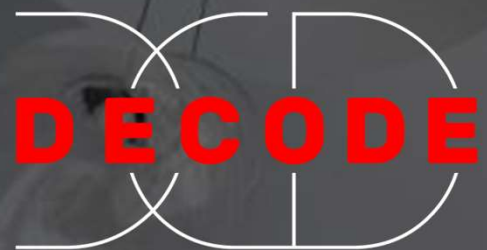


APPROVAL

This statement was approved by Hussein El Rihani, sole director of Decode Corp Pty Ltd (ACN 629 285 534) and Decode Group Pty Limited (ACN 611 188 339), on 14/04/2023.



Hussein El Rihani
Director of
Decode Corp Pty Ltd
Decode Group Pty Ltd



www.decodegroup.com.au