



ANGLE FINANCE MODERN SLAVERY STATEMENT 2025

This Modern Slavery Statement ("Statement") is made by ACN 603 303 126 Pty Ltd t/as Angle Asset Finance (ACN 603 303 126) on its own behalf and also applies to Angle Asset Finance owned or controlled entities.

We have prepared this Statement under the Modern Slavery Act 2018 (Cth) ("Act"). This Statement reports on the steps that we have taken to assess, manage, and reduce the risk of Modern Slavery in our business and supply chain for the period from 1 July 2024 to 30 June 2025 ("Reporting Period").

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.

The nature and extent of Modern Slavery in a complex and interconnected world economy, means there is a high risk that it may be present in any entity's operations and supply chains across every industry, sector, and geographic location.

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, 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.

At Angle Asset Finance, everything we focus on, and deliver, is anchored in our four Strategic Pillars: Build a Scalable Business; Customer, People, and Risk and Reputation. This is supported by our Traits, which are the DNA of Angle Asset Finance; our ways of operating. These Traits include:



- **Eat Sacred Cows:** we are open to new ideas and suggestions by respecting others' views and experience, with a willingness to change our minds;
- **Say 'No' to Naysayers:** we stay positive, focusing on positive communication, enthusiasm, a blameless problem-solving culture, and resilience;
- **If It's Good Enough, We Get It Out There:** perfection is not always necessary and if it's good enough, we get it out there and evolve; and
- **Embrace Candour:** feedback is openly given and received, always with the intent of improvement for the individual or Angle Asset Finance.

OUR STRUCTURE AND OPERATIONS

GOVERNANCE

Our Board of Directors takes corporate social responsibility seriously and has responsibility for Modern Slavery risk management across Angle Asset Finance.

The Risk and Compliance team plays an important role in supporting good governance and fostering a culture of responsible risk management across Angle Asset Finance. They work closely with the business to promote awareness and understanding of our obligations, policies, and procedures.

Our governance framework is supported by policies which outline the standard of behaviour we expect of our employees, working conditions they are entitled to, and how to report any issues or concerns. These policies include:

- Whistleblower Protection Policy
- Anti-Bullying, Anti-Discrimination and Equal Employment Opportunities Policy
- Performance Management Policy
- Grievance Policy
- Health Safety and Wellbeing Training Policy
- Flexible Working Policy
- Domestic and Family Violence Policy
- Driver and Vehicle Safety Policy
- Hazard, Incident and Injury Management Policy
- Thrive Anywhere Policy
- Code of Conduct
- Parental Leave Policy
- Recruitment and Selection Policy
- Pay and Reward Policy
- Covid Safe Workplace Policy
- Diversity, Equity and Inclusion Policy

EMPLOYEE WELFARE

Angle Asset Finance bases its operations in Australia and at the end of 2025, we had 143 employees based in Australia. Angle Asset Finance also employs contractors in the Philippines through a third-party organisation called Satellite Office to provide support functions.

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 Finance is an organisation which operates in Australia, with support functions in the Philippines. Angle Asset Finance's 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 extremely 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.

Angle Asset Finance's Health, Safety, and Wellbeing ("HSW") Strategy operates across four key aspects of wellbeing: financial, social, physical, and emotional. There are several initiatives and offerings, which are delivered under these four pillars of the HSW Strategy, including but not limited to 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 or external to the workplace as well as assisting employees who are experiencing or are being subjected to any of these behaviours.

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 unknowingly 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 policies, and procedures, relevant screening at the point of application, settlement, and ongoing and regular training programs for all employees and Directors.

SUPPLY CHAIN

Angle Asset Finance is committed to ensuring that it does not engage suppliers that breach Modern Slavery legislation and is dedicated to holding suppliers accountable to their commitment of eradicating Modern Slavery.

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 continues to ensure that contract terms are in place which mandate that all suppliers must comply with applicable laws & regulations. This includes 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 endeavour to include these clauses.

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 the highest ethical standards and respects the rights and dignity of all individuals.

Angle Asset Finance's approach to assessing Modern Slavery risks in relation to its operations and supply chains has been informed by the United Nations Guiding Principles on Business and Human Rights.

The risk of Modern Slavery in our operations is low. We are informed by the following considerations:

- The domestic operations of the Australian financial services industry are considered to low risk in relation to Modern Slavery;
- Angle Asset Finance has human resources specialists located in Australia who support us with employment law compliance;
- During the Reporting Period, our employees were based in Australia and comprised skilled, adult labour;
- Employees are free to join any union or association;
- Many of Angle Asset Finance's employees are tertiary educated professionals;
- Angle Asset Finance policies are easily accessible and highlighted to all new starters;
- Employees complete compulsory training each year on key and critical policies;
- Contracts for new suppliers are reviewed by our risk team; and
- Angle Asset Finance complies with Australian employment laws, which regulate the recruitment and remuneration for our direct workforce, including ensuring that our employees have appropriate working rights.

Angle Asset Finance mitigates supply chain risks through the following:

- Most of our supply agreements consist of supply chains between Angle Asset Finance and the end-supplier. We have limited supply chains with one or more contractors or sub-contractors; and
- Our supply chain mainly consists of professional services and products.

As part of our Modern Slavery assessment in the Reporting Period, we determined that the majority of our suppliers are companies located in Australia or the United States of America.

However, we have identified that the following areas, relevant to our business, carry a higher risk of Modern Slavery:

- IT, telecommunications, and offshore software development;
- Support function outsourcing; and
- Facilities such as cleaning, security, repairs, and maintenance.

The increased risk profile of these areas above are due to the following factors:

- Geographic location where workers may not have the same level of protections as the Australian workforce;
- Labour intensive work coupled with low barriers to entry;
- The prevalence of subcontracting arrangements leading to decreased supply chain transparency;
- Workers from vulnerable backgrounds, including migrant workers, who may not know or understand their legal rights;
- Industry and sector-specific risks, such as underpayment in cleaning; and
- Operations in countries with higher risks relating to Modern Slavery.

Although Angle Asset Finance has a low chance of being directly involved in Modern Slavery through our supply chain, we recognise the risk of Modern Slavery through our suppliers and their own supply chains.

ACTIONS TO ASSESS AND ADDRESS RISKS

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 evolves and matures at pace with the business in the medium term.

During the Reporting Period, we have also encouraged a culture of compliance by promoting awareness of our relevant policies and procedures, educating leaders on our traits and staples, recruiting new members of the Risk Team with expertise on matters such as Modern Slavery, and embedded a tighter program relating to contracts and procurement.

ASSESSING THE EFFECTIVENESS OF ACTIONS

Angle Asset Finance has assessed the effectiveness of our actions by monitoring for any reported or suspected incidents of Modern Slavery within our organisation or our supply chain. During the Reporting Period, there were no incidents reported.

We have also assessed the effectiveness of our actions by reviewing our policies and procedures and the level of awareness within Angle Asset Finance of Modern Slavery considerations.

An assessment of our current process to onboard new suppliers is ongoing, with actions expected in the next Reporting Period to improve safeguards and monitoring related to supply chain risks.

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.



Angle Asset Finance is committed to maturing its risk framework and processes including continued assessment and mitigation of the Modern Slavery risks that apply to Angle Asset Finance.

Angle Asset Finance will continue to work closely with its employees, partners, and suppliers to promote a zero-tolerance approach to unfair, unjust, and inhumane employment practices. Angle Asset Finance will closely monitor emerging risks to ensure it remains vigilant in its commitment 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 11 December 2025.

Signed:

A handwritten signature in black ink, appearing to be "CE", written over a horizontal line.

Craig Edwards

Chief Executive Officer

12 December 2025