

# MODERN SLAVERY STATEMENT



This Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 (Cth), by AIA Australia Limited (ABN 79 004 837 861, AFSL 230043), including AIA Financial Services Limited (ABN 68 008 540 252), collectively referred throughout this statement as “AIA Australia”. This statement covers the financial year 1 January 2020 to 31 December 2020. This statement was approved by AIA Australia Limited’s Board on 24 May 2021.

AIA Australia is committed to making a positive difference in people’s lives; a philosophy that not only applies through its life insurance and health insurance products and its wellness program AIA Vitality, but through its community initiatives, partnerships and by embracing shared value to help its employees, their families, its customers and the community to live healthier, longer, better lives.

Modern slavery can be present in any industry, including the financial services industry in Australia. The term ‘modern slavery’ includes circumstances where an individual or group of people are exploited or deprived of freedom by means of coercion, deception or threats.

This statement outlines AIA Australia’s objection to any form of modern slavery, its process for the identification of any risks, and the controls it has in place to address them appropriately.

## AIA Australia’s commitment

AIA Australia takes its obligations under the Modern Slavery Act seriously and is committed to playing its role in combatting modern slavery across its global supply chains.

In line with its focus on doing the right thing, AIA Australia acknowledges it has a corporate and social responsibility to support this concept beyond its interactions with its customers and into society at large.

## About AIA Australia

AIA Australia is a life and health insurance specialist. It offers a range of products that protect the financial health and wellbeing of more than 3.8 million Australians. AIA Australia’s head office is based in Melbourne and it employs over 2,300 staff across Australia. AIA Australia is a member of the AIA Group, which is incorporated and headquartered in Hong Kong with a presence in 18 markets across the Asia-Pacific region.

AIA Australia’s customer value proposition is Life, Health and Wellbeing. This is underpinned by a strong Purpose, Dream and Operating Philosophy, to provide value and security to its customers.

**AIA Australia’s Purpose** – Make a Difference in People’s Lives.

**AIA Australia’s Dream** – Champion Australia and New Zealand to be the healthiest and best protected nations in the world.

**AIA Australia’s Operating Philosophy** – Do the Right Thing, in the Right Way, with the Right People, and the Results will come.

## Risk of modern slavery practices in AIA Australia’s operations and supply chains

AIA Australia’s supply chains are primarily Australian based and include suppliers and services related to administration, banking, communication and marketing, consulting, investment management, IT, office supplies, operations, property and facility management (including cleaning), reinsurance and travel.

AIA Australia also works closely with major Australian financial institutions, corporate partners, financial advisers and affinity partners to deliver and supply its products and services across Australia.

AIA Australia seeks to do business with suppliers and business partners that hold similar values and beliefs to those described above.

AIA Australia understands that there are potential risks of inadvertently contributing to modern slavery directly and indirectly through third-party supply chains and investments. Identifying and assessing those risks in our supply chain is key to mitigating and remediating impacts on modern slavery. These risks include, but are not limited to:

- the risk of underpayment of employees in onshore suppliers commonly using migrant labour;
- the risk of underpayment of employees in offshore IT suppliers in countries with less developed labour laws and enforcement; and

- the risk of child labour, forced labour, underpayment and restriction of freedom in offshore textile suppliers in countries with less developed labour laws and enforcement.

## AIA Australia's approach to managing modern slavery risks

AIA Australia has various risk management policies, standards and principles in place to assess and address risks relating to modern slavery. These include:

- AIA's Operating Philosophy
- AIA's Code of Conduct
- AIA Australia's Modern Slavery Risk Standard
- Ethical Sourcing Due Diligence
- Sourcing Policies and Processes
- Contract Approval Process

In addition, AIA Australia's investment decisions are guided by the AIA Group Investments' Environmental, Social, and Governance Standard.

AIA Australia's processes for assessing the effectiveness of its modern slavery risk management include:

- Periodic due diligence over sourcing and contract approvals. No issues relating to modern slavery have been identified as part of this due diligence.
- Risk-based annual due diligence over the control effectiveness across areas of the business with the potential for higher exposure to modern slavery risks. No issues have been identified as part of this due diligence.
- Obtaining management attestations to the Modern Slavery Act from certain suppliers, or suppliers' own Modern Slavery Statements under Australian or equivalent international law where applicable. Addressing any learnings and improvements arising from exceptions/control weaknesses identified.

## Process of consultation with owned and controlled entities

In relation to consultation with AIA Australia Limited's subsidiaries, AIA Financial Services Limited is a distribution entity with no employees. AIA Australia Limited is the main entity entering into contracts with suppliers. The officers of AIA Financial Services Limited are also officers or executives of AIA Australia Limited and the risk management and sourcing policies, standards and processes apply to both. Accordingly, AIA Australia Limited is apprised of AIA Financial Services' activities and is aware that the modern slavery risk in its operations is negligible without requiring a formal process of consultation.

## Future commitments

In March 2021, AIA Group, AIA Australia's parent entity, launched its transformational, long-term Environmental, Social, and Governance Strategy (ESG Strategy), reflective of its position as a global industry leader. AIA Group is aware of the social and environmental issues that our communities face, and is committed to overcoming them in a sustainable and ethical fashion.

In line with this, AIA Australia confirms it remains committed to not only act in accordance with the Modern Slavery Act, but to ensure that it is acting ethically and responsibly and in accordance with the high standards that AIA Group is striving towards.



Director  
AIA Australia Limited



Company Secretary  
AIA Australia Limited