Growthpoint Properties Australia Trust ARSN 120 121 002
Growthpoint Properties Australia Limited ABN 33 124 093 901 AFSL 316409

GROWTHPOINT PROPERTIES AUSTRALIA

modern slavery statement.

For the year ended 30 June 2025

About this modern slavery statement

Growthpoint Properties Australia (Growthpoint) strives to operate in a sustainable way for all stakeholders. We recognise that this commitment requires Growthpoint to prioritise and promote the human rights and safe working environments of all employees, contractors and suppliers. Modern slavery is a global issue, and we acknowledge our responsibility to prevent, mitigate and address incidents of modern slavery in both our operations and our supply chain. Non-compliance with modern slavery laws will not be tolerated at Growthpoint.

Modern slavery includes: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour.[1]

Throughout the financial year ending 30 June 2025 (**FY25** or the **reporting period**), Growthpoint has continued its efforts to maintain active due diligence practices and take pro-active steps to mitigate the risks of modern slavery within our business. Transparent reporting remains a cornerstone of our approach, and we are committed to complying with the *Modern Slavery Act 2018* (Cth) (**Act**).

This is the sixth statement from Growthpoint Properties Australia, a stapled entity structure, comprising Growthpoint Properties Australia Limited (**Company**) and Growthpoint Properties Australia Trust (**Trust**) (**Growthpoint**)[2]. The Company and the Trust are stapled together and trade jointly on the Australian Securities Exchange (**ASX**) under the ASX code "GOZ". The Company is the responsible entity of the Trust.

This single reporting entity statement for Growthpoint presents the measures we have undertaken to assess and address modern slavery risks within our operations and supply chains during FY25, in accordance with section 16 of the Act.

On [20 November 2025], the Board of the Company on behalf of itself and as responsible entity of the Trust, approved this modern slavery statement, signifying our continuing commitment to mitigating modern slavery risks within our business and promoting ethical business practices.



Ross Lees
CEO and Managing Director

20 November 2025

[1] An interpretation of the definition of 'modern slavery' in the *Modern Slavery Act 2018* (Cth).
[2] In this statement a reference to 'Growthpoint', 'Group', 'we', and 'our' is to Growthpoint Properties Australia and its controlled entities as outlined in Growthpoint's FY25 Annual Report.

Reporting requirements of the Act

Please see below the page numbers of this statement that address each of the mandatory criteria in section 16 of the Act:

Mandatory Criteria	Page No.
Identify the reporting entity	1
Describe the reporting entity's structure, operations and supply chains	4-10
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	11-13
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	14-15
Describe how the reporting entity assesses the effectiveness of these actions	16-17
Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls	18
Any other information that the reporting entity considers relevant	18

Our progress

FY20	• Established a Modern Slavery Task Force (MSTF) which is an internal working group that oversees our response to modern slavery risks. • Updated our Supply Chain Sustainability Guidelines (SCSG) to include the monitoring of steps to mitigate modern slavery risks, compliance and reporting requirements. • Introduced contractual provisions into our standard form supplier consultancy agreements to mitigate modern slavery risks in the supply chain. • Internally assessed our operations and supply chain for potential modern slavery risks. • Engaged with our external property managers to understand their due diligence processes and initiatives to mitigate modern slavery risks.
FY21	• Provided mandatory employee training on how to identify modern slavery risks. • Developed a supplier modern slavery due diligence questionnaire. • Introduced a requirement for building and construction suppliers for contracts above $150,000 to complete the questionnaire as a tender pre-requisite. • Updated agreements with our external property managers to include modern slavery contractual obligations.
FY22	• Engaged a modern slavery consultant to undertake a data analytics risk assessment of our supply chain to identify the highest modern slavery risk sectors. • Developed a modern slavery remediation framework to guide our responses to reported incidents of modern slavery. • Introduced a requirement that solar panel providers complete our modern slavery questionnaire and established a list of pre-qualified suppliers to deliver solar projects. • Provided customised training to the Group's Board on modern slavery risks and reporting. • Implemented a procurement plan with our external property managers requiring all operational maintenance suppliers to be assessed for modern slavery risks.
FY23	• Delivered online modern slavery training on recognising the risks and instances of modern slavery to staff. • Integrated Fortius Funds Management (now Growthpoint Investment Management) with Growthpoint's established operational practices and initiatives for mitigation modern slavery and undertook a review of the external property managers engaged for the managed funds. • Implemented enhanced due diligence for solar panel procurement and high-risk suppliers identified by our FY22 supply chain deep dive risk assessment. • Established a formal framework, including KPIs, to measure the effectiveness of our modern slavery mitigation strategies.
FY24	• Pre-qualified four EV charging suppliers using the modern slavery self-assessment questionnaire, as EV charging is considered high risk for modern slavery. • Delivered targeted annual training for staff responsible for procurement, including grievance response awareness. • Strengthened engagement with external property managers by expanding the scope of our review to include modern slavery risks within cleaning supplier arrangements, as this is service is considered a high risk for modern slavery. • Introduced quarterly modern slavery updates to the Audit, Risk and Compliance Committee (ARCC), enhancing governance oversight.
FY25	• Completed an internal review of policies and procedures to strengthen Growthpoint's ability to detect, prevent and respond to modern slavery risks. • Continued mandatory tailored training for procurement staff across the business, engagement with external property managers on the responsible procurement of suppliers and monitoring of modern slavery risks, and due diligence of directly engaged high risk suppliers. • Updated our Sustainability Policy to align with responsible investments principles.

For further details on our progress since FY20, please refer to our previous modern slavery statements, available for download on our website.

Our structure and operations

About Growthpoint

Growthpoint Properties Australia (ASX: GOZ) is an internally managed real estate investment trust (**REIT**), listed on the ASX, and is part of the S&P/ ASX 300. Moody's has issued us with an investment-grade rating of Baa2 for domestic senior secured debt.

Since 2009, we have been investing in high-quality real estate. As at 30 June 2025, we have $5.4 billion in total assets under management. We directly own and manage 50 high-quality, modern office and industrial properties, valued at approximately $4.1 billion. During FY25, we also managed a further 16 assets valued at $1.4 billion for third-party wholesale syndicates and institutional investors through our funds management business, which invests in office, industrial, retail and mixed-use properties.

We are committed to operating in a sustainable way and reducing our impact on the environment. We have achieved our 1 July 2025 Net Zero Target[3] across our directly owned operationally controlled office assets and corporate activities.

Our values underpin everything we do as a business.

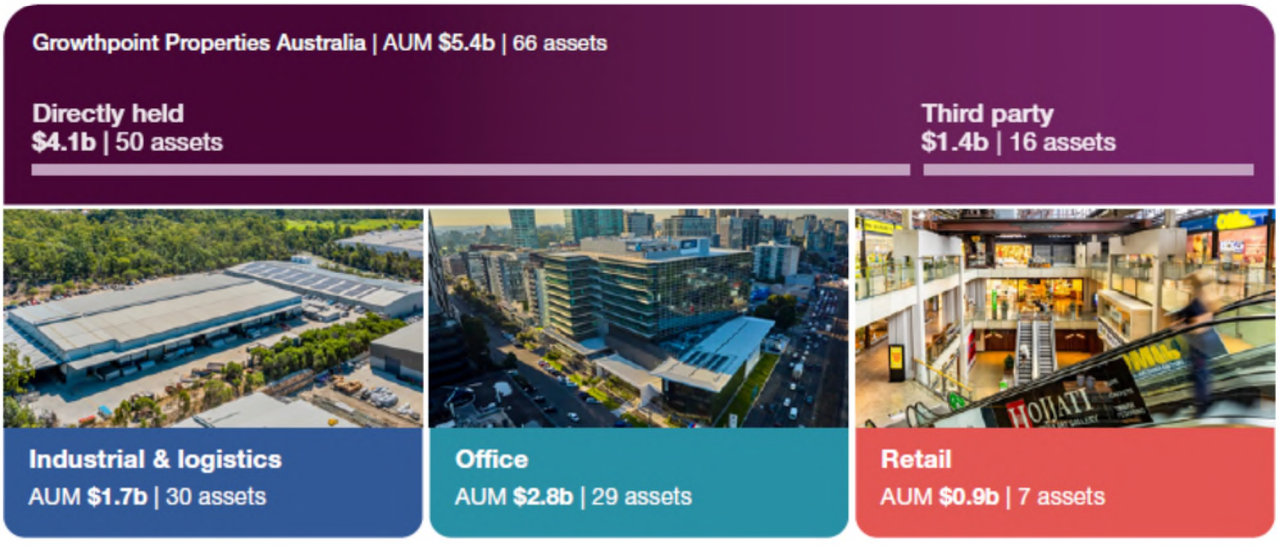
Success
valuing performance, hard work and high standards

Integrity
doing the right thing for tenants, investors and team

Respect
dealing with others openly, honestly and inclusively

Fun
enjoying work, being sociable and playing as a team

Our business, as at 30 June 2025:



Note: May not sum due to rounding.

[3] Net zero emissions for all scope 1 and scope 2 emissions from our directly owned operationally controlled office assets and some scope 3 emissions from our corporate activities. Growthpoint has proactively purchased and retired carbon credits to offset the majority of our forecast FY26 greenhouse gas emissions that cannot be avoided or reduced. The remaining credits required to fully offset FY26 emissions will be purchased and retired upon finalisation of our FY26 accounts.

Our operations

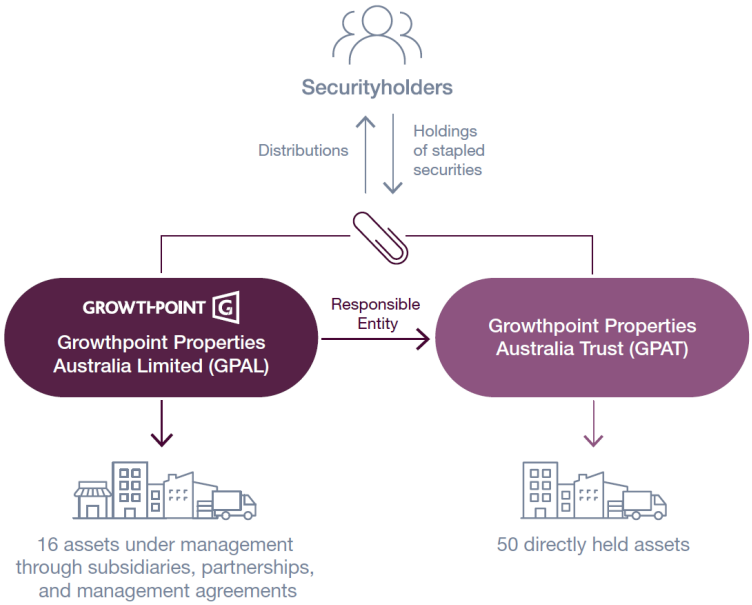
Growthpoint's business operations in FY25 remained consistent with prior years, encompassing asset management, capital expenditure programs, investment management services, responsible entity and trustee services for sub-trusts, and related corporate activities. These functions continued to support the core business of being a professional landlord and fund manager across the office, industrial, retail, and mixed-use sectors. During the reporting period, most of Growthpoint's earnings were derived from rental income, supplemented by ancillary income from funds management, investment dividends, and interest revenue.

Our corporate structure

Growthpoint and its controlled entities are domiciled in Australia, and our operations are governed by Australian laws. Growthpoint operates with an internalised management, governance and reporting structure for both the Company and Trust. While Growthpoint is the primary reporting entity under this statement, due to our centralised governance structure, all controlled entities generally adhere to the same key policies, procurement practices, and executive management, unless otherwise specified in the policy. Accordingly, this statement also covers the operations and supply chains of the Group.

A full list of Growthpoint's controlled entities for FY25 can be found on pages 94-96 of our FY25 Annual Report, along with additional information about our business.

Diagram of our corporate structure, as at 30 June 2025



Our direct workforce

As of 30 June 2025, Growthpoint employed 68 people. This included 61 permanent employees – both full-time and part-time, four contracted employees and three casual employees. Our headquarters is in Melbourne (42 employees), with additional offices in Sydney (24 employees) and Brisbane (two employees).

Our team provides professional services across a range of areas, including asset management, funds management, valuations, legal, compliance, risk, finance, human resources, projects, sustainability, corporate affairs and investor relations and other corporate functions.

For more detailed information on our permanent workforce, please refer to our FY25 Sustainability Databook.

Our supply chain

Growthpoint operates exclusively within Australia, conducting all business operations and investments domestically. In FY25, Growthpoint engaged approximately 1,239 suppliers across our corporate operations, directly owned portfolio and third-party managed assets, either directly or through external property managers. These suppliers provided goods and services across three primary areas: asset management, development and projects, and corporate operations.

Our suppliers come from various industries and range in size, including external property management services, construction, property agents, engineering firms, property maintenance, cleaning services, and information technology providers. While most are based in Australia, many operate within complex, globally interconnected supply chains.

FY25 top five supplier spend categories

The table below shows our top five spend categories for FY25 (excluding statutory rates and taxation, employee salaries and utilities).

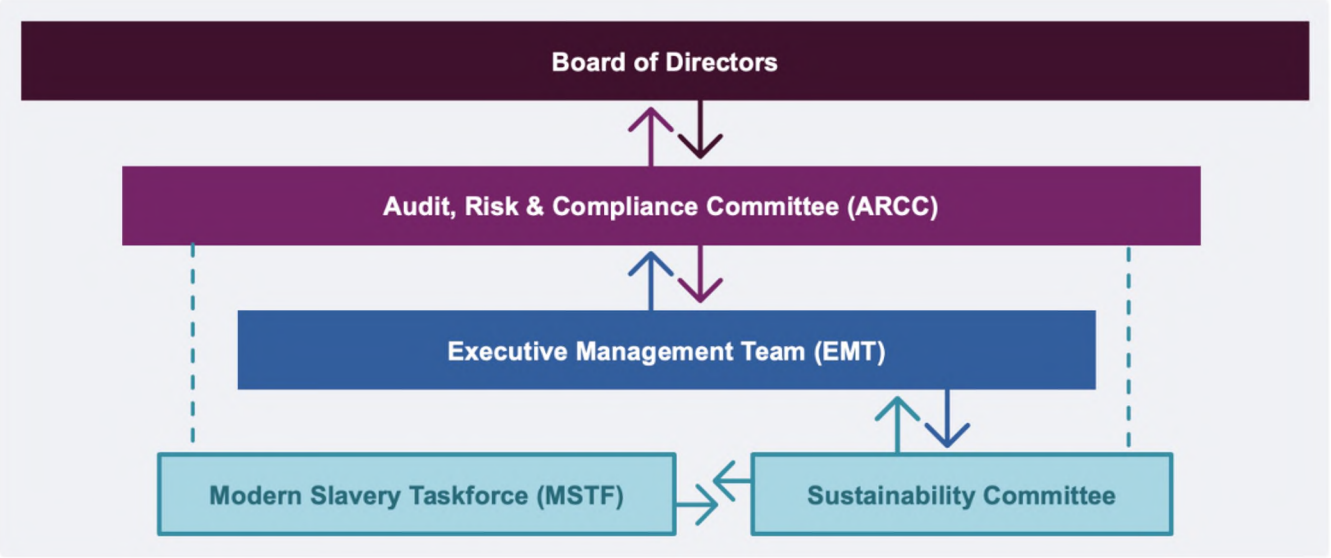
Spend category	Spend description	% spend[4]
Development and capital projects	**Capital works** (e.g. building and construction, tenant fit-outs and plant and equipment upgrades)	**44%**
Asset management	**Property management related consultants** (e.g. external property management, leasing and sales agents, engineering, architects and valuers)	**15%**
	Property maintenance related services (e.g. electricians, waste and recycling, lifts and elevators and garden maintenance)	**25%**
	Cleaning and security	**10%**
Corporate operations	**Other** (e.g. catering, insurance, legal consultants, couriers and photography)	**5%**

[4] Total does not add to 100% due to rounding.

The section below provides a summary description of our three spend categories.

Spend category	Who we engage	What we engage them for
Asset management	Three external property managers – JLL, CBRE and Knight Frank. All three external property managers are separately required to report under the Act.	• Oversee day-to-day operations of directly owned and third-party managed properties. • External property managers procure maintenance services on our behalf, including higher-risk services such as cleaning, security and building maintenance. The pre-qualification process for new suppliers includes an assessment of modern slavery risks. • Modern slavery provisions are embedded in agreements, including adherence to our SCSG. Annual engagement includes review of their modern slavery statements and risk management procedures.
Development and capital projects	Primarily Australian-based contractors, suppliers and consultants.	• Deliver asset development, refurbishment, fit-outs, solar installations and equipment upgrades. • Contractors engaged for services over $150,000 or in high-risk areas [cleaning, security, lifts and escalators, air conditioning, solar panels, batteries and electric vehicle chargers], must complete our modern slavery due diligence questionnaire. • Subcontracting is generally not permitted without prior approval.
Corporate operations	Australian-based firms and specialist consultants.	• Provide products and professional services to support corporate operations, funds management and administration. • Includes consulting, travel, accommodation and office supplies. Most consultants are engaged via tenders or are existing key providers.

Our governance and policies



Growthpoint's governance framework seeks to ensure accountability, transparency and effective risk management, and reinforces an ethical and responsible culture that prioritises the best interests of investors.

Below is a summary of the modern slavery-related roles and key areas of focus in FY25 for relevant Board / Board Committees and management.

Name	Modern slavery-related role
Board	• Approves the Group's sustainability strategy, which includes modern slavery. • Approves and oversees the Risk Management Framework (**RMF**) and risk appetite statement for financial and non-financial risks, including modern slavery. • Oversees compliance with legal and regulatory requirements, including modern slavery. • Approves the Modern Slavery Statement.
ARCC	• Monitors management's actions to identify, assess, and respond to modern slavery risks as part of broader risk management. • Review material risk incidents, including whistleblower concerns related to modern slavery, monitor management's response, and ensure lessons inform ongoing risk mitigation. • Receives quarterly updates on modern slavery related matters. • Reviews and endorses the Modern Slavery Statement for Board approval.
EMT	• Provides strategic oversight and direction to the MSTF on implementing actions and initiatives, primarily through the Sustainability Committee[5] and via ongoing engagement as required. • Reviews and endorses the Modern Slavery Statement at the management level before submission to the Board and ARCC for final approval.
Sustainability Committee	• Receives updates on actions taken by the MSTF and planned initiatives. • Provides feedback that informs modern slavery response planning and implementation.

[5] The Chief Investment Officer is the EMT representative on the Sustainability Committee.

Name	Modern slavery-related role
MSTF[6]	• Develops and implements the Group's modern slavery response and initiatives. • Sets priorities, ensures practical implementation, fosters communication and prepares the annual Modern Slavery Statement. • Contributes to the semi-annual risk review conducted by the Risk and Compliance team, ensuring modern slavery risks are appropriately identified, assessed and rated under the RMF.

Key governance documents

Growthpoint upholds responsible work practices through a suite of key policies and guidelines applicable to the Group (unless stated otherwise in the policy).

Document	Purpose
Sustainability Policy	This policy, which was updated during the year, outlines Growthpoint's sustainability commitments and actions to meet the needs of our business and stakeholders. It includes a commitment to undertake actions to ensure Growthpoint and its suppliers comply with the Act and an expectation that suppliers uphold the principles of the SCSG.
Whistleblower Policy	This policy, which was updated during the year, encourages, protects and supports the reporting of any misconduct, fraud, inappropriate behaviour or improper state of affairs, and provides transparency regarding the mechanism for receiving, handling and investigating reports.
Supply Chain Sustainability Guidelines	These guidelines outline our requirements for suppliers, contractors and service providers, including ethical behaviour, anti-corruption and bribery prevention, whistleblower protection, compliance with laws and regulations, and the eradication of modern slavery.
Procurement Plan	The purpose of this plan is to provide a framework and process for the procurement of goods and services and execution of contracts by our external property managers. It includes the requirement that suppliers engaged by external property managers for works above $150,000 are pre-qualified from a modern slavery perspective through their respective processes. The Procurement Plan is included in our external property manager agreements.

Periodic reviews and updates of the above policies and guidelines covering our approach to modern slavery are communicated to employees, with policies centrally located on Growthpoint's internal file sharing system and key policies also available for download on our website. Non-minor breaches of relevant policies are reported to the ARCC, with high-rated breaches reported to the Board and external auditors.

In addition to the governance documents, Growthpoint's Sustainability Framework consists of 22 measurable targets, including two targets specifically focused on addressing modern slavery risks. The Sustainability Framework is disclosed on pages 9-11 of our FY25 Sustainability Report.

[6] Comprises members from Sustainability, Legal, Risk and Compliance and Asset Management teams.

Review of our modern slavery procedures and policies

A key FY25 initiative was the completion of an internal review of our modern slavery related procedures and related policies. This review was designed to strengthen our organisational readiness to detect, prevent and respond to modern slavery risks across our operations and supply chain.

The review drew on a range of inputs, including peer modern slavery statements, industry best practice and guidance from relevant frameworks. It provided an opportunity to reflect on our current approach, identify areas for improvement and refine our internal processes to ensure they remain fit for purpose.

The review represents a proactive and progressive step in enhancing our modern slavery risk management framework. It also reinforces our commitment to continuous improvement, even in periods of lower operational change. The table on page 18 outlines the priority actions identified, forming the foundation for our modern slavery strategy in years ahead.

Modern slavery risks in our operations and supply chain

Growthpoint is committed to identifying and addressing modern slavery risks across our corporate operations and supply chains. We recognise our responsibility to understand where we may cause, contribute to, or be directly linked to such risks. While we consider the risk of modern slavery within our own operations to be low, we focus our efforts on areas where we may have direct exposure – particularly through the procurement of high-risk goods and services.

The United Nations Guiding Principles (UNGPs) on Business and Human Rights sets out a three-part continuum defining how businesses may be involved in modern slavery:

- **cause:** where their actions directly result in modern slavery occurring;
- **contribute:** where their actions or omissions contribute to modern slavery occurring; and
- **directly linked:** where they are connected to modern slavery through their products, services or operations.

Our supply chain risk assessment has identified several high-risk categories requiring heightened attention, including construction services and materials, building management services (such as cleaning, security, lift and escalator maintenance, and air conditioning), and suppliers of solar panels and EV charging infrastructure. Suppliers operating in these categories are subject to enhanced due diligence measures. As part of our onboarding process, they are required to complete Growthpoint's modern slavery self-assessment questionnaire prior to engagement.

Understand risks in our corporate operations

Growthpoint's corporate operations are conducted exclusively within Australia by a team of skilled professionals. All employees receive competitive remuneration packages that exceed the national minimum wage and comply with the *Fair Work Act 2009* (Cth), relevant modern awards and National Employment Standards.

Given these conditions, we assess the risk of **modern slavery within our corporate operations as negligible**.

Foster a culture that reflects our values

While modern slavery risks within our corporate operations are considered negligible, Growthpoint remains committed to fostering a workplace culture that reflects our core values. We aim to create a safe, inclusive, and ethical environment aligned with human rights principles.

Our initiatives span recruitment, career development, training, wellbeing, and flexible working arrangements. For more information, please refer to pages 39-41 of our FY25 Sustainability Report and previous Modern Slavery Statements, both available on Growthpoint's website.

Understand risks in our supply chain

In FY22, Growthpoint engaged an independent specialist consultant to conduct a data-driven assessment of modern slavery risks within our supply chain. The assessment aimed to identify high-risk industries and deepen our understanding of potential exposure across different supplier tiers. Details of key findings are disclosed in previous Modern Slavery Statements, available on Growthpoint's website.

As our supply chain remained largely unchanged during the reporting period, the outcomes of this assessment continue to be relevant and appropriate. Accordingly, we maintain a **low overall modern slavery risk rating** across our supply chain.

The table below maps our operating areas to the key supply chain risk factors associated with our most significant modern slavery risks. It is intended to highlight where risks may arise and inform targeted due diligence, rather than assign a blanket risk rating for each area, as risk varies by specific goods, services, and supplier context.

Operating area	Supply chain area	Nature of engagement	Risk factors
Asset management	**Property and facilities management** (e.g. cleaning and security)	Services procured by external property managers on Growthpoint's behalf	• Base-skilled labour • Temporary / migrant workforce • Pricing competition • Subcontracting / third party labour agencies
Development and capital projects	**Construction and labour services**	Engaged directly by Growthpoint or via external property managers	• Base-skilled labour • Temporary / migrant workforce • Pricing competition • Subcontracting / third party labour agencies • Intentional underpayment • Unsafe working conditions
	Construction materials	Engaged directly by Growthpoint or via external property managers	• High-risk materials • Sourcing from high risk geographies • Complex supply chains • Unsafe working conditions
Corporate operations	**IT equipment** (e.g. computers, software and mobile phones)	Engaged directly by Growthpoint	• Base-skilled labour • Subcontracting / third party labour agencies

Assess and address risks in our supply chain

Suppliers engaged by our external property managers

Growthpoint's external property managers continue to play a key role in engaging operational maintenance contractors and suppliers on our behalf, supporting the effective management of our assets. Our agreements with external property managers include modern slavery provisions, requiring adherence to our SCSG and compliance with the Act.

During FY25, the MSTF maintained active oversight of modern slavery risks within our indirectly procured supply chain. We engaged with CBRE, JLL, and Knight Frank to confirm whether there had been any significant changes to their modern slavery policies, procedures, or controls. No material updates were identified during this process.

Growthpoint remains confident in the robustness of our external property managers' existing modern slavery risk management frameworks.

Emerging risk identified post-reporting date

After the reporting date and prior to publication of this statement, Growthpoint became aware of media reports regarding underpayment of cleaners by a third-tier subcontractor within a property portfolio managed by one of our external property managers for another of their clients. The primary cleaning contractor involved in this incident is not engaged on Growthpoint's assets. This incident highlights the potential risks within cleaning supply chains, particularly where multi-tier subcontracting reduces transparency and oversight.

Growthpoint has measures in place to mitigate these risks, including contractual provisions requiring external property managers to seek our approval before engaging subcontractors and the use of pricing matrices to identify potential under-pricing, which may indicate risk of underpayment.

We had previously set a FY26 action to undertake a cleaning services due diligence review of our external property managers. Considering this development, we have expedited this work and commenced engagement with the relevant property manager to strengthen controls and mitigate modern slavery and related labour exploitation risks in our supply chains. The review will include analysing pricing structures for indicators of underpayment and evaluating supplier onboarding and monitoring procedures.

Key findings of this review will be disclosed in our FY26 Modern Slavery Statement.

Suppliers directly engaged by Growthpoint

Growthpoint sources a wide range of goods and services from diverse suppliers to support our operations. To mitigate modern slavery risks, our primary screening tool is a modern slavery self-assessment questionnaire. This tool is used to assess high-risk suppliers based on their processes for identifying and managing modern slavery risks.

High-risk suppliers include those providing building management services – such as cleaning, security, lift and escalator maintenance, and air conditioning – as well as suppliers involved in solar panel installation and construction services for contracts exceeding $150,000.

The MSTF reviews each completed questionnaire to determine whether responses meet our expectations. A register of all responses is maintained to ensure that service providers retain active pre-qualification status.

In addition to the questionnaire, all new staff undergo modern slavery awareness training as part of their induction, ensuring full alignment with our policies and efforts to combat modern slavery. During the year, we continued to provide targeted training to employees responsible for procurement across the business.

Monitoring and remediation processes

Growthpoint maintains a grievance and remediation process to address reports or suspected cases of modern slavery within our operations or supply chain. We work collaboratively with suppliers to raise awareness of modern slavery risks and should concerns arise, we investigate, assess the situation and take appropriate steps to remediate any issues in line with our policies.

Key aspects of our processes include:

Avenues for reporting	**Whistleblower Policy:** our policy supports the reporting of misconduct, fraud, inappropriate behaviour, or any improper state of affairs. **Code of Conduct:** applicable to all officers and employees, it requires the reporting of unlawful and unethical behaviour or breaches of the Code of Conduct. **Supply Chain Sustainability Guidelines:** these guidelines require suppliers to manage modern slavery risks and promptly notify Growthpoint of significant breaches, allegations of non-compliance or investigations by authorities.
Process for investigating and remediating	**Remediation framework:** aligned with the UNGPs, our framework establishes a transparent, consistent and flexible approach for receiving and addressing modern slavery incidents.
Raising awareness	**Awareness initiatives:** multi-lingual posters displaying information on identifying signs of modern slavery and promoting our whistleblowing hotline are prominently displayed in the back-of-house areas of our office portfolio and corporate offices. Information guides and additional information about modern slavery risks and mitigation strategies are provided to certain suppliers to enhance awareness of modern slavery risks.

Incidents

During the reporting period, Growthpoint did not identify or receive any complaints of suspected or actual modern slavery incidents through the whistleblower regime or any other channels.

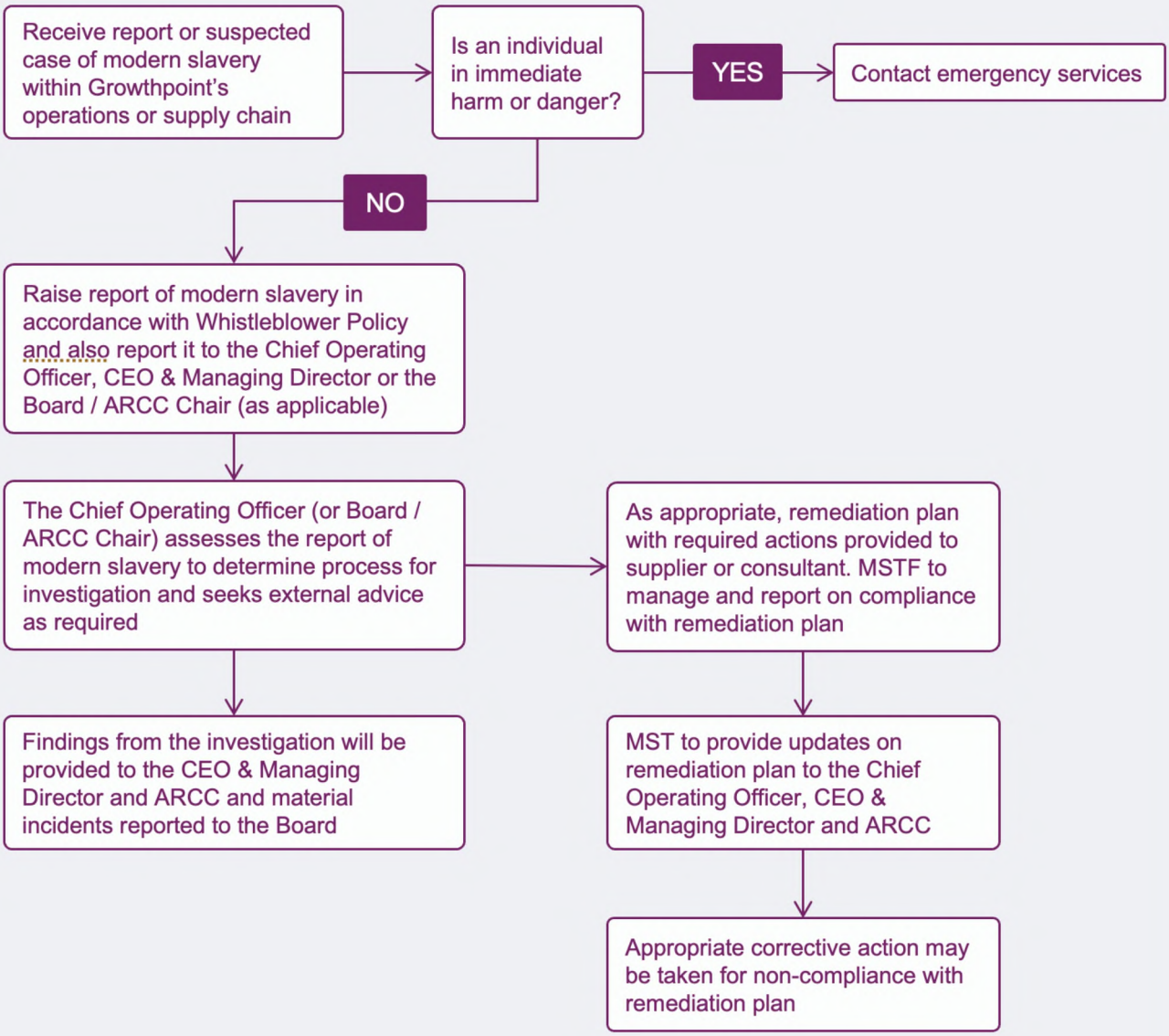
Remediation framework

Growthpoint implemented a remediation framework in FY22 to guide our response to reported modern slavery incidents within our operations and supply chain. The framework outlines procedures for investigating and remediating issues, with responses tailored to the level of harm or risk involved.

If a potential issue is identified, we take proactive steps to understand the situation and prioritise the safety and wellbeing of affected individuals. Our response is guided by our level of involvement – whether we have caused, contributed to, or are directly linked to the issue through our business relationships.

In all cases, our focus is on mitigating harm and promoting higher employment standards. Where suppliers or consultants fail to address compliance concerns, including those related to modern slavery, we may exercise our contractual rights, which can include terminating the relationship.

Remediation framework



Measuring effectiveness

Growthpoint recognises that assessing the effectiveness of our modern slavery risk mitigation efforts is an ongoing process that involves collaboration across our business and supply chain.

In FY23, we introduced an effectiveness framework to guide how we monitor and evaluate our actions. Moving forward, we will continue to review and refine our metrics and report performance against key indicators to support continuous improvement.

Regular evaluation helps ensure our approach remains responsive, targeted, and aligned with our commitment to combatting modern slavery.

Performance area	How we measure effectiveness	Our KPIs are measured by	FY25 effectiveness
Governance	• Engagement and participation in the MSTF • Proactive management of modern slavery risks • Keeping the Sustainability Committee and the ARCC appropriately informed • Reviews of key policies related to modern slavery	• Number of MSTF meetings held • Member attendance at the MSTF meetings • Number of updates to the Sustainability Committee • Completing periodic updates to the ARCC	• Four MSTF meetings held • Quorum achieved for all MSTF meetings[7] • Three updates provided to the Sustainability Committee • Completed all necessary periodic updates to the ARCC
Responsible procurement	• Engagement with external property managers on the responsible procurement and monitoring of modern slavery risks • External property managers effectively implementing their due diligence and pre-qualification processes on behalf of Growthpoint	• Completing an annual review of external property manager modern slavery procedures • Number of self-reported breaches of the Procurement Plan or SCSG • Number of requests for waivers of due diligence pre-qualification	• Completed the annual review of external property manager modern slavery procedures • Zero self-reported breaches or requests for waivers
Supply chain engagement	• Responses to the modern slavery questionnaire for directly engaged high-risk suppliers	• Percentage of relevant suppliers that complete the modern slavery questionnaire prior to engagement	• Four new suppliers completed the questionnaire in FY25

[7] Quorum is achieved with at least 60% MSTF members in attendance.

Performance area	How we measure effectiveness	Our KPIs are measured by	FY25 effectiveness
Knowledge and awareness	• Training for employees in procurement focused business units • MSTF members attending industry events to understand best practice and new developments	• Percentage of required employees that completed modern slavery training • Feedback that training provided has improved employees' understanding of modern slavery issues • Number of industry events attended by MSTF members	• All required employees completed modern slavery training • 86% of employees felt that training improved their modern slavery understanding • No industry events attended by the MSTF
Grievance and remediation	• An effective grievance mechanism for reporting modern slavery incidents • Reports of suspected or actual modern slavery incidents	• Number of reported incidents • Percentage of remediated reported incidents • Effective response to reported incidents	• No reported incidents in FY25

Consultation and approval

This statement was prepared by the cross functional MSTF through active collaboration and working group meetings to determine the actions and mitigation strategies undertaken by the Group. All mitigation strategies, policies, risk assessments and other measures described in this statement apply to our controlled entities.

This statement was subject to review, feedback and approval from Growthpoint's centralised management, governance and reporting structure, including relevant members of the EMT, the Sustainability Committee, the ARCC and the Board through meetings and circulating the draft statement for comment.

Looking ahead

Mitigating modern slavery risks across our operations and supply chains requires ongoing action and oversight. To support this, we have outlined the following proposed actions for FY26 and beyond, informed by our review of modern slavery-related policies and procedures which was completed during the year.

Enhancing oversight of cleaning contractor engagement	• Conduct a portfolio-wide review of due diligence processes used by external property managers to assess and appoint cleaning contractors. • Identify opportunities to define expectations for supplier engagement and provide due diligence tools (e.g. checklists or questionnaires). • Consider expanding the review to other high-risk categories in future years, such as security services.
Exploring alignment with industry tools	• Conduct a desktop review of the Property Council of Australia's Informed 365 platform and modern slavery questionnaire for potential adoption. • Assess relevance and compatibility with Growthpoint's practices and explore opportunities for alignment and process improvement.
Strengthening incident response readiness	• Develop and run a hypothetical modern slavery incident scenario with the MSTF. • Document learnings to refine internal procedures and build confidence in remediation protocols.

Contact us

We welcome feedback or enquiries on this statement to ensure we provide our stakeholders with the right information to make informed decisions and to inform our own responses to managing modern slavery risks. Please email your feedback to investor.relations@growthpoint.com.au

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