

# Modern Slavery Statement



This Modern Slavery Statement (Statement) is made on behalf of Property Exchange Australia Limited ACN 140 677 792 (PEXA), a reporting entity within the meaning of the *Modern Slavery Act 2018 (Cth) (Act)*. This Statement sets out the actions taken by PEXA to identify, assess, and address modern slavery risks across its operations and supply chains for the reporting period ended 30 June 2020.

## Structure and operations of PEXA

PEXA is an unlisted public company which is part of the 'PEXA Group' of companies. The PEXA Group consists of PEXA, its ultimate Australian holding company and a number of subsidiaries of that ultimate holding company. PEXA was, however, the only Australian operating entity within the PEXA Group during the reporting period. PEXA's registered office is Tower Four, Level 16 Collins Square, 727 Collins Street, Docklands VIC 3008.

PEXA was established in 2010 and has since developed, implemented, and now operates a world first digital settlement platform for property transactions in Australia. Providing quicker access to the proceeds of a sale and near real-time tracking on property settlements, PEXA helps over 20,000 families a week safely settle their homes.

PEXA is an Australian based organisation, with its head office in Melbourne and sales offices in NSW, SA, QLD & WA. PEXA is within the service sector and the majority of resources deployed are highly skilled labour. PEXA currently employs a workforce close to 350 skilled and technical professionals.

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## PEXA's supplier base and risks of modern slavery practices

PEXA has a supplier base of approximately 500 suppliers which provide direct and indirect services and products. The supplier base is predominately made up of Australian-based businesses and are concentrated within two substantial categories in our procurement spend outside of Australian government bodies. These are:

1. professional services and technology (professional services include advisory, consulting, and managed services); and
2. technology covering infrastructure services, software applications, and hardware.

Other notable procurement categories for PEXA include:

- recruitment services;
- facilities management; and
- marketing and advertising.

One of PEXA's key suppliers is a top tier offshore managed services team. PEXA has had a long-standing relationship with this supplier.

Our business activities do not directly intersect with high risks sectors for the services we procure, however, we have identified that the use of services managed by third party providers such as labour hire, outsourced activities and sub-contracting may be a potential risk if third parties are not compliant with labour legislation and standards.

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## Actions taken to assess and address modern slavery risks

During the reporting period, PEXA undertook the following actions to assess and address modern slavery risks:

- drafted a Responsible Sourcing Policy that addresses areas of modern slavery, discrimination, safe working conditions, environmental and approach to remediation;
  - commenced assessment of its supplier base to determine where inherent risk could exist within PEXA's supply chain;
  - created modern slavery compliance clauses to be included in future supply agreements; and
  - PEXA's Australian-based managed service provider of offshore services contractually committed to meeting modern slavery requirements of the Act.
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## Path of Continual Improvement

PEXA is committed to continually improving its approach to addressing modern slavery risks. To this end, the program of work to be undertaken in the reporting period ending 30 June 2021 will include:

- Responsible Sourcing Policy endorsement by PEXA's board of directors;
  - supply contract templates to be updated to include clauses to address modern slavery risks;
  - inclusion of contractual clauses to address modern slavery risks in agreements with suppliers that are deemed to have an inherent risk of modern slavery;
  - engagement of SEDEX, a leading ethical monitoring trade service provider to support PEXA with supplier reviews, oversight of compliance activity, global notifications and insights. SEDEX will provide training to PEXA employees to develop awareness of modern slavery risks; and
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- inclusion of modern slavery questions within PEXA’s third party risk assessment which forms part of the supplier onboarding process.

To assess the effectiveness of our actions in these initial stages, PEXA will assess:

1. the percentage of staff responsible for supplier engagement who have read and understood the terms of the Responsible Sourcing Policy; and
2. the number of suppliers that have completed the third-party risk assessment and agreed to comply with PEXA’s Responsible Sourcing Policy.

PEXA supports the goals and intention of the Act and is committed to identifying and addressing risks and any impact of modern slavery in its operations and supply chains.

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This Statement was approved by the Board of Directors of Property Exchange Australia Limited on 24 March 2021.

Signed on behalf of Property Exchange Australia Limited



Glenn King  
Director and PEXA Group CEO