

Responsible Sourcing Policy

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| Effective Date | 31 March 2021 |
| Version | 7 |
| Company | Frasers Property Australia and Frasers Property Industrial Australia |

1 Policy

Frasers Property Australia and Frasers Property Industrial Australia (**“Frasers Property” or “we”/“our”**) are committed to ensuring that all operations are conducted in a responsible, fair and sustainable manner, in line with our Corporate Social Responsibility Policy.

This Responsible Sourcing Policy sets out Frasers Property’s commitment to procuring of goods and services, responsible sourcing and its expectations of suppliers in this regard. We are committed to developing and maintaining effective working relationships with suppliers that are aligned with our values, principles and commitment to sustainability. We additionally expect all supply partners to demonstrate their own commitment to sustainability and ensure their business operations and networks are free from modern slavery, and we aim to work in collaboration with such partners to realise social and environmental outcomes beyond those achieved on our own.

The term ‘supplier’ is intended to capture any supplier, contractor and subcontractor that provides products and/or services to Frasers Property. Alignment with this policy will be considered in all procurement decision making processes across all divisions and locations in Australia.

The term ‘modern slavery’ describes a range of extreme labour rights abuses and exploitative conduct including trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruitment practices and child labour.

2 Our Principles

The principle of Responsible Sourcing is to reduce the risk of illegal and human rights violation risks in the Frasers Property supply chain and procurement.

Ethicality in the supply chain and procurement process relates to Frasers Property taking all reasonable steps to ensure no breach of local or international legislation such as the Modern Slavery Act 2018 (Cth) (“the Act”) has occurred during the entire life cycle of the product or service purchased.

Frasers Property upholds the following principles and expects the same of our suppliers:

- Create a safe workplace for all, including that of our suppliers.
- Respect and promote human rights and commit to eliminating human rights harm and human trafficking and any form of modern slavery from our supply chain.
- Uphold strong business ethics with businesses conducted lawfully without bribery, corruption, or any type of fraudulent behaviour.
- Act responsibly to minimise the impacts of our business and supply chain to the environment.
- Acknowledging and respecting Aboriginal and Torres Strait Islander cultures.

3 Our Objectives

Frasers Property's objectives are based on the Universal Declaration of Human Rights and related international instruments. In line with these internationally recognised standards, Frasers Property is committed to addressing the risk of human rights harm and modern slavery in its supply chain by taking all reasonable steps to ensure:

- No child labour or forced labour is used, and that employment is freely chosen.
- Workers have wages and employment agreements that meet minimum legal standards.
- All workers are free to exercise their right to form and/or join trade unions and to bargain collectively, in line with the requirements in the jurisdictions and industries in which the business operates.
- Workers experience fair and equal treatment and access to opportunity and enjoy a work environment that is free of discrimination, harassment, intimidation or coercion relating directly or indirectly to race, religion, gender, marital status, sexual orientation, pregnancy, age, nationality, and disability.
- All workers' health and safety are protected in the workplace so far as is reasonably practicable.
- Workers have access to fair procedures and remedies.

Additionally, Frasers Property is committed to environmental responsibility and minimising the impact of our business on the environment and the communities in which we operate. Suppliers are expected to work toward improving environmental performance and minimising the negative environmental impacts of their business. This is in line with Frasers Property's Health, Safety and Environment Policy and *A Different Way* – our strategy for sustainable business growth.

4 Supplier Responsibilities

Suppliers are expected to have read, understood and act consistently with this Policy. Suppliers shall communicate the expectations of this Responsible Sourcing Policy to their own supply chain when supplying products or services to Frasers Property.

We expect our suppliers to:

- Collaborate with Frasers Property to manage modern slavery risks within their supply chains, including implementing measures to assess, minimise and address modern slavery risks and encourage greater sourcing transparency.
- Take all reasonable steps to source labour, products, services, and materials from sources free of modern slavery and that reduce environmental impacts.
- Establish a mechanism accessible to all workers for them to report and resolve concerns and grievances, anonymously and/or without fear of retribution.
- Set clear, measurable objectives to evaluate social and environmental performance, commit to continuous improvement and allocate managerial responsibility for measurement and evaluation.
- Promote the use of diverse supply partners, including Aboriginal and/or Torres Strait Islander businesses, social enterprises, and local businesses wherever possible.

Suppliers are obligated to comply with all laws and regulations relating to environmental compliance, human rights, labour practices, health and safety, business integrity, anti-corruption, and bribery, in the jurisdictions that they operate.

5 Our Commitment

Frasers Property commits to working with suppliers to build understanding and capability to meet the minimum requirements set out in this Policy and will provide an opportunity for improvement wherever it is appropriate to do so.

Frasers Property will test the alignment of supplier policies and practice through engagement with its suppliers and reserves the right to periodically request documentation and evidence that demonstrates alignment with this Policy. We encourage suppliers to raise concerns about responsible sourcing or ethical behaviour with their Frasers Property business contact.

The Act requires commercial organisations with an annual consolidated revenue of \$100 million or more to produce a Modern Slavery Statement about the risks of modern slavery in their operations and supply chains and actions to address those risks. As per the Act, Frasers Property will develop an annual, publicly disclosed Modern Slavery Statement that contains the steps taken to ensure that the goods and services we use are not a product of supply chains in which modern slavery is taking place. Frasers Property also commits to following the HSE Incident Management procedure, including contacting emergency services if incidences of modern slavery have been identified within the supply chain.

6 Related Documents

Frasers Property's commitment to sustainable procurement is supported through several corporate policies, strategies, and procedures, including:

- Corporate Social Responsibility Policy
- Whistle-blower Policy
- Modern Slavery Risk Procedure
- A Different Way, our strategy for sustainable business growth
- HSE Incident Management document
- HSE Process Risk Management document
- Frasers Property's Reconciliation Action Plan

7 Policy Review

This policy shall be reviewed by every two years and at any other times considered appropriate by the Executive Management Teams or CEOs of Frasers Property.