

## **Modern Slavery Statement**

Hibernia Real Estate Group Limited and all Hibernia Real Estate Group entities (“Hibernia”) are committed to preventing slavery and human trafficking and has clear guidelines and policies in this regard. The principal statutory source of modern slavery legislation in Ireland is primarily the Criminal Law (Human Trafficking) Act 2008, as amended by the Criminal Law (Human Trafficking) (Amendment) Act 2013.

Our policy is to manage our business in an honest, open and ethical way and to comply with all applicable laws and legislation.

We are committed to acting professionally and with integrity in all our business dealings and relationships. Our objective is to ensure that neither modern slavery nor human trafficking is taking place in any part of our business or supply chain. We have a zero-tolerance policy in relation to any violations of anti-slavery and human trafficking laws.

### **Employees**

The risk of slavery and human trafficking in our recruitment process is negligible as our investment property portfolio is located entirely in Dublin and our employees are all office-based professionals.

All employees complete an induction process to ensure they understand our business, its culture and values. All employees are given details on Hibernia’s policies and procedures including those on modern slavery, health & safety, anti-bribery and corruption, whistleblowing, anti-bullying and harassment. These are provided through an annual review of Hibernia policies, the employee handbook, training and periodic information issued by Hibernia.

All employees are encouraged to report any concerns in relation to modern slavery or human trafficking to the Chief Operations Officer, who will review the circumstances and decide on an appropriate course of action.

### **Suppliers**

Our supply chain includes, inter alia, construction contractors, sub-contractors, material suppliers, cleaning and security companies and professional service providers. The majority of our suppliers are mainly confined to Ireland and in developed industries and therefore we believe they have a low risk of modern-day slavery.

All development contractors are required to register with the Considerate Constructors Scheme (CCS), which commits those sites, companies and suppliers registered with the Scheme to encourage best practices in areas including community, environment, safety and workforce.

All contractors for our managed buildings are provided with a copy of the Contractor Handbook on appointment and sign the acknowledgement to confirm that all work will be carried out in accordance with the requirements of the handbook including compliance with the relevant Modern Slavery legislation.

We have clear standards and principles for our suppliers which are set out in our Supplier Code of Conduct and supplier outsourcing contracts. This Code covers key economic, social and environmental issues and risks that we believe are of high importance to our business and sets out the minimum standards expected of our suppliers who are required to comply with the Code. We expect our suppliers to report any breaches that may arise and to highlight and report any concerns they may have in relation to slavery and human trafficking.

## **Reporting**

We require our suppliers to notify us immediately and provide us with all details should they fail to comply with this Statement.

All employees are encouraged to report any concerns in relation to modern slavery or human trafficking to the Chief Operations Officer.

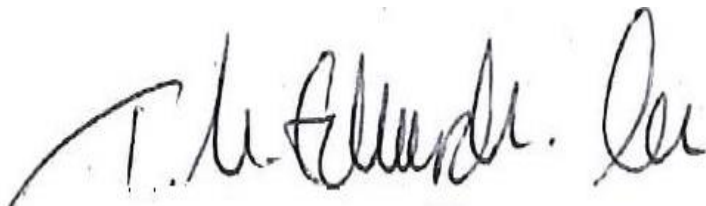
Hibernia also provides an independent reporting hotline available for employees and third parties. To access the reporting hotline, please complete the two-stage dialling process as follows: Firstly, dial 1800 550 000, then 800 603 2869 and follow the instructions.

Any breaches of this Statement will be immediately reported to the Senior Management team, the Risk & Compliance Committee and Brookfield.

## **Summary**

We consider Hibernia to be at a low risk of modern slavery given our employment practices, office location, concentration of investment portfolio, Supplier Code of Conduct and supplier outsourcing contracts in place. Hibernia will respond effectively to any potential issues that may arise and will ensure that Hibernia's modern slavery policy is reviewed on an annual basis.

Signed:



Thomas Edwards-Moss  
Chief Executive  
13<sup>th</sup> November 2024