

# Sustainability Report 2021



**aventus**



About this Report	2
Message from CEO	3
FY21 highlights	4
Born of Values	5
Our Strategy and Approach	6

## ENERGY & CARBON

Our Energy & Carbon Target: NET ZERO EMISSIONS (Scope 1 and 2) across our portfolio	8
Renewable Resources	9
Asset Efficiency	10
Energy Roadmap	11

## WASTE

Our Waste Target: 80% Diversion by 2028	12
Main Waste Sources	13
Better for our Community	15

## DIVERSITY & INCLUSION

Our Diversity & Inclusion Target: Achieve 40/40/20 gender split across all management teams including board by 2025	16
Reconciliation Action Plan Implementation	17
Choose to Challenge - International Women's Day	18
Diversity Spotlight: Leanne Wesley - Portfolio Operations Manager	19

## SAFETY & WELLBEING

Our Safety & Wellbeing Target: Implement 3 initiatives by 2022	20
Our Mental Wellbeing	21
Caring for our People	22
Healthy Workplace	23
Wellbeing KPI	24

## COMMUNITY

Our Community Target: Help 10k families by 2028	25
COVID-19	26
Increased Shopper Engagement	27
Reinvestment into our Centres	28
Artist collaboration with Kiasmin Burrell	29

## CORPORATE GOVERNANCE

Corporate Governance	30
Modern Slavery	32
Cybersecurity	34

# Contents





## Acknowledgement of Country

We begin this report by acknowledging the people from the Indigenous communities where our 19 centres and support office sit, the Traditional Custodians of the land on which our business operates.

Specifically, we acknowledge the Eora, Gadigal, Kuring-gai, Yuggeara, Gubbi Gubbi, Awakabal, Boonwurrung, Wathaurong, Woiworung, Kaurna, and Wajuk peoples.

We pay our respects to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander peoples reading or involved in this report.



**We are proud to publish this stand alone sustainability report, addressing sustainability management and performance across all the assets over which Aventus Group has operational control.**

This report covers environmental, social and governance (ESG) topics, with a focus on those topics that have been identified as material to our business, and to our stakeholders.

The purpose of this report is to communicate our vision and new strategy for a better future to our stakeholders, and to look at the steps we have taken, and will take, in order to get there. We recommend that this report be read alongside our Annual Report and Corporate Governance Statement for a complete understanding of our position.

For further information or feedback on any aspect of this report, please contact [mweaver@aventusgroup.com.au](mailto:mweaver@aventusgroup.com.au)

# About



## Welcome to our ESG Report for the financial year ended 30 June 2021.

At Aventus, we have always been focused on creating long term value for all our stakeholders. We do this by working together to bring meaningful changes to our communities, retail partners, shoppers, team members and the environment around us.

We're incredibly proud of our team and everything we've achieved this year. In FY21, we've amplified our focus on sustainability by identifying the goals and pillars that mean the most to us; setting ourselves ambitious targets, and laying the foundations needed for us to achieve them.

As leaders in large format retail, we understand how important it is to prioritise and look after both people and the planet. We have made a number of strong commitments to help us achieve our goals.

We are committed to reducing our environmental footprint, and have put in place plans to roll-out renewable energy across the Aventus portfolio. Our unwavering focus on efficiency helps us to identify smarter ways to run our assets, including demand management, increased waste diversion through reuse and recycling, and therefore reduced waste to landfill. Enhanced waste management also allows us to play our part in growing a circular economy.

We are committed to helping disadvantaged families in communities where we operate, with a goal of helping 10,000 families by 2028. We developed this roadmap in collaboration with our Diversity and Inclusion team, who reflect the diverse peoples of the communities we serve.

We have also renewed our commitment to safety and wellbeing across the organisation. We're improving our team's wellbeing with meditation and mindfulness programs they can participate in from home. We are also introducing the 'better for me' program, to provide personal and specific health and wellbeing assistance for each member of our team.

Having set ourselves new sustainability targets and goals in FY21, we will continue to map out our plans to achieve them, including strong processes to measure and report on our progress. We are looking forward to further embedding sustainability within our business goals, to both make a difference to the communities we operate in, and ensure we protect long-term returns for our stakeholders.

We hope that you find this report informative and helpful, and we look forward to sharing more details about our sustainability journey with you over the coming year.

### DARREN HOLLAND

CHIEF EXECUTIVE OFFICER AND EXECUTIVE DIRECTOR  
AVENTUS GROUP



# FY21 Highlights

Sustainability is core to our success. When our communities thrive, so do we. When we reduce our environmental impact, we do better for our planet while improving our bottom line with reduced energy and waste costs.

We chose the following five issues after careful consideration, as they are the issues most material to our future success, as well as the issues that we are best placed to positively impact.

That's why we've set ambitious, but achievable targets to create real impact across our focus issues. Targets we look forward to tackling in partnership with our team, our retail partners and our communities.

Our new Plan for Better is focused on the areas below:



Energy

6%

reduction on energy compared to last year



Waste

34%

Diversion achieved in operational controllable streams



Community

Rollout of Voice of Shopper and Voice of Partner program with 2257 responses



Diversity & Inclusion

50%

Gender split across team/management and senior leadership team



Safety & Wellbeing

Significant investment in development and operational capital with no lost time injuries on Aventus sites



ABOUT AVENTUS

# Born of our Values

Throughout the unique and changing circumstances of this year, our values have helped us continually adapt to the market conditions, and better serve our communities.

## People First

At Aventus we take pride in being a people first business. We put our team, retail partners and communities at the core of everything we do.

It's a powerful approach that has continued to serve us well. By putting service before self-interest, we create a positive force for the people and communities we reach with our assets and our communities.

Our new Plan for Better is born from our three core values. Guiding us to own our impact, and seek constant improvement for everything and everyone we reach as part of our business.

## Own It

We focus on the things that matter most, and we own our impact. We're not afraid to get our hands dirty, because nothing worth doing is ever easy. We work endlessly with our teams and retailers to ensure we continue to minimise our environmental footprint and look after the planet. Just as we do to continue making our communities better places to live.

Owning our impact means never settling for good enough, aiming for maximum impact for the communities and individuals we touch, as well as having proactive plans to get there. We're proud of absolutely everything we've done but are humbled by the work we have yet to do.

## Find a Better Way

Aventus is an open minded business, open to new ideas, new ways of doing things, and new ways of thinking. It's how we grow our business portfolio. It's how we nurture our communities. And it's how we enhance the shopping experience at all our centres.





ABOUT AVENTUS

# Our Strategy and Approach

In FY21, we conducted an in-depth materiality assessment to determine the issues that really matter to our stakeholders, our retail partners, our shoppers, our investors, and our people.

This assessment informed our focus areas, which were shortlisted from a wider range of potentially material issues based on how critical they are to the business, and how significant an impact we can have.

We believe doing good is good for business, and that planning for tomorrow is critical for long-term success, which is why we buy and build centres with decades, not years, in mind.

Our new sustainability strategy sits at the centre of it all, guiding how we operate and how we think about our business. Including reducing our energy and waste footprints to help our planet and our homes, and choosing our assets based on community rather than just location.

We are a people first business. We empower people to be their best by focusing on their wellbeing, and encouraging them to bring their whole selves to work. Our Diversity and Inclusion plans will ensure our team reflects the

communities that we serve, because we know that diverse experiences, backgrounds, and ideas, create a team that is greater than the sum of its parts.

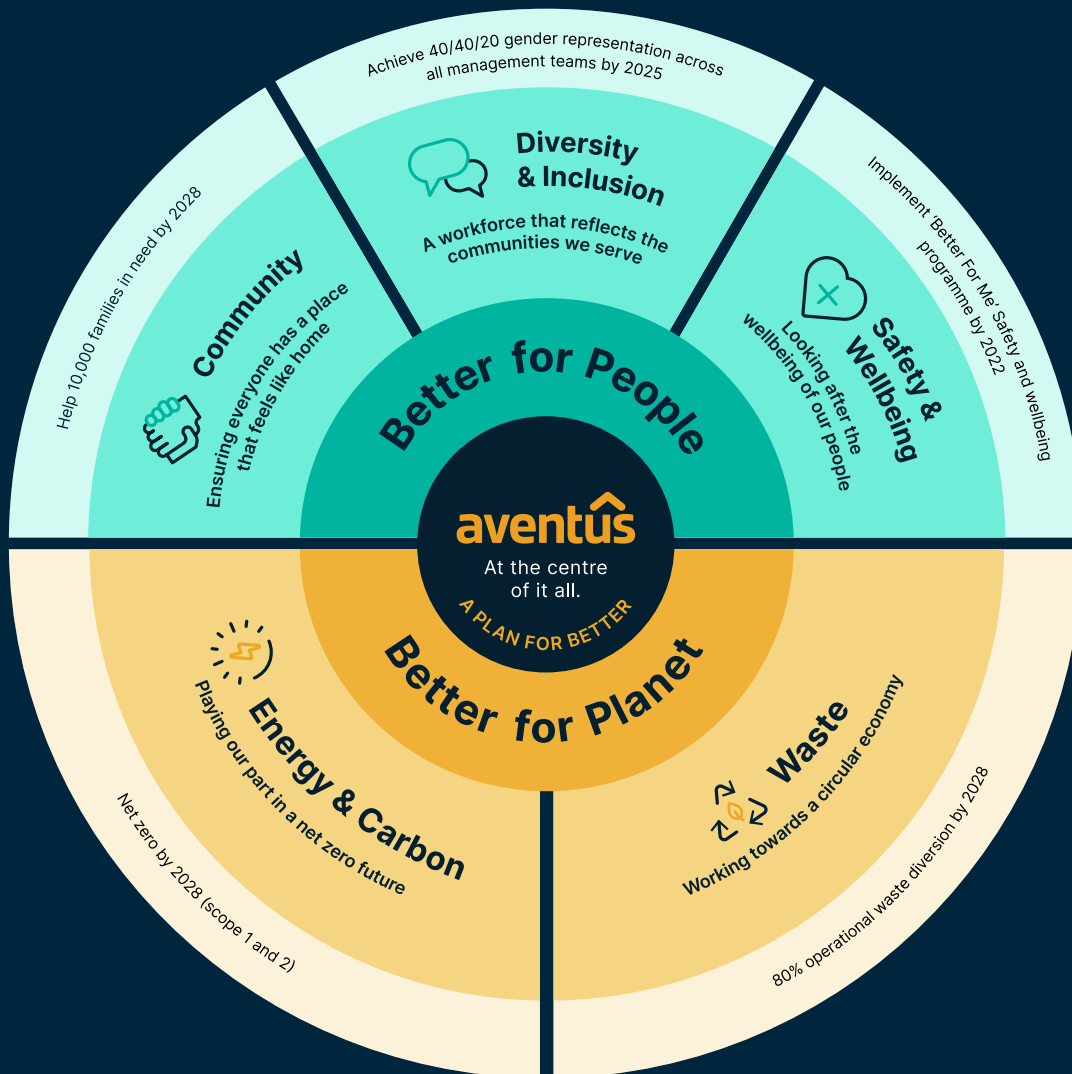
By successfully planning for better, we will give ourselves the best possible chance of reaching and surpassing our sustainability goals, demonstrating to the industry and our communities why Aventus is great at what it does.





OUR STRATEGY AND APPROACH CONTINUED

The five pillars of our new Plan for Better are as follows:



What we are doing to achieve this:



**Energy & Carbon:**

Installation of solar and asset efficiency initiatives



**Waste:**

Increase recycling streams and education programs



**Community:**

Appointing a national partner that can drive change on the issues close to our heart



**Diversity & Inclusion:**

Evolving current policies to promote gender equality and building the framework for a Reconciliation Action Plan



**Safety & Wellbeing:**

Creating 'Better for Me' program with a strong focus on mindfulness and healthy living



# Energy & Carbon

Our New Energy & Carbon Target:  
**Net Zero Emissions (Scope 1 and 2)**  
across our portfolio by 2028



6%

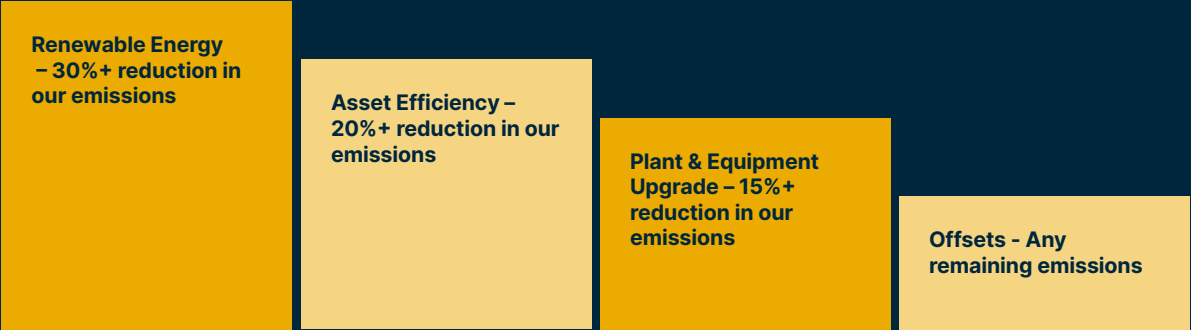
Reduction in electricity  
consumption versus  
FY20 (like for like)

980 mWH renewable energy produced

800 kW system to be commissioned at  
Marsden Park by Q1 2022

25% of the grid consumption powered by  
GreenPower from January 2022

## Our net zero journey



Our journey to net zero requires taking a range  
of efficiency and emission reduction actions:

### 1) Renewable Energy Generation

- a. Add solar generation, including  
embedded networks that offset  
house power and sell renewable  
energy to tenants
- b. Continue to investigate feasibilities  
for battery storage

### 2) Asset Efficiency

- a. Improve our energy analytics and  
demand management
- b. Integrate our asset capital plan  
with our sustainability goals

### 3) Residual Emissions

- a. Reduce the emissions of the  
power we use, by purchasing  
25% GreenPower Energy from  
January 2022



# Renewable Resources

As the largest Large Format Retail (LFR) landlord in Australia, we recognise our responsibility to power our assets responsibly. We will make a big impact on our new energy and carbon reduction targets by rolling out solar generation across our unoccupied roof space.

Our ambition is to generate as much renewable energy for our assets by 2028 as is reasonably possible, including having initial solar generation projects completed on all feasible sites by 2026. By combining renewable generation with embedded networks, we will be able to offer renewable energy to our tenants, supporting their own sustainability objectives.

Currently 6% of the Aventus portfolio is powered through renewable resources, and we have ambitious plans to increase this in the coming years. For example, our solar installation project at Marsden Park is now in the planning phase, and due to be completed in the first half of 2022.

We have also committed to purchasing 25% of our energy through a government accredited GreenPower provider from January 2022. This will help reduce the emissions from our energy quickly, while we undertake our solar rollout.





# Asset Efficiency

We set a 3% target for reduction in electricity consumption in FY21 across all our assets. Through active monitoring and tracking, and key initiatives like LED lighting upgrades, we surpassed that target, reaching a 6% total reduction in electricity (measured in kWh).

We plan to further decrease our carbon footprint in FY22 by using energy analytics, and smarter demand management. By centralising our data for key assets and reporting more frequently, teams will be able to proactively manage demand and consumption across assets.

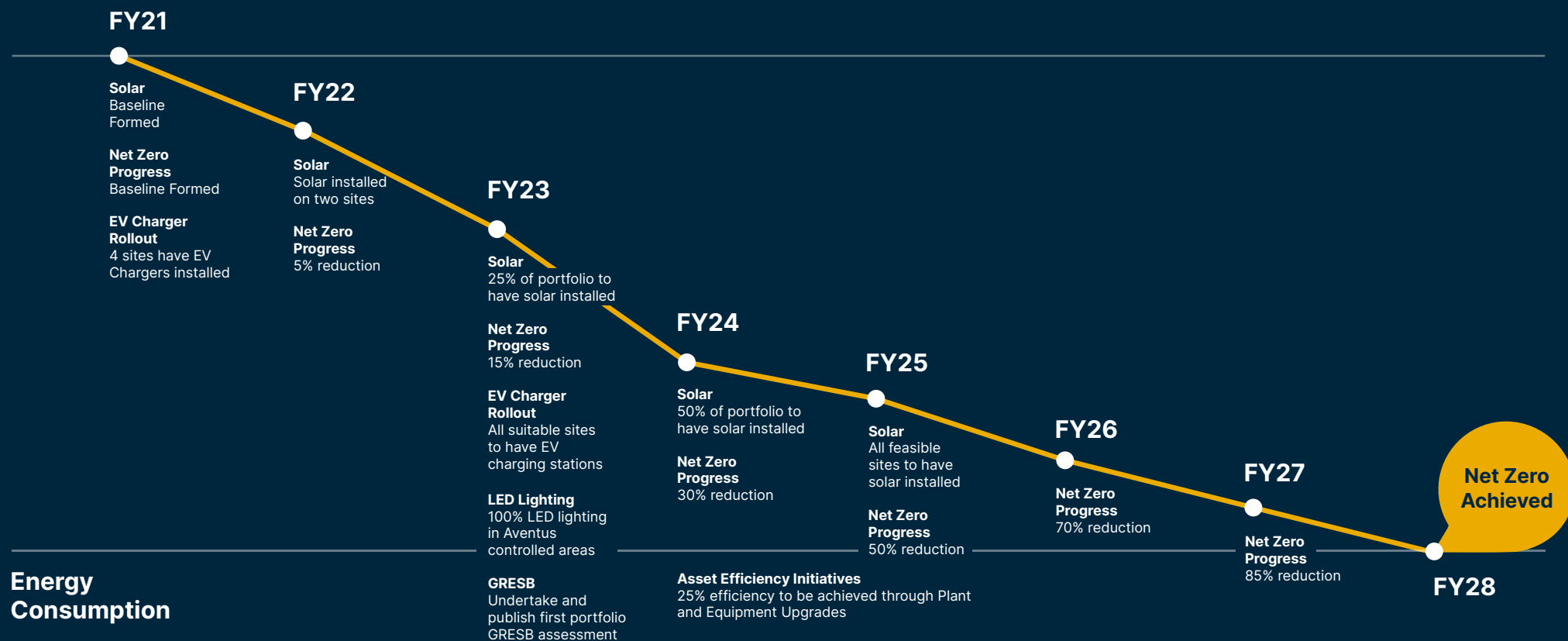
We are also investing capital in Power Factor Correction units across the portfolio, which will minimise energy wastage and transmission losses.

As we plan new developments, we will design and build efficient assets that minimise consumption of energy, water, and waste.





# Energy Roadmap





# Waste

Our New Waste Target:  
**80% Diversion by 2028**

As the largest Large Format Retailer in Australia, we recognise our role in helping to reduce landfill, and enabling a circular economy.

We are working hard to increase waste diversion across all of our sites, including working with our waste providers to understand the specific requirements and waste stream opportunities for each site.

34%

Diversion rate across Aventus controllable\* operational waste streams.

\*Shopper waste, retailer waste, our own operational waste.

Aventus has three main sources of waste in its operations:



**Shoppers**

The waste generated by those shopping in our centres



**Retailers**

The waste generated by the operations of our retailers



**Our Operations**

The waste generated in running our operations



# Main Waste Sources



## Shoppers

To help increase diversion of customer generated waste, we are investing in more recycling bins across our centres. These will be rolled out in FY22 in locations near cafes and food vendors, to maximise the amount of recyclable waste captured.

## Retailers

The management of retailer (tenant) generated waste is different across our portfolio. Each of our tenants has the choice to use the Aventus centre services, or to have their own waste management supplier. This means that diversion rates will vary significantly from one site to another.

We are working together with our tenants to discuss and share responsibility for increasing recycling and reuse. This close collaboration will help both Aventus and our tenants to reach their waste diversion goals.

## Our Operations

Our waste diversion goals cover all parts of the business, including our Sydney support office. We have already started tracking our diversion rate, which is comparable with that of the building overall. By further educating our team and enhancing the relationship with our landlord, we will build strategies that will enhance our diversion rate.

## Development and Fitout Waste

A key part of our new waste strategy is to put more focus on development and fitout waste. In FY22, we will enhance our procurement processes to make waste management metrics a critical factor in selecting our suppliers.

Our suppliers will be required to ensure they use and order the right materials for each job, with the aim of minimising waste going to landfill.

In addition, we will continue to work with our tenants to ensure their fitout processes are completed with minimal landfill.



# Main Waste Sources

Aventus has secured significant engagement from tenants at Mile End to consolidate the site's waste. A majority of the tenants previously had their own waste bins and suppliers servicing the site. The consolidation of this into a central area will mean that 75% of space will be freed up and the number of trucks and pickups carried out will reduce.

The business is working hard with Veolia, our waste partner to redesign the site's waste area into a recycling hub.

To enable this, a waste audit will be performed to understand all the types of waste processed on site. Using this data, an increased number of recycling streams will be implemented on site. There will be dedicated zones for each waste streams painted in a specific colour with large posters to educate the tenants on acceptable materials.

Mile End will serve as a pilot site for Aventus. Key learnings from this exercise will be applied to our centres across the portfolio.





# Better for our Community

We are working with our recycling vendors (including Southern Cross Recycling, Tomra and Envirobank) to help highlight the services and positive impact they deliver to our communities. The recycling industry has a bigger impact than just reusing materials such as glass, plastic and paper. Their reuse impacts through water savings, reducing carbon emissions, as well as landfill space, can now be tracked.

We choose reputable vendors to operate on our sites, allowing us to actively participate and be part of the positive environmental impact these programs deliver.

Throughout the year, we worked closely with our recycling vendors to develop a deeper understanding of the sustainability impact of each program. We are now looking at ways to expand these programs and work with each vendor to better highlight the difference they make.

By providing links through our website, we help customers actively find our recycling programs and promote this community service. We can also provide customers with updated information from the data reported by our vendors.

Currently, each vendor provides us with an annual or biannual sustainability report covering the direct impact our centres have on the environment. We will continue to work with our vendors to expand their positive impact, and share the news to our customers, communities and shareholders.





# Diversity & Inclusion

**Our New Diversity Target:  
Achieve 40/40/20 gender split across all  
management teams including board by 2025**

At Aventus, we are proud to celebrate the different cultures, backgrounds and experiences that our people bring. It is highly important to us that every member of our team and communities feel comfortable to be their authentic selves at all times.

We recognise that building a sense of belonging encourages people to bring their best self forward, driving greater engagement and creativity in the workplace.

In FY22, we will invest in diversity training for all of our people, and work to create a more inclusive workplace that supports equality in advancement opportunities.

Our primary new diversity target is a commitment to a gender balanced team across all management, including our board. Currently 50% of team managers and the Leadership team are female, with 20% representation on the Board.

We recognise that gender is only one part of diversity and inclusion. We have chosen to tackle this first due to the wide impact it has. However, we are formulating plans to expand our impact to other areas as we continue our journey, including having diverse representation in our recruitment processes, celebrating the diverse backgrounds of our team and customers, and starting the planning process for developing an Indigenous Reconciliation Action Plan.

At Aventus, we are already building recognition of diversity in the workplace through education and awareness. This includes frequent lunch and learn sessions, where our team is educated on cultural events such as NAIDOC week. We also support team members to take leave for celebrating cultural events unique to them.

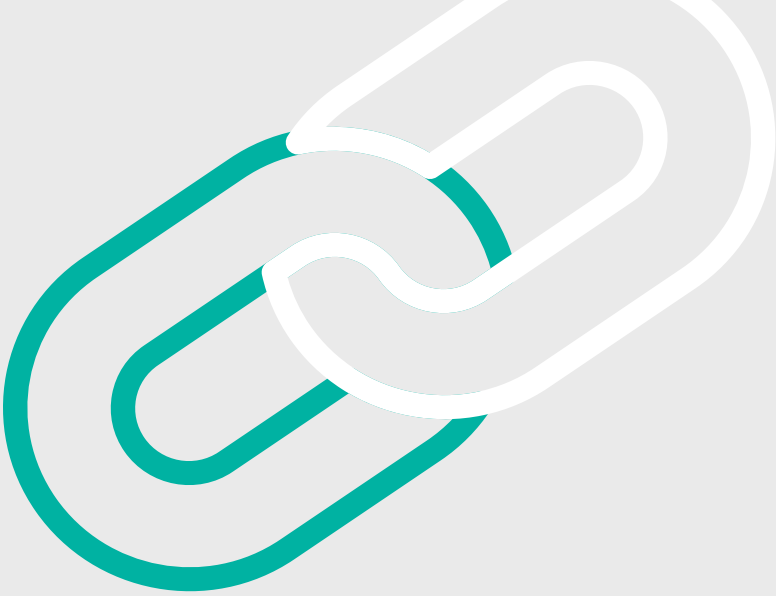
In addition, we will be expanding our parental leave coverage in FY22, to include same sex couples and team members who choose to adopt.





# Reconciliation Action Plan Implementation

As part of our Diversity and Inclusion strategy, we recognise the importance of building relationships with the traditional owners of the land. We plan to evolve our Reconciliation Action Plan starting in FY22:





## Choose to Challenge – International Women’s Day

In March 2021, we celebrated International Women’s Day, recognising the incredible achievements of women in our organisation. In line with the theme for the year, Choose to Challenge, we asked three of our senior leaders to present to the team about their journeys, and their experiences as females in the industry.





## Diversity Spotlight: Leanne Wesley – Portfolio Operations Manager



Another great example of a female leader at Aventus is Leanne Wesley, who looks after our Sydney Metro North assets in a role that has traditionally suffered from gender inequality.

Leanne enjoys leading people and thrives on bringing order and efficiency to systems and processes, and is also a member of the Facilities Management Association.

Leanne credits her interest in the facilities/operations space to her father, who was an engineer, licensed builder and developer.

She enjoys managing multiple concurrent tasks and projects whilst working within a fast-paced environment, meeting project deadlines, overcoming technical challenges and finding solutions to complex problems.





# Safety & Wellbeing

Our New Safety & Wellbeing Target:  
**Implement “Better for Me” safety and wellbeing programme by 2022**



At Aventus, we always take health, safety and wellbeing seriously, a position that has become even more important with the continuing COVID-19 pandemic. Our dedication to safety and wellbeing is supported by our stakeholders, who rated safety and wellbeing as the most important material issue for our new sustainability strategy.

We recognise that the uncertainty and changing conditions around COVID-19 have blurred the line between work and personal lives, and we have introduced mindfulness and wellbeing initiatives to support our team. We experienced a decrease in our team engagement score versus FY20, we believe this is related to the changing conditions, and will look to how we can improve in FY22.

In FY21, we focused on three initiatives to look after our team:

	Mindfulness Programme incorporating meditation
	Mental Wellbeing through EAP, Mental Health Days off and meeting free Fridays
	Care packages to look after our team like a technology allowance and Uber Eats voucher



SAFETY & WELLBEING

# Our Mental Wellbeing

The COVID-19 pandemic has had a bigger impact than just personal health, with the uncertainty creating a significant amount of stress and anxiety for many people. Therefore mental health and wellbeing has become even more important, and a key focus for Aventus.

We encourage a culture of openness, but we also recognise that some people find it difficult to speak openly about mental health issues. To support our team and retail partners, we provide 24/7 access to a confidential helpline, and a session with a qualified therapist. This is also available to family members of our team.

Our aim is to help team members with no experience of discussing mental health issues to feel more at ease. In the knowledge that we as a company and as individual team members care, and that free and confidential options are available to them.

We will boost our mental health program further in FY22, by introducing a holistic mental wellbeing solution that combines employee assistance programs with wellbeing apps for self care and fitness.





# Caring for our People

We care for our people, and recognised during FY21 that we could play a significant role in reducing the complexities of adjusting to the 'work from anywhere' culture created by the COVID-19 pandemic.

We did this by investing in technology and systems to support the team to be productive and agile without impacting their wellbeing. Specifically, we provided our team with a technology allowance to help them set up their home office or working environment in a way that best suits their needs.

This investment is continuing into FY22, to help our team remain both productive and well.





# Healthy Workplace



Even in positive work environments, the human body can accumulate tension and stress. To promote a healthier workplace, we provide our team with seated massages once a month, relieving tension, increasing circulation and calming the nervous system (in line with appropriate COVID-19 restrictions). This program started in our support office, and is being rolled out to our centre teams.

We complemented this with mindfulness training and an Uber Eats voucher so our team can treat themselves and their families.

Our CEO, Darren Holland, is a big advocate of mindfulness, meditation and encourages the team to join him for a 20-minute meditation session at 3pm every day. This allows the team to take time to pause, reduce stress and increase focus.

For team members who are new to meditation, we offer a subsidised 21 day meditation package, where experienced meditation teacher Tom Cronin provides guided meditation sessions and tips.



SAFETY & WELLBEING

# Wellbeing KPI

We understand that wellbeing can mean different things to different people, and work to help each member of our team with their personal scope of wellbeing.

As part of our 'Better for Me' framework, we ask each team member to come up with a KPI they feel enables their wellbeing, allowing them to be the best they can be.

This can range from adjusting work hours, to attending classes, or spending more time with loved ones. The KPI's remain confidential between the team members and their managers, and regular check-ins are conducted to empower them to achieve their desired targets.





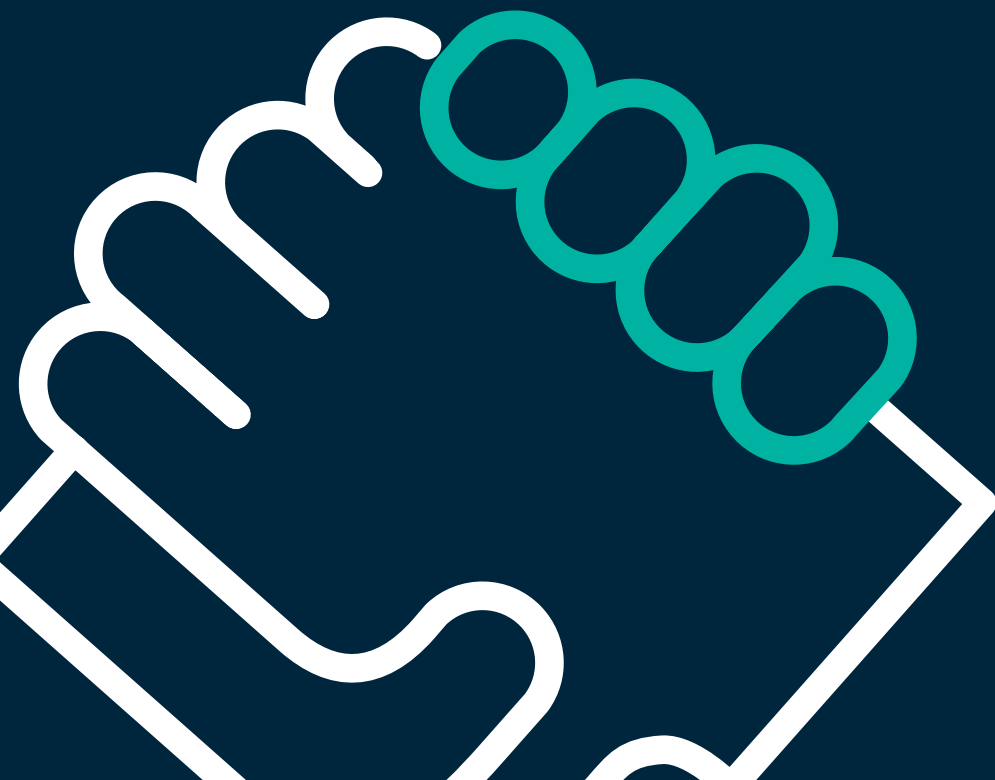
# Community

## Our New Community Target: Help 10k families by 2028

With retail centres across the country, we recognise the significant impact that the surrounding communities have on our centres, and the significant impact we can have on those communities.

At Aventus, it is important to us that we give back, and play our part in promoting better, happier, and more productive communities. That is why community is a key part of our new Plan for Better, and will have significant focus into the future.

In particular, we are working to find the right partner to make a difference in family orientated issues like domestic violence and homelessness, to be announced in FY22. Our aim is to work together with the partner to amplify the impact we can both make.





# COVID-19

Through FY21, we have proven that we can competently respond to the challenges of COVID-19. We were quick to implement QR codes and hand sanitisers at our centres to keep our shoppers safe. Our team quickly adapted to increased working from home. These fast actions allowed us to increase our traffic growth by 6% across all centres excluding Victoria.

Through redesigning our centres to accommodate Click and Collect, we've kept 80% of Aventus retailers in NSW and VIC trading. We continue to work with our SME tenant partners on rental relief discussions to ensure transparent and fair outcomes.

This responsiveness has served us well, and we will continue to adapt to achieve the best outcomes for our team, our shoppers and our tenant partners.





COMMUNITY

# Increased Shopper Engagement

To help us improve our shopper experiences, we rolled out a listening tool by Resonate in FY21. The tool, labelled The Voice of Shopper and the Voice of the Retailer, provided real time feedback from shoppers and retailers using QR codes.

The feedback has provided valuable insights and actions for critical areas that need attention, as well as identifying the topics that our shoppers and retailers care most about. For example, both tools showed that bathroom presentation was seen as critically important.

Our centre investments for FY21 will focus on customer touch points, using the feedback to create a better experience for all at our centres.

# 2257

responses from shoppers and partners

## Marsden Park Driveway

Through our Voice of the Shopper program, our shoppers gave us feedback on the shopping experience at our Marsden Park Centre. The feedback revolved around the poor shopping experience and the bottleneck created when exiting the carpark.

We quickly reacted to this feedback and addressed this by creating a new exit only driveway. The feedback since the implementation has been positive with shoppers commenting of the ample parking spaces available at the centre.



### FEEDBACK QUOTE BEFORE

The car park entry and exit is so bad. Very tight and a bit confusing. Nearly had a few crashes over time. Would suggest putting in a different exit point onto a side road not the main busy road.

### FEEDBACK QUOTE AFTER

Love the new driveway making the additional exit! Hooray!



COMMUNITY

# Reinvestment into our Centres

In FY22, we will put significant investment in improving customer experiences at seven of our centres, with substantial changes being made to the Belrose, Jindalee and Mile End centres.

The investment will cover multiple areas of the centres, including kids play areas, amenities, car parking, landscaping, and wayfinding.

## Jindalee Parent change room and bathroom amenities

In FY21, we significantly upgraded the amenities block on the village side of Jindalee centre, following feedback from shoppers and retailers. As a high traffic area, it was important that we delivered an inviting space that made a positive impact.

We engaged a designer, local builders, suppliers, and artists to reimagine the space, and bring to life exciting design concepts

that created a beautifully thought out and functional space. This included investing in touchless utilities to improve health impacts, and the local artist Carley Cornelissen adding a splash of colour by painting flora and fauna through the space.

We are very proud of this community inspired project, and the high benchmark it has set for facilities throughout our portfolio.

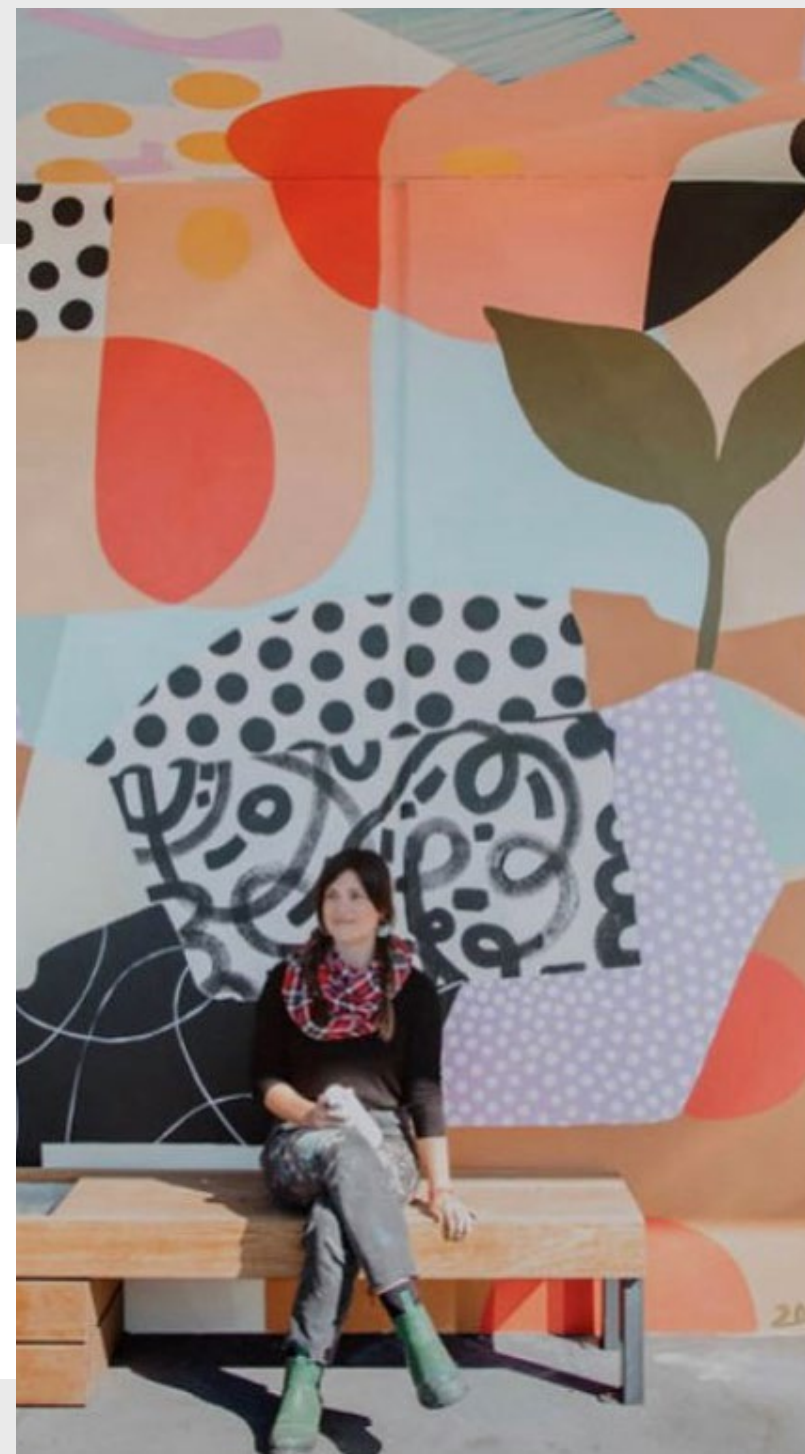
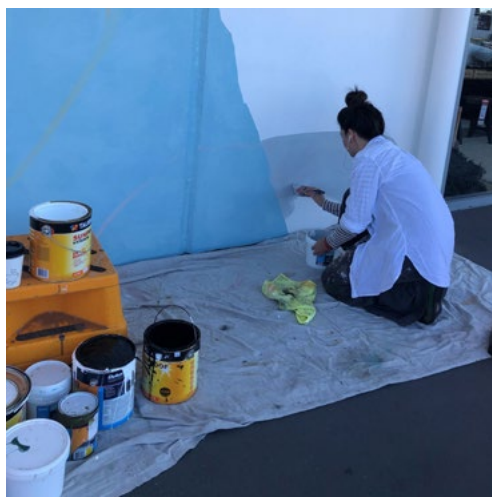
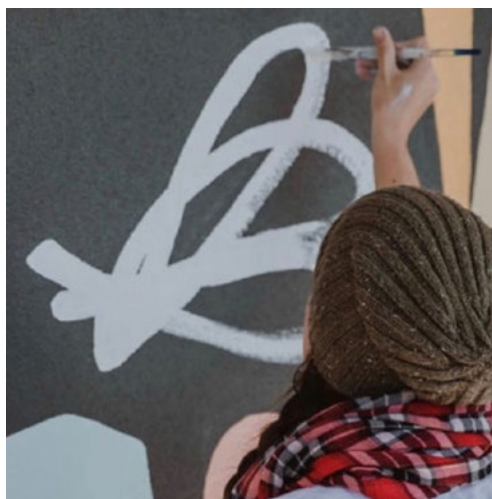




## Artist collaboration with Kiasmin Burrell

The creative community in Newcastle has been booming in recent years, and one benefit of this has been the number of 'pop-up' murals. These help to create engaging and beautiful spaces for our communities to enjoy, and build a sense of pride by working with local artists.

As part of this trend, we collaborated with Newcastle-born artist Kiasmin Burrell to create murals on several walls at our Kotara Home centre. Kiasmin has a deep connection to the earth and nature, and this was reflected in the new painted murals.





# Corporate Governance

**Maintaining good governance is a crucial part of ensuring we operate with transparency, while meeting or surpassing the expectations of all our stakeholders. Our stakeholders include team members, retail partners, customers, investors, and security holders.**

Aventus complies with all statutory laws, regulation and codes that apply to its various activities, and our governance framework is reviewed annually to ensure it is aligned with best practice guidelines.

As our highest governing body, the Board of Directors is responsible for the review and implementation of our culture and corporate policies. They ensure that Aventus observes all required legal, regulatory and ethical compliance policies.

All our team members are trained on the Aventus Code of Conduct during their induction process, and after each year of their employment. The code includes information on our commitment to equality, anti-discrimination, protection of whistle-blowers, and instilling a healthy and safe work environment. Having these structures and training in place is key to management and mitigation.





## CORPORATE GOVERNANCE CONTINUED

The following committees and strategies are in place to ensure we effectively and efficiently manage our risks:

## ESG Control Group

### QUARTERLY MEETINGS

The ESG Control Group is made up of the Aventus Leadership Team. It oversees the Sustainability working groups, which are composed of members across teams including Operations, Marketing, Culture and Legal. It also includes representatives from our centres with responsibility for day-to-day operations and sustainability outcomes.

The ESG Control Group reports to the Board, which has overall responsibility for our sustainable operations. Aventus reports on sustainability issues through various governance mechanisms, including the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th Edition).

## Audit, Risk and Compliance Committee

### THREE MEETINGS PER YEAR

The Audit, Risk and Compliance Committee is responsible for the identification and management of risks.

These are controlled through our Risk Management Framework, which is reviewed at least annually to ensure it remains effective.

This includes a regular audit program to test suitability and compliance. Where any weaknesses are found, we take prompt action to address and implement the necessary improvement.

In accordance with the precautionary principle, sustainability issues and risks are considered throughout our operations, and are integrated with our corporate goals and strategic planning.

## Group Risk Appetite Statement

### DAILY, WEEKLY, AND MONTHLY MEETINGS

We have a proactive culture for managing risk, driven by our strategies and tools. Our Audit, Risk and Compliance Committee has developed a Group Risk Appetite Statement, which is reported against each quarter to help monitor material risks and related controls.

Our daily, weekly and monthly meetings enable risks to be identified quickly, and recorded into our team and group risk registers.

Aventus has not incurred any significant fines or sanctions for non-compliance with laws and/or regulations in the social and economic areas.

More information regarding our corporate governance policies and procedures, including our Audit, Risk and Compliance Committee Charter, and Code of Conduct is available from our website at: <https://aventusgroup.com.au/corporategovernance>

## Membership of Associations

Aventus is a member of the Large Format Retail Association of Australia (LFRA), first joining in 2007. The LFRA's role is to act as a national peak body, representing the interests of large format retailers, investors, owners, developers and service suppliers in Australia. Representatives from Aventus attend the quarterly forums along with the annual LFRA overseas tour. These events include sustainability planning, such as in FY21, where we joined with the Australian Packaging Covenant Organisation (APCO) and other members of LFRA, to address and map out a plan to reduce expanded polystyrene (EPS) in packaging.



# Modern Slavery

In FY21, we released our first Modern Slavery Statement, which outlined our recent actions to understand the risk of modern slavery in our operations and supply chains. We are continuing to work to identify areas of risk, so that we can develop and embed mechanisms to both protect and remediate if and where possible cases are found.

## Overview of Operations

At Aventus, we source the majority of our goods and services through Australian based companies. Where a supplier is based in a country with a higher risk of modern slavery, we conduct a thorough assessment of the supplier through the procurement process.

This includes requesting information and a statement from the supplier on how they are ensuring modern slavery does not take place in their supply chain or operations.

Aventus has zero tolerance for any form of modern slavery in our supply chain or operations, and we will use external data sources as appropriate to help ensure the risk of infringements is low.





## MODERN SLAVERY CONTINUED

### Modern Slavery Risk

Aventus will never knowingly participate in modern slavery. This applies both through our directly controlled operations, and our supply chain, where we have zero tolerance for infringements.

We have carefully assessed the threat of modern slavery practices in our day to day operations and direct workforce, and concluded that the risk is low. This is because we choose to directly manage our centres rather than outsourcing, and the majority of companies we deal with are also subject to the Modern Slavery Act.

We are however, acutely aware of the higher risks of modern slavery in services such as cleaning. These industries are more likely to employ lower paid, unskilled, and foreign born workers, who are potentially at higher risk of exploitation. Reducing these risks is a key focus for Aventus, and we are developing plans to conduct audits and require certifications from cleaning suppliers to ensure compliance. This will be conducted at random sites while we work to build a full portfolio level certification process.

As outlined in our modern slavery statement, our approach on due diligence and remediation is set out in the tables below:

#### a. Due Diligence

Due Diligence	Operations	Suppliers
Identify and assess actual and potential human rights impacts by screening all new suppliers for modern slavery risks	No illegal practices will be tolerated in our operations	Existing and new suppliers are reviewed and screened specifically for modern slavery risks
Integrate the findings across the business and identify appropriate action to address impacts	Share findings of screening processes and introduce specific training to our team	Enforcing our response to any adverse findings, through mechanisms contained in our Supplier Code of Conduct, or ceasing engagement
Tracking the business's performance to check whether impacts are being addressed	Assess team competencies to identify risks of modern slavery practices	Completing internal audit of supplier screening processes
Publicly communicate what Aventus is doing	Increasing team awareness of Modern Slavery risks	Annually publishing our Modern Slavery Statement, and making public responses where necessary, including in our Annual and Sustainability reports

#### b. Remediation Steps

Identification	Response
The entity itself has caused or contributed to adverse impact such as modern slavery	'Make good' the adverse impact, restoring the victim to the situation they would be in had the adverse impact had not occurred
Modern slavery practises are discovered within Group supply chain	Work with the relevant entity that caused the impact to prevent or mitigate the harm, and prevent its recurrence
Unacceptable risk that modern slavery practices may be present in our supply chain	Ending the business relationship with any entity where we determine unacceptable risk of modern slavery practices. Including where mitigation, prevention or 'make good' actions have not been carried out appropriately



CORPORATE GOVERNANCE

# Cybersecurity



Maintaining security of data is a continuing area of focus for Aventus. We align our activities with the National Institute of Standards and Technology (NIST) Cybersecurity framework, a global industry standard. We also seek advice from the Australian Cyber Security Centre (ACSC) to guide our cybersecurity controls.

The resilience of our systems and technology infrastructure is regularly tested, and our plans are updated as new and evolved systems that can further improve security are introduced.

This year, we've formed our first internal technology team. We've hired a Head of Technology and a Business Systems Lead to rectify gaps in our systems and processes. We've tendered our IT services and chosen a new provider with increased scope on security protocols and disaster recovery.





[BACK TO TOP](#)

