

# Human Rights and Modern Slavery Statement

## 2023 Financial Year

We publish this group statement on behalf of Matrixian Group and the following subsidiaries: Matrixian and Homematrix (“we”, “us” or “our”). It sets out the steps we have taken during the year to prevent modern slavery and human trafficking in our supply chains and in our business generally.

### **Our Structure, Business and Supply Chain**

We own and operate digital platforms including Matrixian and Homematrix. We create value by investing in marketing our brands and growing our audiences and by developing the best products and platforms in order to engage our consumers and partners.

Consumers increasingly use and rely on our platforms in search of real-time information about property and comparison markets and hyper local neighborhood information.

#### **Our supply chains include the following :**

- Facilities : maintenance and cleaning services
- Technology : external data centres, data providers, IT infrastructure, hardware providers, cyber security services and software suppliers

#### **Our clients include a.o.**

- (prospective) home owners
- banks
- financial institutions
- intermediaries
- real estate agents and appraisers
- insurance companies

## **Our Policies in relation to Slavery and Human Trafficking**

We respect human rights and the integrity of individuals. We comply with all relevant laws in the way we run our businesses.

We include the relevant requirements in our Matrixian Personnel Handbook issued to every colleague as part of his/her on-boarding.

We have in place a whistleblowing policy which applies to employees, officers and casual workers in the group. This "Speak Up" policy encourages everyone working for us to report any malpractice or illegal acts, including suspicion of modern slavery and human trafficking, or omissions or matters of similar concern by other employees or former employees, contractors, suppliers, partners or advisers using a prescribed reporting procedure.

We are also committed to conduct our businesses ethically and lawfully which includes ensuring, as far as possible, that any third party who we act for or act for us share this commitment. Matrixian endeavors to identify and mitigate risks associated with prospects, clients and third parties who perform services for us or on our behalf. This includes guidance on undertaking appropriate due diligence on existing or prospective third parties based on identifiable risks.

## **Due Diligence and Contracting Practices**

We conduct due diligence on our prospects and clients by checking countries of operations, general employment track record and where deemed required requesting information from them to assess their code of conduct in this respect.

We conduct due diligence on our suppliers by requesting the relevant information from them (which includes information about the steps they take to ensure there is no modern slavery or human trafficking in their business or supply chains). We keep our due diligence processes under regular review.

We consider key suppliers' responses to our due diligence requests as part of our decision making processes when it comes to using new suppliers. We take appropriate action and, if necessary, delay or cancel appointing a new supplier unless the supplier's systems and controls are satisfactory.

## **Assessing and Managing Risk**

Due to the nature of our businesses, our supply chains are very limited with respect to human labor and we operate with only a small number of suppliers.

Nevertheless, when selecting suppliers we check on the availability of ethical certifications (some of which – for example, the Fairtrade certification – impose obligations on suppliers to eliminate modern slavery).

## **Policies**

We have continued to provide advice and guidance to the relevant commercial teams with direct responsibility for entering into supplier contracts.

We comply with all relevant employment legislation and have a number of policies that adhere to internationally recognised human rights principles including:

- Anti-Bribery and Corruption Policy;
- Working with Third Parties Policy; and
- Speak-Up Policy.

## **Effectiveness**

Matrixian's board is committed to assess at regular intervals with a maximum of one year to the effectiveness of the policy and adherence of the steps taken.

These include:

- Reviewing any investigations undertaken into reports of modern slavery (including any concerns raised under the "Speak Up" policy) and actions taken in response. We will track and report findings upon conclusion of this initial year
- Reviewing our prospect, client and supplier due diligence for effectiveness for selected suppliers; and
- Reviewing staff training levels on modern slavery risks for key team members.

## **Training**

All employees receive induction training including an outline of our key policies. Key policies are included in the personnel handbook and available through our on-line knowledge bas. Employees are reminded of their responsibilities. Where relevant, compliance related matters are highlighted to all employees through our regular employee communication channels.

## **Our commitment**

We are committed to continuously improving our practices to identify and eliminate any slavery and human trafficking in our business and supply chains, and to acting ethically and with integrity in all of our business relationships.

## **Approval**

This statement constitutes the group's slavery and human trafficking statement for the financial year ending 31 December 2023. It was approved by the board on 29 May 2023.

Luke Liplijn  
Chief Executive Officer