



La Trobe Financial

Modern Slavery Statement

Reporting Period: 1 July 2023 to 30 June 2024

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1. Reporting Entity

This Modern Slavery Statement (**Statement**) is a joint statement from the La Trobe Financial Group (**the Group** or **La Trobe Financial**)¹ covering the reporting period Financial Year 2024 (1 July 2023 - 30 June 2024) in accordance with the *Modern Slavery Act 2018* (Cth) (**the Act**).

2. Introduction

Founded in 1952, La Trobe Financial is Australia's premier alternative asset manager providing finance and investment solutions for 130,000 customers globally, with our impact having gone well beyond financial returns.

Management has focused on creating a long-term legacy for employees, customers and the communities in which we live and work.

La Trobe Financial is committed to addressing the risks of modern slavery in our supply chain and operations by acting ethically, honestly, and with integrity in all parts of our business dealings and relationships. La Trobe Financial expects the same standard and approach to modern slavery from our service providers, suppliers, sub-contractors and other business partners.

The purpose of this Statement is to reflect our continued compliance with the requirements under the Act, including the:

- identification of modern slavery risks in our supply chains and operations;
- actions taken to assess and address modern slavery risks; and
- assessment of the effectiveness of these actions.

We note that there were no findings of modern slavery for this reporting period or in prior reporting periods.

Unless stated otherwise, all data and company information provided in this Statement is current as at the end of the reporting period.

3. Overview of La Trobe Financial's Structure, Operations and Supply Chains

Structure

Brookfield Asset Management Inc is the major shareholder of La Trobe Financial. Within the stated reporting period, there has been no material change to our structure that has negatively impacted the Group's modern slavery risk exposure.

For the purposes of the Act, there are five reporting entities within the Group:

1. AMC 1 AusCo Pty Ltd ACN 658 085 771 (**Holdco**) is the ultimate holding company within the Group;
2. La Trobe Financial Pty Limited ACN 115 895 362 (**LF**) is the primary operational level holding company;
3. La Trobe Financial Services Pty Limited ACN 006 479 527 (**LFS**) is the Group investment manager; and
4. La Trobe Financial Asset Management Limited ACN 007 332 363 (**LFAM**) is the responsible entity of the La Trobe Australian Credit Fund ARSN 088 178 321 (**LACF**), which is the fifth reporting entity, and the La Trobe US Private Credit Fund ARSN 677 174 382 (**USPCF**) which, for the purposes of this Statement is not a reporting entity.

There are three primary operating companies that are controlled by LF:

- La Trobe Financial Services Pty Limited (**LFS**), the Group's primary operating company which employs all ~550 staff in the Group;
- LFAM, as noted above;
- La Trobe Financial Custody & Securitisation Services Pty Limited, the Trust Manager of the Group's institutional mandates and residential mortgage backed securities (**RMBS**) loan securitisation program.

All subsidiary entities were domiciled and incorporated in Australia, with the exception of:

1. (Shanghai) Wealth Management Consulting Limited, which is incorporated in China and wholly owned by LF. This entity does not have any employees or operations; and
2. LGAM Private Credit LLC, which is incorporated in the USA. LGAM Private Credit LLC is the underlying fund into which the US Private Credit Fund indirectly invests.

Operations

Whilst the Group expanded its product range during the reporting period, there was no material change to our operations from the prior reporting period which have negatively impacted the Group's modern slavery risk exposure.

The Group's core products and services were delivered by its ~550 employees through either its direct channels (e.g. proprietary IT platforms, telecommunications, or email) or its indirect channels (e.g. third-party intermediaries). The Group operates from its Melbourne (Head Office) and Sydney Offices. It has a representative office in Shanghai.

Customer service divisions

The Group operates two complementary business units (which are supported by professional services units) through which it provides its principal and continuing activities:

Asset Management (AM)

La Trobe Australian Credit Fund

- The AM Division operates and manages the LACF, a registered managed investment scheme (**MIS**), through (i) LFAM as the responsible entity, under its Australian Financial Services License (**AFSL**), and (ii) LFS as the Investment Manager for the LACF.
- The LACF was established in 1989 and, at the end of the reporting period, it had \$10.7bn* in assets under management (**AUM**) across a variety of pooled portfolios and peer-to-peer investment accounts to over 100,000 investors.

- Each account invests in a variety of assets – (i) principally directly into real estate loans originated and managed by La Trobe Financial but also into (ii) cash and (iii) for certain of the pooled accounts into notes in La Trobe Financial's warehouses and RMBS trusts and/or into the USPCF in accordance with the Product Disclosure Statement (**PDS**) and the Constitution.

La Trobe US Private Credit Fund

- The AM Division also operates and manages the USPCF, a registered MIS, through (i) LFAM as the responsible entity, under its AFSL, and (ii) LFS as the Investment Manager for the USPCF.
- The USPCF was established in December 2023, and, at the end of the reporting period, had over \$160m* in AUM.
- The majority of the assets of the USPCF are indirectly invested into LGAM Private Credit LLC (**Underlying Fund**) primarily in senior secured first-lien term loans issued to U.S. middle market companies which are directly originated by an asset manager. The Underlying Fund is regulated as a Business Development Company under the Investment Company Act of 1940 (**US**) and is advised by Morgan Stanley Capital Partners Adviser Inc (**Investment Adviser**), an indirect wholly owned subsidiary of Morgan Stanley.

Real Estate Credit Finance (RECF)

- The RECF Division assesses and advances real estate based secured loans as an Australian Securities & Investments Commission (**ASIC**) approved and licensed Australian credit lender.
- The Division was established in 1952, delivering tailored mortgage finance solutions across both residential and commercial property loan sectors, using superior credit smarts and propriety platforms across a broad product suite offering.
- At the reporting period end, LFS had ~\$9.5bn* in AUM, with over 28,000 borrowers, funded across long-term institutional investment mandates and RMBS trusts with notes issued to capital market investors.

Enterprise operations

Further, La Trobe Financial has established Group corporate functions and governance structures to support both the credit asset origination and management divisions and its operations.

Supply Chains

There have been no material changes to our supply chains for the reporting entities from the prior reporting period that have been identified as negatively impacting the Group's modern slavery risk exposure, including our supply chain composition/profile or how we engage with it.

During the reporting period, La Trobe Financial procured goods and services from over 440 suppliers. The majority of our direct suppliers are businesses based in Australia. No direct suppliers were identified that are based in any of the 10 countries taking the least action to respond to modern slavery according to the Global Slavery Index's 2023 findings. In light of this, in overall terms, we consider our direct supply chain to be low risk and non-complex in supporting the corporate functions of La Trobe Financial, and the selling and distribution of its products and services. These supply chains related to the following key areas:

- **Information, Communications, and Technology**
Includes IT applications, electronics, hardware and software, telecommunications, infrastructure.
- **Human Resources & Recruitment**
Includes recruitment and temporary labour hire agencies, training service providers, employee support or management providers, employee benefit providers.
- **Professional Services**
Includes professional services (e.g. audit, consulting and legal services).
- **Business Enablers**
Includes financiers, brokers, property professionals, legal services, debt management, insurance providers, custodian and record management services, and corporate governance (e.g. charities, carbon offset partners).
- **Office Equipment, Products & Logistics**
Includes office furniture & equipment, supplies & stationery, print, postage and courier services.
- **Property & Facilities Management**
Includes building management, cleaning, security and waste management.
- **Brand & Marketing**
Includes merchandising (branded and unbranded), uniforms and/or apparel, marketing & advertising (digital, print, media), events, sponsorships.
- **Travel & Hospitality**
Includes catering, corporate travel partnerships, airline services, accommodation services.

The Group's contractual arrangements with these suppliers vary depending on the size and value of the goods or services procured, and are in the form of both short and long-term written agreements. Provision of supplies may also be incurred more generally through our business procurement processes, particularly those involving generally available products or services, or those relating to one-off transactions.

La Trobe Financial also acknowledges there may be indirect supply chains associated with a procured good or service supplied directly. This is likely to be where supply chains have the potential to involve many parties in the delivery of a good or service (e.g. raw materials or components used in the manufacturing and processing of a product). We consider that any indirect supply chain risks are more likely to occur in the supply chain risks identified in section 4.

* As at 30 June 2024, the Group had \$20.1bn in AUM. The LFS AUM figure of \$9.5bn combined with the LACF and USPCF AUM figure of \$10.9bn totals \$20.4bn, whereas the Group's net AUM is \$20.1bn. The excess of \$0.3bn is principally a result of the LACF's direct investment into institutional notes, which creates an overlap between the LFS and the LACF AUM.

4. Modern Slavery Risks in the Operations and Supply Chains

La Trobe Financial has not identified any known risk issues or events of modern slavery in its operation or supply chain for this reporting period. Further, no suppliers have reported any incidences of modern slavery to La Trobe Financial.

Risks of Modern Slavery in Operations

Workforce

In this reporting period, La Trobe Financial had ~550 employees. La Trobe Financial may, from time to time, engage and contract with external personnel (i.e. non-employees or contingent workforce) to support a variety of business needs, particularly where we (i) engage in project-based work and/or (ii) need to access specialised skill sets, or obtain professional consulting services, to supplement our workforce to meet work priority deliverables. The workforce are skilled professionals and are domiciled in Australia.

At the reporting period end the Group had no material outsourcing of its operations.

Further, the Group complies with all legislative requirements, awards and collective bargaining agreements relating to the employment of staff and payment of wages noting Australia's strong labour protections and prohibitions against modern slavery. We therefore consider that we have a very low risk of modern slavery in our hiring and employment practices.

Products and Services

The Group carries the risk of modern slavery through the provision of financial products and services, where our customers use the funds advanced (i.e. borrowers) or have their funds invested (i.e. investors) in activities that could involve modern slavery.

Further, we recognise the potential of individual customers being vulnerable to exploitation, or exposed to modern slavery risk, through their personal or work circumstances that we may identify through our customer interactions. However, we are not aware of any instances in our assessment noting we still consider that these risks are more likely to be associated with industries or countries that hold a higher level of risk for modern slavery.

Investment products and Lending products - non-construction finance

The Group's *investment activities* involve, via the LACF, investment in Australian real estate based secured loan assets and more recently, via the USPCF, investment in a highly diversified portfolio of directly originated, senior secured US middle market loan assets. The underlying customers (i.e. the borrowers) are (i) in the case of the LACF, direct customers of the RECF Division and are predominantly either individuals, companies, trusts or SMSFs and domiciled in Australia or (ii) in the case of the USPCF, indirect customers and are predominantly US domiciled middle market companies. Asset portfolios, including for the USPCF composition of underlying loan assets, are monitored on a regular basis including sector risk concentration. This is also mitigated by the selection to partner with Morgan Stanley, a leading global asset manager, to advise and manage the underlying portfolio of the USPCF, via an experienced investment committee who are responsible for the origination, due diligence (including ESG), underwriting, structuring and monitoring of each investment through its lifecycle.

Similarly, the Group's *lending activities* involve Australian real estate based secured loans, provided to customers who are predominantly (i) individuals, companies, trusts or SMSFs and (ii) domiciled in Australia.

Lending products - construction

An exception to the above is La Trobe Financial's lending to fund borrowers' construction projects which are either development finance projects (typically commercial multi-unit developments) or residential construction projects (typically single property or duplex projects). There can be a higher risk that this form of lending could be directly linked to modern slavery, as the construction industry often involves (i) temporary and labour hire arrangements, (ii) the use of low and semi-skilled and / or migrant workers, and (iii) frequently through relatively complex entity structures and supply chains. Construction loans comprised 13.4% of La Trobe Financial's total loan portfolio.

However, La Trobe Financial generally lends to customers constructing and developing small to medium sized projects that have the regular involvement of third-party property professionals (i.e. quantity surveyors) through the construction phase. La Trobe Financial considers that the inherent risk in its construction lending is reduced to the extent that Australia has strong worker protection regimes and, therefore, a low level of geographic risk for modern slavery (noting that all activity is within Australia).

Charitable and Sponsorship activities

The Group engages in a range of charitable and sponsorship activities. It also undertakes sponsor partnerships through the Group's marketing and branding strategy activities. However, the risks of modern slavery remain low noting the internal due diligence and governance processes that are undertaken in relation to these specific and designated arrangements with selected non-for-profit organisations and sponsorship opportunities. These also tend to be larger scale organisations in lower risk industries noting that historically the Group has dealt with well-established entities (including sporting, lifestyle and environmental based institutions).

Risks of Modern Slavery in Supply Chain

Increased risks of modern slavery can exist where businesses operate or source labour from higher risk countries, or where they are exposed to certain higher risk sectors regardless of region. Typically, these sectors are: informal and/or unregulated; and/or with poor visibility over lower tier suppliers; and/or reliant on a workforce to carry out jobs that are considered undesirable, hazardous or low skilled; and/or are seasonal; and/or low paying.

As identified previously, the Group's direct supply chain is generally low risk due to the nature of the products and services it acquires, the geographic base of its suppliers (primarily Australia), and the sectors involved. However, the following areas highlight where the Group may face higher risks of modern slavery, both directly and indirectly, in its supply chain.

Information, Communications & Technology (ICT):

The Group infrastructure includes laptops, keyboards, monitors, printers, and telephones.

Suppliers in ICT (particularly those providing hardware and infrastructure) pose higher risks of modern slavery due to long and complex global supply chains. These may involve various stages of manufacturing and processing in higher-risk geographical regions such as Asia and Africa. Supply chain activities are carried out by migrant or unskilled, low-paid workers in jurisdictions with lower work protections. Additionally, components and material extraction may involve forced and, potentially, child labour conditions.

Office Equipment, Products and Logistics:

The Group procures office supplies and stationery from several Australian-based companies that may source these products from local and offshore manufacturers. This may involve higher risks of modern slavery, where manufacturing and processing is associated with higher-risk geographical regions such as Asia and where there is exposure to known labour rights issues relating to the manufacturing of these products.

Property and Facilities Management:

The Group's Melbourne and Sydney offices are managed by a facilities management company under leasehold agreements. Occasionally the Group engages directly and indirectly with suppliers for services related to its broader corporate and operational needs.

Increased modern slavery risks may be found in services procurement, including building services, cleaning, catering, courier, travel, security and maintenance services. These supplier workforces are more likely to employ lower-paid workers and / or migrant workers, and there have been industry reports of workers being paid wages that do not comply with Australia's legislative requirements. Furthermore, these direct suppliers may have exposure to higher risk industries and / or overseas supply chains in the manufacturing or processing of materials used in their services (e.g. cleaning products, corporate uniforms).

This poses increased challenges where La Trobe Financial does not have a direct contractual relationship with those carrying out the services and generally has a low degree of oversight, control and influence over the end-to-end supply chain.

Brand & Marketing:

The Group purchases goods for internal and external marketing purposes or corporate functions involving internal and external stakeholders. These activities and functions frequently use branded and / or unbranded goods that are not for re-sale. The manufacturing and processing of these goods may involve sourcing raw materials and textiles subject to complex supply chains in higher-risk geographical regions such as Asia. This sector shares similar workforce characteristics and modern slavery risks with other categories, including forced labour conditions.

It is acknowledged that challenges remain where La Trobe Financial does not have a direct contractual relationship with those parties that are either carrying out the service and / or involved in the manufacturing and processing of goods supplied to the Group. Whilst La Trobe Financial looks to identify these risks in its supplier due diligence processes, we may still have generally a low degree of oversight, control and influence over the end-to-end supply chain in these instances. The Group has identified a higher level of inherent risk in relation to the overall provision of goods and services across these sectors compared with the balance of other supply chain sectors however not to an unacceptable level. This heightened level of risk is mitigated satisfactorily through the activities identified in section 5.

5. Actions Taken to Assess and Address Modern Slavery Risks

Our Policies, Processes and Procedures

The La Trobe Financial Modern Slavery Prevention Policy forms part of the Group's governance framework and demonstrates the Group's commitment to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain and act ethically and with integrity in all of our business dealings and relationships.

The Modern Slavery Prevention Policy sets out La Trobe Financial's approach to managing modern slavery risk within the Group's operations and supply chains, including:

- identification of higher-risk suppliers;
- supplier due diligence;
- employee training and education; and
- establishment of a modern slavery working group.

The Modern Slavery Prevention Policy also outlines the approach and general remedial outcomes we would seek if we identify a potential exposure to modern slavery. This approach would seek to verify and address the issue with a supplier. Where evidence exists of a more serious issue or they fail to address the issue then we would look to terminate the agreement. This would consider ensuring our actions are appropriate to the circumstances of the identified situation and that we act in the best interest of the suspected victim or victims to the extent this is possible.

Other policies and artefacts that support our commitment to modern slavery, include, but are not limited to:

- Employee Code of Conduct
- Supplier Code of Conduct
- Anti-Bribery and Corruption Policy
- Anti-Money Laundering & Counter Terrorism Finance Program
- Environmental, Social and Governance (ESG) Risk Management Framework
- Whistleblower Guide

Modern Slavery Working Group

La Trobe Financial has an internally resourced Modern Slavery Working Group (**MSWG**), reporting to the Chief Operating & Risk Officer (**CORO**), to oversee the ongoing compliance with its Modern Slavery Prevention Policy and regulatory obligations. This includes being responsible for the processes that assess, monitor and engage, where required, with suppliers to identify risks in their operations and supply chains.

Supplier Questionnaire and Code of Conduct

La Trobe Financial has established a supplier questionnaire to facilitate enhanced due diligence where a higher risk supplier has been identified. A Supplier Code of Conduct (**Code**) is also issued to all material suppliers communicating our zero-tolerance approach to modern slavery. The Code also outlines our broader expectations of suppliers in terms of ethical behaviour, social responsibility, and environmental sustainability. This expectation includes compliance with all applicable laws and regulations, as well as to uphold the highest standards of business ethics in adhering, at a minimum, to the same commitments outlined in the Code and to have the necessary supporting policies and procedures in place to meet the commitment. Where a supplier identifies that they are not able to adhere to the Code, further engagement may be sought to address the issue with the supplier directly.

Supplier Due Diligence

La Trobe Financial assesses all material supplier relationships (including outsourcing or offshoring arrangements) for modern slavery risks to the sector and geography that the supplier operates within and if there are any existing identifiable human right events associated with the supplier. Where the supplier relationship is considered to give rise to modern slavery risks, the contracts or agreements are screened for obligations to mitigate modern slavery risk. If there are no such obligations, we will engage with the supplier and seek to negotiate those obligations in the contractual terms.

Training and Education

La Trobe Financial's employees are required to complete, on an annual basis, a compulsory training and education module on the topic of preventing modern slavery and identifying modern slavery risks. This improves knowledge and awareness and identification of modern slavery risks.

Breach and Incident Register

La Trobe Financial maintains a breach and incidents register that allows employees to lodge a report of an identified 'modern slavery incident'. The reporting of an incident in the register triggers a review and investigation by the Legal and the Compliance team and, ultimately, the CORO. If a breach of the Act has occurred, if appropriate and/or required by law, La Trobe Financial will notify relevant authorities and the supplier(s) involved (subject to our Modern Slavery Prevention Policy response guidelines).

Incident, issues or complaints can also be reported anonymously through our whistle-blower hotline managed by an independent third party with contact details published on the Group's website. This is also an important grievance mechanism for external parties and stakeholders to raise serious incidents and complaints, including matters relating to modern slavery, that the Group may be causing, contributing or otherwise be linked to directly through the activities of another third-party entity.

6. Assessment of Effectiveness

La Trobe Financial measures the effectiveness of its management of modern slavery risks across various dimensions. These include:

- *Monitoring outcomes to an assessment of exposure to high risk suppliers* – No high-risk suppliers were identified for this reporting period.
- *Monitoring responses to supplier questionnaires issued* – Inherent challenges remain in relation to obtaining timely responses to supplier questionnaires in the reporting period. Enhanced due diligence of new suppliers was undertaken, where required, to support outcomes.
- *Monitoring the number of incidents and breaches reported* – None were identified for this reporting period.
- *Monitoring anti-modern slavery training completion by staff* – Full compliance was achieved for this reporting period.

La Trobe Financial also undertakes continuous improvement activities both focused on each reporting period, and on delivering sustainable improvements over a period of time within a risk-based approach to its risk profile and resources.

Reporting Period

La Trobe Financial provides below a review of its continuous improvement activities for the reporting period:

- Review and updates to its Modern Slavery Prevention Policy, including:
 1. The establishment of clearer principles to support alignment to the Act and its associated guidance;
 2. The expansion of roles and responsibilities to include key line 1 and line 2 accountabilities in identifying and managing modern slavery risks; and
 3. Outlining clearer policy requirements, which are directly linked to the principles and accountabilities listed in points 1 and 2.
- Further embedding of prior reporting period procedural enhancements. This is important to ensure consistency and sustainability in our effective management of modern slavery prevention and risk identification.
- The modern slavery training and education module was refreshed and rolled out to all employees broadening awareness across the organisation. In the past, this had only been issued to senior management and compliance related employees.

Future Reporting Periods

La Trobe Financial recognises the importance of the effective management of its modern slavery risks however is cognisant of the low risk environment that it operates in. La Trobe Financial will continue to focus for the next reporting period on sustaining the procedures enhanced during this reporting period. This includes:

- a more integrated approach to its third party risk management framework that will support, amongst other things, our effective management of modern slavery prevention and risk identification (including due diligence practices); and
- ongoing review of our risk assessment methodology to ensure La Trobe Financial is appropriately identifying and addressing its exposure to modern slavery risks.

La Trobe Financial may also consider in future reporting periods the following:

- ongoing review of **our supply chain** to re-confirm the identification of our direct and indirect suppliers and those risks within our supply chain outlined in this Statement; and
- continued review of our **due diligence and supplier management procedures** to enhance management of and/or improve engagement with third-party suppliers, whilst maintaining an appropriate risk-based approach.

7. Consultation within the Group

To prepare this Statement, La Trobe Financial consulted internally with relevant internal stakeholders across all parts of the business through its MSWG, as well as with the relevant entities that it owns and controls. It confirms that the commitment to addressing modern slavery risks, and its response, is Group wide.

The reporting entities adopt the same policies and processes, operate in the same sector and have shared suppliers. In respect of the regular consultation actions that were taken within the Group, the following occurred in the financial year 2024:

- Modern slavery is incorporated into the Group's ESG Risk Management Framework. ESG activities were monitored and reported on a quarterly basis to the Board of Holdco.
- The Board Audit & Risk Committee were kept informed through management reporting on the Group's modern slavery risk exposure.
- Further, the Compliance Committee of the responsible entity of the Credit Fund and the USPCF considered, on a quarterly basis, the MSWG's actions in ensuring the Group's compliance with the Act.

8. Approval

The Statement was considered and approved by the board of La Trobe Financial Pty Limited², being the principal governing body of the primary operating companies, including determining the policies and procedures, within the La Trobe Financial Group.



Chris Andrews

CEO of La Trobe Financial Pty Limited
23 December 2024

Appendix 1 – Australian Modern Slavery Act mandatory criteria

This Statement was prepared to meet the mandatory reporting criteria set out under Section 16 of the *Modern Slavery Act 2018* (Cth). The table below identifies where each criterion is addressed within this Statement.

Mandatory Criteria	Page Numbers
Identify the reporting entity.	3
Describe the reporting entity's structures, operations and supply chains.	3 & 4
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	5 & 6
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	6 & 7
Describe how the reporting entity assesses the effectiveness of these actions.	7 & 8
Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	8
Any other information that the reporting entity, or the entity giving the statement, considers relevant (optional).	N/A

Disclaimer: The material in this presentation is general information given in summary form and does not purport to be complete. It is not intended to be relied upon as advice to investors or potential investors and does not take into account the investment objectives, financial situation or needs of any particular investor. These should be considered, with or without professional advice when deciding if an investment is appropriate.

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- As noted above in 1, Holdco is the ultimate holding company within the La Trobe Financial Group. However, as Holdco has no employees or operations and are exclusively ownership entities, it would not be appropriate for this entity to approve this Statement.



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Brookfield | A portfolio company