

Human Rights Statement

MyState is committed to upholding human rights in its business operations. This commitment extends to both its direct business operations and, insofar as is practicable, to positively influence indirect business activities (including the MyState Supply chain), as a result of MyState's business relationships with other parties.

MyState is committed to upholding globally accepted principles with respect to Human Rights.

Principles

As part of its commitment to upholding human rights, MyState will through its business activities:

- Comply with all applicable laws and respect internationally recognised human rights, in all areas of operation.
- Avoid causing or contributing to adverse human rights impacts through its business activities and commit to addressing those human rights impacts where able if they occur.
- Seek to prevent or mitigate adverse human rights impacts that are directly linked to MyState's operations, products or services by their business relationships.
- Continue to enhance processes to identify, prevent and mitigate adverse human rights impacts as part of MyState's risk assessment process.
- Use the process of risk assessment and reporting under the Modern Slavery Act 2018 (Cth) as a means of seeking to meaningfully and practically address modern slavery in its supply chains and operations.
- Engage with internal and external stakeholders to assess, address and remediate actual and potential adverse human rights impacts.
- Provide training for all employees.

MyState is committed to raising awareness about human rights issues throughout its workplaces and recognises that this is an important step in addressing human rights issues more widely.

Grievances

MyState does not have a standalone human rights grievance process, however it has a number of grievance mechanisms to address different sources of grievance or concern. These mechanisms are available to parties wanting to raise human rights concerns, and where appropriate seek remedy.

The different mechanisms are embedded in our existing code of conduct, and Whistleblower processes

Where grievances or concerns are raised, MyState will investigate and seek to address them as appropriate. As necessary for investigation or resolution of a grievance, MyState may engage with our staff, customers and other stakeholders. From time to time MyState may seek expertise from third parties to assist with these processes, including where appropriate referral to the relevant authorities.

Monitoring and Reporting

External and public reporting will be undertaken to meet legal, regulatory and voluntary commitments relating to human rights including but not limited to the publishing of a Modern Slavery Statement; Diversity and inclusion Policy; and the Corporate governance statement.