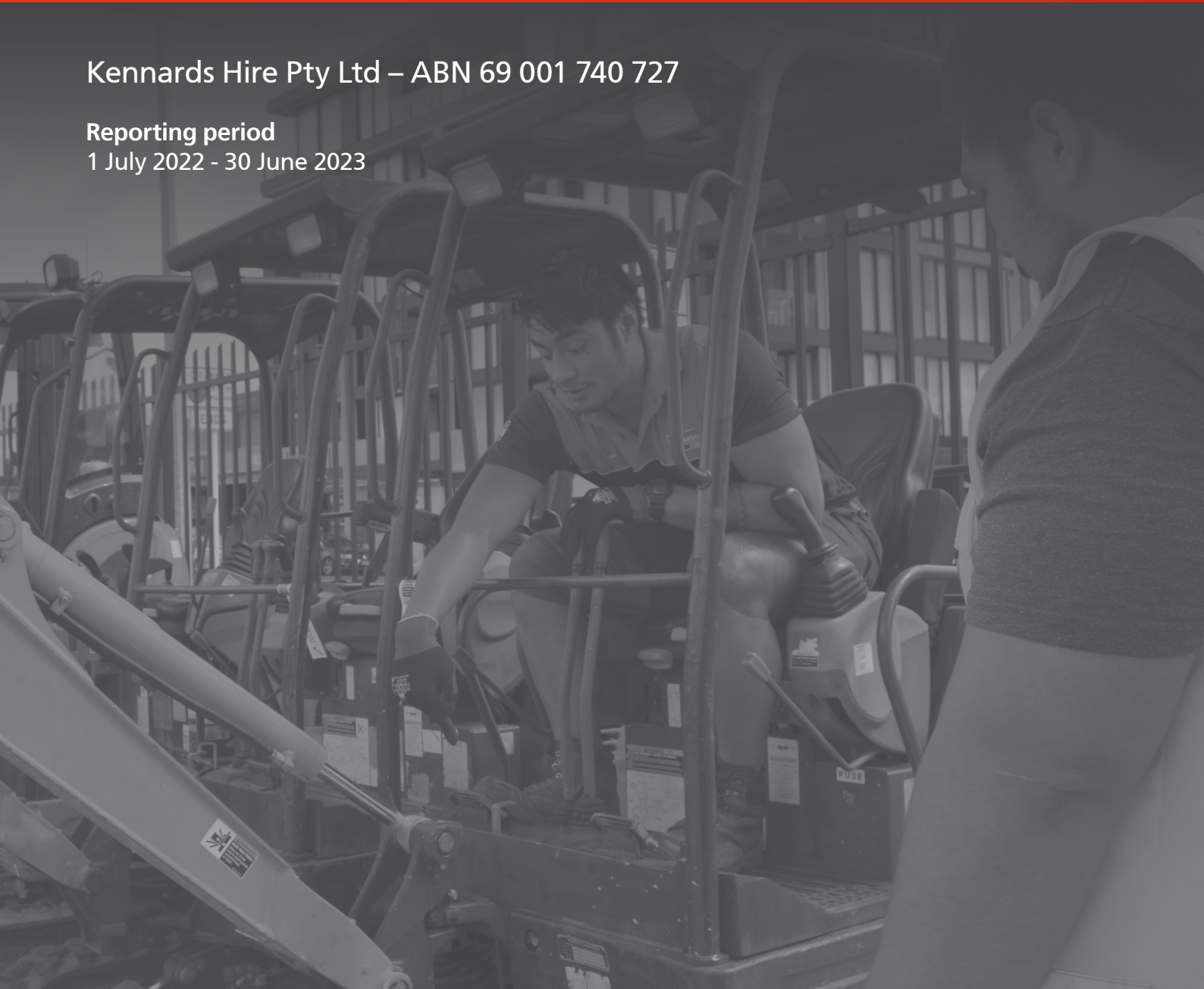




MODERN SLAVERY STATEMENT

Kennards Hire Pty Ltd – ABN 69 001 740 727

Reporting period
1 July 2022 - 30 June 2023





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Modern Slavery Act Requirement	Statement Reference
Identify the reporting entity	Page 3
Describe the reporting entity's structure, operations and supply chains	Pages 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	Pages 5-6
Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	Pages 5-8
Describe how the reporting entity assesses the effectiveness of these actions	Pages 9-10
Describe the process of consultation with any entities that the reporting entity owns or controls (a joint Statement must also describe consultation with the entity giving the Statement)	Page 10
Provide any other relevant information	Pages 11-17

THE REPORTING ENTITY & STRUCTURE

This Modern Slavery Statement (“Statement”) identifies the steps taken by Kennards Hire Pty Limited (“Kennards”) and its controlled entities to identify, manage and mitigate the risk of modern slavery in supply chains and operations. Kennards Hire Pty Limited (ABN 69 001 740 727) is registered at Unit 1, Building I, 22 Powers Road, Seven Hills NSW, Australia.

Kennards Hire New Zealand Limited (NZBN 94290305354473) (“Kennards NZ”) operates under the control of Kennards. Kennards NZ is not, individually, a mandatory reporting entity under the Modern Slavery Act 2018 (Cth) (“the Act”). During the reporting period, the Kennards executive team continued to have management oversight of Kennards NZ. Standards of management and governance is applied consistently across the entities, including in relation to modern slavery.

This Statement has been published in accordance with the Act and has been prepared in consultation with the Kennards Board of Directors. The Statement has been signed by a duly authorised corporate officer. The principal governing body approval document is annexed to the Statement in Annexure 1.

In this Statement, where details have remained unchanged across reporting periods, information from Kennards’ previous modern slavery statements has been reiterated.

OUR VALUES



ONE FAMILY

Everyone going home safe each day is our number one priority. We care for our mates and treat each other like family. We work together to get things done and look after one another.



FAIR DINKUM

If we say we’ll do something, we’ll do it. Always true to our word, we lead by example and we don’t over-complicate things.



TAKING HIRE HIGHER

We always look for ways to improve what we offer, and are proud of our position as an industry leader. We constantly aim to show customers the benefit of hire, and why it should be the first choice for their work.



EVERY CUSTOMER A RAVING FAN

We like our customers and want them to leave safe and happy. Every customer is important, and if they’ve got a problem that needs solving, we just want to help.

INTRODUCTION

Our fourth Modern Slavery Statement addresses the mandatory reporting criteria and outlines our progress throughout the reporting period, to manage and mitigate modern slavery risk in our operations and supply chains. Kennards is a business characterised by customers in diverse industry verticals and suppliers across a broad range of goods and services, many of whom have global operations. We are acutely aware that global conditions and issues continue to play a significant role in our risk profile and we have discussed these issues in our Statement. We also acknowledge and are aware of criticism from interested third parties in relation to general transparency of modern slavery disclosures and the observation of unfulfilled commitments in this space.

During the reporting period, we have finalised our three-year ESG strategy. The Kennards ESG strategy ensures we are well positioned to meet our goals and positively contribute to our customers, our team members and the communities in which we live and work. Our modern slavery action plan is an important component of our broader ESG strategy.

In Financial Year 2023, we have again demonstrated that Kennards is a values-led business by introducing our flexibility in operations program. The program has delivered reduced working hours of up to 12.5% across our network of operations. We are proud of our investment to reduce work hour's pressure and improve work life balance for our team members. The program also introduces greater flexibility in shifts and rostering that will ultimately enable more diverse participation in our workforce.



Bill Whitehouse
Chief Executive Officer

23 November 2023

OUR OPERATIONS

Kennards is a leading equipment hire supplier with operations in Australia and New Zealand. We provide rental products and solutions across various market and industries, from do-it-yourself home renovators, through to complex services and equipment required for commercial construction and infrastructure projects. We also supply equipment and other support to specialist markets, including pumping and power generation, road traffic management, rail, testing and measuring, major events, concrete care, and lifting and shifting.

The Kennards network operates from almost 200 branch locations and distribution centres across Australia and New Zealand to deliver exceptional hire equipment products and services to a vast range of customers.

OUR PEOPLE & SUPPLY CHAINS

At Kennards, people are at the core of everything we do. We deliver on our commitment to our people by contributing to positive, impactful change in our communities and by empowering our people through actively ensuring that their voice is heard. We prioritise the wellbeing of our people as has been demonstrated most recently by the introduction of our flexibility in operations program. At the conclusion of the reporting period, Kennards employed over 1800 people across our branch and support network, comprised of almost 1600 team members in Australia and 219 team members in New Zealand.

Our workforce composition by type of employment is:

- 2% Part time
- 7% Casual
- 91% Full time

Kennards' supply chains relate primarily to products and services procured directly from suppliers to carry out our business operations. A significant component of these products and services is the plant and equipment that we purchase to hire to our customers and the supply chains of related activities such as raw material extraction, refinement, manufacturing and transport. The categories of plant and equipment we offer are varied and range across generators, air compressors and pumps through to site equipment, testing and measuring gear and traffic management products.

Our supply chains also include the products and services utilised by our operational support functions including commercial cleaning, road and transport, security, uniforms, IT procurement, consulting, finance, waste management and maintenance

MODERN SLAVERY RISKS

We are not aware of any actual or suspected instances of modern slavery in our supply chains or operations.

Once again, there have not been any material changes to our direct suppliers during this reporting period compared to the last period. Our total number of suppliers increased by approximately 6%. Proportion of overseas suppliers decreased, continuing to account for less than 1% of total suppliers.

We performed the risk assessment described in the methodology section below across our updated suppliers list for the reporting period, comprising 95% of total supplier spend. Again increasing both the proportion and number of suppliers assessed compared to the previous reporting period.

Our approach to identify and assess the potential risks of modern slavery, including those that may lie well beyond the suppliers that we are in a direct contractual relationship with has remained consistent year on year. The risk assessment methodology is described in detail in the ensuing section. Kennards accepts that modern slavery due diligence must go well beyond the first tier (direct) supply chain and seek maximum transparency as far back to the raw material / initial manufacturing stages as possible and we continue to develop our response accordingly.

Risk Assessment Methodology

Incorporating company spend data throughout global markets, we have utilised external consultants with proprietary technology to trace the economic inputs required to produce products and services sourced from tier 1 suppliers to tier 2 suppliers, tier 2 suppliers to tier 3 suppliers, and so on, all the way to tier 10 suppliers in our supply chain.

This supply chain mapping was performed using a balanced, global Multi-Regional Input-Output (MRIO) table which links supply chain data from 190 countries, and in relation to 15,909 industry sectors. This MRIO table is assembled using the following sources:

- a. The United Nations' (UN) System of National Accounts;
- b. UN COMTRADE databases;
- c. Eurostat databases;
- d. The Institute of Developing Economies, Japan External Trade Organisation (IDE/JETRO); and
- e. Numerous National Agencies including the Australian Bureau of Statistics.

The MRIO is then examined against the following international standards:

- a. The UN Guiding Principles on Business and Human Rights;
- b. The Global Slavery Index;
- c. International Labour Organisation (ILO) Global Estimates of Modern Slavery; and
- d. The United States' Reports on International Child Labour and Forced Labour.

A proprietary algorithm has then been applied to synthesise publicly available risk data against the exclusively licensed MRIO table. The result of this process is the creation of a modern slavery risk profile to tier 10 for each supplier.

This analysis was performed for the purposes of risk identification under the Act. It does not purport to confirm the actual existence (or non-existence) of slavery in our supply chains and operations. Analysis was undertaken at the industry and country level. It does not account for variances at the entity, region or product level.

The multi-faceted approach to modern slavery risk assessment that we have undertaken has included examination and analysis of the following:

- a. The individual suppliers and industries with the most elevated risk of modern slavery;
- b. Supply chain plots to provide a visual representation of the supply chains for our top three (3) first tier industries;
- c. Plotting the relative slavery risk in the supply chain by tier, up to tier 10;
- d. Geographical depiction of the cumulative risk of modern slavery across the supply chain around the world;
- e. An overview of the classification of the first tier of our supply chain by country and industry, including relative modern slavery risk; and
- f. Suppliers in our supply chains and operations that posed any calculated risks in relation to modern slavery were identified.

Supply Chain Risk Assessment Findings

According to our updated risk assessment, our highest supply chain risk continues to be present in supply chain tiers 2 and 3. The assessment shows that indirect supplier supply chain risk down to Tier 6 is higher than direct supplier risk. Although our commercial leverage and ability to influence indirect suppliers is more limited than direct suppliers, we plan to investigate approaches to engage with these suppliers in the upcoming reporting period.

Crude petroleum and services related to crude oil extraction continues to be present as a higher risk industry due to our relative spend in this category and elevated modern slavery risk factors in the overseas resource sector. Fabricated metal products is now also present as an industry of elevated risk. The concentration of metal mining and fabrication in high risk geographies is characteristic of this risk.

Geographical risk is concentrated in the Asia-Pacific region. This is largely as a consequence of the majority spend with Australian suppliers and supply chains originating or connected with high risk regions in Asia.

Key Risk Areas

Overseas Workers

During the reporting period we recruited 44 overseas workers under the subclass 482 temporary skill shortage visa. Overseas recruitment enables Kennards to address skills shortages across our network of operations, particularly in Australia's remote locations. The overseas workers recruited are skilled in performing maintenance activities in connection with our small engine rental equipment.

We continue to be aware of the elevated risk of modern slavery associated with overseas recruitment, from the risk that workers are subject to substandard working conditions through to serious criminal exploitation. Our overseas recruitment is exclusive to a single jurisdiction using carefully selected suppliers with whom we have developed strong working relationships. We only use recruiting agencies that are accredited by the recognised overseas government agency dealing with the protection of worker's rights and the promotion of full employment, quality of employment opportunities and securing the best terms and conditions. Our suppliers must adhere to acceptable standards in relation to ethical recruitment policies and practices and must not, under any circumstances, charge applicant's placement fees or costs.

A Kennards representative once again travelled to the country of origin during the reporting period to undertake in-person interviews and meet with our recruitment supplier to review operations on the ground and ensure workers' rights are being protected during the recruitment process.

Workers recruited internationally are provided with appropriate remuneration and employee benefits, including assistance with accommodation and on-the-ground support. Kennards will also support applications for permanent residency.

Our desk based supplier engagement controls continue to apply for any new suppliers considered in overseas recruitment activities. We will continue to recruit overseas workers as the need arises however do not have immediate plans to do so in the next reporting period.

Commercial Cleaning and Related Services

We are aware of well-documented labour exploitation in the cleaning industry with extensive subcontracting and the opaque nature of operations limiting transparency. We have identified cleaning services as a risk area for modern slavery in Australia.

Kennards utilises a number of cleaning services within our supply chain to perform owned and leased facilities cleaning and for portable building cleaning in some circumstances. The FY23 risk assessment has not identified any cleaning suppliers as highest risk however, due to the elevated industry risk, we have committed to complete a review of the use of commercial cleaning suppliers in our operations in the upcoming reporting period. We will engage with stakeholders to determine whether enhanced due diligence, additional procurement procedures and any other action is required.

Solar Industry

Solar is an increasingly critical source of renewable power as Australia and New Zealand transition to clean energy sources. We are investing in solar capability for our branches as part of our ESG strategy which requires the procurement of solar panels, inverters and installation services. We are also prioritising investment in lower emissions products for our customers and seeing significantly more battery and solar componentry on hire equipment as a consequence.

The risk of supply chain linkages with modern slavery is significantly elevated in connection with this material as a result of practices observed in the regions of production and key input material sourcing. The particular region of concern holds a 45% global market share of supply of the core component input within solar panels. The region also holds a significant market share of quartz, a key input material used in the production of polysilicon. Published reports confirm the presence of forced labour indicators amongst minority workers connected with the extraction of inputs and manufacturing of solar panels. Whilst not subject to the same level of scrutiny as solar panels, there is also potential risk associated with the key input materials used to produce solar inverters including electrical components, conflict minerals and copper.

In response to the risks outlined, we are closely monitoring importation bans imposed by regulators both locally and in other jurisdictions. We have also received a third party due diligence report on our key suppliers used in the industry. We intend to engage with the nominated suppliers directly to obtain further information about their connection with indirect suppliers operating in the regions of concern. An evaluation of conditions against local labour laws is also planned.

OUR APPROACH

Labour Hire Supplier Review

Our previous Statement referenced use of labour hire suppliers and the reduced visibility that Kennards has over employee arrangements as a consequence of the structure of engagement. Labour is used infrequently to assist operations and internal support functions. During the reporting period, we have engaged with each of our labour hire suppliers to discuss our Supplier Code of Conduct, negotiate appropriate terms and conditions of engagement, obtain and review supplier modern slavery self-assessments and assess respective approaches to modern slavery.

Internal Education and Training

In our previous Statement, we referenced the implementation of the modern slavery e-learning module and specific Kennards risk profile training which was delivered to decision makers in our Procurement and People & Culture teams. We will consider refreshing and expanding delivery of this training in the upcoming reporting period. In the period prior to lodgement of this Statement, we have completed modern slavery training with the Kennards leadership team.

Policy Framework and Governance

Supplier On-boarding Checklist

Specific modern slavery risk checklists must be completed for supplier on-boarding in circumstances where the supplier is based offshore or operating in a high-risk industry. The checklist covers supplier acknowledgement and acceptance of Kennards' modern slavery mitigation standards, risk assessment factors and due diligence items. Where a supplier fails to meet the established criteria, or if actual or suspected wrongdoing is identified, the supplier must be referred to the Modern Slavery Working Group for assessment before on-boarding procedures can be resumed.

Supplier Code of Conduct

Our Supplier Code of Conduct reflects our company values and standards. The Supplier Code of Conduct includes an expectation that suppliers comply with international and domestic modern slavery regulations in all circumstances. The code supports the communication of our minimum expectations when we engage and work with our suppliers.

Whistleblower Policy

Our Whistle Blower Policy supports risk remediation by providing affected parties and observers with a clear directive that wrongdoing in any form within or external to Kennards, by contractors or suppliers, should be reported. The Whistle Blower Policy encourages legitimate reporting of wrongdoing by establishing a convenient and safe mechanism for doing so and by providing protection for people who make wrongdoing disclosures.

Modern Slavery Policy

Our Modern Slavery policy describes how Kennards' modern slavery approach is reflected through the internal governance framework including in operational policies and procedures. The Modern Slavery Policy establishes consequences of non-conformance and outlines Kennards' commitment to addressing modern slavery across training, engagement, due diligence and risk remediation.

Human Rights and Ethical Conduct Policy

Our Human Rights and Ethical Conduct Policy sets out our commitment and guiding principles to always respect and uphold human rights and demonstrate a high standard of ethical conduct across our operations

Bullying, Harassment and Discrimination Policy

Our Bullying, Harassment and Discrimination Policy assists in minimising risk to our team members' wellbeing by education about and addressing inappropriate and unlawful behaviour.

Contracts

We have developed longstanding partnerships with many of our suppliers, particularly those from whom we procure the high-quality equipment we hire to our customers. Our standard equipment supplier contract contains contract provisions dealing with modern slavery including that the contracting party implement reasonable measures to address modern slavery in their own supply chains and operations.

Procurement Policy

Our Procurement Policy establishes our approach to procuring suppliers and services through a process of balanced judgement.

Grievance Handling Policy and Procedure

The Grievance Handling Policy and Procedure outlines the procedures for complaint handlings to ensure that grievances are resolved effectively, confidentially where relevant and with sensitivity to all involved. The grievance process is readily available and was used on multiple occasions over the course of the reporting period.

Supplier Self-Assessment Questionnaire

In our previous Statement, we outlined the distribution of supplier self-assessment questionnaires (SAQs) to selected suppliers requesting information about modern slavery issues and controls. The sample of suppliers were selected based on spend and respondents represented a cross-section of our diverse direct supply chains.

During the reporting period we completed a response scoring exercise to identify suppliers with the relative highest risk based on their SAQ response. Where it was deemed necessary, we then undertook subsequent direct engagement with suppliers to:

- Obtain updated responses;
- Discuss the Kennards Supplier Code of Conduct;
- Obtain additional information; and
- Establish appropriate contractual arrangements.

Modern Slavery Working Group

Our Modern Slavery Working Group continues to meet monthly with representation across Legal, Procurement, Finance and People & Culture. The Working Group is well-positioned to respond to modern slavery risk identified through risk mitigation initiatives, formal grievance mechanisms, informal communication and due diligence activities. The group continues to be responsible for monitoring progress of modern slavery actions, assignment of tasks, risk tracking using the risk assessment platform and review and approval of proposed actions. The modern slavery working group reports directly to the Kennards CEO, reporting to the Kennards Board of Directors.

High Risk Supplier Deep Dive and Planned Engagement

Suppliers identified as highest risk in connection with the criteria described in the risk assessment section have been subject to third party desktop assessments during the reporting period. The desktop assessments have drawn from the inherent risk exposure of the supplier and the risk controls operated by the supplier to establish overall supplier risk exposure. A wide range of information including corporate filings and global human rights allegation databases is evaluated to form this position.

The assessment of the strength and effectiveness of these supplier's modern slavery risk control frameworks supports our understanding of their ability to mitigate industry and company specific risk exposure. It also enables us to plan appropriate follow up measures and direct engagement strategies to be actioned in the upcoming reporting period.

REVIEWING OUR PROGRESS

Monitoring and Response Framework

We continue to measure effectiveness against the monitoring and response framework referenced in our previous Statement and included in the table below. Framework key performance indicators (KPIs) support ongoing reporting on impact and outcomes. We recognise the importance of transparency in relation to modern slavery reporting and we have again disclosed our progress tracking against each KPI below together with a brief explanation for missed KPIs where relevant.

Due to the progression of our actions, it may now be appropriate to update the framework for subsequent reporting periods. We will review the ongoing suitability of the measuring effectiveness framework and make any required adjustments in the upcoming reporting period.

Action Area	Key Performance Indicator	Performance
GOVERNANCE		
1.0 Functional Operation of Compliance Group	1.1 Frequency of Working Group convening	Fulfilled ✓
	1.2 Composition of Group – appropriate top-level, executive representation	Fulfilled ✓
	1.3 Initiatives actually implemented / improved as a result of the Group's leadership	Fulfilled ✓
2.0 Modern Slavery related internal education and training	2.1 Online training modules provided to all staff	Partially fulfilled ✓
	2.2 Specific training provided to key teams, such as procurement	Fulfilled ✓
	2.3 Modern Slavery Workshop delivered to Board of Directors	Partially fulfilled ✓ <i>Executive team training completed after conclusion of reporting period prior to Statement lodgement.</i>
3.0 Internal governance and policy frameworks	3.1 Development and roll out of Supplier Code of Conduct, modern slavery provisions in supplier contracts, modern slavery policy, grievance handling policy	Fulfilled ✓
DUE DILIGENCE		
1.0 Supplier engagement	1.1 Issuing of supplier self assessment questionnaires and internal review of responses – specifying % of suppliers (total or belonging to particular industry category/ies or product group(s))	Fulfilled ✓ <i>Initial round responses reviewed follow up actions complete. Commence second round.</i>
	1.2 Increasing number of specific suppliers (direct and indirect) that are assessed and subject to specific due diligence and / or audit	Fulfilled ✓
	1.3 Increasing the number of specific suppliers (direct and indirect) that are assessed, at an individual level, for modern slavery risk	Fulfilled ✓
2.0 Risk assessment of direct suppliers	2.1 Complete coverage (100%) of all procurement spending	Partially Fulfilled ✓ <i>Supplier coverage is expanding year-on-year with full coverage expected in FY24.</i>
3.0 Increasing industry group collaboration on modern slavery issues	3.1 Participation in relevant industry working group	Not completed in reporting period <i>Partnership enquiries have been made in connection with commercial cleaning supplier review</i>
4.0 Desktop auditing of specific suppliers/product categories	4.1 Specified percentage of total identified high(er) risk suppliers and/or product categories that are subjected to desktop auditing activities	Fulfilled ✓
REMIEDIATION		
1.0 Grievance procedures and whistleblower facilities	1.1 Implementation and availability in 'high visibility' areas	Fulfilled ✓
	1.2 Regular analysis of level of uptake and use (or non-use) – consideration of whether this is due to genuine absence of issues or need to review the accessibility of measures to areas where most required	Fulfilled ✓
	1.3 Coordination with direct suppliers and beyond to ensure continuity of remediation measures as deep as possible into relevant supply chains	Fulfilled ✓ <i>Further engagement with direct suppliers for purposes of increasing indirect supplier coordination planned for reporting period</i>



Three-Year Action Plan

The FY24 reporting period is year two in the three-year modern slavery action plan we introduced in our previous Statement. The multi-year framework supports a strategic approach to our continuous improvement actions. The structure and forward planning afforded by the action plan has enhanced the integration of our approach across different business functions.

The key action plan activities to be implemented in the next reporting period are listed below:

- Expand multi-tier risk assessment methodology to all Kennards suppliers.
- Apply in depth assessment and engagement process to additional suppliers following initial risk assessment findings.
- Apply follow up assessment and engagement approach to nominated indirect (Tier 2) suppliers.
- Continue to monitor effectiveness of high-risk industry and/or geography supplier on-boarding pre-screening.
- Continue to monitor connection of any Kennards suppliers with published company lists in relation to alleged linkages with modern slavery.
- Comprehensively review suppliers operating in designated high-risk industry.
- Complete on-site audits of selected high risk suppliers identified by risk assessments and desktop audits.

HOW WE CONSULT OUR ENTITIES

This Statement is submitted on behalf of all controlled entities trading under Kennards Hire Pty Ltd and is inclusive of the operations, supply chains and relevant actions across both Kennards Hire and Kennards Hire New Zealand. As with previous reporting periods, at the executive level, the same management team is responsible across both entities and key business functions are centralised. Shared people, processes and initiatives ensures that consultation constantly occurs as part of 'business as usual' practices.

APPENDIX 1: KENNARDS HIRE BRANCH & SITE LOCATIONS

AUSTRALIA

NSW	
Group Support Office	Unit 1, Building I, 22 Powers Road, SEVEN HILLS NSW 2147
Kennards Hire Museum	16 Herbert Street, ARTARMON NSW 2064
Access, Earthmoving & Site Services Sydney	2167 Castlereagh Road, PENRITH NSW 2750
Alexandria	200 Botany Road, ALEXANDRIA NSW 2015
Artarmon	16 Herbert Street, ARTARMON NSW 2064
Bankstown	39 Canterbury Road, Corner Stacey Street, PUNCHBOWL NSW 2196
Bathurst	14 Littlebourne Street, KELSO NSW 2795
Bexley	560 Forest Road, BEXLEY NSW 2207
Brookvale	196A Harbord Road, BROOKVALE NSW 2100
Burwood	1-7 Lucas Road, BURWOOD NSW 2134
Byron Bay	4 Centennial Court, BYRON BAY NSW 2481
Campbelltown	189 Airds Road, CAMPBELLTOWN NSW 2560
Coffs Harbour	34 Marcia Street, COFFS HARBOUR NSW 2450
Concrete Care Artarmon	Unit 2, 16 Herbert Street, ARTARMON NSW 2064
Concrete Care Moorebank	115 Newbridge Road, MOOREBANK NSW 2170
Corrimal	277 Princes Highway, CORRIMAL NSW 2518
Dubbo	Lot 81 Wheelers Lane, DUBBO NSW 2830
Girraween	Corner Toongabbie Road & Great Western Highway, GIRRAWEE NSW 2145
Gosford	285 Manns Road, Corner Merinee Road WEST GOSFORD NSW 2250
Goulburn	34-36 Clinton Street, GOULBURN NSW 2580
Griffith	20-24 Jondaryan Avenue, GRIFFITH NSW 2680
Heatherbrae	299 Pacific Highway, HEATHERBRAE NSW 2324
Hornsby	69 Pacific Highway, HORNSBY NSW 2077
Kellyville	35 Windsor Road, KELLYVILLE NSW 2155
Lambton	48 Griffiths Road, LAMBTON NSW 2299
Lift & Shift Alexandria	5/53 Burrows Road, ALEXANDRIA NSW 2015
Lift & Shift Silverwater	22 Fariola Street, SILVERWATER NSW 2128
Lismore	10 Lancaster Drive, GOONELLABAH NSW 2480
Mittagong	94 Bowral Road, MITTAGONG NSW 2575
Mona Vale	61 Barrenjoey Road, MONA VALE NSW 2103
Moorebank	115 Newbridge Road, MOOREBANK NSW 2170
Nowra	236 Princes Highway, SOUTH NOWRA NSW 2541
Oak Flats	125 Industrial Road, OAK FLATS NSW 2529
Orange	201 Byng Street, ORANGE NSW 2800
Parkes	7-9 Federal Street, PARKES NSW 2870
Penrith	Corner Castlereagh Road & Lugard Street, PENRITH NSW 2750
Port Macquarie	30 Jindalee Road, PORT MACQUARIE NSW 2444
Pump & Power Newcastle	110 Kyle Street, RUTHERFORD NSW 2320
Pump & Power Sydney	2167 Castlereagh Road, PENRITH NSW 2750
Rail Rutherford	110 Kyle Street, RUTHERFORD NSW 2320
Rozelle	69 Victoria Road, Corner Hartley Street, ROZELLE NSW 2039

APPENDIX 1: KENNARDS HIRE BRANCH & SITE LOCATIONS (CONT...)

Rutherford	Corner Mirage Road & New England Highway, RUTHERFORD NSW 2320
Rydalmere	269 Victoria Road, Corner Clyde Street, RYDALMERE NSW 2116
Seven Hills	Corner Old Windsor Road & Powers Road, SEVEN HILLS NSW 2147
Smeaton Grange	1/49 Smeaton Grange Road, SMEATON GRANGE NSW 2567
St Marys	102 Forrester Road, MARYS NSW 2760
Tamworth	Corner Lockheed Street & Plain Street, TAMINDA NSW 2340
Taree	19-21 Crescent Avenue, TAREE NSW 2430
Taren Point	Unit 2, 139 Taren Point Road, TAREN POINT NSW 2229
Traffic Sydney	2167 Castlereagh Road, PENRITH NSW 2750
Unanderra	85 Princess Highway, UNANDERRA NSW 2526
Wagga Wagga	30 Edward Street, WAGGA WAGGA NSW 2650
Warners Bay	20 Medcalf Street, WARNERS BAY NSW 2282
Waverley	340 Bronte Road, Corner High Street, WAVERLEY NSW 2024
Wetherill Park	1/3 Nello Place, WETHERILL PARK NSW 2164
Windsor	12B Wingate Road, WINDSOR NSW 2756
ACT	
Belconnen	75 Oatley Court, BELCONNEN ACT 2616
Fyshwick	1 Townsville Street, FYSHWICK ACT 2609
Mitchell	117 Flemington Road, MITCHELL ACT 2911
Phillip	13 Colbee Court, PHILLIP ACT 2606
Queanbeyan	81 Yass Road, QUEANBEYAN ACT 2620
QLD	
Access & Site Services Brisbane	35 Magnesium Drive, CRESTMEAD QLD 4132
Beenleigh	Corner Logan River Road & Harburg Drive, BEENLEIGH QLD 4207
Bowen Hills	Corner Abbotsford Road & Edmondstone Street, BOWEN HILLS QLD 4006
Brendale	133 Southpine Road, BRENDAL QLD 4500
Browns Plains	Corner Johnson Road & Southlinks Street, BROWNS PLAINS QLD 4118
Bundamba	Corner Boyce Street & Brisbane Road, BUNDAMBA QLD 4304
Burleigh West	Corner Reedy Creek Road & Taree Street, BURLEIGH WEST QLD 4220
Cairns	125 Hartley Street, PORTSMITH QLD 4870
Caloundra	27 Bronwyn Street, CALOUNDRA WEST QLD 4551
Cleveland	16 Wellington Street, CLEVELAND QLD 4163
Concrete Care Rocklea	59 Balham Road, ROCKLEA QLD 4106
East Brisbane	39 Caswell Street, EAST BRISBANE QLD 4169
Indooroopilly	10 Rennies Road, INDOOROOPILLY QLD 4068
Labrador	316 Brisbane Road, LABRADOR QLD 4215
Lift & Shift Rocklea	59 Balham Road, ROCKLEA QLD 4106
Mackay	22 Hamilton Street, NORTH MACKAY QLD 4740
Maroochydore	23 Page Street, KUNDA PARK QLD 4556
Morayfield	2 Oakey Flat Road, MORAYFIELD QLD 4506
Nerang	16 Spencer Road, NERANG QLD 4211
Noosaville	13 Leo Alley Road, NOOSAVILLE QLD 4566

APPENDIX 1: KENNARDS HIRE BRANCH & SITE LOCATIONS (CONT...)

Oxenford	159 Old Pacific Highway, OXENFORD QLD 4210
Port Douglas	Lot 1 Captain Cook Highway, PORT DOUGLAS QLD 4877
Pump & Power Brisbane	35 Magnesium Drive, CRESTMEAD QLD 4132
Rail Brisbane	35 Magnesium Drive, CRESTMEAD QLD 4132
Redcliffe	77 Snook Street, REDCLIFFE QLD 4020
Rocklea	Corner Granard Road & Balham Road, ROCKLEA QLD 4106
Springwood	3327 Logan Road, SLACKS CREEK QLD 4127
Toowoomba	186a Anzac Avenue, HARRISTOWN QLD 4350
Townsville	21 Hartley Street, GARBUTT QLD 4814
Traffic Brisbane	35 Magnesium Drive, CRESTMEAD QLD 4132
Tweed Heads	1/20 Machinery Road, TWEED HEADS SOUTH NSW 2486
Virginia	Corner Toombul Road & Street Vincents Road, VIRGINIA QLD 4014
VIC	
Abbotsford	353-361 Johnston Street, ABBOTSFORD VIC 3067
Access Melbourne	Rear 2/5 Gladstone Road, DANDENONG VIC 3175
Airport West	29-33 Parer Road, AIRPORT WEST VIC 3042
Bayswater	800 Mountain Highway, BAYSWATER VIC 3153
Brooklyn	758 Princes Highway, LAVERTON NORTH VIC 3026
Clayton	2183 Princes Highway, CLAYTON VIC 3168
Concrete Care Dandenong	2183 Princes Highway, CLAYTON VIC 3168
Concrete Care Richmond	107 Murphy Street, RICHMOND VIC 3121
Dandenong	Corner Princes Highway & Plunkett Road, DANDENONG VIC 3175
Doncaster	2 Rose Street, DONCASTER VIC 3108
Frankston	88 Dandenong Road, FRANKSTON VIC 3199
Geelong	12 Maxwell Avenue, BELMONT VIC 3216
Lift & Shift Dandenong	1 Plunkett Road, DANDENONG VIC 3175
Lift & Shift Port Melbourne	323 Williamstown Road, PORT MELBOURNE VIC 3207
Lilydale	49 John Street, LILYDALE VIC 3140
Moorabbin	919 Nepean Highway, Corner North Avenue, MOORABBIN VIC 3204
Mornington	988 Nepean Highway, MORNINGTON VIC 3931
Narre Warren	1 Narre Warren-Cranbourne Road, NARRE WARREN VIC 3805
North Geelong	346 Melbourne Road, NORTH GEELONG VIC 3215
Pakenham	1225 Koo Wee Rup Road, PAKENHAM VIC 3810
Preston	33 Albert Street, PRESTON VIC 3072
Pump & Power Melbourne	Rear 2/5 Gladstone Road, DANDENONG VIC 3175
Rail Melbourne	1/114 Fairbairn Road, SUNSHINE WEST VIC 3020
Ravenhall	5/2-8 Westwood Drive, RAVENHALL VIC 3023
Richmond	540 Bridge Road, RICHMOND VIC 3121
Site Services Melbourne	Rear 2/5 Gladstone Road, DANDENONG VIC 3175
South Melbourne	323 Williamstown Road, PORT MELBOURNE VIC 3207
Thomastown	173 Settlement Road, THOMASTOWN VIC 3074
Traffic Laverton	26 Fitzgerald Road, LAVERTON NORTH VIC 3026

APPENDIX 1: KENNARDS HIRE BRANCH & SITE LOCATIONS (CONT...)

Traffic Narre Warren	Rear 2/5 Gladstone Road, DANDENONG VIC 3175
Werribee	305 Princes Highway, WERRIBEE VIC 3030
SA	
Adelaide	145 Grote Street, ADELAIDE SA 5000
Concrete Care Torrensville	80 Hardys Road, TORRENSVILLE SA 5031
Darlington	Corner Main South Road & Seacombe Road, DARLINGTON SA 5047
Glandore	128 Anzac Highway, GLANDORE SA 5037
Lift & Shift Hindmarsh	2 Richard Street, HINDMARSH SA 5007
Morphett Vale	136 Sherriffs Road, MORPHETT VALE SA 5162
Mount Barker	60 Oborn Road, MOUNT BARKER SA 5251
Port Adelaide	327 St Vincent Street, PORT ADELAIDE SA 5015
Pump & Power Adelaide	59 Galway Avenue, MARLESTON SA 5033
Roxby Downs	6 Gosse Street, ROXBY DOWNS SA 5725
Salisbury	1730 Main North Road, SALISBURY SA 5108
Site Services Adelaide	30-36 Birralee Road, REGENCY PARK SA 5010
Traffic Hendon	30-36 Birralee Road, REGENCY PARK SA 5010
Trinity Gardens	170 Portrush Road, TRINITY GARDENS SA 5068
NT	
Alice Springs	29 Stuart Highway, ALICE SPRINGS NT 0870
Katherine	39 Chardon Street, KATHERINE NT 0850
Palmerston	21 Toupien Road, PALMERSTON NT 0831
Winnellie	135 Winnellie Road, WINNELLIE NT 0820
Access Darwin	898 Stuart Highway, PINELANDS NT 0829
WA	
Access, Earthmoving & Site Services Perth	404 Orrong Rd, WELSHPOOL WA 6106
Balcatta	Corner Balcatta Road & Erindale Road, BALCATTWA WA 6102
Belmont	149 Francisco Street, BELMONT WA 6104
Broome	23 Hunter Street, BROOME WA 6725
Cannington	Corner Nicholson Road & Spencer Road, LANGFORD WA 6147
Concrete Care Belmont	200 Campbell Street, BELMONT WA 6104
Fremantle	63 Stirling Highway, NORTH FREMANTLE WA 6159
Geraldton	134 Flores Rd, GERALDTON WA 6530
Joondalup	3 Winton Road, JOONDALUP WA 6027
Kalgoorlie	10 Cunningham Drive, KALGOORLIE WA 6430
Karratha	Lot 1523 Lambert Road, Karratha Industrial Estate, KARRATHA WA 6714
Kununurra	12 Bandicoot Drive, KUNUNURRA WA 6743
Lift & Shift Belmont	198 Campbell Street, BELMONT WA 6104
Malaga	1918 Beach Road, MALAGA WA 6090
Mandurah	55 Gordon Road, MANDURAH WA 6210
Midland	221 Great Eastern Highway, MIDLAND WA 6056
Myaree	Corner Norma Road & Marmion Street, MYAREE WA 6154
North Perth	370 Charles Street, NORTH PERTH WA 6006

APPENDIX 1: KENNARDS HIRE BRANCH & SITE LOCATIONS (CONT...)

Port Hedland	13 Steel Loop, WEDGEFIELD WA 6721
Pump & Power Perth	404 Orrong Road, WELSHPOOL WA 6106
Rockingham	77 Dixon Road, ROCKINGHAM WA 6168
Traffic Perth	404 Orrong Road, WELSHPOOL WA 6106
NEW ZEALAND	
Group Support Office New Zealand	131 Harris Road, EAST TAMAKI, AUCKLAND 2013
Albany	16 Tawa Drive, ALBANY, AUCKLAND 0755
Auckland City	388 Great North Road, AUCKLAND CITY, AUCKLAND 1148
Belfast	1190 Main North Road, KAINGA, CANTERBURY 8083
Christchurch City	472 Moorhouse Avenue, CHRISTCHURCH, CANTERBURY 8011
Concrete Care East Tamaki	388 Great North Road, GREY LYNN 2013
Dunedin	5 Midland Street, DUNEDIN, OTAGO 9054
East Tamaki	131 Harris Road, EAST TAMAKI, AUCKLAND 2013
Hamilton	709 Te Rapa Road, HAMILTON WAIKATO 3200
Henderson	327 Lincoln Road, HENDERSON, AUCKLAND 0610
Invercargill	5 Bond Street, WEST INVERCARGILL, SOUTHLAND 9810
Lift & Shift East Tamaki	131 Harris Road, EAST TAMAKI, AUCKLAND 2013
Lower Hutt	69 Waione Street, PETONE, LOWER HUTT, WELLINGTON 5012
Manukau	3 Mana Place, MANUKAU, AUCKLAND 2104
Mt Manganui	48 Hewletts Road, MOUNT MANGANUI, BAY OF PLENTY 3150
Onehunga	375-377 Church Street, ONEHUNGA, AUCKLAND 1643
Panmure	4 Morrin Road, PANMURE, AUCKLAND 1545
Papakura	3 Ray Small Drive, PAPAKURA, AUCKLAND 2113
Papanui	154 Langdons Road, PAPANUI, CANTERBURY 8052
Pukekohe	198 Manukau Road, PUKEKOHE, AUCKLAND 2120
Pump & Power Auckland	3 Ray Small Drive, PAPAKURA, AUCKLAND 2113
Queenstown	22 Glenda Drive, Frankton Industrial, QUEENSTOWN, OTAGO 9300
Rangiora	19 Southbrook Road, RANGIORA, CANTERBURY 7400
Silverdale	2200 East Coast Bays Road, SILVERDALE, AUCKLAND 0992
Tauranga	705 Cameron Road, TAURANGA, SOUTH TAURANGA 3112
Traffic Auckland	3 Ray Small Drive, PAPAKURA, AUCKLAND 2113
Wellington City	149-153 Adelaide Road, NEWTOWN, WELLINGTON 6021
Westgate	16 Northside Drive, WHENUAPAI, AUCKLAND 0814
Wigram	2 Parkhouse Road, WIGRAM, CANTERBURY 8443

ANNEXURE 1

MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE

Principal Governing Body Approval

This modern slavery statement was approved by the *principal governing body* of

Kennards Hire Pty Limited

as defined by the *Modern Slavery Act 2018 (Cth)*¹ (“the Act”) on 23 November 2023

Signature of Responsible Member

This modern slavery statement is signed by a *responsible member* of

the Kennards Hire Board of Directors

as defined by the Act²:



William Whitehouse

Chief Executive Officer, Director

Mandatory criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act:

Mandatory criteria	Page number/s
a) Identify the reporting entity.	3
b) Describe the reporting entity’s structure, operations and supply chains.	3-4
c) 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
d) 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.	5-8
e) Describe how the reporting entity assesses the effectiveness of these actions.	9-10
f) 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).*	10
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.**	11-17

* If your entity does not own or control any other entities and you are not submitting a joint statement, please include the statement ‘Do not own or control any other entities’ instead of a page number.

** You are not required to include information for this criterion if you consider your responses to the other six criteria are sufficient.

1. Section 4 of the Act defines a principal governing body as: (a) the body, or group of members of the entity, with primary responsibility for the governance of the entity; or (b) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed body within the entity, or a prescribed member or members of the entity.

2. Section 4 of the Act defines a responsible member as: (a) an individual member of the entity’s principal governing body who is authorised to sign modern slavery statements for the purposes of this Act; or (b) if the entity is a trust administered by a sole trustee—that trustee; or (c) if the entity is a corporation sole—the individual constituting the corporation; or (d) if the entity is under administration within the meaning of the *Corporations Act 2001*—the administrator; or (e) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed member of the entity.

We encourage you to contact the Kennards Hire
Company Secretary if you have feedback or questions at:

Jihad Farah, Chief Financial Officer
jihadfarah@kennards.com.au

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