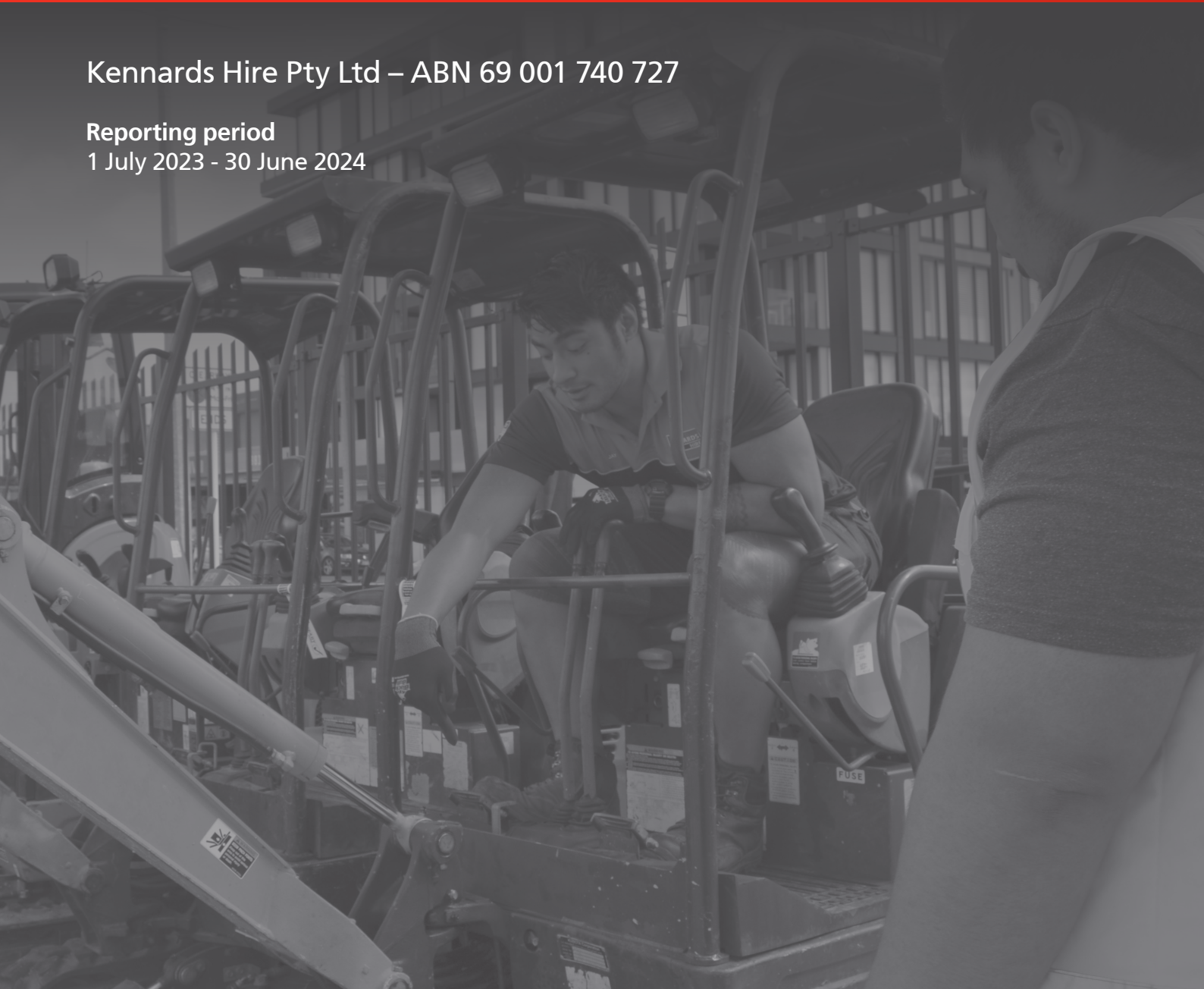




MODERN SLAVERY STATEMENT

Kennards Hire Pty Ltd – ABN 69 001 740 727

Reporting period
1 July 2023 - 30 June 2024





CONTENTS

Page

The Reporting Entity & Structure	3
Our Values	3
Introduction	4
Our Operations	4
Our People & Supply Chains	4
Modern Slavery Risks	5
Our Approach	7
Reviewing Our Progress	9
How We Consult Our Entities	10
Appendices	11
Annexure	16

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 - 7
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 (ABN 69 001 740 727) ('Kennards') and its controlled entities to identify, manage and mitigate the risk of modern slavery in our supply chains and operations.

Kennards Hire New Zealand Limited (NZBN 94290305354473) operates under the control of Kennards. Kennards New Zealand 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 New Zealand. Management and governance are applied consistently across both 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. This Statement has been signed by a duly authorised corporate officer.

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

Now in our fifth year of reporting under the Modern Slavery Act, our Statement allows us to reflect on the 2024 financial year and the progress of our efforts and actions. Our corporate values underpin the way we do business and continue to serve as an effective framework for ensuring that we provide a fair working environment and zero tolerance for human rights in our supply chains.

Our modern slavery action plan is an important component of our broader environment, social and governance (ESG) strategy which is now in its second year of delivery. As is referenced in this Statement, we will again look ahead in the FY25 reporting period to formulate an updated modern slavery action plan to guide our efforts for the next planning period. The Kennards ESG strategy continues to ensure 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.

The introduction of a reduced working hour week in the previous reporting period has positively impacted work life balance, diversity in our workforce and overall productivity. Since our previous Statement, our key achievements include the reinforcement of our whistleblower process including the addition of an independent reporting channel, development and expansion of training, membership with the Cleaning Accountability Framework and the completion of targeted on the ground overseas supplier audits. We are proud of our progress over the past five reporting periods and are committed to continually improving and learning.



Bill Whitehouse
Chief Executive Officer

5 December 2024

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 over 210 branch locations and distribution centres across the two countries to deliver quality hire equipment products, industry solutions and exceptional services to a vast range of customers.

OUR PEOPLE & SUPPLY CHAINS

As of 30 June 2024, Kennards employed over 1,900 people across our branch and support network, comprised of 1,698 team members in Australia and 212 team members in New Zealand.

Since the conclusion of the previous reporting period, the proportion of full-time employees in our workforce has increased slightly and the proportion of casual employees has decreased slightly. Our workforce composition by type of employment is:

- 2% Part-time
- 6% Casual
- 92% Full-time

Kennards' supply chains relate primarily to products and services procured directly from suppliers to carry out our business operations. Procurement of the plant and equipment that we purchase to hire to our customers is the predominant area of supplier purchasing by both overall spend and time invested. Before the plant and equipment can be delivered to Kennards and made available to our customers, various activities must occur. These activities including raw material extraction, refinement, manufacturing and transport, each of which have their own complex supply chains.

The categories of plant and equipment offered by Kennards 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.

DIRECT SUPPLY CATEGORIES

- | | | |
|---------------------------------------|----------------------------------|-------------------------|
| • Product and equipment suppliers | • Marketing and public relations | • Contractors |
| • Product and equipment manufacturers | • Consulting | • Professional services |
| • Safety | • Road, transport and logistics | • Uniforms |
| • Cleaning | • Repairs providers | • Utilities providers |
| • Security | • Regulators | • Legal and finance |
| • Information technology | • Procurement | • Insurance providers |

MODERN SLAVERY RISKS

As has been the case in previous reporting periods, we are not aware of any actual or suspected instances of modern slavery in our supply chains or operations.

There have not been any material changes to our supplier composition during the reporting period or across reporting periods. Kennards continues to partner with over 5,000 suppliers. Our total number of suppliers decreased by approximately 2%. Our overseas supplier count did not change, continuing to account for less than 1% of Kennards total suppliers.

The risk assessment described in the ensuing methodology section was performed against the updated Kennards supplier list for the reporting period. Both the total number of suppliers and the proportion of Kennards suppliers assessed increased compared to the previous reporting period. The entire Kennards supplier list was included in our FY24 risk assessment.

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, which remains unchanged since the last reporting period, is described in detail in the ensuing section. The principle of expanding modern slavery due diligence beyond direct suppliers to maximise transparency back to raw material and initial manufacturing stages continues to underpin the ongoing development of our response.

According to the risk assessment, the overall inherent risk profile of our supplier base decreased slightly. Taking the assessment back to tier 10 in the supply chain, the theoretical gross calculated number of people in forced labour across fell 6% year on year and by 4% per million dollars spent. The risk assessment also showed relatively higher modern slavery risk in more distant tiers of the supply chain. By geography, inherent risk is highest in Australia as a consequence of the concentration of procurement spend in this region, the next highest risk regions are China and India.

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 nonexistence) 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.

Key Risk Areas

Overseas Workers

In the FY24 reporting period, new team members joined Kennards under the subclass 482 temporary skill shortage visa. Overseas recruitment continues to enable Kennards to address skills shortages across our network of operations, particularly in Australia's remote locations.

We continue to monitor overseas recruitment closely and understand the elevated risk of modern slavery associated with the practice. We recognise that the risks range from those that we can directly control such as substandard working conditions through to risks to which we can contribute or be linked to such as exploitation by other parties early in the recruitment phase. Overseas recruitment risk controls include:

- Restricting overseas recruitment to a single jurisdiction using carefully selected suppliers with whom Kennards has developed strong working relationships;
- Only using 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;
- Requiring that suppliers institute ethical recruitment policies and practices and do not, under any circumstances, charge applicant's placement fees or costs;
- On the ground presence in the country of origin by a Kennards employed team member during each recruitment initiative. This enables the completion of in-person interviews and review of supplier operations on-the-ground for the purposes of ensuring workers' rights are being protected during the recruitment process;
- Ensuring workers recruited internationally are provided with appropriate remuneration and employee benefits, including assistance with accommodation and on-the-ground support. Kennards also supports applications for permanent residency; and
- Conducting annual salary audits to ensure all enterprise agreement and remuneration obligations are being met.

Our desk-based supplier engagement controls continue to apply for any new suppliers involved in overseas recruitment activities.

Commercial Cleaning and Related Services

In our previous Statement we referenced the characteristics limiting transparency in the cleaning industry causing elevated modern slavery risk. Cleaning has also been identified as a high-risk industry by Government. That risk can present itself in various ways such as excessive overtime, debt bondage and withholding of wages. Although Kennards engages in relatively limited procurement of cleaning services, efforts to conduct in depth assessment of suppliers in this category were commenced during the reporting period and remain ongoing. The details of this initiative are described in this Statement in the 'Our Approach' section.

Solar and Critical Minerals

We are continuing to invest in solar capability at Kennards branches and are prioritising investment in lower emissions products for our customers. The solar rollout has involved the ongoing purchasing of solar panels and inverters while, in relation to hire equipment, battery, solar and electrical componentry is increasingly a feature of product innovation.

In our previous Statement we outlined the elevated risk of supply chain linkages in connection with solar and critical minerals. We are continuing to monitor media reports and importation bans both locally and in foreign jurisdictions regarding the presence of forced labour indicators in this area of elevated risk. An on-the-ground audit of our inverter supplier has been completed in China which is covered in more detail in the 'Our Approach' section. We are also investigating the feasibility and benefits of procuring fully 'traceable' solar panels.

Original Equipment Manufacturers

High spend in the machinery and equipment supplier category translates to an 11% share of Kennards overall inherent supplier risk profile. A high proportion of this risk is represented by a relatively small number of large suppliers. Resellers and distributors are often direct suppliers in this category. We are moving engagement efforts from direct suppliers to original equipment manufacturers to continue to improve effective assessment risk and mitigation.

OUR APPROACH

Cleaning Accountability Framework & Supplier Review

During the reporting period Kennards joined the Cleaning Accountability Framework ('CAF') as a member organisation demonstrating our commitment to responsible business practices and decent work for cleaners. CAF is a multi-stakeholder organisation that exists to end exploitation in property services and improve labour standards through education and advocacy. CAF stakeholders work together in a spirit of cooperation to drive responsible standards for the procurement, management and delivery of cleaning services. This occurs through CAF Certification, a worker-centric due diligence mechanism that assesses, addresses and mitigates the risk of labour exploitation by engaging workers and other supply chain stakeholders. Through CAF, Kennards is provided with updates on the risk profile in the cleaning industry, guidance on responsibility as a cleaning procurer and access to tools designed to improve identification, investigation and remediation procedures. As a CAF member, Kennards is working alongside other stakeholders to address modern slavery risk in this industry.

Kennards is in the process of completing a commercial cleaning supplier review. We have identified suppliers operating in this category, and, drawing on CAF expertise including utilisation of engagement and compliance tools, formulated an approach to engaging with suppliers. The purpose of the review and engagement is to assign residual risk ratings to suppliers and where modern slavery risk are identified, engage with the supply chain to implement corrective action and proactive measures to address the risks or if necessary, shift suppliers.

On-site Audits

During the reporting period we engaged a recognised third-party testing, inspection, certification and compliance solutions provider conduct on-the-ground supplier audits. The audits were targeted at high-risk suppliers and were focused focusing on working conditions, working hours, transparency and a range of other key indicators. Kennards is currently engaging with a key supplier regarding corrective actions in connection with the audit findings.

Internal Education and Training

After the conclusion of the reporting period prior to the lodgement of this statement, we developed an interactive training module designed to build knowledge and awareness of modern slavery and Kennards specific risks and expanded the delivery of modern slavery training internally. The module includes information about Kennards policies and procedures, how to engage suppliers about modern slavery, risk identification through to resolution and the requirements under the Act. During the FY24 reporting period, a separate training program was completed by the Kennards leadership team as referenced in our previous Statement.

Policy Framework and Governance

Supplier Pre-Screening

We are in the process of instating online supplier on-boarding due diligence as a trial to replace the risk checklists that have been used for the previous two reporting periods. The online supplier pre-screening is mandatory where the supplier is based offshore or operating in a high-risk industry. In circumstances where supplier risk is above threshold, 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 continue. The transition to online pre-screening will likely enable supplier coverage to be expanded over time.

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

After the conclusion of the reporting period prior to the lodgement of this Statement, we reviewed and updated the Kennards' Whistleblower Policy. An independent third-party reporting channel has been added as a reporting option to promote the disclosure of reportable information in circumstances where the reporter may not feel comfortable making a report to an internal channel.

The Kennards' Whistleblower 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 Whistleblower 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. Kennards did not receive any whistleblower reports during the reporting period. For more information and to obtain a copy of our Whistleblower Policy please visit the [Kennards Hire Website](#).

Modern Slavery Policy

Our Modern Slavery Policy describes how Kennards' modern slavery risk mitigation 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 is used frequently. The grievance policy received minor updates during the reporting period to clarify the available reporting avenues and resolution pathways.

Supplier Self-Assessment Questionnaire (SAQ)

We did not undertake a broad SAQ oriented risk management exercise this reporting period. However, SAQs continue to play an important role in supplier engagement and modern slavery risk mitigation. SAQs were issued and response evaluated on an ad hoc basis throughout the reporting period.

Modern Slavery Working Group

The Modern Slavery Working Group met every other month during the reporting period with representation across Legal, Procurement, Finance and People & Culture including participation from the Kennards leadership team. 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 Working 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 Working Group reports directly to the Kennards CEO, reporting to the Kennards Board of Directors.

REVIEWING OUR PROGRESS

Monitoring and Response Framework

Effectiveness has partly been measured using the monitoring and response framework referenced in our previous Statements and included in the table below. The key performance indicators (KPIs) have provided a reference point for tracking actions and illustrate the completion of key designated initiatives over the past reporting periods. We recognise the importance of transparency in relation to modern slavery reporting and we have again disclosed our progress tracking against each KPI with a brief explanation for missed KPIs where relevant.

A possible update to the framework was referenced in our previous Statement. We have elected to retain the framework for this Statement with commentary on performance. The framework will be replaced or updated in the next reporting period to align with the completion of our three-year action plan.

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 ✓ <i>Custom built training module completed by managers after conclusion of statement reporting period prior to Statement lodgement.</i>
	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.</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	Fulfilled ✓
3.0 Increasing industry group collaboration on modern slavery issues	3.1 Participation in relevant industry working group	Fulfilled ✓
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 ✓
REMEDIATION		
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 ✓

Three-Year Action Plan

The FY25 reporting period is the final year in the three-year modern slavery action plan we introduced in our FY23 Statement and have continued to reference. The multi-year framework underpins our strategic approach to continuous improvement actions. The structure and longer-term vision supported by the action plan has improved the integration of our approach across different business functions.

We aim to conduct a three-year holistic review at the conclusion of the current reporting period to evaluate our actions across this period and the efficacy of the three-year planning cycle. This review will support planning and decision making with respect to ensuring that a longer-term approach is applied to modern slavery risk management into subsequent reporting periods.

The key action plan activities to be implemented in FY25 reporting period are:

- Maintain full supplier list coverage in annual risk assessment;
- Increase number of suppliers subject to in depth assessment and engagement process following initial risk assessment findings;
- Identify relevant indirect (tier 2) supplier modern slavery risk and develop approach for engaging with and performing risk assessment and mitigation in connection with these companies;
- Consider feasibility of on-site audits for indirect suppliers should initial risk assessment activities indicate the need;
- Continue to monitor effectiveness of high-risk industry and/or geography supplier on-boarding pre-screening (pre-screening approach has been adjusted as per description in Our Approach section);
- Continue to monitor connection of any Kennards suppliers with new and existing company lists in relation to alleged linkages with modern slavery;
- Comprehensively review suppliers operating in designated high-risk industry;
- Continue to utilise on site audits as a critical tool for obtaining primary data and driving improved practices; and
- Review and update risk assessment framework for subsequent reporting periods.

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, the executive leadership team and the Board of Directors are responsible for managing all controlled entities and key business functions are centralised. Shared people, processes and initiatives ensures that consultation with the controlled entities on the matters set out in this Statement constantly occurs as part of 'business as usual' practices. The policies and codes referenced in this Statement apply to all entities.

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 Torrensview	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 Toupian 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, BALCATT 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 5 December 2024

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 - 7
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.

- 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.
- 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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