

MODERN SLAVERY STATEMENT

FINANCIAL YEAR 2024-2025

Renascent

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INTRODUCTION

Modern slavery is a crime that is estimated to violate the fundamental human rights of some 49 million men, women and children globally, through situations of exploitation, threats, coercion and deception.

The term ‘modern slavery’ is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. The definition of ‘modern slavery’ under the Modern Slavery Act includes serious exploitation such as trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services.

As part of our modern slavery assessment, we have collated data and performed analysis across all reporting entities and their controlled entities, as the controlled entities are also considered reporting entities for purposes of this statement.

OUR COMMITMENT

Renascent is committed to eliminating the potential for modern slavery practices in our operations and supply chain across all levels of the business. Respecting human rights aligns with our core values and beliefs and we aim to treat everyone fairly and create a workplace and operating environment that is safe, ethical and transparent.

We commenced our journey with rigour and taken meaningful steps to address modern slavery risk since our first year of reporting. As we progress, we will continue to address next steps and refine and further improve our approach and assessment to identify and respond to the risk of modern slavery practices within our organisation.

1.0 REPORTING ENTITY

This statement is issued on behalf of Renascent Australia Pty Ltd, and its wholly owned subsidiaries, including Renascent Regional Pty Ltd, Renascent Constructions (Victoria) Pty Ltd, Renascent Western Australia Pty Ltd, and Renascent Queensland Pty Ltd (collectively referred to as Renascent, we, us, or our), in accordance with the Modern Slavery Act 2018 (Cth).

From an operational standpoint, these five Australian entities function as a single entity, with shared board members, corporate functions, policies, and procedures.

2.0 COMPANY STRUCTURE, OPERATIONS AND SUPPLY CHAIN

2.1 Our Structure

Renascent is a privately owned construction company that has been serving government and private clients since 1995. Our expertise lies in construction, refurbishment, fit out and facilities maintenance. We take pride in our strong connection with the local community and our commitment to giving back.

With offices strategically located in Sydney (NSW), Orange (NSW), Canberra (ACT), Melbourne (VIC), Brisbane (QLD), and Perth (WA), our teams actively engage with the Australian community, supporting various local, civic, professional boards and charitable organisations. We believe in sharing our success with those around us.

While each of our entities operates as a stand-alone business, they are governed and managed by the Renascent Board of Directors, our Executive Management Committee and our Senior Executives and Managers.

All our entities comply with a unified set of policies, procedures, plans and an integrated management system, overseen by the Renascent Board of Directors, our Executive Management Committee and our Senior Executives and Managers.





Sydney, NSW (Head Office)

Level 4, 174 Pacific Hwy St Leonards NSW 2065
Renascent Australia Pty Ltd, ABN: 53 109 220 760



Orange, NSW

Level 1, 171 Lords Place Orange NSW 2800
Renascent Regional Pty Ltd, ABN: 38 158 296 265



Canberra, ACT

Level 5, 17 Moore Street, Canberra ACT 2601
Renascent Australia Pty Ltd (ACT Branch), ABN: 53 109 220 760



Melbourne, VIC

Level 4, 101 Moray St South Melbourne VIC 3205
Renascent Constructions Pty Ltd (Victoria), ABN: 54 135 571 765



Brisbane, QLD

Level 6, 200 Adelaide Street, Brisbane QLD 4000
Renascent QLD Pty Ltd, ABN: 83 125 718 229



Perth, WA

Level 11, 225 St Georges Terrace, Perth WA 6000
Renascent Western Australia Pty Ltd, ABN: 59 608 156 136

2.2 Our Business Operations

Renascent is a construction company specialising in fit-out, refurbishment and construction services. As the head contractor, we play a crucial role in evaluating, engaging and monitoring numerous subcontractors who assist us in executing our projects. Additionally, we manage significant procurement activities to fulfil project requirements on behalf of our clients.

Safety is a top priority at all our sites and effective management is ingrained in our entire team, from the managing directors to our site personnel. Renascent has implemented robust processes and procedures to ensure compliance with relevant legislation and standards, including the Fair Work Act 2009, respective state Work Health and Safety Acts and the Modern Slavery Act 2018 (Cth).

We maintain an outstanding safety record across all projects, demonstrating our unwavering commitment to governance. This commitment is reinforced by the continuous development and improvement of our accredited integrated management systems. As responsible members of the corporate community, we adhere to industry best practices and strengthen our governance framework through regular internal and external audits.

At Renascent, we hold various accreditations that exemplify our commitment to excellence in project execution. These accreditations showcase our dedication to upholding the highest standards in our industry.



2.3 Our Supply Chain

Renascent operates with a team of over 200 employees, managing up to 30 active projects across various industry sectors simultaneously. Our dedicated team is the driving force behind the reliability and success of our projects. We value the diversity of our employees, who bring unique perspectives, techniques, and strategies to our Renascent family. Together, we form a highly dynamic team capable of confidently tackling every project. To deliver our projects, we heavily rely on subcontractors and suppliers. Subcontractors play a crucial role in procuring the necessary products and materials within their respective packages, adhering to the project's scope and specifications.

In certain cases, Renascent or our clients may directly handle procurement decisions. In our supplier engagement and management processes, we have integrated ongoing due diligence and oversight of Modern Slavery risks for existing suppliers. As a prerequisite for new vendors, we now require their mandatory acknowledgement of our Modern Slavery objectives, ensuring their understanding and compliance.

3.0 MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

As we continue to integrate supply chain risk management systems and processes, we are adopting a phased approach to enhance transparency across both our direct and extended supply chains in the regions where we operate.

The construction industry has long relied on low-skilled, manual labour, often sourced from migrant workers, which makes it particularly susceptible to risks such as debt bondage, human trafficking and forced labour practices. Specifically, the indirect use of site labour, involving low-skilled manual work recruited by subcontractors through labour hire agencies, presents a significant area that requires greater transparency within the construction sector.

Additionally, another area of concern is the lack of visibility within multi-tiered manufacturing supply chains for construction materials. These materials are often sourced, processed, assembled and finished across multiple

countries, some of which have a higher risk of modern slavery. The transient nature of these production phases, coupled with the difficulty in tracing the materials through to the end user, exacerbates the challenge in identifying and addressing these risks.

Globally, the construction industry is home to 18% of modern slavery victims, marking it as a high-risk sector. Common modern slavery risks in construction include:

- Forced or unpaid labour
- Child labour
- Unsafe working conditions
- Debt bondage

The high rate of victimisation is driven by factors such as:

- A significant demand for low-skilled labour
- Limited visibility over the supply chain, often due to outsourcing
- Sourcing materials from regions with elevated risks of modern slavery

4.0 ACTIONS TAKEN TO ASSESS AND ADDRESS OUR MODERN SLAVERY RISKS

Strategy	Purpose	Key Actions
Policy Requirement	Renascent reviews its policies annually to ensure ongoing compliance with all relevant laws and regulations, making necessary updates to address any changes in legal requirements, industry standards, or internal processes.	Annual Policy Review of: <ul style="list-style-type: none"> • Modern Slavery Policy • Whistleblower Protection Policy • Code of Conduct
Due Diligence	Renascent demonstrates its due diligence in minimising modern slavery risks by ensuring that all suppliers and external providers acknowledge and comply with modern slavery regulations, as part of our ongoing commitment to responsible sourcing and ethical business practices	External Provider compliance forms Suppliers and external providers are required to acknowledge and adhere to anti-modern slavery regulations and commitments after implementing Renascent's: <ul style="list-style-type: none"> • <i>Supplier Set Up Form</i> • <i>Consultant Form</i> • <i>Prequalification Form</i> Review of Modern Slavery Management Plan – Risk Management Using the Company Risk Matrix, Renascent has identified: <ul style="list-style-type: none"> • The likelihood and probability of potential occurrences, • The potential consequences if they were to occur, and • Possible actions to mitigate or address these risks. The Risk Matrix equips Renascent to effectively manage potential modern slavery risks by clearly

Training and Awareness

Renascent promotes and raises awareness regarding modern slavery risks by requiring employees to undergo training and awareness programs, ensuring they are equipped with the knowledge to identify, report and mitigate potential risks in our operations and supply chains.

outlining how to identify risks, their impacts and associated outcomes.

Modern Slavery Risk Assessment 2024

A Modern Slavery Risk Assessment was undertaken to identify and address potential risks within our operations and supply chains.

Safetrac Compliance Training

Renascent has introduced Safetrac, an online compliance training platform designed to provide accessible, regularly updated and interactive training. Safetrac ensures alignment with industry standards and relevant legal requirements.

All employees are required annually to complete the following relevant training:

- Modern Slavery Module
- Whistleblowing: Reporting, Rights & Protections Module

5.0 ASSESSING OUR EFFECTIVENESS OF ACTIONS TAKEN

Renascent recognises that our assessment of identifying and addressing modern slavery risks in our operations will be an ongoing and evolving process. In evaluating our current effectiveness of our anti-modern slavery efforts, we have taken the following key actions:

1. In evaluating the effectiveness of our actions during the reporting period, we have continued to drive the **Modern Slavery Working Group**. This group is tasked with addressing and implementing Renascent's key initiatives to combat and prevent modern slavery within our operations.

In FY24-25, our Modern Slavery Working Group has concentrated on enhancing our understanding of modern slavery risks and how these risks manifest in our operations and supply chains, through the review of our Modern Slavery Management Plan.

While we are currently unable to provide data-driven measures, we will be commencing the initiation of a Risk Assessment for FY25-26. The Group will ongoingly assess and review our strategy, ensuring that it adapts to evolving risks and the expansion of our operations, while upholding our commitment to an anti-modern slavery stance.

2. As part of implementing our new online **Training and Compliance platform, Safetrac**, we have made participation and full reporting mandatory to ensure all employees understand and comply with our modern slavery obligations. The certification and reporting features provide a valuable record of compliance and engagement, enabling us to track progress and identify areas where additional training or support may be needed to strengthen our approach.

In the roll out that included the Modern Slavery Module and Whistleblowing: Reporting, Rights & Protections Module, we achieved a **100% completion rate**.

3. Renascent produces a **monthly HSEQ Performance Report** that includes data on hours worked for each reporting entity. The report outlines incidents, non-conformances, employee and subcontractor hours, and

training activities. Through our software management system, senior management can access this data to monitor hours worked and identify or report potential risks.

4. Through our **prequalification process**, we enquire about the modern slavery efforts of external providers, including subcontractors, suppliers and consultants. This allows us to assess their commitment and compliance in combating modern slavery and ensures alignment with our ethical and legal obligations. In FY24-25, 100% of our external providers have participated in our prequalification process, supporting our ongoing commitment to combat modern slavery.

6.0 CONSULTATION WITH OWNED/CONTROLLED ENTITIES

Renascent's National ELT Committee oversees and manages all entities and subsidiaries of the Company (refer to Section 1.0). In the development of this statement, the National ELT Committee, in conjunction with the Senior Management Team of all reporting entities, engaged in formal consultations to a) identify key findings and messages, and b) review and align on strategies and actions to mitigate modern slavery risks.

Additionally, the draft of the Modern Slavery Statement is presented to the National ELT Committee and the Senior Management Team of all reporting entities for review before being formally acknowledged by the Board of Directors and published. This process ensures thorough consultation, alignment, and commitment at all levels of the organisation.

7.0 CONTINUOUS IMPROVEMENT

We recognise that tackling widespread modern slavery in global supply chains demands strong collaboration not only with our suppliers but also with governments, industry partners, and civil society.

We are committed to eliminating modern slavery risks from our supply chains and are continuously advancing our initiatives through close collaboration with our suppliers, employees, and stakeholders.

During the **FY 2025-2026** reporting period, Renascent is dedicated to the following actions:

- **Modern Slavery Management Plan** - Incorporating the UN Guiding Principles on Business and Human Rights into our Modern Slavery Management Plan is central to our continuous improvement. These principles provide a globally recognised framework for embedding respect for human rights into business practices. By applying them, we can standardise our approach to risk assessment, due diligence, remediation and stakeholder engagement.
- **The Modern Slavery Working Group** - Continue to work on developing frameworks and processes, derived from our key strategies (due diligence, training and awareness and stakeholder engagement and reporting).
- **Training and Awareness:** We recognise the importance of closely monitoring our supply chain process. We are committed to providing additional training to departments that directly coordinate and collaborate with our external providers on identifying modern slavery risks in our operations.

To continue our training and compliance requirement, we are committing to a periodic roll out of training and awareness modules, including the Modern Slavery Module and Whistleblowing Module. Our next training roll out will include the Code of Conduct, which provides employees with a clear understanding of the ethical standards and behavioural expectations within our organisation. This training reinforces our core values, outlines legal and regulatory obligations including whistleblowing reporting and guides employees on how to handle ethical situations.

- **Policy Requirement:** While we review and update our policies annually and publish them on our shared intranet for current employees, we acknowledge the importance of consistent and mandatory reinforcement.

8.0 DECLARATION AND APPROVAL

This statement was approved by the Board of Directors of Renascent Australia Pty Ltd on 25th September 2025:



Andrew Melville
Joint Managing Director

25th September 2025

Date



Tony Hargreaves
Joint Managing Director

25th September 2025

Date