

# MODERN SLAVERY STATEMENT

Onsite Rental Group Limited  
Level 5, 52-58 William Street Woolloomooloo NSW 2011

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## Onsite Rental Group Limited ACN 126 396 852

### 1. Purpose

Onsite understands that collaboration is the key to combating modern slavery. As a business Onsite agrees to respect human rights and remedy harm caused, leverage our influence for better ethical behaviour of other entities and create change across borders.

This inaugural Modern Slavery Statement is prepared in accordance with Section 13 of the Modern Slavery Act 2018 (C/th), written on behalf of Onsite Rental Group Limited as a single reporting entity and includes the operations of its related entities:

- Onsite Rental Group Operations Pty Ltd ACN 126 102 485
- On Site Industrial Rentals Pty Ltd ACN098 073 708
- On Site Australia Pty Ltd ACN 003 902 243
- Prime Rentals Pty Ltd ACN 150 044 714

Onsite Rental Group Limited and its related entities ("Onsite") is committed to the highest standards of conduct and ethical behaviour in all business activities. Onsite's Ethical Business Policy including awareness and reporting on modern slavery has been a cornerstone for not only Onsite's employees but building relationships within our supply chains to be more selective in ensuring our customers and suppliers share the same values.

### 2. Operations

Onsite is a specialist business to business equipment rental business and has been operating for over 30 years in the industry. Onsite provides employment to around 450 staff across 35 branches, with a further 4 branches opened in 2020. With over 70,000 pieces of equipment for hire, the branch offices are based in Western Australia, South Australia, Queensland, Northern Territory, New South Wales and Victoria. Onsite's head office is based in Woolloomooloo, NSW.

Onsite's fleet comprises of the following types of equipment:

- Access & Materials Handling: scissor lifts, boom lifts, forklifts and telehandlers
- Power: generators, welders, lighting towers, pumps and compressors
- Site accommodation: portable buildings, ablution blocks, complex units, containers, portable toilets and fencing
- Earthmoving: skid steer loaders, track loaders, compaction rollers, water trucks, compactors and excavators
- Industrial tools: message boards and tooling

### 3. Supply Chain

During 2020 Onsite has been identifying its key suppliers of machinery and equipment across all 4 areas. The majority of the equipment is purchased from Australian suppliers, however USA, UK, China, Italy, Belgium, Spain, France, Romania, Indonesia, Japan and Vietnam were identified as the original source. Customers are predominantly based in Australia with one customer in Papua New Guinea.

After its useful life, Onsite sells used equipment through auction houses or direct sales to Australian business and overseas with recent sales in 2020 to USA, Singapore and Vietnam. Whilst Onsite does not knowingly engage or contribute to modern slavery practices, Onsite recognises that there may be parts of the purchase or sales to higher risk countries which make up components of our supply chain.

Onsite's work force includes workers on Work Visa from India, Philippines, and South African locations. The contracts with workforce agencies have been reviewed for compliance with modern slavery legislation. Onsite outsources some information technology projects and purchases uniforms from Asian countries.

## 4. Ethical Business Policy

Onsite's Ethical Business Policy is used as a tool to articulate the minimum standards of integrity, ethics and expectations of identifying and irradicating modern slavery throughout our supply chains. It is being integrated into contractual obligations and KPIs in our legally binding contracts with suppliers, contractors and customers. The Ethical Business Policy is intended to encourage suppliers, contractors, customers to raise any concerns and report instances of unethical, illegal, fraudulent or undesirable conduct. The failure to report actual or suspected incidents of forced labour or slavery will be treated seriously and will adversely affect the ongoing business relationship.

## 5. Assessing & Managing Modern Slavery Risks

Onsite has been assessing the risks during 2020 by the following means:

- a) Onsite has been sending out a feedback questionnaire to key suppliers asking questions about their supply chains. The returned information is being reviewed, followed up where required, and compiled into a Modern Slavery Risk Register.
- b) New and renewed contracts are updated to include the assessment and identification of modern slavery risks. Compliance with the onsite Ethical Business Policy being a KPI or contractual clause.
- c) Mandatory training to all 450 plus employees, with specific training to Onsite Staff for human resource risks through our staff employed from overseas on Working Visa.
- d) Providing a confidential STOPLine 'Whistleblowers' telephone service for anonymous reporting of breaches and issues for investigation.

Onsite continues to establish processes and procedures necessary to ensure the suppliers and customers we work with are:

- assessing and addressing risks regarding forced labour and slavery, including implementing appropriate due diligence and remediation programs;
- notifying Onsite as soon as possible of any confirmed instances of forced labour or slavery and the actions undertaken to remedy the issue;
- upon request, providing evidence to Onsite to demonstrate compliance.

## 6. Consultations & Continuous Journey

During this reporting period the emphasis has been on investigating the high-risk areas identified in the initial risk assessment. Onsite understand the long-term approach to continuously improve the fight against modern slavery. The areas for development in the next 3 years are:

### a) Risk & Compliance

Development of the Modern Slavery Risk Register with further information provided by suppliers and customers. Expanding the register will assist the team to more effectively evaluate and identify the high and medium risk areas and focus on improvements.

### b) Workforce Training

Workforce training to increase awareness of all elements of modern slavery and training on the reporting process to encourage reporting and investigation.

Development of the commercial teams when tendering for new suppliers, and a review of HR processes for sourcing employees from overseas and the onboarding process.

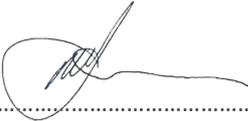
### c) Administrative Framework

Contract amendments to include modern slavery KPIs included as contractual terms.

**d) Policy Development:**

Reviewing and updating the Ethical Business Policy annually and ensuring stakeholder compliance.

This statement is made pursuant to section 13 of the Modern Slavery Act 2018 (C/th) and constitutes the Modern Slavery Statement of Onsite Rental Group Limited for the year ending 31 December 2020 and is approved by the Board of Onsite Rental Group Limited.

A handwritten signature in black ink, appearing to read "Mike Foureur", written over a horizontal dotted line.

Mike Foureur  
CEO and Director