

CJD EQUIPMENT PTY LTD MODERN SLAVERY STATEMENT FINANCIAL YEAR ENDING JUNE 30, 2020

Introduction

This statement outlines actions taken by CJD Equipment Pty Ltd (ABN 63 008 754 523) and CJD Rents Pty Ltd (ABN 65 165 488 808) to understand all potential modern slavery risks related to CJD's operations and supply chains and to ensure there are processes in place to manage those risks.

CJD Equipment and our subsidiaries have a zero-tolerance approach in relation to the abuse of human rights or any unethical labour practices within our operations and supply chain. We recognise our responsibility to ensure actions are taken to prevent all forms of modern slavery practices.

This statement provides a framework to assess the risks of modern slavery within our business and ensure that the Company acts with compliance and modern slavery prevention actions are taken. CJD Equipment recognise that modern slavery can be used to describe many situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom and can include trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting and child labour as described in the Modern Slavery Act 2018.

Our Business

Founded in 1974, CJD Equipment is a privately owned Australian company and leading provider of world class equipment and trucks. CJD Equipment employs over 500 people across 20 branches Australia wide and remains committed to maintaining a workplace that prioritises the health and wellbeing of our people, customers, shareholders, the communities in which we operate and Australia as a whole.

Our Structure, Operations, Supply Chain and potential risks

CJD Equipment's core business involves partnering with international manufacturers and the national distribution of construction equipment and trucks. We offer a diverse range of products suited to Australia's unique landscapes and industry requirements. The CJD product portfolio consists of world-class brands such as Volvo, SDLG, Kenworth, DAF, Isuzu, and Fuso. Our network of dealers and service centres stretches across the nation and our suppliers come from a global network of companies through Europe, North America, South America and Asia.

Utilising such a geographically diverse supply chain has the potential to expose CJD to a higher risk of implication with modern slavery. To minimize this risk, we ensure the requisite due diligence is performed when partnering with any suppliers around health, safety and environmental standards, their record with respect to compliance with the law and that they meet the ethical standards which we expect of any business partner. We believe that all of our major global manufacturing partners for the brands that we represent adequately mitigate risk through their own supply chains, as evidenced by their published modern slavery statements which focus on risk assessment, due diligence and zero tolerance of human rights abuse. Due to differing financial year ends, we await the release of some of our major partners modern slavery statements.

Through the review of the Modern Slavery Act 2018, CJD Equipment's Senior Management team completed a thorough evaluation of our business activities and potential risks of modern slavery practices across our operations and supply chain. CJD has identified the more likely potential risk in our supply chain and operations would come from the use of local transport providers, providers of skilled and unskilled labour or other smaller local suppliers of goods and services.

Our Policies & Procedures

CJD Equipment have numerous policies in place to encourage ethical behavior and ensure legal business conduct. These policies further our commitment to prevent violations of human rights such as modern forms of slavery in our operations including our Code of Conduct Policy and Anti-Corruption Procedure to encourage reporting of wrongdoing that is of legitimate concern.

Our Senior Management team have several risk mitigation and procurement processes in place including Supplier Engagement Principles and supplier on-boarding requirements. The described procedures and policies are reviewed regularly to ensure that we have strong processes in place to minimise the risk of modern slavery within our operations and supply chain.

Our Approach

As part of the zero-tolerance approach to modern slavery within our operations and supply chain, CJD Equipment has implemented the following processes to prevent all forms of modern slavery practices:

- Implement systems and processes to identify risk areas that could be exposed to modern slavery procedures;
- Implement systems and processes to prevent all forms of modern slavery within our business operations;
- Implement training and education processes for employees and contractors to assist with identifying modern slavery practices throughout our operations and supply chain;
- Take all reasonable steps to ensure that the processes are reviewed and maintained regularly, including implementing adequate supervision and auditing our processes;
- A regular review process to identify any changes in our supply chain and business partners circumstances which may impact modern slavery.

Addressing the Risks

To manage the risk of modern slavery practices within our operations and supply chain, CJD Equipment are committed to taking the following steps to protect our people, customers and the community and minimise risks:

- The business will openly discuss our vision and goals for preventing modern slavery with staff, suppliers and contractors.
- The business will establish the credibility and legitimacy of all partners within our supply chain prior to commencing a business relationship.
- Existing partners within our supply chain will undergo high level assessments to identify any risks.
- Immediate steps will be taken to reduce high risk findings.
- The business will continue to gather and manage all future risk information and will require those operating within our supply chain to do the same.
- Introduction of a Risk Management Committee.

Impacts of COVID-19

The initial lockdowns, restrictions of movement and border closures implemented internationally by governments to slow and control the spread of COVID-19 had direct impacts on our supply chain. Closure and reduced capacity of international manufacturing facilities resulted in a short term slow down of activity within CJD. COVID-19 also created an urgent need for implementation of safety and risk management processes to

ensure the safety of all CJD employees, suppliers, contractors and business parts inclusive of social distancing, work from home measures and increased focus on safe work environment. Despite the challenges created by COVID-19, there has not been a long-term negative effect on CJD's business operations, structures or supply chains.

Future Commitments

CJD Equipment is committed to a zero-tolerance approach in relation to the abuse of human rights and modern slavery. Any identification of modern slavery practices within our operations or supply chain will be taken seriously and dealt with immediately. Any breach of our systems and processes around modern slavery by an employee within our operations may lead to serious disciplinary actions and may be regarded as gross misconduct, resulting in immediate dismissal. A breach of this modern slavery policy within our supply chain may result in a discontinuation of further involvement with the supplier.

CJD Equipment has always been committed to continuous improvement in all areas of our business. We will continue to regularly review processes, systems, risk registers and any incoming engagement and feedback to measure the impact of any actions around modern slavery. We also recognise the need to continuously build on our understanding, oversight and management of modern slavery risks within our operations and supply chain on a periodic basis.

This statement has been approved and endorsed by the Board of CJD Equipment on 23 March, 2021 and will be reviewed and updated annually.



Alan Barnett
Managing Director