



This statement is issued by Kent Relocation Group Pty Ltd as trustee for The Dace Trust ("Kent") for the Financial Year 2024/2025 in accordance with the requirements of the Modern Slavery Act 2018 (Cth) (the Act).

General Overview

Kent is a wholly owned Australian business. Since its establishment in 1946, Kent has provided local, intrastate, interstate and international removals, storage and relocation services to consumers, corporate and government clientele.

Kent has depots across all Australian states and territories and is further supported by a network of agents around the world for the provision of international relocation services. Kent also has several specialist divisions focused on specific business offerings supporting the group objectives. These include:

- Kent Relocation Services which manages relocation, removal and storage services for government departments as well as corporate entities.
- Kent Insurance which provides the compliance channel to offer insurance coverage for transit and storage insurance cover to clients.
- Kent International which manages all international relocation services and engages with international agents to provide streamlined end to end service for inbound and outbound international clients.

Kent currently holds several accreditations and affiliations which include:

- ISO 9001 / 45001 / 14001 / 27001
- FAIM / FIDI Accredited International Mover

Operations

Kent is Australia's largest removal service provider and is still owned by the Kent family. Kent provides a full spectrum of removals, storage and relocation services. This is achieved through an operational structure comprising of:

- Kent owned and operated depots.
- Agents based in Australia and overseas.
- Contractor Owner Drivers servicing each branch location.
- Other contractors providing additional and ancillary services.
- Comprehensive supply chain network.

Risk of Modern Slavery within Kent Relocation Group

Kent is committed to ensuring its employees and operational contractors are supported by a framework based on the principles of diversity, equal opportunity, non-harassment and bullying. Kent monitors and ensures that pay rates are in-line with or above legislative requirements. Kent's social responsibility platform extends to its commitment against bribery, corruption and modern slavery.

Risk of Modern Slavery in Operations and Supply Chain

Kent recognises that whilst it generally operates within the lower risk jurisdictions of Australia, New Zealand and other jurisdictions, some service provisions require the input from agents servicing areas and procurement arrangements that may have a higher risk profile. If it is necessary to utilise services or procure from higher risk areas, Kent will work with those suppliers to support their modern slavery risk management efforts and provide guidance and resources as far as possible.

Should Kent identify or have reason to suspect any cases of modern slavery within our supply chain, Kent will follow the guidance material within the Modern Slavery Response Protocols.

Actions Taken to Assess and Address Modern Slavery Risks

Kent Executive management team are aware of the modern slavery risks and has committed to progressing initiatives to identify and eliminate modern slavery practices that may exist within the Kent supply chain.

Kent supports and promotes socially responsible labour practices and will immediately act on any evidence of modern slavery within its supply chain.

Whilst the risk of modern slavery is very low with regard to many of Kent's suppliers domestically, our international services would have an increased risk. To mitigate this risk, Kent holds accreditation with international removal bodies such as FIDI/FAIM, as well as Omni and A.I.M. whom provide a broad and reputable network to support our commitment to eliminating modern slavery.

Ongoing Assessment and Effectiveness

As is the case with other enterprise risks, managing and mitigating risks of modern slavery is an ongoing process.

Kent's international operational footprint makes the process of eliminating modern practices within its supply chain a challenge, however this is a challenge that Kent embraces.

Kent will continue to enhance its due diligence in relation to modern slavery, and in this regard will commit to the following programs and initiatives:

- Performing a risk assessment of the supply chain in high risks locations.
- Collecting information and data from key internal stakeholders.
- Facilitating audits of its supply chain through questionnaires.
- Developing and implementing a remediation plan to address potential gaps or issues.
- Submitting the results to the Kent Board.
- Implementing internal training to educate all staff to help identify issues and risks pertaining to modern slavery.

Kent recognises the importance of monitoring and reporting in measuring the effectiveness of its actions. As such, Kent will review its current risk management framework in addressing its modern slavery risks and commitment to ongoing improvement.

Kent's Whistleblowing policy encourages all staff and suppliers of Kent to report any concerns, evidence or cases of illegal or dishonest activity relating to our direct activities, or those of our supply chain.

This statement was approved by the Board of Directors of Kent Relocation Group Pty Ltd on 20 November 2024.



Wayne Kent
Director