

Modern Slavery and Human Trafficking Commitment

Date Modified: 15/9/2023

Next Revision Date: 15/9/2024

Reporting Entity

This Statement applies to RDO Equipment Pty. Ltd. and its associated corporate bodies.

RDO Equipment Pty. Ltd. recognises the establishment of the Modern Slavery Act 2018 which came into effect on 1st January 2019 and the importance of human rights legislation for us as a business.

Reporting Entity's Structure, Operations and Supply Chains

RDO Equipment and Vermeer Australia represent RDO Equipment Pty. Ltd. at 29 Branch locations across Australia.

RDO Equipment is an Australian registered business which sells and supports agricultural, construction, forestry, landscaping, lawncare and turf equipment manufactured at multiple locations overseas by John Deere and other manufacturers. RDO Equipment commenced operations in Australia via a Construction and Forestry contract with John Deere across QLD, NSW, VIC, TAS, SA and NT on 1 May 2019. RDO Equipment is also one of the largest agricultural machinery dealerships in Australia. The dealerships currently sell the complete range of John Deere agricultural machinery, plus a homeowner and commercial line of lawn and garden equipment, Manitou and tillage and seeding equipment short-line products supplied by a number of manufacturers.

Vermeer Australia is an Australian registered business which sells and supports construction, landscaping, mining, oil and gas exploration and tree-care equipment manufactured by Vermeer Corporation principally in Pella Iowa USA under an exclusive dealership agreement for all Australian States (excluding Western Australia and Northern Territory), Papua New Guinea and some Pacific Islands (excluding New Zealand).

RDO Equipment Pty. Ltd. has a reaching presence within the Australian market and, as an industrial machinery supplier providing a broad range of industrial equipment, parts and service, it utilises an extensive supply chain across the business.

Due to the nature of the dealer relationship and warranty obligations with its Original Equipment Manufacturers (OEM), RDO Equipment Pty. Ltd. is required to obtain equipment and parts exclusively from them. This includes whole-goods (machines and equipment) as well as parts for those machines and equipment. Only in cases where the OEM is unable to supply specific parts, or where the part is considered a wear item such as a hydraulic hose, is RDO Equipment Pty. Ltd. able to seek alternative suppliers.

Our supply chain relationships include suppliers from the following sectors: Equipment Manufacturing; Information, Communications, and Technology; Property Services (including Facilities Management, Utilities, Cleaning, Waste Management and Security); Business Process Offshoring; Logistics and Correspondence; Consulting Services; Marketing; Print and Promotional Goods and Services; Fleet Management; Office Supplies; and Corporate Clothing.

Companies involved in the supply chain such as transport contractors, shipping agents, contracted service providers and consumable item suppliers are selected on their ability to consistently provide the

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service or product and their price competitiveness. Where the chosen service provider or supplier fails to meet expectations, an alternative provider or supplier is sought using the same criteria.

We seek to do business with suppliers that have similar values, ethics and sustainable business practices, including those related to human rights. We recognise that, as a large purchaser of goods and services, the business conduct and performance of our suppliers can have a significant impact on RDO Equipment Pty. Ltd.'s performance and reputation within the community.

Risks of Modern Slavery Practices in the Operations & Supply Chains of the Reporting Entity & Any Entities It Owns or Controls

RDO Equipment Pty. Ltd. understands that the risks of modern slavery in its supply chain will vary depending on the industry, geographic location, type of products/services supplied and the origin of the materials and components of the products/services supplied. While the majority of equipment and parts supplied by the organisation's primary OEMs are manufactured in countries with a low risk of modern slavery according to available sources mentioned below (in Actions Taken section), there are a number of products/services that originate from countries with an elevated risk.

For example, the E18ZS and E36ZS series of compact excavators supplied by one of our primary original equipment manufacturers (OEM) are manufactured in China from a combination of parts manufactured in the USA and China. China has a well-documented program of indoctrination, enslavement and forced labour of minority Uyghur people from the Xinjiang province into factories across China. However RDO Equipment Pty. Ltd. has obtained a Modern Slavery Statement from the OEM that documents their mitigation of the risk of modern slavery in their supply chain. This OEM uses Ecovadis, a third-party global leader in Corporate Social Responsibility ratings, to assess the sustainability performance of key suppliers in their supply chain. Labor and Human Rights is a core theme in these assessments. The OEM uses the results of these assessments in their procurement processes and sourcing decisions.

Additionally, RDO Equipment Pty. Ltd. purchases the majority of its computers and associated hardware from a large ICT provider which has been named by the Australian Strategic Policy Institute as having direct links to factories that have been identified as using Uyghurs. However, the ICT provider states in its own Modern Slavery Statement that it is a member of the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. The RBA have created a code of conduct that explicitly bans trafficked and forced labour to its industry members. Members are required to commit to the code of conduct, spread that commitment to their supply chains, and must undertake a range of assessment activities to ensure they are accountable to their commitment to the code. RBA members are held accountable to their code of conduct commitment via a range of accountability and assessment means, including self-assessment questionnaires, audits and corrective actions where necessary.

RDO Equipment Pty. Ltd. engages another large ICT provider for the provision of computer server hardware. This ICT provider has also been named by the Australian Strategic Policy Institute as having direct links to factories that have been identified as using Uyghurs. However, this ICT provider is also a

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member of the Responsible Business Alliance (RBA) and therefore must comply with its code of conduct that explicitly bans trafficked and forced labour in the supply chain of its industry members.

RDO Equipment Pty. Ltd. uses another ICT provider for the provision of cybersecurity services for its computer network. Similar to other ICT providers, the provision of cybersecurity services exposes the organisation to the risk of modern slavery in the supply of IT hardware that it uses to provide cybersecurity services due to prominence of forced labour in the manufacture of IT hardware, predominantly in China and Malaysia. However, this ICT provider is also a member of the Responsible Business Alliance (RBA) and therefore must comply with its code of conduct that explicitly bans trafficked and forced labour in the supply chain of its industry members.

We consider the risk of modern slavery within our direct business operations to be low. However, we recognise that, through the supply chain, RDO Equipment Pty. Ltd. can be indirectly exposed to the risk of modern slavery and human trafficking. We have implemented risk management processes to identify, assess, mitigate and monitor potential risk areas where we could be exposed to human rights concerns, including modern slavery and human trafficking.

In terms of internal personnel risk, RDO Equipment Pty. Ltd.'s recruitment practices are stringent and transparent, with applicants being provided with detailed information about the type of work they are undertaking and the working conditions, contained within Job Descriptions and Employment Contracts. RDO Equipment Pty. Ltd. complies with the requirements of the National Employment Standards and offers remuneration that meets or exceeds relevant awards.

Actions Taken by the Reporting Entity & Any Entities It Owns or Controls to Assess & Address These Risks, Including Due Diligence & Remediation Processes

With reference to publications from the Australian Government – Australian Border Force, Responsible Sourcing Tool, Australian Human Rights Institute, Walk Free Foundation, Anti-Slavery Australia, Australian Strategic Policy Institute, LexisNexis, AllAmerican.org, Responsible Business Alliance and other sources, RDO Equipment Pty. Ltd. has implemented risk management processes to identify, assess, mitigate and monitor potential risk areas in which the organisation could be exposed to human rights concerns, including modern slavery and human trafficking.

RDO Equipment Pty. Ltd. is taking the following action to address modern slavery risk where it may potentially exist:

- 1) Maintaining a Supplier Modern Slavery Risk Register which documents details of suppliers of the organisation including their company name, contact details, material/service supplied, country of manufacture/provision, risk rating and other information;
- 2) Training all staff to inform them about Modern Slavery, its prevalence around the world, and action to take if it is suspected in the supply chain;
- 3) Issuing a Supplier Agreement which includes requirement for a potential supplier to warrant:
 - that it investigates the risk of Modern Slavery within its operations, and those of its supply chain;

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- it has assessed and addressed the risks regarding Modern Slavery, including implementing appropriate due diligence and remediation programs;
 - it will notify RDO Equipment Pty. Ltd. as soon as possible of any confirmed instances of Modern Slavery and the actions undertaken by the Supplier to remedy the issue.
- 4) Obtaining a copy of the supplier's Modern Slavery Statement where available.
 - 5) Annually surveying suppliers who do not have a Modern Slavery Statement to ensure that those organisations and their associated supply chain relationships also comply with the requirement to adequately address Modern Slavery risks and other human rights harms.
 - 6) If RDO Equipment Pty. Ltd. becomes aware of any actions or conditions within its supply chain that are not in compliance with the terms of RDO Equipment Pty. Ltd.'s Supplier Agreement, RDO Equipment Pty. Ltd. reserves the right to require that the supplier implements corrective measures. A supplier's continued non-compliance may lead to additional actions, up to and including termination of the business relationship.

How the Reporting Entity Assesses the Effectiveness of These Actions

Having undertaken extensive research from a broad range of relevant sources including those listed above, RDO Equipment Pty. Ltd. is confident that our obligations under the Modern Slavery Act 2018 are addressed comprehensively and as completely as we are able, within the context of our business.

We obtain Modern Slavery Statements from those suppliers who are required to provide one to the Australian Government. These documents describe their efforts to identify and mitigate modern slavery within their supply chain. For our suppliers who are not required to document a Modern Slavery Statement, we contact them by phone to advise that we require them to complete a Modern Slavery Survey that we email to a nominated representative of their organisation. This survey requests the supplier to advise if they undertake any form of risk assessment of modern slavery in their supply chain and to provide evidence if they do.

During the course of these conversations with suppliers who predominantly manufacture equipment attachments and parts in Australia, we have discovered that they appear not to be cognizant of the risks of modern slavery in their own supply chains. These suppliers, therefore, are not as aware nor as committed to vetting their suppliers as is required under the Act and, therefore, we believe part of our obligation is to create greater awareness and commitment from these suppliers to identify and address their own inherent modern slavery risks and we provide information and assistance where required.

Furthermore, RDO Equipment Pty. Ltd. has provided Modern Slavery training to the entire staff cohort and will include this training in our induction processes and annual refresher training, encouraging all staff to think about and identify instances of it and communicate the organisation's expectations to suppliers.

By repeating the process of risk assessment of suppliers, conducting refresher training with staff and communicating the organisation's expectations with suppliers annually, the Leadership Team of the organisation believes that it is meeting the requirements of the Modern Slavery Act 2018.

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RDO Equipment Pty. Ltd. will be publishing future Modern Slavery Statements in line with our statutory reporting requirements.

Process of Consultation With Any Entities the Reporting Entity Owns or Controls (a Joint Statement Must Also Describe Consultation with the Entity Giving the Statement)

RDO Equipment Pty. Ltd. trades under the Business names of RDO Equipment and Vermeer Australia, therefore there is a commonality of Directors across each of the organisation's entities, as well as regular interaction between members of the Leadership Team. RDO Equipment Pty. Ltd.'s policy and risk management framework is widely communicated throughout the organisation including the need for management of modern slavery risks. Additionally, RDO Equipment Pty. Ltd.'s procurement process pertaining to Supplier Onboarding is promoted across the organisation.

Other Relevant Information

Other relevant elements which support the importance of the ethical treatment of employees in its operations are included in RDO Equipment Pty. Ltd.'s policy and standard framework. For example:

- Diversity & Inclusion Policy
- Wellbeing Policy
- Whistleblower Policy
- Workplace Behaviour Policy
- Workplace Health & Safety Policy
- Recruitment & Selection Standard
- Flexible Working Standard
- Parental Leave Standard
- Discrimination Harassment & Bullying Standard
- Grievance Standard

Primary Original Equipment Manufacturer (OEM)/Supplier Operations

John Deere Manufacturing Locations

John Deere has 15 main manufacturing facilities in the USA and 17 factories in other countries. However, they do continue to manufacture a large majority of their tractors (like the 7R, 8R, and 9R series) in Waterloo, Iowa and Grovetown, Georgia.

John Deere Factory Locations - USA

- East Moline, Illinois - Large combine harvesters
- Moline, Illinois - Hydraulic cylinders and planting equipment
- Grovetown, Georgia - Small commercial and agricultural tractors
- Ankeny, Iowa - Cotton harvesters, sprayers, tillage equipment
- Davenport, Iowa - Articulated dump trucks, motor graders, wheel loaders, wheeled forestry equipment

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- Dubuque, Iowa - Backhoes, crawlers, skid-steer loaders, tracked forestry equipment
- Ottumwa, Iowa - Hay and forage equipment

John Deere Factory Locations - International

- Brazil (3 factories) - Tractors and harvesters
- Granadero Baigorria, Santa Fe, Argentina - Tractors and combine harvesters
- Joensuu, Finland - Forwarders and wheeled harvesters
- Fleury-les-Aubrais, France - Power systems
- Mannheim, Germany - 6000 series tractors
- Zweibrucken, Germany - Harvesting equipment
- India (4 factories) - 5000 series tractors and harvesters
- Monterrey, Mexico - Tractors and construction equipment
- Torreon, Mexico - 6 and 4-cylinder engines, heavy-duty axles
- Horst, The Netherlands - Agricultural sprayers

John Deere Series 2850 Tractors are manufactured in Mannheim, Germany.

John Deere Excavators – E Series

John Deere has a partnership with Xuzhou Xuwa Excavator Machinery Co. (XCG) in China and these excavators are manufactured in the Tianjin Economic Technological Development Area. For those tractors produced in China 50% of the components are imported from the USA and assembled in China.

John Deere Skid Steer Loaders are manufactured in Loudon, Tennessee USA.

John Deere Crawler Dozers are manufactured in Dubuque, Iowa USA.

John Deere Forestry equipment is manufactured in Dubuque, Iowa USA.

John Deere Engines are manufactured in:

- Saran, France
- Torreon, Mexico
- Pune, India
- Six John Deere Locations in Germany

Vermeer Corporation

Headquartered in Pella, Iowa, U.S.A., Vermeer employs team members around the world, with regional offices in the Netherlands, Brazil and Singapore. Additional manufacturing facilities are located in South Carolina, Florida and South Dakota in the United States, as well as in Goes, Netherlands and Tianjin, China.

Enquiries

For more information, please contact enquiries@rdo.com.au

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This statement has been approved by the Board of RDO Equipment Pty Ltd and is signed below by a duly authorised person.



Dated 15/9/2023