

CJD EQUIPMENT PTY LTD MODERN SLAVERY STATEMENT FINANCIAL YEAR ENDING 30 JUNE 2025

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. This statement related to the reporting period ending on 30 June 2025.

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.

During the reporting period this statement covers, CJD Equipment Pty Ltd actively engaged and consulted with all companies we own or control in the development of this statement in relation to the reporting requirements of the *Modern Slavery Act 2018*.

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 550 people across 26 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;
- Kenworth;
- DAF;
- Isuzu;
- Fuso; and
- Cummins.

These manufacturers access a global network in their manufacturing which stretches through Europe, North America, South America and Asia. With the supply chains in the manufacturing of these products across the globe, there is the potential exposure of modern slavery and this does expose CJD to a higher risk of implication with modern slavery.

Each of those manufacturers has taken significant steps to address modern slavery within its supply chains and submits Modern Slavery Statements annually in Australia. CJD has long standing relationships with these manufacturers and its assessment of their values, their standing on matters such as health and safety, environmental standards, their ethical commitments, their risk assessment processes and broad legal compliance, means that CJD is satisfied that their Modern Slavery Statements represent their true commitment and activity in addressing modern slavery concerns. This gives CJD Equipment significant assurance of their standards and subsequently CJD is satisfied that its obligations are being appropriately met and the risk in relation to modern slavery is low for these products. The supply through these manufacturers represents more than 85% of CJD Equipment's supply chain contribution.

CJD's remaining supply chain (representing less than 15% of all purchases) are in areas of local supply of transport services, office supplies, uniforms, supply of minor goods and services and the supply of skilled and unskilled labour. These are sourced from Australian based companies and represent a low risk in relation to modern slavery.

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:

- Systems and processes to identify risk areas that could be exposed to modern slavery procedures.
- Systems and processes to prevent all forms of modern slavery within our business operations.
- Training and education processes within our standard induction programs for employees and contractors to assist with identifying modern slavery practices throughout our operations and supply chain.
- A requirement for Senior Management to take reasonable steps to ensure that CJD's 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.
- The regular collection of the Modern Slavery Statements for all major partners to ensure compliance to the Modern Slavery Act 2018.

CJD has a large number of Australian based partners who predominately provide services with minor products and whom are small suppliers and objectively at very low to low risk regarding modern slavery. CJD expects its managers to monitor those suppliers in relation to modern slavery generally. Where managers have any concerns that mean they assess the risk above being very low, CJD will then require them to supply a modern slavery statement or complete a modern slavery questionnaire.

CJD has a number of mid-sized suppliers. Where those suppliers are assessed as very low risk, we rely upon managers to assess & monitor for compliance. Where the risk is assessed as low or above, CJD will require them to either supply a modern slavery statement or complete a modern slavery questionnaire.

If we require a supplier to complete a modern slavery questionnaire, it will be assessed, and any action taken to reduce the risks of 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 minimize risks:

- The business will continue to 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. We will also continue to monitor the effectiveness of our risk assessments, systems and processes around modern slavery.

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 directors CJD Equipment Pty Ltd and CJD Rents Pty Ltd on 11 July 2025.



Alan Barnett
Managing Director
11 July 2025