



- **Silver Chef Rentals Pty Ltd**
- **ABN 33112 241 522**
- **Modern Slavery Statement 2025**

Table of Contents

1	Introduction – Page 3	2	About SilverChef – Pages 4
3	SilverChef's Supply Chain and Risk of Modern Slavery – Page 9	4	Modern Slavery Controls and Risk Mitigants – Page 13
5	Effectiveness of Modern Slavery Controls and Risk Mitigants – Page 14	6	Consultation – Page 16
7	Approval – Page 17		Attachment 1 - Compliance Table Page 18

1. Introduction

In accordance with the *Modern Slavery Act 2018*, this statement outlines the steps that Silver Chef Rentals Pty Ltd (ABN 33 112 241 522) (SilverChef), the reporting entity, has taken, and is continuing to take, to assess and reduce risks of modern slavery within our business and our supply chain, and our plans for review and improvement.

Modern slavery describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Practices that constitute modern slavery can include:

- human trafficking
- slavery
- servitude
- forced labour
- debt bondage
- forced marriage, and
- the worst forms of child labour

Modern slavery is a term used to describe serious exploitation.

It does not include practices like substandard working conditions or underpayment of workers.

2. About SilverChef

SilverChef is a private company with its Head Office domiciled in Brisbane, Australia. SilverChef operates in Australia, New Zealand, Canada, and United States of America.

SilverChef's purpose is to help people achieve their dreams, including our customers, our team, our partners, and the community.

Since 1986 we've helped nearly 90,000 hospitality businesses get started and grow. We do this by providing flexible finance for a wide range of commercial kitchen equipment.

More than 30 per cent of our customers don't qualify for finance from traditional lenders. We love to lend a hand where others won't.



2. About SilverChef - Community



SilverChef partners with Opportunity International which is a not-for-profit organisation that helps impoverished women, children and families in India by providing an avenue to access microfinance loans to build businesses, purchase livestock and generate further revenue and income sources to support one another.



SilverChef proudly launched our Community Grants program in 2022, supporting not-for-profit organisations that use food service to uplift communities in need. Each quarter, four grants are given globally, comprising 75:25 mix of Certified Used kitchen equipment, and cash.

2. About SilverChef – Bcorp & Volunteering

In 2025 we celebrated 10 years as a Bcorp. We are committed to balancing Purpose with Profit and are proud to be one of the largest organisations in Australia with this certification.



Our global team loves getting out into the community, volunteering their time for a wide range of great causes. Our people are entitled to two paid volunteering days each year, which can be used to support personal causes they're passionate about or to join team volunteering events organised by SilverChef or EconoLease. It's a great way to connect with colleagues outside the office while making a positive difference in the community.

2 About SilverChef – Our products

Silver Chef has two core finance products as follows:

- **Rent -try-Buy** – is a rental contract whereby the customer rents equipment for a period of time. Rental periods are for 12 months. Occasionally, a rental may be terminated early by the customer, but only after agreement with Silver Chef. At the end of the rental term the customer can elect to continue to rent the equipment, return the equipment to SilverChef or purchase the equipment. Some select equipment can be upgraded at anytime during the rental period.
- **Lease-to-Keep** – is a lease contract whereby the customer leases the equipment for a fixed period of time. At the end of the lease period the customer takes ownership of the equipment.

2. About SilverChef – Customers

The above products are generally originated as follows:

- (i) Customers are generally referred to Silver Chef by third party suppliers (Dealers) of the commercial hospitality equipment. Customers will determine which equipment they require from the dealer. The customer will complete a credit application with Silver Chef to cover the cost of the equipment that will be subject of the rental or lease agreement.
- (ii) If the application is approved, the equipment provider invoices Silver Chef and delivers the equipment to the customer. Silver Chef will register a financing statement on the PPSR in respect of the equipment.



3. SilverChef's Supply Chain and Risk of Modern Slavery

For the purposes of assessing Silver Chef's Modern Slavery Risk, Silver Chef has classified its supply chain into three categories:

- Material Direct Suppliers
- Immaterial Direct Suppliers
- Indirect Suppliers

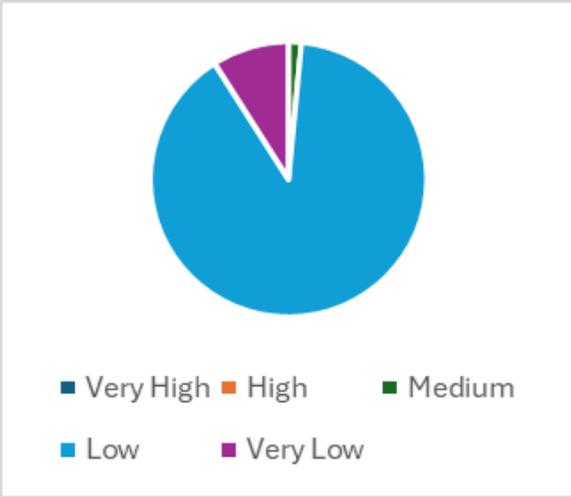
3. SilverChef's Supply Chain and Risk of Modern Slavery

Material Direct Suppliers

These suppliers generally have an ongoing relationship with SilverChef with purchases within the reporting period being in excess of \$50,000. A contract is generally in place with each of these suppliers and there is generally a level of due diligence that is completed on the supplier to ensure that they are reputable and are able to deliver the services/products they are contracted to. Payment to these suppliers is made via direct transfer to their relevant bank account.

For the reporting period there were 362 Material Direct Suppliers. The Modern Slavery Risk of each supplier has been assessed, and the table summarises the result of the review.

Risk	Material Direct Suppliers
Very High	0%
High	0%
Medium	1.50%
Low	89.50%
Very Low	9.00%



3. SilverChef's Supply Chain and Risk of Modern Slavery

Immaterial Direct Supplier

These suppliers generally do not have an ongoing relationship with SilverChef with purchases within the reporting period being below \$50,000. The purchases from these suppliers are not regular and are sometimes facilitated through the use of a 'credit card'.

The Modern Slavery Risk of this cohort of suppliers has been assessed collectively and has been assessed as Low.

3. SilverChef's Supply Chain and Risk of Modern Slavery

Indirect Suppliers.

Indirect suppliers are suppliers where Silver Chef does not have a direct contractual relationship with, or does not directly pay, the supplier for goods or services. SilverChef has a number of indirect suppliers. The primary Indirect Supplier that SilverChef has is the manufacturer of the equipment that it rents/leases. The Modern Slavery Risk associated with these indirect suppliers has been assessed as Low due to the inherent low risk of the equipment that these manufacturers produce.

The inherent low risk is due to the following:

- Equipment can be either mass produced through a factory process that does not involve human intervention (e.g. cutlery, plates, etc); or
- Equipment is highly specialised and requires skilled labour to assemble (e.g. commercial coffee machines, commercial ovens, etc).

4. Modern Slavery Controls and Risk Mitigants

Silver Chef has a number of controls in relation to ensuring its risk of Modern Slavery remains very low. These controls include the following:

- ✓ Dealing with reputable Dealers
- ✓ Dealer Accreditation and review process (Which includes assessment of Modern Slavery Risk)
- ✓ Dealer Agreements
- ✓ Procurement Procedures
- ✓ Contract Arrangement with Key Suppliers
- ✓ Adoption of 'Three Lines of Defence' Model for Managing Risk
- ✓ Enterprise Risk Management Function and Risk Management Framework

5. Effectiveness of Modern Slavery Controls and Risk Mitigants

SilverChef has a robust corporate governance framework in place which assists to identify and remediate risk issues, which includes Modern Slavery Risk. Specifically, this framework includes:

- Dedicated Risk and Compliance Team
- In-house Legal Counsel
- In-house Internal Audit Team
- Risk Management Framework
- Executive Risk Committee which meets monthly
- Comprehensive monthly Risk Reporting
- Board Risk Reporting monthly
- Compliance Programs

5. Effectiveness of Modern Slavery Controls and Risk Mitigants

Specifically, during this reporting period SilverChef has completed the following:

- Process developed for New Dealer and Partner Accreditations to be reviewed for identify Modern Slavery Risks at the time they are onboarded.



6. Consultation

SilverChef has a small number of offshore controlled entities that are incorporated and operate in jurisdictions other than Australia.

Whilst these entities do not specifically have any obligations under the Australian Modern Slavery Act, SilverChef ensure that the principles of the Australian Modern Slavery Act are adhered to by these entities.

The Chief Risk Officer liaises with the relevant staff in each of these entities to ensure that processes and systems in place in Australia to assesses and mitigate Modern Slavery Risk are applied for these entities.

7. Approval



The Silver Chef Rentals Pty Ltd Modern Slavery Statement – 2025, was approved by the Board of Directors on 18 November 2025.

Patrick Elliott

Patrick Elliott

Chairman

Attachment 1 – Compliance Table

This Statement was prepared to meet the mandatory reporting criteria set out under the Australian Modern Slavery Act. The table below identifies where each criterion is addressed within this Statement

Australian Modern Slavery Act Section 16	Statement Reference
Identify the reporting entity (16(1)(a))	Section 1 Page 3
Describe the structure, operations and supply chains of the reporting entity (16(1)(b))	Section 2 Pages 4 to 9
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls (16(1)(c));	Section 3 Page 10 to 12
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes (16(1)(d))	Section 4 Page 13 Section 5 Pages 14
Describe how the reporting entity assesses the effectiveness of such actions (16(1)(e))	Section 5 Pages 15

Attachment 1 – Compliance Table

Australian Modern Slavery Act Section 16	Statement Reference
<p>Describe the process of consultation with (16(1)(f)):</p> <ul style="list-style-type: none">➤ any entities that the reporting entity owns or controls➤ in the case of a reporting entity covered by a statement under section 14—the entity giving the statement	Section 6 Page 16
<p>Include any other information that the reporting entity, or the entity giving the statement, considers relevant (16(1)(g));</p>	Not Applicable
<p>Provide the details of approval by the principal governing body of the reporting entity (16(2)).</p>	Section 7 Page 17