

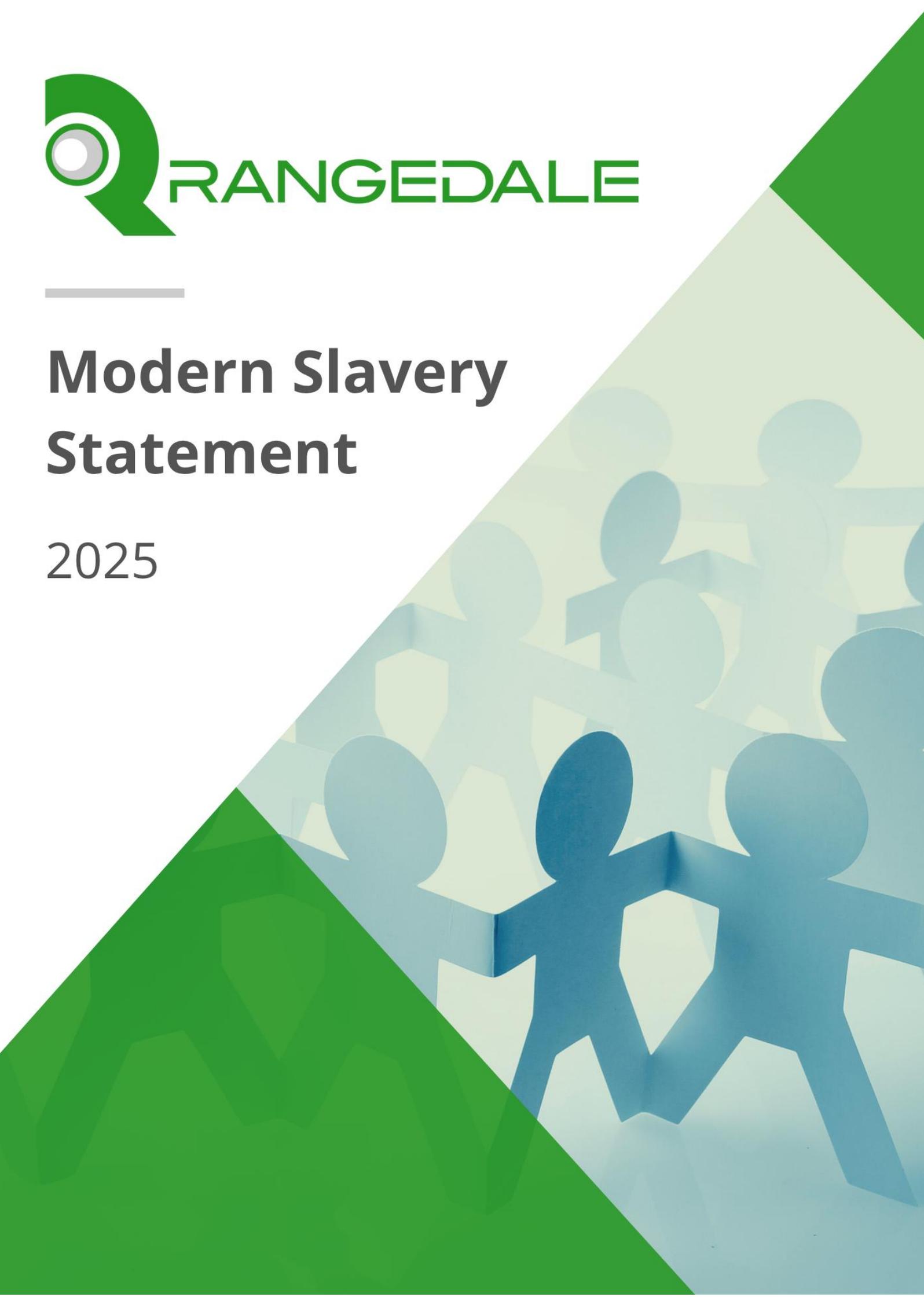


**RANGEDALE**

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# **Modern Slavery Statement**

2025



## Contents

Acknowledgement of Country .....	3
Introduction .....	4
Our Reporting Entities .....	5
Operations Infrastructure .....	6
Modern Slavery Risks .....	8
Our Supply Chain .....	9
Corporate Governance .....	10
Corporate Governance Framework .....	10
Policies & Practices .....	11
Our Progress & Ongoing Commitment.....	12
Conduct, culture and speaking up .....	12
Speaking up.....	12
Looking Ahead.....	12
Appendix.....	13
Appendix 1: Modern Slavery Act 2018 Statement.....	13



## ACKNOWLEDGMENT OF COUNTRY

We acknowledge the Traditional Owners of the land where we work and live. We pay our respects to Elders past, present and emerging. We are committed to celebrating Aboriginal and Torres Strait Islander Elders' unique cultural and spiritual connections to the land, waters and seas.



## UN IMPACT STATEMENT

Rangedale Holdings has adopted the UN Guiding Principles on Business and Human Rights, implementing the framework principle of "Protect, Respect and Remedy". These fundamental elements form part of the consistent and managed approach to modern slavery in our daily operations and our supply chains.



# Introduction

Established in 2003, Rangedale Holdings (Rangedale) is an Australian, family-owned business that stands at the forefront of the Civil, Drainage, and Infrastructure industry. With a strong presence in Victoria, South Australia, New South Wales, and Queensland.

We provide our clients with a comprehensive suite of services. Backed by an extensive fleet, seasoned personnel, and profound industry expertise, we are the top choice for drain cleaning, manhole construction and relining, inspection, maintenance, utility locating and mapping, service proofing, saw cutting, restoration, NDD, CCTV, asphaltting, civil works, industrial cleaning, and bulk liquid and slurry waste management.

At Rangedale, we take pride in our team, distinguished by its strong work ethic, safety-first mindset, unwavering commitment, and professionalism.

Rangedale acknowledges that modern slavery can occur in many forms, such as forced labour, child labour, domestic servitude, sex trafficking and human trafficking. Rangedale is committed to a continuous improvement approach to identifying and addressing any modern slavery risks in our operations or supply chains. Our approach to modern slavery is aligned with United Nations, International Bill of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.

In 2024, Rangedale did not identify any instance of modern slavery in either our operations or supply chain partners. This statement, for the 2025 financial year is made pursuant to the Modern Slavery Act 2018 (Cth). It has been approved by the Rangedale Board and duly signed by the Director.

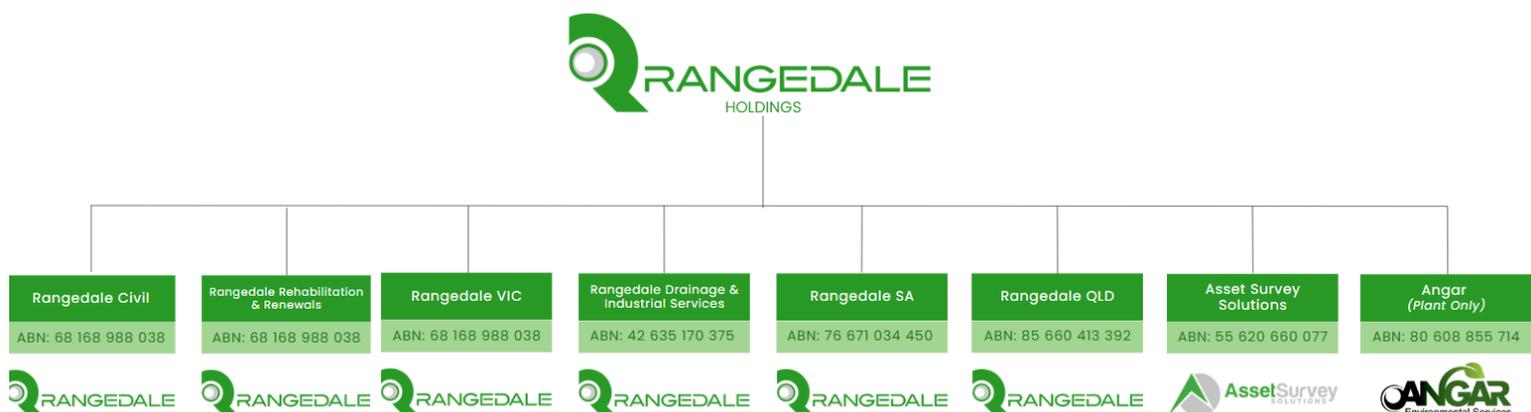
# Our Reporting Entities

Rangedale Holdings Pty Ltd is a privately owned company commencing operations in 2003. Our Head Office is located in Altona North; Victoria and we employ more than 360 full time personnel and operate 350 vehicles in our fleet.

Our core services include drainage works, civil works and projects, industrial cleaning, environmental services, waste management and asset surveying.

This joint modern slavery statement is made for the following business entities:

- Rangedale Holdings Pty Ltd | ABN 26 615 451 226 - holding company
- Rangedale Drainage Services Pty Ltd | ABN 67 079 133 832
- Rangedale VIC Pty Ltd | ABN 68 168 988 038
- Rangedale Civil Pty Ltd | ABN 11 151 278 287
- Rangedale Rehabilitation & Renewals Pty Ltd | ABN 33 648 079 396
- Rangedale QLD Pty Ltd | ABN 85 660 413 392
- Rangedale SA Pty Ltd | ABN 76 671 034 450
- Rangedale Drainage & Industrial Services Pty Ltd | ABN 42 635 170 375
- Asset Survey Solutions Pty Ltd | ABN 55 620 660 077
- Angar Environmental Services Pty Ltd | ABN 80 608 855 714



# Operations Infrastructure

The Rangedale business is robust and innovative in delivering complex solutions and services to essential infrastructure projects and routine maintenance services. We support our business model with environmental sustainability through our closed loop recycling and waste management offerings to a variety of markets.

Structure	Operations
<p><b>Rangedale Holdings Pty Ltd</b>  <b>ABN</b> 26 615 451 226</p> <p><b>Business operations:</b>            25-27 Salta Drive, Altona North VIC 3025</p>	<p>Holding Company            Finance and administration</p>
<p><b>Rangedale Drainage Services Pty Ltd</b>  <b>ABN</b> 67 079 133 832</p> <p><b>Business operations:</b>            25-27 Salta Drive, Altona North VIC 3025</p>	<p>Drainage, CCTV, civil works and projects, industrial cleaning, rehabilitation and renewal, environmental services, and waste management.</p>
<p><b>Rangedale VIC Pty Ltd</b>  <b>ABN</b> 68 168 988 038</p> <p><b>Business operations:</b>            25-27 Salta Drive, Altona North VIC 3025            1 England Street, Dandenong South VIC 3175            450 Hendy Main Road, Mt Moriac VIC 3220            8 Bailey Avenue, Keilor East VIC 3033            80 Wedge Street, Epping VIC 3076            32 Murrell St, Wangaratta VIC 3677            60D Chapple Street, Wodonga VIC 3690</p>	<p>Drainage, CCTV, civil works and projects, industrial cleaning, rehabilitation and renewal, environmental services, and waste management.</p>
<p><b>Rangedale Rehabilitation &amp; Renewals Pty Ltd</b>  <b>ABN</b> 33 648 079 396</p> <p><b>Business operations:</b>            25-27 Salta Drive, Altona North VIC 3025</p>	<p>Rehabilitation and renewal services, including Relining &amp; CCTV works</p>
<p><b>Rangedale Civil Pty Ltd</b>  <b>ABN</b> 11 151 278 287</p> <p><b>Business operations:</b>            25-27 Salta Drive, Altona North VIC 3025</p>	<p>Civil services</p>

<p><b>Angar Environmental Services Pty Ltd</b>  <b>ABN</b> 80 608 855 714</p> <p><b>Business operations:</b>  8 Bailey Avenue, Keilor East VIC 3033</p>	<p>Environmental services and waste management.</p>
<p><b>Rangedale QLD Pty Ltd</b>  <b>ABN</b> 85 660 413 392</p> <p><b>Business operations:</b>  3/115 Darlington Drive, Yatala QLD 4207  388 Morayfield Road, Morayfield QLD 4506</p>	<p>Drainage, CCTV, civil works and projects, industrial cleaning, rehabilitation and renewal.</p>
<p><b>Rangedale SA Pty Ltd</b>  <b>ABN</b> 76 671 034 450</p> <p><b>Business operations:</b>  32 South Terrace Wingfield SA 5013</p>	<p>Drainage, CCTV, civil works and projects, industrial cleaning, rehabilitation and renewal.</p>
<p><b>Rangedale Drainage &amp; Industrial Services Pty Ltd</b>  <b>ABN</b> 42 635 170 375</p> <p><b>Business operations:</b>  136 Mersey Road, Bringelly NSW 2556</p>	<p>Drainage, CCTV, civil works and projects, industrial cleaning, rehabilitation and renewal, environmental services, and waste management.</p>
<p><b>Asset Survey Solutions Pty Ltd</b>  <b>ABN</b> 55 620 660 077</p> <p><b>Business operations:</b>  5 Milla Way, Altona North VIC 3025</p>	<p>Utility location services, underground utility mapping, 2D/3D feature surveys, survey control, measured building surveys, concrete scanning.</p>

## Modern Slavery Risks

Rangedale has assessed the risk of modern slavery within its direct operations as **low**. Our workforce is based entirely in Australia and is protected by robust industrial relations and legal frameworks, including:

- ✓ Payment of wages under the Modern Award and industrial instruments
- ✓ National Employment Standards (NES)
- ✓ Anti-discrimination and equal employment opportunity conditions as edit from Commonwealth and various State/Territories
- ✓ Health and Safety Act and Regulations State and Territories

Rangedale maintains a comprehensive suite of internal policies that support ethical and lawful conduct across the organisation. These include our Industrial Relations Policy, Modern Slavery Policy, Whistleblower Policy, Code of Conduct, Respect in the Workplace Policy, Health and Safety Policy, and Rehabilitation and Return to Work Policy.

While we consider the risk of modern slavery in our **direct operations to be low**, we recognise that **modern slavery risks may still arise within our broader supply chains**, particularly in relation to:

- Procurement of goods such as PPE, uniforms, tools, and electronic equipment
- Outsourced services, including labour hire, cleaning, and waste processing
- Use of subcontractors and third-party service providers, particularly in high-risk industries or where visibility over employment practices may be limited

To address these risks, we continue to strengthen our due diligence processes through measures such as our onboarding procedures, supplier reviews, and internal awareness programs. We are committed to ongoing monitoring, review, and engagement with suppliers to ensure alignment with ethical standards and to respond proactively to any emerging risks.

## Our Supply Chain

We undertake supplier risk assessments and due diligence on proposed suppliers through supplier questionnaires and credit checks.



The majority of our suppliers are located in Australia.

The main types of goods and services that have been procured in this 12-month period include:

- Heavy vehicle parts - maintenance plant and equipment
- Fuel
- Personal Protective Equipment
- Robotic parts
- Surveying equipment

# Corporate Governance

Ongoing risk mitigation is part of our overall modern slavery strategy. We have implemented an ESG Committee to ensure appropriate responsibility is assigned and that Executive Management has oversight.

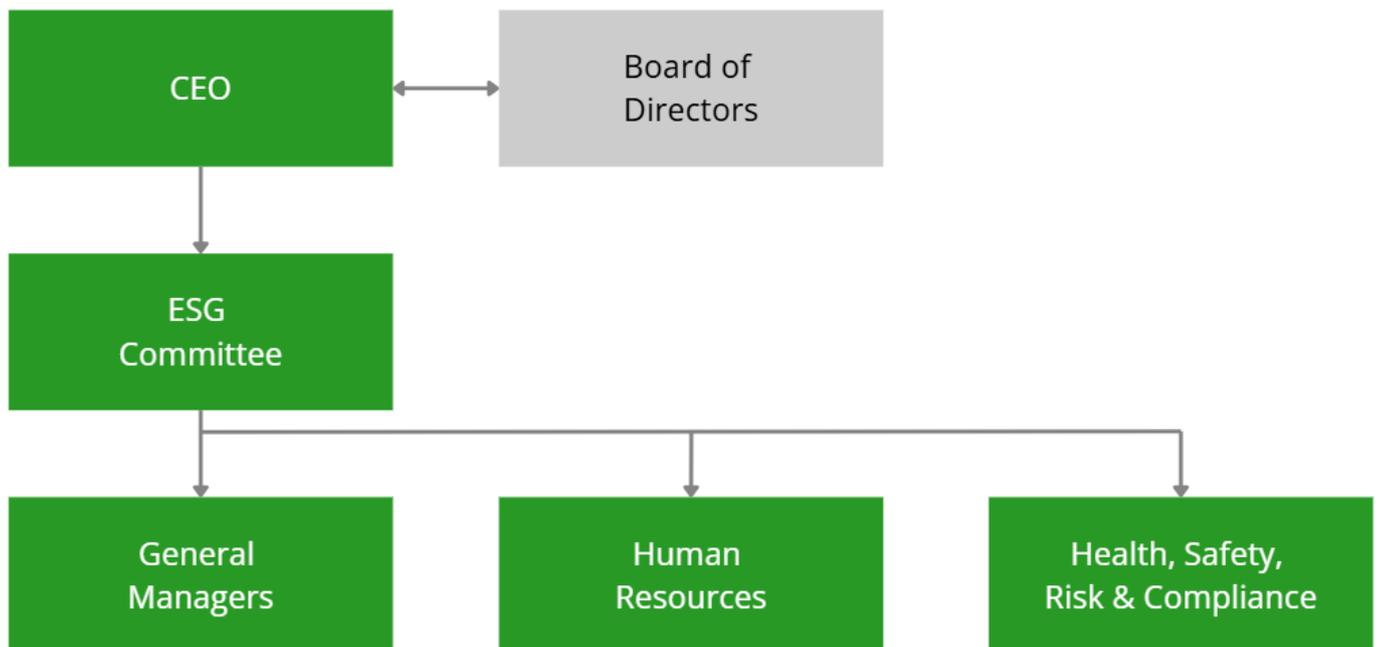
The Executive Management Committee members include:

- **Chief Executive Officer** - Neil Kermeen
- **Company Secretary/ Chief Financial Officer** - Carmen Harrison; and
- **Chief Operating Officer** - Adam Kermeen

The ESG Committee in conjunction with the Board of Directors has responsibility to identify modern slavery risk at all levels of business interaction and operation.

## Corporate Governance Framework

The framework details the reporting responsibilities across the business.



## Policies & Practices

Our purpose and values are integral to the way we operate our business.

Our commitment to human rights is supported by policies and processes that identify, assess and mitigate risks of modern slavery and human trafficking. These include, but are not limited to our:

- Code of Conduct
- Environmental and Social Policy
- Supplier Code of Conduct
- Respect in the Workplace Policy; and
- Whistle-blower Policy.

Our relevant processes and procedures include, but are not limited to the following:

- We monitor and review the effectiveness of relevant internal policies and how these have been implemented across our business areas
- Where appropriate, we undertake supplier risk assessments and due diligence on proposed suppliers
- We commit to support an inclusive workplace with freedom of association.

## Our Progress & Ongoing Commitment

Over the course of the reporting period, we continued to embed our commitment to human rights and to mitigate the risks of modern slavery in our operations and supply chains through a number of key initiatives.

### Conduct, culture and speaking up

Between 2022 and 2024, we clarified what we expect of our people through our updated purpose and values, and a new Code of Conduct. The new Code of Conduct brings together the policies and behavioural standards, guiding how we work and helping us deliver better outcomes for all stakeholders.

In 2024, we built on this foundation by further promoting our purpose and values across the organisation. We also enhanced internal awareness of modern slavery risks, ensuring both employees and suppliers understand their role in upholding human rights and ethical practices.

Our Code of Conduct and Company Values continue to reinforce the Group's commitment to identifying and addressing modern slavery risks across our operations and supply chains. We maintain a zero-tolerance approach, and disciplinary action may be taken where breaches of our policies or values occur.

### Speaking up

We encourage third parties, such as suppliers or service providers, to report concerns they may see in their interactions with the Group and, at the same time, encourage reporting the conduct of these third parties through our HR department. These issues include suspicions or known instances of modern slavery and human trafficking.

### Looking Ahead

As we move through FY 2025 - 2026, we are committed to continuous improvement. We will continue to review and strengthen our internal processes, training programs and supplier engagement to ensure alignment with evolving best practices in modern slavery risk management. This includes reviewing feedback, updating our risk assessment tools and adapting our approach where necessary to respond to new or emerging risks.

Our aim is to ensure that ethical practices remain at the core of our business operations and that our supply chain partners share in this commitment.

# Appendix

## Appendix 1: Modern Slavery Act 2018 Statement

### **MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE**

#### **Principal Governing Body Approval**

This modern slavery statement was approved by the *principal governing body* of

RANGEDALE HOLDINGS PTY LTD ABN 68 168 988 038

as defined by the *Modern Slavery Act 2018 (Cth)*<sup>1</sup> ("the Act") on 05/10/2022

#### **Signature of Responsible Member**

This modern slavery statement is signed by a *responsible member* of

RANGEDALE HOLDINGS PTY LTD ABN 68 168 988 038

as defined by the Act<sup>2</sup>:



Mr Neil Kermeen

Director of Rangedale Holdings Pty Ltd

#### **Mandatory criteria**

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act:

Mandatory criteria	Page number/s
a) Identify the reporting entity.	3
b) Describe the reporting entity's structure, operations and supply chains.	3-6
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	5
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	8
e) Describe how the reporting entity assesses the effectiveness of these actions.	8
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).*	7
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.**	

\* If your entity does not own or control any other entities and you are not submitting a joint statement, please include the statement 'Do not own or control any other entities' instead of a page number.

\*\* You are not required to include information for this criterion if you consider your responses to the other six criteria are sufficient.

1. Section 4 of the Act defines a principal governing body as: (a) the body, or group of members of the entity, with primary responsibility for the governance of the entity; or (b) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed body within the entity, or a prescribed member or members of the entity.

2. Section 4 of the Act defines a responsible member as: (a) an individual member of the entity's principal governing body who is authorised to sign modern slavery statements for the purposes of this Act; or (b) if the entity is a trust administered by a sole trustee—that trustee; or (c) if the entity is a corporation sole—the individual constituting the corporation; or (d) if the entity is under administration within the meaning of the *Corporations Act 2001*—the administrator; or (e) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed member of the entity.



# RANGEDALE

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