

**CAVPOWER PTY LTD**  
**MODERN SLAVERY STATEMENT 2025**

1 July 2024 to 30 June 2025

**Sixth Modern Slavery Statement of Cavpower Pty Ltd**

This is the sixth Modern Slavery Statement under section 14 of the *Modern Slavery Act 2018* (Cth) (“**the Act**”) made in respect of Cavpower Pty Ltd (ACN 007 735 300) (“**Cavpower**”) and its wholly owned subsidiary Cavrent Pty Ltd (ACN 082 028 082) (“**Cavrent**”). Cavpower is a reporting entity under the Act.

This modern slavery statement sets out the actions undertaken by Cavpower to identify, address and mitigate modern slavery and human trafficking risks within its operations and supply chains for the financial year ending 30 June 2025. Cavpower has been operating in South Australia and Broken Hill since 1972 and offers products and services to support a variety of industries, including but not limited to construction, mining, oil and gas and marine.

Our Corporate Values are “Care for All, Act with Integrity and Win Together”. We prioritise doing business in an ethical manner and to deliver results to benefit our team members, our communities and our customers. We seek to partner with suppliers that respect the importance and protection of human rights and that demonstrate a commitment to improve compliance in this area. We never compromise on our values, and Cavpower has a zero-tolerance approach towards instances of modern slavery in any form within its own operations and supply chains more broadly.

This year, we aim to continue to educate our employees on modern slavery so that they are equipped to identify modern slavery risks and take the necessary actions to mitigate such risks. Further, Cavpower will continue to focus on consolidation of its preferred vendor list and in FY26 will make it accessible via a new portal, allowing team members to search by keywords and select compliant, approved suppliers.

This Modern Slavery Statement has been approved by the Board of Cavpower on 10 December 2025 and I have been authorised to sign this statement on their behalf.

  
Jo Jones (Dec 15, 2025 14:24:48 GMT+10.5)

Jo Jones, Director

Date: 15/12/2025

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## REPORTING ENTITY

This Statement has been produced by Cavpower Pty Ltd (ACN 007 735 300) (“**Cavpower**”) on behalf of the entities that it owns and / or controls.

## STRUCTURE, OPERATIONS AND SUPPLY CHAINS

### Structure

Cavpower is a company headquartered in Adelaide, South Australia. Cavpower has a wholly owned subsidiary, Cavrent Pty Ltd (ACN 082 028 082) (“**Cavrent**”). Cavpower and its subsidiaries and related companies was acquired on 1 November 2023 by Sime Darby Industrial Machinery Australasia Pty Ltd (“**SDIMA**”). SDIMA is wholly owned by Sime Darby Industrial Australia Pty Ltd (SDIA). SDIA is a wholly owned subsidiary of Sime Darby Industrial Holdings Sdn Bhd, the industrial division of Malaysian investment holding company, SIME. The principal activities of companies within the industrial division are the sale, rental and servicing of CAT® products and delivering industrial solutions and services for customers in the mining, construction, transport, power generation, forestry, marine, and oil and gas sectors.

Cavpower is the primary operating entity and Cavrent operates the rental division of the business. Both entities are subject to the same governance, policies, and procedures. Cavpower is associated with the CAT® brand and offers over 400 CAT® branded machines and power systems.

### Operations

Cavpower is the exclusive dealer for CAT® equipment in its designated service territory of South Australia and western New South Wales. More broadly, Cavpower retails new and used equipment, parts, associated services of equipment, and technology solutions (for example, fleet management solutions). It also rents equipment with a fleet of more than 200 new & used CAT® machines.

### Equipment

Cavpower is authorised to sell and rent CAT® earthmoving equipment, mining equipment and engines to support a variety of industries including construction, mining, energy, and transportation.

### Services

Alongside the sale of equipment, Cavpower provides services such as:

- **Field Services Solutions:** With over 80 vehicles and 2 lube trucks available on-road, Cavpower service CAT® equipment on site for its customers. **Hydraulic Solutions:** Cavpower’s specialistic hydraulic workshop provides cylinder repairs. We can also design and manufacture new cylinder designs to assist our customers with bespoke projects.
  - **Parts Sold to Customers:** Cavpower’s parts solution includes new, remanufactured and used CAT® parts and component exchange. The component exchange program and CAT®Reman parts offer cost-effective alternatives to new parts, providing same-as-new performance and a comprehensive warranty. By reusing parts in the remanufacturing process, we help reduce costs, waste, and emissions.
  - **Preventative Maintenance:** Cavpower provide maintenance and inspection services for our customers on site or in-store. This assists our customers in reducing operating costs and prolongs the life of the equipment component.
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- Operator Training: We are an authorised CAT® training provider and provide individual operators or groups at a variety of skill levels with training to assist them in using CAT® equipment effectively.
- Welding and fabrication: Cavpower maintains the expertise and technical skills to perform metal fabrication services, from preparing the concept design to production of a finished product.

Cavpower operates across eleven locations in both regional and metropolitan areas as follows:



In order to provide operations as described above, Cavpower employs 468 team members across these locations

## Suppliers and Supply Chains

Cavpower values its suppliers and generally has long-term stable supplier relationships, on agreed terms and conditions. Cavpower also makes payments to suppliers that are not on our preferred vendor list, however if they are used regularly, we undertake due diligence and include them as a preferred supplier.

During the FY25 reporting period, Cavpower had 605 active preferred suppliers registered.

| Active Suppliers |      |
|------------------|------|
| FY25             | FY24 |
| 605              | 598  |

Of these suppliers, 98% are based in Australia and 2% are based in Singapore, USA, United Kingdom. Accordingly, our suppliers are primarily based in Australia.

In FY25, the number of active preferred suppliers remained consistent, primarily due to continued vendor review and consolidation efforts.

Our key supply chains can be summarised under the following categories:

| Products                            |                                                                                                                 |
|-------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Earthmoving Machinery & Equipment   | Parts                                                                                                           |
| Services                            |                                                                                                                 |
| Products to service retail products | Tools                                                                                                           |
| Technology                          |                                                                                                                 |
| IT providers                        | Software (e.g., fleet management solutions)                                                                     |
| Ancillary Goods and Services        |                                                                                                                 |
| Uniforms                            | Cleaning                                                                                                        |
| Office supplies                     | Professional services (indirect categories and accountants, auditors, marketing, insurance, and legal services) |

## RISKS OF MODERN SLAVERY

Modern slavery is a global issue. Factors such as high-risk jurisdictions, particular vulnerable populations and high-risk sectors increase the prevalence of modern slavery. We understand that modern slavery is globalised, complex and that we are not immune to the prevalence of modern slavery, with over 41,000 suspected cases of modern slavery in Australia.<sup>1</sup>

Cavpower recognises that certain products and services carry a higher risk for modern slavery compared to others. For this reason, Cavpower monitors other risk factors of modern slavery which include:

- Geographical factors: certain countries and regions present higher risks of modern slavery. For example, Xinjiang, China.
- Sector and industry factors: industries and sectors that are known for containing higher risks of modern slavery. For example, the cleaning industry.
- Entity factors: certain entities carry heightened risks for modern slavery. For example, entities subject to Government sanctions or who have been part of prior litigation and legal action.

In addition to the above risk factors, the “cause, contribute to and directly linked to” framework from the UN Guiding Principles on Business and Human Rights is used to assess the linkages to modern slavery risks within Cavpower. Some examples of risk assessment under this framework are as follows:

|                           |                                                                                                                                                              |
|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Cause</b>              | Owning a factory that utilises child labour to carry out its operations.                                                                                     |
| <b>Contribute to</b>      | Asking a supplier to fulfill a tight lead time for a project and ignoring evidence that suggests that workers were being exploited to meet these lead times. |
| <b>Directly linked to</b> | Engaging an equipment supplier that purchases raw materials from a supplier that uses child labour in its factory.                                           |

We have considered the risks of modern slavery in Cavpower’s operations and supply chains, including those areas that carry a heightened risk of modern slavery based on the above risk factors.

### Operations

Cavpower’s operations, including that of Cavrent, are centrally managed by Cavpower. Furthermore, as outlined above, Cavpower and Cavrent are subject to the same governance, policies, and procedures.

Across Cavpower and Cavrent, Cavpower:

- ensures adequate pay and entitlements in compliance with legislation or any applicable enterprise agreement or award and ensures regular reviews are undertaken;
- operates and maintains all facilities in line with work, health and safety laws;
- ensures that team members are aware and comply with the following Company policies:
  - HR 9-1 Code of Conduct;
  - HR 8-1 Discrimination, Harassment and Bullying;
  - HR 6-1 Industrial Relations and Grievance Handling; and
- have access to appropriate grievance mechanisms, resources, and team member assistance programs.

<sup>1</sup> According to the Walk Free Foundation’s Global Slavery Index 2023.

Cavpower has a Whistleblower Policy in place with anonymous reporting available for team members and other eligible disclosers to use for any concerns related to modern slavery, breaches of policies, unethical business practices or other eligible disclosures. We have implemented a wellbeing policy for all team members that outlines the support programs available.

Accordingly, Cavpower considers that the risk of modern slavery in its operations is low. However, Cavpower does recognise that there are high-risk industries that it utilises to assist in running its operations, including cleaning services and labour hire (which is used on a limited basis).

## Supply Chains

Procurement choices can have significant impacts on an organisation's modern slavery risks. For example, short delivery timeframes and low costs can contribute to increased modern slavery risks and an organisation "contributing to" or being "direct linked to" modern slavery.

Whilst 98% of our tier 1 suppliers are based in Australia, 2% of our Tier 1 suppliers are based overseas in countries such as Singapore, USA, and United Kingdom. Of these suppliers, most are affiliated with CAT® or provide support to key business systems and software for CAT® products.

According to the Walk Free Foundation's Global Slavery Index 2023 ("**Global Slavery Index 2023**"), the prevalence and vulnerability ratings of our international suppliers are as follows:

| Country                  | Prevalence <sup>2</sup> | Vulnerability <sup>3</sup> |
|--------------------------|-------------------------|----------------------------|
| Singapore                | 2.1                     | 24                         |
| United States of America | 3.3                     | 25                         |
| United Kingdom           | 1.8                     | 14                         |

Overall, our international suppliers carry a low risk of modern slavery according to their prevalence and vulnerability ratings under the Global Slavery Index. However, many of our suppliers operate in high-risk industries or produce goods and commodities that carry heightened risks for modern slavery. Assessing actual modern slavery risks requires a multi-faceted approach which relies on the above data in conjunction with an assessment of specific supplier risk. Cavpower have identified high-risk industries which some of its suppliers operate in as outlined in the table below:

| High Risk Industries  | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Freight and Transport | Globally, the freight and transport industries carry heightened modern slavery risks. Many of the workers work in isolated conditions, meaning that workers in this industry are more vulnerable to modern slavery conditions.                                                                                                                                                                                                                                                                                           |
| Labour Hire           | The labour hire industry is a complex industry due to the lack of visibility over the working arrangements between the labour hire organisation and the contractors and the significant movement of workers between different jobs. The risks that are particularly prevalent in this industry are risks such as the severe underpayment of workers and debt bondage arrangements.                                                                                                                                       |
| Commercial Cleaning   | The commercial cleaning industry is another complex industry, largely due to it attracting unskilled workers and migrant workers. This means that workers in the commercial cleaning industry are particularly vulnerable to modern slavery risks such as withholding of wages, excessive overtime, and substandard working conditions.<br><br>Migrant workers are particularly vulnerable to exploitation in the form of immigrated related coercion and threats and the confiscation of personal and travel documents. |

<sup>2</sup> Prevalence data reflects the estimated proportion of the population living in modern slavery conditions per thousand people.

<sup>3</sup> Vulnerability score is out of 100. A higher score reflects a greater vulnerability to modern slavery.

Accordingly, the above industries present the highest risks to Cavpower in terms of being “directly linked to” instances of modern slavery in its supply chain. Cavpower acknowledges that supply chain risks are more likely to present deeper in our supply chains (for example, at Tier 2 and beyond levels), as is the case for most organisations in our increasingly globalised and complex world.

Our priority has been to reduce the number of labour hire workers that we engage, this contributing to lessen our business to exposure to modern slavery.

During this reporting period Cavpower has maintained a low reliance on labour hire resources within our Parts Distribution Centre, engaging only five contractors – two have been transitioned to permanent roles. Cavpower continues to review the scope of our commercial cleaning contract to reduce the reliance on contractors used in the high risk cleaning industry. As a result, Cavpower’s largest cleaning contract has now been replaced with two permanent Cavpower team members.

## ACTIONS TAKEN

In this reporting period, we have undertaken the following actions to assess, address and mitigate risks of modern slavery in its operations and supply chains.

### Supplier Consolidation

A key focus for Cavpower in its modern slavery compliance framework has been to ensure that up to date due diligence is maintained across its supplier base. This presents significant challenges with a large supplier base. Accordingly, consolidating suppliers has been a continued priority for Cavpower.

Cavpower have continued with our supplier consolidation plan to reduce the number of suppliers used by our business. This continues to be a work in progress and will remain a focus into FY26. We have worked to reduce our one-time vendors and have discovered the need to convert the majority of our one time vendors to vendors to ensure that there are no gaps, that all suppliers that we do business with are subject to our strict due diligence processes. Cavpower continues to take more of a “risk-based” approach to its supplier evaluation and assessment capabilities.

We continue to work on an updated vendor list to be established and made available to the business via a new portal that team members can use to search by keywords to find suitable preferred suppliers to ensure compliant suppliers are used where possible. This will be a focus for FY26 and will have this completed in early 2026.

### Supplier Screenings

Cavpower undertook follow-up due diligence screenings of our top 20 suppliers of the responses received, 90% of suppliers have Modern Slavery policies and processes available and all reported no instances of any Modern Slavery being found in their supply chains during this reporting period.

### Education and Training

During this reporting period, Cavpower engaged team members across all levels through our weekly Toolbox platform to raise awareness about Modern Slavery. This included educational content such as a guide on “*What is Modern Slavery?*” and “*What can I do if I become aware of it?*”. These discussions helped open dialogue around our Modern Slavery Policy and the Grievance Mechanism in place, should any instances of Modern Slavery be identified within our supplier relationships or broader supply chains.

Cavpower’s Modern Slavery Statement has been linked to our websites to ensure it is easily accessible for customers and suppliers should they wish to access it.

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## Modern Slavery Compliance

Cavpower has continued to review and strengthen its approach to Modern Slavery compliance, focusing on the effectiveness of current processes and procedures. As part of this effort during the reporting period, we updated our standard supplier terms and conditions to include a Modern Slavery clause. This clause requires suppliers to meet Cavpower's reasonable expectations to support our compliance with Modern Slavery legislation. Our Whistle Blower policy was further reviewed and updated during the reporting period.

## ASSESSING EFFECTIVENESS

In this reporting period, a key action item was to distribute our Modern Slavery Policy and Supplier Code of Conduct. This was to ensure we have a solid policy and procedure foundation for our modern slavery compliance framework which reflects the processes within our modern slavery compliance framework and our expectations on ourselves and our suppliers.

Based on the above, our key priority in this current reporting period is to review and continue to progress the foundational aspects of our modern slavery compliance framework with the aim of maturing them and embedding them within our organisation.

In the next reporting period, Cavpower will continue to focus further on educating our team members on Modern Slavery compliance. The Modern Slavery Policy will be distributed to team members on a regular basis to ensure the team are aware of what to look for to ensure Modern Slavery is not present within our supply chain.

## Consultation

Cavpower wholly owns and controls Cavrent which shares the same policies systems and governance structures with Cavpower.

As Cavrent shares the same policies, systems, and governance with Cavpower, consultation with Cavrent has been extensive in the preparation of this Statement, which has included robust discussions about Cavpower's reporting requirements under the Act between key stakeholders in both entities.

Accordingly, this Statement is an accurate reflection of the measures and actions taken by Cavpower and Cavrent.

## Future Actions for 2025 reporting period

- The Commercial team will continue to focus on reducing the risk of exposure to modern slavery non-compliance in the supply chain.
  - Continue with our vendor consolidation plan to ensure the reduction in the number of suppliers used, including converting the majority of our one-time vendors to onboarded suppliers.
  - Establish a preferred vendor list accessible via a new portal, allowing team members to search by keywords and identify suitable, compliant suppliers
  - Cavpower's Modern Slavery Statement to be linked to our website and updated
  - Continue to educate our workforce through our weekly toolbox meetings – conduct further Modern Slavery Awareness refresher training to include *"how to recognize and report suspected modern slavery"* on a regular basis to ensure that new staff know what to look for during their workday business interactions
  - After Cavpower was acquired by global entity Sime Darby Berhard, Cavpower is required to participate in the annual audit of the procurement process, including review of vendors and use of one time vendors, commencing FY26.
-