

MODERN SLAVERY STATEMENT

For the 12 months ended June 2025

September 2025

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INTRODUCTION

This Statement is made by McIntosh Holdings Pty Ltd ABN 28 008 675 876 in accordance with section 14 of the Modern Slavery Act 2018 (Cth) on behalf of itself and its controlled entity McIntosh CE Pty Ltd ABN 62 647 910 156.

This Statement has been prepared in accordance with the *Modern Slavery Act 2018 (Cth)* (Modern Slavery Act) and outlines the steps the reporting entities have taken to assess and address the risks of Modern Slavery in their operations and supply chains during the financial year ending 30 June 2025 and their ongoing commitment to the Act.

This is the joint Modern Slavery Statement of the McIntosh Group for the reporting period 1 July 2024 to 30 June 2025.

THE COMPANY'S STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Each of McIntosh Holdings Pty Ltd ABN 28 008 675 876 (which trades under various brands including, McIntosh Distribution, Purcher International (WA), Case NSW, CASE QLD, CASE Queensland, Case SA, Stains & Co Esperance, Staines & Co Katanning, Construction Distribution Australia, McIntosh & Son, Queensland, Case Rentals, Case Vic, McIntosh & Son, Queensland & McIntosh & Son (WA) and our controlled entity McIntosh CE Pty Ltd ABN 62 647 910 156, hereby known as the McIntosh Group, 'is committed to protecting and respecting human rights and to taking steps to eliminate all forms of modern slavery'.

A joint statement is appropriate given that the entities share the same Board of Directors and Executive Leadership Team and are subject to the same group-wide policies, procedures, systems, and processes.

The Group's Corporate Office is registered in Redcliffe WA, 6104. As of 30 June 2025, the McIntosh Group had 579.86 full-time equivalent employees. The majority of the McIntosh Group's workforce are direct permanent, with a small number of maximum term and casual employees.

The principal activities of The McIntosh Group are:

- Retail of agricultural, construction and grounds care/turf machinery and equipment.
- Servicing, warranty repair and provision of parts of agricultural, construction and grounds care/turf machinery and equipment.
- Importer, wholesaler, and distributor of agricultural and construction machinery and equipment.
- Rental of construction plant and machinery.

The McIntosh Group operates in Australia with representation in the following locations providing the following services:

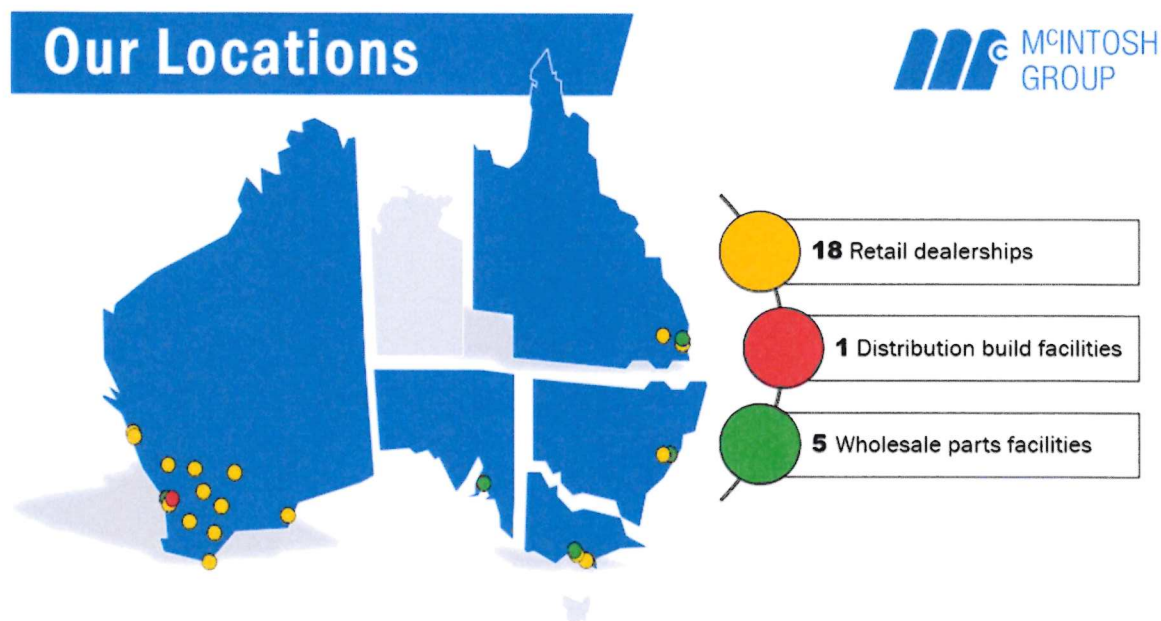


Figure 1

The McIntosh Group purchases goods and services from approximately 1,500 suppliers. During the financial year ending 30 June 2025, the McIntosh Group incurred third party supplier costs of approximately AU\$600million within Australia and overseas.

The McIntosh Group's supply chain includes agricultural and heavy plant manufacturers for machinery and equipment including the supply of parts and accessories, and repair providers, recruitment and workforce service providers, fleet purchasing, service and maintenance, fuel and registration fees and providers of IT services and office supplies. The largest areas of spend for the McIntosh Group are manufactures of agricultural machinery and equipment.

Our long-term strategic relationships with key suppliers, provides a stability in our supply chain and procurement processes.

The Compliance Officer for modern slavery within the McIntosh Group is the CEO, and they hold the responsibility for preparing this statement.

CONSULTATION WITH OUR CONTROLLED ENTITY

In preparing this Statement, consultation occurred across the McIntosh Group, including McIntosh Holdings Pty Ltd and its controlled entity McIntosh CE Pty Ltd. This consultation involved engagement with senior management and relevant personnel responsible for procurement, operations, finance and human resources across the Group.

As the entities share common governance structures, including a shared Board of Directors and Executive Leadership Team, consultation occurred through these leadership forums and through direct requests for information relating to operations, supply chains and risk management processes. This collaborative approach ensured that the modern slavery risks and actions described in this Statement reflect the operations and supply chains of all entities within the McIntosh Group.

OUR POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

The McIntosh Group is committed to working in a responsible and sustainable way that serves the long-term interests of our customers, employees, suppliers, the communities we serve and society more widely.

Our internal employee policies include a Grievance Policy and a Code of Ethical Conduct which both form part of our conditions of employment. We also have a Whistleblowing Policy. Our policies are available to all staff, either issued direct during offer of engagement process and/or on our shared 'Share Point' folder and are reviewed at least every two years, or more frequently if required.

RISK ASSESSMENT & DUE DILIGENCE PROCESSES

We consider the risks of modern slavery within our employee base to be low. Within our own business we undertake appropriate pre-employment checks to ensure a right to work in Australia, with further identity checks as required.

All contracts of employment, and pay, are directly with the individual. The labour market in Australia is highly regulated, and all employment conditions meet at least the minimum in line with all employment regulations.

The breadth, depth and interconnectedness of our supply chain make it challenging to manage business and sustainability issues. In FY24/25, approximately 80% of our direct supply chain was Australian based. We will, where needed, carry out due diligence checks to ensure these statements have been updated and are available on either supplier websites or the Australian Government's Online Register for Modern Slavery Statements.

FUTURE DEVELOPMENTS

In our upcoming reporting year (FY25/26), we aim to continue to revise and develop our approach to modern slavery compliance to build capacity within our business and to monitor and act on modern slavery risks.

As part of our future developments the McIntosh Group will:

- conduct a supply chain risk analysis audit with corresponding action plans
- develop a Supplier Code of Conduct
- conduct a review of our procurement policy and procedures to ensure inclusion of modern slavery clauses
- agree a pre-qualification Modern Slavery Supplier Questionnaire for completing by suppliers, on a voluntary basis
- develop training to provide employees information on and their role in eliminating modern slavery in our workplace and our supply chain

KEY PERFORMANCE INDICATORS TO BE USED TO MEASURE THE EFFECTIVENESS OF STEPS BEING TAKEN

- 60% of direct suppliers with a turnover above \$100m who have published their Modern Slavery Statement within 6 months of the end of their most recent financial year
- No concerns received regarding modern slavery through our Whistleblowing Policy

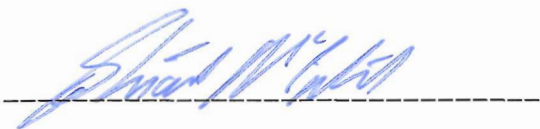
CORPORATE GOVERNANCE

The McIntosh Group will continue to review our policies and procedures to ensure that we have sound governance processes in place to meet our modern slavery compliance requirements.

BOARD APPROVAL

The Board approved this statement on 23 September 2025.

Signed on behalf of the Board of Directors of the McIntosh Group.



Director

