

RENDINE GROUP
Modern Slavery Statement

FY26 – Year ended 30 June 2026

Introduction

This Modern Slavery Statement is made by Rendine Constructions Pty Ltd (Rendine, the Group, we, us, our) pursuant to the Modern Slavery Act 2018 (Cth) (the Act) for the financial year ending 30 June 2026 (FY26). It sets out the steps Rendine has taken, and will continue to take, to identify, assess and address modern slavery risks in its operations and supply chains.

Rendine is committed to conducting its business ethically, responsibly and in a way that respects human rights. As a Victorian commercial construction group operating across construction, modular building and specialist services, we recognise that modern slavery risk can arise through complex subcontracting arrangements, labour hire, limited visibility over lower-tier suppliers, and materials sourced through offshore manufacturing.

Reporting Entities

This statement is submitted by Rendine Constructions Pty Ltd as the reporting entity and covers the following entities, divisions and business units owned, controlled by, or operated under the Rendine Group structure during FY26:

Entity / business name	ACN / ABN	Role in Group	Included
Rendine Constructions Pty Ltd	ACN 005 366 129 ABN 29 005 366 129	Reporting entity/ construction operations	Yes
Modularity	ACN 005 366 129 ABN 29 005 366 129	Specialist modular construction division	Yes
Solutions by Rendine	ACN 005 366 129 ABN 29 005 366 129	Services and maintenance division	Yes

For the purposes of this statement, references to "Rendine", "the Group", "we", "us" and "our" refer collectively to Rendine Constructions Pty Ltd and the entities, divisions and business names listed above.

Structure and Operations

Rendine Group is a privately owned Victorian commercial construction business operating three business units:

- **Rendine Constructions** – commercial construction, project delivery and site-based building services
- **Modularity** – specialist modular construction division
- **Solutions by Rendine** – services and maintenance division

The Group employs approximately 140 people across these business units, with operations based in Geelong, Victoria with project work in Townsville.

The Group's core activities include construction and project management, procurement, subcontractor engagement, site supervision, contract administration, HSEQ management, design coordination, modular construction, defects and maintenance services, and corporate support functions including People & Culture, finance, IT and legal.

Supply Chain

Consistent with the project-based nature of the construction industry, Rendine understands its supply chain across three levels

- **Level 1** – direct subcontractors and suppliers engaged under formal contracts or purchase agreements to deliver defined trade scopes or supply materials directly to projects.
- **Level 2** – the subcontractors, distributors and manufacturers engaged by Rendine's Level 1 partners.
- **Level 3** – manufacturers, their sources of componentry, and the raw materials used in the goods and services Rendine procures.

Key supply categories include subcontracted trade services and labour hire; construction materials (steel, timber, concrete, glass, tiles, joinery, fixtures and fittings); plant and equipment; professional services (design, engineering and consultants); and corporate services (IT, insurance, legal, finance, cleaning and security).

Rendine's direct influence over procurement varies with contract type. Under Construct Only contracts, Rendine has limited control over specification and material selection. Under Design & Construct contracts, Rendine has greater influence over design, material selection and subcontractor engagement, and works closely with consultants and design teams who are expected to apply due diligence to material and subcontractor selection, including consideration of modern slavery risk.

Modern Slavery Risk Assessment

Rendine assesses the overall risk of modern slavery within its direct Australian workforce as low, given its workforce and most immediate suppliers operate within Australia's regulated employment, workplace relations and health and safety framework. The Group recognises that risk is higher within its extended supply chain, particularly where goods, raw materials or labour are sourced through multiple tiers or from higher-risk sectors and regions.

Modern slavery risk indicators identified within Rendine's supply chain include:

- Subcontracted labour, labour hire and site-based workforce arrangements, particularly where labour is temporary, transitional or visa-supported.
- Lower-tier supply chains for construction materials including steel, timber, stone, glass, electrical components, mechanical equipment, joinery, tiles, fixtures, fittings and manufactured goods.
- Imported products or materials where there is limited visibility over raw materials, manufacturing conditions or intermediary suppliers.
- Cleaning, security, transport, warehousing, waste management and facilities services.
- Suppliers operating in product categories or jurisdictions associated with forced labour, debt bondage, deceptive recruitment, underpayment, excessive working hours or restricted freedom

Governance, Policies and Controls

Rendine manages modern slavery risk through a practical governance framework aligned with procurement, subcontractor management, project delivery, workplace health and safety and ethical business conduct. Responsibility for modern slavery risk sits across the management functions involved in procurement, finance, operations, HSEQ, project delivery and subcontractor engagement.

- Subcontractor and supplier onboarding processes that require compliance with applicable employment, workplace, industrial relations, safety and tax obligations.
- Contract terms requiring suppliers and subcontractors to comply with laws, maintain appropriate insurances and meet project and safety requirements.
- Project-level procurement review and subcontractor selection processes.
- HSEQ systems, site controls and reporting pathways that support safe and lawful work practices.
- Management review of higher-risk subcontractors, suppliers or procurement categories where concerns arise.
- Internal escalation of suspected unethical conduct, labour exploitation, unsafe work or non-compliance.

Due Diligence and Supplier Engagement

Rendine's due diligence approach is risk-based and proportionate to the nature of the supplier, subcontractor, service, product category, contract value and project context. The Group is strengthening visibility over its supply chain through its subcontractor onboarding process, which captures information on employment practices and compliance with relevant legislation and informs decisions when engaging subcontractors and awarding work.

Where a modern slavery concern is identified, Rendine will assess the matter promptly and respond in a way that protects affected people. Depending on the circumstances, this may involve further enquiries, requesting information from the supplier, corrective action plans, senior management escalation, independent advice, contractual remedies, suspension of work, termination of the relationship or referral to appropriate authorities.

Employment Practices

At the heart of Rendine's approach to preventing modern slavery within its direct workforce is a commitment to fair, safe and transparent employment practices, led by the Group's People & Culture function:

- Fair employment practices: employment agreements are benchmarked against relevant Awards and comply with the Fair Work Act.
- Structured onboarding: all new employees complete a formal onboarding process including a Pre-Commencement Pack, Induction Handbook and New Employee Checklist, setting clear expectations around ethical conduct and workplace rights from day one.
- Training and compliance oversight: a Training and Compliance Register tracks licence, certification and induction currency across the workforce.

- Psychosocial safety: a dedicated psychosocial safety policy and procedure supports a safe, respectful working environment and helps concerns to surface early. Rendine has also commenced participation in the Mentally Healthy Workplaces Program, including deployment of the Workplace Psychosocial Safety Index (WPSI) survey to employees. Survey findings will be used to inform a tailored psychosocial safety Action Plan and ongoing workplace improvements.
- Safe reporting channels: Rendine has a whistleblower reporting mechanism for ethical concerns.

Training and Awareness

Rendine recognises that awareness is critical to identifying and escalating modern slavery risks. During the next reporting period, Rendine will continue to develop practical awareness material for personnel involved in procurement, subcontractor engagement, project delivery, finance, HSEQ and contract administration, covering modern slavery indicators, supplier red flags, escalation pathways and subcontractor onboarding requirements.

Assessing Effectiveness

Rendine assesses the effectiveness of its actions against practical indicators that demonstrate whether modern slavery controls are being embedded into day-to-day business processes:

- Completion of supplier and subcontractor onboarding and prequalification checks.
- Currency of the Training and Compliance Register.
- Number and nature of modern slavery or labour exploitation concerns raised.
- Corrective actions requested and completed.
- Training or awareness participation by relevant staff.
- Periodic review of policies, contract templates and supplier engagement processes.
- WPSI survey participation, findings and resulting psychosocial safety actions.

Consultation

In preparing this statement, Rendine Constructions Pty Ltd consulted with relevant personnel responsible for the Group's operations, procurement, finance, project delivery, HSEQ, subcontractor management and corporate governance functions, to ensure the statement reflects the operations and supply chains of Rendine Constructions Pty Ltd and the entities, divisions and business names it covers. Rendine will continue to strengthen consultation across covered entities and business units as its modern slavery framework develops.

Continuous Improvement and Future Commitments

Rendine is committed to continuous improvement. Priority actions for the next reporting period include:

- Confirming and maintaining a complete register of all covered Rendine entities, divisions and business names, including ABNs.
- Updating subcontractor onboarding documentation to include modern slavery declarations and risk-based questions.

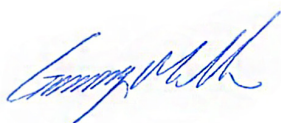
- Developing a risk-tiered subcontractor review process for labour hire, subcontracting, cleaning, security, logistics and selected material categories.
- Providing practical modern slavery awareness material to relevant managers and project teams.
- Reviewing contract templates and procurement procedures to strengthen modern slavery expectations.
- Monitoring Australian modern slavery reporting developments and updating the Group's approach as required.
- Reviewing WPSI survey results and implementing the agreed Mentally Healthy Workplaces Action Plan.

Appendix: Modern Slavery Act Reporting Criteria

Mandatory criterion	Where addressed
Identify the reporting entity	Reporting Entities
Describe the structure, operations and supply chains	Reporting Entities; Structure and Operations; Supply Chain
Describe modern slavery risks	Modern Slavery Risk Assessment
Describe actions taken to assess and including due diligence and remediation	Governance, Policies and Controls; Due Diligence and Supplier Engagement; Employment Practices; Training and Awareness
Describe how effectiveness is assessed	Assessing Effectiveness
Describe consultation with owned or controlled entities	Consultation
Provide any other relevant information	Continuous Improvement and Future Commitments

Approval

This Modern Slavery Statement was approved by the Board of Rendine Constructions Pty Ltd on 28 August 2026.



Greg Mills
Managing Director
Rendine Constructions Pty Ltd



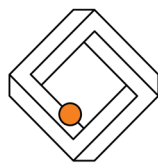
Michael Thornton
General Manager
Rendine Constructions Pty Ltd



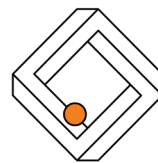
James Heffernan
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Rendine
Constructions



Modularity



Solutions
by Rendine