



Modern Slavery Statement 2025

Message from the CEO

This modern slavery statement is made by 1300TempFence, comprising the Ready group of companies (the "Group").

During the year ended 30 June 2025, the Australian government appointed Australia's first Anti-slavery Commissioner. We are pleased to see that the Commissioner's mandate includes support for businesses in addressing modern slavery risks within their supply chains. This is an area that presents challenges for many businesses reliant on complex global supply chains, so we look forward to the publication of guidance by the Commissioner and taking steps to mature our approach to mitigating modern slavery within our sphere of influence.

Throughout this statement where we refer to the term modern slavery "risk", we refer to the risk of harm to people, rather than the risk of harm to our business. This approach is consistent with our people-focused foundation value to treat everyone with honesty, integrity and respect.

This statement outlines the risks of modern slavery in our operations and supply chains, the steps we have taken to assess those risks during the year ended 30 June 2025 ("Reporting Period") the outcomes of those assessments and actions we intend to take in the next reporting period.

Steve Ashenden

A handwritten signature in blue ink, appearing to read "Steve Ashenden", is placed below the printed name.

Chief Executive Officer

17 December 2025

1 Modern Slavery Regulatory Environment

The Group Executive took note that in December 2024 the Australian government agreed in principle to 25 out of 30 recommendations from Professor McMillan's review of the Act. The government's response recognised the need for improved reporting on risk assessments and due diligence processes. With the appointment of Australia's Anti-Slavery Commissioner, we anticipate an increased focus on improving compliance with the Act and businesses meaningful action.

2 Our Structure, Operations and Supply Chains

2.1 Structure and operations

Ready Industries Pty Ltd ("Ready Industries") is a privately owned Australian company (ABN 40 109 057 972), wholly owned by Ready Holdings Pty Ltd ("Ready Holdings") which is in turn wholly owned by 1300 TempFence Holdings Pty Ltd. References in this statement to the "Group" refers to these three entities. Ready Holdings and 1300 TempFence Holdings Pty Ltd are non-trading and do not employ individuals or procure goods or services. 0508TempFence is the business operating in New Zealand and it is wholly owned by Ready Holdings NZ limited which is owned by 1300 TempFence Holdings Pty Ltd.

This Statement covers the financial year ended 30 June 2025. On 31 July 2025, 50% of the Group was sold to SPBE Fence Legacy Pty Ltd (ABN: 90 686 961 651). The modern slavery statement submitted in relation to the 2026 fiscal year will reflect the changes to the ownership structure.

Ready Industries records 100% of the corporate revenue in Australia so it is a reporting entity for the purposes of the Act, in addition to its holding companies, Ready Holdings and 1300 TempFence Holdings Pty Ltd. Ready Industries does not own or control any other entity.

Our registered address and head office is located at Unit 1 / 539 Mt Derrimut Rd, Derrimut, VIC 3026. We have offices in Derrimut (Victoria), Dandenong South (Victoria), Wetherill Park (New South Wales), Parkinson (Queensland), Chevallum (Queensland), Hendon (South Australia), Forrestdale (Western Australia), Queanbeyan East (New South Wales) and Mayfield North (New South Wales).

We are an equipment hire and sales business which services infrastructure and civil engineering projects, commercial, industrial and residential construction works, landscaping, demolition and events.



Infrastructure



Civil



Events



Residential



Landscaping



Commercial



Industrial



Demolition

Projects that we support include:

- Road
- Rail
- Bridges
- Tunnels
- Airports
- Telecoms
- Water
- Ports
- Energy
- Sewers

Our customers include large corporations, some of which are reporting entities pursuant to the Act.

The goods and services we provide form part of the supply chain of our customers' businesses, and, as a result, we have been subject to modern slavery due diligence and understand the impetus of businesses seeking to drive change throughout their supply chains.

We hire and sell a large range of products including:

Temporary fences	Plastic sheet temporary fencing
Portable toilets and showers	Temporary pool fencing
Site cameras	External hoarding
Water filled barriers	Internal hoarding
Crowd control barriers	Stays
Picket fencing	Shade cloth
Noise reduction barriers	Dog bars
Semi-permanent fencing	Metal handrails
Metal wiring	Traffic management & ground protection
Gates	Safety signs
Perspex viewing windows	Star pickets and accessories
Plinth boards	Cable ties
Channel cable protector	Survey pegs
Sandbags	Banners

We sell or lease these products under our brands, as shown below:



2.2 Our workforce

Ready Industries employs approximately 207 employees across our operations who perform roles across the following divisions:

- Executive management
- Finance
- Information Technology
- Hire and sales
- Supply chain
- Marketing and business development
- Human Resources
- Customer service
- Operations, including operations managers, site supervisors, labourers

Over 95% of our employees are employed on a permanent, full-time basis.

2.3 Supply Chains

In 2025, we procured goods and services from over 800 third party suppliers. Our main areas of spend were on the following categories:

- Temporary fencing contractors who install our fencing products on project sites
- Signage supplies
- Insurance
- Retaining wall systems
- Freight services
- Surveillance cameras
- Timber, particleboard and melamine-laminated products
- Plumbing, heating and air-conditioning
- Warehouse and storage
- Quarry products and cement
- Pallets and packaging solutions
- Engineering consulting services
- Steel sheet and coil
- Towing and automotive repair
- Cleaning equipment
- Property maintenance and cleaning
- Traffic safety equipment
- IT services including VPN service, network configuration, VM hosting and support services
- IT software and hardware
- Temporary fencing repair contractors
- Temporary fencing agents who we outsource our stock to
- Labour hire
- Office consumables
- Utilities and waste removal services
- Photovoltaic products
- Construction, civil engineering and building products
- Professional services and financial services
- Rotomolding products
- Rental vehicles
- Equipment hire, including forklifts and cranes
- Traffic management equipment

Ready Holdings also procures assets and provides financing facilities to service Ready Industries. 1300 TempFence Holdings Pty Ltd does not procure goods or services.

3 Risks of modern slavery practices in operations and supply chains

3.1 Modern slavery risks in our operations

In describing the risks of modern slavery in our operations, we reflect upon the definition and how it is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. The Global Slavery Index 2025 reveals that an estimated 50 million people are living in modern slavery, with significant variations in prevalence across different countries and regions. An index is calculated for each country for slavery prevalence, vulnerability scores and government responses to modern slavery.

Australia and New Zealand, along with the Scandinavian countries, have been ranked as some of the least vulnerable countries to modern slavery.

The relatively low jurisdiction risk for modern slavery, combined with our compliance with industrial relations laws and regulations, our competitive remuneration framework, and our workplace culture of treating people with honesty, integrity and respect means that there is a low risk that our operations have caused, contributed or been linked to modern slavery.

3.2 Modern slavery risks in our supply chains

Like most companies relying on offshore manufacturing of products for sale and hire, the most significant modern slavery risks are likely to exist in our supply chain. In applying the United Nations Guiding Principles on Business and Human Rights ("UNGPs"), we consider that our main exposure to modern slavery exists via our relationship with third parties (being linked), rather than any direct causal impacts or contributory actions of our business (cause or contribute). For example, we procure a large proportion of products made in China, as well as the United States, Canada, South Korea and Malaysia. An overview of the risks of modern slavery in our supply chain, and those of our New Zealand subsidiaries, is set out below:

High risk categories	Types of modern slavery risks	Drivers of risk
Construction, timber and building products Labour hire, property maintenance and cleaning Photovoltaic products Manufactured equipment and products Freight (including shipping) Raw material inputs in manufactured products such as metals, steel, plastics, rubber	Forced labour Worst forms of child labour Debt bondage Deceptive recruiting of labour or services Trafficking in persons	There are elevated risks where raw materials extraction and manufacturing takes place in jurisdictions with greater prevalence of, and vulnerability to, modern slavery risks. Jurisdiction risk, combined with the utilisation of vulnerable workers (e.g., displaced workers, itinerant workers, workers from ethnic minority groups, migrant workers) in higher risk sectors, can lead to exploitation and modern slavery.

The risks of forced labour in the production of goods originating in China has been the subject of scrutiny by the US government in the administration of the Uyghur Forced Labour Prevention Act ("UFLPA"). During the Reporting Period, the US government updated the list of entities in Xinjiang that mine, produce, or manufacture wholly or in part any goods, wares, articles and merchandise with forced labour ("Entity List"). Some of the companies in the Entity List operate in sectors that intersect with our supply chain, including those trading in metals, plastics, electronics and photovoltaic products.

We do not source directly from companies on the Entity List but recognise the potential risk that, like many importers of goods, those on the Entity List may supply components or raw material inputs to companies in our supply chain of finished products originating in China.

In terms of our office operations, modern slavery risks may form part of products such as ICT hardware by virtue of the manufacturing of hardware as well as the mining and processing of raw materials used to manufacture these items, for example, the cobalt used in lithium-ion batteries, present in phones, tablets and computers and indium used in touch screen technology. Corporate merchandise, office furniture and consumables are also considered to have higher modern slavery risks for similar reasons but in the manufacturing sector.

Contracted labour is also considered as having higher risks of modern slavery. The factors driving the risk include:

- the pattern of opaque contracting arrangements for the provision of labour, resulting in limited transparency;
- short lead times and pricing pressures on contractors and subcontractors; and
- the utilisation of vulnerable worker groups, including workers with temporary visas who are charged recruitment fees subjecting them to situations of debt bondage.

We outsource the installation of temporary fencing to a network of contractors and agents. We recognise that this may result in limited visibility over the workforce deployed by the temporary fencing contractors and agents carrying out the work. However, for the reasons set out in the following section, we consider the risks of modern slavery in our contractor workforce to be low.

4 Actions to assess and address the risks¹

4.1 Due diligence

According to the UNGPs, the term 'due diligence' refers to an ongoing management process to identify, prevent, mitigate and account for how an entity addresses actual and potential adverse human rights impacts in their operations and supply chains, including modern slavery.

The UNGPs sets out four key parts to due diligence:

1. Identifying and assessing actual and potential human rights impacts.
2. Integrating your findings across your entity and taking appropriate action to address impacts.
3. Tracking your entity's performance to check whether impacts are being addressed.
4. Publicly communicating what you are doing.

We worked with an external subject matter expert to review the supply chain of some of our key suppliers based in China to perform a desktop modern slavery risk assessment.

Since 2024, we have continued to work on the following:

- Incorporate a set of modern slavery contract clauses for use in our supplier agreement templates;
- Review and compile a final supply chain survey containing targeted questions to assess modern slavery risks in the operations and supply chains of our most at risk suppliers and an accompanying modern slavery risk assessment procedure to support staff in the utilisation of the survey and communications with suppliers; and
- Plan the publication of our Supplier Code of Conduct, which includes our expectations for suppliers in relation to modern slavery, on the Group's website.
- Workshop the appropriate means by which we conduct modern slavery risk assessments for our suppliers.

We plan to monitor compliance with the above measures annually, with reports provided to the appropriate authorised manager as required, such as the Commercial Manager and Procurement Manager for review where communications must be made with our suppliers.

¹ The measures described in this part 3 are applicable to the New Zealand subsidiaries.

Contractor management

The Operations Manager reviews our written agreements with subcontractors to validate compliance with checks including rights to work in Australia, occupational health and safety requirements and performance management. This function is performed as is reasonably practicable for a cohort of approximately 40 subcontractors across Australia and New Zealand.

All of our temporary fencing contractors are required to register and be compliant via our online contractor management system. This system tracks business details, insurances, licences and inductions. Contractors cannot commence work with us without registering on the system and maintaining compliance with our requirements. Once a contractor is onboarded, a training supervisor is allocated to them to provide training in our processes including installation manuals, manual handling procedures and site requirements. Their ongoing performance is then monitored by our local operations manager and project manager in each state to ensure ongoing compliance.

We seek to build and invest in longer term relationships with our temporary fencing contractors and agents. We continue to work with our external subject matter expert to determine how best to incorporate modern slavery risk assessments as part of our contractor management system.

Direct workforce

We ensure all employees have full rights to work in Australia and New Zealand. This is a documented step carried out in our recruitment process. Our employees are offered competitive remuneration packages in excess of the minimum wage and are given access to safety training to ensure the well-being of all personnel and compliance with regulations. We comply with all applicable workplace relations requirements. We also support our employees by providing an Employee Assistance Program to all staff across the business. Employees are made aware of our whistleblowing policy, which is published on our intranet, in our employee handbook and in the induction pack for new starters.

4.2 Remediation

Our approach to remediation as described in our previous modern slavery statements remains current. We provide a mechanism to report grievances via our whistleblowing policy which sets out the ways in which concerns can be raised, assessed, and investigated.

Individuals who make a report are protected from retaliation as outlined in the policy. We routinely monitored the reports made pursuant to the policy during the Reporting Period.

We did not receive any reports relating to modern slavery or human rights concerns via the whistleblowing channel during the Reporting Period.

The UNGPs describe the responsibility to remedy human rights impacts in the following way:

Degree of Involvement		
Cause	Contribute	Directly Linked
An entity may cause modern slavery if its operations directly result in modern slavery practices.	An entity may contribute to modern slavery if, through its actions or omissions, it facilitates or incentivises modern slavery practises.	An entity may be directly linked to modern slavery via a business relationship, where it does not cause or contribute to the modern slavery risk.
Response		
Cease or prevent the impact.	Cease or prevent contribution and use leverage to mitigate impact.	Seek to prevent and mitigate the impact. Appropriate steps may depend on leverage, availability of alternate vendors, significant of contractual relationship, severity and consequence of termination.
Remediation measures		
Provide for or cooperate in remediation	Provide for or cooperate in remediation	Take a role in remediation, including using leverage to encourage remediation by entities that caused or contributed to the impact.

If we are found to have caused or contributed to modern slavery, we would take guidance from the UNGPs in our approach to remediation and respond on a case-by-case basis. We will work to improve the effectiveness of our grievance mechanisms to ensure that it is accessible to, and understood by, stakeholder groups.

5 Assessing the effectiveness of actions

With the Group having changed its ownership structure from 1st August 2025, work has begun to review the adequacy of our controls and processes across the business to ensure good governance and risk mitigation. Our aim is to mature our approach to supplier due diligence for modern slavery risks and our internal mitigation measures in respect of our direct workforce. We recognise the need to improve our approach to mitigating modern slavery risks particularly in relation to our supply chain of manufactured goods in higher risk countries. During the next reporting period, we will seek to operationalise the measures described in part 4 of this statement.

6 Consultation and approval

Through its centralised functions, the Group has consulted their owned or controlled entities to prepare this statement.

This Statement was approved by the Board of Directors of 1300TempFence Holdings Pty Ltd, the principal governing body of the higher entity, on behalf of the Group on 17 December 2025 and signed by Bruce Fouracre, a Director of the board on 17 December 2025.

Bruce Fouracre

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Director of 1300TempFence Holdings Pty Ltd

Statement Annexure

Reporting criterion	Pages
1 & 2. Identify the reporting entity and describe its structure, operations and supply chains	2-5
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	5-6
4. Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks including due diligence and remediation Processes	6-7
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	8
6. Describe the process of consultation with any entities the reporting entity owns or controls	8-9