



## **Modern Slavery Statement**

**Associated Kiln Driers Pty Ltd**

**(ACN 004 341 048)**

**Reporting Period (1 July 2024 – 30 June 2025)**

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**Registered Office:**  
15 Forest Street  
Colac, Victoria, 3250, Australia

## Associated Kiln Driers Pty Ltd - Modern Slavery Statement Financial Year Ending 30 June 2025

### 1. Introduction

This Modern Slavery Statement ("Statement") has been prepared by Associated Kiln Driers Pty Ltd ("AKD"), ACN 004 341 048 and its subsidiary reporting entities in accordance with the *Modern Slavery Act 2018 (Cth)* for the reporting period 1 July 2024 to 30 June 2025.

The statement outlines AKD's approach to ensuring it has a robust framework and processes in place to minimise the risk of Modern Slavery in its business operations and supply chain.

### 2. AKD's Structure

AKD is a 100% Australian owned and operated integrated forestry and timber processing company with operations in Victoria, New South Wales, and Queensland.

AKD's operating structure, including all entities required to report in accordance with the Act, is set out below:



The AKD group also includes the following 100% owned subsidiaries which do not meet the reporting threshold for the ACT:

- Portland Pine Products Pty Ltd (ACN 004 485 992)
- Guildtown Pty Ltd (ACN 007 264 280)
- AKD Oberon Pty Ltd (ACN 000 043 023)
- AKD Timber Trading Pty Ltd (ACN 623 057 429)
- AKD Berkley Vale Pty Ltd (ACN 629 788 290)
- AKD Forestry Services Pty Ltd (CAN 681 995 906)

This statement applies to all entities listed above and all entities have been consulted in the development of this statement.

### 3. AKD's Operations and Supply Chain

AKD operates on the east coast of Australia, processing domestically grown softwood sawlogs and supplying timber products to Australian customers. AKD does not import softwood sawlogs for processing. AKD has six processing sites, at the following locations:

- Colac, Victoria
- Yarram, Victoria
- Portland, Victoria
- Tumut, New South Wales
- Oberon, New South Wales
- Caboolture, Queensland

AKD employs 1,100 plus employees across Australia. No employees are on temporary work visas. AKD recruits employees directly and does not engage labour providers or agencies for employee recruitment. Conditions for AKD employees at its timber processing plants are contained in enterprise bargaining agreements, covering wages, overtime, allowances, leave and redundancies. The enterprise bargaining agreements have been negotiated with the CFMEU, AMWU other site unions and the site Employee Consultative Committee's and are registered with the Fair Work Commission. Other employees are employed under individual employment contracts.

The AKD supply chain is represented below:



AKD has reviewed the number of active suppliers it conducted business in the reporting period and now has over 1225 active suppliers with 97% of these based in Australia. AKD sources a range of goods and services from the suppliers for the growing, harvesting and haulage, processing, and distribution of timber to its customers in Australia.

AKD used 32 overseas suppliers based in the following regions:

- New Zealand 8
- United States of America 15
- Canada 5
- Europe 4

These suppliers provide specialist plant, equipment, and associated spares and technical services, for the processing of timber.

### 4. Assessment of Modern Slavery Risks

AKD does not purchase goods or services from any suppliers who are based in countries that have been deemed high risk for modern slavery<sup>1</sup>. Therefore, the Geographic risks are low for AKD.

As an industry or sector, the Australian forestry and timber processing industry is also low risk, with no indicators of modern slavery present within the industry locally.

AKD conducted a full risk assessment using the guidelines and criteria contained in *Commonwealth Modern Slavery Act 2018 – Guidance for Reporting Entities* which concluded that AKD's activities are relatively low risk from a modern slavery perspective, considering Industry, Product, Geographic, and Entity risks.

AKD is exposed to potential risk through:

1. Sourcing product directly from overseas suppliers (e.g., plant, equipment, and asset spare parts).
2. Sourcing from multinationals with a local presence e.g., timber treatment chemicals.
3. Local retailer/distributors sourcing products from overseas e.g., uniforms and IT equipment.

No AKD supplier is in a country identified as a high prevalence of modern slavery or vulnerability to modern slavery.<sup>1</sup>

## **5. Actions Taken to address risks – current reporting period**

### **5.1 Supplier Questionnaires**

AKD engages its suppliers through contracts, goods and services agreements, purchase orders, and standard terms.

Over 120 new Australian suppliers were engaged during 2024-2025 for:

- One off purchase of goods and services.
- Occasional purchases of low volume items.
- One off capital expenditure purchase.

The following actions were completed during 2024-2025:

- As part of onboarding for new suppliers in FY25, AKD's modern slavery questionnaire was used to assess exposure to key Modern Slavery risks.
- The Attorney - General's Department Online Register for Modern Slavery Statements was accessed to review new supplier modern slavery statements and to identify whether strategic suppliers have registered modern slavery statements.
- Organisation wide training for AKD's Procurement Policy including Modern Slavery for new suppliers.

The key points identified in the modern slavery questionnaires completed by new and existing suppliers included:

- 97% of suppliers are Australian based.
- All new overseas suppliers are from a country with low modern slavery risk (New Zealand and North America).
- Most new suppliers are engaged for one-off purchases, providers of a specific service or a provider of an ongoing service with low annual spend.
- New suppliers are more likely to be a service provider than a supplier of goods necessary for site operations.

The survey responses supported AKD's assessment that the group's exposure to key Modern Slavery risks via the operations, practices and behaviours of suppliers is low.

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<sup>1</sup> The Global Slavery Index 2018, Walk Free Foundation

## 6. Actions in the Next Reporting Period

The following actions will be completed during 2024-2025, prior to submission of the Modern Slavery Statement for the 2025 Financial Year.

AKD will continue:

- Utilising AKD's modern slavery questionnaire for new suppliers onboarded in FY25 to assess exposure to key Modern Slavery risks as part of onboarding.
- Access the Attorney - General's Department Online Register for Modern Slavery Statements to review new supplier modern slavery statements and to identify whether strategic suppliers have registered modern slavery statements.
- Review AKD's modern slavery questionnaire to ensure information collected remains relevant to AKD and compliance reporting requirements.

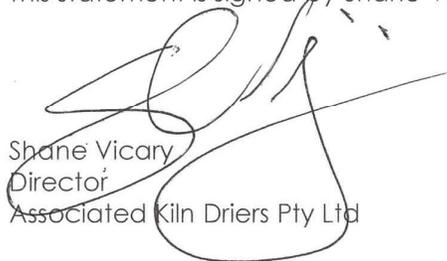
## 7. How AKD will assess the effectiveness of such actions

AKD will continue to survey new and strategic suppliers monitoring compliance and follow up where monitoring identifies areas of concern.

Questionnaire responses will indicate if suppliers follow requirements of the Modern Slavery Act 2018 (Cth) and Fair Work Commission regarding employment conditions and that no supplier sources goods or components from countries where the risks of modern slavery and human trafficking are high.

This statement was approved by the Board of Associated Kiln Driers Pty Ltd on 27 November 2025.

This statement is signed by Shane Vicary, a Director of Associated Kiln Driers Pty Ltd.

  
Shane Vicary  
Director  
Associated Kiln Driers Pty Ltd