



MODERN SLAVERY STATEMENT

Kennards Hire Pty Ltd - ABN 69 001 740 727

Reporting period: 1 July 2019 – 30 June 2020





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For more information regarding the Kennards Hire Modern Slavery Statement and for related questions or clarifications, please contact the Kennards Hire Company Secretary on 02 8824 2207.



OUR VALUES

FAIR DINKUM



TAKING HIRE HIGHER



ONE FAMILY



**EVERY CUSTOMER
A RAVING FAN**



MESSAGE FROM THE CEO

Kennards Hire acknowledges that modern slavery is a serious violation of human rights and a global concern.

As a family-owned business, all our activities and decisions are underpinned by our core values of 'Fair Dinkum', 'Taking Hire Higher', 'One Family' and 'Every Customer a Raving Fan.' We are always looking for ways to elevate our business offering; and are proud of our position as an industry leader.

Despite the disruption and associated challenges of COVID-19, we have remained committed to developing our efforts towards identifying, managing and mitigating the risks of modern slavery wherever possible within the constraints created by the ongoing pandemic.

We believe that by continuously reviewing and improving our operations, supply chain partnerships and employee understanding of this issue, we will contribute to the worldwide solution to eradicate the practices associated with modern slavery.

This is our first Modern Slavery Statement. It outlines the steps that Kennards Hire have taken to understand and begin to address risks associated with modern slavery across our business activities and supply chains. This statement relates to activities undertaken during the 2020 financial year, from 1 July 2019 to 30 June 2020.

Signed

A handwritten signature in black ink, appearing to read "Bill Whitehouse".

Bill Whitehouse
Chief Executive Officer
25 March 2021

IDENTIFY THE REPORTING ENTITY

This inaugural Modern Slavery Statement relates to the supply chains and operations of **Kennards Hire Pty Ltd** ABN 69 001 740 727 (“**Kennards**”) and its controlled entities in relation to identifying, managing and mitigating the risk of modern slavery in our operations and supply chain. Kennards owns and/or controls a number of entities. However, for the purposes of reporting activities under the Act, Kennards Hire Pty Ltd is the predominant entity that was actively engaged in supplier relationships and contracts during the subject reporting period.

Kennards is committed to addressing modern slavery risks in our operations and supply chains.

Our Structure, Operations & Supply Chains

Kennards operations include equipment rental solutions across various markets and industries, including ‘do it yourself’ home renovators, small trades and all the way through to the most sophisticated equipment required for large construction and infrastructure projects.

Kennards also supplies equipment and other support to niche markets, such as pumping and power generation, traffic control, lifting and shifting, testing and measuring requirements, and major events.

We directly employ over 1,500 people across Australia and New Zealand to deliver exceptional hire equipment services across multiple industries.

The network includes over 180 branches across Australia and New Zealand in addition to several support offices. Locations of each Kennards branch can be found in Appendix 1 (page 9).

Kennards has engaged external subject matter experts to comprehensively map our supply chains up to Tier 10, categorised by country and industry type. This supply chain mapping includes (but is not limited to) key features including the manufacturing and transportation of the products that it purchases to hire and sell to its customers and services. It covers various logistical operational activities such as cleaning, logistics, towing, security, uniform, waste removal, equipment, maintenance, and subcontractors services.

This Statement has been prepared in consultation with the Kennards Hire Board of Directors and has been signed by a duly authorised corporate officer in accordance with the requirements of the Modern Slavery Act 2018 (Cth).



RISKS OF MODERN SLAVERY IN OUR SUPPLY CHAINS & OPERATIONS

We are not aware of any actual known or suspected incidences of modern slavery in our supply chains or operations. However, in accordance with the requirements of the Act, we have sought to identify and assess potential risks of modern slavery, including those potential risks that may lie well beyond the suppliers that we are in a direct contractual relationship with.

Kennards is taking a phased, continuous improvement approach to addressing modern slavery risks. In-depth risk assessment of our operations and supply chains has enabled us to identify the following areas of potential elevated modern slavery risk by industry:

- Australian wholesale trade and Australian road freight; and
- Intermittent sourcing of migrant workers from overseas to address labour shortages in specific skill and qualification profiles.

We acknowledge that elevated modern slavery risks can arise through a complex interaction of factors, including:

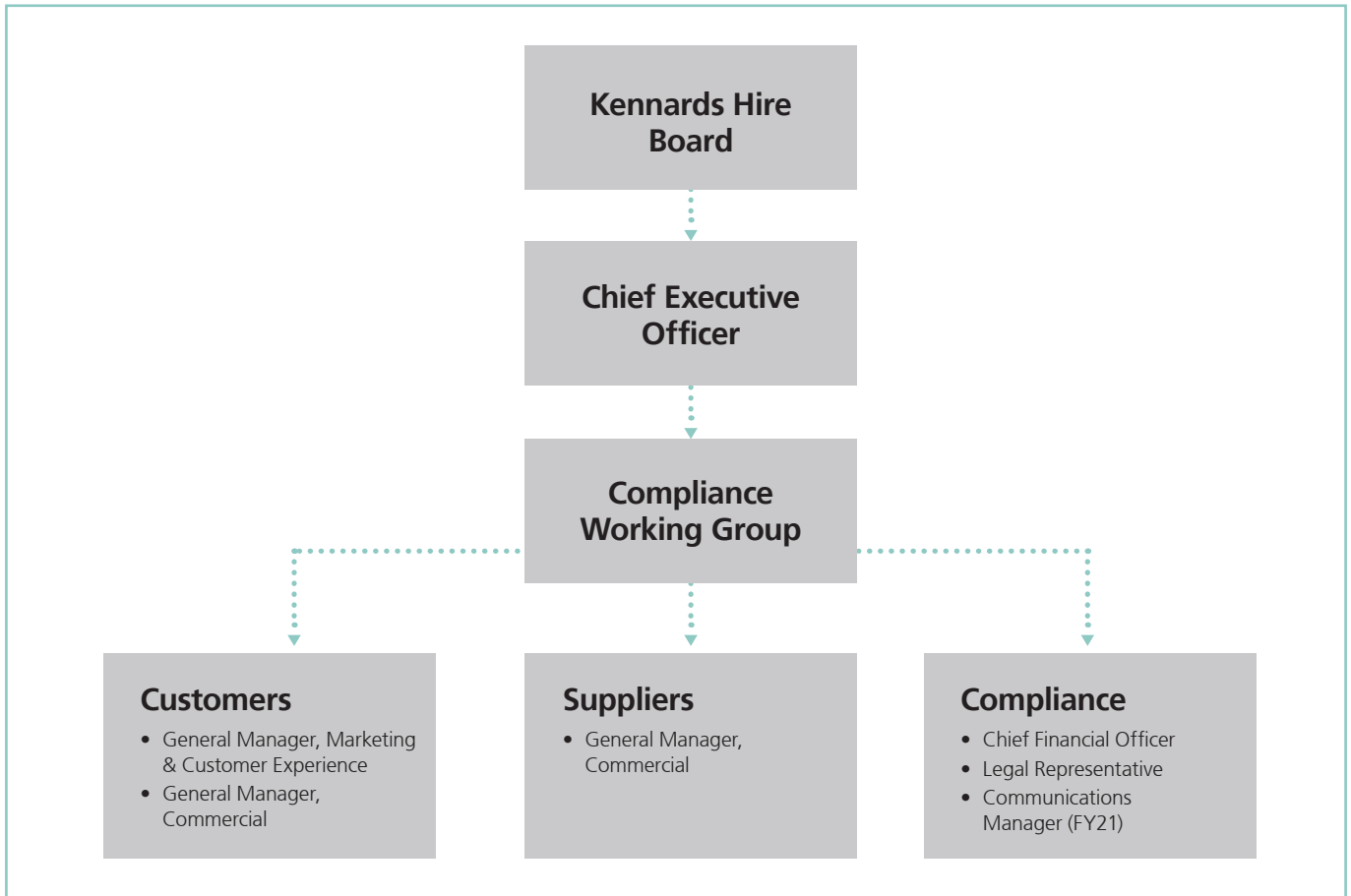
- total supplier spend amounts (i.e., the value of our direct supplier contracts);
- industry category, including industries that, in turn, feed into particular categories down the supply chain pipeline;
- geographical area of operation; and
- depth or 'tiering' within the supply chain(s) e.g. 3rd tier supplier, 5th tier supplier, etc.

Using external consultant support and technology to input the influencing factors outlined in the preceding paragraph together with our top 80% of suppliers by spend, we have assessed the risk aspects of our supply chains. This has allowed us to identify the areas posing the highest relative modern slavery risks for immediate focus and ongoing due diligence and remediation.

This multi-faceted approach takes into consideration supply chain data from 190 countries and 15,909 industry sectors. The assessment ultimately provides risk estimate visibility by supplier, supply chain tier, industry and country. Further detail on the initial risk assessment methodology is available in Appendix 2 (page 14).

ACTIONS TO ADDRESS MODERN SLAVERY RISKS INCLUDING DUE DILIGENCE & REMEDIATION PROCESSES

Our Compliance Working Group has been established to periodically review risk areas and business practices. This Compliance Working Group is the operational, cross-functional group within the organisation responsible for addressing modern slavery and reports to the Kennards Hire Board.



Procurement

During the reporting period, Kennards has ensured that all of our hire equipment is procured in accordance with the following policies, which specifically address modern slavery issues:

- Procurement Policy; and
- Human Rights and Ethical Conduct Policy.

Migrant Employment

In relation to migrant workers, Kennards only contracts with accredited recruiting agencies that have been subjected to extensive due diligence and ongoing compliance review.

In order to support the maintenance of Kennards rental equipment both in branch locations and on customer sites a small number of positions were recruited from overseas under the 482 VISA program. A total of two small engine mechanics were recruited during the reporting period to address skills shortages arising from both remote location challenges and strong economic activity.

Where we have participated in direct overseas recruitment activities, we only utilise recruitment agencies that are accredited by the recognised overseas government agencies dealing with the protection of the worker's rights and the promotion of full employment, equality of employment opportunities and securing best possible terms and conditions. The entity engaged adheres to the highest standards of ethical recruitment policies and practices and does not charge applicants placement fees or other costs.

To mitigate the risk of modern slavery, prior to engaging with any third-party recruiter, a trained specialist from Kennards visits the site to undertake in-person auditing and to ensure that workers' rights are being protected during the recruitment process. Upon arriving in Australia, workers recruited internationally are provided with appropriate remuneration and employee benefits, including accommodation assistance and business mentors.

Supplier Contract Slavery Clause

The Kennards standard supplier contract was amended during the period covered by this Statement.

It requires all suppliers subject to the contract to take reasonable measures to address modern slavery including identifying, assessing, and mitigating the risk of modern slavery in relation to their own suppliers.

Not only do these newly introduced provisions apply to new suppliers, but an addendum was also drafted to be distributed to existing contractors seeking their agreement to incorporate these express modern slavery provisions in our existing agreements with these suppliers.

Whistleblower Policy

The objective of the Kennards Whistleblower Policy is to encourage the legitimate reporting of wrongdoing via a convenient and safe mechanism, whilst providing protection for people who make serious wrongdoing disclosures.

The policy supports modern slavery risk remediation by giving all internal parties a clear directive that wrongdoing in any form within or external to the organisation by contractors or suppliers should be reported.

Board Risk Report & Risk Governance Framework

A periodic report is prepared for the Kennards Hire Board to provide an overview of the governance risk strategy to highlight key risks and to outline the action plan for those risks. Risk governance is managed using the Three Lines of Defence Model; engaging all Kennards employees in the first line of defence, employing risk control functions established by management and delivering independent reviews through audit functions and board oversight. Risks rated high or above are assigned a risk owner who is responsible for the implementation of actions to reduce or contain the risk and is accountable for monitoring and reporting on the risk.

The Kennards Compliance Working Group will continue to prioritise the risk areas identified in the risk assessment. These risk areas will be rated and included on in the Board Risk Report for Board attention where relevant.

MEASURING EFFECTIVENESS

Kennards intends to measure the effectiveness of its actions to address modern slavery by undertaking the following actions during the FY21 period.

Further Supplier Screening

We will undertake further supplier auditing and screening of all suppliers that have been identified as having a potential elevated modern slavery risk.

This further screening will involve the completion of a both comprehensive desktop auditing, and the completion of a supplier self-assessment questionnaire.

Subject to the continually evolving situation relating to the COVID-19 pandemic, we will also consider undertaking on-site auditing activities, consistent with the approach that we have adopted with international migrant worker recruitment activities.

Development & Implementation of a Supplier Code of Conduct

At the time of lodgement of this Statement, we are in the process of finalising a Supplier Code of Conduct that specifically addresses modern slavery issues and requires practical due diligence and remediation measures to be undertaken by key suppliers in certain circumstances of elevated potential modern slavery risk.

Over the coming reporting period, we intend to engage in a process of consultation and collaboration with all of our suppliers to ensure that the operationalisation of our Supplier Code of Conduct occurs with maximum effectiveness and practical impact.

Internal Management Training Program to be Developed

We are also in the process of developing and rolling out an internal training program targeted at ensuring relevant business managers have an in-depth understanding of modern slavery, the associated impact, and how to mitigate the risk of causing or contributing to such practices.

This training program is to be delivered in the upcoming reporting period through established learning mediums and will require the satisfaction of prescribed competency criteria.

Rather than a merely formulaic and 'minimum compliance' approach, we are committed to partnering with subject matter experts to developing a pragmatic and organisation-specific training program that is fit for purpose and effective in raising awareness as to the specific modern slavery issues applicable to our supply chains and operations.

Current & Future Governance Oversight

Internal governance structures are being updated to evaluate the effectiveness of the current Compliance Working Group reporting to the Kennards Hire Board on modern slavery related information and risks.

Consideration is currently being given to the expansion of the Compliance Working Group to include representation of stakeholders from additional teams for more holistic feedback and visibility across the full scope of the business. Findings from auditing efforts will also continue to be analysed to ensure appropriate actions are implemented to address impacts.

CONSULTATION WITH OTHER ENTITIES

Kennards Hire New Zealand Holdings Ltd employs consistent management practices and standards. The same team is responsible for administering initiatives and management across the entities, including in relation to modern slavery issues.

IMPACT OF COVID-19

COVID-19 significantly impacted business operations, including the inevitable shifting of additional effort towards understanding and developing ways of working in a dynamic and somewhat unfamiliar environment. Conceptual plans to conduct on-site supplier audits of priority suppliers and other contracting parties were delayed during this reporting period as a result of the challenges associated with moving across borders.

Further, as a result of major internal restructuring, many of the activities that we had intended to carry out to address modern slavery were unable to be completed during the subject reporting period. As set out above, we are now well underway in the development of these important internal steps to more effectively address modern slavery risks in our operations and supply chains.

APPENDIX 1: KENNARDS HIRE BRANCH & SITE LOCATIONS

Australia

NSW

Group Support Office	Unit 1, Building I, 22 Powers Rd, SEVEN HILLS NSW 2147
Kennards Hire Museum	16 Herbert St, ARTARMON NSW 2064
Access, Earthmoving & Site Services Sydney	2167 Castlereagh Rd, PENRITH NSW 2750
Alexandria	200 Botany Rd, ALEXANDRIA NSW 2015
Artarmon	16 Herbert St, ARTARMON NSW 2064
Bankstown	39 Canterbury Rd, Cnr Stacey St, PUNCHBOWL NSW 2196
Bathurst	14 Littlebourne St, KELSO NSW 2795
Bexley	560 Forest Rd, BEXLEY NSW 2207
Brookvale	196A Harbord Rd, BROOKVALE NSW 2100
Burwood	1-7 Lucas Rd, BURWOOD NSW 2134
Byron Bay	4 Centennial Cct, BYRON BAY NSW 2481
Campbelltown	189 Airds Rd, CAMPBELLTOWN NSW 2560
Coffs Harbour	34 Marcia St, COFFS HARBOUR NSW 2450
Concrete Care Artarmon	Unit 2, 16 Herbert St, ARTARMON NSW 2064
Concrete Care Moorebank	115 Newbridge Rd, MOOREBANK NSW 2170
Corrimal	277 Princes Hwy, CORRIMAL NSW 2518
Dubbo	Lot 81 Wheelers Lane, DUBBO NSW 2830
Girraween	Cnr Toongabbie Rd & Great Western Hwy, GIRRAWEEN NSW 2145
Gosford	285 Manns Rd, Cnr Merinee Rd, WEST GOSFORD NSW 2250
Goulburn	34-36 Clinton St, GOULBURN NSW 2580
Heatherbrae	299 Pacific Hwy, HEATHERBRAE NSW 2324
Hornsby	69 Pacific Hwy, HORNSBY NSW 2077
Hoxton Park	Unit 1, 358 Hoxton Park Rd, HOXTON PARK NSW 2171
Kellyville	35 Windsor Rd, KELLYVILLE NSW 2155
Lambton	48 Griffiths Rd, LAMBTON NSW 2299
Lift & Shift Alexandria	5/53 Burrows Rd, ALEXANDRIA NSW 2015
Lift & Shift Silverwater	22 Fariola St, SILVERWATER NSW 2128
Mittagong	94 Bowral Rd, MITTAGONG NSW 2575
Mona Vale	61 Barrenjoey Rd, MONA VALE NSW 2103
Moorebank	115 Newbridge Rd, MOOREBANK NSW 2170
Nowra	236 Princes Hwy, SOUTH NOWRA NSW 2541
Oak Flats	125 Industrial Rd, OAK FLATS NSW 2529
Orange	201 Byng St, ORANGE NSW 2800
Penrith	Cnr Castlereagh Rd & Lugard St, PENRITH NSW 2750
Port Macquarie	30 Jindalee Rd, PORT MACQUARIE NSW 2444
Pump & Power Singleton	2 Rosedale Cl, MCDougalls Hill NSW 2330
Pump & Power Sydney	2167 Castlereagh Rd, PENRITH NSW 2750
Rail Rutherford	110 Kyle St, RUTHERFORD NSW 2320
Rozelle	69 Victoria Rd, Cnr Hartley St, ROZELLE NSW 2039
Rutherford	Cnr Mirage Rd & New England Hwy, RUTHERFORD NSW 2320
Rydalmere	269 Victoria Rd, Cnr Clyde St, RYDALMERE NSW 2116
Seven Hills	Cnr Old Windsor Rd & Powers Rd, SEVEN HILLS NSW 2147
Smeaton Grange	1/49 Smeaton Grange Rd, SMEATON GRANGE NSW 2567
St Marys	102 Forrester Rd, ST MARYS NSW 2760

APPENDIX 1: KENNARDS HIRE BRANCH & SITE LOCATIONS (CONT...)

Tamworth	Cnr Lockheed St & Plain St, TAMINDA NSW 2340
Taree	19-21 Crescent Ave, TAREE NSW 2430
Taren Point	Unit 2, 139 Taren Point Rd, TAREN POINT NSW 2229
Traffic Sydney	2167 Castlereagh Rd, PENRITH NSW 2750
Unanderra	85 Princess Hwy, UNANDERRA NSW 2526
Wagga Wagga	30 Edward St, WAGGA WAGGA NSW 2650
Warners Bay	20 Medcalf St, WARNERS BAY NSW 2282
Waverley	340 Bronte Rd, Cnr High St, WAVERLEY NSW 2024
Wetherill Park	1/3 Nello Pl, WETHERILL PARK NSW 2164
Windsor	12B Wingate Rd, WINDSOR NSW 2756
Woollahra	64 - 66 Oxford St, WOOLLAHRA NSW 2025

ACT

Belconnen	75 Oatley Ct, BELCONNEN ACT 2616
Fyshwick	1 Townsville St, FYSHWICK ACT 2609
Mitchell	117 Flemington Rd, MITCHELL ACT 2911
Phillip	13 Colbee Ct, PHILLIP ACT 2606
Queanbeyan	81 Yass Rd, QUEANBEYAN ACT 2620

QLD

Access & Site Services Brisbane	38 Magnesium Dr, CRESTMEAD QLD 4132
Beenleigh	Cnr Logan River Rd & Harburg Dr, BEENLEIGH QLD 4207
Bowen Hills	Cnr Abbotsford Rd & Edmondstone St, BOWEN HILLS QLD 4006
Brendale	133 Southpine Rd, BRENDALE QLD 4500
Browns Plains	Cnr Johnson Rd & Southlinks St, BROWNS PLAINS QLD 4118
Bundamba	Cnr Boyce St & Brisbane Rd, BUNDAMBA QLD 4304
Burleigh West	Cnr Reedy Creek Rd & Taree St, BURLEIGH WEST QLD 4220
Cairns	125 Hartley St, PORTSMITH QLD 4870
Caloundra	27 Bronwyn St, CALOUNDRA WEST QLD 4551
Cleveland	16 Wellington St, CLEVELAND QLD 4163
Concrete Care Rocklea	60 Balham Rd, ROCKLEA QLD 4106
East Brisbane	39 Caswell St, EAST BRISBANE QLD 4169
Indooroopilly	10 Rennies Rd, INDOOROOPILLY QLD 4068
Labrador	316 Brisbane Rd, LABRADOR QLD 4215
Lift & Shift Rocklea	59 Balham Rd, ROCKLEA QLD 4106
Mackay	22 Hamilton St, NORTH MACKAY QLD 4740
Maroochydore	23 Page St, KUNDA PARK QLD 4556
Morayfield	2 Oakey Flat Rd, MORAYFIELD QLD 4506
Nerang	16 Spencer Rd, NERANG QLD 4211
Noosaville	13 Leo Alley Rd, NOOSAVILLE QLD 4566
Oxenford	159 Old Pacific Hwy, OXFENFORD QLD 4210
Port Douglas	LOT 1 Captain Cook Hwy, PORT DOUGLAS QLD 4877
Pump & Power Brisbane	35 Magnesium Dr, CRESTMEAD QLD 4132
Rail Brisbane	36 Magnesium Dr, CRESTMEAD QLD 4132
Redcliffe	77 Snook St, REDCLIFFE QLD 4020
Rocklea	Cnr Granard Rd & Balham Rd, ROCKLEA QLD 4106
Springwood	3327 Logan Rd, SLACKS CREEK QLD 4127
Toowoomba	186a Anzac Av, HARRISTOWN QLD 4350

APPENDIX 1: KENNARDS HIRE BRANCH & SITE LOCATIONS (CONT...)

Townsville	21 Hartley St, GARBUTT QLD 4814
Traffic Brisbane	37 Magnesium Dr, CRESTMEAD QLD 4132
Tweed Heads	1/20 Machinery Dr, TWEED HEADS SOUTH NSW 2486
Virginia	Cnr Toombul Rd & St Vincents Rd, VIRGINIA QLD 4014
VIC	
Abbotsford	353-361 Johnston St, ABBOTSFORD VIC 3067
Access Melbourne	Rear 2/5 Gladstone Rd, DANDENONG VIC 3175
Airport West	29-33 Parer Rd, AIRPORT WEST VIC 3042
Bayswater	800 Mountain Hwy, BAYSWATER VIC 3153
Brooklyn	758 Princes Hwy, LAVERTON NORTH VIC 3026
Clayton	2183 Princes Hwy, CLAYTON VIC 3168
Concrete Care Dandenong	2 Plunkett Rd, DANDENONG VIC 3175
Concrete Care Richmond	107 Murphy St, RICHMOND VIC 3121
Dandenong	Cnr Princes Hwy & Plunkett Rd, DANDENONG VIC 3175
Doncaster	2 Rose St, DONCASTER VIC 3108
Frankston	88 Dandenong Rd, FRANKSTON VIC 3199
Geelong	12 Maxwell Ave, BELMONT VIC 3216
Lift & Shift Dandenong	1 Plunkett Rd, DANDENONG VIC 3175
Lift & Shift Port Melbourne	323 Williamstown Rd, PORT MELBOURNE VIC 3207
Lilydale	49 John St, LILYDALE VIC 3140
Moorabbin	919 Nepean Hwy, Cnr North Ave, MOORABBIN VIC 3204
Mornington Branch	988 Nepean Hwy, MORNINGTON VIC 3931
Narre Warren	1 Narre Warren - Cranbourne Rd, NARRE WARREN VIC 3805
North Geelong	346 Melbourne Rd, NORTH GEELONG VIC 3215
Pakenham	1225 Koo Wee Rup Rd, PAKENHAM VIC 3810
Preston	33 Albert St, PRESTON VIC 3072
Pump & Power Melbourne	Rear 2/5 Gladstone Rd, DANDENONG VIC 3175
Rail Melbourne	1/114 Fairbairn Rd, SUNSHINE WEST VIC 3020
Ravenhall	5/2-8 Westwood Dr, RAVENHALL VIC 3023
Richmond	540 Bridge Rd, RICHMOND VIC 3121
Site Services Melbourne	Rear 2/5 Gladstone Rd, DANDENONG VIC 3175
South Melbourne	323 Williamstown Rd, PORT MELBOURNE VIC 3207
Thomastown	173 Settlement Rd, THOMASTOWN VIC 3074
Traffic Laverton	26 Fitzgerald Rd, LAVERTON NORTH VIC 3026
Traffic Narre Warren	Rear 2/5 Gladstone Rd, DANDENONG VIC 3175
Werribee	305 Princes Hwy, WERRIBEE VIC 3030
SA	
Adelaide	145 Grote St, ADELAIDE SA 5000
Concrete Care Keswick	104 Richmond Rd, KESWICK SA 5035
Darlington	Cnr Main South Rd & Seacombe Rd, DARLINGTON SA 5047
Glandore	128 Anzac Hwy, GLANDORE SA 5037
Lift & Shift Hindmarsh	2 Richard St, HINDMARSH SA 5007
Morphett Vale	136 Sherriffs Rd, MORPHETT VALE SA 5162
Mount Barker	60 Oborn Rd, MOUNT BARKER SA 5251
Port Adelaide	327 St Vincent St, PORT ADELAIDE SA 5015
Pump & Power Adelaide	59 Galway Ave, MARLESTON SA 5033

APPENDIX 1: KENNARDS HIRE BRANCH & SITE LOCATIONS (CONT...)

Roxby Downs	6 Gosse St, ROXBY DOWNS SA 5725
Salisbury	1730 Main North Rd, SALISBURY SA 5108
Site Services Adelaide	22 Circuit Dr, HENDON SA 5014
Traffic Hendon	22 Circuit Dr, HENDON SA 5014
Trinity Gardens	170 Portrush Rd, TRINITY GARDENS SA 5068
Valley View	771 North East Rd, VALLEY VIEW SA 5093
NT	
Alice Springs	29 Stuart Hwy, ALICE SPRINGS NT 0870
Coolalinga	43 Fairweather Cres, COOLALINGA NT 0839
Palmerston	21 Toupien Rd, PALMERSTON NT 0831
Winnellie	135 Winnellie Rd, WINNELLIE NT 0820
WA	
Access, Earthmoving & Site Services Perth	14 Sorbonne Cres, CANNING VALE WA 6155
Balcatta	Cnr Balcatta Rd & Erindale Rd, BALCATTWA 602
Belmont	149 Francisco St, BELMONT WA 6104
Broome	23 Hunter St, BROOME WA 6725
Cannington	Cnr Nicholson Rd & Spencer Rd, LANGFORD WA 6147
Concrete Care Belmont	200 Campbell St, BELMONT WA 6104
Fremantle	63 Stirling Hwy, NORTH FREMANTLE WA 6159
Joondalup	3 Winton Rd, JOONDALUP WA 6027
Kalgoorlie Branch	10 Cunningham Dr, KALGOORLIE WA 6430
Karratha	LOT 1523 Lambert Rd, Karratha Industrial Estate, KARRATHA WA 6714
Kununurra	12 Bandicoot Dr, KUNUNURRA WA 6743
Lift & Shift Belmont	198 Campbell St, BELMONT WA 6104
Malaga	1918 Beach Rd, MALAGA WA 6090
Mandurah	55 Gordon Rd, MANDURAH WA 6210
Midland	221 Great Eastern Hwy, MIDLAND WA 6056
Myaree	Cnr Norma Rd & Marmion St, MYAREE WA 6154
North Perth	370 Charles St, NORTH PERTH WA 6006
Port Hedland	13 Steel Lp, WEDGEFIELD WA 6721
Pump & Power Perth	46 Wellard St, BIBRA LAKE WA 6163
Rockingham	77 Dixon Rd, ROCKINGHAM WA 6168
Traffic Perth	184 Balcatta Rd, BALCATTWA 6021

APPENDIX 1: KENNARDS HIRE BRANCH & SITE LOCATIONS (CONT...)

New Zealand

Group Support Office New Zealand	131 Harris Road, EAST TAMAKI, AUCKLAND 2013
Albany	16 Tawa Dr, ALBANY, AUCKLAND 0755
Auckland City	388 Great North Rd, AUCKLAND CITY, AUCKLAND 1148
Christchurch City	472 Moorhouse Ave, CHRISTCHURCH, CANTERBURY 8011
Concrete Care East Tamaki	130 Harris Rd, EAST TAMAKI, AUCKLAND 2013
Dunedin	5 Midland St, DUNEDIN, OTAGO 9054
East Tamaki	129 Harris Rd, EAST TAMAKI, AUCKLAND 2013
Hamilton	709 Te Rapa Rd, HAMILTON, WAIKATO 3200
Henderson	327 Lincoln Rd, HENDERSON, AUCKLAND 0610
Invercargill	5 Bond St, WEST INVERCARGILL, SOUTHLAND 9810
Lift & Shift East Tamaki	131 Harris Rd, EAST TAMAKI, AUCKLAND 2013
Lower Hutt	69 Waione St, PETONE, LOWER HUTT WELLINGTON 5012
Manukau	3 Mana Pl, MANUKAU, AUCKLAND 2104
Mt Maunganui	48 Hewletts Rd, MOUNT MAUNGANUI, BAY OF PLENTY 3150
Onehunga	375-377 Church St, ONEHUNGA, AUCKLAND 1643
Panmure	4 Morrin Rd, PANMURE, AUCKLAND 1545
Papakura	3 Ray Small Dr, PAPAURA, AUCKLAND 2113
Papanui	154 Langdons Rd, PAPANUI, CANTERBURY 8052
Pukekohe	198 Manukau Rd, PUKEKOHE, AUCKLAND 2120
Pump & Power Auckland	3 Ray Small Dr, PAPAURA, AUCKLAND 2113
Queenstown	77C Glenda Dr, Frankton Industrial, QUEENSTOWN OTAGO 9300
Silverdale	2200 East Coast Bays Rd, SILVERDALE, AUCKLAND 0992
Tauranga	52 Burrows St, TAURANGA, BAY OF PLENTY 3140
Traffic Auckland	3 Ray Small Dr, PAPAURA, AUCKLAND 2113
Wellington City	149 - 153 Adelaide Rd, NEWTOWN, WELLINGTON 6021
Westgate	16 Northside Dr, WHENUAPAI, AUCKLAND 0814
Wigram	2 Parkhouse Rd, WIGRAM, CANTERBURY 8443

APPENDIX 2: INITIAL RISK ASSESSMENT METHODOLOGY SUMMARY

An initial risk assessment was carried out to identify the elevated areas of modern slavery risk in our supply chains. This baseline exercise provides the foundation for our subsequent focus for ongoing due diligence and remediation activities across not only the present reporting period, but for upcoming years.

Incorporating company spend data throughout global markets, we have utilised external consultants with proprietary technology to trace the economic inputs required for products and services sourced from Tier 1 suppliers to Tier 2 suppliers, Tier 2 suppliers to Tier 3 suppliers, and so on, all the way to Tier 10 suppliers of the supply chain of our top suppliers by spend.

This supply chain mapping was performed using a balanced, global Multi-Regional Input-Output (MRIO) table which links supply chain data from 190 countries, and in relation to 15,909 industry sectors. This MRIO table is assembled using the following sources:

- The United Nations' (UN) System of National Accounts;
- UN COMTRADE databases;
- Eurostat databases;
- The Institute of Developing Economies, Japan External Trade Organisation (IDE/JETRO); and
- Numerous National Agencies including the Australian Bureau of Statistics.

The MRIO is then examined against the following international standards:

- The UN Guiding Principles on Business and Human Rights;
- The Global Slavery Index;
- International Labour Organisation (ILO) Global Estimates of Modern Slavery; and
- The United States' Reports on International Child Labour and Forced Labour.

A proprietary algorithm has been applied to synthesise publicly available risk data against the exclusively licensed MRIO table. The result of this process is the creation of a modern slavery risk profile to Tier 10 for each supplier.

This analysis was performed for the purposes of risk identification under Section 16(1)(c) of the Modern Slavery Act 2018 (Cth). No information confirms the actual existence of non-existence of slavery in Kennards' supply chains or operations. Initial Risk Assessment analysis was undertaken at the industry and country level. It does not account for variances at the entity, region or product level.

The multi-faceted approach to the modern slavery risk assessment that we have undertaken has included examination and analysis of the following:

- a. The individual suppliers and industries with the most elevated risk of modern slavery.
- b. Supply chain plots to provide a visual representation of the supply chain for Kennards' top 3 first tier industries.
- c. Plotting the relative slavery risk in the supply chain by tier, up to tier 10.
- d. Geographical depiction of the cumulative risk of modern slavery across the supply chain around the world.
- e. An overview of the classification of the first tier of our supply chain by country and industry, including relative modern slavery risk.

The top 50 suppliers in our supply chains and operations that posed the highest calculated risks in relation to modern slavery were identified.

Examples of these results from our Initial Risk Assessment is provided in the figures below.

Figure 1.1 - Top 15 Industry Risk Categories for Kennards

The following graph highlights our top 15 industry risks. Our Statement has focused on the Top 3 risks from this list by relative spend. It is clear that the largest spend and modern slavery risk is with our product and freight suppliers.

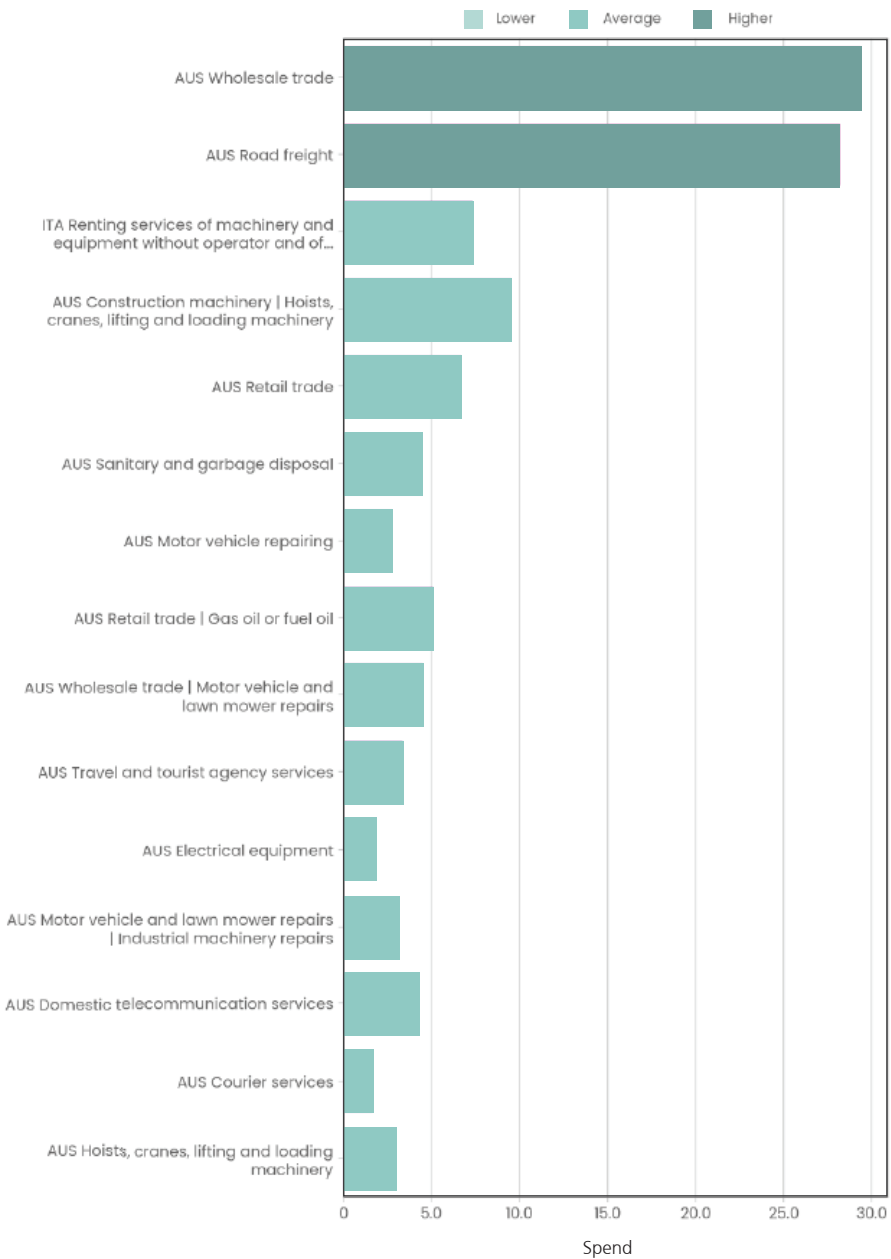


Figure 1.2 - Modern Slavery Risks by Country

The geographical heatmap below suggests that our modern slavery risks for products within our supply chain are likely to be concentrated in the Asia region. The risk is relatively concentrated in countries such as India and China, which has a high prevalence of modern slavery. Although we do not directly source products from these countries, these geographical risks may be present at lower tiers of our supply chain. The relative shading of the Australia region, represents the significant amount of spend we have with suppliers in Australia.

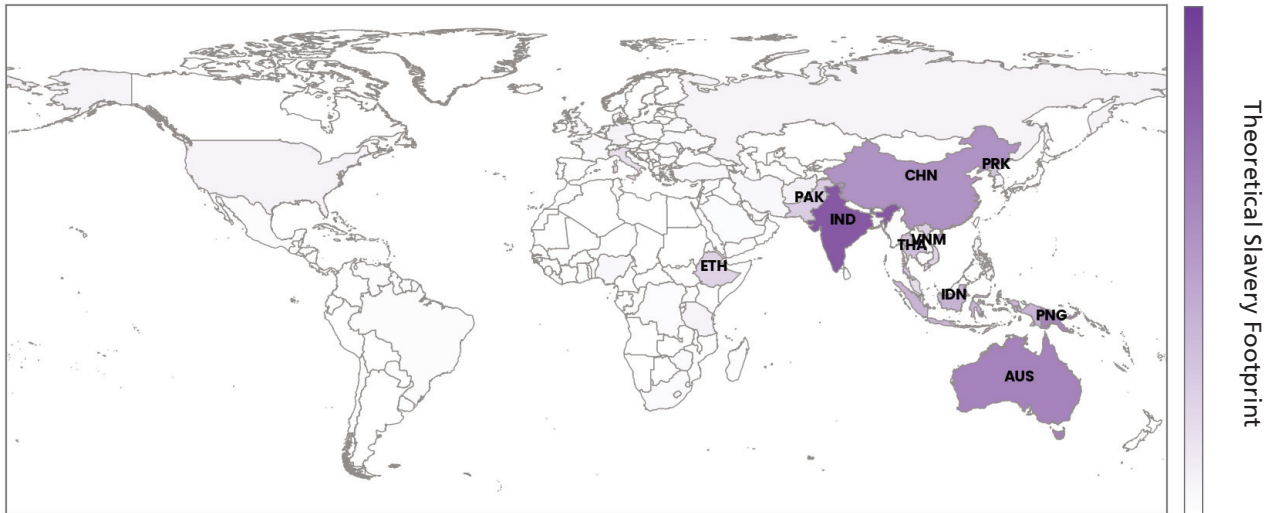


Figure 1.3 - Modern Slavery Risk by Tier

Figure 1.3 below indicates that our modern slavery risks are likely to accumulate at Tiers 2-4 of our supply chain, with a peak at Tier 3. This would suggest that our direct visibility of over our modern slavery risks may be limited and will require greater expectations on our suppliers to further engage with lower tier suppliers. This chart nevertheless provides us with a snapshot of where our additional due diligence efforts should concentrate, taking into account the elevation of risks at these tiers.

