



# MODERN SLAVERY STATEMENT

Kennards Hire Pty Ltd – ABN 69 001 740 727

Reporting period  
1 July 2021 - 30 June 2022





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<b>Modern Slavery Act Requirement</b>	<b>Statement Reference</b>
Identify the reporting entity	Page 3
Describe the reporting entity's structure, operations and supply chains	Pages 3,5-6
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Pages 7-8
Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	Pages 7-8, 9-10
Describe how the reporting entity assesses the effectiveness of these actions	Pages 11-12
Describe the process of consultation with any entities that the reporting entity owns or controls (a joint Statement must also describe consultation with the entity giving the Statement)	Page 12
Provide any other relevant information	Pages 13-19

## THE REPORTING ENTITY & STRUCTURE

This Modern Slavery Statement (“Statement”) identifies the steps taken by Kennards Hire Pty Limited (“Kennards Hire”) and its controlled entities to identify, manage and mitigate the risk of modern slavery in supply chains and operations. Kennards Hire Pty Limited (ABN 69 001 740 727) is registered at Unit 1, Building I, 22 Powers Road, Seven Hills NSW, Australia. The active entity operating under the control of Kennards Hire is:

- Kennards Hire New Zealand Limited (New Zealand Business Number 94290305354473).

Kennards Hire New Zealand is not, individually, a mandatory reporting entity under the *Modern Slavery Act 2018* (Cth) (“the Act”). The same executive team is responsible for management across the entities and consistent management practices and standards are applied by the entities, including in relation to modern slavery.

This Statement has been published in accordance with the Act and has been prepared in consultation with the Kennards Hire Board of Directors. The Statement has been signed by a duly authorised corporate officer. The principal governing body approval document is annexed to the Statement in Annexure 1.

Information from previous statements has been reiterated in the sections where details have remained unchanged across the reporting periods.

## OUR VALUES



### ONE FAMILY

Everyone going home safe each day is our number one priority. We care for our mates and treat each other like family. We work together to get things done and look after one another.



### FAIR DINKUM

If we say we’ll do something, we’ll do it. Always true to our word, we lead by example and we don’t over-complicate things.



### TAKING HIRE HIGHER

We always look for ways to improve what we offer, and are proud of our position as an industry leader. We constantly aim to show customers the benefit of hire, and why it should be the first choice for their work.



### EVERY CUSTOMER A RAVING FAN

We like our customers and want them to leave safe and happy. Every customer is important, and if they’ve got a problem that needs solving, we just want to help.

## MESSAGE FROM THE CEO

Kennards Hire is a proud, Australian family-owned company, with operations dating back to 1948. Our mission to be the 'Best Hire Company in the World' guides our decision making and aligns our business thinking with our core values of 'Fair Dinkum', 'Taking Hire Higher', 'One Family' and 'Every Customer a Raving Fan.' It is this mission and these values which contribute to our position as an industry leader.

As a business which has multiple suppliers with global operations, and thousands of customers in diverse industry verticals, we are acutely aware of our responsibility to be vigilant of global conditions and issues. It is important to us that we remain cognisant of, and take steps to eradicate, possible human rights violations within our supply chain.

We are committed to effecting change where we can and using our sphere of influence to encourage others to adopt practices to reduce the risk of engaging in behaviours, which may contribute to modern slavery practices.

During this reporting period, we were pleased to deliver bespoke internal training, specifically developed to examine the risk profile of our operations and procurement activity.

We have published a supplier code of conduct that clearly reflects our values and standards and implemented a 'Supplier On-Boarding Checklist', which incorporates a modern slavery risk assessment. We have also begun a rigorous exploration of our current Environment, Social and Governance position, with the aim of developing strategic and aspirational ESG goals including those which are mindful of modern slavery concerns.

This is Kennards Hire's third Statement under the Australian Modern Slavery Act, and it outlines the activities undertaken, and progress made over the reporting period, to improve our understanding of identifiable modern slavery risks in our operations and supply chain and manage and mitigate these risks.



**Bill Whitehouse**  
Chief Executive Officer

27 October 2022



## INTRODUCTION

Recent progress updates on the implementation of the United Nations Sustainable Development Goals paint an alarming picture of deteriorating conditions in many key indicators, particularly amongst the most vulnerable of the world's populations. It is widely accepted that, globally, more people are subject to slavery conditions today than at any other point in human history. Accordingly, awareness of the practices that cause modern slavery and vigilance to the indicators of elevated modern slavery risk has never been more important. Kennards Hire remains committed to doing our part to effectively assess and address modern slavery risks in our supply chains and business operations.

We have set out in this Statement descriptions concerning modern slavery-related issues in our operations and supply chains, together with the action taken to ameliorate the occurrence of actual or potential instances of modern slavery. We accept our responsibility to continuously improve our remediation measures and have developed a three-year action plan in support of this objective and to promote a strategic approach to improving the maturity of our response. We are also working to develop a whole of organisation aligned Environment, Social & Governance (ESG) plan, targeted at creating impactful environmental and social impact. Our modern slavery approach sits strategically within the Kennards Hire ESG plan.

## OUR OPERATIONS

Kennards Hire is a leading equipment hire supplier with operations in Australia and New Zealand. We provide rental products and solutions across various market and industries, from do-it-yourself home renovators, through to complex services and equipment required for commercial construction and infrastructure projects.

We also supply equipment and other valuable support to niche markets, including pumping and power generation, road traffic, rail, testing and measuring, major events, concrete care, and lifting and shifting.

The Kennards Hire network operates from more than 190 branch locations and central distribution centres across Australia and New Zealand to deliver exceptional hire equipment products and services across a significant proportion of the geography.



## OUR PEOPLE & SUPPLY CHAINS

At Kennards Hire, people are at the core of everything we do. We deliver on our commitment to our people by continuously seeking out ways to make positive impactful change in our communities and by empowering our people through actively ensuring that their voice is heard. We always uphold our people’s rights and prioritise their wellbeing. Throughout the reporting period, Kennards Hire employed over 1300 team members in Australia and just under 200 team members in New Zealand across our branch and support network. Our approximate workforce composition by type of employment is:

- 2% Part time
- 8% Casual
- 90% Full time

Our supply chains relate primarily to products and services procured directly from suppliers to carry out our business operations. They comprise everything from the manufacturing and transport of the plant and equipment that we purchase to hire and sell and the associated services that we provide to assist our customers with overcoming on-site obstacles. Plant and equipment categories include access, earthmoving and lighting through to site equipment, trailers and vehicles. Our operational supply chains also range across various products and services such as cleaning, towing, security, uniforms, waste removal, maintenance and other subcontractor services.



## MODERN SLAVERY RISKS

As with the previous reporting periods, we are not aware of any actual or suspected instances of modern slavery in our supply chains or operations.

In accordance with the requirements of the act, we have sought to identify and assess the potential risks of modern slavery, including those that may lie well beyond the suppliers that we are in a direct contractual relationship with. We acknowledge that it is widely accepted that effective modern slavery due diligence must go well beyond the first tier (direct) supply chain and seek maximum transparency as far back to the raw material / initial manufacturing stages as possible.

There have not been any material changes to our direct suppliers during this reporting period compared to the last period. Our total number of suppliers decreased slightly, as did the percentage of overseas suppliers, which continues to be less than one percent of total suppliers. We performed the risk assessment described in the methodology section below across an updated supplier list comprising 92% of total supplier spend, increasing both the proportion and number of suppliers assessed compared to the previous reporting period.

### Risk Assessment Methodology

The comprehensive risk assessment described in this section continues to serve as the baseline exercise 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 to produce 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:

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

The MRIO is then examined against the following international standards:

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

A proprietary algorithm has then 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 of our suppliers.

This analysis was performed for the purposes of risk identification under Section 16(1)(c) of the Act. As has been stated, no information confirms the actual existence of non-existence of slavery in our supply chains or operations. Analysis was undertaken at the industry and country level. It does not account for variances at the entity, region or product level.

### Supply Chain Risk Assessment Findings

The risk assessment shows that our highest supply chain risk is in tiers 2 and 3 (indirect suppliers) where we have greatly reduced commercial leverage and limited overall ability to exert influence. Nevertheless, over time, we intend to incorporate highest risk indirect suppliers in both direct desktop and onsite auditing where possible and we have reflected this in our three year action plan.

Key Risk	Description	Source of Risk
Crude petroleum and services related to crude oil extraction, excluding surveying	The overseas resource sector represents an elevated modern slavery risk with high demand for migrant and base-skill workers, high-risk business models and the short term and temporary nature of some work. This is compounded by geography factors, modern slavery prevalence is extremely high in the countries identified.	This elevated modern slavery risk is primarily attributable to the products used to fuel Kennards Hire equipment and delivery vehicles used in day-to-day operations. As a result of our high relative spend in this category, the associated supply chain depth is higher resulting in the elevated modern slavery risk finding.
Textiles	Forced and children labour is known to be rife in the global textile and apparel industry and it continues to be amongst the most well-recognised industry hotspots for modern slavery. Despite limited available information in relation to the country identified, there are well established human rights concerns in relation to practices occurring.	Manufacturing country of origin for some source products likely related to merchandise and/or company uniforms.

## Operational Risk

Direct oversight in Australia and New Zealand in an environment of expansive employment protections and strict regulatory controls reduces the inherent risk present in our operations. Nonetheless we have identified areas of potential higher modern slavery risk below:

### Overseas Workers

During the reporting period we recruited a total of six overseas workers under the 482 Visa program. Overseas recruitment supports Kennards Hire in addressing skills shortages arising from our retail presence in remote locations and sustained levels of strong economic activity. These workers are skilled in performing maintenance services on Kennards Hire rental equipment in branch locations and on customer sites.

We acknowledge that there is an elevated level of modern slavery risk associated with overseas recruitment, and workers are at risk of being subject to substandard working conditions through to serious criminal exploitation. Kennards Hire only utilises recruiting 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. We also ensure that our partners are subject to due diligence and periodic review to the extent that we are wholly satisfied that they adhere to acceptable standards of ethical recruitment policies and practices and do not, under any circumstances, charge applicant’s placement fees or costs.

We have had additional overseas workers commence with Kennards Hire after the conclusion of the FY22 reporting period and we will continue to recruit overseas workers as the need arises provided that we continue to be satisfied with the controls and practices used by the parties involved. Workers recruited internationally are provided with appropriate remuneration and employee benefits, including accommodation assistance, application support and business mentors.

A Kennards Hire representative travelled to the country of origin during the reporting period to undertake in-person interviews and meet with our recruitment supplier to ensure workers’ rights are being protected during the recruitment process. Any supplier operating in this space is subject to comprehensive desktop based review by members of the Modern Slavery Working Group prior to on-boarding. This review includes policy framework analysis, SAQ evaluation and contract terms alignment confirmation.

### Labour Hire & Other

We are aware of a relatively small number of labour hire suppliers that assist our operational team with a limited range of tasks. Kennards Hire has limited visibility over employee arrangements in these scenarios and we consider it to be an area of higher risk. We intend to perform further investigation into the use of labour hire in our operations in the upcoming reporting period to determine further due diligence requirements.

We are also aware that many electronic products, company apparel, and other renewable energy products have been shown to be inherently higher risk and we will continue to act accordingly to mitigate risks in these areas on a case-by-case basis.



## OUR APPROACH

### Internal Education & Training

During the previous reporting period we delivered our first phase of modern slavery awareness training deployed via e-learning modules. These modules covered a general introduction to modern slavery and outlined the relevant legislative requirements that apply to the business.

The e-learning program was supplemented in this reporting period by a second phase of internal training that specifically examined the risk profile of Kennards Hire operations and procurement activity. The training program targeted developing participant capability in the following key areas:

- In depth understanding of modern slavery and the related Kennards Hire policies and procedures;
- Engaging suppliers on the topic;
- Supplier on-boarding in connection with modern slavery assessments;
- Existing supplier audits for modern slavery risks; and
- Identify modern slavery risk and understand the process for qualifying and reporting risks through to resolution.

Training content was supporting by purpose developed case studies and covered best practice procurement processes in the context of the roles required within Kennards Hire operations and support functions. The program was produced and delivered to procurement and key people team members in close consultation with Kennards Hire by our modern slavery specialist partner.

### Policy Framework and Governance

#### Supplier On-boarding Checklist

Following on from the second phase of our internal education and training we have developed a modern slavery supplier on-boarding checklist to embed the training principles. Complementing established supplier due diligence, the checklist is an internal requirement for engagement if a supplier is operating offshore or in a high-risk industry. The checklist content covers critical elements such as supplier acknowledgement and acceptance of Kennards Hire modern slavery mitigation standards, risk assessment factors and due diligence items. If a supplier fails to meet the established criteria, or if actual or suspected wrongdoing is identified, the supplier must be referred to the Modern Slavery Working Group for assessment before on-boarding is approved.

#### Supplier Code of Conduct

We published a Supplier Code of Conduct ("the Code") during the reporting period that clearly reflects our values and standards. The Code includes the requirement that suppliers comply with international and domestic modern slavery regulations in all circumstances. The Code supports the communication of our minimum expectations when we engage and work with our suppliers

The remainder of our internal policy framework remains unchanged and continues to support the assessment and mitigation of modern slavery and related human rights issues in our supply chains and operations.

#### Whistleblower Policy

Supports risk remediation by providing affected parties and observers with a clear directive that wrongdoing in any form within or external to Kennards Hire, by contractors or suppliers, should be reported. The Whistleblower Policy encourages legitimate reporting of wrongdoing by establishing a convenient and safe mechanism for doing so and by providing protection for people who make wrongdoing disclosures.

#### Modern Slavery Policy

Describes how Kennards modern slavery approach is reflected through the internal governance framework including in operational policies and procedures. The Modern Slavery Policy establishes the consequences of non-conformance and outlines Kennards Hire's commitments to addressing modern slavery across training, engagement, due diligence and risk remediation.

#### Human Rights and Ethical Conduct Policy

This policy sets out our commitment and guiding principles to always respect and uphold human rights and demonstrate a high standard of ethical conduct across our operations.

#### Bullying, Harassment and Discrimination Policy

Our Bullying, Harassment and Discrimination Policy assists in minimising risk to our team members' wellbeing by education about and addressing inappropriate and unlawful behaviour.

### Equipment Contracts

We have developed longstanding partnerships with many of our suppliers, particularly those from whom we procure the high quality equipment we hire to our customer. Our standard equipment supplier contract contains best practice contract provisions dealing with modern slavery including that the contracting party implement reasonable measures themselves to address modern slavery in relation to their own supply chains and operations.

### Procurement Policy

Our Procurement Policy establishes our approach to procuring suppliers and services through a process of balanced judgement.

### Grievance Handling Policy and Procedure

The Grievance Handling Policy and Procedure explicitly outlines the procedures for complaint handlings to ensure that grievances are resolved effectively, confidentially (if required) and with sensitivity to all involved.

### Supplier Self-Assessment Questionnaire

During the reporting period, we issued a total of 256 supplier self-assessment questionnaires relating to modern slavery issues to our direct suppliers selected on the basis of highest relative procurement value.

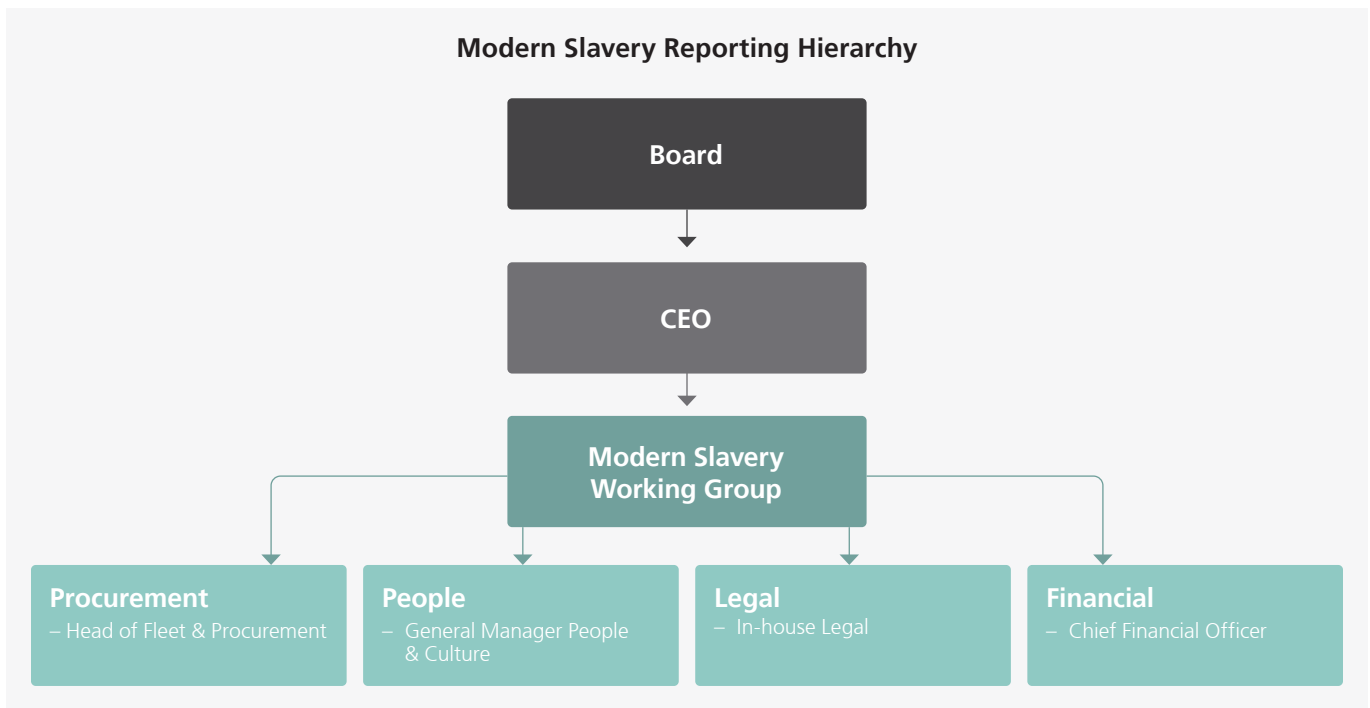
The substantive return response rate was slightly less than a quarter of all surveyed entities. Whilst we recognise that, this is still quite low, we consider that the overall responses still provided useful information to improve our understanding of our modern slavery risk profile.

The participating entities were a mix of equipment, fuel type suppliers, waste management, goods such as batteries and professional services (e.g. legal audit), office suppliers and cleaning services and mix of reporting/non-reporting entities. Accordingly, a good cross-section of our diverse range of direct supply chains was represented.

A significant proportion of respondent suppliers (primarily non-reporting entities) had implemented no, or only very rudimentary, processes (both internal and external) to assess and address modern slavery risks. This result confirms that, particularly since our assessed areas of greatest modern slavery risk are situated beyond our direct suppliers' operations, there is ample opportunity for ongoing supplier engagement to collaborate in developing a more effective response to modern slavery.

### Modern Slavery Working Group

Our Compliance Working Group has become purpose specific during the reporting period and is now the Modern Slavery Working Group. We continue to meet monthly with key representation across legal, procurement, finance and people. The working group is equipped to respond to modern slavery risk identified in general business through formal grievance mechanisms, informal communication and those that are captured in due diligence activities. The meeting activities throughout the reporting period included progress monitoring of modern slavery actions, assignment of tasks, risk tracking using our partner platform and review and approval of proposed actions.



## REVIEWING OUR PROGRESS

As our response to modern slavery develops, so too does our understanding of the most appropriate approach to measure effectiveness. Kennards Hire measures effectiveness by reviewing our progress against the simple key performance indicator matrix disclosed in our previous Statement. We undertake to again review these performance indicators and the underlying rationale for measuring progress and effectiveness in the next reporting period.

### Monitoring & Response Framework

Effectiveness is measured against the overarching monitoring and response framework included below and in our previous Modern Slavery Statement. The framework includes key performance indicators to support ongoing reporting on impact and outcomes. We recognise the importance of transparency in relation to modern slavery risk mitigation and reporting, accordingly we have included our progress tracking against each key performance indicator below together with a brief explanation for missed KPIs where relevant.

Action Area	Key Performance Indicator	Reporting Period Performance
<b>GOVERNANCE</b>		
1.0 Functional Operation of compliance Group	1.1 Frequency of Working Group convening	Fulfilled ✓
	1.2 Composition of Group – appropriate top-level, executive representation	Fulfilled ✓
	1.3 Initiatives actually implemented / improved as a result of the Group's leadership	Fulfilled ✓
2.0 Modern Slavery related internal education and training	2.1 Online training modules provided to all staff	Partially fulfilled ✓
	2.2 Specific training provided to key teams, such as procurement	Fulfilled ✓
	2.3 Modern Slavery Workshop delivered to Board of Directors	Not completed in reporting period <i>Possible future initiative. Further information required regarding value and content.</i>
3.0 Internal governance and policy frameworks	3.1 Development and roll out of Supplier Code of Conduct, modern slavery provisions in supplier contracts, modern slavery policy, grievance handling policy	Fulfilled ✓
<b>DUE DILIGENCE</b>		
1.0 Supplier engagement	1.1 Issuing of supplier self assessment questionnaires and internal review of responses – specifying % of suppliers (total or belonging to particular industry category/ies or product group(s))	Fulfilled ✓
	1.2 Increasing number of specific suppliers (direct and indirect) that are assessed and subject to specific due diligence and / or audit	Fulfilled ✓
	1.3 Increasing the number of specific suppliers (direct and indirect) that are assessed, at an individual level, for modern slavery risk	Fulfilled ✓
2.0 Risk assessment of direct suppliers	2.1 Complete coverage (100%) of all procurement spending	Partially Fulfilled ✓ <i>Supplier coverage is expanding year-on-year with full coverage expected in FY24.</i>
3.0 Increasing industry group collaboration on modern slavery issues	3.1 Participation in relevant industry working group	Not completed in reporting period <i>Opportunities for partnerships to be reviewed in FY23 reporting period</i>
4.0 Desktop auditing of specific suppliers/product categories	4.1 Specified percentage of total identified high(er) risk suppliers and/or product categories that are subjected to desktop auditing activities	Not completed in reporting period <i>Assessment framework to be developed and applied for highest risk suppliers in FY23.</i>
<b>REMIEDIATION</b>		
1.0 Grievance procedures and whistleblower facilities	1.1 Implementation and availability in 'high visibility' areas	Fulfilled ✓
	1.2 Regular analysis of level of uptake and use (or non-use) – consideration of whether this is due to genuine absence of issues or need to review the accessibility of measures to areas where most required	Partially Fulfilled ✓ <i>Some understanding of uptake of grievance procedures and whistleblower facilities. Further information required to respond to question posed.</i>
	1.3 Coordination with direct suppliers and beyond to ensure continuity of remediation measures as deep as possible into relevant supply chains	Fulfilled ✓



### Three-Year Action Plan

In our previous Modern Slavery Statement, we referenced longer term planning to help guide our developing response to addressing modern slavery and to provide us with a multi-year framework. A three-year action plan has been approved, which takes a whole of business view to integrating measures to support a strategic approach to continuous improvement. The key action plan activities to be implemented in the next reporting period which corresponds with year one in the three year action plan are listed below:

- Apply multi-tier risk assessment methodology across an increased number of suppliers as we move towards full supplier coverage;
- Monitor effectiveness of high risk industry/geography supplier on-boarding checklist and adjust to maximise positive impact as required;
- Develop further in-depth assessment and engagement framework for highest risk suppliers and apply to a designated number of direct suppliers;
- Develop policy/guidelines for select third-party disclosure of supplier lists to support collaborative approach to risk mitigation; and
- Crosscheck existing suppliers for further action with recognised published company lists in relation to alleged linkages with modern slavery such as the Australian Strategic Policy Institute's 2020 Report into forced labour and surveillance ("ASPI Report").

## HOW WE CONSULT OUR ENTITIES

This Modern Slavery Statement is submitted on behalf of all controlled entities trading under Kennards Hire Pty Ltd and is inclusive of the operations, supply chains and relevant actions across both Kennards Hire Australia and Kennards Hire New Zealand. As with previous reporting periods, at the executive level, the same management team is responsible across both entities and key business functions are centralised. Shared people, processes and initiatives ensures that consultation constantly occurs as part of 'business as usual' practices.

## APPENDIX 1: KENNARDS HIRE BRANCH & SITE LOCATIONS

### AUSTRALIA

NSW	
Group Support Office	Unit 1, Building I, 22 Powers Road, SEVEN HILLS NSW 2147
Kennards Hire Museum	16 Herbert Street, ARTARMON NSW 2064
Access, Earthmoving & Site Services Sydney	2167 Castlereagh Road, PENRITH NSW 2750
Alexandria	200 Botany Road, ALEXANDRIA NSW 2015
Artarmon	16 Herbert Street, ARTARMON NSW 2064
Bankstown	39 Canterbury Road, Corner Stacey Street, PUNCHBOWL NSW 2196
Bathurst	14 Littlebourne Street, KELSO NSW 2795
Bexley	560 Forest Road, BEXLEY NSW 2207
Brookvale	196A Harbord Road, BROOKVALE NSW 2100
Burwood	1-7 Lucas Road, BURWOOD NSW 2134
Byron Bay	4 Centennial Court, BYRON BAY NSW 2481
Campbelltown	189 Airds Road, CAMPBELLTOWN NSW 2560
Coffs Harbour	34 Marcia Street, COFFS HARBOUR NSW 2450
Concrete Care Artarmon	Unit 2, 16 Herbert Street, ARTARMON NSW 2064
Concrete Care Moorebank	115 Newbridge Road, MOOREBANK NSW 2170
Corrimal	277 Princes Highway, CORRIMAL NSW 2518
Dubbo	Lot 81 Wheelers Lane, DUBBO NSW 2830
Girraween	Corner Toongabbie Road & Great Western Highway, GIRRAWEE NSW 2145
Gosford	285 Manns Road, Corner Merinee Road WEST GOSFORD NSW 2250
Goulburn	34-36 Clinton Street, GOULBURN NSW 2580
Griffith	20-24 Jondaryan Avenue, GRIFFITH NSW 2680
Heatherbrae	299 Pacific Highway, HEATHERBRAE NSW 2324
Hornsby	69 Pacific Highway, HORNSBY NSW 2077
Kellyville	35 Windsor Road, KELLYVILLE NSW 2155
Lambton	48 Griffiths Road, LAMBTON NSW 2299
Lift & Shift Alexandria	5/53 Burrows Road, ALEXANDRIA NSW 2015
Lift & Shift Silverwater	22 Fariola Street, SILVERWATER NSW 2128
Lismore	10 Lancaster Drive, GOONELLABAH NSW 2480
Mittagong	94 Bowral Road, MITTAGONG NSW 2575
Mona Vale	61 Barrenjoey Road, MONA VALE NSW 2103
Moorebank	115 Newbridge Road, MOOREBANK NSW 2170
Nowra	236 Princes Highway, SOUTH NOWRA NSW 2541
Oak Flats	125 Industrial Road, OAK FLATS NSW 2529
Orange	201 Byng Street, ORANGE NSW 2800
Parkes	7-9 Federal Street, PARKES NSW 2870
Penrith	Corner Castlereagh Road & Lugard Street, PENRITH NSW 2750
Port Macquarie	30 Jindalee Road, PORT MACQUARIE NSW 2444
Pump & Power Singleton	2 Rosedale Close, MCDUGALLS HILL NSW 2330
Pump & Power Sydney	2167 Castlereagh Road, PENRITH NSW 2750
Rail Rutherford	110 Kyle Street, RUTHERFORD NSW 2320
Rozelle	69 Victoria Road, Corner Hartley Street, ROZELLE NSW 2039

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

Rutherford	Corner Mirage Road & New England Highway, RUTHERFORD NSW 2320
Rydalmere	269 Victoria Road, Corner Clyde Street, RYDALMERE NSW 2116
Seven Hills	Corner Old Windsor Road & Powers Road, SEVEN HILLS NSW 2147
Smeaton Grange	1/49 Smeaton Grange Road, SMEATON GRANGE NSW 2567
St Marys	102 Forrester Road, MARYS NSW 2760
Tamworth	Corner Lockheed Street & Plain Street, TAMINDA NSW 2340
Taree	19-21 Crescent Avenue, TAREE NSW 2430
Taren Point	Unit 2, 139 Taren Point Road, TAREN POINT NSW 2229
Traffic Sydney	2167 Castlereagh Road, PENRITH NSW 2750
Unanderra	85 Princess Highway, UNANDERRA NSW 2526
Wagga Wagga	30 Edward Street, WAGGA WAGGA NSW 2650
Warners Bay	20 Medcalf Street, WARNERS BAY NSW 2282
Waverley	340 Bronte Road, Corner High Street, WAVERLEY NSW 2024
Wetherill Park	1/3 Nello Place, WETHERILL PARK NSW 2164
Windsor	12B Wingate Road, WINDSOR NSW 2756
Woollahra	64-66 Oxford Street, WOOLLAHRA NSW 2025
<b>ACT</b>	
Belconnen	75 Oatley Court, BELCONNEN ACT 2616
Fyshwick	1 Townsville Street, FYSHWICK ACT 2609
Mitchell	117 Flemington Road, MITCHELL ACT 2911
Phillip	13 Colbee Court, PHILLIP ACT 2606
Queanbeyan	81 Yass Road, QUEANBEYAN ACT 2620
<b>QLD</b>	
Access & Site Services Brisbane	35 Magnesium Drive, CRESTMEAD QLD 4132
Beenleigh	Corner Logan River Road & Harburg Drive, BEENLEIGH QLD 4207
Bowen Hills	Corner Abbotsford Road & Edmondstone Street, BOWEN HILLS QLD 4006
Brendale	133 Southpine Road, BRENDAL QLD 4500
Browns Plains	Corner Johnson Road & Southlinks Street, BROWNS PLAINS QLD 4118
Bundamba	Corner Boyce Street & Brisbane Road, BUNDAMBA QLD 4304
Burleigh West	Corner Reedy Creek Road & Taree Street, BURLEIGH WEST QLD 4220
Cairns	125 Hartley Street, PORTSMITH QLD 4870
Caloundra	27 Bronwyn Street, CALOUNDRA WEST QLD 4551
Cleveland	16 Wellington Street, CLEVELAND QLD 4163
Concrete Care Rocklea	59 Balham Road, ROCKLEA QLD 4106
East Brisbane	39 Caswell Street, EAST BRISBANE QLD 4169
Indooroopilly	10 Rennies Road, INDOOROOPILLY QLD 4068
Labrador	316 Brisbane Road, LABRADOR QLD 4215
Lift & Shift Rocklea	59 Balham Road, ROCKLEA QLD 4106
Mackay	22 Hamilton Street, NORTH MACKAY QLD 4740
Maroochydore	23 Page Street, KUNDA PARK QLD 4556
Morayfield	2 Oakey Flat Road, MORAYFIELD QLD 4506
Nerang	16 Spencer Road, NERANG QLD 4211

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

Noosaville	13 Leo Alley Road, NOOSAVILLE QLD 4566
Oxenford	159 Old Pacific Highway, OXENFORD QLD 4210
Port Douglas	Lot 1 Captain Cook Highway, PORT DOUGLAS QLD 4877
Pump & Power Brisbane	35 Magnesium Drive, CRESTMEAD QLD 4132
Rail Brisbane	36 Magnesium Drive, CRESTMEAD QLD 4132
Redcliffe	77 Snook Street, REDCLIFFE QLD 4020
Rocklea	Corner Granard Road & Balham Road, ROCKLEA QLD 4106
Springwood	3327 Logan Road, SLACKS CREEK QLD 4127
Toowoomba	186a Anzac Avenue, HARRISTOWN QLD 4350
Townsville	21 Hartley Street, GARBUTT QLD 4814
Traffic Brisbane	37 Magnesium Drive, CRESTMEAD QLD 4132
Tweed Heads	1/20 Machinery Road, TWEED HEADS SOUTH NSW 2486
Virginia	Corner Toombul Road & Street Vincents Road, VIRGINIA QLD 4014
<b>VIC</b>	
Abbotsford	353-361 Johnston Street, ABBOTSFORD VIC 3067
Access Melbourne	Rear 2/5 Gladstone Road, DANDENONG VIC 3175
Airport West	29-33 Parer Road, AIRPORT WEST VIC 3042
Bayswater	800 Mountain Highway, BAYSWATER VIC 3153
Brooklyn	758 Princes Highway, LAVERTON NORTH VIC 3026
Clayton	2183 Princes Highway, CLAYTON VIC 3168
Concrete Care Dandenong	1 Plunkett Road, DANDENONG VIC 3175
Concrete Care Richmond	107 Murphy Street, RICHMOND VIC 3121
Dandenong	Corner Princes Highway & Plunkett Road, DANDENONG VIC 3175
Doncaster	2 Rose Street, DONCASTER VIC 3108
Frankston	88 Dandenong Road, FRANKSTON VIC 3199
Geelong	12 Maxwell Avenue, BELMONT VIC 3216
Lift & Shift Dandenong	1 Plunkett Road, DANDENONG VIC 3175
Lift & Shift Port Melbourne	323 Williamstown Road, PORT MELBOURNE VIC 3207
Lilydale	49 John Street, LILYDALE VIC 3140
Moorabbin	919 Nepean Highway, Corner North Avenue, MOORABBIN VIC 3204
Mornington Branch	988 Nepean Highway, MORNINGTON VIC 3931
Narre Warren	1 Narre Warren-Cranbourne Road, NARRE WARREN VIC 3805
North Geelong	346 Melbourne Road, NORTH GEELONG VIC 3215
Pakenham	1225 Koo Wee Rup Road, PAKENHAM VIC 3810
Preston	33 Albert Street, PRESTON VIC 3072
Pump & Power Melbourne	Rear 2/5 Gladstone Road, DANDENONG VIC 3175
Rail Melbourne	1/114 Fairbairn Road, SUNSHINE WEST VIC 3020
Ravenhall	5/2-8 Westwood Drive, RAVENHALL VIC 3023
Richmond	540 Bridge Road, RICHMOND VIC 3121
Site Services Melbourne	Rear 2/5 Gladstone Road, DANDENONG VIC 3175
South Melbourne	323 Williamstown Road, PORT MELBOURNE VIC 3207
Thomastown	173 Settlement Road, THOMASTOWN VIC 3074
Traffic Laverton	26 Fitzgerald Road, LAVERTON NORTH VIC 3026

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

Traffic Narre Warren	Rear 2/5 Gladstone Road, DANDENONG VIC 3175
Werribee	305 Princes Highway, WERRIBEE VIC 3030
<b>SA</b>	
Adelaide	145 Grote Street, ADELAIDE SA 5000
Concrete Care Torrensville	80 Hardys Road, TORRENSVILLE SA 5031
Darlington	Corner Main South Road & Seacombe Road, DARLINGTON SA 5047
Glandore	128 Anzac Highway, GLANDORE SA 5037
Lift & Shift Hindmarsh	2 Richard Street, HINDMARSH SA 5007
Morphett Vale	136 Sherriffs Road, MORPHETT VALE SA 5162
Mount Barker	60 Oborn Road, MOUNT BARKER SA 5251
Port Adelaide	327 St Vincent Street, PORT ADELAIDE SA 5015
Pump & Power Adelaide	59 Galway Avenue, MARLESTON SA 5033
Roxby Downs	6 Gosse Street, ROXBY DOWNS SA 5725
Salisbury	1730 Main North Road, SALISBURY SA 5108
Site Services Adelaide	22 Circuit Drive, HENDON SA 5014
Traffic Hendon	22 Circuit Drive, HENDON SA 5014
Trinity Gardens	170 Portrush Road, TRINITY GARDENS SA 5068
Valley View	771 North East Road, VALLEY VIEW SA 5093
<b>NT</b>	
Alice Springs	29 Stuart Highway, ALICE SPRINGS NT 0870
Katherine	39 Chardon Street, KATHERINE NT 0850
Palmerston	21 Toupien Road, PALMERSTON NT 0831
Winnellie	135 Winnellie Road, WINNELLIE NT 0820
<b>WA</b>	
Access, Earthmoving & Site Services Perth	404 Orrong Rd, WELSHPOOL WA 6106
Balcatta	Corner Balcatta Road & Erindale Road, BALCATTWA 6102
Belmont	149 Francisco Street, BELMONT WA 6104
Broome	23 Hunter Street, BROOME WA 6725
Cannington	Corner Nicholson Road & Spencer Road, LANGFORD WA 6147
Concrete Care Belmont	200 Campbell Street, BELMONT WA 6104
Fremantle	63 Stirling Highway, NORTH FREMANTLE WA 6159
Geraldton	134 Flores Rd, GERALDTON WA 6530
Joondalup	3 Winton Road, JOONDALUP WA 6027
Kalgoorlie	10 Cunningham Drive, KALGOORLIE WA 6430
Karratha	Lot 1523 Lambert Road, Karratha Industrial Estate, KARRATHA WA 6714
Kununurra	12 Bandicoot Drive, KUNUNURRA WA 6743
Lift & Shift Belmont	198 Campbell Street, BELMONT WA 6104
Malaga	1918 Beach Road, MALAGA WA 6090
Mandurah	55 Gordon Road, MANDURAH WA 6210
Midland	221 Great Eastern Highway, MIDLAND WA 6056
Myaree	Corner Norma Road & Marmion Street, MYAREE WA 6154
North Perth	370 Charles Street, NORTH PERTH WA 6006



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

Port Hedland	13 Steel Loop, WEDGEFIELD WA 6721
Pump & Power Perth	404 Orrong Road, WELSHPOOL WA 6106
Rockingham	77 Dixon Road, ROCKINGHAM WA 6168
Traffic Perth	404 Orrong Road, WELSHPOOL WA 6106
<b>NEW ZEALAND</b>	
Group Support Office New Zealand	131 Harris Road, EAST TAMAKI, AUCKLAND 2013
Albany	16 Tawa Drive, ALBANY, AUCKLAND 0755
Auckland City	388 Great North Road, AUCKLAND CITY, AUCKLAND 1148
Christchurch City	472 Moorhouse Avenue, CHRISTCHURCH, CANTERBURY 8011
Concrete Care East Tamaki	388 Great North Road, GREY LYNN 2013
Dunedin	5 Midland Street, DUNEDIN, OTAGO 9054
East Tamaki	131 Harris Road, EAST TAMAKI, AUCKLAND 2013
Hamilton	709 Te Rapa Road, HAMILTON WAIKATO 3200
Henderson	327 Lincoln Road, HENDERSON, AUCKLAND 0610
Invercargill	5 Bond Street, WEST INVERCARGILL, SOUTHLAND 9810
Lift & Shift East Tamaki	131 Harris Road, EAST TAMAKI, AUCKLAND 2013
Lower Hutt	69 Waione Street, PETONE, LOWER HUTT, WELLINGTON 5012
Manukau	3 Mana Place, MANUKAU, AUCKLAND 2104
Mt Manganui	48 Hewletts Road, MOUNT MANGANUI, BAY OF PLENTY 3150
Onehunga	375-377 Church Street, ONEHUNGA, AUCKLAND 1643
Panmure	4 Morrin Road, PANMURE, AUCKLAND 1545
Papakura	3 Ray Small Drive, PAPAKURA, AUCKLAND 2113
Papanui	154 Langdons Road, PAPANUI, CANTERBURY 8052
Pukekohe	198 Manukau Road, PUKEKOHE, AUCKLAND 2120
Pump & Power Auckland	3 Ray Small Drive, PAPAKURA, AUCKLAND 2113
Queenstown	22 Glenda Drive, Frankton Industrial, QUEENSTOWN, OTAGO 9300
Silverdale	2200 East Coast Bays Road, SILVERDALE, AUCKLAND 0992
Tauranga	52 Burrows Street, TAURANGA, BAY OF PLENTY 3140
Traffic Auckland	3 Ray Small Drive, PAPAKURA, AUCKLAND 2113
Wellington City	149-153 Adelaide Road, NEWTOWN, WELLINGTON 6021
Westgate	16 Northside Drive, WHENUAPAI, AUCKLAND 0814
Wigram	2 Parkhouse Road, WIGRAM, CANTERBURY 8443

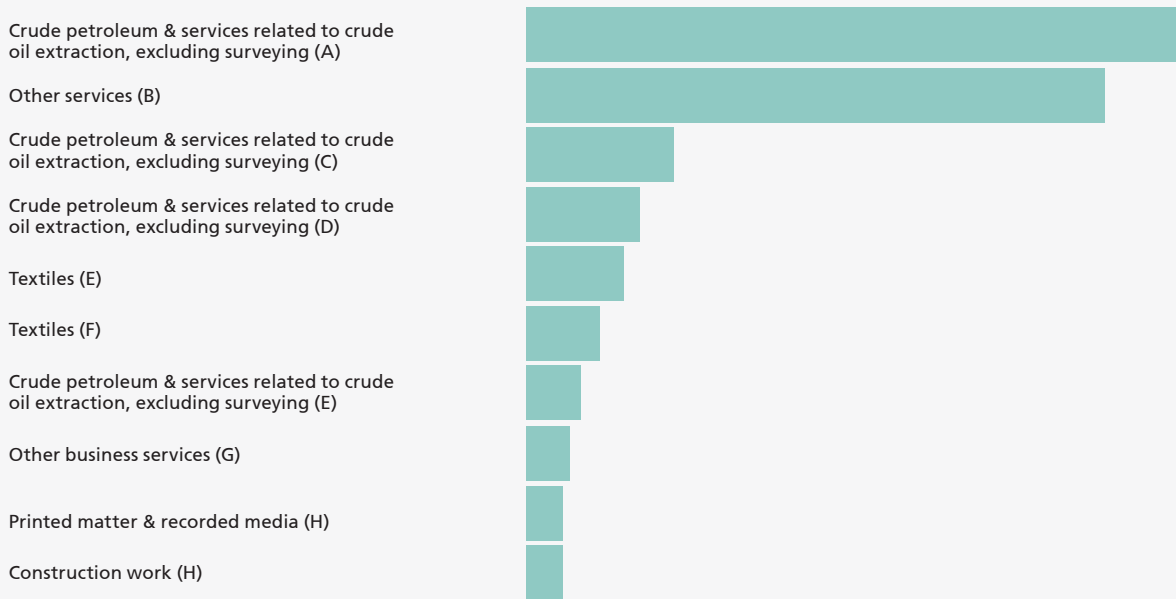
## APPENDIX 2: RISK ASSESSMENT METHODOLOGY & FINDINGS OVERVIEW

The multi-faceted approach to 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 and investment plots to provide a visual representation of the supply chains for our 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; and
- f. Suppliers in our supply chains and operations that posed any calculated risks in relation to modern slavery were identified.

**Figure 1.1 – Top 15 Industry Risk Categories by Country for Kennards Hire**

The following graph highlights our top 15 industry risks in the highest risk tier (tier 2). The main section of our Statement references some of the top risks from this list by relative spend, including in the resource and energy sector and in textiles and apparel.

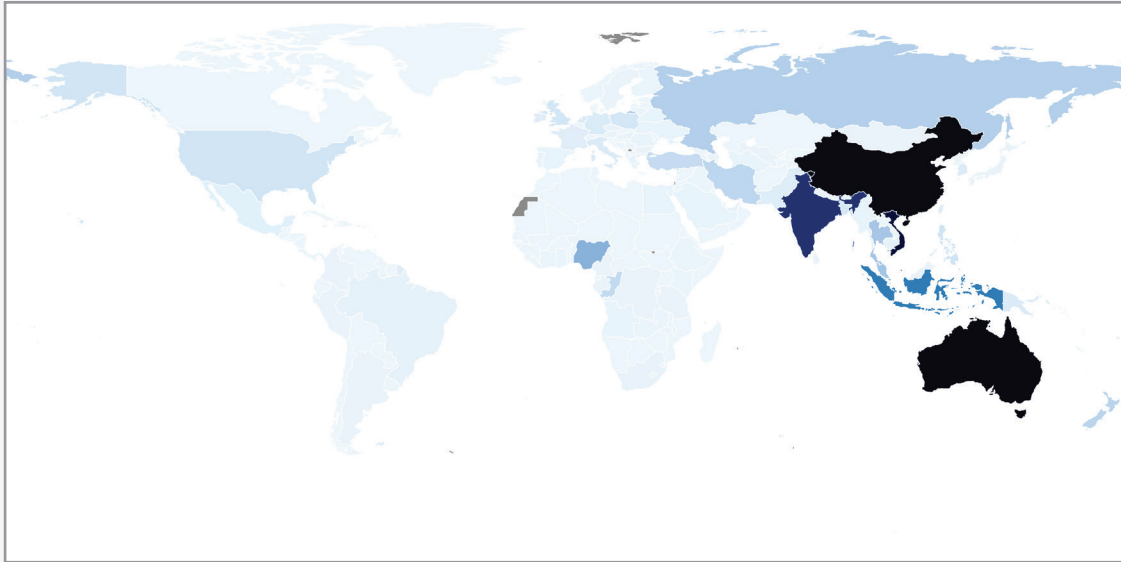


Letters A-H denote country

Theoretical slaves

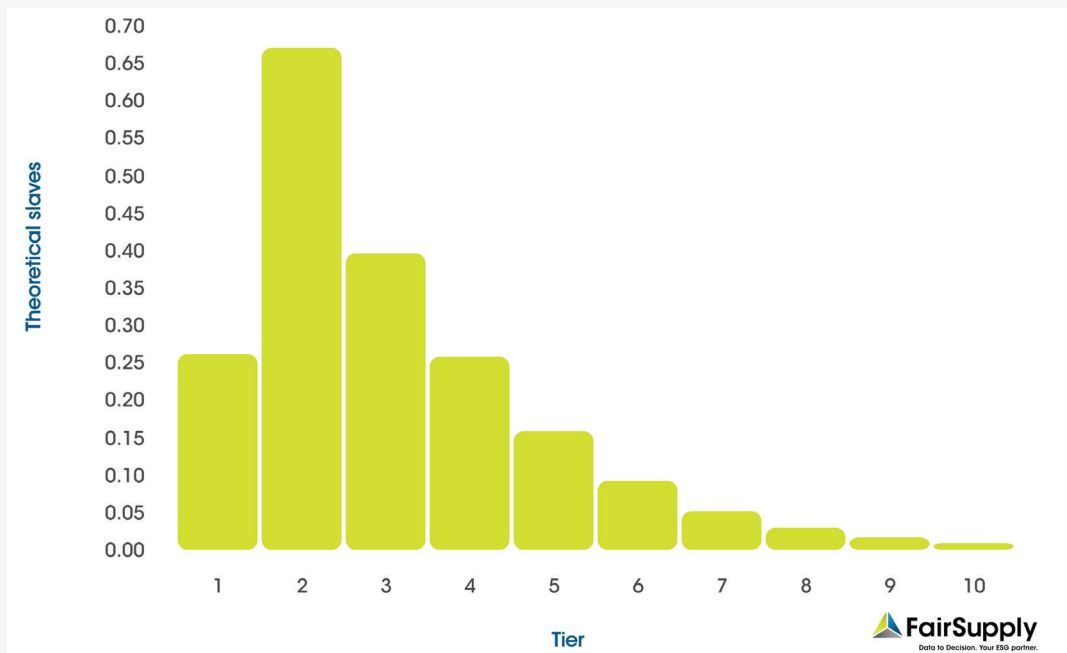
**Figure 1.2 – Modern Slavery Risks by Country**

The geographical heatmap continues to show 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 in this region which have 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 2-3 of our supply chain, with a peak at Tier 2. This would suggest that our direct visibility of over our modern slavery risks may be limited and we will require greater expectations on our suppliers to further engage with lower tier suppliers and to provide us with access to these suppliers to support direct desktop and onsite audits. This chart provides us with a snapshot of where in the supply chain our additional due diligence efforts should concentrate, taking into account the elevation of risks at these tiers.



# ANNEXURE 1

## MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE

### Principal Governing Body Approval

This modern slavery statement was approved by the *principal governing body* of

Kennards Hire Pty Limited


as defined by the *Modern Slavery Act 2018 (Cth)*<sup>1</sup> (“the Act”) on 27/10/2022

### Signature of Responsible Member

This modern slavery statement is signed by a *responsible member* of

the Kennards Hire Board of Directors

as defined by the Act<sup>2</sup>:



William Whitehouse

Chief Executive Officer, Director

### Mandatory criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act:

Mandatory criteria	Page number/s
a) Identify the reporting entity.	3
b) Describe the reporting entity’s structure, operations and supply chains.	3, 5-6
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	7-8
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	7-8, 9-10
e) Describe how the reporting entity assesses the effectiveness of these actions.	11-12
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).*	12
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.**	13-19

\* If your entity does not own or control any other entities and you are not submitting a joint statement, please include the statement ‘Do not own or control any other entities’ instead of a page number.

\*\* You are not required to include information for this criterion if you consider your responses to the other six criteria are sufficient.

1. Section 4 of the Act defines a principal governing body as: (a) the body, or group of members of the entity, with primary responsibility for the governance of the entity; or (b) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed body within the entity, or a prescribed member or members of the entity.

2. Section 4 of the Act defines a responsible member as: (a) an individual member of the entity’s principal governing body who is authorised to sign modern slavery statements for the purposes of this Act; or (b) if the entity is a trust administered by a sole trustee—that trustee; or (c) if the entity is a corporation sole—the individual constituting the corporation; or (d) if the entity is under administration within the meaning of the *Corporations Act 2001*—the administrator; or (e) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed member of the entity.

We encourage you to contact the Kennards Hire  
Company Secretary if you have feedback or questions at:

Jihad Farah, Chief Financial Officer  
jihadfarah@kennards.com.au

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