

## RGM Maintenance Pty Ltd

### Modern Slavery Statement

RGM Maintenance Pty Ltd ("RGM Maintenance") is committed to respecting human rights and preventing modern slavery in all its forms within our operations and supply chains. This Modern Slavery Statement outlines the steps we have taken during the financial year ending 30th June 2025 to assess and address modern slavery risks in accordance with the Modern Slavery Act 2018 (Cth).

During this reporting period, we have continued with our analysis of our supply chains and operations to ensure and modern slavery risks are identified. During the assessment process, we have not identified any high-risk product, service, geographic region or entity associated with RGM.s operations.

#### Entity's Structure, Operations, and Supply Chains

**Structure:** RGM Maintenance is a private company based in Australia, providing comprehensive heavy vehicle sales and maintenance services to commercial clients.

**Operations:** Our operations include heavy vehicles sales and maintenance across multiple locations in Australia.

**Supply Chains:** Our supply chains include Daimler OEM's for new vehicles and OEM approved suppliers of spare parts, various non-OEM suppliers and subcontracted third parties providing specialised services.

#### Risks of Modern Slavery in Operations and Supply Chains

RGM Maintenance recognises that modern slavery can occur in various forms such as forced labour, child labour, and human trafficking. We have assessed potential risks within our operations and supply chains, particularly in the suppliers of outside of OEM supply chains.

RGM Maintenance is restricted to sourcing new vehicles and approved parts though the OEM - Daimler.

Suppliers of all other spare parts, plant and equipment, tooling including consumable products, are purchased through Australian suppliers who have been vetted for modern slavery compliance in accordance with RGM Maintenance policies and procedures.

Subcontractors providing specialised services are vetted to ensure compliance with RGM Maintenance modern slavery policy.

### Actions Taken to Address Risks

To mitigate the risks of modern slavery, RGM Maintenance has implemented the following actions:

1. **Supplier Code of Conduct:** We have established a Supplier Code of Conduct that outlines our expectations regarding labour practices, human rights, and ethical behaviour. All suppliers are required to adhere to this code.
2. **Due Diligence:** We conduct due diligence on new and existing suppliers, including risk assessments and audits where necessary. This includes evaluating the labour practices of suppliers and their adherence to our Supplier Code of Conduct.
3. **Training and Awareness:** We have provided training to our employees and key suppliers on identifying and addressing modern slavery risks. This training helps our staff recognize signs of modern slavery and understand our reporting procedures.
4. **Contractual Obligations:** Our contracts with suppliers and subcontractors include clauses requiring compliance with modern slavery laws and our Supplier Code of Conduct. Non-compliance can result in termination of the contract.
5. **Grievance Mechanisms:** We have established a confidential whistleblower reporting point for employees and suppliers to report any concerns related to modern slavery or unethical practices.

### Assessing Effectiveness

We assess the effectiveness of our actions through regular reviews and audits of our suppliers and internal processes. Key performance indicators (KPIs) include:

- Number of supplier audits conducted.
- Training completion rates among employees and suppliers.
- Whistleblower Reports received and actions taken.
- Monitoring the Modern slavery Statement register for existing suppliers.

Additionally, we review our risk assessment processes annually to ensure they remain robust and effective.

RGM Maintenance Pty Ltd  
Authorised Mercedes Benz, Freightliner & Fuso  
Sales, Service and Parts  
ABN: 18 100 509 484, ACN: 100 509 484

## Consultation

This Modern Slavery Statement has been prepared in consultation with our senior management, procurement team, and key stakeholders within our supply chains. We have engaged with our suppliers to communicate our expectations and gather feedback on our approach to modern slavery.

## Additional Information

RGM Maintenance is committed to continuous improvement in our efforts to combat modern slavery. We will continue to refine our policies and procedures, enhance our training programs, and collaborate with industry partners to share best practices.

## Approval

This Modern Slavery Statement has been approved by the Directors of RGM Maintenance Pty Ltd.



Russell Newman  
Director RGM  
30 May 2025



Greg Jackson  
Director RGM  
30 May 2025