

MODERN SLAVERY STATEMENT 2025



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CONTENTS

Message from our CEO	5
Executive Summary	7
Reporting Entity	7
Structure Operations & Supply Chain	10
Business Structure	11
Operations	13
Supply Chain	13
Risks of Modern Slavery Practices in Operations & Supply Chain	15
Operations	15
Supply Chain	17
Actions taken by Onsite to Assess & Address Risks	21
Assess	21
Address	23
Assessment of Effectiveness of Actions	26
Process of Consultation	26
Our Vision for the Future	27

MESSAGE FROM OUR CEO

Modern slavery, including forced labour and human trafficking, is a grave violation of human rights and has no place in our operations or supply chains. Onsite Rental Group recognises its responsibility to act with integrity and ensure that the goods and services we provide are free from exploitation.

Over the past year, we have strengthened our approach to identifying and managing modern slavery risks. This has included conducting comprehensive risk assessments across our suppliers using advanced tools and third party support, updating our procurement processes, and providing targeted training to our teams to raise awareness of these issues. We have also reinforced our reporting channels, including our Whistleblower Policy and external reporting services, to ensure a mechanism for reporting actual or potential concerns.

Our commitment is supported by strong governance. Oversight of our modern slavery program rests with our Board, and implementation is led by our legal and compliance teams in collaboration with procurement and operations. We have engaged closely with our wholly owned subsidiary, Onsite Rental Group Operations Pty Ltd, to ensure a unified and comprehensive response to modern slavery risks across our group.

Looking ahead, we will continue to improve our due diligence processes, engage closely with suppliers to promote ethical practices, and explore new ways to enhance transparency in our supply chain. We remain committed to continuous improvement, stakeholder engagement, and upholding the highest standards of ethical conduct.

This statement reflects our ongoing commitment to preventing modern slavery and protecting human rights, in line with our obligations under the Modern Slavery Act 2018 (Cth) and our core values as a responsible Australian business.

Signed by:

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 Bruce Olsen
 Chief Executive Officer



Onsite Rental Group recognises its responsibility to act with integrity and ensure that the goods and services we provide are free from exploitation.

1. EXECUTIVE SUMMARY

Onsite Rental Group and its related entities (Onsite) are committed to respecting the fundamental human rights of every individual to live free from all forms of slavery. We strongly oppose the exploitation of individuals for personal or commercial gain and expect the same standards from our business partners.

Onsite acknowledges the global prevalence of exploitive practices and the complexities involved in identifying and addressing modern slavery risks within supply chains. We understand that the path to eliminating these practices requires education, collaboration, and the active promotion of ethical standards throughout our operations and supply chain.

This Modern Slavery Statement outlines the actions Onsite has taken to strengthen ethical practices across its business, contributing to the global effort to eradicate slavery and exploitation.

2. REPORTING ENTITY

Our statement is written on behalf of Onsite Rental Group Limited as a single reporting entity incorporating the operations of its wholly owned subsidiary Onsite Rental Group Operations Pty Ltd (ACN 126 102 485) (ORGO) which is the primary trading entity.

For the purposes of this Statement, references to “Onsite” are to Onsite Rental Group Limited and to its wholly owned subsidiary.





3. STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Business Structure

Onsite Rental Group Pty Ltd is wholly owned by Sime Darby Allied Operations Pty Ltd (SDAO). SDAO is wholly owned by Sime Darby Industrial Australia Pty Ltd (SDIA). SDIA is a wholly owned subsidiary of Sime Darby Industrial Holdings Sdn Bhd (Sime Darby Industrial), the industrial division of Malaysian investment holding company, Sime Darby Berhad. The principal activities of companies within the industrial division are the sale, rental and servicing of Caterpillar products and also delivering industrial solutions and services for customers in the mining, construction, transport, power generation, forestry, marine, and oil and gas sectors.

The management of ORGO hold key positions in the Board of Directors of the parent company, ensuring the parent company is closely linked to and apprised of the business being conducted by ORGO. In preparing this Modern Slavery Statement, ORGO, as the primary trading entity of Onsite was made aware of Onsite’s obligations under the Modern Slavery Act 2018 (Cth) (the Act), including but not limited to the obligation to carry out and implement due diligence throughout its operations, identify risk and provide meaningful feedback to the actions undertaken and anticipated such that the information could be incorporated into the Statement. In carrying out these steps, ORGO has treated the business and operations of each of its subsidiaries (if any) as forming part of its own business, thereby ensuring that each of the reporting entities have been included in and covered by this Statement prepared for and on behalf of the entire Onsite group of companies.

Sime Darby Allied Operations Pty Ltd

100%

Onsite Rental Group Limited

100%

Onsite Rental Group Operations Pty Ltd



3. STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Operations

Onsite operates as a national business-to-business provider of specialist equipment rental solutions across Australia. With a strong footprint in both metropolitan and regional areas, Onsite maintains over 35 branches and a fleet exceeding 65,000 assets. Onsite services industries such as mining, construction, infrastructure, and energy. The company’s operations are deeply embedded in local communities, and it actively prioritises partnerships with smaller, regionally based suppliers to support inclusive economic participation. Onsite’s workforce reflects its commitment to diversity and community engagement, and its operational model is designed to uphold ethical standards and human rights across all facets of its business. This includes rigorous oversight of subcontracting arrangements, third-party recruitment, and supplier engagement to ensure alignment with Onsite’s values and compliance with the Act. The above graphic represents the locations of our branches across Australia.

With a strong footprint in both metropolitan and regional areas, Onsite maintains over 35 branches and a fleet exceeding 65,000 assets.



3. STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Supply Chain

Onsite operates a diverse and multi-tiered supply chain that supports its national equipment rental operations across Australia. The supply chain encompasses a broad range of goods and services, including machinery, equipment, temporary infrastructure, and trade services. While the majority of Onsite’s equipment is sourced through Australian distributors, the company also engages with international suppliers from countries such as the United States, United Kingdom, China, Italy, Belgium, Spain, France, Japan, and Vietnam.

Our suppliers operate in the following sectors:

- Accommodation and Food Service Activities
- Administration and Support Services
- Agriculture, Forestry, and Fishing
- Government administration, Defence and Social Security
- Health and Social Work
- Information and Communication
- International organisations, Diplomatic and Consular Services
- Labour hire
- Maintenance and Repair of motor vehicles
- Manufacturing
- Mining and Quarrying
- Personal services
- Professional and Scientific Services
- Real estate
- Retail
- Security services
- Transportation and Storage
- Water supply, Sewerage and Waste Management
- Wholesale

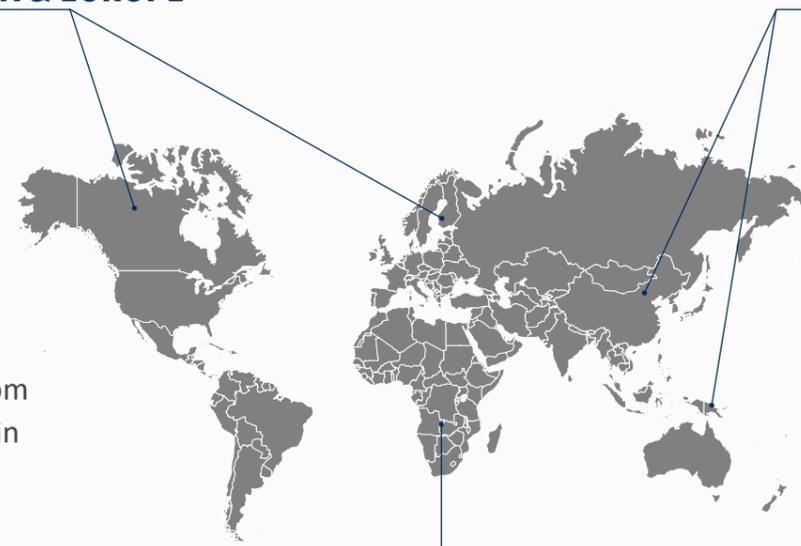
The suppliers we engage with operate in many locations across the world, including:

NORTH AMERICA & EUROPE

- Canada
- Germany
- Italy
- United States of America
- France
- Italy
- Mexico
- United Kingdom of Great Britain and Northern Ireland
- Belgium

ASIA-PACIFIC

- Australia
- China
- India
- Japan
- Hong Kong
- New Zealand
- Papua New Guinea
- Singapore
- Solomon Islands
- Thailand
- United Arab Emirates



AFRICA

- Angola
- Botswana
- Eswatini
- Congo
- Lesotho
- Malawi
- Madagascar
- Mozambique
- Namibia
- Zambia
- South Africa
- Zimbabwe

Onsite operates a diverse and multi-tiered supply chain that supports its national equipment rental operations across Australia.



4. RISKS OF MODERN SLAVERY PRACTICES IN OPERATIONS AND SUPPLY CHAINS

Modern slavery refers to various forms of exploitation and coercive practices that deprive individuals of their freedom, rights, and dignity. It encompasses situations where individuals are forced or coerced into labour, servitude, or human trafficking against their will. Modern slavery can take different forms, including forced labour, debt bondage, forced marriage, human trafficking, and child labour.

The International Labour Organisation estimates that over 50 million people around the world are victims of modern slavery. In recent years, supply chain transparency is a key policy strategy used by governments to identify and prevent business practices that lead to modern slavery.

Operations

In 2025, Onsite has focused on identifying its key machinery and equipment suppliers across all five of its product groups. While most of our equipment is sourced from Australian suppliers, the original manufacturing countries include USA, UK, Canada, China, Italy, Belgium, Spain, France, Indonesia, Japan and Vietnam. Once the equipment reaches the end of its useful life, Onsite sells it through auction houses or directly to business in Australia and overseas. Although Onsite does not knowingly engage in or support modern slavery practices, we acknowledge that certain aspects of purchasing or sales in higher risk countries may introduce potential vulnerabilities within our supply chain.

Onsite's workforce includes employees on work visas from various countries including United Kingdom, Ireland, Pakistan, France, Iran, India, Philippines, Vietnam, Indonesia, Zimbabwe and South Africa. Onsite recognises the risks associated with sourcing labour from countries that have a proportionately greater risk of modern slavery or exploitative practices. We have reviewed our contracts with workforce agencies to ensure compliance with modern slavery legislation and have identified higher-risk activities that require further investigation and due diligence. Additionally, Onsite outsources certain information technology projects and sources uniforms from countries in Asia. These areas have also been identified as requiring further investigation and due diligence in our operations.

Onsite also procures services from third party providers including:

- equipment transport services based locally near the customers' sites.
- equipment installation and dismantling services based locally near the customers' sites.
- general services providers (e.g., electricians) based locally near the customers' sites.
- consultancy, recruitment, legal, accounting and tax services.

All of these subcontractors and service providers are domiciled in Australia and are required to agree to a series of prescribed terms. These terms including various warranties and obligations requiring compliance with Modern Slavery legislation and prohibitions against conduct which may contribute towards modern slavery risks or exploitative practices. This is discussed on the following page.

4. RISKS OF MODERN SLAVERY PRACTICES IN OPERATIONS AND SUPPLY CHAINS

Supply Chain

Our suppliers operate, produce, and source across several/ different sectors. Some of these sectors can be described as high-risk. High-risk sectors are those in which human trafficking activities are known to occur and were identified in the Global Estimates of Modern Slavery and child labour exploitation that were separately identified in Child Labour: Global Estimates 2020 Trends and the Road Forward (ILO and UNICEF, 2021).

The below graphics show the high-risk sectors of operation, production, and sourcing for our suppliers. The numbers in the following graphics describe how many suppliers are in the corresponding sectors.

Our suppliers Operate in the following High-risk Sectors

 Accommodation and Food Service Activities 11	 Agriculture, Forestries, and Fishing 16
 Building services contractor 33	 Cleaning 19
 Building services contractor 86	 Domestic work 5
 Labour hire 17	 Maintenance and Repair of motor vehicles 55
 Manufacturing 87	 Mining and Quarrying 47
 Personal services 2	 Retail 49
 Security services 4	 Transportation and Storage 69
 Wholesale 33	

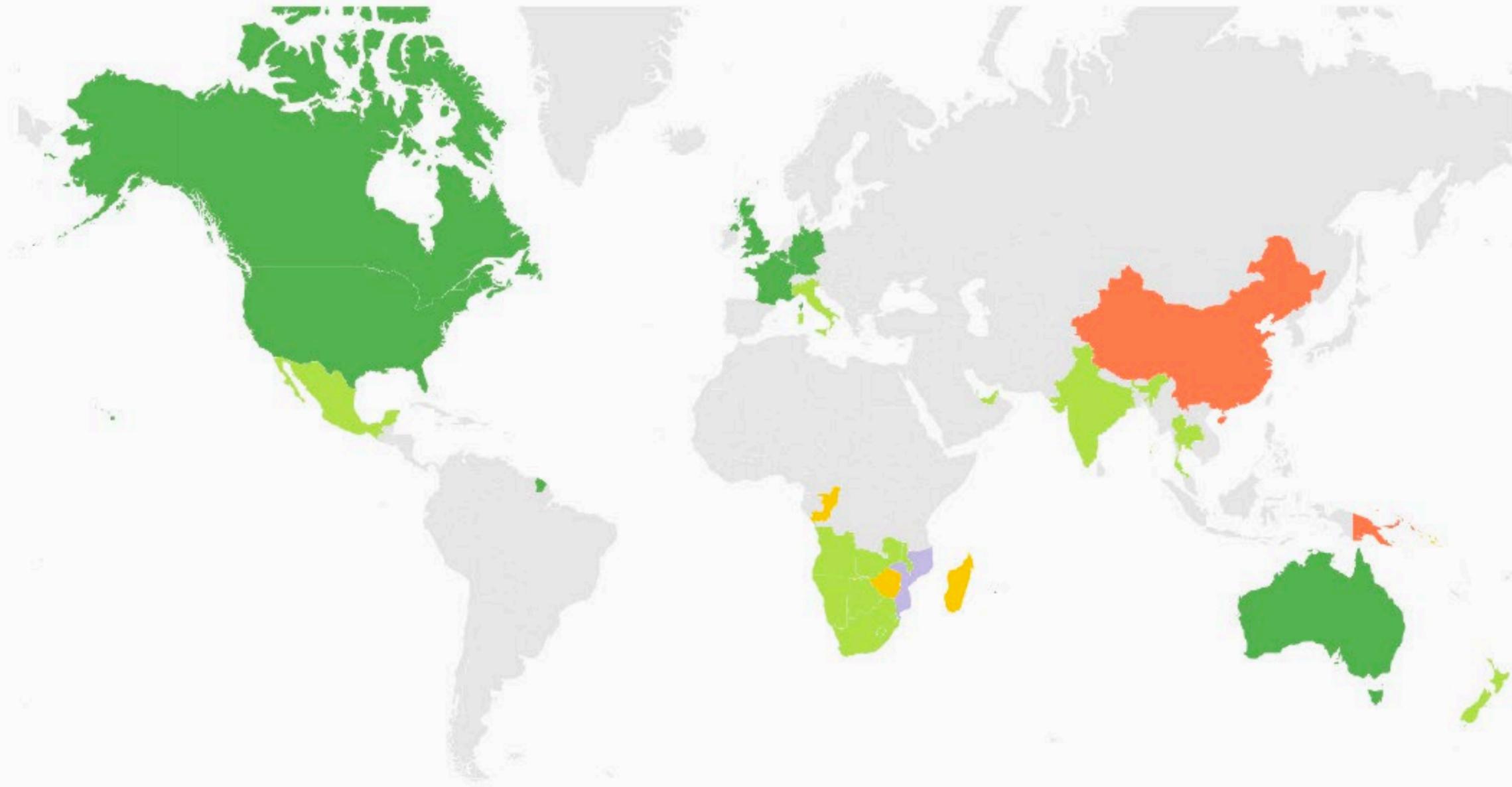


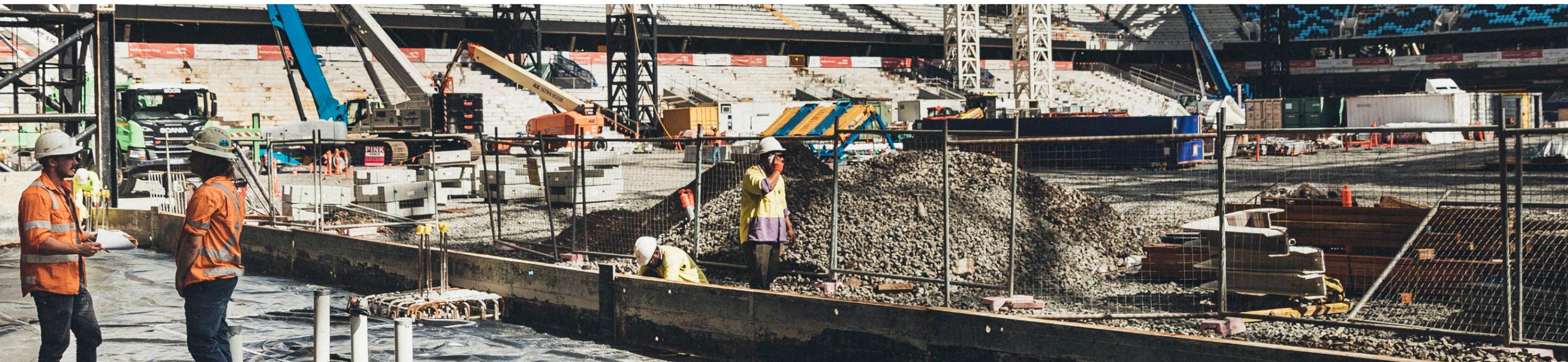
4. RISKS OF MODERN SLAVERY PRACTICES IN OPERATIONS AND SUPPLY CHAINS

Supply Chain

Some countries or regions where our suppliers operate can be described as high-risk due to the possibility of a link to human trafficking.

The geographical regions where our supply chain partners operate are shown in the map below.





5. ACTIONS TAKEN BY ONSITE TO ASSESS AND ADDRESS RISKS

Assess

Onsite uses a third-party tool, the iPRO Modern Slavery Assessment Tool to assess modern slavery risks in our operations and supply chain. The risks identified in the previous section were all identified utilising this assessment tool. We engaged iPRO during the reporting period to conduct the assessments on our operations, and a bulk assessment of 1854 of our suppliers. We intend to carry this process forward as an annual assessment of our operations and supply chain.

Participating suppliers were asked to complete a self-assessment questionnaire online. After each supplier completed and submitted the questionnaire, their responses were assessed to determine their modern slavery risk scores and associated risk category.

Each supplier that completed the assessment was assigned one of the following risk categories:

- High-risk (high levels of inherent risk)
- High-risk (inadequate risk control)
- Medium-risk (partial risk control)
- Low-risk (adequate risk control)
- Low-risk (low levels of inherent risk)

To determine the appropriate risk category, responses were first evaluated for risks inherent to a supplier's operations, production, and sourcing. This is referred to as the Inherent Risk Score. The Inherent Risk Score was calculated based on the geographical, type of goods, industry sector, and workforce parameters that the supplier indicated in the Modern Slavery Assessment Tool (MSAT).

Next, the Unmitigated Risk Score was evaluated. This score was calculated based on the policy and procedure responses on the questionnaire. A supplier's Unmitigated Risk Score determined whether they were categorised as having inadequate, partial, or adequate risk control.

Then, the risk scores for each assessed supplier were aggregated and averaged, resulting in an Aggregated Inherent Risk Score and an Aggregated Unmitigated Risk Score for the overall supply chain.

Onsite also completed a self-assessment using the same process to determine a risk category for our operations.

Additionally, we conduct due diligence relating to modern slavery risks by utilising the iPRO Modern Slavery Assessment Tool as part of our new supplier procurement process. As part of a new suppliers onboarding, they will complete the modern slavery assessment in addition to our other quality and compliance checks.

As an additional due diligence step, the tool allows us to ask suppliers to upload documentation to support their assessment responses.

Onsite also has in place a dedicated Modern Slavery function within its Legal team to facilitate learning, development and training to enhance the capacity of its staff to assess and detect actual or potential modern slavery risks in our operations and supply chain. This will be expanded upon in the subsequent sections of this Statement.

5. ACTIONS TAKEN BY ONSITE TO ASSESS AND ADDRESS RISKS

Address

Suppliers that completed the self-assessment were given action items to complete post-assessment. The action items provided to each supplier were based on their responses to the questionnaire, and if implemented, will reduce the unmitigated risks identified during the assessment.

Action items were also aggregated, giving Onsite a focused view of the most impactful actions that could be taken by suppliers across the supply chain.

We have started rolling out a supplier follow-up initiative to further discuss the action items and address the risks identified through the assessment. Primarily this involves ensuring that suppliers have the right policies and procedures in place to mitigate inherent risks in their business.

Other ways we are addressing modern slavery risks include:

- Compliance with Sime Darby’s Human Rights Charter which was first rolled out in 2023. This Charter forms part of all onboarding processes for employees of Onsite to enable learning and transparency and setting expectations early on in any engagements. The Charter embraces human rights and reinforces Onsite’s commitment to addressing the impact of modern slavery risks to our operations and supply chain. It outlines a spectrum that ranges from decent work to serious criminal exploitation and a comprehensive outline of the various measures in place which encourage greater transparency, due diligence and risk mitigation in the context of human rights and modern slavery compliance.
- Compliance with Onsite’s Code of Conduct ensures the business, and its stakeholders are aligned with our core values and legal obligations. Dealing with Ethical Business practices and Anti-bribery/Anticorruption, Onsite has in place a cohesive library outlining a framework and reference point for all ethical guidelines within the business. Onsite’s strong reporting practices involves a Whistleblower Policy (in the context of corruption/ bribery in addition to Modern Slavery) which enables a grievance mechanism with dedicated hotlines for anonymous reporting and whistleblowing of actual or suspected unethical conduct. Onsite also utilises an external specialist service provider (STOpline) as a whistleblowing channel that allows stakeholders to report their concerns anonymously.
- Our learnings and actions over the past twelve months have allowed us to successfully implement our onboarding and procurement processes. This involves a reformed documented registration process and pre-qualification exercise by all suppliers which assesses their background, technical expertise and financial capability. The process also requires Suppliers to submit copies of policies and quality standards for review by Onsite. Suppliers are also required to make a representation that they comply with all laws related to anti-slavery and prohibited business practices.

Mandatory training is offered to all of our work force, with specific training focussing on the additional human resource risks and training for our staff employed on working visas.

- Onsite will be launching a series of updates to its standard terms and conditions with its customers with enhanced guidelines around modern slavery compliance. These include a series of warranties from our customers of their knowledge and capacity to comply with Modern Slavery laws as well as a requirement to demonstrate compliance with documented evidence.
- As part of Onsite’s recruitment procedures, Onsite only uses reputable recruitment firms. Employees or potential employees do not pay the recruitment firms. Onsite carefully assesses the terms of engagement with any recruitment firms to ensure there are mechanisms and guidelines in place to minimise risks of modern slavery in the supply chain during the recruitment process. Mandatory training is offered to all of our work force, with specific training focussing on the additional human resource risks and training for our staff employed on working visas. The general training modules are conducted on the employee portal SharePoint and on site and are reviewed annually to ensure the training material is current and aligned with statutory changes. It is expected that training will continue to be refreshed annually to ensure the content is current and consistent with statutory updates. The workforce training will consist of various learning modules that reflects the varied environments in which Onsite conducts its business. This includes our corporate offices through to remote branches, or satellite branches on customer premises. The training will target all of the diverse roles in the business and will present information to better familiarise the workforce with modern slavery risks and mitigation strategies, increasing the chances of effective risk identification and reporting by the workforce.





6. ASSESSMENT OF EFFECTIVENESS OF ACTIONS

We utilise the benchmarking and KPI's in the iPRO Modern Slavery Assessment Tool to assess the effectiveness of our actions. As this is the first year we have used the platform to conduct our assessments and due diligence, we will be able to objectively measure the effect when the assessments are completed during the next reporting period.

The main KPI's we are using to benchmark our efforts are the risk scores that are generated as part of the assessment process.

Each organisation who completed the assessment questionnaire was assessed and given 2 risk scores.

- Inherent Risk Score
- Unmitigated Risk Score

The Inherent Risk Score measures modern slavery risks that are intrinsic/built-in to the operations of an organisation. This is determined by asking which countries, regions, sectors, and high-risk goods are part of their operations, production, or supply chain.

The Unmitigated Risk Score measures the organisations risk that is still present (remains) after accounting for modern slavery risk controls that have been implemented. This is determined by asking suppliers about the policies, processes, and procedures in place to reduce modern slavery risks.

Onsite is provided an aggregated risk score of all the assessed suppliers, and we use this aggregated score to measure the risk on an overall supply chain level. We aim to continuously improve on these KPI's.

As we take actions within our organisation, and with our suppliers, we will be able to assess the effectiveness of our modern slavery action plan to reduce the Unmitigated Risk Score by introducing relevant policies and procedures.

We also measure the effectiveness of our engagement with suppliers and will continue to encourage participation in our assessment programme to better identify and mitigate modern slavery risks in our supply chain.

7. PROCESS OF CONSULTATION

During the reporting period, Onsite Rental Group Limited (Onsite) undertook a structured consultation process with its wholly owned subsidiary, ORGO. This process involved direct engagement with senior leadership and compliance teams across ORGO to ensure alignment with the reporting obligations under the Act. Key activities included distributing updated guidance materials, conducting internal briefings on modern slavery risks, and reviewing operational practices and supply chain exposures. Senior leadership of ORGO were invited to contribute to the development of the Statement through feedback sessions and collaborative drafting sessions. This approach ensured that the perspectives and risk profiles of each entity were appropriately considered, and that the statement reflects a unified and comprehensive response to modern slavery risks across the Onsite group.



8. OUR VISION FOR THE FUTURE

Onsite Rental Group Limited recognises that addressing modern slavery risks is an ongoing journey that requires continuous improvement. In 2025, we continued to build internal capability by raising awareness of modern slavery risks across our workforce, particularly in procurement and operational roles. This included targeted training sessions and updates to our internal policies to reinforce our zero-tolerance approach to modern slavery.

We also strengthened our supplier engagement by incorporating modern slavery considerations into our supplier onboarding and review processes. This included our use of the iPro Management Tool as described earlier in this Statement to enable improved supplier assessment and the integration of ethical sourcing principles into our procurement framework.

We remain committed to transparency and collaboration, and we welcome engagement with stakeholders, including customers, suppliers, and industry peers, to share learnings and promote best practices in addressing modern slavery.

9. BOARD APPROVAL

This statement has been approved by the Board of Onsite Rental Group Ltd and I, Scott Nicholls, have been authorised to sign this statement on their behalf.

Signed by:

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Scott Nicholls
Onsite Rental Group Limited
(ACN 126 396 852)
Director





**MODERN
SLAVERY
STATEMENT
2025**