

Modern Slavery Statement

Adapt-A-Lift Group Pty Ltd

ACN 605 149 568 / ABN 81 605 149 568

Reporting period: 1 July 2025 to 30 June 2026

This Modern Slavery Statement is made by Adapt-A-Lift Group Pty Ltd ACN 605 149 568 (Adaptalift, we, our, us) in accordance with the Modern Slavery Act 2018 (Cth).

This Statement describes the steps taken by Adaptalift during the reporting period 1 July 2025 to 30 June 2026 to identify, assess and address modern slavery risks in our operations and supply chains.

Adaptalift's consolidated revenue for the reporting period exceeded the reporting threshold under the Act.

1. Reporting entity

The reporting entity is Adapt-A-Lift Group Pty Ltd ACN 605 149 568.

Adaptalift operates through branch and service locations across Australia under the same corporate entity. This Statement is not a joint statement and does not cover separate subsidiaries or controlled entities.

Adaptalift's locations operate under central management, governance, procurement, supplier management, human resources and reporting processes.

2. Structure, operations and supply chains

Adaptalift is an Australian privately owned material handling, access and construction equipment business headquartered in Springvale, Victoria.

Adaptalift's core business activities include:

- Sale of material handling equipment and other mobile plant, including forklifts and related equipment;
- Short-term and long-term rental of material handling equipment and other mobile plant;
- Servicing, repair and maintenance of material handling equipment and other mobile plant;
- Supply of spare parts and related products; and
- Related operational, technical, logistics and customer support services.

During the reporting period, Adaptalift employed approximately 570 employees across Australia.

Adaptalift operated from locations including:

- Townsville, Rockhampton, Acacia Ridge and Kunda Park, Queensland;
- Seven Hills, Somersby, Griffith and Wagga Wagga, New South Wales;
- Truganina and Springvale, Victoria;
- Spreyton, Tasmania;
- Dry Creek, South Australia; and
- Welshpool and Bunbury, Western Australia.



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Adaptalift also engaged an agency to provide approximately 12 Philippines-based personnel to support administrative and business functions, including internal sales, accounts payable, marketing, service coordination, IT, finance and customer solutions. These personnel were engaged through the agency and were not paid directly by Adaptalift. Adaptalift understands that the agency benchmarks these roles against comparable positions to support fair and market-aligned wages.

Adaptalift also engaged Australian labour hire providers from time to time to backfill roles or temporarily fill other roles on an as-needed basis.

Adaptalift's supply chains include Australian and overseas suppliers. Adaptalift procures material handling equipment, mobile plant, spare parts, components and related goods and services from manufacturers, distributors and service providers.

These suppliers are associated with, or source from, jurisdictions including the United States, United Kingdom, Ireland, Germany, China, Japan, Spain, Italy, Canada, Malaysia, India and other global manufacturing locations. Adaptalift recognises that supplier headquarters may differ from the countries in which products, components or raw materials are manufactured or sourced.

Adaptalift's key supplier categories include:

- Forklifts, material handling equipment and other mobile plant;
- Spare parts and components;
- Batteries and charging equipment;
- Tyres and rubber products;
- Steel and manufactured components;
- Electronic components;
- IT hardware and software;
- Transport, freight and logistics;
- Labour hire and temporary staffing services;
- Contractor and outsourced service providers;
- Offshore administrative and business support services;
- Uniforms and personal protective equipment;
- Cleaning, facilities and site services;
- Professional services; and
- General corporate and administrative services.

3. Modern slavery risks

Modern slavery includes forced labour, servitude, debt bondage, human trafficking, deceptive recruiting, forced marriage, child labour and the worst forms of child labour.

Adaptalift understands that modern slavery risks can arise in both its operations and its supply chains. These risks vary depending on the type of work being performed, the location of suppliers and workers, the use of third-party labour, and the level of visibility Adaptalift has over the relevant workforce or supply chain.



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3.1 Operational risks

Adaptalift considers the risk of modern slavery in its direct Australian employee workforce to be lower than in its supply chains. This is due to the nature of Adaptalift's workforce, Australian workplace laws, internal employment controls, payroll processes and management oversight. Adaptalift has enterprise agreements in place for parts of its workforce, with rates of pay above applicable award minimums. These arrangements help reduce the risk of underpayment, exploitation and other labour rights concerns within Adaptalift's direct Australian workforce.

Adaptalift also maintains workplace policies and processes that support lawful, safe and respectful working conditions. These include policies and procedures relating to work health and safety, diversity and inclusion, respectful workplace behaviour, anti-discrimination, anti-harassment, whistleblower reporting and internal escalation.

Adaptalift recognises that additional risks may arise where work is performed by third parties rather than by direct employees. This includes work performed through Australian labour hire providers and offshore agency arrangements.

During the reporting period, Adaptalift engaged Australian labour hire providers as needed to temporarily fill or backfill roles. Adaptalift also engaged an agency to provide Philippines-based administrative and business support personnel.

These arrangements may involve risks relating to recruitment practices, wages and conditions, working hours, employment status, worker voice, access to complaints or escalation channels, subcontracting and reduced visibility over the employment practices of third-party providers.

Potential operational risk areas include:

- Contractors and subcontractors;
- Australian labour hire and temporary staffing providers;
- Offshore administrative and business support services provided through an agency in the Philippines;
- Cleaning and facilities services;
- Transport and logistics providers;
- Outsourced services;
- Workers who may be vulnerable due to location, visa status, language barriers, employment status or limited knowledge of workplace rights; and
- Suppliers or contractors operating at Adaptalift sites.

3.2 Supply chain risks

Adaptalift considers its supply chain to present a higher modern slavery risk than its direct Australian employee workforce because it includes global manufacturing, complex product sourcing, overseas suppliers, labour hire arrangements and outsourced services.

Potentially higher-risk areas include:

- Manufacture of forklifts, material handling equipment, and other mobile plant;
- Spare parts and components;
- Batteries and battery inputs;



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- Electronics and electrical components;
- Rubber products and tyres;
- Steel and industrial components;
- Uniforms and personal protective equipment;
- Transport, freight and logistics;
- Labour hire and temporary staffing services;
- Contractor services;
- Cleaning and facilities services; and
- Offshore administrative, IT, finance, customer support and business process services.

Adaptalift recognises that some overseas manufacturing, labour hire, outsourced service and lower-tier supply chains may involve increased risks due to migrant or temporary labour, subcontracting, recruitment fees, limited visibility, raw material sourcing, differing labour standards and complex global supply chains.

4. Actions taken to assess and address risks

Adaptalift's approach to modern slavery risk management continues to develop. During the reporting period, Adaptalift had a number of existing controls in place across employment, supplier and contractor management. While these controls were not all designed specifically for modern slavery, they support responsible business practices and help manage labour-related risks.

Adaptalift acknowledges that further work is required to develop more formal modern slavery-specific due diligence, training and effectiveness measures.

4.1 Governance

Modern slavery risk is managed through Adaptalift's existing governance and management structures, and employee roles including senior management, procurement, operations, human resources, workplace health and safety, finance, legal/compliance where applicable, and the Board.

Concerns relating to employment practices, suppliers, contractors, labour hire providers, offshore agency arrangements or potential policy breaches may be raised through Adaptalift's internal management and reporting channels.

4.2 Workforce and labour standards

During the reporting period, Adaptalift's workforce controls included:

- Employment under Australian workplace laws and applicable industrial instruments;
- Enterprise agreements with rates above applicable award minimums for parts of the workforce;
- Payroll and HR processes;
- Work health and safety systems;
- Workplace policies and procedures; and
- Internal reporting and escalation channels.

Adaptalift engaged Australian labour hire providers from time to time to temporarily fill or backfill roles. These arrangements were managed through Adaptalift's existing supplier, contractor and operational management processes.



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Adaptalift engaged an agency to provide approximately 12 Philippines-based personnel to support administrative and business functions. These personnel were engaged through the agency and were not paid directly by Adaptalift. Adaptalift understands that the agency benchmarks these roles against comparable positions to support fair and market-aligned wages.

During the reporting period, Philippines-based agency personnel had access to Adaptalift policies and procedures through Adaptalift's intranet. Adaptalift recognises that formal induction, clear escalation pathways, access to grievance mechanisms and further due diligence over agency arrangements are important controls for offshore service arrangements and intends to review these areas in future reporting periods

These controls help Adaptalift manage labour rights risks in its operations. However, they do not remove all risk, particularly where workers are engaged through labour hire providers, offshore agencies, contractors or other third-party service providers.

4.3 Policies, procedures and supplier management

During the reporting period, Adaptalift had the following relevant policies, procedures and controls in place:

- Whistleblower Policy;
- Diversity and Inclusion Policy;
- Respectful Workplace Behaviours Policy;
- Work Health and Safety Policy;
- Code of Conduct;
- Environment, Social & Governance Policy;
- Anti-Bribery and Corruption Policy; and
- Supplier & Contractor Management Procedure;
 - supplier agreements for some supplier arrangements;
 - supplier and contractor questionnaires through Our Supplier & Contractor Management System; and
- Grievance reporting and escalation pathways.

Adaptalift uses Our Supplier & Contractor Management System as part of its supplier and contractor onboarding and management process. During the reporting period, Our Supplier & Contractor Management System questionnaires focused on work health and safety, environmental requirements and quality assurance. They did not yet include detailed modern slavery-specific questions.

Adaptalift intends to review its supplier onboarding process to consider whether modern slavery-related questions should be added, particularly for higher-risk supplier categories, labour hire providers, offshore service providers and suppliers connected with higher-risk jurisdictions.

Adaptalift also intends to review the controls applying to Australian labour hire arrangements and offshore agency arrangements. This may include reviewing supplier due diligence, contractual terms, onboarding and induction, access to policies, escalation channels, and confirmation that working conditions are consistent with applicable legal and ethical standards.



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4.4 Supplier agreements

Adaptalift has supplier agreements in place for some supplier arrangements. These agreements assist Adaptalift to manage supplier relationships and compliance expectations.

Adaptalift intends to review its supplier agreement templates and standard procurement terms to consider whether more specific modern slavery provisions should be included.

These may include requirements for suppliers to:

- Comply with applicable modern slavery laws;
- Not engage in modern slavery practices;
- Notify Adaptalift of actual or suspected modern slavery issues;
- Provide information reasonably requested by Adaptalift;
- Cooperate with investigations or corrective action processes; and
- Take corrective action where required.

4.5 Training

During the reporting period, Adaptalift did not complete modern slavery-specific training.

Adaptalift recognises that training is an important part of identifying and managing modern slavery risks. Adaptalift intends to consider targeted modern slavery awareness training for relevant personnel, including employees involved in procurement, supplier management, operations, human resources and senior management.

Adaptalift also intends to consider appropriate induction, policy awareness and modern slavery-related guidance for Philippines-based agency personnel, Australian labour hire workers where appropriate, and the Adaptalift managers who supervise or coordinate those arrangements.

4.6 Reporting and remediation

Adaptalift did not receive any reports or complaints alleging modern slavery in its operations or supply chains during the reporting period and did not identify any confirmed instances of modern slavery.

Adaptalift acknowledges that the absence of reported incidents does not necessarily mean there is no modern slavery risk.

If Adaptalift identifies an actual or suspected modern slavery issue, its response may include:

- Investigating the concern;
- Engaging with the relevant employee, contractor, supplier, labour hire provider, agency or stakeholder;
- Requesting further information;
- Requiring and monitoring corrective action(s);
- Escalating the matter to senior management and/or the board;
- Obtaining external advice where appropriate;
- Notifying or cooperating with authorities where required or appropriate; and
- Reviewing the relevant supplier, contractor, agency, labour hire or other business relationship.



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Adaptalift recognises that immediate termination of a supplier, contractor, agency or labour hire relationship may not always be the best response where it could worsen outcomes for affected workers.

5. Assessing effectiveness

Adaptalift has not yet implemented formal modern slavery-specific effectiveness measures.

During the reporting period, Adaptalift assessed its approach through existing controls, including:

- Employment and HR processes;
- Payroll and industrial instrument compliance processes;
- Enterprise agreement arrangements;
- Grievance and escalation pathways;
- Supplier and contractor onboarding processes;
- Supplier & Contractor Management System supplier and contractor information;
- Supplier agreements for some arrangements;
- Management oversight; and
- Whistleblower reporting mechanisms.

Adaptalift recognises that these controls are not yet sufficient to fully measure the effectiveness of its modern slavery risk management approach.

In future reporting periods, Adaptalift intends to consider tracking:

- Suppliers and contractors onboarded through our Supplier & Contractor Management System;
- Suppliers assessed for modern slavery risk;
- Higher-risk suppliers identified and reviewed;
- Supplier agreements containing modern slavery clauses;
- Australian labour hire providers reviewed for modern slavery risk;
- Offshore agency arrangements reviewed for modern slavery risk;
- Review of labour hire and offshore agency contractual terms and working conditions;
- Modern slavery risk assessment of labour hire and offshore service arrangements;
- Employees completing modern slavery awareness training;
- Modern slavery-related complaints or reports;
- Confirmed modern slavery incidents;
- Corrective action plans; and
- Reporting to senior management and/or the Board.

6. Consultation

Adaptalift operates through branch locations under the same corporate entity, and this Statement does not cover separate subsidiaries or controlled entities. Accordingly, consultation with separate owned or controlled entities was not required.

In preparing this Statement, Adaptalift considered information regarding its operations, workforce arrangements, enterprise agreements, employment practices, Philippines-based agency support arrangements, Australian labour hire arrangements, supplier arrangements, supplier and contractor management processes, policies, incident reporting and governance arrangements.



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Relevant internal stakeholders included senior management, operations, procurement, workplace health and safety, human resources, finance, legal/compliance where applicable, and the Board.

7. Future commitments

Adaptalift is continuing to improve its approach to identifying, assessing and addressing modern slavery risks in its operations and supply chains.

In future reporting periods, Adaptalift intends to consider:

- Adding modern slavery questions to supplier onboarding processes;
- Identifying higher-risk supplier categories and jurisdictions;
- Improving supplier risk classification;
- Reviewing supplier agreement templates and procurement terms;
- Considering modern slavery-specific contract clauses;
- Developing modern slavery awareness training;
- Improving internal reporting to senior management and/or the board;
- Tracking modern slavery-related complaints, incidents and supplier responses;
- Considering targeted reviews of higher-risk suppliers;
- Reviewing onboarding and induction processes for Philippines-based agency personnel where appropriate;
- Confirming grievance and escalation pathways for agency-supplied offshore personnel;
- Reviewing offshore agency contractual terms and working conditions;
- Reviewing Australian labour hire provider due diligence and contractual controls;
- Considering modern slavery awareness training for agency-supplied personnel, labour hire workers where appropriate, and their Adaptalift managers; and
- Improving data collection for future modern slavery statements.

Adaptalift is committed to improving its approach to managing modern slavery risks as its systems, supplier processes and reporting practices continue to develop.

8. Approval

This Statement was approved by the Board of Adapt-A-Lift Group Pty Ltd ACN 605 149 568 in its capacity as the principal governing body of Adaptalift on 1 July 2026.

Signed:



Lindsay Whiffen
Chief Executive Officer and Director
Adapt-A-Lift Group Pty Ltd
Date: 1 July 2026

