



Modern Slavery Statement – Kinetic TCo Pty Ltd

For the reporting period: 1 July 2024 – 30 June 2025



1 Reporting entity

This modern slavery statement (**Statement**) is made on behalf of Kinetic TCo Pty Ltd (ACN 601 251 067) (**Kinetic TCo**), with its registered office at Level 16, 171 Collins Street, Melbourne, Victoria 3000, on its own behalf and on behalf of its Australian subsidiaries, all of which are wholly-owned by Kinetic TCo (together, **Kinetic** or the **Group**).

This Statement has been prepared in line with the requirements of the *Modern Slavery Act 2018* (Cth) (**Act**). For the purposes of this Statement, “modern slavery” has the meaning given in section 4 of the Act.

Kinetic condemns modern slavery in all its forms and supports the objectives of the Act. Kinetic is committed to implementing proactive and effective actions to prevent and address modern slavery and mitigate the risk of modern slavery practices in its operations and supply chain.

Based on the due diligence undertaken on our clients and suppliers, Kinetic confirms no instance of modern slavery was identified in its operations or supply chains in the 2024/2025 reporting period.



2 Kinetic's structure, operations and supply chains

2.1 Structure

Kinetic TCo is the ultimate parent company of the Group. Kinetic is a global transport operator providing bus and rail operations. Kinetic TCo is incorporated in Australia with headquarters in Melbourne. The Group employs approximately 4500 people across Australia and operates a fleet of approximately 2123 buses.

2.2 Operations

Kinetic's Australian operations include the provision of bus transit services in metropolitan, rural and regional areas including airport bus services, passenger route bus services, charter services and school bus services. Kinetic operates in Australia under various branded trading names, including Kinetic and Skybus.

2.3 Supply chain

Kinetic's supply chain includes:

- / goods/products and services
- / fuel, oils, lubricants, spare parts, tyres
- / batteries and renewable energy technologies
- / uniforms
- / cleaning services
- / utilities (including telecommunications services)
- / information technology systems and services
- / security services
- / maintenance services

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- / work on assets and property, including chassis/body repairs on vehicles
- / qualified tradespersons;
- / capital purchases
 - / assets e.g. buses and other vehicles
 - / property e.g. depots, offices
- / capital works
 - / works required to upgrade our assets and infrastructure e.g. the electrification of our fleet and depots
- / professional services
 - / advisory, financial, legal and audit services
- / other goods and services
 - / advertising material, such as print signages for transit advertising on buses



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3 Risk of Modern Slavery in Kinetic’s Operations and Supply Chains

3.1 Operations

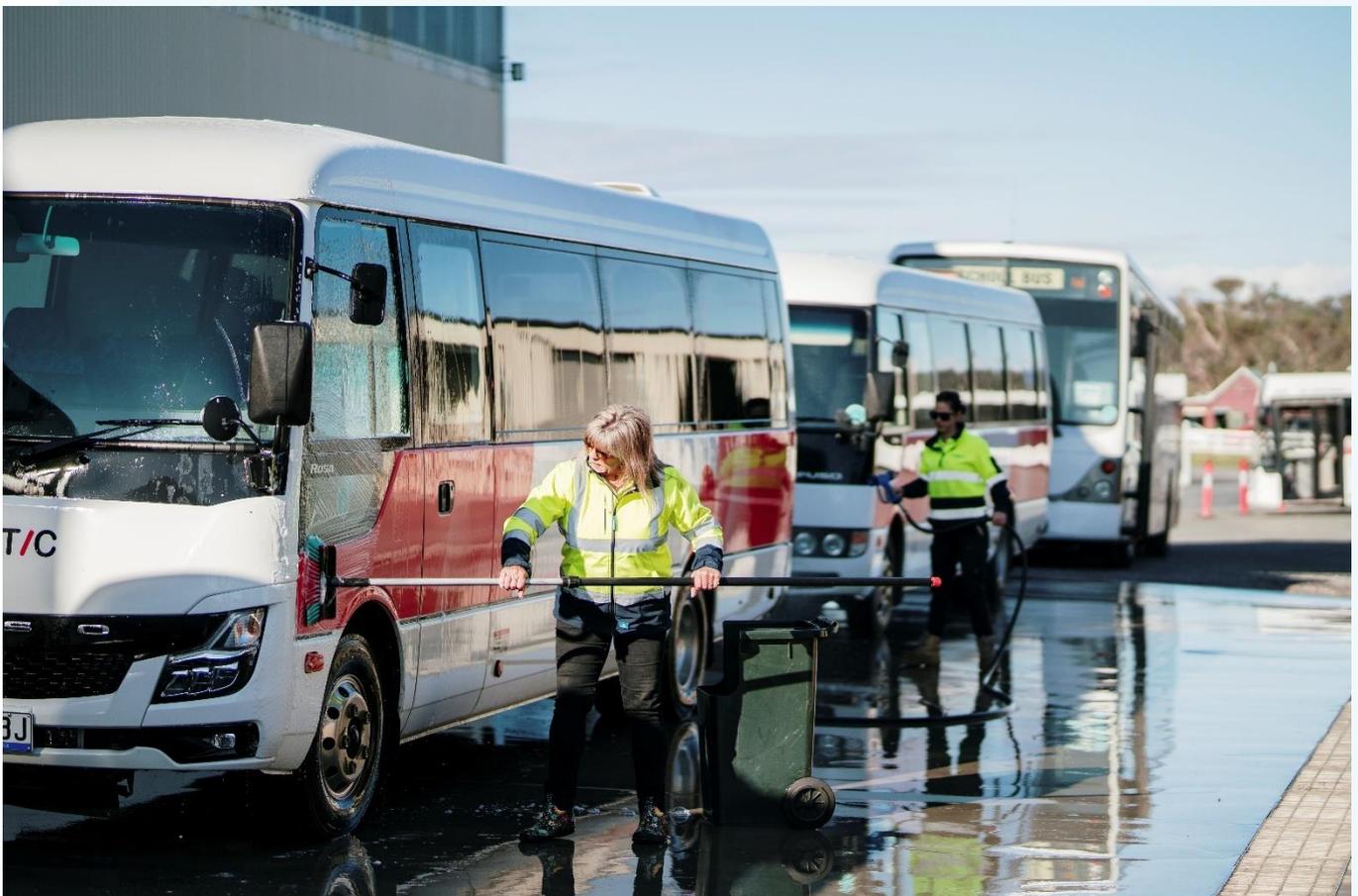
Legislation and governance in Australia reduce the risk of modern slavery practices in our operations. Our staff are engaged on employment contracts that require compliance with either the *Fair Work Act 2009* (Cth) or Enterprise Agreements approved by the Fair Work Commission.

3.2 Supply Chain

Kinetic has policies and procedures in place to identify where there is potential for the Group to cause, contribute to, or be linked to modern slavery practices through its supply chain.

Kinetic identifies that some essential goods for transport services originate from high risk geographies, such as fuel, oils, parts, tyres, batteries and uniforms.

Kinetic also engages some services from high risk industries, such as cleaning services.



4 Actions to assess and address modern slavery risks

4.1 Policies and procedures

Kinetic requires all employees to read and comply with its internal policies and procedures. Kinetic policies and procedures that assess and address the modern slavery risks in its operations and supply chain include:

- / Supplier Code of Conduct;
- / Procurement Mangement Procedure;
- / Procurement Policy; and
- / Ethical Sourcing & Modern Slavery Policy.

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Kinetic also has policies and procedures in relation to whistleblowing which encourage employees to make protected disclosures if they are subject to, or become aware of, modern slavery practices in Kinetic's operations and supply chain.

4.2 Training

Kinetic is currently engaging with The Freedom Hub, a registered charity and social enterprise that supports survivors of modern slavery in Australia, for the purposes of co-developing and providing bespoke training for all Kinetic employees, tailored to Kinetic's operational and supply chain risks of modern slavery. This training will enhance Kinetic employees' understanding of the risks of modern slavery practices, the Act, and Kinetic's policies and procedures to assess and address the modern slavery risks in its operations and supply chain.

4.3 Due diligence

Kinetic requires high risk suppliers to complete a self assessment form on engagement.

All supplier contracts require that suppliers adhere to their modern slavery obligations under the Act and comply with Kinetic's policies and procedures on modern slavery. Kinetic will also typically negotiate to include audit rights in relation to modern slavery compliance.

High risk suppliers must complete a modern slavery questionnaire annually to declare that they do not engage in any modern slavery practices and confirm that they have internal policies and procedures in place to address the risk of modern slavery practices in their operations and supply chain.

For example:

- / **Zero emissions vehicles:** zero emission vehicles present supply chain risks for modern slavery practices involving manufacturing, a high risk industry, and parts that originate from high risk geographies. In our recent request for proposals for zero emission vehicles, SkyBus (a Kinetic brand and subsidiary group) required all vendors to complete a detailed modern slavery audit which formed the basis of a modern slavery risk analysis for procurement of zero emission vehicles. Vendors were asked to disclose risks in their supply chain and explain how those risks were identified, addressed, and mitigated.
- / **Kinetic uniforms:** Uniforms are a supply chain risk for modern slavery practices involving manufacturing, a high risk industry, and textiles that originate from high risk geographies. Kinetic assessed its key uniform supplier for modern slavery compliance on engagement. This supplier completes annual modern slavery questionnaires and undertakes independent audits of its overseas manufacturing sites.

4.4 Remediation

To date, Kinetic has not identified any instances of modern slavery practices in its operations or supply chain that require remediation. If any modern slavery practices suspected or identified in Kinetic's operations or supply chain would immediately necessitate stakeholder engagement and remedial action.



5 Assessing the effectiveness of our actions

Kinetic undertakes continuous and ongoing review of the effectiveness of its actions in assessing and addressing the risks of modern slavery practices in its operations and supply chains.

Kinetic evaluates the information that it receives from its suppliers to enable it to properly categorise supply risk and, if necessary, to promptly act on any allegations or findings of modern slavery practices.

Kinetic has also commenced an internal Supplier Risk Assessment process to help identify and monitor potential areas of modern slavery risk within its supply chain. The initial assessment focuses on Kinetic's top 20 suppliers and engages relevant stakeholders to evaluate risk exposure and strengthen mitigation measures for high-risk suppliers.

Modern slavery risks, like all risks for Kinetic, are discussed and escalated to the Group's Audit and Risk Committee and Board, as appropriate.

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6 Consultation

Kinetic TCo is responsible for the strategic direction of the Group. Key decisions across the Group are brought to and considered by the Kinetic TCo Board, which consists of ten directors including non-executive and independent directors. Senior management is responsible for executing Kinetic's strategic direction across the Group. The Group has a shared governance framework for its policies and procedures including those relating to modern slavery. Accordingly, this Statement is made on behalf of Kinetic TCo and each of the following Group subsidiaries:

Company Name	ACN	Company Name	ACN
Kinetic Group Investments Pty Ltd	663 807 172	Kinetic Group Holdings Pty Ltd	663 807 592
Kinetic Group Midco Pty Ltd	663 808 240	Kinetic Group Finco Pty Ltd	663 808 795
Kinetic Holding Company Pty Ltd	601 254 880	Kinetic (Melbourne Urban) Pty Ltd	632 522 233
Kinetic Fleet Services Pty Ltd	101 184 507	Australian Bus and Truck Pty Ltd	639 331 909
Kinetic (Melbourne) Pty Ltd	644 690 522	Kinetic Assetco (Melbourne) Pty Ltd	644 633 303
Kinetic Fleet Services (Melbourne) Pty Ltd	635 410 070	Comity Pty Ltd (ACN	007 245 132
Avalon Airport Express Pty Ltd	615 862 710	BTI Pty. Limited	010 155 398
Kinetic Group Services Pty Ltd	615 925 445	Skybus (QLD) Pty Ltd	621 666 831
Calabro Bros Holdings Pty Ltd	615 924 788	TAG Mobility Services Pty Ltd	622 327 431
Transit Australia Group Pty Ltd	600 302 725	Gulf Tech Pty Ltd	603 693 116
Surfside Buslines Pty Ltd	010 957 552	Transit Australia Pty Limited	065 794 943
Kinetic Specialised Resources Pty Ltd	127 636 579	Kinetic Specialised Resources (Holdings) Pty Ltd	144 818 128
Mackay Transit Coaches Pty Ltd	050 416 227	Bingley Group Pty Ltd	603 071 343
East Tamar Bus Lines Pty Ltd	630 494 567	Redline Holdings Pty Ltd	009 493 805
Redline Investments Pty Ltd	009 516 867	Mersey Bus & Coach Services Pty Ltd	009 583 779
Phoenix Coaches Pty Ltd	056 587 449	Kinetic (Tasmania) Pty Ltd	009 499 094
Jamist Pty Ltd	009 584 043	Tascoast Pty Ltd	009 559 424
Tasmanian Retreat Tours Pty Ltd	009 498 186	Kinetic (NSW) Pty Ltd	658 551 976
Bus & Coach Support Services Pty Ltd	615 112 760	Reyipo Holdings Pty Ltd	160 949 066
Telford Educational Tours Pty Ltd	057 934 148	Kinetic (NSW 1) Pty Ltd	168 516 014
Marrickville Bus Lines Pty Ltd	050 034 127	Kinetic (WA) Pty Ltd	657 207 559
Kewell (Alonso) Topco Pty Ltd	659 676 525	Kewell (Alonso) Holdco Pty Ltd	659 676 963
Kewell (Alonso) Pty Ltd	659 677 451	KOCM 1 Pty Ltd	671 444 474
KACM 1 Pty Ltd	673 334 766	KACM 1A Pty Ltd	673 819 791
KACM 2 Pty Ltd	673 334 882	KOCM 2 Pty Ltd	679 736 657

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Company Name	ACN	Company Name	ACN
KACM 2A Pty Ltd	673 819 880	KACM 3 Pty Ltd	673 335 030
KOCM 3 Pty Ltd	679 737 510	KACM 3A Pty Ltd	674 151 118
Crawn's Motors Pty Ltd	053 835 064	Absolute Engine Care Pty Ltd	130 906 955
Kinetic Group Services 2 Pty Ltd	688 682 519	Kinetic Commercial (WA) Pty Ltd	687 531 086
Kinetic WA (Regional) Pty Ltd	689 130 014	Skybus (NSW) Pty Ltd	687 530 810
O'Driscoll Coaches Pty Ltd	118 536 897		

This Modern Slavery Statement was reviewed and approved by the board of Kinetic TCo Pty Ltd on 30 October 2025.



Michael Edwards Sowards
Director
Kinetic TCo Pty Ltd (ACN 601 251 067)