

INSPIRED PEOPLE CREATING A PREMIER GLOBAL

gold company

Modern Slavery Statement 2025



Managing Director and Chief Executive Officer’s letter

“We commit to contributing to positive legacies, transparent reporting and minimising negative impacts.”



On behalf of Evolution Mining’s Board, I am pleased to release Evolution’s sixth Modern Slavery Statement, outlining our actions to assess and mitigate modern slavery risks and impacts across our business and value chain.

Sustainability is integrated into everything we do. It underpins our ongoing commitment to move beyond compliance and to protect and advance the human rights of our people, communities and stakeholders. It also affirms our zero tolerance for any activities that may be linked, cause or contribute to any form of modern slavery and our belief that everyone is responsible for addressing and eradicating it. We aspire to mature in our approach to managing the complex and evolving risks.

Throughout FY25, we have pursued continuous improvements that enhance understanding and capability in our supply chains, including enhancing our supplier assessment questionnaire in partnership with best practice third-party providers, and updating our internal modern slavery training. This has strengthened our procurement and due diligence processes to reduce potential modern slavery, human rights and exploitation risks throughout the life cycle of our mining operations.

Through partnerships, including with the United Nations Global Compact, we continue to pursue knowledge sharing and development across our business and suppliers. We commit to contributing to positive legacies, transparent reporting and minimising negative impacts.

Attestation

In accordance with the requirements of the *Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c.9) (the Canadian Act), and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed below. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Canadian Act, for the reporting period listed below.

I have the authority to bind Evolution Mining Limited.

Yours faithfully

Lawrie Conway
Managing Director and Chief Executive Officer

19 November 2025



Acknowledgements

We acknowledge our First Nations partners and Indigenous peoples and communities throughout Australia and Canada and recognise their continuing connection to land, waters and community.

We pay our respects to them and their cultures, and to Elders past and present. We acknowledge the Elders for their resilience to pave the way for the generations that follow. We also acknowledge those who continue to educate and empower to maintain and protect all aspects of Indigenous and First Nations heritage and culture.

We also recognise the efforts and contribution of our employees, contractors and all partners across our operating footprint.

About this Statement

Evolution Mining Limited (Evolution or Company) (ABN 74 084 669 036) is an Australian public company listed on the Australian Stock Exchange (ASX: EVN). The registered address of the Company is Level 24, 175 Liverpool Street, Sydney, New South Wales, Australia.

Modern slavery can manifest in child labour, human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage, sexual exploitation and deceptive recruiting which are serious crimes under Australian and Canadian law.

Groups at particular risk include women, Indigenous peoples, migrant workers, third-party employees and local communities.

This Modern Slavery Statement (Statement) describes the steps we have taken to identify, address, mitigate and remediate modern slavery risks in our operations and supply chains. It is published in accordance with and pursuant to s13 of the Australian *Modern Slavery Act 2018* (Cth) (Australian Act) for the financial year ending 30 June 2025 (FY25) for all operations.

It is also published in accordance with the Canadian Act, reflecting our Canadian Red Lake Operation (OCN 5054815).

References to 'modern slavery' throughout this Statement include 'modern slavery' as defined in the Australian Act, and 'forced labour' and 'child labour' in the Canadian Act.

This is a joint Statement covering the activities of all Australian and Canadian entities within the Evolution Group structure¹. Each entity is covered by our policies, procedures and systems, including those relating to contracting, purchasing and human resources.

It excludes consideration of risks and impacts associated with modern slavery in projects which we do not operate, have no direct control over or involvement in. We regularly engage with joint venture partners and operators on key issues affecting project outcomes, including human rights and modern slavery².

This Statement was approved by our governing Board of Directors in November 2025.

We aim to report transparently, and we welcome and value feedback. Please refer to our [2025 Annual and Sustainability Report \(2025 Annual Report\)](#) for supporting information, and please direct your feedback and enquiries to Vice President Sustainability, Fiona Murfitt at esgreporting@evolutionmining.com.

Reporting obligations

This Statement was prepared to meet the mandatory reporting criteria set out under s16(1) of the Australian Act and s11(3) and (5) of the Canadian Act as summarised below.

Reporting requirement	Australian	Canadian	Page
Identifying the reporting entity	s16(1)a		3
Attestation from the Managing Director and Chief Executive Officer		s11(5)	2
Entity's structure, operations, activities and supply chains	s16(1)b	s11(3)a	4
Entity's policies and due diligence processes in relation to modern slavery		s11(3)b	9
Risks of modern slavery practices in the operations and supply chains and the steps taken to assess and manage that risk	s16(1)c	s11(3)c	15
Actions taken to assess, prevent, reduce and address risks, including remediation measures and processes	s16(1)d	s11(3)d	6, 17
Measures taken to remediate the loss of income to the most vulnerable families that result from any measure taken to eliminate the use of modern slavery in activities and supply chains		s11(3)e	18
Training provided to employees on modern slavery		s11(3)f	13
Assessment of the effectiveness of actions to ensure that modern slavery is not being used in the business and supply chains	s16(1)e	s11(3)g	18
Consultation with any entities that the reporting entity owns or controls	s16(1)f		18, 19, 20
Other relevant information	s16(1)g		All

Our commitment to international standards and collaboration

We commit to internationally recognised human rights frameworks, standards and goals, including:

- United Nations Guiding Principles on Business and Human Rights (UNGPs), with particular reference to Principle 22 on remediation and 31 on effectiveness criteria for non-judicial grievance mechanisms;
- United Nations Sustainable Development Goals (UNSDGs);
- United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) via the principle of free, prior and informed consent (FPIC); and
- Global Reporting Initiative (GRI).

We are a signatory to the United Nations Global Compact (UNGC). We report annually on progress towards the adoption and implementation of the sustainable practices outlined in the Ten Principles.

We actively engage with other organisations to improve understanding and develop ideas to manage modern slavery risks, including:

- UNGC Network Australia's (UNGCNA) Modern Slavery Community of Practice which aims to support companies working together to solve problems, share knowledge, develop best practices and foster innovation;
- UNGCNA Australian Dialogue on Business and Human Rights, and Business and Human Rights Accelerator (BHRA);
- Monash University (review of their [ASX100 Modern Slavery Statement Disclosure Quality Ratings Research Report](#));
- Australian Council of Superannuation Investors (ACSI) (ongoing engagement on their review of modern slavery reporting for ASX200 companies); and
- environmental, social and governance (ESG) rating agencies, including S&P Global, MSCI, ISS ESG and Sustainalytics.

1. See Evolution's [2025 Annual Report](#) for a listing of all entities.

2. Evolution has a 51% interest in East Kundana Joint Venture (EKJV) and an 80% share in Northparkes. The participating interests in EKJV are with Rand Mining Limited (Rand) and Tribune Resources Limited (Tribune). The minority participating interests in the Northparkes Joint Venture are held by Sumitomo Metal Mining Oceania Pty Ltd (13.3%) and SC Mineral Resources Pty Ltd (6.7%) (collectively Sumitomo). This is not a supporting statement for Sumitomo, Rand or Tribune.

Our structure, operations, activities and supply chain

Our structure, operations and activities

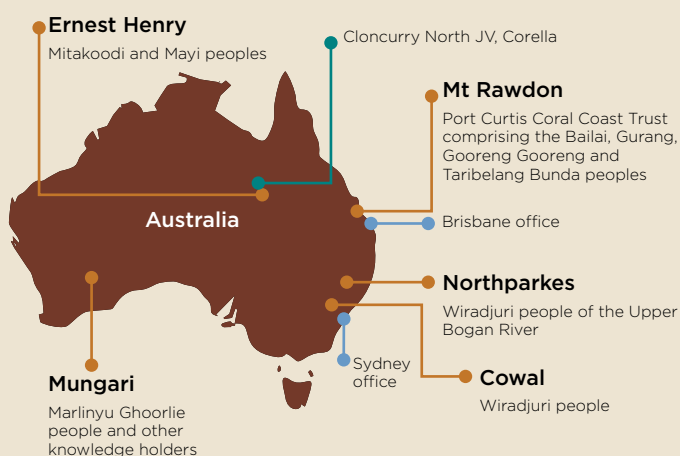
Evolution is a leading, globally relevant gold mining company formed in November 2011, with more recent additional exposure to copper. Evolution currently owns and operates six mines in Australia and Canada guided by our purpose, vision, values and strategy, as detailed in the accompanying section.

In FY25, our mines produced 750,512 ounces of gold and 76,261 tonnes of copper at a sector leading All-in sustaining cost³ (AISC) of \$1,572 per ounce⁴ - continuing to place Evolution as one of the lowest cost producers globally. Read our [2025 Annual Report](#) for more information.

We have made a strategic decision to manage our geopolitical and human rights risk by growing and operating in the Tier 1 jurisdictions of Australia and Canada. While mining has been identified by the [Walk Free Foundation's Global Slavery Index \(GSI\)](#) as a sector most at risk of modern slavery, the Australian and Canadian industry is not considered to be high-risk.

We have no exposure to artisanal or small-scale mining, nor conflict-affected and high-risk areas, across existing operations and exploratory sites, contributing to our risk mitigation. We acknowledge there is still the potential risk of modern slavery occurring within our business and supply chains, and as such, we have robust mechanisms in place to identify, assess and address this risk, as detailed in this Statement.

Evolution operations⁵ and First Nations partners



Evolution FY25 snapshot⁴

Production	751koz gold production, 76kt copper production
Mineral Resources December 2024 ⁶	30Moz contained gold, 4.4Mt contained copper
Ore Reserves December 2024 ⁶	1.1Moz contained gold, 1.4Mt contained copper
AISC ³	\$1,572/oz (US\$1,019/oz) ⁷
Statutory net profit after tax	\$926M
Dividends declared	\$260M
FY25 operating mine cash flow	\$2.3B



- AISC calculated for continuing operations excluding Mt Rawdon, which ceased mining operations in FY25. AISC includes C1 cash cost, plus royalties, sustaining capital, general corporate and administration expense, calculated per ounce sold. In line with World Gold Council guidelines, AISC is non-IFRS financial information and not subject to audit.
- Currency is expressed in Australian dollars unless otherwise stated.
- Cowal (ABN 75 007 857 598), Ernest Henry (ABN 18 008 495 574), Mt Rawdon (ABN 77 152 727 663), Mungari (ABN 90 002 124 745), Northparkes (ABN 17 164 997 317), and Red Lake (OCN 5054815). The map represents our operations (orange), exploration sites (green) and offices (blue).
- As at 31 December 2024 and compared to the 31 December 2023 estimates. See the Mineral Resources and Ore Reserves section of the Annual Report for further information.
- Calculated using an average AUD:USD exchange rate of 0.65 for FY25.

Our business

OUR PURPOSE

To deliver long-term stakeholder value through low-cost production in a safe, environmentally and socially responsible way.

OUR VALUES

Our values guide every decision we make, the way we behave and treat one another every day:



SAFETY

Think before we act, every job, everyday



EXCELLENCE

We take pride in our work, deliver our best and always strive to improve



ACCOUNTABILITY

It is my responsibility, I own it - good or bad



RESPECT

We trust each other, act honestly and consider each other's opinions

OUR VISION

Inspired people creating a premier global gold company.

OUR STRATEGY

To create a business that prospers through the cycle, we:

Integrate sustainability
into everything we do

Drive a high-performing culture with values and reputation as non-negotiables

Take appropriate
geological,
operational and
financial risks

Build a portfolio of up to 8 assets in Tier 1 jurisdictions generating superior returns

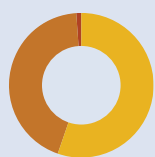
Have financial discipline
centred around
margin and appropriate
capital returns

See more about our business strategy and how we create value in our [2025 Annual Report](#).

Our workforce

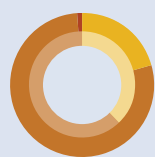
As at 30 June 2025, our workforce comprised 5,703 people, of which 3,184 were employees, 2,487 were contractors and 32 were labour hire. Overall, 21% of our employees identified as female and 7% identified as Indigenous. Refer to our [2025 Annual Report](#), [ESG Performance Data](#), and [website](#) for further information.

Workforce breakdown⁸



Employees (excl labour hire)	56%
Contractors	44%
Labour hire	1%

Gender breakdown

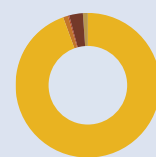


Female employees	21%
Male employees	79%
Other employees	0.1%

Board gender breakdown

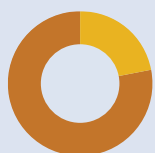
Female Board members	38%
Male Board members	62%

Employee type breakdown



Permanent full-time	94%
Part-time	1%
Flexible	0.4%
Fixed term	3%
Casual	1%

Coverage under collective bargaining agreements



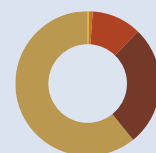
Covered	22%
Not covered	78%

Employee age breakdown



< 36 years	37%
36-55 years	49%
> 55 years	14%

Employee level breakdown



Board	0.3%
Senior Leaders	1%
Manager/Supervisors	11%
Professionals/Supervisors	27%
Operations	61%

8. All figures have been rounded up. The methodology and definition of contractors continue to be improved at Evolution. To date, each operation provides figures each financial year for contractors, associated hours and work schedules. Averages are applied and endorsed at the Group level.

Our value chain

Exploration and Discovery	Support services	Mining	Processing	Transportation
• Drilling contractors • Geology and geophysical contractors • Analytical laboratories • Health and safety specialists • Surveying • Earthmoving contractors • Environmental and water consultants	• Site accommodation management services • Power, communication and IT services • Insurance • Employee benefits • Personal protective equipment (PPE) and personal protective clothing (PPC) • Legal and specialist support • Medical, health and safety services • Labour supply • Water and waste management	• Mining and haulage contractors, plant and equipment • Cement and ground support supply • Explosives supply and blasting services • Fleet, maintenance, parts and equipment • Fuel, oil and tyre supply • Blasting software and consultants • Mining communication • Geotechnical services	• Operations and maintenance contractors • Grinding media and flocculants supply • Chemicals and reagents supply • Laboratory services • Civil works contractors • Fuel and gas supply	• Freight services • Haulage services • Port services • Stevedoring • Shipping • Bus services • Air charter services • Travel services

As a major employer, partner, producer and consumer within communities where we operate, we take all reasonable opportunities to be sustainable in how and where we source our goods and services. The Procurement and Supply team manage and coordinate activity across the end-to-end procurement life cycle in accordance with our policies and procedures.

Corporate governance

We assess, manage and address modern slavery risk in accordance with our governance framework and Integrated Risk Management Framework as outlined below and in the ‘Risk management’ section of our 2025 Annual Report. This governance structure applies to all entities owned and controlled by Evolution.

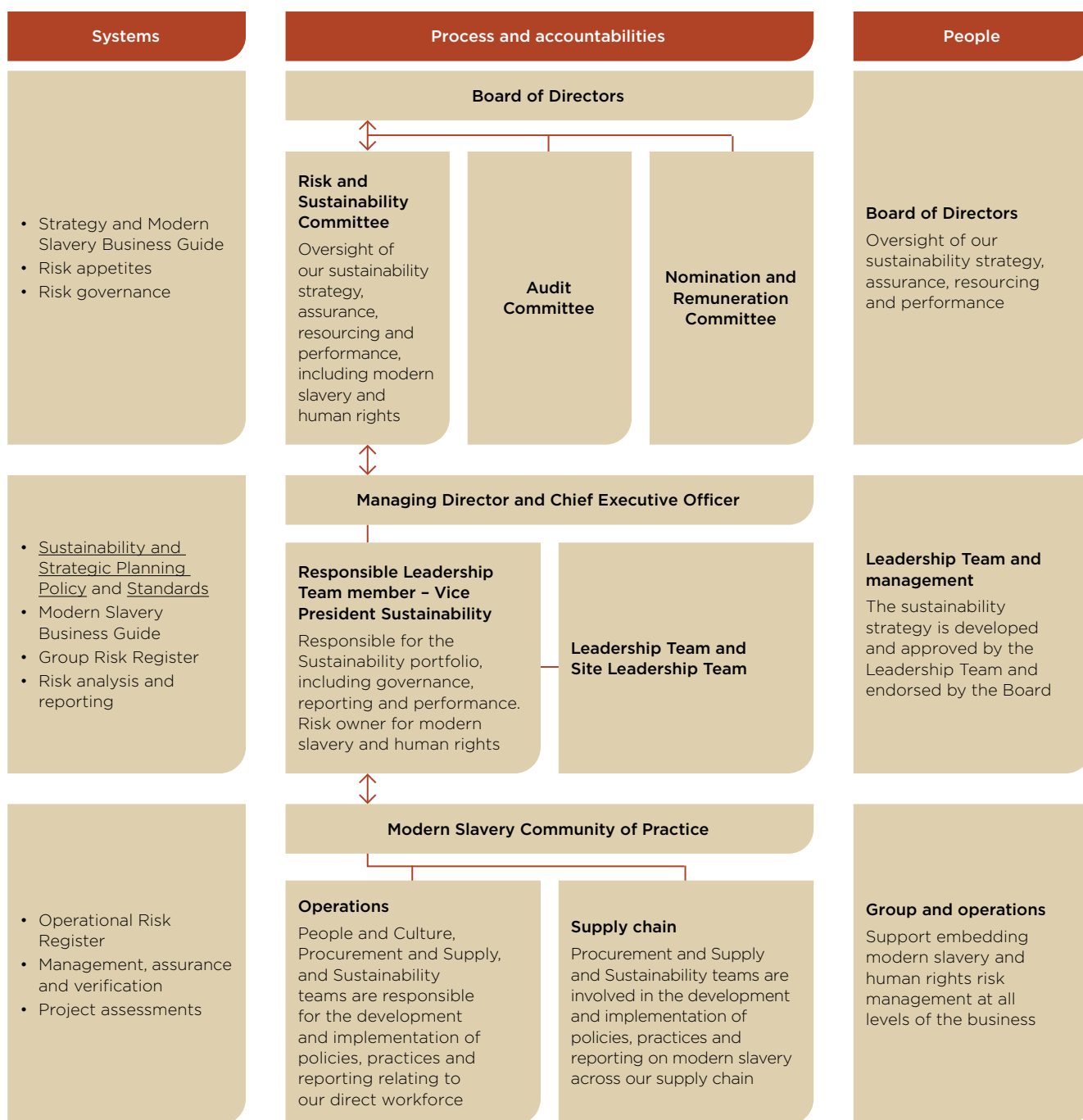
The Board maintains oversight of all sustainability issues, with responsibility delegated to the Risk and Sustainability Committee to ensure the effective management of human rights-related risks, including modern slavery, as set out in its Charter. The Leadership Team and Risk and Sustainability Committee are regularly updated on our sustainability performance, including modern slavery, human rights and sustainable procurement, to ensure regular oversight and monitoring of modern slavery risks.

Our Vice President Sustainability is the accountable executive for the management of modern slavery risks within Evolution. Our Sustainability and Procurement and Supply teams implement and coordinate modern slavery and human rights activities on a day-to-day basis, in close collaboration across the business, including with operations, and Commercial and Exploration functions, who engage in supplier due diligence and contracts.

Refer to our [2025 Corporate Governance Statement](#) and [2025 Annual Report](#) for more information.



Modern slavery governance structure



Sustainable procurement

Sustainable procurement is a powerful lever for influencing suppliers' sustainability performance and business conduct, including the diligence and seriousness with which modern slavery risks are managed and remediated. By implementing our commitments to sustainability in our end-to-end procurement practices, we manage modern slavery risks and opportunities, minimise adverse impacts and promote positive environmental, social and economic outcomes for stakeholders and communities where we operate.

Sustainable procurement and modern slavery are embedded within our risk management and procurement approach through focus areas of:

- net zero, which is considered in our Renewable sourcing strategy;
- geopolitical risks considered in the quarterly and annual material risk reviews;

- Indigenous procurement;
- environmental stewardship including water and waste management; and
- transport and hazardous chemicals/explosives management.

We aim to actively manage these focus areas and risks and require the same from our contractors and suppliers. To improve our supply chain's social, environmental and ethical footprint, we seek to screen and work with contractors and suppliers who share our values and expect that they follow high standards of governance and compliance with all applicable laws and our policies. They are required to be accountable for their actions and maintain governance mechanisms to ensure alignment. Their compliance with the processes outlined in this Statement, [Supplier Code of Conduct](#) and [Procurement Statement](#) are considered mandatory.

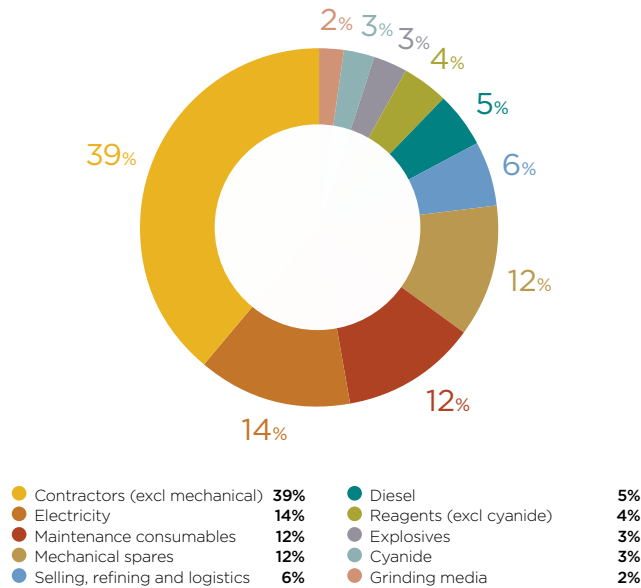
Procurement spend

In FY25, our supply chain comprised of more than 4,300 active suppliers, with a total procurement spend of ~\$2.56 billion⁹, an 11% increase since FY24 (\$2.30 billion¹⁰). We spent \$505 million directly with local and regional suppliers, including \$455 million with local suppliers, a 29% increase in local spend compared to FY24. The increase is primarily due to the full-year inclusion of Northparkes' local spend, following its first complete year under Evolution ownership. As our local and regional supply chains are geographically closer to our operations and communities, we have more influence. We recognise the opportunity to reduce modern slavery risk through the enhanced visibility and controls within these supply chains.

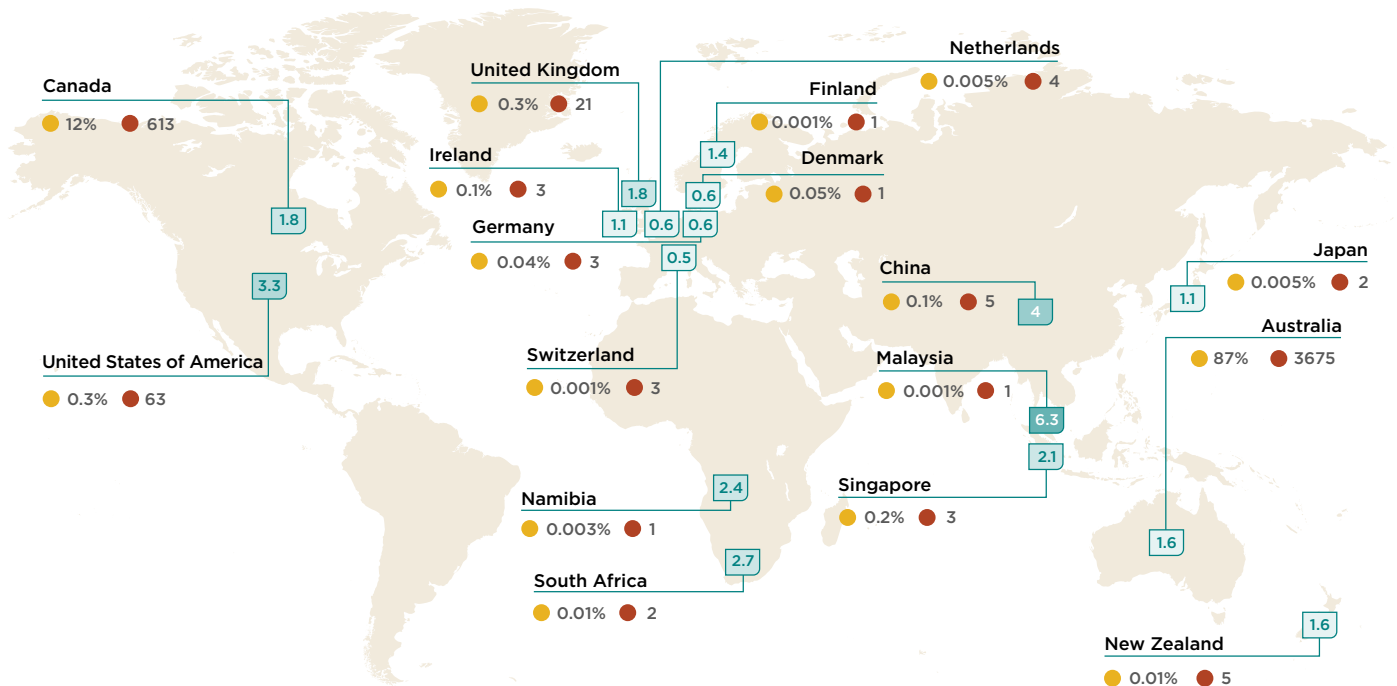
Overall, the majority (99%) of our direct (Tier 1) suppliers are based in Australia (87%) and Canada (12%). The remaining 1% operate outside these jurisdictions (United States of America, Singapore, China, Ireland, United Kingdom, Germany, New Zealand, South Africa, Namibia, Finland, Malaysia, Switzerland, Netherlands, Denmark and Japan). We acknowledge that Tier 1 suppliers may operate in, or subcontract to, entities in other jurisdictions, which can introduce complex modern slavery risks beyond our immediate visibility. Managing and mitigating these risks requires robust oversight and reporting, and we have taken steps to better understand our Tier 2 and beyond supply chain, being the suppliers of our suppliers and their supply chains. See the 'Supplier assessment questionnaire' (SAQ) section below.

Our value chain spans a wide range of scales, goods and services. The graphic below highlights the categories with the highest supply chain expenditure. We acknowledge, however, that lower levels of spend do not necessarily correlate with lower modern slavery risk.

Top 10 supplier spend by category



FY25 spend by source



Key

● % of total spend ● # of suppliers



Scale indicates the estimated prevalence of modern slavery in a country and is taken from the GSI 2023

Note: This is a snapshot of our Tier 1 supply chain. We acknowledge that goods and services supplied by our direct suppliers (the entities we directly contract with) may not be manufactured or provided in those direct suppliers' countries but in jurisdictions that are at higher risk for modern slavery.

9. This figure reflects supplier payments only and excludes wages, dividend payments, interest, taxes, royalties, community investment, payments to providers of capital and payments to financial institutions (interest).

10. FY24 total procurement spend updated from the previously reported value of \$1.9 billion following the inclusion of full Evolution Group data. Please refer to [ESG Performance Data](#) 'Economic Performance' for more detail.

Our policies and due diligence mechanisms

We maintain a comprehensive, risk-based supplier due diligence framework focused on managing modern slavery risks amongst our suppliers, particularly those affecting groups at risk. This framework encompasses tendering, selection, onboarding, and monitoring through to corrective actions and disengagement where relevant. In FY25, we continued to apply a rigorous risk methodology, including an updated SAQ, enhanced training, and strengthened engagement with medium- to high-risk suppliers.

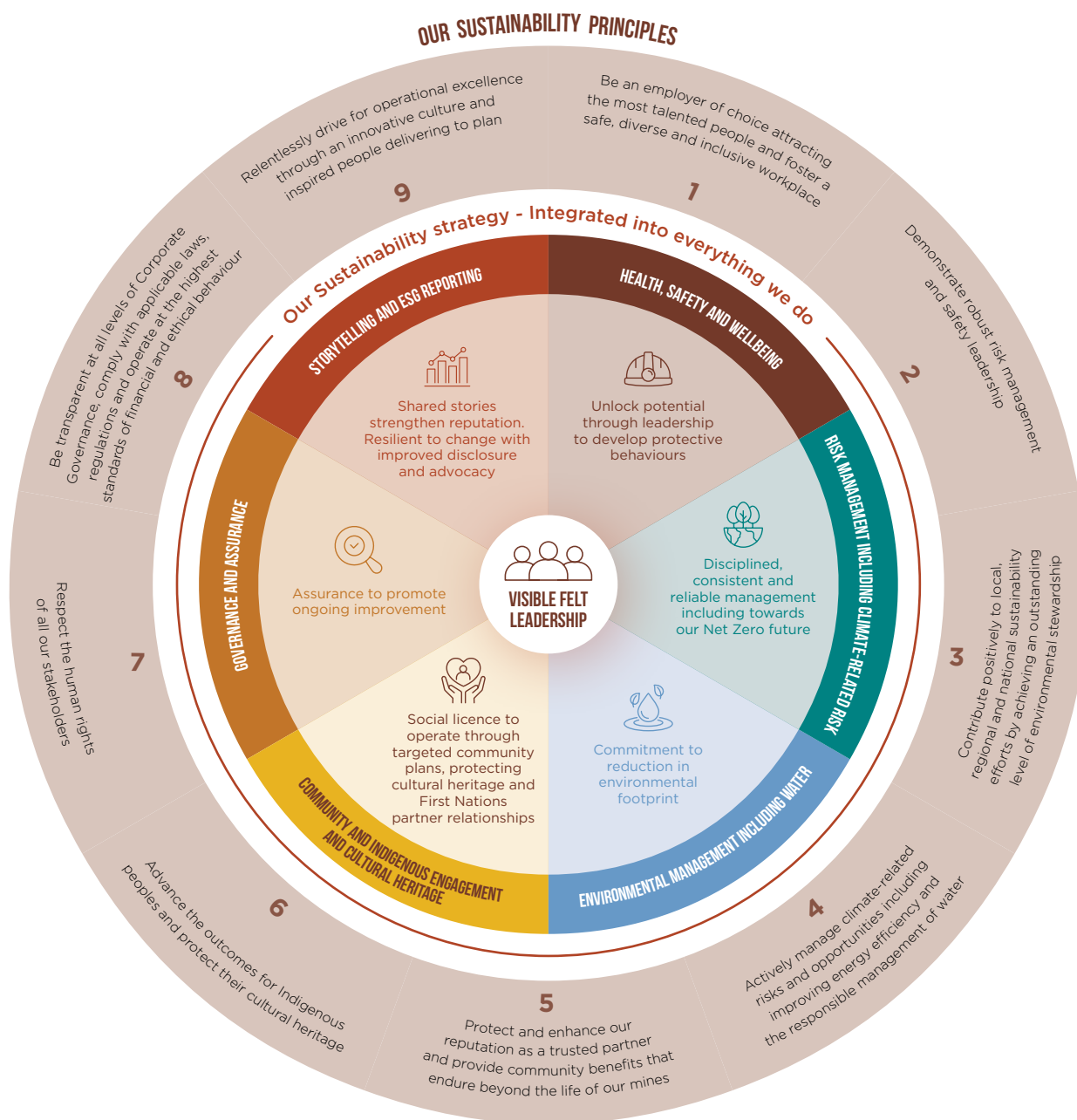
Guided by our Sustainability Principles, strategy and material topics, a suite of tools is used to support due diligence processes, including:

- onsite inspections and assurance activities;
- obtaining information from third-party sources including authorities, international organisations and civil society; and
- consulting experts and technical literature.

Sustainability Principles and strategy

Our strategy to integrate sustainability into everything we do is underpinned by our nine Sustainability Principles. They align with the UNGC, and the UNSDGs that have been prioritised for our business, and support ongoing efforts to continuously mature our human rights approach.

Since FY21, we have been a proud signatory of the UNGC and aligned our sustainability strategy with its Ten Principles. Our [2025 Annual Report](#) is informed by the UNSDGs, UNGP and UNGC, and demonstrates our commitment to delivering economic benefits to all stakeholders in a socially responsible way.



Defining our material topics

In FY25, we completed an annual internal review of our material topics, aligned with [GRI 3: Material Topics 2021](#) and [GRI 14: Mining Sector 2024](#), aligned with our triennial review process. We consistently implemented our materiality assessment process, detailed in our [2025 Annual Report](#) (page 148), which comprised four steps:

1. UNDERSTAND THE ORGANISATIONAL CONTEXT

We conducted our material risk reviews and adopted learnings from internal and industry incidents.

2. IDENTIFICATION AND ASSESSMENT OF ACTUAL AND POTENTIAL IMPACTS

We reviewed [EY's Top 10 Risks and Opportunities for the Mining and Metals Industry in 2025](#).

3. PRIORITISATION AND VALIDATION

Relevant topics were assessed by risk owners, and validated by the Leadership Team and Risk and Sustainability Committee through the approval of the [2025 Annual Report](#).

4. REPORT AND REVIEW

This is demonstrated in our [2025 Annual Report](#).

We identified the most important sustainability topics for us and our external and internal stakeholders (i.e., double materiality) and reaffirmed modern slavery and human rights, and sustainable procurement as material topics.

See our double materiality matrix and material topic definitions in our [2025 Annual Report](#) on pages 148-151.

Policies, standards and guidelines

We maintain several established policies, standards and guidelines that are integrated throughout our business and apply to all entities owned and controlled by Evolution. They outline our commitments, minimum expectations, requirements and approach to modern slavery and human rights, all of which are approved by the relevant Leadership Team member or Board Sub Committee.

Document	How it addresses modern slavery and human rights
Sustainability and Strategic Planning Policy	Outlines commitments across health, safety, environment, security, social responsibility risk management, regular reviews and continuous improvement. Includes commitments to respect the human rights of our stakeholders, manage modern slavery risks, and provide a healthy, safe and inclusive workplace that encourages people to mitigate, eliminate, avoid and report unsafe situations.
Sustainability and Strategic Planning Standards (Standards)	Our Human Rights and Modern Slavery Standard defines the minimum requirements for respecting and mitigating potential risks and upholding the fundamental rights and dignity of all our stakeholders, including the protection of groups at risk. Several standards were updated and audited in FY25.
Code of Conduct	Sets the standards for all people who work for, or on behalf of, Evolution and its subsidiaries to act ethically, responsibly and lawfully. Guides us in meeting ethical standards and legal requirements, including human rights. All employees must complete training to understand these requirements.
Supplier Code of Conduct	Communicates the expectations and minimum standards for our suppliers regarding sustainability risks and impacts, including complying with all applicable legislation on employment practices and protecting human rights. Suppliers are expected to uphold our standards and approach towards human rights.
Procurement Statement	Provides the framework under which the Company sustainably procures goods and services. Aligned with other policies, it integrates various ESG factors into our market engagements, procurement activities and vendor onboarding process. Outlines our commitment to partnering with suppliers who can demonstrate high standards of ethical business conduct, including respect for human rights, rights to life and security of people in supply chains.
Whistleblower Policy and Standard	Outlines the framework established for individuals to raise concerns on potential or actual unacceptable conduct, including in relation to human rights and modern slavery. Includes the defined elements of independent reporting, escalation, investigation procedures, disclosure protection and associated corporate governance. Communicated regularly to employees and contractors via onboarding, the Code of Conduct , People and Culture department and internal channels.
Modern Slavery Business Guide (internal)	Supports employees, including Site Leadership Teams, managers, superintendents, supervisors, and Procurement and Supply teams, to assess modern slavery risks within the supply chain and follow internal escalation procedures to raise potential issues through to senior leadership where relevant. Supports them to understand mitigation activities that are ongoing and required to ensure that operations remain free from modern slavery. Incorporates a risk-based approach to assess, report and, where necessary, implement remediation across operations and the supply chain.

Supplier market engagements and contracts

Our suppliers are required to have zero tolerance for any form of modern slavery in their operations and supply chains (as defined by the International Labour Organisation (ILO)). These minimum expectations for human rights management are embedded in our procurement and market engagements. Provisions have been incorporated in our procurement contracts and vendor trading terms, which:

- prohibit modern slavery practices by the contractor or its subcontractors;
- provide Evolution with the right to audit and terminate the contract; and
- mandate the inclusion of similar provisions in contractors' supply activities, so provisions are cascading through the supply chain.

During market engagements and through our tender management platform, potential vendors and existing suppliers are required to confirm strict adherence to our [Supplier Code of Conduct](#). As part of the Request for Tender (RFT) process, potential suppliers must answer questions relating to modern slavery and human rights which are assessed by the evaluation panel.

Questions are derived from the [Supplier Code of Conduct](#) and SAQ, and designed to assess potential suppliers' sustainability and alignment with our values and expectations. A supplier's positive ESG and human rights-related performance is a contributing factor in awarding contracts.

Our contracts with Tier 1 suppliers also include compliance with stringent sustainability and modern slavery requirements, and mandate adherence to our policies and procedures while on site. Supplier compliance and performance is monitored through regular supplier relationship management (SRM) meetings, targeted deep dive sessions and key performance indicators (KPIs).

In FY25, we saw no material breaches of the modern slavery provisions in our contracts. We collate and review multi-year data on contracts to assess effectiveness, compliance and opportunities for improvement. This review includes evaluating compliance with commercial agreements containing modern slavery clauses, analysing contract scope and volume, and assessing whether our level of control and leverage within the supply chain is increasing.

Supplier engagement

Our supplier engagement strategy comprises formal and informal engagement, including deep dives, onsite visits, surveys and SRM meetings. This can involve:

- formal risk assessments conducted during pre-qualification, tendering or renewal processes of an existing contract;
- risk assessments, where suppliers may be required to supply additional information; and/or
- possible further due diligence, with the use of third-party verification of supplied information.

They provide valuable insights into worker experiences and validate suppliers' data and information. Where issues are identified, corrective actions are established, and findings are used to strengthen future due diligence assessments for both current and prospective suppliers.

As our understanding of suppliers and the supply chain grows, we also reserve the right to suspend, discontinue or terminate relationships where there is reason to suspect or evidence indicating that the supplier:

- is in breach of the law; and/or
- refuses or fails to demonstrate reasonable and timely efforts to implement agreed corrective actions required to operate in accordance with our [Supplier Code of Conduct](#).

Supplier assessment questionnaire

Complementary to our regular risk management, we collaborate with operations to evaluate and rank suppliers as 'low', 'medium', or 'high-risk' against criteria such as:

- **Sector and industry** that the company operates in;
- **Products and services** which refer to the nature of goods or services provided;
- **Geographic** which refers to the supplier's location and associated country risk;
- **Entity** risk areas; and
- **Level of spend**.

Read more about these risk definitions in 'Modern slavery risks in our supply chain'.

Suppliers assessed as medium- to high-risk are issued with an SAQ with questions to assess whether there are any modern slavery risks and impacts in our supply chain, and gain insight into the establishment and effectiveness of risk controls. We encourage our high-risk suppliers to complete the SAQ through our various market engagements and aim to strengthen their requirements to comply.



CASE STUDY

Enhancing supply chain transparency and questionnaire response uptake with Ethixbase360

For continuous improvement, in FY25 we engaged third-party Ethixbase360 to strengthen our capability in identifying and assessing modern slavery risks through an updated SAQ. We aligned methodologies and approaches to ensure effective data analysis and comparison. This engagement enabled us to:

- conduct more in-depth risk assessments across our supplier base, with targeted modern slavery assessments for identified medium- to high-risk suppliers;
- leverage the Norton Rose Fullbright human rights legal expertise, risk rating and methodology¹¹ and global data;
- embed a more robust, credible, evidence-based approach to supplier risk evaluation and due diligence;
- enhance the depth and consistency of our assessments, including providing greater visibility into potential areas of exposure beyond Tier 1 suppliers;
- improve the SAQ response rate; and
- strengthen our data-driven approach to monitoring supplier risk.

We value the feedback of our suppliers and leveraged their input when rolling out the new SAQ. Previous non-responding suppliers had flagged accessibility issues, timing and resourcing as barriers to completing the questionnaire. The update enhanced the user-friendliness and accessibility of the survey, simplifying the experience for suppliers while maintaining the integrity of our risk assessment framework. As a result, we have received greater participation.

This year, we saw a 21% increase in SAQ completion rates, demonstrating a strong improvement and reflecting growing supplier engagement with our human rights expectations.

While this progress is encouraging, we remain focused on ongoing improvements, using insights from the SAQ and Ethixbase360's analytics to strengthen our approach and supply chain governance.

11. This methodology is proprietary to Norton Rose Fullbright, however maintains general consistency with Evolution's methodology with alignment to GSI, ILO and other renowned national and international frameworks. This consistency applies to all subsequent notes on methodology. Each question maps to one risk category, which determines the supplier's overall risk profile and final risk score (high/ moderate/ low) which supports further risk assessment and decision on remediation.

Performance

In FY25, 75% (compared to 62% in FY24) of 154 medium- to high-risk suppliers (from our Tier 1 supply chain) completed the SAQ, with no actual modern slavery incidents identified. Non-responding suppliers were identified as non-compliant, with follow-up plans developed to better understand the non-compliance. We continue to improve our SAQ process, including mapping Tier 2 suppliers and beyond, with actions to lift the response rate.

Responses from our medium- to high-risk Tier 1 suppliers demonstrate general alignment with the Australian and Canadian Acts, maintenance of grievance and whistleblowing mechanisms, relevant policies and training, established mechanisms to communicate with the workforce, and Board oversight. Further analysis¹² of their responses has deepened understanding of our modern slavery risk profile. Key insights include:

70%

submitted that they operate within an industry deemed 'high-risk'¹³ for modern slavery. Despite this risk, the majority of our respondents (89%) demonstrated controls such as robust policies and systems in place.

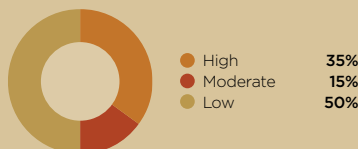
~60%

confirmed they meet the threshold and comply as a reporting entity under modern slavery or human rights laws, including the Australian and Canadian Acts. ~35% of respondents confirmed they did not meet the threshold and ~5% did not know their requirements. We have commenced investigating these responses further. This data is an enhancement from our FY24 SAQ which enquired about alignment, rather than compliance to the acts, strengthening our understanding of our Tier 1 suppliers and their robust governance systems.

~35%

of responding suppliers' jurisdictional risk profile¹⁴ is high.

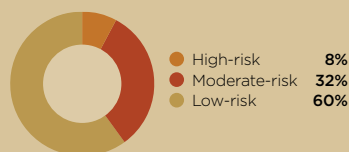
Jurisdiction risk
(Tier 1 and 2 countries of operation)



60%

of responding suppliers operate in countries identified as low risk for modern slavery, with 32% identified as operating in jurisdictions flagged as moderate risk.¹⁵

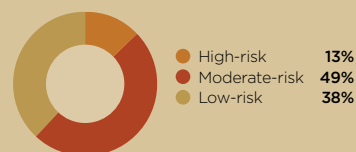
Tier 1 jurisdiction risk



~49%

of Tier 2 goods or services sourced by our respondents, regardless of spend level, come from countries deemed moderate risk as per GSI, and ~38% come from countries with lower risk. This data is consistent with FY24 results.

Tier 2 jurisdiction risk



4

Overall, our respondents demonstrated a risk score¹⁶ of 4 (out of 10) which indicates low risk in our supply chain, validates our effective supply chain risk management and offers opportunities for improvement.



31 COUNTRIES^{15,17}

were identified by our respondents as their sourcing locations (that is our Tier 2 supply chain). They included but are not limited to lower-risk countries such as Australia, moderate-risk countries such as China and higher-risk countries such as India. This data has provided better granularity into our Tier 2 supply chain compared to FY24, with the shift from region-based to country-based data.

The FY25 responses facilitated additional insights into our SAQ data collection, Tier 2 and beyond supply chain risks and management, and supported the prioritisation of suppliers for deep dives in FY26.

¹² We are pursuing year-on-year improvements in our data validity and accuracy to enable improved analysis. Suppliers fill in the SAQ and we assess the responses provided. The questions provided, suppliers' interpretation, as well as survey functionality may require further review and normalisation of data.

¹³ Industry risks are assessed against ILO, GSI and ANZSIC codes as well as Norton Rose Fullbright's expertise. Risk scores across country, industry, product and Indigenous population have been updated and assessed against the GSI.

¹⁴ Jurisdiction risk score is based on both the countries where the supplier is based and operates, and the countries from which they source their products, assessed in the context of modern slavery risk based on GSI, government and ILO data sets, and legal and international best practice of Norton Rose Fullbright's proprietary methodology.

¹⁵ Risk has been categorised by applying GSI vulnerability scoring.

¹⁶ This is the average overall risk rating provided by Ethixbase360 of our assessed medium-high risk suppliers. This risk rating focuses on five areas including jurisdiction, policies, processes and systems, industry types, workforce and human rights. This scoring is based on the renowned legal and international best practice of Norton Rose Fullbright's proprietary methodology.

¹⁷ Low-risk comprising Australia, United Kingdom, Canada, Germany, Denmark, France, Czech Republic, Finland, Sweden, Switzerland, Japan, New Zealand and Ireland; moderate-risk comprising Brazil, China, Chile, Singapore, Indonesia, Vietnam, United States of America, Taiwan, Thailand, South Korea, Malaysia and Peru; high-risk comprising India, Turkey, Pakistan, Cambodia, Mexico and South Africa.

Deep dive sessions

We aim to conduct deep dive sessions to enhance our understanding of modern slavery risks, particularly category risk across shared supply chains. They can involve onsite or desktop sessions to assess suppliers' governance, due diligence and risk management, and discuss Tier 2 supply chains. In alignment with the Australian Act's guidance notes, suppliers that participated previously were identified due to their category risk, any previous incidents or any flags in SAQs.

In FY25, we undertook a review of this process through the improved SAQ distribution and analysis with Ethixbase360. Previous sessions and the new capability uplift will inform our deep dives planned for FY26. These are also captured in the action plan within this Statement.

Education and training

Human rights and modern slavery awareness education and training is provided for all our employees, as an aware and equipped workforce is a control for modern slavery risks. Aligned with the Australian and Canadian Act requirements, our training covers:

- what modern slavery is;
- understanding the laws governing modern slavery in our areas of operation and supply chains;
- how to identify, report and, where relevant, respond to actual or potential risks; and
- internal policies, procedures and guides for identifying, mitigating, and responding to risk, including escalation processes.

This training and awareness can be provided through:

- open discussions on modern slavery, informed by the Modern Slavery Business Guide;
- interactive online training, consisting of basic inductions and more detailed modern slavery training for those with direct responsibility for supply chain management;
- face-to-face training sessions for those with direct responsibility; and
- an internal Modern Slavery Community of Practice (CoP) and participation in education sessions with external providers, e.g. UNGCNA's Modern Slavery Community of Practice.

Several employees participated in the UNGCNA BHRA detailed in the case study: [Evolution continues to upskill people in the value chain](#).

In FY25, 98 of our employees including Site Leadership Team members, contract administrators, and leaders across Finance, and People and Culture completed mandatory modern slavery training, tailored for their roles, direct responsibilities and exposure to the supply chain.

We continue to review our training to ensure its relevance and alignment with best practices, including opportunities to:

- integrate additional international frameworks;
- gain validation and guidance from independent experts; and
- contribute to capability development and awareness of Tier 2 and beyond suppliers to enhance management of shared risks.

We updated our modern slavery training informed by FY25 Line of Defence (LOD) 2¹⁸ assurance findings, operational needs, evolving legislative requirements and obligations. Read more about our updated training in the accompanying case study.

CASE STUDY



2025 Modern slavery training refresh: strengthening capability and compliance across our workforce

In FY25, we undertook a comprehensive review of the in-depth modern slavery training package to ensure continued alignment with legislative obligations and global commitments. It aimed to strengthen workforce capability in identifying, mitigating, reporting and responding to modern slavery and human rights risks to support a more informed, responsible and proactive approach.

This update was prompted by key developments in the regulatory landscape, including the enactment of the Canadian Act, effective from 1 January 2024, and the outcomes of the statutory review of the Australian Act regarding grievances, remediation and due diligence. We worked with an external developer to build a fit-for-purpose training package that reflects these changes and supports our broader human rights commitments.

To enable the relevance, engagement, and effectiveness of the training, the tailored package is accompanied by a:

- Detailed review of roles and responsibilities, and training needs analyses (TNA). The review ensures those with greater exposure to modern slavery risks receive the appropriate level of training, equipping them with practical tools and guidance to identify, report and seek external assistance where there is evidence of modern slavery present, or likely to be present, in our operations and supply chains.
- New training structure, including a comprehensive online module targeted at risk-based roles, supported by optional face-to-face or virtual sessions to help embed the learning. Awareness will also be raised through internal communications to ensure broader understanding across the business. This marks a shift from the previous one-off training model to a more structured and sustainable approach.

We will continue the rollout of this training throughout FY26. This initiative reflects our commitment to ethical business practices and reinforces our role in promoting human rights and preventing modern slavery within our operations.

18. Refers to the level of assurance wherein LOD1 involves day-to-day risk management, control and self-assurance; LOD2 involves risk oversight from a separate internal party responsible for overseeing risk; and LOD3 involves independent third-party assurance.

Audits

We regularly undertake audits to seek opportunities for improvement and assess compliance against our [Human Rights and Modern Slavery Standard](#). This was included in the FY25 annual assurance program which featured a combination of external assurance (LOD3) activity from third parties and assurance by Evolution employees independent to the site (LOD2). LOD2 assurance and preparation are key activities to support the business to validate that we are in control. Findings from the FY25 assurance program identified sustainability-related areas for improvement, including the training referred to above, with no material findings identified.

In FY25, no incidents or violations of human rights or modern slavery were recorded including with regards to the rights of Indigenous peoples, freedom of association, child labour, youth labour with exposure to high-risk work, or forced labour involving our employees. We continue to perform ongoing risk mitigation, process review, measurement and assessment.

Collaboration and engagement

We are committed to engage proactively with internal and external partners, including through SRM meetings, to gain feedback and facilitate continuous improvement. We welcome increased collaboration with peers to deepen our understanding of industry challenges to address, mitigate and remedy modern slavery, as collaboration strengthens our risk management and mitigation.

In FY25, we were a member of Procurement and Supply Australasia (PASA), a leading provider of information and education to procurement and supply professionals throughout Australia and New Zealand. Their PASA Connect sessions facilitate round table discussions and information sharing led by subject matter experts, including on modern slavery and human rights. Members build relationships with peers, discuss solutions to shared challenges, review incoming innovations and benchmark capabilities.

We also engaged in innovative partnerships regarding the value chain, including with Sustainability Advantage, a program of the NSW Department of Climate Change, Energy, the Environment and Water, and with the UNGCNA BHRA as seen in this [case study](#).

Throughout the year, regular stakeholder feedback was sought on our supplier experience and modern slavery management. This included:

- direct dealings between our Procurement and Supply teams and suppliers;
- discussions and feedback sessions with subject matter experts (e.g., ACSI); and
- conversations with key investors on the Company's strategy and performance, related to sustainability and human rights.

Read more about our partnerships and engagements in 'Our commitment to international standards and collaboration' section.

Complaints and grievance mechanisms

We implement grievance mechanisms and a whistleblower framework across the Company for stakeholders to express any concerns, issues, or grievances about real or perceived actions. Internally, these frameworks are complemented by Workplace Support Contact Officers trained to provide early-stage support and direction to reporting mechanisms. The framework includes a [Whistleblower Policy](#), [Whistleblower Standard](#) and confidential reporting mechanisms for anyone to raise concerns, including on human rights and modern slavery. Any concerns raised are reported as an agenda item to the Risk and Sustainability Committee.

We commit to disclosing all grievances, complaints, whistleblower reports and breaches to our [Code of Conduct](#). In FY25, aligned with our [Standards](#), all complaints and grievances were reported, investigated and responded to in a transparent process based on engagement through dialogue, with fair and unbiased outcomes.

Throughout the reporting period:

- We received five grievance and complaint reports through our site-based mechanisms, none of which were material nor related to human rights or exploitation. All were responded to and closed out within the required timeframe.
- We have maintained similar numbers of grievance and complaint reports over the last three years (five in FY23, four in FY24 and five in FY25), reflecting our consistency in proactive risk mitigation and stakeholder engagement. Regular reviews provide opportunities to assess the effectiveness of our reporting and communication mechanisms and consider stakeholders' willingness to report.
- There were no whistleblower reports related to actual or potential modern slavery or other human rights abuses in the Company or our supply chain. Overall, across the Company, there were two reports unrelated to modern slavery which were investigated and addressed. See our [ESG Performance Data](#) 'People' tab for more information on whistleblower and grievance management.
- Outside of these formal reporting mechanisms, one event was reported directly from site to the Group Procurement and Supply team regarding labour hire practices. See 'Remediation measures' below.

Management, together with the Sustainability, and People and Culture teams, regularly encourage stakeholders, employees and business partners to raise concerns and feedback through these frameworks and informal reporting mechanisms.



To ensure the effectiveness of our mechanisms, we conduct reviews with reference to various frameworks, including our [Standards](#) and UNGP Principle 31 on the effectiveness of grievance mechanisms as outlined below.

Effectiveness criteria	Example of Evolution's response
Legitimate	Operated by forensic professionals, KPMG's FairCall reporting service is a proven, confidential and anonymous way for employees and third parties to report suspected misconduct. The hotline can also be used to report suspected bullying, harassment and other inappropriate behaviour. We also maintain operational grievance and complaint mechanisms and contact details. Our Whistleblower Policy and Standard , and Code of Conduct outline the purpose of the grievance mechanisms, including what it can and cannot offer, policies on ethical conduct and on protection against retaliation.
Accessible	There are no fees or costs to use our grievance mechanisms. Access to these mechanisms is disclosed in our 2025 Annual Report and ESG Performance Data . Our whistleblower framework is promoted across the business, e.g. posters and signage, and to our stakeholders catered to local contexts.
Predictable	We publish accurate information on grievance matters in our 2025 Annual Report and ESG Performance Data .
Equitable	Autonomy is afforded as stakeholders can withdraw their grievances. All grievances resolved, completed or withdrawn are recorded in our ESG Performance Data . Our whistleblower service is confidential.
Transparent	See our ESG Performance Data for the outcomes.
Rights-compatible	Our whistleblower service is compliant with a range of local and global legislation, codes and standards, including human rights frameworks.
A source of continuous learning	We engaged with external partners, including ACSI, to discuss the effectiveness of our grievance mechanisms. Reported grievances are investigated aligned with our internal investigation procedures and Standards with minimum requirements for recording and sharing learnings. Employees in the UNGCNA BHRA participated in sessions that assessed Principle 31 in-depth, provided additional resources on grievance management, and identified opportunities to assess industry and broader best practices in grievance management and remediation.
Based on engagement and dialogue	See 'Accessible'.

Identification of modern slavery risks

Operational and supply chain modern slavery risk

We do not condone modern slavery practices in our operations or supply chains. We acknowledge that, given the nature and extent of modern slavery, and our procurement from various industries identified to be at higher risk – such as cleaning, security, or construction labour – modern slavery may be difficult to detect in our Tier 1, 2 and beyond supply chains. So, there remains a risk that modern slavery could potentially occur.

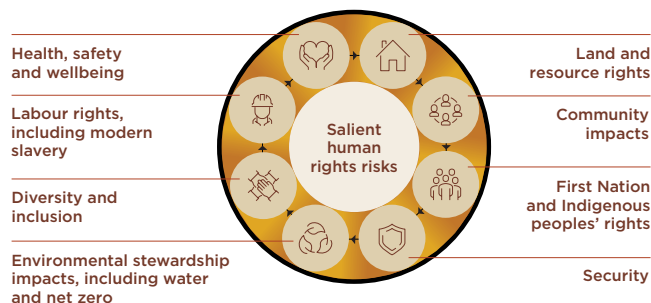
To mitigate risks, we identify, evaluate and assess modern slavery risk regularly and as early as reasonably practicable in the mine life cycle.

We adopt the UNGP's 'cause, contribute and directly linked' concepts and align our definitions of these concepts with the UNGC's¹⁹ to assist with identifying where and how modern slavery risks could potentially occur. We are vigilant in engaging suppliers to determine if, through our actions, our business could have modern slavery impacts, particularly in relation to our high-risk categories below.

We also assess salient human rights risks²⁰ across the business to identify stakeholders at risk of negative impacts. This risk identification is informed by our:

- Integrated Risk Management Framework;
- policies and [Standards](#);
- materiality assessment processes; and
- FY25 engagement in the UNGCNA BHRA which involved reviewing and reaffirming our salient human rights risks underpinned by a methodology aligned with the UNGC, UNGP, subject matter experts and global best practice.

Our salient human rights



Modern slavery risks in our direct workforce

We consider modern slavery risk within our direct workforce to be low, as we operate within Australia and Canada, countries with robust legal, governance and regulatory frameworks, particularly around human rights.

We are committed to providing workplaces where our people, including contractors and business partners, are physically and psychologically safe, healthy and well, and receive fair treatment. Our workforce is expected to comply with our Sustainability Principles, policies, [Codes of Conduct](#), standards, procedures and work instructions. We assess modern slavery risks to our direct workforce in the context of these policies, and against legal, contractual and external requirements. We continue to review the robustness of our policies and processes to ensure our compliance with legal and contractual obligations and employment entitlements.

19. A reference point for these definitions can be found in the [Business for Social Responsibility's 'Seven Questions to Help Determine When a Company Should Remedy Human Rights Harm under the UNGPs'](#).

20. "The human rights at risk of the most severe negative impact through the company's activities and business relationships." (UNGP Reporting Framework).

We have established several controls to support the identification and management of potential modern slavery risks within our direct workforce. Controls include our formal training, which builds awareness of their role and responsibilities, and mechanisms available to raise concerns.

Throughout FY25, our workforce had access to and awareness of mechanisms to voice concerns and feedback. Employees were encouraged to share their worker voice via the Your Voice engagement survey which was conducted twice in FY25 (see pages 175-176 of our [2025 Annual Report](#)).

Engagement and listening



Our May 2025 engagement survey saw:

- an increase in our participation rate to 78%, demonstrating our employees’ trust and willingness to provide feedback; and
- positive sentiment in alignment with global benchmarks, in areas relevant to perceived or actual human rights concerns; i.e. feeling safe to speak up and the business’ commitment to safety.

These insights assure us that our employees feel that they are supported, and ensure we are well-informed when engaging our people to understand and manage their concerns. This is complemented by performance development reviews, contract reviews, audits and whistleblower reports.

Modern slavery risks in our supply chain

While most of our supplier spend is with Australian and Canadian suppliers, these suppliers could provide goods and services across multiple categories with various inputs to their supply chains, including from potential high-risk jurisdictions. This could pose risks of contributing to modern slavery where supply chain visibility and influence may be limited. We also recognise businesses may inadvertently elevate risks of human exploitation by placing unreasonable demands on suppliers.

We conduct regular reviews to understand where we are most at risk of modern slavery in our supply chains, including during SAQs, screening and tendering. This includes conducting a review of our business operations and supply chain structures, as follows:

- **Business operations:** What are the broad areas of the operations being assessed?
- **Industries and sectors:** What are the sectors and industries supplying this business operation?
- **Categories:** What are the categories of the goods and services being sourced?
- **Supplier entities:** Who is supplying the goods or services?
- **Country of origin:** Where are the goods or services being sourced from?

The accompanying matrix outlines what we consider our high-risk categories mapped against certain types of potential modern slavery risk areas.

S&I

Sector and industry risks – certain sectors and industries may have high modern slavery risks because of their characteristics, products and processes.

G

Geographic risks – some countries may have higher risks of modern slavery, including due to poor governance, weak rule of law, conflict migration flows and socioeconomic factors like poverty.

P&S

Products and services risks – certain products and services may have modern slavery risks because of the way they are produced, provided or used.

E

Entity risks – some entities may have particular modern slavery risks because they have poor governance structures, a record of treating workers poorly or a track record of human rights violations.

High-risk category matrix

Category	Cause				Contribute	Directly linked
PPE	S&I	P&S	G	E	●	●
Chemicals	S&I	P&S	G	E	●	●
Tyres	P&S	G				●
Lime and cement	S&I	P&S				●
Fuel	P&S	G				●
Grinding media	S&I	P&S	G	E	●	●
Lubricants	P&S	G				●
Camp services	S&I	E			●	●
Mechanical spares	P&S	G			●	●
Transport	S&I	G	E			●
IT	S&I	P&S				●

This categorisation and risk assessment aligns with the [Australian Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities](#), GSI, and is linked with the UNGP’s ‘cause, contribute and directly linked’ concepts.

Assessing, managing and remediating modern slavery risks

We manage and mitigate modern slavery risk in accordance with our sustainable procurement frameworks, policies, and corporate governance processes. We recognise evolving legislation and international frameworks bring with them expectations for enhanced risk analysis (qualitative and quantitative) and meaningful action and leverage to remediate potential or actual modern slavery risks identified.

Responding to identified modern slavery risks

As detailed in our Modern Slavery Business Guide, we maintain a framework for how we escalate and manage actual or potential identified cases of modern slavery to ensure consistency in how we work with suppliers, manage risks and take corrective action. The Guide and below framework are currently undergoing review.



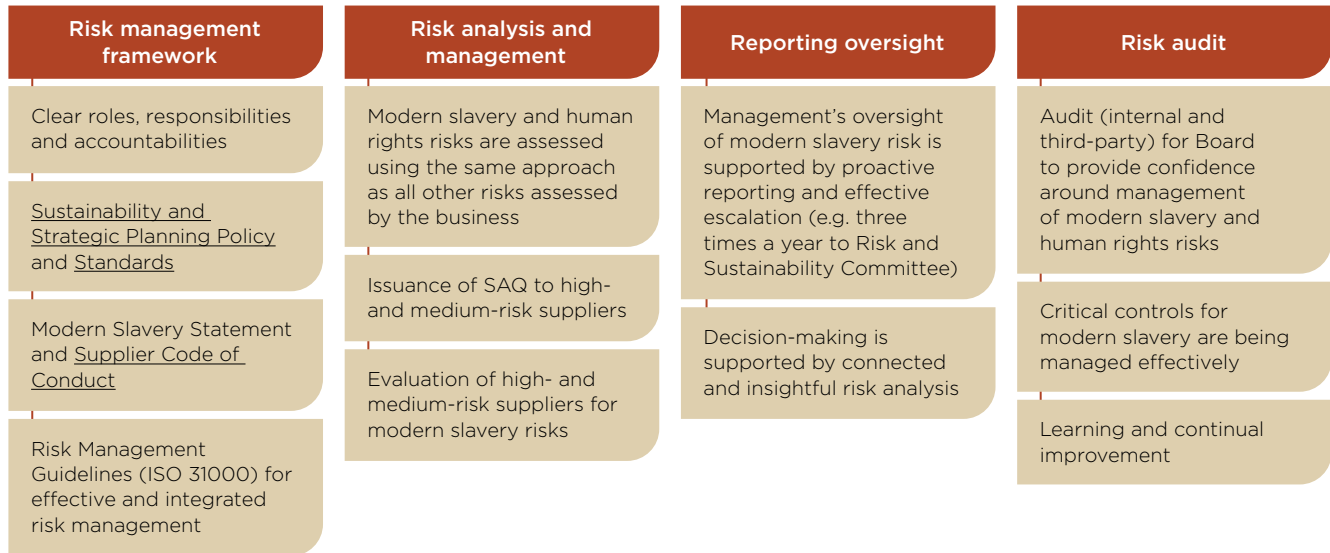
All modern slavery incidents (potential or actual) will be escalated using reporting protocols, including to the Vice President Sustainability as per our corporate governance reporting requirements.

Risk management

Our risk-based decision-making approach to the protection of human rights is underpinned by our [Sustainability and Strategic Planning Policy, Standards](#), and Integrated Risk Management Framework as outlined below. Implementation is supported by our guides, processes and procedures aligned with the principles of Australian, Canadian and international standards and guidance. See the 'Our policies and due diligence mechanisms' section.

Risk register

In FY25, we reviewed the Integrated Risk Management Framework and risk registers with an emphasis on oversight and control of the risks most material to the business. All incidents relating to sustainability, including human rights, are recorded and communicated across the business proportional with the relevance of the issue through a variety of channels, including regular risk reviews, the 'Daily Flash'²¹ email and our internal Modern Slavery CoP. Risks are reviewed regularly including by the Risk and Sustainability Committee, supported by Site Leadership Teams, subject matter experts and the Leadership Team to ensure effective risk management.



Remediation measures

In FY25, there was one event involving a potential modern slavery and human rights risk regarding the work status of a contractor on site. The matter was identified, escalated and addressed in accordance with our Modern Slavery Business Guide. The investigation confirmed an individual did not hold the appropriate work permit, breaching our labour standards expectations.

Our response plan included engaging directly with the identified labour hire provider and implementing corrective actions at the operation to reduce future risk, including:

- requesting the individual to stop work while the event was investigated and reported;
- requiring the supplier to complete an SAQ;
- reviewing supplier lists to ensure labour hire companies are captured in our SAQ;
- strengthening operational People and Culture processes, including mandating approval before engaging any labour hire and requiring proof of work rights to be submitted to People and Culture for all current and future personnel; and
- the supplier has since engaged an immigration expert to oversee all placements and support compliance.

While the incident did not constitute modern slavery, it demonstrated our effective response framework. Clear escalation and remediation processes strengthened the operation's controls in labour hire practices, reinforcing our commitment to ethical business conduct and human rights due diligence.

We acknowledge remediation is contextual, and adverse impacts can result from measures to eliminate modern slavery, including loss of income to the most vulnerable families that the legislation seeks to protect.

Should a potential or actual incident arise, we align with our above response framework, including rectifying and remediating in alignment with [UNGP Principle 22 on remediation](#) and [Walk Free's Modern Slavery Response and Remedy Framework](#). In FY25, we commenced an update of our Modern Slavery Business Guide with consideration for this Principle and for the practical remediation steps aligned with UNGP Principle 31 on grievances. See the 'Complaints and grievance mechanisms' section.

Assessing and improving our effectiveness

We review our modern slavery action plan and assess the effectiveness of our modern slavery risk management at minimum annually. Our actions are aligned with relevant legislation from risk identification through to monitoring and reporting. We embed outcomes into our reporting, training, document reviews, and risk and assurance activities. These actions and outcomes are supported by ongoing activities, including:

- **ESG reporting:** We conduct regular benchmarking through ESG rating agencies, have achieved sector-leading ratings, and delivered our [2025 Annual Report](#) with attention to modern slavery obligations.
- **Awareness:** Information sharing, knowledge sharing in SRM meetings, inductions, the internal Modern Slavery CoP and risk-based training for relevant personnel, supporting a constructive reporting approach.
- **Risk identification and prioritisation:** Our due diligence continues to focus on our medium- to high-risk suppliers through SAQs, deep dive sessions, and any identified risks and opportunities. Our vendor onboarding includes provisions that enable employees to flag suppliers with potential or actual risks of modern slavery. Our objective is to improve SAQ completion rates year-on-year.

21. The online 'Daily Flash' includes updates on incidents for the last 24 hours and a summary of the month's performance.

The table below summarises our FY25 performance against the commitments set in FY24.

Progress on key commitments ● Complete ● In progress/ongoing action in FY26

FY24 commitments	Status	FY25 commentary and looking ahead to FY26	Page
Identification and assessment			
Work with high-priority Tier 1 suppliers to improve our understanding of their supply chains	●	- Engaged Ethixbase360 to enhance our SAQ process and obtain greater understanding of our higher priority Tier 1 suppliers' supply chains. - Completed the FY25 SAQ process with integration of Northparkes post-acquisition. - Finalised thought leadership initiative Sustainability Advantage Sustainable Value Chain Leadership Accelerator regarding Scope 3 emissions. FY26 ACTION: SAQ functionality, results and supplier feedback will be reviewed at minimum annually.	11
Refine mapping of Tier 2 and beyond suppliers against geographic, commodity and industry modern slavery risk indicators	●	- Through Ethixbase360, we gained greater visibility and quantitative data into our Tier 2 supply chain, and beyond, in relation to geographic and commodity risk. FY26 ACTION: Continue working with Ethixbase360 to understand supplier risk profiles in greater detail and identify priority focus areas.	12
Review our risk profile and assessment process to enable enhanced insights	●	- Alignment activities with Northparkes and assurance activities prompted a review of our internal definition and assessment process of our medium- to high-risk suppliers to ensure alignment across Evolution. - Participated in the UNGCNA BHRA to build greater rigour around our assessment of salient human rights risks and identify any gaps in our current approach. FY26 ACTION: Maintain engagement on updates to the Australian and Canadian Acts, recognising that the maturity of the Acts and other international frameworks will require risk assessment and identification for each supply chain category.	13, 16
Addressing and mitigation			
Conduct deep dive sessions into high-risk goods and services categories to investigate potential modern slavery risks	●	- The newly onboarded Ethixbase360 SAQ and analysis provided improved insights into supplier risk profiles to support our identification of key categories and potential suppliers for targeted deep dive sessions. FY26 ACTION: Undertake deep dive sessions with suppliers flagged as high-risk through our SAQ process, including based on category risk.	12, 13
Determine action plan for SAQ non-responding vendors	●	- Procurement and Supply teams continued to engage with non-responding vendors, where relevant. - During FY25, our action plan for non-responding vendors was reviewed and updated by our internal CoP. FY26 ACTION: Formalise our approach to non-responding vendors and communicate to internal and external stakeholders.	12
Seek independent validation of our SAQ process	●	- We engaged extensively with Ethixbase360 and Norton Rose Fulbright to conduct a gap analysis between our SAQ process and best practices. FY26 ACTION: Continue to work with the third parties to continuously improve our approach.	11, 12
Awareness and prevention			
Review and improve our due diligence, risk management, training and supplier engagement systems and processes with respect to modern slavery risks	●	- Engaged Ethixbase360 to enhance our due diligence process. - Conducted a business-wide review and refresh of our RFT documentation and evaluation criteria. Implementation of the outputs of this review is deferred to FY26 to ensure alignment with broader procurement framework updates. FY26 ACTION: Conduct a cross-functional workshop to review our current approach to modern slavery risk management to identify gaps and opportunities for improvement across due diligence, risk assessment, training and supplier engagement. FY26 ACTION: Implement the revised RFT and supplier screening processes and communicate to all relevant stakeholders across the business.	11
Continue to embed an awareness of the risk of modern slavery with our existing suppliers	●	- Continued our annual SAQ process with our medium- to high-risk suppliers. - Continued to embed modern slavery and broader sustainability-related items in our vendor onboarding process, contract negotiations and contract management in FY25, for example in SRM meetings. FY26 ACTION: We will further enhance this through the implementation of the revised RFT and supplier screening processes in FY26, as well as communicate these requirements to all relevant stakeholders across the business.	11, 13
Review and update training materials and close any related training gaps across our business	●	- Conducted a review of our TNAs with regards to modern slavery training to ensure all risk-exposed roles are effectively captured. - Refreshed our modern slavery online training package. - Developed a communications plan in preparation for the training rollout. FY26 ACTION: We will continue to assess effectiveness of training through tracking and reporting completion rates and following up with relevant personnel. FY26 ACTION: Continue rollout of updated training package.	13

FY24 commitments	Status	FY25 commentary and looking ahead to FY26	Page
Monitoring, communication and effectiveness			
Maintain audit tool and compliance against Human Rights and Modern Slavery Standard	●	• LOD 1, 2 and 3 audit programs embedded across the Evolution Group, with independent verification of material risk actions. • <u>Human Rights and Modern Slavery Standard</u> was audited across scheduled operations during the FY25 assurance program with no material findings, but opportunities in training and role clarity.	9, 13, 14
Use KPIs to monitor the effectiveness of implemented strategies, with a focus on levels of training and compliance	●	• Specific KPIs and measurements developed in collaboration with our CoP. • FY26 ACTION: Work with CoP to effectively track and monitor KPIs.	11
Monitor and manage emerging legislation and disclosures (i.e., transition risk)	●	• Active review and management against frameworks such as UNGC, UNSDGs, GRI, Task Force on Nature-related Financial Disclosures (TNFD) and standards such as the International Financial Reporting Standards S1 and S2. • Completed an assurance readiness review against the Australian Sustainability Reporting Standards S2, demonstrating our preparedness for disclosures from 1 July 2026 as a Group 1 reporting entity. • FY26 ACTION: We will continue to consider the value chain as we complete the mandatory S2 and voluntary S1 disclosures.	3, 9, 14
Collaborate with external partners and groups, including via knowledge sharing and collaboration with industry peers	●	• Engaged with ACSI to obtain feedback on our approach to modern slavery reporting and disclosures to enable continuous improvement. • Continued our engagement with the UNGCNA, particularly through the UNGCNA's Modern Slavery Community of Practice. • Participated in the UNGCNA BHRA, which also hosted several industry peers, to work collaboratively on maturing approaches beyond modern slavery to broader human rights. • FY26 ACTION: We commit to exploring opportunities for further industry peer engagement.	13, 14
ESG			
Continuously benchmark performance and ensure relevance of our policies and processes	●	• <u>Sustainability and Strategic Planning Policy</u>, <u>Supplier Code of Conduct</u> and <u>Procurement Statement</u> updated in alignment with sustainability objectives and communications guidelines. • Indigenous procurement focus renewed with the formal commitment to implement our Reconciliation Plan. • FY26 ACTION: Implement Reconciliation Plan.	7

Consultation with our entities

This Statement has been approved for release by the Leadership Team and the Board who are also briefed on regulatory requirements and risk performance.

In FY25, we consulted with our entities in the preparation of this Statement through:

- direct engagement between Sustainability, Procurement and Supply, and People and Culture specialists throughout the assurance program;
- annual supplier risk reviews in collaboration with operational teams; and
- CoP meetings, particularly focused on training package updates and action delivery.

We look forward to sharing further progress in our 2026 Modern Slavery Statement.