

Bravus Mining & Resources

Modern Slavery Statement

Reporting year ended 31 March 2025



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1. Introduction

This Modern Slavery statement is for Adani Mining Pty Ltd ACN 145 455 205, trading as Bravus Mining & Resources (**Bravus Mining & Resources**), which is a reporting entity under the *Modern Slavery Act 2018*(Cth) (the “**Act**”).

Bravus Mining & Resources is an Australian business with Adani Enterprise Limited (**AEL**), a listed entity on the National Stock Exchange (NES) in India, its ultimate holding company. Both Bravus Mining & Resources and AEL are committed to combating the risk of modern slavery in our supply chains and in any part of our business.

For the purposes of this Modern Slavery statement, references to ‘**we**’, ‘**us**’ and ‘**our**’ collectively refer to Bravus Mining & Resources and its reporting entity covered by the statement

Bravus Mining & Resources strive to be a fair, ethical, and transparent business, and is committed to:

- operating its business in accordance with the Act;
- ensuring employees understand modern slavery and the risk it presents to our operations;
- providing employees with appropriate avenues for reporting potential instances of modern slavery within our operations, or the operations of our suppliers and/or clients;
- mitigating modern slavery risk within our operations;
- eliminating potential and/or actual modern slavery practices from our operations and supply chain;
- ensuring appropriate transparency with our people, clients, suppliers, and stakeholders regarding the maturity of our modern slavery due diligence process and the findings arising from this; and
- enhancing our plan for measuring the effectiveness of our existing modern slavery risk framework.

This Modern Slavery statement is prepared in accordance with the Act. It outlines the business’s exposure to modern slavery risks, including those within our supply chain. It details the actions taken during the financial year ending 31 March 2025, and sets out the next steps to continue to identify, manage, and mitigate the risks in our operations and supply chains.

2. Modern Slavery Law

The Act identifies seven (7) relevant mandatory criteria (**Mandatory Reporting Criteria**) that the Bravus Mining & Resources’ Modern Slavery statement must address, each of which are considered in turn below, as follows:

No.	Mandatory Reporting Criteria	Page(s)
1	Identify the reporting entity;	4
2	Describe the reporting entity's structure, operations and supply chains;	4 – 6
3	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity;	6
4	Describe the actions taken by the reporting entity to assess and address these risks, including due diligence and remediation processes;	6 – 9
5	Describe how the reporting entity assesses the effectiveness of these actions;	9 – 10
6	Describe the process of consultation with any entities that the reporting entity owns or controls; and any other information the reporting entity considers relevant	10
7	Any other information that the reporting entity, or the entity giving the statement, considers relevant ¹	10-11

3. Mandatory Reporting Criteria

3.1. Reporting Requirement No.1 – Identity of reporting entity

This is the Modern Slavery statement for Adani Mining Pty Ltd ACN 145 455 205 trading as Bravus Mining & Resources, an Australian proprietary company, registered in Queensland, and with its registered office at Level 9, 120 Edward Street, Brisbane Queensland 4000.

3.2. Reporting Requirement 2 – Describe the reporting entity's structure, operations, and supply chains

Structure

Bravus Mining & Resources is wholly owned by Adani Global Pte Ltd (AGPTE), a proprietary company registered in Singapore. AGPTE, is itself, wholly owned by AEL, which is part of the broader Adani Group, headquartered in Ahmedabad, India. In Australia Bravus Mining & Resources is part of a diversified group of Australian businesses (known as “Bravus”), delivering integrated energy and infrastructure services in Queensland Australia.

¹ An entity is not required to include information for this criterion if the responses to the other six criteria are sufficient.

Bravus has been in Australia since 2010, delivering significant investment across a pit-to-port supply chain and renewable energy with a commitment to responsible operations. With strong local and regional employment and procurement practices, benefiting the regional Queensland community is a priority.

Operations

Bravus Mining & Resources supports the reliable and affordable energy mix by producing high-quality Australian thermal coal solely for export to nations around the world that support energy security and reduce energy poverty.

Bravus Mining & Resources owns and operates the Carmichael mine, which is an open-cut thermal coal mine in the Galilee Basin (the “Carmichael mine”). The nearest town to the Carmichael mine is Clermont, which is approximately 160km away. The Carmichael mine is more than 300km inland from the Queensland coast. The Carmichael mine produces in the order of 10 million tonnes of coal each year for the export market. It is one of more than 962 coal mines in Australia. Coal from the Carmichael mine is railed to the multi-user North Queensland Export Terminal (NQXT) where it is exported via established and regulated shipping routes. Our mining head office is in Townsville, with additional support offices in Rockhampton and Brisbane, all located in Queensland, Australia.

Bravus Mining & Resources is proudly local, supporting regional communities and businesses to grow. We have a focus on local employment and procurement, ensuring we make a positive contribution to the communities in which we operate, and we work in partnership with Traditional Owners to ensure we respect the rights, history and intentions, of First Australians. Our employed workforce remained stable from the last reporting period to the FY25 reporting period (1 April 2024 – 31 March 2025). At the end of this reporting period, Bravus Mining & Resources directly employed 94 employees and more than 1,300 contractors in Australia. Operations at the Carmichael mine are undertaken by our major contracting partners. All employees are free to organise and collectively bargain, in compliance with Australian legislation.

Our website (www.bravusmining.com.au) provides more detailed information about our business.

Supply chains

Bravus Mining & Resources core supply chains and key suppliers have remained largely consistent throughout the reporting period (1 April 2024 to 31 March 2025).

Medium and high-risk potential areas of the mining and resources sectors’ supply chains, in general, can include sourcing (directly or indirectly) commodities from vulnerable regions outside of Australia and / or foreign labour practices in jurisdictions operating under less stringent employment legislation.

² Geoscience Australia, 2024. Australia’s Energy Commodity Resources, 2024 Edition.

Operating in regional Queensland Australia, Bravus Mining & Resources engaged with approximately 348 active, direct suppliers during the reporting period, primarily located within Australia. Of the 348 active direct suppliers, 95.4% of suppliers were located in Australia, and only 4.6% of suppliers located internationally. Bravus Mining & Resources internal commercial and legal teams support operations in supplier management; from scoping, tendering, awarding and ongoing supplier support.

Bravus Mining & Resources supply chain supports its export only mining operations in Queensland Australia. Bravus Mining & Resources' most critical suppliers are comprised of the following key industries:

- equipment and plant manufacturers;
- mining services;
- diesel and lubricants;
- civil and construction services;
- rail and port services; and
- food services and facilities management solutions.

3.3. Reporting Requirement 3 - Risks of modern slavery practices in the operations and supply chains of the reporting entity

Pursuant to commitments made in the previous year's Modern Slavery statement (FY24), we have implemented risk-based frameworks to proactively understand and manage modern slavery risks in our supply chain.

Given the vast majority (over 95%) of our suppliers operate within Australia, under Australian company law and employee law and regulation, the modern slavery risk from suppliers based in Australia was assessed as low.

We acknowledge that by the nature of our business, some of our supply chains include sectors which can be higher risk. This can include an indirect risk when, through a suppliers supply chain, goods or services could be sourced from higher-risk modern slavery geographic regions than Australia.

3.4. Reporting Requirement 4 - Actions taken by the reporting entity to assess and address the above risks, including due diligence and remediation process

Supply chain due diligence

Bravus Mining & Resources undertakes an annual direct supplier mapping process. This annual exercise considers three key supplier aspects during the mapping process:

- supplier's location and procurement practices from a legislated jurisdiction / sovereign risk perspective.
- value of commercial spend which Bravus Mining & Resources spends with suppliers; and
- the type of services which Bravus Mining & Resources procure which have a high or low potential modern slavery risk in their supply chains.

Bravus Mining & Resources has implemented a 'Supplier Modern Slavery Questionnaire.' The questionnaire ensures that those suppliers identified as potentially high or medium risk through the supply chain due diligence mapping exercise described above provide information to Bravus Mining & Resources regarding modern slavery risks and due diligence practices of their own businesses to ensure compliance with our obligations under the Act and our suppliers' obligations under our contracts in order for the business to assess modern slavery risks in the supply chain.

Bravus Mining & Resources' major contract partners (suppliers) are subject to contract reviews (monthly) and executive steering committee meetings (monthly), which provide an opportunity to raise modern slavery awareness and discuss the risks associated with it.

The commercial team, in collaboration with Environmental Social Governance team, review the responses to the Supplier Modern Slavery Questionnaire to:

- review the business's modern slavery exposure risk;
- ensure that suppliers are compliant with their contract obligations in regard to modern slavery;
- enable the business to mitigate the risks of modern slavery in our supply chain; and
- identify opportunities to work with our supply partners to proactively mitigate risk in their supply chains.

During the reporting year ending 31 March 2025, 20 suppliers were identified as higher-risk and requested to respond to the Bravus Mining & Resources Supplier Modern Slavery Questionnaire. 95% of suppliers responded with completed Bravus Mining & Resources Supplier Modern Slavery Questionnaires and the outstanding suppliers own Modern Slavery Statements, available in the public domain, were reviewed to ensure 100% supply response. On review of responses to the Supplier Modern Slavery Questionnaire, no modern slavery risks were identified for further action.

Modern slavery awareness reference guide

Bravus Mining & Resources is committed to ensuring that our people and suppliers understand what modern slavery is, and the key role they play in delivering on our commitments.

Supply chain management and supplier on-boarding processes

Bravus Mining & Resources has an annual review of its 'Standard Purchase Contract' and 'Standard Service Contract (General Terms and Conditions)' with an ongoing commitment to refining our precedent agreements in relation to our modern slavery compliance obligations for our direct suppliers and sub-suppliers.

This review, while something that will always be evolving, has progressed, and the standard suite contracts now include modern slavery compliance clauses that obligate the counterparty to take reasonable actions and measures to identify, assess and address the risk of modern slavery practices in the operation's supply chains used in connection with goods or services that are subject of the contract.

If the supplier or contractor becomes aware of any such practices, that party must take all reasonable action to address or remove these practices, including where relevant, by addressing any practices of other entities in its supply chains.

Remediation, grievances, and complaints

Bravus Mining & Resources has an established 'Whistleblowing Policy' in place with the reporting route available for both internal and external reports to raise concerns about compliance obligations, corporate governance, bullying, and harassment, including any complaint or concern regarding our modern slavery obligations.

The Board and senior management of Bravus Mining & Resources encourages employees to speak up and report any conduct they believe to be inappropriate. We are committed to ensuring that individuals who disclose can do so safely, securely and with confidence that they will be protected and supported.

Our dedicated 'Whistleblowing Hotline' is a formal channel and is available to any individual who is, or has been, a director, employee, secondee, contractor, consultant, supplier, the service provider (or their employee or subcontractor), associates of Bravus Mining & Resources and relatives, spouses, dependents of these individuals.

The Whistleblowing Policy is regularly reviewed and updated to ensure an effective and transparent grievance process and is compliant with relevant laws.

Policies and guidelines

Bravus Mining & Resources takes guidance from the Adani Group policies and the code of conduct (the “Guidelines”). The Guidelines require the entities and its people to:

- conduct business in a manner that respects human rights;
- treat each other with dignity, respect, and consideration at all times; and
- not engage in modern slavery practices.

All procurement engagements for the business are required to demonstrate that the spending of the company funds is justified, is done so in accordance with the Guidelines, achieves the best value, and is fit for purpose. The Guidelines prohibit discrimination based on any protected attribute under law.

Our employees and contractors must understand and adhere to the Guidelines throughout their employment or engagement. The objective of the Guidelines is to ensure that the procurement of all goods and services is conducted in an honest, competitive, fair, reasonable, transparent, and ethical manner.

3.5. Reporting requirement 5 - How the reporting entity assesses the effectiveness of the above actions

To date, Bravus Mining & Resources has not become aware of any occurrence where a supplier has engaged in practices in breach of their modern slavery obligations. The steps described above to address modern slavery risks are progressing and continue to be monitored for effectiveness and compliance by senior management in the business and to date have been found effective.

Bravus Mining & Resources continues to enhance its processes aimed at ensuring that the business only works with appropriate suppliers who can meet expected supply chain standards. We recognise that the assessment of our actions to identify and address modern slavery risks is an ongoing process and accordingly, we continue to track the following effectiveness indicators:

- Procurement and supply chain:
 - percentage of contracts which include modern slavery clauses;
 - Our precedent requires all contracts to include modern slavery clauses; and
 - we are working proactively to update aged agreements as appropriate
 - review of suppliers to identify high-risk areas/works to complete the Bravus Mining & Resources Modern Slavery Questionnaire;
 - Undertaken and completed in FY25.

- Grievances and reporting:
 - number of modern slavery cases identified and remediated.
 - Zero reported in FY25
- Bravus Mining & Resources' obligations to ensure that modern slavery processes are being complied with.
 - In FY25 we worked collaboratively with three of our local business suppliers categorised as either small or medium-sized businesses in our supply chain to assist in upskilling their knowledge of Modern Slavery and reporting ability.

Focus areas for FY26 (1 April 2025 to 31 March 2026) include:

- Continue to map our supply chain and engage higher-risk suppliers to complete Bravus Mining & Resources Modern Slavery Questionnaires.
- Explore opportunities for improved technology-enabled supply chain mapping including master data collection during supplier onboarding.
- Increase maturity in spend categorisation and internal reporting
- Engage proactively with local and/or small business suppliers to increase their maturity in understanding and managing modern slavery risks
- As part of our commitment to local procurement, where needed, provide prospective suppliers with technical support to help meet the businesses' procurement standards, including modern slavery reporting support

3.6. Reporting Requirement 6 - The process of consultation with any entities that the reporting entity owns or controls

Bravus Mining & Resources consulted internally with key leadership team members in preparing this Modern Slavery Statement and circulated a draft of this statement for review and comment, prior to it being put to the Board of Directors for final review and approval.

The entities controlled by Bravus Mining & Resources have common board member and officer. Bravus Mining & Resources consults with the entities they control in preparing this Modern Slavery Statement through the review by the common board member and officer.

3.7. Reporting Requirement 7 - Any other relevant information

Bravus Mining & Resources recognises that the risks of modern slavery are complex and evolving. We will continue to work to identify and address these risks in our business and engage with a range of

stakeholders to assess the effectiveness of our actions and enhance our approach. There is no other relevant information required for this statement.

4. Reporting Entity Board Approval

This Modern Slavery statement was approved by the Board of Directors on 29 September 2025.

5. Reporting Entity Signature of Responsible Member

A handwritten signature in black ink, appearing to read 'S Vora', with a horizontal line drawn underneath it.

Samir Vora
Director
Adani Mining Pty Ltd