



# MODERN SLAVERY STATEMENT

## Introduction

### Statement

Russell Mineral Equipment Pty Ltd (RME) is pleased to submit its modern slavery statement under the Modern Slavery Act 2018 (Cth) (**Statement**). The reporting period for this Statement is 1 July 2021 to 30 June 2022. This Statement covers RME only.

## Structure, operations and supply chains

### RME

RME is the global leader in the design, manufacture and supply of grinding mill relining technologies and services.

Mill relining is the most specialised and important task in the maintenance of a mineral concentrator. Mill relining dictates shut down times, mill availability and utilisation, throughput, and therefore mine site profitability.

RME's passion and mission has always been to minimise mill relining time and to increase relining crews' safety. RME Mill Relining System technologies, used effectively, have quartered the time taken to line large minerals processing grinding mills. Looking forward, RME's focus is to secure the potential of RME's Mill Relining System performance for each and every one of our Customers, past, present and future.

### Our Products

RME designs and manufactures a suite of products to improve the safety and efficiency of mill relining. Our products include:

- Feed Chute Transporters
- Mill Relining Machines
- Mill Liner Handlers
- Bolt Removal Hammers
- Liner Lifting Tools

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## Our services

RME provides a wide and diverse range of products and services globally. This includes on-site commissioning, major rebuilds, on-site maintenance, 24/7 service, training and mill relines.

## Risks of modern slavery

### Operations

We assess our business operations as having a low risk of modern slavery. Although RME operates within the manufacturing industry, which is considered to have an elevated risk of modern slavery, RME’s operations are predominantly based in Australia. Australia has a low prevalence of modern slavery according (*Source: Global Slavery Index (2018)*).

As at 30 June 2022, RME employed 447 employees on a full-time equivalent basis. The majority of these employees are located in Australia, with the remaining based in the North America, South America, Africa and United Kingdom. Regardless of locality, RME has individual employment contracts with each employee, offering competitive remuneration to attract and retain the best People.

Our employment contracts include employment terms and conditions in compliance with all applicable labour laws and regulations within relevant country of employment. RME is passionate about providing personal development opportunities for staff including career progression. We maintain an employee turnover rate consistently lower than the industry standards and maintain a high level of engagement as assessed by our regular engagement surveys. For many drivers of engagement assessed within the engagement survey, RME places within the top 25% of manufacturers world-wide. Our engagement score as at May 2022 (last survey in the 21-22 financial year) was 8.0 from a possible score of 10.

### Supply Chain

RME has over 2600 suppliers recorded within our Enterprise Management System.

We have consolidated our suppliers into categories, listing the highest expenditure categories below.

EXPENDITURE CATEGORIES					
IT and Communications	Professional Services and Consulting	Marketing	Electrical	Tools and Equipment	Fabrication and Machining



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Our assessment of the categories concludes that all fall into low risk industries. With a large portion of the spend occurring within Australia (97%), the low risk assessment is further supported.

### Controls, assess and address modern slavery risks

#### Policies and Procedures

RME is committed to taking action to reduce the occurrence of modern slavery globally.

We commit to taking steps to mitigate the risks associated with modern slavery and to maintaining existing and implementing new frameworks, policies and procedures to deliver on this commitment.

A large portion of our existing framework is existing policies. The most critical and interrelating policies are referenced and summarized below.

#### *Code of Conduct*

RME is committed to operations embracing the core values of honesty, integrity and mutual respect for people. These values underpin everything we do and are the foundations of our Guiding Business Principles.

#### *Recruitment and Selection Policy*

RME is committed to retaining its reputation as an employer of choice for both existing and prospective employees.

Critical to achieving this outcome is transparent, fair and equitable processes and systems which ensure the recruitment and selection of the most appropriately-qualified personnel, as well as compliance to all relevant legislation.

#### *Whistleblowing Policy*

RME is committed to conducting our business with honesty, fairness and integrity. We are committed to a culture where staff feel free to report or raise concerns. RME takes unlawful and unethical behaviour very seriously. Where employees suspect something is not right, they are encouraged to speak up as soon as possible.

#### *Employment law and payroll*

RME operates in many different countries around the world. We meet our minimum obligations as an employer at all times. This includes employment law, policies, reporting and payroll.

In countries outside of Australia, we do this by using the support of local employment law and Human Resources consulting services.

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### *Employment policies*

Most of RMEs employment practices are modelled off best practice, developed from Australian law. Where minimum requirements in other countries are lower than Australia, Australian standards are conformed to. The policies include:

- Health & Safety Responsibility Policy
- RME COVID-19 Health & Safety Management Policy
- Learning & Development Policy
- Working Alone and After Hours Policy
- Equal Opportunity Policy
- Anti-Discrimination Policy
- Dispute Resolution Policy
- Bullying Policy

## Assessing the effectiveness

### Monitoring effectiveness

RME is committed to continuously reviewing and measuring the effectiveness of the company's modern slavery risk. This is undertaken through regular reporting to the senior leadership team and the Board and reviewing any opportunities for improvement that could be implemented into the business.

## Consultation

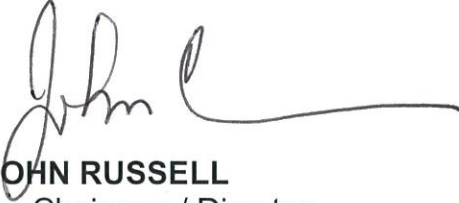
RME is a wholly owned Australian company with a single shareholder. Global head office is based in Toowoomba, QLD.

RME does not own further employing entities within Australia. Therefore no consultation has occurred with other parties. No further entities within Australia that are reported under this Statement.

## Board sign off

This statement has been approved by the principle governing body of Russell Mineral Equipment. The principle governing body of Russell Mineral Equipment is the Board of Directors. This statement has been signed by Alan John Russell in his role as a Director of Russell Mineral Equipment on 3 May 2023.

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**ALAN JOHN RUSSELL**  
Executive Chairman / Director  
for the Board of Directors, RME Holdings Pty Ltd

