

Modern Slavery Statement FY25



**Expect
More**

This Statement is made under the Australian *Modern Slavery Act 2018* (the “Australia Act”) and the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023* (the “Canadian Act”) for the financial year ending 30 June 2025 (“FY25”). This joint Statement is published on behalf of Perenti Limited (ACN 009 211 474) and the following Australian and international entities which are reporting entities under either the Australian Act or the Canadian Act (the “Acts”):

- African Underground Mining Services Burkina Faso SARL
- AMAX Ltd
- AUMS Geofields Tanzania Limited (formerly AUMS (T) Limited)
- Ausdrill Mining Surface Botswana Proprietary Limited
- Ausdrill Pty Ltd
- Barmenco Limited
- Barmenco Mining Services Botswana Proprietary Limited
- Barmenco Mining Services Canada Limited
- DDH 1 Drilling Pty Ltd
- SMS Operations Pty Ltd
- Underground Mining Alliance Ltd.

References in this statement to Perenti, Group, the business, we, us and our, refer to Perenti Limited and all its controlled entities (including the reporting entities) as at 30 June 2025.

This Statement is Perenti’s sixth Australian Modern Slavery Statement and second Canadian Modern Slavery Report. It details the steps it has taken in the last financial year to assess modern slavery risks within its operations, inclusive of its supply chain, and the actions being taken to help manage these risks. Perenti’s previous modern slavery statements containing prior commitments and actions can be found on the Australian Modern Slavery Statement Register [here](#) and on the Public Safety Canada’s Library Catalogue [here](#).

All dollar values in this Statement refer to AUD.

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FY25 in Review

Continued to integrate the DDH1 Group into our modern slavery management systems

A new Contracting and Procurement Group Standard has been developed to ensure procurement across the Group aligns with legal and industry best practices

The Contract Mining Division implemented a vendor management platform for our Australia operations to streamline supplier engagement and enhance pre-qualification standards

Continued to develop and improve human rights and modern slavery risk registers across the Group

Local employment in our international operations has remained high at 92%

Our Company

Perenti is an ASX listed, diversified mining services company with interests in contract mining, drilling services, mining support services and technology solutions. Headquartered in Perth and with offices and operations across four continents, we employ more than 10,000 people focused on creating enduring value and certainty for our clients, our people, the communities in which we operate and ultimately our investors.

The Perenti Principles play a crucial role in the effectiveness of our company. They galvanise our culture, clarify expectations around how we work together and are essential in bringing our purpose to life. Our Principles provide the framework for making the right choices for our clients, people, business partners and the communities where we work.

NO SHORTCUTS	NEVER WASTEFUL	WALK IN THEIR SHOES	SMARTER TOGETHER	ENABLE TOMORROW
<p>We believe that we must be courageous in everything we do, by never compromising our standards, always doing what is right, and continuing to raise the bar in safety, performance and transparency every day.</p> 	<p>We believe that to achieve our goals and deliver value we must be considered in how we approach our work. We plan effectively and spend money wisely to make every moment count.</p> 	<p>We care for our clients, our work mates, and the communities where we work. We always act with integrity and to ensure everyone benefits, we seek to understand what really matters to them.</p> 	<p>We believe that smart people collaborate, as none of us are as smart as all of us. By valuing our diversity, working together, sharing knowledge and supporting each other, we're capable of exceptional things.</p> 	<p>We believe that curious people can always discover safer, more efficient and more reliable ways of working. Through actively embracing change and innovation we are focused on continuous improvement.</p> 

Perenti's Organisational Structure

Perenti's three divisions depicted below (Divisions) are supported by its corporate centre, which is responsible for supporting and enhancing the long-term success of the Group by ensuring development of current and future Perenti leaders, investing capital to deliver future growth, providing governance on high-risk areas, promoting our brand and safeguarding our reputation. Further information on Perenti's organisational structure can be found in the annual report [here](#).



A global mining contractor with demonstrated industry-leading expertise in hard-rock underground and surface mining.



A global drilling contractor with unmatched expertise in complex drilling and blasting programs, consistently delivering optimal results in any terrain.



A portfolio of specialised businesses delivering value-added mining and technology products and services to meet the evolving needs of clients.

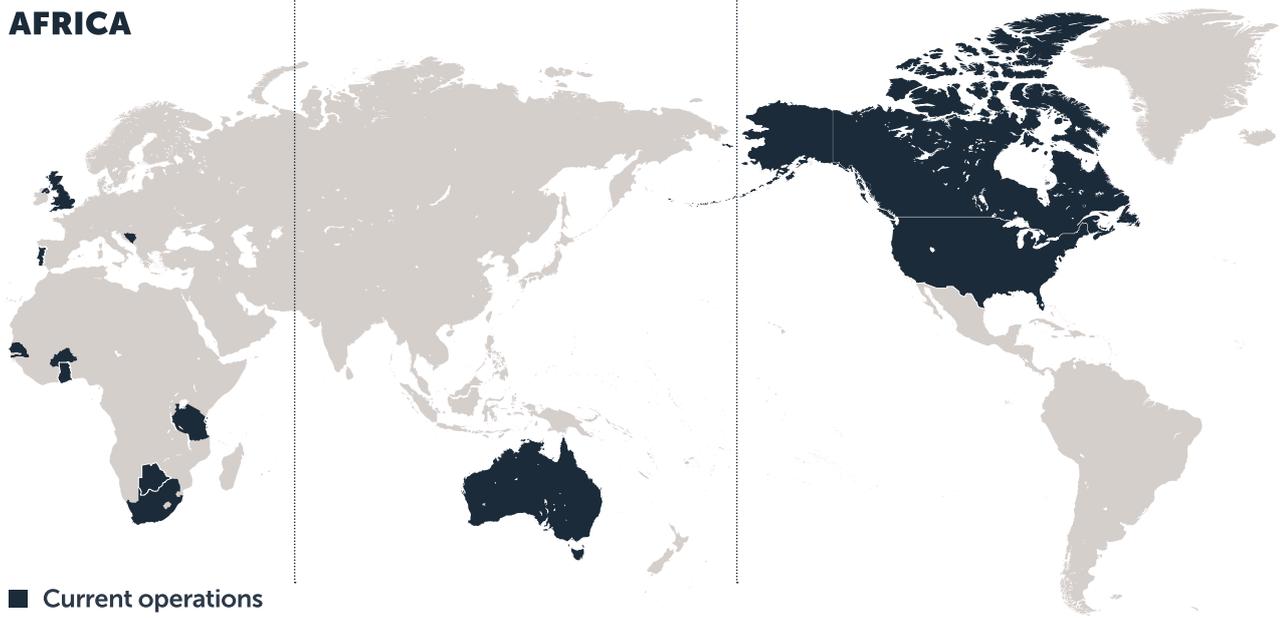


Our Global Presence

EUROPE
AFRICA

AUSTRALIA

NORTH AMERICA



12

Countries

92%

Local Employment

11%

Gender Diversity
Women

~88%

Gender Diversity
Men

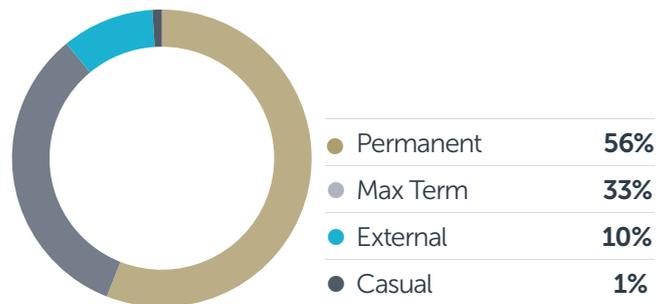
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Gender Diversity
Other

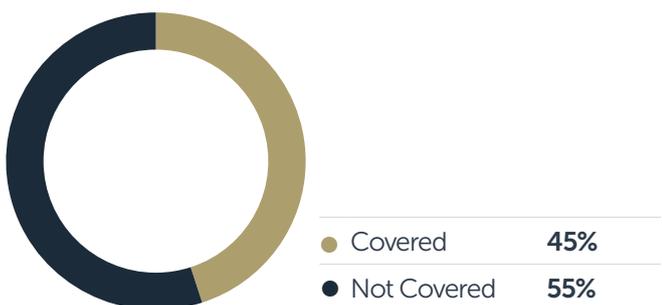
EMPLOYEES BY REGION (%)



CONTRACT TYPE (% OF WORKFORCE)

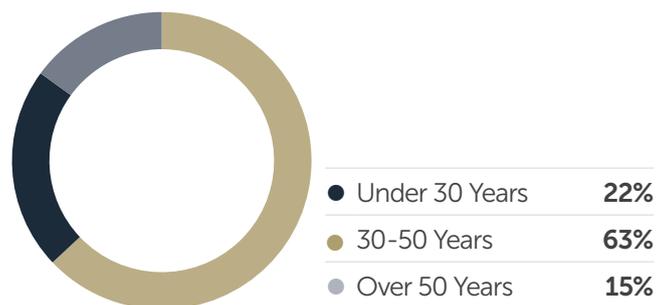


WORKFORCE EMPLOYED UNDER A COLLECTIVE BARGAINING AGREEMENT*



*Includes Australia, Africa and North America.

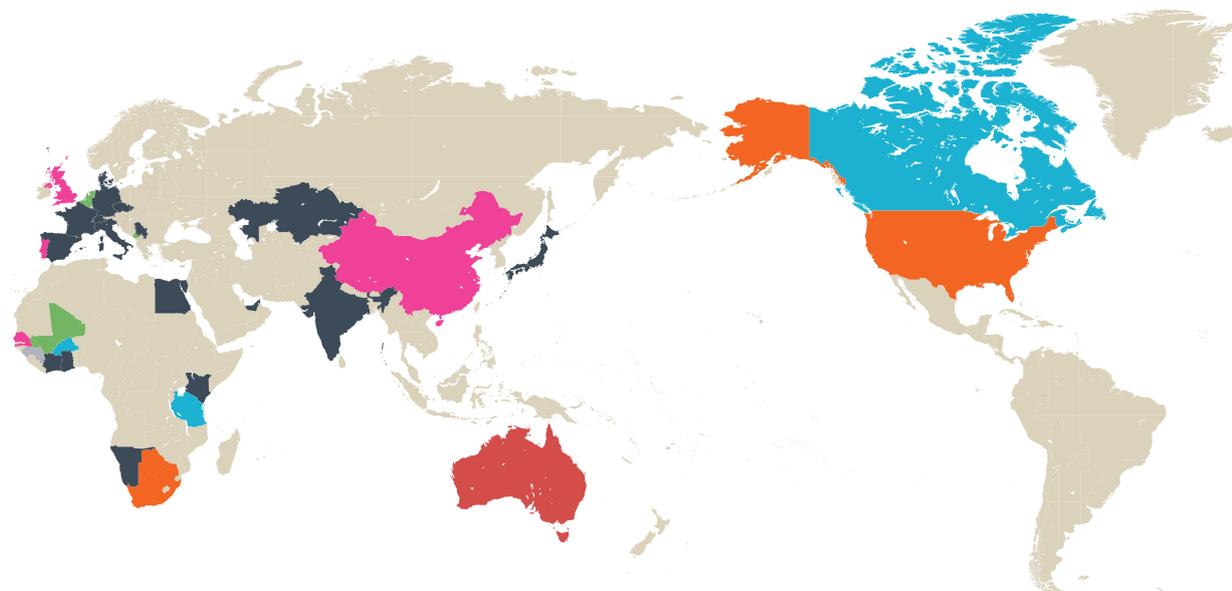
AGE GROUP



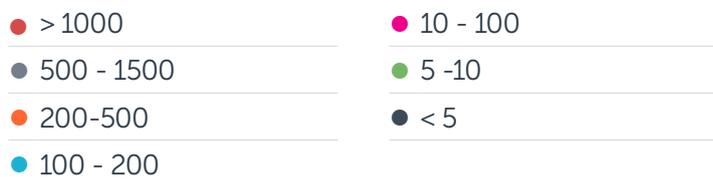
Our Supply Chain

In FY25, Perenti had approximately 5,400 active suppliers across 41 countries. The suppliers Perenti engages with directly (Tier 1) are predominantly located in the countries in which we operate, including Australia (60%), Ghana (10%), South Africa (9%) Botswana (5%), United States (4%) Burkina Faso (3%) and Canada 3%. However, goods and services are occasionally sourced from other countries as required, including Mali, Netherlands, France, United Arab Emirates, Belgium, Germany and Singapore. Some of these countries are considered to have increased risk for incidents of modern slavery.

Tier 1 supplier locations



Supplier Count



Most of Perenti's Tier 1 suppliers are based in regions with a lower risk of modern slavery. However, we acknowledge that these suppliers may source products from other locations, introducing further risks into our supply chain. While Perenti has limited oversight beyond Tier 1 suppliers, we are working to improve our ability to identify and address modern slavery risks at deeper levels of our supply network.

This includes assessing industry sectors to understand potential modern slavery risks. Certain sectors may have higher modern slavery risks because of their characteristics, products and processes.

We procure goods and services from a range of industry sectors with our primary sectors being consumer goods (36%) and manufacturing and industrial goods (11%), financial and professional services (9%), extractives (6%), transport and logistics (6%), information and communications technology (6%) and construction and engineering (5%).

Our Approach

At Perenti, we believe that considering sustainability in everything we do is critical to deliver our purpose to create enduring value for all our stakeholders. Recognising that modern slavery is a global issue, especially in the mining industry, Perenti acknowledges the potential for such practices to occur in our value chain. Therefore, effectively managing these risks is a key component of our commitment to sustainability.

Perenti seeks to align our business activities and practices with relevant international standards including the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the Voluntary Principles on Security and Human Rights. We believe industry collaboration is essential to share learnings and provide consistency in managing modern slavery risks and accordingly we have continued to play an active role in the Human Rights Resource and Energy Collaborative Group across the industry.

An overview of how Perenti implements processes designed to prevent, identify, and respond to modern slavery issues is provided below.

Identifying and assessing modern slavery risks

Perenti partnered with an independent third party to develop a human rights risk assessment process, inclusive of modern slavery, guided by the UNGPs. A key purpose of the risk assessment was to identify and understand existing controls and identify any potential gaps.

The assessment involved a desktop review of corporate policies, operational data, and supply chain information. Key personnel across various functions, including legal, procurement, human resources, security, and sustainability, participated in interviews and workshops to ensure a comprehensive understanding of the risks and existing control measures.

The assessment found that the risks were largely dependent on location, with higher risks linked to complex operating environments, where there are greater safety and security issues, political unrest, and corruption.

Key modern slavery risks identified through the assessment process included:

- **Labour** – Modern slavery risks are exacerbated in business models that rely on complex contracting and sub-contracting arrangements and where third parties are extensively used. While the majority of Perenti's workforce is directly employed (approximately 90%), labour hire services are used in some locations to source specific skill sets or local employees.
- **Procurement** – Perenti procures a range of goods and services from approximately 5,400 active suppliers. Key spend categories and services procured include consumables, parts and spares, equipment and machinery, professional services, and contractors/labour hire.
- **Business Relationships** – Perenti is typically engaged by mine operators to provide services, and we therefore may be affected by the actions of our clients. Specific consideration was given to ensuring measures are in place to identify these potential risks. The Company also explored ways to leverage its relationship with clients to manage risks, particularly in relation to water usage, waste disposal, health and safety, and community interactions.

Managing modern slavery risks

Governance

Perenti's Governance Framework applies across the Group and plays a critical role in helping the business deliver on its strategy and objectives. It provides the structure through which business objectives are set, performance is monitored, and risks are managed. Key elements of Perenti's Governance Framework as they relate to managing modern slavery risks are outlined below.

Board and the Group Executive Committee

The risk that modern slavery practices may be present in Perenti's value chain is recognised throughout the Company, starting with the Board. The Safety and Sustainability Committee (Committee), which reports to the Board, oversees human rights and modern slavery risks. This Committee is responsible for ensuring adequate resources, approving reporting mechanisms, and reviewing Perenti's approach to managing modern slavery risks.

The Chief Corporate Services Officer is responsible for ensuring governance frameworks are in place to ensure modern slavery risks are assessed and managed throughout Perenti's operations. Accountability and implementation of our modern slavery prevention processes are allocated to relevant roles within the business.

Code of Conduct

Perenti's Code of Conduct (comprising a Code of Conduct Policy and Code of Conduct Booklet) describes how Directors and employees should conduct themselves to work together to fulfil Perenti's purpose and sets out the expected behaviours of Directors, employees, contractors, consultants, suppliers and agents. The Code of Conduct embodies Perenti's commitment to good corporate governance and responsible business practice and is included in mandatory induction modules, and subsequently in refresher training.

In FY25, our Code of Conduct Policy was reviewed and updated. This document, along with our Code of Conduct Booklet is available on our website.

Any alleged material breaches of the Code of Conduct are reported to the People and Remuneration Committee and the Board.

Anti-bribery and Anti-Corruption Policy

We recognise that modern slavery can be linked with bribery and corruption. Perenti is committed to the highest standard of ethical conduct and regulatory compliance. Compliance risks such as in respect of anti-bribery and corruption form a key part of Perenti's broader risk framework. Appropriate controls are in place, such as a risk-based delegation of authorities and appropriate segregation of duties. A training module on the Anti-Bribery and Anti-Corruption Policy and Standard is a mandatory requirement for employees in appropriate roles upon induction.

Our Speak-Up (whistle-blower) Policy and relevant jurisdictional Speak-Up Standards set the expectation that all employees have a responsibility to help detect, prevent and immediately report instances of misconduct. Speak-Up is an independently managed service that provides numerous avenues to confidentially report allegations of misconduct. Any alleged material breaches of the Anti-Bribery and Anti-Corruption Policy or Standard are reported to the Audit and Risk Committee and the Board.

Our Speak Up Policy and jurisdictional Standard will be reviewed and updated in FY26.

Human Rights Policy

Perenti's Human Rights Policy provides guidance to Directors, management, employees, contractors and suppliers on the Company's

expectations regarding human rights, inclusive of modern slavery. Our Human Rights Policy will be reviewed and updated in FY26.

Human rights is included in our Code of Conduct training and inductions for all employees. In FY26, we plan to update our Human Rights Training Module for our leaders and high-risk roles.

Group Standards and Grievance Mechanisms

Perenti's Governance Framework includes Group Standards which are controlled documents that describe important Group-wide frameworks and establish minimum and mandatory performance requirements in important areas. Three key Group Standards establish practices for managing modern slavery risks throughout the business:

- **Sustainability Group Standard** – sets the approach to meet stakeholder expectations and manage sustainability-related risks, including human rights and modern slavery risks and response.
- **Human Resources Group Standard** – sets the approach to human resource management within the business, inclusive of employment relations, onboarding and internal grievance management.
- **Security, Emergency & Crisis Management Group Standard** – sets the approach to security management, which aligns with the Voluntary Principles on Security and Human Rights.

In FY24, our Group-wide external grievance mechanism was rolled out across Perenti. The intent of this mechanism was to provide a pathway for complaints and grievances to be raised directly with Perenti and enable Perenti to work with complainants to find a resolution.

During FY25, no community complaints were received directly through Perenti's grievance mechanism. Perenti is continuing to investigate opportunities to link more effectively with client grievance mechanisms to ensure if there are any third-party grievances relating to Perenti, they are captured through our system and appropriately responded to.

Labour

Perenti is committed to ensuring all employees and contractors are treated in a fair and ethical manner and can work in a safe and respectful work environment.

Employment practices

Across our varied employment jurisdictions, we work closely with the relevant governments, union representatives and employee groups to ensure adherence and compliance to the required labour laws, human resources regulations and labour rights policies. In FY25, Perenti maintained a high level of local employment in our international operations, with local participation above 92%.

Perenti provides new employees a contract of employment in the appropriate language containing approved terms and conditions and a schedule of appointment in accordance with local legislation, as well as documentation outlining any applicable employment entitlements.

Where employees are covered by an industrial instrument they are also provided with a copy of the instrument. The business maintains governance procedures to ensure compliance with obligations outlined in all relevant collective bargaining agreements and awards, as well as applicable employee entitlements.

In addition to maintaining the required minimum labour regulations across the Group, we hold ourselves to a high standard of business ethics as codified in our Code of Conduct Policy, Code of Conduct Booklet, Anti-Bribery and Anti-Corruption Policy and Standard, Speak-Up Policy and jurisdiction Speak-Up Standards. These policies and standards ensure all employees and contractors are aware of, and adhere to, practices that are ethical, fair and help create an environment free from harassment, discrimination, or victimisation. Employees and those employed via a labour hire service receive the same induction, which sets out an expectation that those employed, or otherwise

engaged by Perenti adhere to the Company's Code of Conduct and other relevant corporate policies and procedures.

Labour hire services

Labour hire services are used in some locations to source specific skill sets or hire local employees, particularly in Africa. Our engagements with labour hire service providers are governed by internal standards and comply with each country's employment legislation, including:

- Adherence to minimum age of recruitment in the country
- No forced labour in our employment relationship with employees
- Freedom of association and the right to organise
- Equal remuneration for similar positions (i.e. pay scales for positions)
- Prevention and management of discrimination in the workplace.

Employee feedback mechanisms and disagreement management

Perenti seeks employee feedback through periodic culture surveys to measure how engaged people are in their work and the overall cultural health of the organisation. Outside of this process employees can raise concerns through internal grievance procedures or the Speak-Up mechanism.

We are proud of our reputation and processes on workplace relations matters. In the event any of our businesses become subject to an employment disagreement, our experienced operations managers are able to manage these issues with the support of our local human resources teams and if necessary, our legal advisors, who are all well versed in the relevant laws and regulations of our host countries.

Procurement and Business Relationships

Perenti's procurement function performs a range of supplier and market focused activities, which includes planning, sourcing and management of goods and services.

Supplier contracting and onboarding

The day-to-day management of supply and procurement is managed by Corporate and Divisional procurement teams as applicable. A new Contracting and Procurement Group Standard has been developed to ensure procurement across the Group aligns with legal and industry best practices.

The Contract Mining Division implemented a new vendor management platform for our Australia operations during FY25, to streamline supplier engagement and strengthen compliance. The platform transforms manual vendor processes into a single, easy-to-use platform that serves as our source of truth for prequalification, compliance, and evaluation. By shifting to this online portal, we have reduced our administrative burden while ensuring suppliers meet our enhanced pre-qualification standards, which includes more robust questions around Modern Slavery, enabling us to better identify and assess potential human rights risks within our supply chain.

During FY25, the Corporate Procurement team also evaluated a number of onboarding platforms and is considering the merits of digitising the corporate vendor onboarding application process in FY26.

The Contract Mining Division and the Mining & Technology Services Division have anti-slavery, anti-human trafficking, anti-bribery and anti-corruption clauses in contracts with suppliers and standard purchase order terms and supply contracts.

All Divisions require suppliers to complete onboarding self-assessment questionnaires which include references to modern slavery risks.

The Mining & Technology Services Division has undertaken a review of its ESG questionnaire requirements and is modifying the process to capture changes with its long-term suppliers. These suppliers will be sent an updated questionnaire during FY26, and an appropriate review schedule will be established to capture changes going forward.

The Corporate Governance and Assurance function periodically undertakes internal audits of performance against contracting and onboarding requirements including adherence to modern slavery processes as outlined in our internal Sustainability and Compliance Group Standards.

Supplier mapping, risk assessment and verification

Although modern slavery practices can occur in any country or industry, there are several factors that can increase the risk of modern slavery and therefore Perenti uses a risk profile tool to assess our Tier 1 suppliers based on their geographic location, value of spend and nature of the activities being undertaken. The tool enables us to take a risk-based approach to supplier management by using global indexes to consider the social, political, legal and economic factors of a country or region in combination with the risk profile of the supplier's industry. The tool helps identify suppliers on which to focus future audits.

To support site audits of supplier facilities we have developed a supplier audit framework to verify supplier conformance with Perenti's policies and procedures, international good practice, and local regulation. The framework contains a general set of questions for all suppliers, as well as a more detailed set of questions for those considered high-risk.

In FY25 Perenti continued to develop a response framework to be used if modern slavery practices are suspected to exist or identified in our supply chain.

Training

Perenti has developed a Human Rights Training Module in consultation with senior leaders and key individuals from across the Group. The aim of the module is to increase knowledge and understanding of human rights, inclusive of modern slavery, within the Company, and ensure there is clarity in how human rights risks are managed. The module is planned to be reviewed and updated in FY26.

Assessing effectiveness of modern slavery management at Perenti

Perenti regularly reviews its modern slavery management practices to ensure they remain suitable and effective. This is achieved through scheduled governance system document review cycles, risk reviews and the assurance and compliance functions. The effectiveness of risk management and the system of internal control is verified through an assurance framework designed to target key risk areas.

Consultation

Perenti has consulted with the relevant personnel and entities in the preparation of the Statement. Meetings were held with relevant functional departments, including representatives from Perenti Corporate, Contract Mining, Drilling Services, and Mining & Technology Services.

Discussions included progress on human rights and modern slavery management in the last financial year, the occurrence of any potential or identified human rights issues, and commitments going forward.

Remediation

Perenti recognises that any forced labour or child labour found in an organisation's business or supply chain should be addressed on a first priority basis. During FY25, Perenti did not identify any instances of forced labour or child labour across its business or supply chain. Therefore, no remediation measures have been necessary.

Perenti also recognises that any remediation measures potentially have the unintended consequence of inflicting loss of income on vulnerable groups, such as migrant labourers, unskilled labourers, indigenous people, women or children. During FY25, Perenti did not discover instances of modern slavery across its operations and supply chain and have not taken any remediation measures that would have led to loss of income to the most vulnerable families. Therefore, Perenti has not been required to take measures to remediate the would-be loss of income to vulnerable families.

Approval

Perenti is committed to respecting human rights and managing modern slavery risks in accordance with this Statement.

Perenti did not find any evidence of modern slavery in our operations or supply chain in FY25. The Company recognises that the risks of modern slavery are complex and evolving and will continue to work to address these risks. This will involve actively engaging with stakeholders to assess the effectiveness of the identified actions to continually enhance the approach to management.

The Perenti Board of Directors authorised and approved the publication of this Statement on 15 December 2025 on behalf of Perenti Limited and all its controlled entities in accordance with section 14(2)(d)(ii) of the Australian *Modern Slavery Act 2018* (Cth) and subparagraph 11(4)(b)(ii) of the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

Mark Norwell

Managing Director and Chief Executive Officer
Perenti

**CREATING
ENDURING VALUE
AND CERTAINTY**



ABN 95 009 211 474

**MODERN SLAVERY
ACT STATEMENT
FY25**

**Expect
More**

CORPORATE AND HEAD OFFICE

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