

Modern Slavery Statement



Fitzroy Australia Resources Pty Ltd – June 2021

This statement covers the activities of Fitzroy (CQ) Pty Ltd (ABN 61 103 902 389) (Fitzroy) and its owned and controlled entities during the financial year ended 30 June 2021.

This statement has been drafted in accordance with the requirements of the Commonwealth Modern Slavery Act 2018 and the guidance material for reporting entities. This statement sets out the actions Fitzroy has taken to assess and address modern slavery risk in its operations and supply chain.

Who is Fitzroy?

Fitzroy is wholly-owned subsidiary of Fitzroy QLD Resources Limited a UK registered company with company number 1044 5733. Fitzroy was established in 2016 as a vehicle to facilitate long-term investment into the central Queensland metallurgical coal industry. The two cornerstone investors are the AMCI Group, a global coal and energy company and Riverstone LLC, a USA based investment company.

The company's registered address is Level 13, 120 Edward Street Brisbane Qld 4000.

Fitzroy currently has one operating mine, Carborough Downs Coal Mine, with a production capacity of 4-5 million run of mine tonnes per annum. The mine produces a metallurgical coal which is exported to customers around the world for use in the steel making process.

As at June 2021, Fitzroy has a combined workforce of 603, of which 321 are direct employees and 272 are employed through site-based contracts. Specifically, these numbers include:

Mine	Permanent Employees	Contractor or Labour Hire
Carborough Downs	311	272
Brisbane Corporate Office	20	0

Fitzroy's Supply Chain

Fitzroy works with various suppliers that source mining equipment, plant and componentry from a number of countries around the world. Fitzroy's procurement model is to source goods and services from Australian based entities with strong reputations and credentials. The majority of Fitzroy's suppliers are common to the Australian coal sector and particularly those servicing the Bowen Basin mines owned by the major global mining houses.

The primary goods and services procured by Fitzroy include fuel and energy, mobile equipment and spare parts, logistics and freight, general supplies, professional services and technology, accommodation services for employees.

Fitzroy aims to engage suppliers on long term, stable contracts whilst maintaining the flexibility of short term purchasing agreements.

Modern Slavery Risks

Fitzroy works to identify risks and address and improve respect for human rights throughout our business, in our communities and within our supply chains. Our risk assessment approach includes:

- Detailed scoping of our current operations and supply chain
- Risk assessment across our operations and supply chain to identify, assess and address risks, including remediation actions to address any areas of concern
- Speak up mechanisms for any person to report modern slavery risks anonymously
- The development of policies, standards and guidelines that clearly articulate our expectations of our employees, contractors, suppliers and business partners

Risk Assessment Methodology

Fitzroy developed a risk assessment giving specific consideration to modern slavery risks, including sector or industry risks, products and services risks, entity risk and the associated indicators of modern slavery risk. This risk assessment was developed in accordance with the Commonwealth Modern Slavery Act 2018 – Guideline for Reporting Entities.

The risk assessment demonstrated that Fitzroy and its supply chain have a low potential for modern slavery risks.

Our Modern Slavery Actions

The Fitzroy Board of Directors (Board) has ultimate responsibility for the Company's sustainability strategy, performance and management of sustainability risks and opportunities. To assist the Board in its duties, Fitzroy has a dedicated Executive General Manager – ESG and Compliance.

The Executive General Manager – ESG and Compliance oversees policies, management systems, performance, reporting and compliance related to health, safety, environment, community, and diversity and inclusion. Fitzroy's Executive Management Team is responsible for upholding policies and implementing management controls that relate to human rights and modern slavery.

Our approach to managing human rights and modern slavery risk is supported by a framework of policies and procedures. Our policies include our Code of Conduct, Equality and Diversity, Anti-corruption and Anti-Bribery, Anti-Fraud, Social Responsibility and Whistle-blower Policies.

Our procurement, contractor and supplier procedures provide internal governance relating to the contracting of goods and/or services from external parties. The procedures outline our procurement, tendering, engagement, authorisations, execution and management of contracts. Obligations relating to Modern Slavery compliance requirements are embedded in Fitzroy's supply chain contracts.

Modern slavery roadmap

In FY2021/2, we will enact initiatives to further strengthen our management controls, improve the transparency of our risk profile and collaborate with suppliers where appropriate to address modern slavery risk. In particular we will focus on the following tasks:

- Regular internal governance and external assurance processes
 - Inclusion of modern slavery risks into the corporate risk register
- The development of internal and supply chain communications in relation to modern slavery risks

We are confident that the foundations we have laid will assist us to address modern slavery risk. We also recognise that we have more work to do to identify and manage the risk of modern slavery within our organisation. We are committed to reporting our progress through annual modern slavery statements and look forward to working with our internal and external stakeholders to mitigate modern slavery risk.

This statement was approved by Board of Fitzroy Australia Resources Pty on 15 June 2021.



Brian McDonald

Chief Executive Officer