

The background of the page is a photograph of a mining site, showing a large yellow excavator and a worker in a high-visibility vest and hard hat. A large, white, stylized letter 'R' is overlaid on the image, serving as a graphic element. The text 'Modern Slavery Statement 2023' is positioned in the lower-left corner of the page.

# Modern Slavery Statement 2023



# Leading Australian Gold Miner

**Regis Resources Limited (ASX: RRL)**  
is a publicly listed Perth based gold  
production and exploration company.

fourth largest Australian  
gold producer on the ASX

## Contents

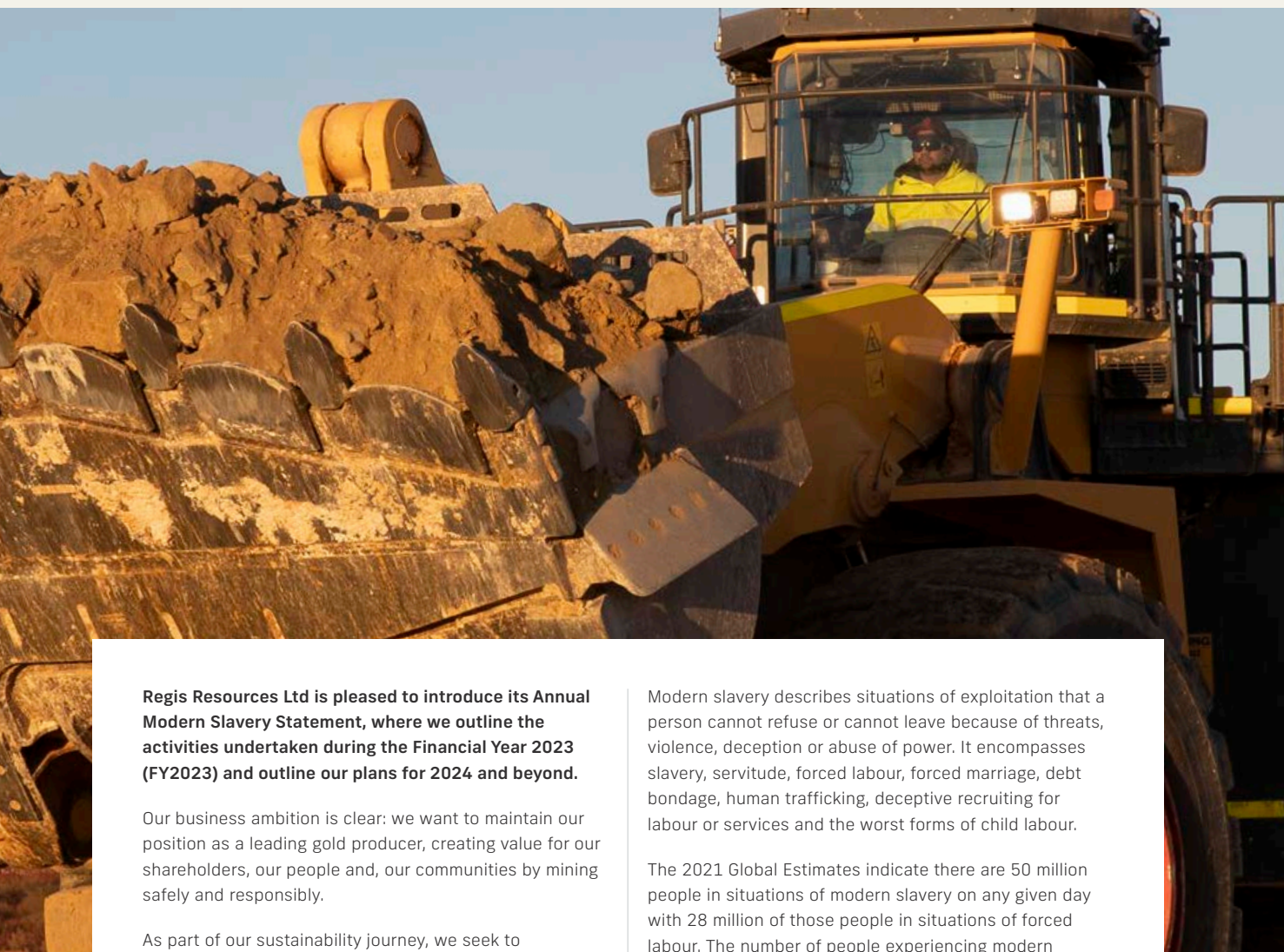
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## Acknowledgement of Country

The Board, Executive and Team at Regis Resources acknowledges the Mantjintjarra Ngalia, Noongar, Spinifex and Wongatha people in Western Australia, and the Wiradjuri people in New South Wales as the Traditional Owners of the lands on which our Company currently operates and plans to advance new operations. We recognise their ongoing connections with land, waters and community, and pay our respects to elders past and present.



# Introduction



**Regis Resources Ltd is pleased to introduce its Annual Modern Slavery Statement, where we outline the activities undertaken during the Financial Year 2023 (FY2023) and outline our plans for 2024 and beyond.**

Our business ambition is clear: we want to maintain our position as a leading gold producer, creating value for our shareholders, our people and, our communities by mining safely and responsibly.

As part of our sustainability journey, we seek to understand and address the impacts from our operations, as well as maintaining transparent communication channels, and establishing relationships of trust. An integral part of Regis' sustainability approach is its commitment to continued improvement in identifying and addressing modern slavery risks, particularly the existence of forced labour, within our operations and supply chain.

Modern slavery describes situations of exploitation that a person cannot refuse or cannot leave because of threats, violence, deception or abuse of power. It encompasses slavery, servitude, forced labour, forced marriage, debt bondage, human trafficking, deceptive recruiting for labour or services and the worst forms of child labour.

The 2021 Global Estimates indicate there are 50 million people in situations of modern slavery on any given day with 28 million of those people in situations of forced labour. The number of people experiencing modern slavery translates to nearly one of every 150 people in the world and represents an overall increase of approximately 10 million men, women, and children who have been forced into modern slavery in the period since the previous estimates were released in 2017.<sup>1</sup> It is estimated that there are 41,000 people living in modern slavery within Australia.<sup>2</sup>

This Modern Slavery Statement is published in compliance with the *Modern Slavery Act 2018* (Cth) and relates to the financial year ending 30 June 2023.

<sup>1</sup> Global Estimates of Modern Slavery, Forced Labour and Forced Marriage, September 2022.

<sup>2</sup> Walk Free, Global Slavery Index, 2023.

## Key Achievements FY23

Key achievements include the following:

- ✔ **Continued development of our modern slavery corporate governance, including the completion of the Company's human rights review and development of a stand-alone human rights policy which addresses the broad ranging human rights issues affecting Regis and its external stakeholders.**

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- ✔ **Updated modern slavery risk assessment of our Tier 1 Suppliers<sup>3</sup> with a spend greater than \$1 million and consequential identification of additional suppliers to complete a self-assessment questionnaire.**

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- ✔ **Commenced development of a process for modern slavery risk assessment when integrating new suppliers, building on our earlier focus on assessing our established suppliers.**

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- ✔ **A conscious effort was made to streamline our existing supplier base, to allow more effective assessment and monitoring of modern slavery risks and reviewing supplier risk assessment procedures.**

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- ✔ **Modern slavery obligations were incorporated into new and existing contracts with suppliers.**



## Mandatory Criteria

This Modern Slavery Statement was prepared to meet the mandatory reporting criteria set out in the *Modern Slavery Act*. The table below identifies where each criterion is disclosed within the statement.

Modern Slavery Act Criteria	Page No.
Identifying the reporting entity	1, 2, 5
Describe the reporting entity's structure, operations and supply chains	5-11
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	14-15
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	16
Describe how the reporting entity assesses the effectiveness of these actions	18
Describe the process of consultation of the development of the statement with any entities the reporting entity owns or controls	19
Any other information that the reporting entity, or the entity giving the statement, considers relevant	2-4, 12-13

<sup>3</sup> Tier 1 Suppliers are directly contracted by Regis for provision of goods and services.

# Regis Purpose, Strategy and Values

**Our purpose and values form the basis of our modern slavery response.**

## Our Purpose

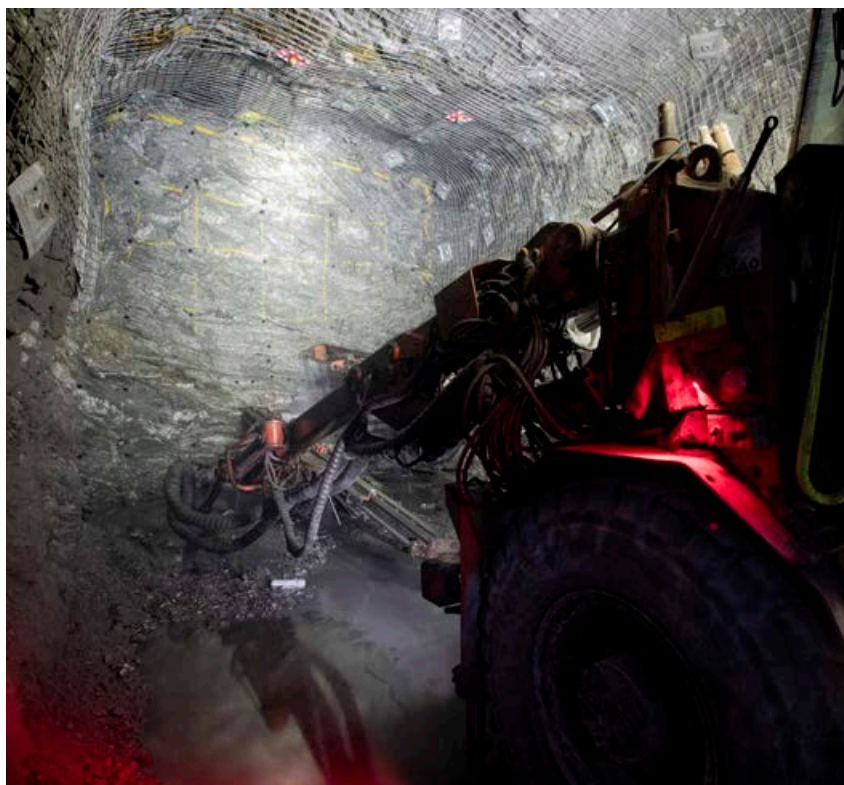
Our purpose remains clear and guides Regis' sustainability journey: creating value for our shareholders, our people, and our communities by mining safely and responsibly.

## Our Strategy

As Regis continues to realise success from its efforts in exploration, project development and growth of its operations, the innovation, collaboration and cooperation within the team is key to continuing to build as a profitable and sustainable gold company.

## Our Values

Regis' values - respect, integrity, teamwork, ownership, courage - give the Board, employees and contractors clear guidance on the way we work, the way we treat each other and the standards we uphold.



### Respect

- Demonstrate a genuine care for self and others.
- Show humility – no hubris.
- Be approachable and open to other points of view.
- Treat others as you would expect to be treated.
- Encourage and develop people.



### Integrity

- Do what you say you will do.
- Do the right thing, even when no one is looking.
- Walk the talk.



### Teamwork

- We work together.
- We are inclusive and diverse.
- Be clear on how our work contributes.



### Ownership

- Act and think like an owner.
- Make sure we understand what is important.
- Focus on what matters most.

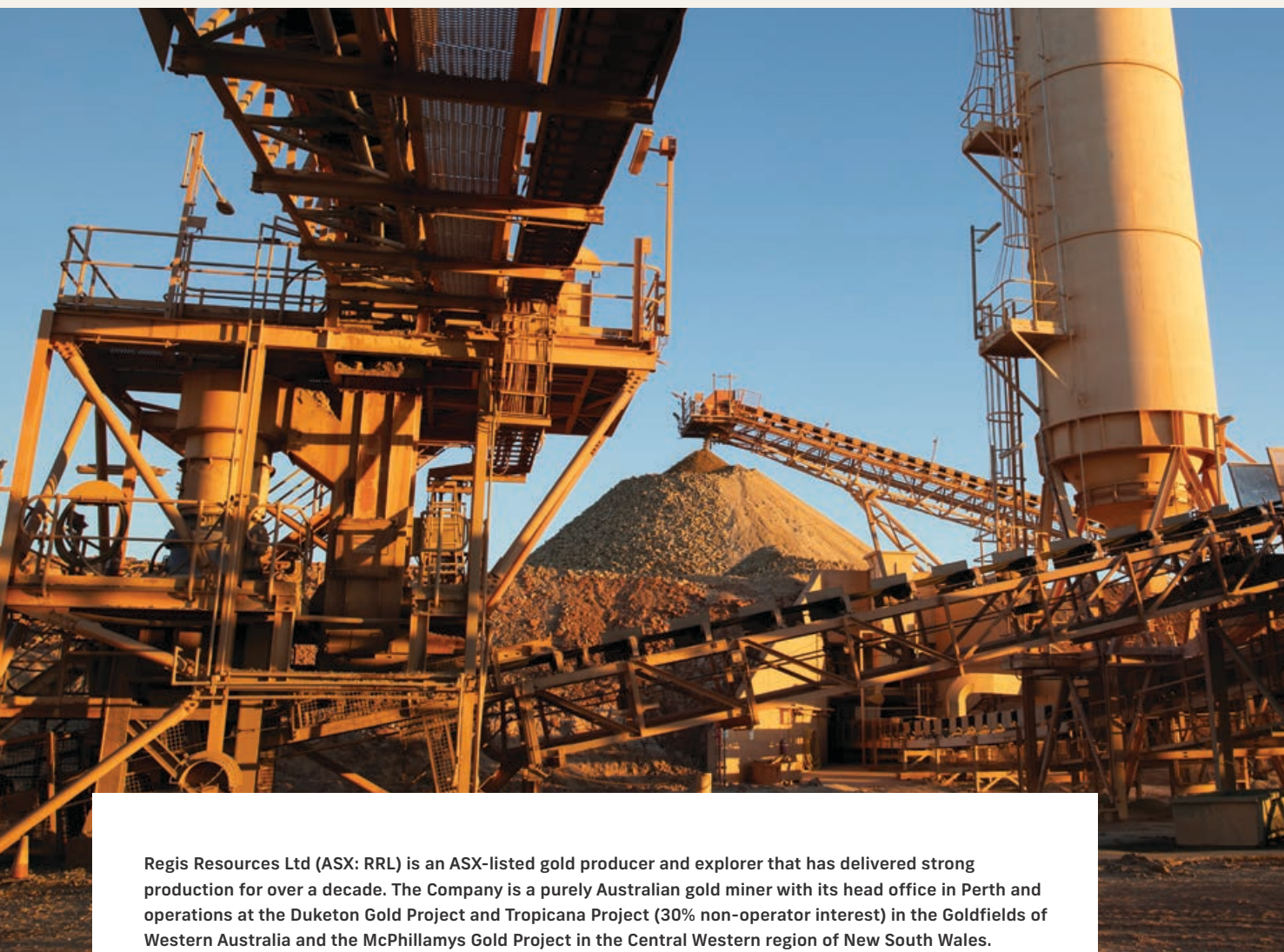


### Courage

- Take and give constructive feedback.
- Be prepared to admit being wrong.
- Challenge the norm constructively.
- Make the hard calls.
- Take carefully calculated risks and own the outcome.



# Company Structure and its Subsidiaries



**Regis Resources Ltd (ASX: RRL) is an ASX-listed gold producer and explorer that has delivered strong production for over a decade. The Company is a purely Australian gold miner with its head office in Perth and operations at the Duketon Gold Project and Tropicana Project (30% non-operator interest) in the Goldfields of Western Australia and the McPhillamys Gold Project in the Central Western region of New South Wales.**

## Subsidiaries

Regis holds a 100% shareholding in, and is the ultimate Australian parent entity of, Duketon Resources Pty Ltd and LFB Resources NL which undertake exploration and evaluation expenditure for the Duketon Gold Project and McPhillamys Gold Project respectively. AFB Resources Pty Ltd is a wholly owned subsidiary of Regis and holds the 30% interest in the Tropicana Joint Venture. Wholly owned subsidiaries, Artane Minerals Pty Ltd and Rosemont Gold Mines Pty Ltd, do not currently undertake any substantive operational function within the group.

# Operations and Supply Chain

## Operating Assets

### Duketon

The 100% owned Duketon Gold Project is located 130 kilometres north of Laverton and includes surface and underground operations.

The project commenced production in 2012 and has two operating centres:

- Duketon North Operations (Moolart Well)
- Duketon South Operations (Rosemont and Garden Well)

Our operations consist of two main open pit mines and other satellite open mines, along with two underground mines. At Duketon, we work closely with the Mantjintjarra Ngalia people of the Western Desert region who are the Traditional Owners and custodians of the land.

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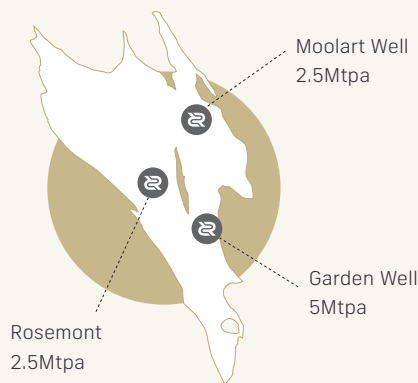
**The process plants have a combined nominal capacity of 10Mtpa across the two key operating centres and involve conventional crushing, grinding and carbon-in-leach recovery.**

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During FY2023, we increased the ore reserves of the underground mines and now expect the life of the operations could extend to 2028-29 and beyond.



Operations at the Duketon Gold Project.



### Western Australia





## Tropicana

Tropicana Joint Venture (TJV) in Western Australia was established in 2002 between AngloGold Ashanti Australia Ltd (70% and manager) and IGO Limited (30%) and has become one of the largest gold mines in Australia. In May 2021 we acquired the IGO Limited 30% interest in the Tropicana Joint Venture.

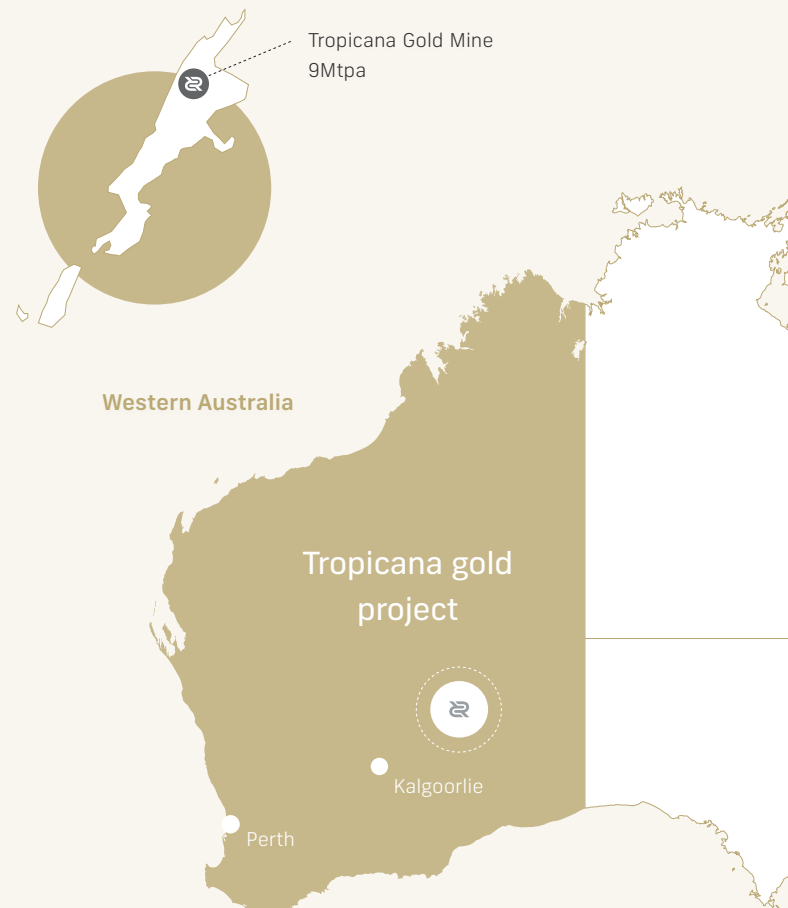
During FY2023, the TJV continued mining from two open pits and two underground mines. The process plant has a nominal capacity of 9.5Mtpa (100%) and involves conventional crushing, grinding and carbon-in-leach recovery.

The Wongatha and Spinifex peoples are the Traditional Owners and custodians of the land.

The TJV is wholly managed by AngloGold Ashanti Australia Ltd (AGA). The operations are managed to AGA's standards, policies and procedures, which include disclosure of their modern slavery compliance pursuant to their published modern slavery statements. Regis has engaged with AGA and is confident with AGA's approach to modern slavery risk management.



### Operations at the Tropicana Gold Project.





## Growth Projects

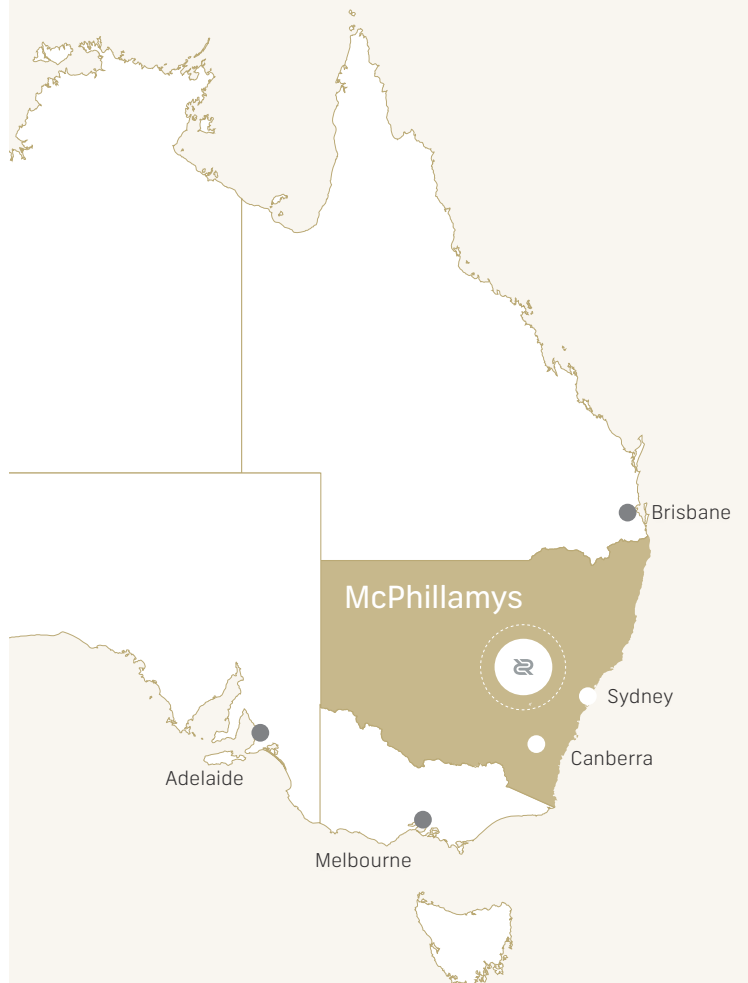
### McPhillamys

The 100% Regis-owned McPhillamys Gold Project is one of Australia's larger undeveloped open-pittable gold resources. It is located approximately 250 kilometres west of Sydney in the established mining region of Central Western NSW, 8km from Blayney.

Over a potential mine life of approximately 15 years (2 years construction, 10-11 years operations and 2-3 years rehabilitation) an ore reserve of 60.8 million tonnes at 1.04g/t containing 2.02 million ounces of gold would be mined and processed.

In 2019, Regis submitted a State Significant Development Application and Environmental Impact Statement for the McPhillamys Gold Project, to the now NSW Department of Planning and Environment.

In FY2023, McPhillamys received approval from the NSW Independent Planning Commission, the final step in the NSW Government's major projects planning assessment process. It also received environmental approval from the Federal Government and is waiting for resolution of the outstanding Federal Section 10 application under the Aboriginal and Torres Strait Islander Heritage Protection Act 1984. The Definitive Feasibility Study is being finalised and will incorporate the requirements for the project development arising from the assessment and approvals process.



## Exploration

**We hold approximately 3,000 square kilometres of the tenements over the Duketon greenstone belt.**

Several surface and underground prospects exist that could deliver additional resources to extend mining operations for years to come. Recent intercepts on the Rosemont South Trend are providing positive indications of the potential to make new discoveries. Exploration to discover additional resources is ongoing.

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**The Duketon underground mines (Garden Well and Rosemont) have approximately two years of reserves.**

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It is anticipated that through near mine discoveries year on year, the Duketon underground mines will behave like “typical” WA underground mines and have a rolling two years of mine life for some years to come. During FY2023 an Exploration Target was established for the area underneath the Garden Well open pit.

Recent developments at Duketon include the Garden Well South Underground which achieved commercial production in FY2023 and Ben Hur Open Pit mine project (which commenced production in FY2024).

The TJV holds approximately 90% of the Archean Plumridge Terrain along the western margin of the Albany Fraser belt. It has multiple near mine growth opportunities with the potential for three underground mines underneath the Boston Shaker, Tropicana and Havana open pits. Further potential exists at the Havana South open pit for an underground mine which is currently under evaluation.



Western Australia

Exploration



Kalgoorlie

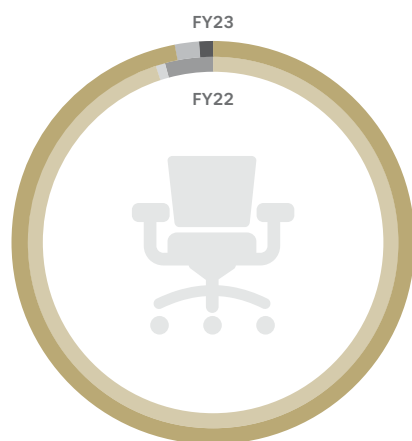
Perth



## Workforce

Regis employs a highly skilled and engaged workforce across Western Australia and New South Wales, with 416 employees. The Company directly employs approximately 19 personnel who have authority to work in Australia pursuant to a work visa. Our workforce is based at our head office in Perth, Blayney office in NSW and at the Duketon operations.

### Employment type 2022-23



	FY23	FY22
Full-time employees	404	379
Part-time employees	8	3
Casual employees	4	16
<b>Total employees</b>	<b>416</b>	<b>398</b>

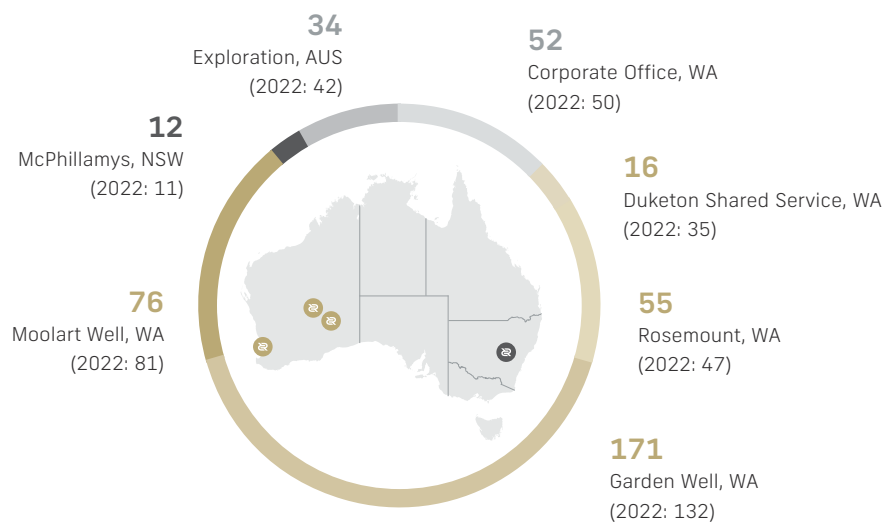
### Local Employment

Regis continues to hire locally whenever possible, actively recruiting from and strengthening our local communities. Our Duketon employees are considered local if their home is in WA. For FY2023, 95% of the Duketon team were based in WA. For the McPhillamys project, 93% reside locally in the Blayney and Orange area.

### Contractors

The Company engaged 1069 contractors at the end of the 2023 financial year, the majority of these at its Duketon site. The majority of contractors are engaged by our mining services providers.

### Regis employees by location 2023



#### Direct employees in FY23

**416**

Our workforce is based at our head office in Perth, Blayney office in NSW and at the Duketon operations.

#### Contractors in FY23

**1,069**

The majority of contractors are engaged by our mining services providers at the Duketon operations.

#### Duketon employees considered local in FY23

**95%**

Our Duketon employees are considered local if their home is in WA.



## Supply Chain

**Across our business, we source a diverse range of products and services and work hard seeking to ensure our suppliers share our values and maintain sustainable practices.**

Regis has in excess of 2600 approved Tier 1 Suppliers with 991 of those actively utilised in FY2023. Tier 1 Suppliers are suppliers that Regis directly engages to provide goods and services to support our operations. Tier 2 Suppliers are suppliers engaged by Regis' Tier 1 Suppliers to provide goods and services in support of Regis' operations.

Regis is making a conscious effort to streamline its existing supplier base, to allow more effective assessment and monitoring of modern slavery risks and reviewing supplier risk assessment procedures. This will reduce the number of suppliers we manage, and allow us to more closely monitor risks based on a materiality risk assessment. The number of suppliers did increase, however, from the previous financial year largely due to the use of labour hire companies in response to a tight labour market and engagement of suppliers for the advancement of the McPhillamys project but there is a continuing effort to streamline the existing supplier base.

Over the course of FY2023, Regis contributed over \$963.7m to the Australian economy through Tier 1 Supplier payments, wages, royalties and taxes. Over the last five years, we have contributed nearly \$4 billion to the Australian economy.

**Regis is committed to procuring goods and services from local and regional suppliers where quality, price and service are competitive.**

Regis' commitment to local content has resulted in 82.6% of the Company's \$963.7m expenditure on procurement during FY2023 coming from Western Australian-based suppliers. A further 17.3% of goods and services have been supplied by businesses located in other Australian states including NSW. The remaining 0.1% of procurement spend is directly from overseas.

Regis' international Tier 1 Supplier spend was paid directly to suppliers based in the United States, Canada, and Denmark. Our direct expenditure with international suppliers is considered low risk due to the jurisdictions in which the suppliers were based and the nature of services procured, being mostly professional services.

Regis' supply chain expenditure covers the full life cycle of the mine and comprises the following key categories of goods and services:

- **Exploration and evaluation:** contractors, drilling equipment, analytical laboratory testing;
- **Mining and processing operations:** mining and haulage contractors, power supply, explosives, reagents and maintenance services;
- **Project development:** environmental permits, approvals, engineering and construction;
- **Transportation and logistics:** personnel and goods transportation;
- **Administrative and camp services:** fuel, health, safety and environment services/materials/consumables, accommodation, catering, clothing and footwear, cleaning and repairs.

Regis' supplier spend can be divided into different types, with those types having a spend greater than \$1 million summarised below. The combined total spend below represents approximately 77% of Regis' total procurement spend for FY2023.

Type	Total Spend	No. Suppliers
Mining Services	\$326M AUD	3
Fuel & Power	\$178M AUD	3
Drilling Services	\$40M AUD	5
Reagents	\$64M AUD	9
Consumables	\$15M AUD	10
Manufacture, Engineering	\$35M AUD	15
Prof Services	\$18M AUD	5
Labour Hire	\$17M AUD	12
Flight, Camp Costs, Logistics	\$35M AUD	10



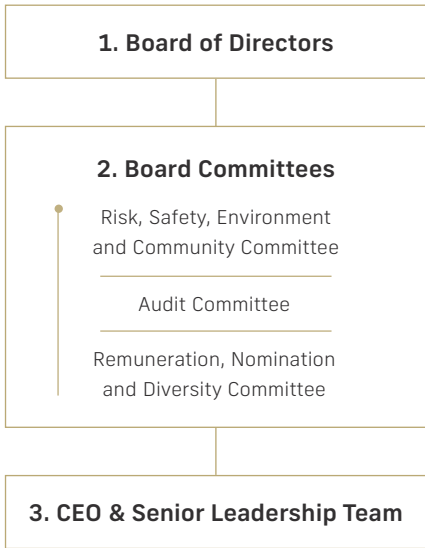
# Modern Slavery Governance



Regis adheres to the Corporations Act, the ASX Listing Rules, and aligns with the 4th edition of the ASX Corporate Governance Principles and Recommendations as set out in the Company's Corporate Governance Statement.

The Board oversees the company's governance, cultural stewardship, risk appetite, and strategic direction, aiming to achieve corporate performance in line with the organisation's objectives.

The Board operates with a committee structure to assist in monitoring performance, risk management, business growth and compliance. Through its committees the Board develops systems, processes, and procedures to enable it to comply with its legal, regulatory and industry obligations and ensure that the Company's assets and operations are managed with appropriate risk management systems.



The Regis Board is supported by three committees as set out below. Each committee operates under a Charter setting out the roles, responsibilities, and scope of oversight.

<b>Risk, Safety, Environment and Community (RSEC) Committee</b>	<p>The RSEC Committee assists the board in the decision-making process around issues that directly impact on Regis' ESG Performance. Below the Board, this body is the highest level of governance for our Sustainability Strategy. Its key responsibilities are:</p> <ul style="list-style-type: none"> <li>Identifying, understanding, and monitoring the Company's business and operations in line with the Company's risk management framework and operating within the risk appetite set by the Board.</li> <li>Assessing whether risk, safety, environment, and community related matters arising from and related to the Company's operations have been appropriately identified, controlled and managed.</li> </ul> <p>The RSEC Committee has been operating for three years and continues to refine its oversight process.</p> <p>This reporting period the chair of the Audit committee is no longer required to sit on the RSEC committee, however members of both the Audit Committee and Remuneration, Nomination and Diversity (RND) Committee continue to sit on the RSEC Committee. The Managing Director/Chief Executive Officer and the Chief Operating Officer with support from members of the Executive Team and Senior Management, as required, provide information to this committee.</p>
<b>Audit Committee</b>	<p>The Audit Committee assists the board in the decision-making process around financial risks and oversight of:</p> <ul style="list-style-type: none"> <li>Legal and regulatory compliance with regard to the preparation of the Company's accounts and other financial reporting.</li> <li>Internal controls and the policies and procedures the Company uses to identify and manage financial risk.</li> <li>Effective external audit function to ensure compliance.</li> <li>Internal and external complaints under the Company's Whistleblower Policy and reports of evidence of material violation under the Corporations Act, ASX Listing Rules or breaches of fiduciary duty</li> <li>Antibribery and corruption framework and cyber risk management</li> </ul>
<b>Remuneration, Nomination and Diversity (RND) Committee</b>	<p>The RND Committee assists the board in the decision-making process around:</p> <ul style="list-style-type: none"> <li>Overseeing remuneration policies to ensure there is transparency and clarity of objectives and performance of the Board, directors and executives.</li> <li>Ensuring the Board has the appropriate mix of skills to ensure effective decision making.</li> <li>Reviewing and recommending policies that will promote Board and workplace diversity and inclusion.</li> </ul>

The Board's Risk, Safety, Environment and Community Committee has responsibility for risk management, business improvement and compliance with respect to human rights and modern slavery.

The Executive Leadership Team ensures alignment of the company's activities and performance with its strategic goals, policies, organisational values, and sound sustainability practices. Within the executive, the Company Secretary is responsible for modern slavery compliance and engaging with internal stakeholders that have key accountabilities for implementation of modern slavery actions across legal, risk, procurement and sustainability.

In particular, the Company Secretary assigns responsibility for modern slavery due diligence relating to Regis' supply chain to the Commercial Manager. This includes conducting supply chain risk assessments. The Commercial Manager and Company Secretary work together to identify and address modern slavery risks within the Regis operations and supply chain.

## Code of Business Conduct, Policies and Procedures

The Company's policies and procedures underpin and support the Company's commitment to fostering a culture of conducting business with a high standard of integrity, honesty and ethics. All policies are reviewed by the Board on an annual basis.

The [policies in place in FY2023](#) include:

- Board Charter
- Directors' Code of Conduct
- Corporate Governance Statement
- Communications with Shareholders Policy

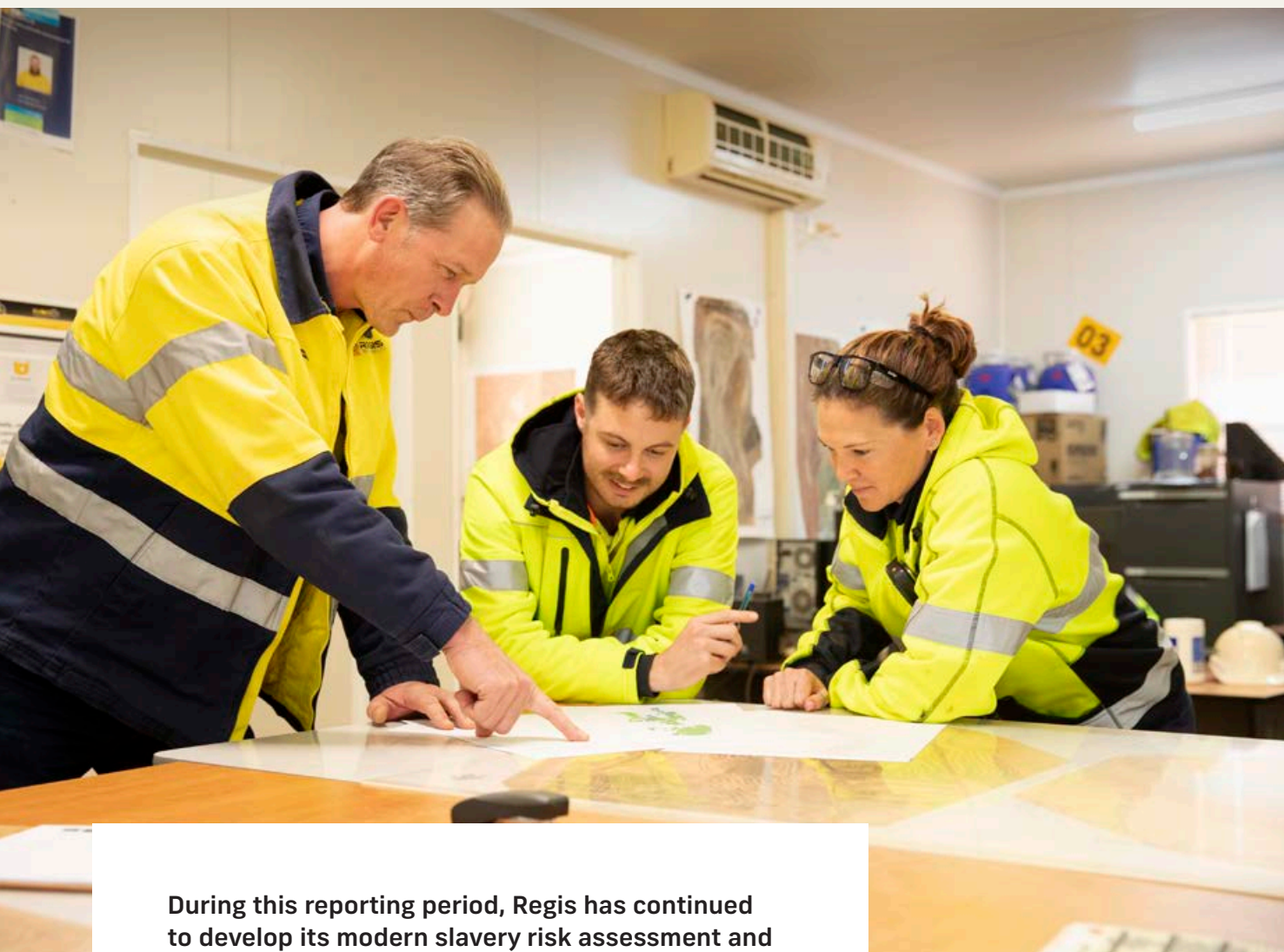
- Code of Business Conduct
- Anti-bribery and Corruption Policy
- Risk Management Policy

- Audit Committee Charter
- Remuneration Nomination and Diversity Committee Charter
- Risk, Safety, Environment and Community Committee Charter
- Continuous Disclosure Policy

- Diversity Policy
- Human Rights Policy Statement
- Indigenous Peoples Statement
- Performance Evaluation Policy
- Securities Trading Policy
- Whistleblower Policy



# Modern Slavery Risk in Operations and Supply Chain



**During this reporting period, Regis has continued to develop its modern slavery risk assessment and response in order to ascertain the extent to which the Company's operations and supply chains have the potential to cause, contribute to or be directly linked to modern slavery.**

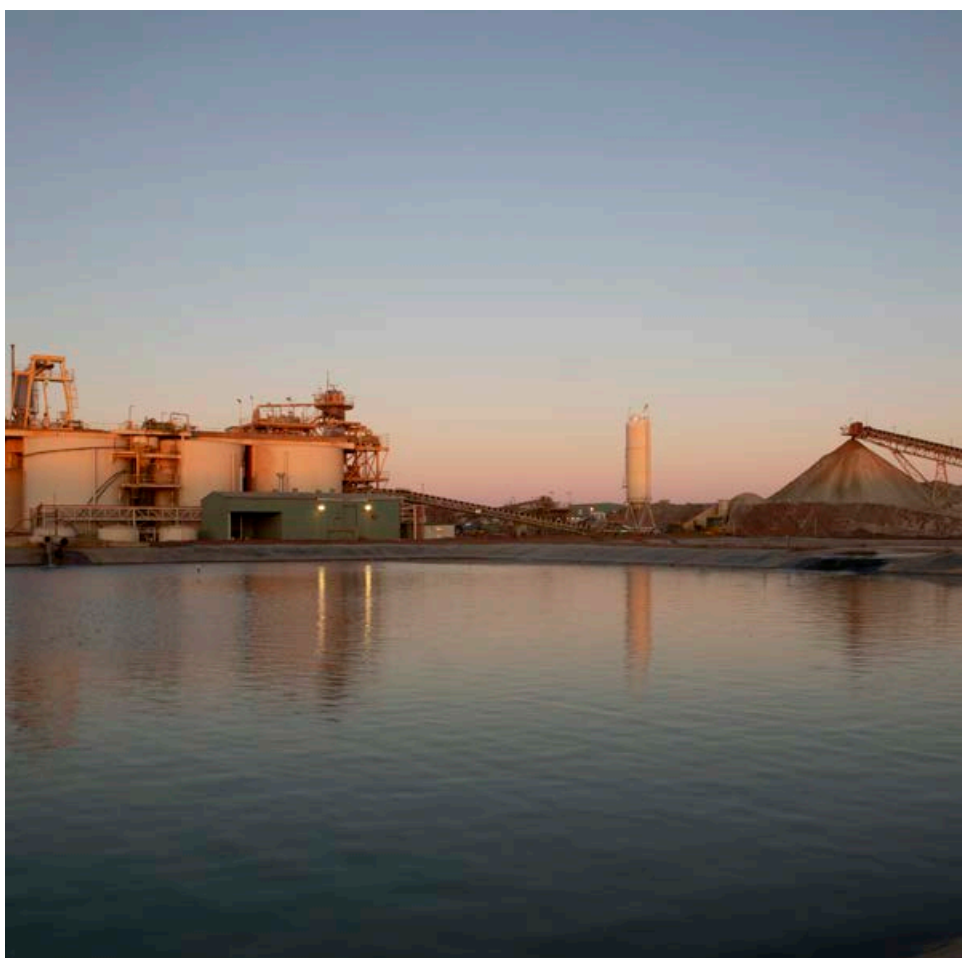
## Operations

**Despite an increase in modern slavery internationally due to global geopolitical conflicts, natural disasters, climate change and COVID-19, Regis' overall operational risk profile has not materially altered during FY2023.**

The Company's operations remain entirely Australian based. The modern slavery risk for Regis is mitigated by our operations being located solely within Australia. Australia is a jurisdiction with strong regulatory controls and labour protections and a resultant low prevalence of modern slavery.<sup>4</sup>

Our head office and Duketon mine site are subject to contemporary management practices and controls. We ensure that our employment practices protect our employees from exploitative treatment. An assessment of Regis' employment and recruitment practices in accordance with the Walk Free Modern Slavery Benchmarking Tool confirms that Regis' employment practices are fair and decent.

As a result, the risk of modern slavery within Regis' operations and direct workforce is considered to be low. Further, no actual incidence of modern slavery has been identified to date, be it detected by Regis reviews or reported by the Company's whistleblower system.



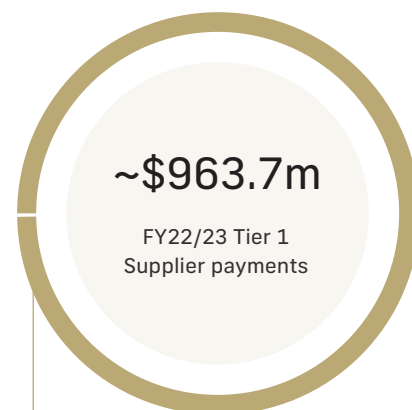
## Supply Chain

**Our focus for FY2023 remained the continued development of our internal frameworks and tools to enable Regis to better assess the modern slavery risks in our supply chain.**

Consistent with the Company's previous modern slavery statement, 99.9% of Regis' procurement spend is paid directly to Tier 1 Suppliers based in Australia. As discussed above, Australia is a jurisdiction considered to have a low risk of modern slavery and therefore the risk of modern slavery being present in our direct Tier 1 supply chain is correspondingly considered to be low.

Within the extractives industry in Australia, modern slavery is more likely to be present in the form of forced labour or debt bondage resulting from the use of contracted labour and recruitment agencies. Regis has measures in place to address modern slavery risks in relation to recruitment agencies. Regis' total FY2023 spend on labour hire was \$17 million which represents less than 1.8% of our overall spend during the financial year. Regis utilises reputable labour hire companies and largely seeks specialist temporary personnel. This type of skilled labour is less likely to be subject to forced labour conditions.

Regis remains committed to maturing its risk assessment processes so as to ensure its Tier 1 Suppliers have adequate measures in place to identify and understand their modern slavery risk with respect to their Tier 1 Suppliers (that is, Regis' Tier 2 Suppliers). Particularly with regards to goods and services procured from Australian suppliers but sourced from countries that have increased modern slavery risk factors.



**99.9%**

of Regis's procurement spend is paid directly to Tier 1 Suppliers based in Australia

<sup>4</sup> The Modern Slavery Index, Walk Free Foundation, 2023.



# Steps Taken to Address Modern Slavery Risks

## Policies and Procedures

**We continue to enhance our governance framework to support the assessment and management of modern slavery risks.**

During FY2023, Regis completed the review of its human rights risk including mapping existing company policies to identify human rights coverage and gaps. During the review, Regis engaged with its suppliers to identify the nature and extent of their human rights risks to better understand the human rights issues potentially affecting Regis. This engagement included a human rights and modern slavery questionnaire completed by selected suppliers.

The human rights review culminated in the development and finalisation of a stand-alone human rights policy which comprehensively addresses the broad ranging human rights issues affecting Regis and its external stakeholders.

We also conducted cultural awareness training in FY2023.

Regis also reviewed its corporate policies with an emphasis on human rights and modern slavery standards, and ensured suppliers were adequately covered under them.

## Supply Chain Management

**During this reporting period, Regis continued to focus on ensuring that the management of modern slavery related risk is integrated into its supply chain management.**

In FY2023, Regis completed a baseline risk assessment for its Tier 1 Suppliers with a spend greater than \$1 million. Regis continued to focus on these suppliers as their combined spend accounts for over 90% of operational expenditure. We also continued to develop our process for modern slavery risk assessment when integrating new suppliers.

At the conclusion of an assessment, each supplier is assigned a low, medium or high modern slavery risk rating based on the countries in which they operate, their industry risk and products and services risk. The risk rating represents an overall assessment of inherent modern slavery risk rather than a determination of specific forms of modern slavery that may be present.

In FY2023, the assessment identified approximately 4% of all assessed suppliers produced goods or services that were considered high risk. Specific high-risk products and services utilised by Regis are electrical components and equipment, industrial machinery, consumables, apparel and certain food products.

Further, some assessed suppliers were identified as having a supply chain that could ultimately connect to high risk jurisdictions. It was identified that 20% of assessed suppliers conduct business in countries that are considered high risk and 29% of assessed suppliers may purchase supplies from countries that are considered high risk.

Self-assessment questionnaires are issued to high risk Tier 1 Suppliers. This assists in obtaining more detailed information about the supplier and helps to determine the specific forms of modern slavery that may be present in their operations or supply chains. Regis reviews self-assessment questionnaire responses on an ongoing basis. Through supplier engagement, Regis will also be able to track the effectiveness of its modern slavery risk assessment and identify the need for enhanced screening.

## Contracting Arrangements

Regis continues to utilise its general terms and conditions or customised agreements incorporating modern slavery obligations when on-boarding new suppliers.

Modern slavery obligations are incorporated into existing contracts on a case by case basis where this is considered appropriate. This will typically occur where an existing contract is varied, renewed or extended.

## Training

We run training sessions for our directors, employees, contractors, and business partners. These sessions consist of Induction training which covers code of conduct and ethics, and specific workplace behaviour training for employees and contractors. There was a total participation rate of 84% across these groups. We also conducted cultural awareness training in FY2023.





# Modern Slavery Actions for 2024 Financial Year

**Regis strives for continuous improvement by strengthening and refining its modern slavery response on an ongoing basis. Set out below are Regis' proposed modern slavery actions for the 2024 financial year.**

## Corporate Governance

Regis will continue to develop its corporate governance framework and associated policies and procedures to optimise its management of modern slavery risks in its operations and supply chain.

A focus for FY2024 is to improve engagement with suppliers in relation to the company's policies and expectations. This will be achieved in part, through the creation of a specific supplier page on the Company's website which collates relevant policies and documents in one easily accessible location.

## Supply Chain Management

Regis is focussed on continuing to develop its supplier risk assessment and due diligence processes. The goal for FY2024 is to, on a risk assessed basis, incorporate some of Regis' lower spend suppliers and to finalise and implement procedures for assessment of new suppliers.

Regis will continue to evaluate the self-assessment questionnaire responses received from its suppliers and, if necessary, engage further with suppliers for the purpose of assessing their modern slavery exposure.

In parallel with the McPhillamys definitive feasibility study, a procurement and contracting strategy will be formulated for project development which will incorporate modern slavery risk assessment.

## Training

The implementation of new supplier risk assessment requires targeted training for personnel involved in on-boarding new suppliers. This training is scheduled for FY2024 in line with the roll out of new supplier screening.



# Effectiveness of Modern Slavery Actions

The Company engages both with our internal personnel and our external suppliers to measure the effectiveness of the actions taken to ensure continuous improvement of our approach to reducing the risk of modern slavery.

Specific measures that have already been implemented to assess the effectiveness of our actions include:

- Undertaking an annual review our suppliers with a spend greater than \$1 million per annum (representing 90% of our supplier spend). This assists the Company to monitor any changes to our supplier composition and spend. Within this category, additional quantitative measures include percentage of new and existing suppliers screened, percentage of high risk suppliers identified and number of self-assessment questionnaires issued and returned.
- Reviewing and updating our modern slavery measures at least annually;
- The Board’s Risk, Safety, Environment and Community Committee:
  - assessing whether modern slavery and human rights risks arising from and related to the Company’s operations have been appropriately identified and controlled on a risk assessed basis with effective action plans; and
  - ensuring action plans are implemented so that the Company is compliant and being operated to industry standards or better.
- Reviewing and assessing responses to our modern slavery questionnaire in order to track the effectiveness of the modern slavery risk assessment.
- Considering feedback from external stakeholders and internal personnel regarding the adequacy of our modern slavery risk assessment and response.
- During the reporting period, no direct modern slavery grievances were raised via our online enquiries function on our website or our whistleblower reporting framework.
- Annually complete the Walk Free Modern Slavery Benchmarking Tool to obtain a score of current performance and steps to improve performance.

We recognise that the review and assessment of our actions to identify and address modern slavery risks in our operations and supply chain will be an ongoing process of continual improvement. As we gain more in-depth knowledge of our supply chain, we will be better placed to assess the effectiveness of our approach to modern slavery.

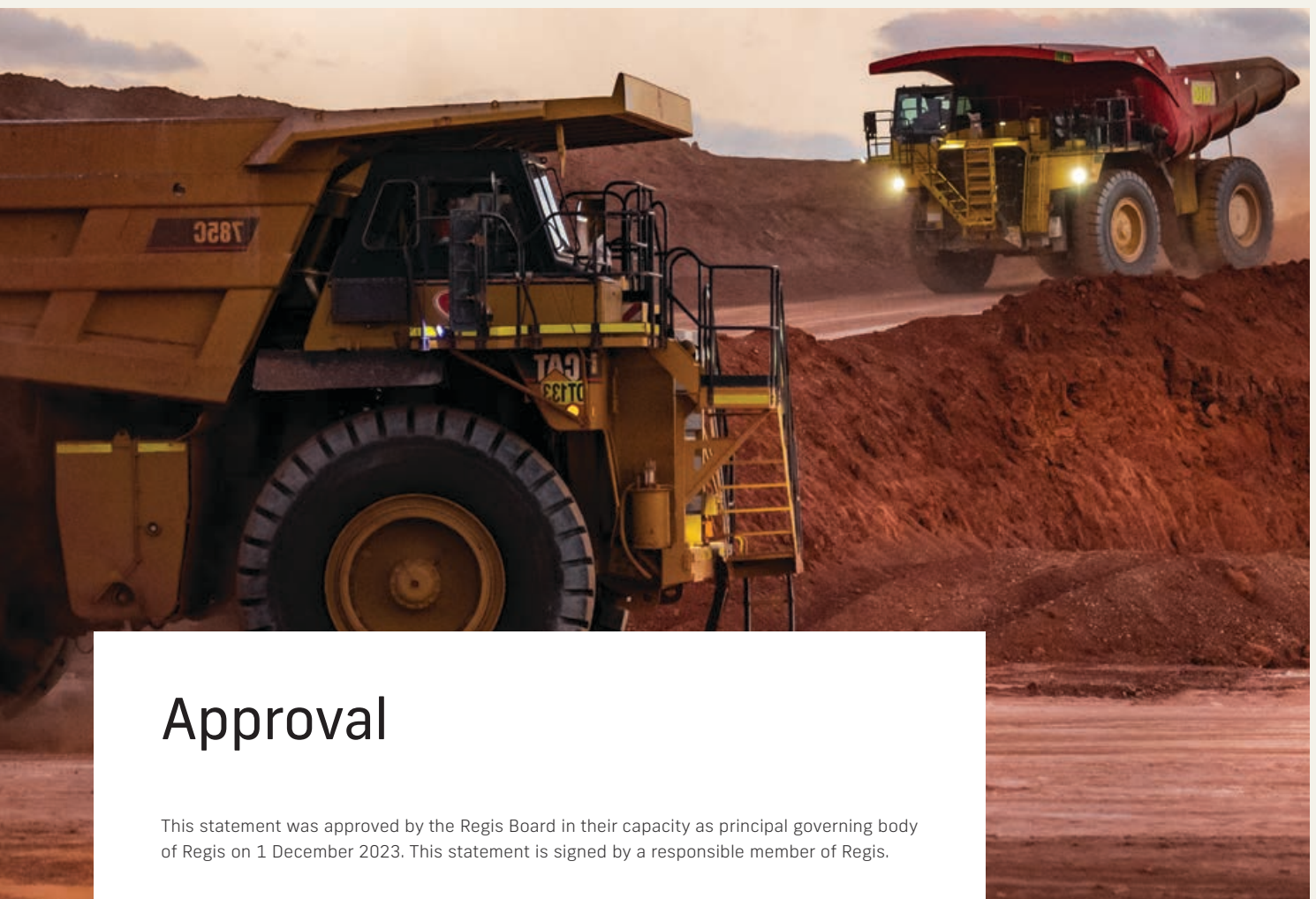


Measures that have been implemented to assess the effectiveness of our actions:

- 
**Annual review of our suppliers.**
- 
**Annual review of our modern slavery measures.**
- 
**Board and committee oversight to identify and control risks related to the Company’s operations.**
- 
**Review and assess responses to our modern slavery questionnaire.**
- 
**Consider feedback from external stakeholders and internal personnel.**
- 
**Annually complete the Walk Free Modern Slavery Benchmarking Tool.**

# Consultation with Entities Owned or Controlled by Regis

During the reporting period this statement covers, Regis consulted the relevant companies it owns and controls in the development of this statement. Regis and its subsidiaries are supported by centralised shared services and are governed by the same governance policies and procedures. In particular, Regis has a common company secretary across all of its subsidiaries which facilitated consultation across the Regis controlled companies.



## Approval

This statement was approved by the Regis Board in their capacity as principal governing body of Regis on 1 December 2023. This statement is signed by a responsible member of Regis.

**Jim Beyer**

Managing Director and  
Chief Executive Officer

Regis Resources Limited





