

Modern Slavery Statement

2023



Evolution
MINING

“Inspired people
creating a
premier global
gold company”

We acknowledge our First Nation Partners and Indigenous Peoples and communities throughout Australia and Canada and recognise their continuing connection to land, waters, and community. We pay our respects to them, and their cultures, and to Elders past, present, and emerging. We acknowledge the Elders for their resilience in paving the way for the generations thereafter and we recognise those who continue to educate and empower to maintain and protect all aspects of Indigenous heritage and culture.

About this Statement

Evolution Mining Limited (Evolution) (ABN: 74 084 669 036) is an Australian public company listed on the Australian Stock Exchange (ASX: EVN). The Company is registered at Level 24, 175 Liverpool Street, Sydney, New South Wales, Australia.

This Modern Slavery Statement is published in accordance with the Australian *Modern Slavery Act 2018* (Cth) (MSA or Act) for the financial year ending 30 June 2023 (FY23) and describes the steps taken by Evolution to identify, address and mitigate modern slavery risks in our operations and supply chains.

This statement covers the activities of Evolution and all entities within the Evolution Group structure¹. Each entity is covered by Evolution's policies, procedures, and systems, including those relating to contracting, purchasing and human resources.

¹ See Evolution's [2023 Annual Report](#) for a listing of all entities

The modern slavery risks and impacts associated with projects which we do not operate are not included in this statement. We regularly engage with joint venture partners and operators on key issues affecting project outcomes, including human rights and modern slavery.

This statement was approved by Evolution's Board of Directors in November 2023.

We welcome and value feedback.

Please direct your feedback and enquiries to Fiona Murfitt - Vice President of Sustainability at esgreporting@evolutionmining.com

Modern Slavery Act Criteria

This Modern Slavery Statement was prepared to meet the mandatory reporting criteria set out under s16(1) of the Modern Slavery Act 2018. The table below identifies where each criterion is disclosed within this Statement.

Modern Slavery Act Criteria	Location
Identifying the reporting entity	Page 2
Letter from the Executive Chair	Page 3
Describe the reporting entity's structure, operations and supply chains	Pages 5-9
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Pages 10-12
Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	Pages 12-21
Describe how the reporting entity assesses the effectiveness of these actions	Pages 22
Describe the process of consultation with any entities that the reporting entity owns or controls	Pages 20, 23
Other relevant information about this statement	Pages 4, 5, 6, 8, 9, 10, 12, 15, 19



Executive Chair's Letter

On behalf of the Evolution Board of Directors, I am pleased to release Evolution Mining's fourth Modern Slavery Statement, which outlines our actions to assess and mitigate the risk of modern slavery within our business and supply chains. At Evolution, Sustainability is integrated into everything we do and informs our commitment to enhancing and advancing the human rights of our people, our communities, and stakeholders. We are committed to mitigating modern slavery risks in our business and reject any activities that may cause or contribute to modern slavery, including deceptive recruiting for labour or services. This commitment goes beyond compliance with the Act; it is a key tenet of our Sustainability Principles and is aligned with our Values of Safety, Excellence, Accountability and Respect.

Modern slavery is a serious violation of an individual's dignity and human rights. It can include human trafficking, slavery, servitude, forced labour and debt bondage, and are serious crimes under Australian law. It is everybody's responsibility to address and eradicate modern slavery.

Evolution has pursued year-on-year improvements by taking a risk-based approach in identifying and responding to modern slavery and related human rights and exploitation risks. We actively assess risks to our workforce and supply chain in the context of our internal policies and external obligations and expect the same from our business partners. Modern slavery risks are complex and evolving and we aspire to continue to mature in our risk management, both as an organisation and an industry group.

As a signatory to the United Nations Global Compact (UNGC), we are steadfast in enhancing our due diligence processes and working closely with our suppliers and broader stakeholder groups in managing the risk of modern slavery. This supports us in taking meaningful action to protect the human rights of our people and the communities in which we operate.

In FY23, no violations of human rights, including the rights of our First Nation Partners and Indigenous Peoples, were recorded. Of note, we made good progress in building a deeper understanding of the risks in our Tier 1 and Tier 2 supply chains.

Time was also spent engaging with suppliers in deep dive sessions which were meaningful, open discussions designed to share knowledge to help inform how we can work together to best manage modern slavery risks in our supply chains. In FY24, a core focus area will be to engage more with our industry peers to collaborate and build a deeper understanding of best practice.

We remain proactive in our approach to sharing knowledge amongst ourselves and our suppliers about the risks of modern slavery, while looking for ways to take meaningful action. We are committed to minimising potential negative impacts and promoting positive outcomes in line with our social commitment to leave a positive legacy. This includes being transparent in our reporting about what has worked, and where we need to strengthen our approach. We are confident that this Statement is accurate and balanced and provides the level of accountability and transparency that we continually strive for.

Yours faithfully

Jake Klein
Executive Chair

FY23 Highlights

Sustainable Procurement

Continued to embed modern slavery into our Sustainable Procurement approach

Supplier Assessment Questionnaire (SAQ) Upgrades

Feedback incorporated into the questionnaire to support a deeper understanding of our medium and high-risk suppliers' supply chains

Deep Dive Sessions

Conducted with a number of key supply partners focused on modern slavery

Targeted Training

111 of our employees underwent additional modern slavery training due to their exposure to the supply chain

Education Sessions

Active participation by the Modern Slavery Working Group in internal and external education sessions

100% Incidents (1) Investigated

All modern slavery incidents (potential or actual) were investigated with no further action required²

100% of Medium and High-risk Suppliers

Engaged for an opportunity to undertake a Modern Slavery Risk Assessment in our SAQ³

Our Commitment to International Standards and Collaboration

1

We commit to internationally recognised human rights frameworks, standards and goals including:

- UN Guiding Principles on Business and Human Rights (UNGPs)
- UN Sustainable Development Goals (UNSDGs)
- Global Reporting Initiative (GRI)

2

We are signatories to the following commitments:

- UNGC – encourages businesses to adopt sustainable and socially responsible policies, and report on implementation

3

We engage with other organisations to improve understanding and develop ideas to manage modern slavery risk, including:

- UNGC Network Modern Slavery Community of Practice
- UNGC SDGs Accelerator Programme
- Monash University (engagement on their *ASX100 Modern Slavery Statement Disclosure Quality Ratings Research Report*⁴)
- Australian Council of Superannuation Investors (ACSI) (engagement on their review of modern slavery reporting for ASX200 companies)
- Environmental, Social and Governance (ESG) agencies, including S&P Global, MSCI, ISS ESG, and Sustainalytics

² One incident of potential modern slavery was identified and investigated, with no further action required

³ 57% of questionnaires issued to medium and high-risk suppliers were returned in FY23. In FY23, questionnaires were issued to a larger pool of our identified medium and high-risk suppliers (125) than in FY22 (109). Against the baseline of FY22 questionnaires issued, a total of ~65% questionnaires issued were returned in FY23. This represents a ~4% increase in responses in FY23.

⁴ [ASX100 Modern Slavery Statement Disclosure Quality Ratings](#)

Our Structure, Operations and Supply Chain

Our Structure

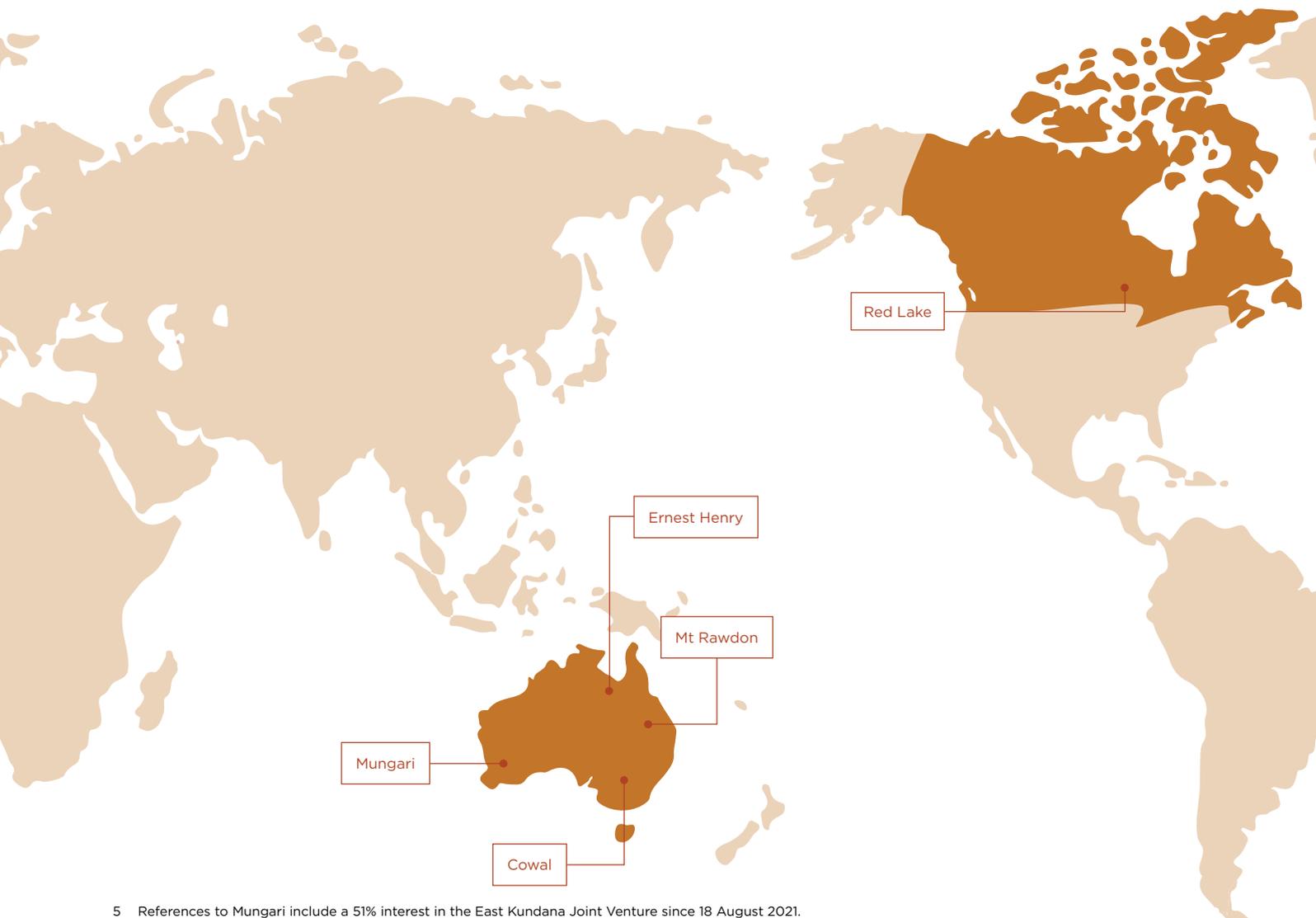
Our parent company, Evolution Mining Limited (ABN: 74 084 669 036) is an Australian public company listed on the Australian Stock Exchange (ASX: EVN).

Evolution was formed in November 2011 and has evolved to become a leading, globally relevant gold mining company.

Evolution operates five wholly owned mines in Australia and Canada:

- Cowl in New South Wales on the lands of the Wiradjuri People
- Ernest Henry in Queensland on the lands of the Mitakoodi People
- Mungari⁵ in Western Australia, on the lands of the Marlinyu Ghoorlie People and other knowledge holders
- Mt Rawdon in Queensland located within the traditional lands of the Bailai, Gurang, Gooreng Gooreng, and Taribelang Bunda People
- Red Lake in Ontario, Canada on the traditional territory of Treaty 3 on the lands of the Wabauskang and Lac Seul First Nations

Our head office is located in Sydney, Australia on the lands of the Gadigal People of the Eora Nation.



⁵ References to Mungari include a 51% interest in the East Kundana Joint Venture since 18 August 2021.

Our Purpose

To deliver long-term stakeholder value through safe, reliable, low-cost gold production in an environmentally and socially responsible way.

Our Vision

Inspired people creating a premier global gold company.

Our Values

Our values guide our behaviours and the decisions we make in the workplace every day: Safety, Excellence, Accountability and Respect.



Safety

Think before we act, every job, everyday



Excellence

We take pride in our work, deliver our best and always strive to improve



Accountability

It is my responsibility. I own it - good or bad



Respect

We trust each other, act honestly and consider each other's opinions

Our Strategy

Since the formation of Evolution in November 2011, we have had a consistent strategy to ensure the business prospers through the cycle:

- Create sustainable value for stakeholders in an environmentally and socially responsible way
- Driving a high performing culture with values and reputation as non-negotiables
- Being willing to take appropriate geological, operational and financial risks
- Building a portfolio of up to 8 assets in Tier 1 jurisdictions generating superior returns
- Having financial discipline centred around margin and appropriate capital returns

Evolution has made a strategic decision to manage its geopolitical and human rights risk by operating in the Tier 1 jurisdictions of Australia and Canada. The mining industry in Australia and Canada is not considered to be high-risk for modern slavery⁶.

We have no exposure to artisanal and small-scale mining, nor conflict-affected and high-risk areas, in proximity to our existing and exploratory operations, contributing to the mitigation of business-wide human rights impacts.

Our Operations

In FY23, Evolution produced 651,155 ounces of gold at an All-in Sustaining Cost of \$1,450 per ounce as we continue to position ourselves as a low-cost producer that creates value for its stakeholders in a socially and environmentally responsible way.

6 [Walk Free Foundation's Global Slavery Index](#)

Operational and Financial

651koz

Gold production

47kt

Copper production

\$944M

Operating mine cash flow

AISC

\$1,450/oz⁷
(US\$1,033/oz)⁸

\$92M

Dividends paid

\$164M

Statutory net profit after tax

Mineral Resources and Ore Reserves

Dec 2022 Mineral Resources⁹

30.3Moz

Contained gold 2% increase

1.8Mt

Contained copper 22% increase

Dec 2022 Ore Reserves⁹

10.0Moz

Contained gold 4% decrease

661kt

Contained copper 3% increase

7 All-in Sustaining Cost includes C1 cash cost, plus royalties, sustaining capital, general corporate and administration expenses on a per ounce sold basis

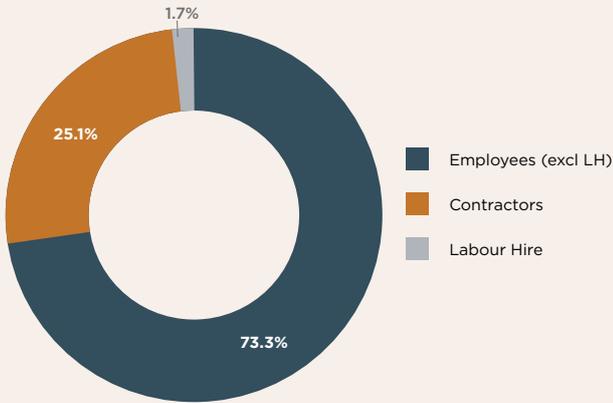
8 Calculated using an average AUD:USD exchange rate of 0.7124 for the 12 months of FY23

9 As at 31 December 2022 and compared to the 31 December 2021 estimates. Excludes the June 2023 Ernest Henry Mineral Resource and Ore Reserve updates as the comparison is provided year-on-year at 31 December. See the Mineral Resource and Ore Reserve section of the Annual Report for further information

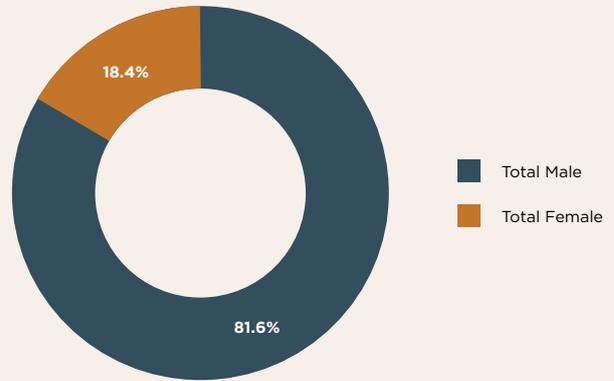
Our Workforce

As at 30 June 2023, we employed 3663 people (including contractors and labour hire) across our operations and offices. Overall, 18.4% of our workforce identified as female, and employees identifying as Indigenous accounted for 6% of our workforce. From FY24, will continue to mature and improve our data disclosures, where this data could assist us to address potential exposure to modern slavery and human rights risks in our workforce.

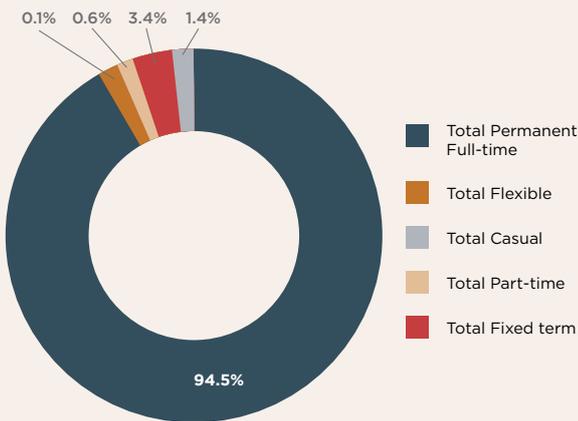
Workforce Breakdown



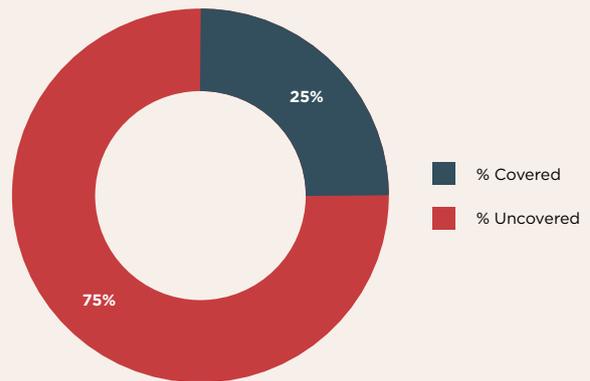
Gender Breakdown



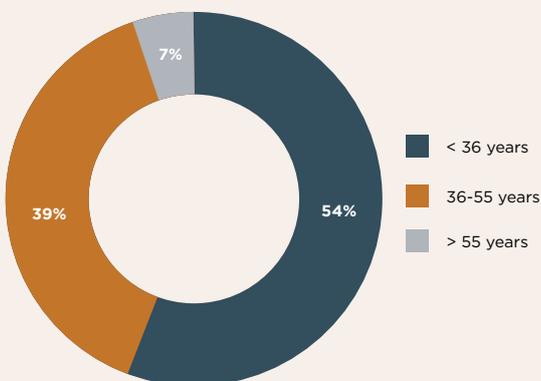
Employee Type Breakdown



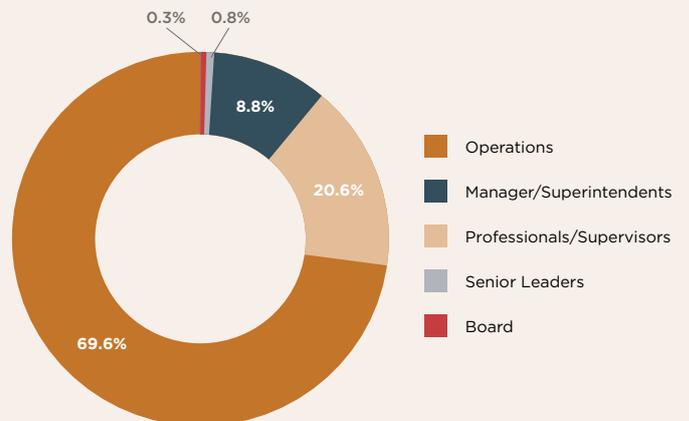
Coverage under Collective Bargaining Agreements



Employee Age Breakdown



Employee Level Breakdown



For more information about our business, refer to our 2023 Annual Report¹⁰, ESG Performance Data¹¹, and our website¹².

¹⁰ [2023 Annual Report](#)

¹¹ [FY23 ESG Performance Data](#)

¹² [Evolution Mining website](#)

Evolution Supply Chain



Exploration and Discovery

- Drilling contractors
- Geology and geophysical contractors
- Analytical laboratories
- Health and Safety specialists
- Surveying
- Earthmoving contractors
- Environmental and water consultants



Support services

- Site accommodation management services
- Power, communication and IT services
- Insurance
- Employee benefits
- PPE and PPC
- Legal and specialist support
- Medical, health and safety services
- Labour supply
- Water and waste management



Mining

- Mining and haulage contractors, plant and equipment
- Cement and ground support supply
- Explosives supply and blasting services
- Fleet, maintenance, parts and equipment
- Fuel, oil and tyre supply
- Blasting software and consultants
- Mining communication
- Geotechnical services



Processing

- Operations and maintenance contractors
- Supply of grinding media flocculants
- Chemicals and reagents supply
- Laboratory services
- Civil contractors
- Fuel and gas supply



Transportation

- Freight services
- Haulage services
- Port services
- Stevedoring
- Shipping
- Bus services
- Air charter services
- Travel service

As a major producer and consumer within the communities we operate, all reasonable opportunities are taken to execute a sustainable approach to how and where our goods and services are sourced for the benefit of all stakeholders. Our approach to *Sustainable Procurement* is outlined below.

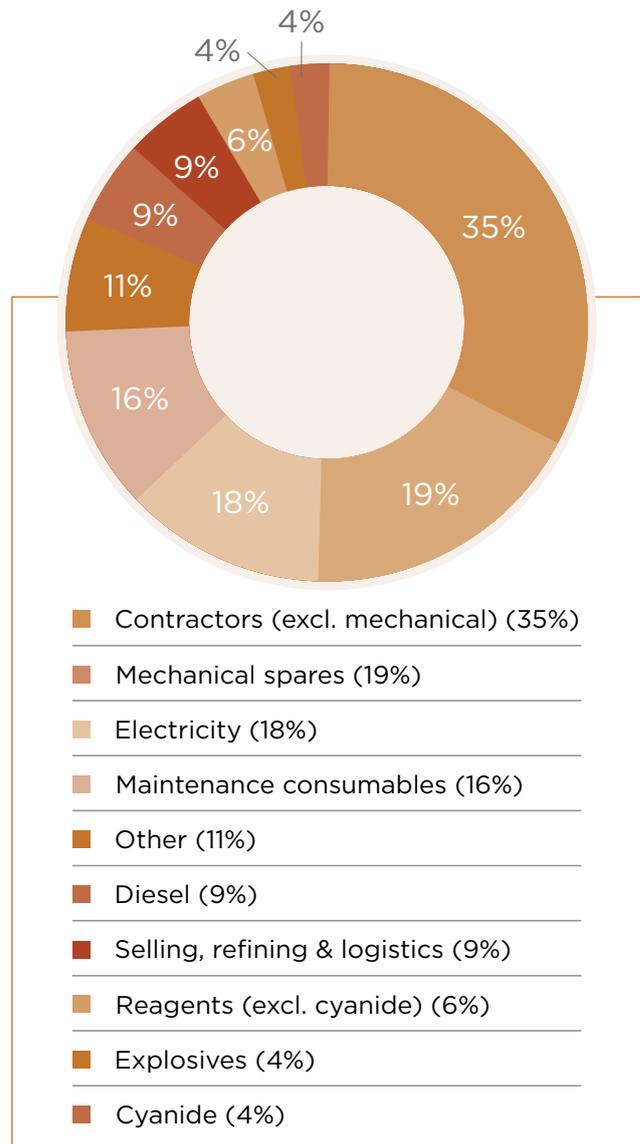
Our Supply teams manage and coordinate procurement activity across the end-to-end procurement lifecycle, ensuring sourcing of goods and services is undertaken in accordance with the Company's policies and procedures.

Our supply chain comprised of 3,629 active suppliers in FY23, with approximately 80% in Australia and 19% in Canada. Our total procurement spend for FY23 was \$1.75 billion¹³. We spent \$261 million directly with local and regional suppliers, including \$230 million with local suppliers, a 73% increase (compared to FY22). This increase is attributed to the first full year of ownership of Ernest Henry and reflects our strategy to engage with local, regional, and Indigenous suppliers across all operations.

The majority (99%) of our direct (Tier 1) suppliers are based in Australia and Canada with 1% of the supply chain operating outside of these jurisdictions (United States of America, England, Ireland, Finland, Singapore, Taiwan, South Africa and New Zealand). We recognise that some of our direct suppliers have operations, or engage subcontractors (Tier 2 and beyond), in other jurisdictions and that this risk must also be equally managed and reported. More detail into the sub-tier elements will mature over time.

We recognise that a lower spend on suppliers does not equate to lower modern slavery risk. The following graph reflects our largest supply spend by category.

Top 10 Supplier Spend by Category



¹³ This figure reflects supplier payments only and excludes wages, dividend payments, interest, taxes, royalties, community.

FY23 Spend by Source



Value Chain Segments



% of total procurement spend



of suppliers



Scale indicates the estimated prevalence of modern slavery in a country and is taken from the Global Slavery Index 2023

Note: This is a snapshot of our Tier 1 supply chain. We acknowledge that goods and services supplied by our direct suppliers (the entities we directly contract with) may not be manufactured or provided in those direct suppliers' countries but in jurisdictions that are at higher risk for modern slavery.

Identification of Modern Slavery Risks

Operational and Supply Chain Modern Slavery Risks

Evolution maintains a zero tolerance approach towards any form of modern slavery, and takes reasonable efforts to manage the risk of modern slavery to vulnerable groups. We also acknowledge that the nature and extent of modern slavery means there is a risk that it may be present in our business operations and supply chains.

Modern slavery risks are identified and evaluated as early as reasonably practicable in the mine lifecycle and regularly assessed. This includes during any due diligence process related to acquisitions.

We regularly assess the salient human rights issues¹⁴ across the business to identify those stakeholders at risk of the most severe negative impact. Our salient human rights risks are detailed below and include First Nations and Indigenous Peoples' rights and labour rights through modern slavery. This risk identification is supported by our Integrated Risk Management Framework, associated Policies and Standards and materiality assessment processes. This is also referenced in *Our Approach*.

Our Salient Human Rights Risks



Modern slavery can manifest in child labour, human trafficking, slavery, servitude, forced labour, debt bondage and forced marriage, sexual exploitation, and are serious crimes under Australian law. Groups at particular risk and vulnerability include women, Indigenous peoples, migrant workers, third-party employees, and local communities. It is estimated there were still 41,000 people living in modern slavery in Australia, and 50 million people living in modern slavery globally¹⁵.

To assist with identifying where and how modern slavery risks could be potentially encouraged in our operations and supply chain, Evolution adopts the UNGP's "cause, contribute and directly linked" concepts and aligns our definitions with the [UNGC's](#). We are vigilant in engaging suppliers to determine if, through our actions, our business could:

- Cause modern slavery
- Contribute towards modern slavery
- Be directly linked to modern slavery through our business operations and supply chains

¹⁴ "The human rights at risk of the most severe negative impact through the company's activities and business relationships." ([UNGP Reporting Framework](#))

¹⁵ [Global Slavery Index 2023](#)

Element of Modern Slavery	Definition	Example
Cause	Risk that Evolution's operations may directly result in modern slavery practices	Evolution owns an operation where we directly hire and exploit labour
Contribute	Risk that our operations and/or actions in supply chains may contribute to modern slavery	Evolution specifically ask a construction company to do a job at a materially below market price and within an unreasonably short timeline which results in them sourcing the cheapest possible labour where workers are being exploited
Directly Linked	Risk that our operations, products or services may be connected to modern slavery through the activities of another entity we have a business relationship with. Business relationship includes entities we do not have direct relationship with (i.e., Tier 2 suppliers).	Evolution may use grinding media sourced from offshore. These goods have been manufactured by another entity using materials sourced from a third party that was mined using <u>forced</u> labour.

Modern Slavery Risks in Our Direct Workforce

We consider the risks of modern slavery practices within our direct workforce to be low as our workforce primarily operates within Australia and Canada which are areas with robust legal, governance and regulatory frameworks, particularly in the area of human rights. We recognise that there is a potential for greater exposure in Tier 2 and beyond.

Evolution is committed to providing workplaces where our people, including contractors and business partners, are physically and psychologically safe, healthy, and well. The modern slavery risks that relate to our direct workforce are assessed in the context of our Sustainability and People and Culture Policies, Standards, practices, and behavioural conduct requirements, and external requirements. These are supported by our Sustainability Principles, Sustainability and Strategic Planning Policy and associated Standards and procedures and our Code of Conduct. They are also assessed against our legal and contractual obligations such as employment conditions.

These robust internal policies, systems and processes are governed and maintained to comply with legal and contractual obligations and support entitlements relating to employment. Our workforce is expected to comply with the associated Policies, Standards, Procedures and Work Instructions.

We have established several controls to support the identification and management of potential modern slavery risks within our direct workforce. All workers have access to and are made aware of mechanisms to voice concerns and provide feedback, both positive and negative. They are encouraged and supported to do so. We have a framework in place, which includes a Whistleblower Policy and confidential reporting mechanisms, which allows any person to confidentially raise concerns, including potential or actual unacceptable conduct with relation to human rights and modern slavery. This is reported as an agenda item to the Board Risk and Sustainability Committee, who have Board delegated responsibility for modern slavery risk matters. People can also raise this through other reporting mechanisms and informally via Management, and the Sustainability and People and Culture teams. More information can be found in the *Complaints and Grievance Mechanism* section.

The approach and supportive programs collectively help to create a workplace that supports workers professionally and personally and minimise the risk of modern slavery practices.

Evolution has for many years provided an opportunity for employees to provide direct feedback via employee engagement surveys. This is only one part of the mechanism for worker voice. Equipped with these insights, we will be well informed to engage with our people and understand and manage their concerns.

Modern Slavery Risks in Our Supply Chain

While 99% of our supplier spend is with our Australian and Canadian based suppliers, some of these suppliers do provide goods and services across multiple categories with various inputs to their supply chains, which may be sourced from potential high-risk jurisdictions. This could pose the risk of being directly linked to modern slavery in our supply chain, where visibility and the ability to influence is limited. We also understand that companies can inadvertently elevate the risk of human exploitation by placing unreasonable demands on suppliers.

We conduct regular reviews to understand where we are most at risk of modern slavery in our supply chains. This includes conducting a review of our business operations and supply chain structures, as follows:

- Business Operations**
What are the broad areas of the operations being assessed?
- Industries and Sectors**
What are the sectors and industries supplying to this business operation?
- Categories**
What are the categories of the goods and services being sourced?
- Supplier Entities**
Who is supplying the goods or services?
- Country of Origin**
Where are the goods or services being sourced from?

The accompanying matrix sets out what we consider to be our high-risk categories mapped against certain types of potential modern slavery risk areas, including:

- S&I** **Sector & Industry Risk** – certain sectors and industries may have high modern slavery risks because of their characteristics, products, and processes
- G** **Geographic Risks** – some countries may have higher risks of modern slavery, including due to poor governance, weak rule of law, conflict migration flows and socioeconomic factors like poverty
- P&S** **Products & Services Risks** – certain products and services may have modern slavery risks because of the way they are produced, provided, or used
- E** **Entity Risks** – Some entities may have particular modern slavery risks because they have poor governance structures, a record of treating workers poorly or a track record of human rights violations

High-risk Category Matrix

	Cause	Contribute	Directly Linked
High Risk Category			
Personal Protective Equipment (PPE) S&I P&S G E		●	●
Chemicals S&I P&S G		●	●
Tyres P&S G			●
Lime and Cement S&I P&S			●
Fuel P&S G			●
Grinding Media S&I P&S G E		●	●
Lubricants P&S G			●
Camp Services S&I E		●	●
Mechanical Spares P&S G		●	●
Transport S&I E			●

This categorisation and assessment of risk aligns with the Department of Home Affairs’ *Modern Slavery Act 2018: Draft Guidance for Reporting Entities*, *Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities*, and linked with the UNGP’s “cause, contribute and directly linked” concept.

Our Approach: Assessing and Addressing Modern Slavery Risks

Sustainability

Our sustainability efforts are to deliver long-term stakeholder value through safe, low-cost gold and copper production in an environmentally and socially responsible way.

Evolution adopted nine Sustainability Principles¹⁶ that provide the foundation for how we approach and integrate sustainability into everything we do. These principles align with the UNGC and the SDGs and support our drive for improvement as we mature in our sustainability journey, including our focus on human rights.

Evolution is a proud signatory of the UNGC, sharing a commitment with the global business community to sustainable business practices, aligning our approach with the UNGC's Ten Principles, including human rights. The alignment and the data contained within the [FY23 Sustainability Report](#) that references the SDGs and UNGP demonstrates Evolution's commitment to delivering economic benefits to all stakeholders in a socially responsible way. We believe this is core to our Values and how we lead our business.

¹⁶ [Evolution Mining Sustainability](#)

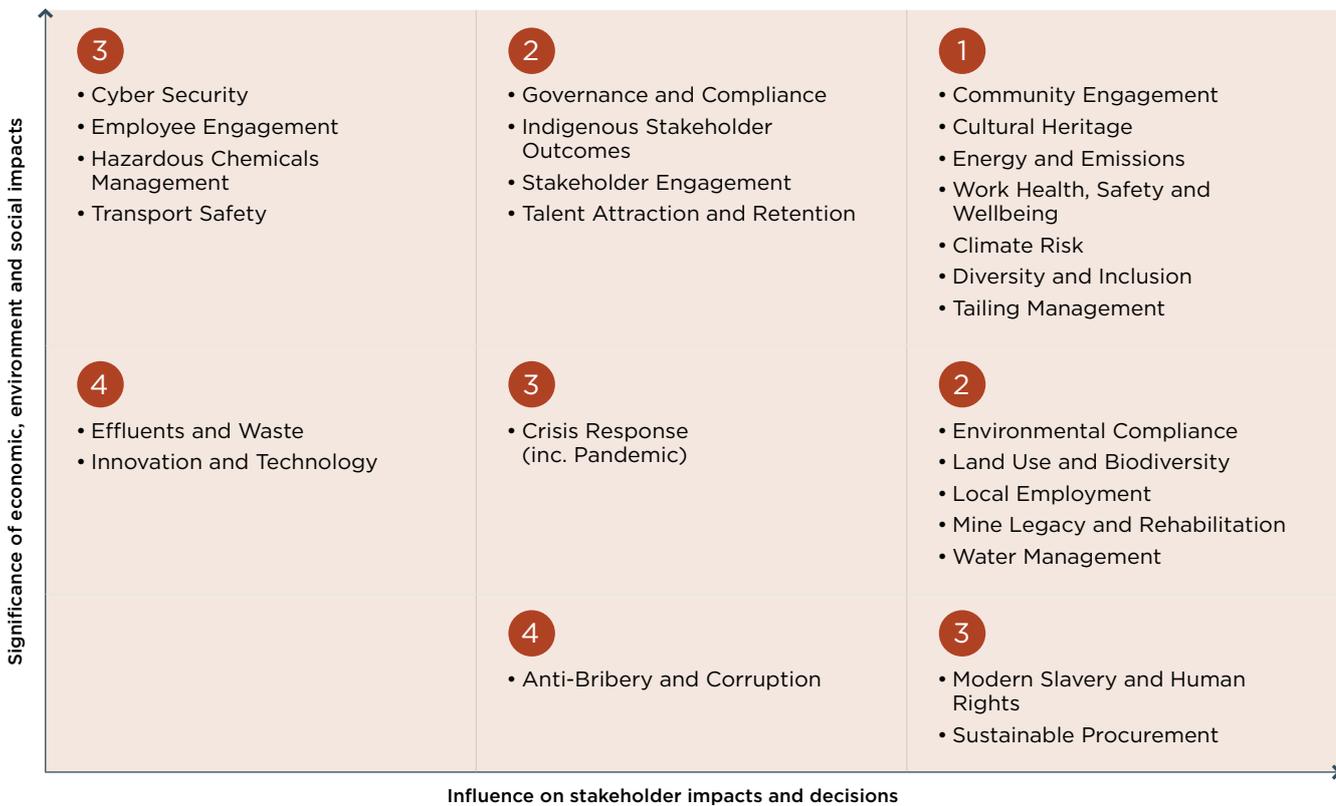
Our Sustainability Principles

Our Sustainability approach is guided by nine Sustainability Principles in alignment with the UNSDGs that we have prioritised for our business.

 <p>Advance the outcomes for Indigenous peoples and protect their cultural heritage</p>	 <p>Demonstrate robust risk management and safety leadership</p>	 <p>Respect the human rights of all our stakeholders</p>
 <p>Be an employer of choice attracting the most talented people and foster a safe, diverse, and inclusive workspace</p>	 <p>Protect and enhance our reputation as a trusted partner and provide community benefits that endure beyond the life of our mines</p>	 <p>Relentlessly drive for operational excellence through an innovative culture and inspired people delivering to plan</p>
 <p>Actively manage climate-related risks and opportunities including improving energy efficiency and the responsible management of water</p>	 <p>Contribute positively to local, regional and national sustainability efforts by achieving an outstanding level of environmental stewardship</p>	 <p>Be transparent at all levels of Corporate Governance, comply with applicable laws and regulations and operate at the highest standards of financial and ethical behaviour</p>

An independent materiality assessment was conducted in FY21 aligned with the GRI Standards, IAP2 Spectrum and the AA1000 Series of Standards to analyse Evolution’s key sustainability topics. The four-step process of assessment included an in-depth desktop study of a range of internal and external inputs, interviews with key stakeholders and an online stakeholder survey. It identified the most important ESG issues for key external and internal stakeholders, which included modern slavery and human rights. The assessment is reviewed annually, including in FY23. Modern Slavery continued to identify as a ‘material topic’ for Evolution and its stakeholders (i.e., double materiality approach).

Priority	1 Business critical	2 Extremely important
	3 Highly important	4 Important



More information on the material topics listed above and our Sustainability Strategy and Principles can be found in our 2023 Annual Report¹⁷ and ESG Performance Data¹⁸.

Sustainable Procurement

Sustainable procurement is a powerful lever for influencing suppliers’ sustainability performance and business conduct. We recognise the opportunity to positively impact communities by taking a considered approach to how and where we source our goods and services. By addressing sustainability issues and considering our commitments in our end-to-end procurement practices, we can manage sustainability risks and opportunities, minimise adverse impacts and promote positive environmental, social, and economic outcomes.

Influenced by our materiality matrix, our key sustainable procurement focus areas include:

- Net zero
- Indigenous procurement
- Modern slavery
- Water management
- Transport management (including fuels)
- Hazardous chemicals/explosives
- Geopolitical risk

These also link to *Our Salient Human Rights Risks*.

¹⁷ [2023 Annual Report](#)

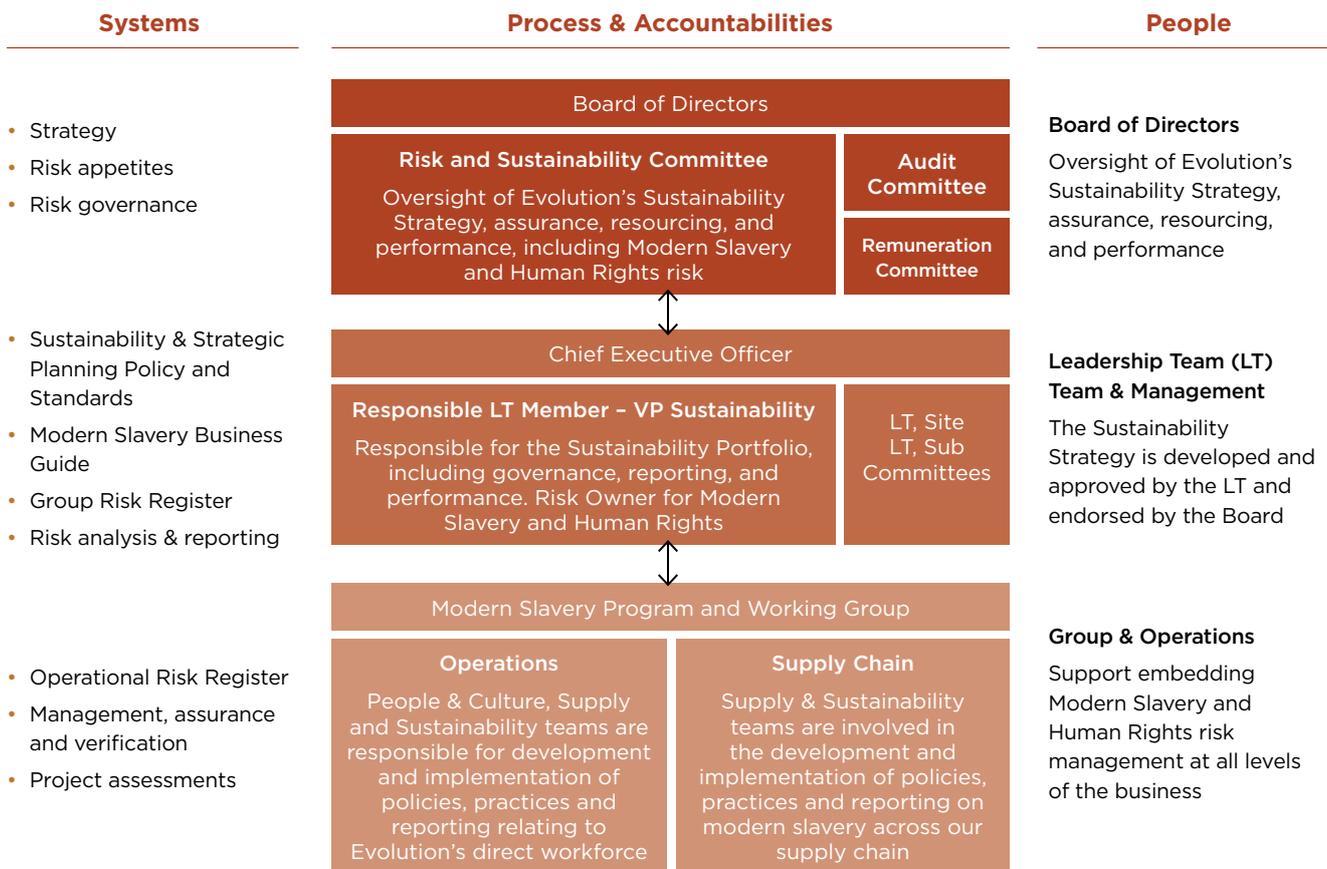
¹⁸ [FY23 ESG Performance Data](#)

We aim to actively manage these and other risks and require the same from our contractors and suppliers. To improve the supply chain’s social, environmental, and ethical footprint, we seek to screen and work with contractors and suppliers who share our values, and expect they follow high standards of governance and compliance with all applicable laws and our policies. They are required to be accountable for their actions and have established governance mechanisms to ensure alignment with these requirements. Their commitment to demonstrating compliance with our Modern Slavery Statement, Supplier Code of Conduct and Procurement Statement expectations are considered mandatory.

Corporate Governance

Evolution’s approach to assessing and addressing modern slavery risk is managed via the same governance structure for managing Evolution’s material ESG risks and opportunities, as outlined below. This governance structure applies to all entities owned and controlled by Evolution.

Modern Slavery Risk Governance Structure



The Board of Directors is responsible for the oversight of all Sustainability issues with the Board Risk and Sustainability Committee delegated to ensure the effective management of human rights-related risks, including modern slavery, as set out in its Charter¹⁹. To ensure oversight of modern slavery risks and monitoring of our progress internally, Evolution’s LT and Risk and Sustainability Committee are regularly updated on our Sustainability Performance, which includes modern slavery and human rights performance.

Our Vice President, Sustainability has responsibility for the oversight of modern slavery risks within our supply chain and within our business. The day-to-day implementation and coordination of modern slavery and human rights activities is undertaken by our Group and Site Sustainability and Supply Teams in close collaboration with other areas of the business, including the Commercial,

Operations and Exploration teams who manage all procurement processes including supplier due diligence, contracts, and engagement.

For further information on our corporate governance, refer to our 2023 Corporate Governance Statement²⁰.

Risk Management, Policies, Standards and Procedures

Our risk-based decision-making approach to the protection of human rights and the prevention of modern slavery is underpinned by Evolution’s Sustainability and Strategic Planning Policies, Standards, and Integrated Risk Management Framework, supported by our business guidelines and site processes and procedures that align to the principles of Australian and international standards and guidance. This also links to *Our Approach* section.

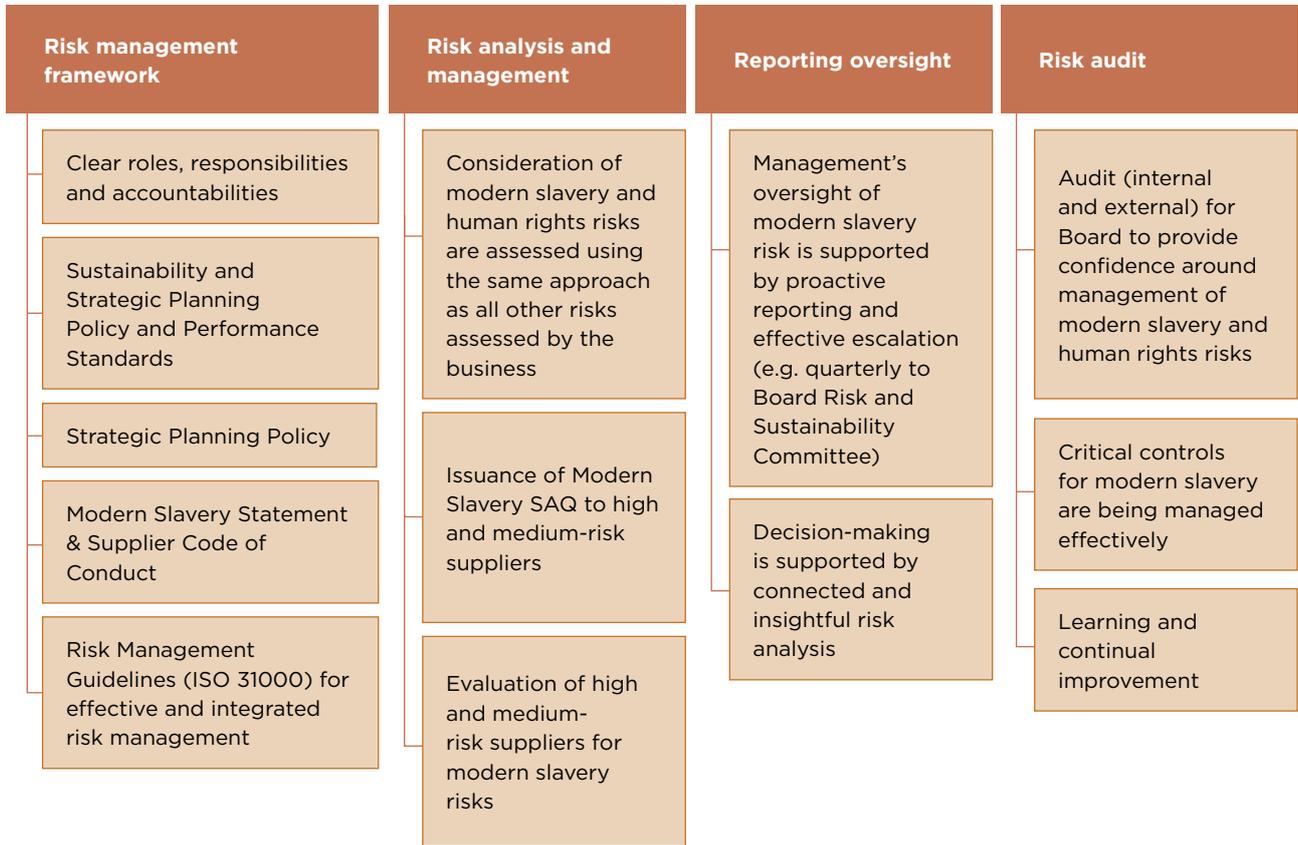
¹⁹ [Risk and Sustainability Committee Charter](#)

²⁰ [Corporate Governance](#)

Risk Register

In FY23, the Integrated Risk Management Framework and Group and Site Risk Registers were reviewed in detail. The intent was to drive further review, oversight, and control of risks most material to the business. All matters relating to Sustainability, including human rights, are recorded in a database and communicated widely across the organisation depending on the issue. These are reviewed regularly including by the Board Risk and Sustainability Committee, supported by the Site Leadership Teams, subject matter experts and the Leadership Team to ensure effective management of those risks.

Modern Slavery and Human Rights Management Process



Policies, Standards and Guides

Evolution has several policies, standards, and guides in place which apply to all entities owned and controlled by Evolution. They outline our minimum expectations, requirements and approach to modern slavery and human rights all of which are approved by the Board or one of its committees.

Document	How it addresses Modern Slavery
Sustainability and Strategic Planning Policy	<p>Embedded in our decision-making at all levels of the organisation. This policy sets out our commitments across the areas of health, safety, environment, operational risk, security, and social responsibility.</p> <p>This includes the commitment that we respect the human rights of our stakeholders and to provide a healthy, safe, and inclusive workspace that encourages our people to eliminate, avoid, and report unsafe situations.</p>
Sustainability Performance and Strategic Planning Standards	<p>They prescribe the minimum level of performance management that is to be achieved across our operations in regards to health, safety, environment and social responsibility.</p> <p>Our Human Rights Sustainability Performance Standard defines the minimum requirements in relation to respecting the basic rights and fundamental freedoms to which all human beings are entitled, including the protection of our employees', First Nation Partners and Indigenous Peoples', migrant workers', local communities', contractors', and women's rights.</p>
Code of Conduct	<p>The Code of Conduct sets the standards for our people to act ethically, responsibly, and lawfully. It applies to Directors, all employees, contractors, and consultants employed to undertake work on behalf of, or for Evolution and its subsidiaries. It guides us in meeting ethical standards and legal requirements, and all Evolution employees complete training to understand its requirements, including regarding human rights.</p>
Procurement Statement	<p>The Procurement Statement and Standard provide the framework under which the Company sustainably procures goods and services. Our Procurement Statement is aligned to our values, Code of Conduct, and Supplier Code of Conduct and considers various ESG factors that are integrated into our market engagement and procurement activities and vendor onboarding process.</p> <p>It highlights Evolution's commitment to partnering with suppliers who can demonstrate high standards of ethical business conduct, including respect of human rights including modern slavery, rights to life and liberty and security of persons in supply chains.</p>
Supplier Code of Conduct	<p>Communicates the expectations and minimum standards we place on our suppliers with regards to ESG risks and impacts, including complying with all applicable legislation in relation to employment practices and respecting and supporting human rights. Our suppliers are expected to uphold the same standards and approach towards human rights as Evolution.</p>
Whistleblower Policy	<p>A framework has been established for individuals to raise concerns that relate to potential or actual unacceptable conduct in relation to human rights and modern slavery. This framework is detailed in the Whistleblower Policy and Standard which includes the defined elements of independent reporting and investigation procedures, disclosure protection, along with the associated corporate governance. They are communicated regularly to employees and contractors via onboarding, the Code of Conduct, the People and Culture department, and the intranet.</p>
Modern Slavery Business Guide (internal)	<p>Incorporated into our governance processes and is designed to assist Evolution personnel, including Site Leadership Teams, Managers, Superintendents, Supervisors and Supply teams, in assessing the risk of modern slavery occurring in our supply chains, the steps being taken by Evolution to mitigate the risk and the actions required to provide assurance that our business is free from modern slavery.</p> <p>It provides an internal escalation process from where possible modern slavery issues have been identified in our supply chain right through to notification at the senior executive level, and includes a risk-based process to assess, report and where required, take action to address the risk of modern slavery occurring in our business operations and supply chain.</p>

Our Due Diligence Mechanisms (Governance)

We consider that any form of modern slavery is unacceptable and acknowledge our responsibility in helping to eradicate it. During FY23, we continued to apply a rigorous methodology to manage modern slavery risks, including increased measures with our medium to high-risk suppliers.

We maintain a comprehensive risk-based supplier due diligence framework for identifying and managing the risks associated with our suppliers, including selection, onboarding, and monitoring, through to corrective actions and disengagement.

A variety of tools are used to assist us in our due diligence processes. These may include on-site inspections, obtaining information from third-party sources including authorities, international organisations and civil society, and consulting experts and technical literature.

Supplier Contracts and Market Engagements

We establish expectations on human rights via our contracting process and market engagement practices with our Tier 1 suppliers. Modern slavery provisions have been incorporated in our procurement contracts and vendor trading terms for the supply of goods and services. The provisions:

- Prohibit modern slavery practices by the contractor or its subcontractors
- Provide Evolution with the right to audit and to terminate the contract
- Mandate the inclusion of similar provisions in contractors' supply activities, thus cascading the provisions down through the supply chain

We require that our suppliers have zero tolerance for any form of modern slavery, forced labour or child labour in their operations and supply chains (as defined by the International Labour Organisation).

Our contracts with Tier 1 suppliers require compliance with stringent Sustainability (Health, Safety, Environment First Nations, Community and Social) criteria, along with provisions around modern slavery. They must also adhere to our policies and procedures when working on site. Compliance and performance are monitored through regular supplier relationship meetings and key performance indicator reporting.

Market engagements are issued through our tender management platform. Questions are provided to potential suppliers for completion which are then reviewed and scored by the Evolution evaluation team. The questions require strict adherence to our Supplier Code of Conduct and are also designed to provide insight into the ESG practices of potential suppliers and assess their organisational fit with our overall business, including our values and expectations, and includes our Modern Slavery SAQ questions.

Supplier Engagement

Formal and informal engagement, including onsite visits by our teams, surveys and structured meetings are a key feature of our engagement strategy. These engagements are a valuable insight into the experience of workers and aim to validate information supplied. We set corrective actions from these engagements and the findings are used to improve future due diligence assessments for current and potential suppliers, using a risk-based approach:

- During pre-qualification, the tendering process, or at the renewal of an existing contract term a formal risk assessment is conducted for all our suppliers
- Based on the risk assessments, suppliers may be required to supply additional information
- Further due diligence may occur, including the use of third-party verification of supplied information

Evolution continues to build relationships and work with organisations to address modern slavery risks across our shared supply chains. We also reserve the right to suspend, discontinue or terminate relationships with suppliers when we have a reason to suspect or can identify that the supplier:

- Is in breach of the law
- Refuses or fails to demonstrate reasonable and timely efforts to implement agreed corrective actions required to operate in accordance with our Supplier Code of Conduct

Supplier Assessment Questionnaire (SAQ)

Further to the identification of modern slavery risk in our supply chain, we have collaborated with each of the operations to evaluate and rank our suppliers as 'Low', 'Medium' or 'High Risk', based on the level of spend, and the sector and industry, product and service, geographical, and entity risk areas.

We issue an annual SAQ to those suppliers who have been identified as medium to high risk of modern slavery. The questions contained in our SAQ have been built around these risk areas and our methodology to evaluate and score these responses is based on specific metrics, such as the Global Slavery Index's (GSI's) vulnerability scoring.

In FY23, we have developed an action plan to follow up on those suppliers who have not submitted a response to the SAQ. This action plan includes obtaining feedback from suppliers to ascertain the reason for not responding; for example, to understand whether accessibility issues with the platform or the timing of when we issued the SAQ were contributing factors. This feedback will help us to refine and improve our SAQ process and approach.

Our SAQ process also helps us with mapping and understanding our Tier 2 and beyond supply chains. This will continue to be a core focus for us throughout FY24, as we work to progressively understand the multiple tiers of suppliers that form the extended supply chain.

CASE STUDY

Modern Slavery Deep Dive Sessions

To meet an FY23 commitment, Evolution undertook further assessments of suppliers with a focus on improving governance and due diligence processes. Suppliers were identified in accordance with the Act's associated guidance notes and any previous incidents of modern slavery available in the public domain. The categories covered four of our high-risk categories, including PPE, fuel, grinding media, and chemicals.

Our Modern Slavery Working Group conducted several face-to-face deep dive sessions with these suppliers to increase knowledge and awareness of our Tier 2 supply chains and to gain a broader understanding of their approach to managing modern slavery risks within their businesses.

These sessions were based on exploring in greater detail the relevant supplier's response to our FY22 SAQ, and on information contained in their most recent Modern Slavery Statements. A list of targeted questions was circulated to the suppliers prior to the face-to-face sessions to facilitate an engaging and productive session.

The deep dive sessions were well received by the participants, who genuinely welcomed the opportunity to share insights on their approach and share knowledge on how we can work more effectively together to alleviate the risk of modern slavery in our supply chains.

In FY24, we will continue to engage with these suppliers to follow up on progress against key areas discussed. Further deep dive sessions will be undertaken with those suppliers of goods and services in our top 10 high-risk category list.

Education and Training

Education and training for employees is provided on human rights. This includes how to identify actual or potential risks of modern slavery within our business and supply chains, and the process of escalation. This is provided through:

- Discussion on modern slavery informed by the Modern Slavery Business Guide
- Interactive online training through our training platform (INX), consisting of both basic induction training and more detailed modern slavery training for employees who have direct responsibility for supply chain management
- Face-to-face training sessions for employees who have direct responsibility for supply chain management, including Site Leadership Teams, Managers, Superintendents, Supervisors and Supply Teams

CASE STUDY

Modern Slavery Education for Employees

With the implementation of the MSA legislation in 2018, education and training around modern slavery identification, requirements and obligations of personnel was deployed to all employees. The training was implemented for up to three years and was distributed to all personnel with 100% compliance. Aligned with MSA requirements, the training covered:

- What is modern slavery?
- How to identify and report modern slavery?
- The basic principles of the Modern Slavery Act 2018 (Cth)
- Our internal policies and procedures for identifying, mitigating, and responding to modern slavery risk

A formal review of the effectiveness of the training package revealed that greater value came from more targeted, detailed training for personnel who were identified as having greater exposure to the supply chain. From FY22, personnel across Supply were provided with additional targeted training on modern slavery, better equipping them to identify,

flag, gain external help, and prevent modern slavery in our supply chain. In FY23, 111 additional personnel undertook this training.

Continual improvement in education continues to be a key focus area in FY24. This may include a further review and update of our modern slavery education packs, including validation and guidance from an independent expert. More face-to-face modern slavery training is planned for relevant personnel across our sites.

In FY23, we continued to educate members of the Modern Slavery Working Group. This group is comprised of representatives from the areas of Commercial, Risk, Audit, Sustainability and People and Culture, and is pivotal to reinforcing the importance and awareness of the risk of modern slavery in our business, and in responding accordingly.

Members of the Modern Slavery Working Group have also attended externally run information sessions on modern slavery in FY23.

Collaboration and Engagement

Effective management and mitigation of modern slavery and human rights risks is supported by collaborating with peers.

As a signatory to the UNGC, we report annually on progress towards the implementation of the UNGC principles, that include human rights. We are also an active participant in the Global Compact Network Australia (GCNA) and a member of GCNA's Modern Slavery Community of Practice (COP). The COP aims to support companies to work together to solve problems, share knowledge, cultivate best practice, and foster innovation.

Evolution is a member of PASA (Procurement and Supply Australasia), a leading provider of information and education to procurement and supply professionals throughout Australia and New Zealand. This includes membership to PASA Connect which facilitates various round table and information sharing sessions led by subject matter experts, allowing members to build relationships with peers and explore solutions to current challenges, gain exposure to new ideas and practices, and benchmark our capabilities. A number of these sessions have focused on modern slavery and human rights.

We remain committed to engaging with our internal and external partners, such as ACSI and other suppliers through our Supplier Relationship Meetings (SRMs), to gain feedback and facilitate continuous improvement, including in our reporting. Throughout the year, we have regularly sought stakeholder feedback including:

- From our employees through employee engagement surveys - in FY23 we introduced the 'Your Voice' engagement survey (See *Identification of Modern Slavery Risks*)
- From our suppliers mainly through their dealings with our supply teams
- From direct discussions and feedback sessions such as improvement sessions with subject matter experts like ACSI
- Through conversations with key investors on the Company's performance, both generally and on our sustainability and human rights commitments

Collaboration with industry peers will increase in FY24 including through formal and informal knowledge sharing sessions to gain greater understanding of the issues and challenges in addressing modern slavery risk faced by the industry.

Audits

Audits are regularly undertaken to assess compliance against our Human Rights Performance Standard. This is incorporated within the Assurance Program and material actions are also externally validated annually by an independent auditor. In FY23, an adjustment was made to the plan with a decision to merge elements of the FY23 with the FY24 schedule, and sites continued to undertake self-assurance activities. Findings from FY23 showed that whilst there were areas for improvement identified across the Sustainability portfolio, there were no material findings.

In FY23, no incidents or violations of human rights, including the rights of Indigenous peoples, freedom of association, child labour, youth labour with exposure to high-risk work, or forced labour involving our employees were recorded. Ongoing risk mitigation, process review, measurement and assessment will continue.

Complaints and Grievance Mechanisms

Grievance mechanisms are implemented for all stakeholders at each operation across our organisation to express any concerns, issues, or grievances about real or perceived actions that cause concern.

As per section *Identification of Modern Slavery Risks*, a Whistleblower service has been established. In FY23, there were no whistleblower reports or other complaints relating to actual or threatened modern slavery or other human rights abuses in the Company or in our supply chain. We continue to encourage all stakeholders, including employees and business partners to provide feedback and raise any concerns. As a matter of procedure, every whistleblower statement is thoroughly investigated and reported through to the Board Risk and Sustainability Committee for oversight.

Responding to Identified Modern Slavery Risks

Evolution maintains a framework for how we manage identified cases of modern slavery within our business or supply chain to ensure consistency in working with our suppliers to manage the risk and take corrective actions.



01 Identification

Who: Personnel who become aware of a case of modern slavery and representatives from the Site Supply team

What: Capture information and material to help identify the modern slavery and document concerns raised

02 Elevation

Who: Relevant Site Supply Team

What: Collate material collected from the identification and provide to the Group Manager - Supply and Group Manager - Social Responsibility & ESG Reporting

03 Review

Who: Group Manager - Supply and Group Manager - Social Responsibility & ESG Reporting

What: Meet to discuss the findings and set a plan on how to engage with the relevant site and identified suppliers. Provide communication to VP Sustainability.

04 Notification

Who: VP Sustainability

What: Formal notification to LT

05 Engagement

Who: Authorised Evolution personnel (as approved by VP Sustainability)

What: Formally communicate concerns to identified supplier seeking further clarification and a formal response

06 Assessment

Who: Group Manager - Supply and Group Manager - Social Responsibility & ESG Reporting

What: Review the formal response received from the identified supplier and set out a rectification plan, if required. Rectification plan to be submitted to VP Sustainability for authorisation prior to re-engaging with identified supplier. In the event that identified supplier provides sufficient response to alleviate concerns on modern slavery then VP Sustainability to be formally notified and after advice from LT, case may be closed.

07 Rectification

Who: Group Manager - Supply and Group Manager - Social Responsibility & ESG Reporting

What: Continue to work with identified supplier to mitigate their exposure to modern slavery, being mindful to protect the wellbeing of those identified as being enslaved

08 Monitor

Who: Personnel who become aware of the case of modern slavery and representative from relevant Site Supply team; Group Manager - Social Responsibility & ESG Reporting, Group Manager, Supply.

What: Upon mitigation measures being put in place, the business will need to monitor identified supplier performance to ensure that the mitigation actions taken continue to be in effect. Any further incidents identified require recommencement of the process.

09 Reporting

Who: Group Manager - Supply and Group Manager - Social Responsibility & ESG Reporting

What: Identified cases will be reported to LT throughout the year

All Modern Slavery incidents (potential or actual) will be escalated using reporting protocols, including to the VP Sustainability as per our Corporate Governance reporting requirements.

Assessing our Effectiveness

Assessing the effectiveness of our modern slavery risk management is embedded into our annual processes and linked to our standard reporting and audit processes. The key activities that form the basis of our modern slavery action plan to assess effectiveness include:

Education and reporting: Education including information sharing, knowledge sharing in SRMs, inductions, online training, and lunch and learn sessions, including risk-based training to our senior operations leaders and procurement staff support a constructive reporting approach. An example of an improvement from our process was the shift to tailored training as per the previous case study.

Supplier risk identification and prioritisation: We continue to focus our supplier due diligence on our highest spend customers and our medium to high-risk suppliers through SAQs, deep dive sessions, and any identified risks, gaps, key outcomes from those activities. We included a flag in our vendor onboarding forms that employees can flag if they consider a supplier at risk of having modern slavery in the supply chain. An example of an improvement from this process were discussions around the shift to mandatory provision of SAQs for all high-risk suppliers.

ESG Reporting: We conduct annual benchmarking exercises with reporting agencies and deliver an Annual Sustainability Report that are subject to ESG expectations. We actively consider ESG ratings agency findings, and ratings which include assessments on modern slavery risk management. We continue to be a top performer in our industry globally ('AA' rating with MSCI and inclusion in the Dow Jones Sustainability Index).

FY22 Commitments	Status	FY23 Comment	Page
Identification and Assessment			
Work with the high priority Tier 1 suppliers to improve our understanding of their supply chains		More detail required from suppliers via enhanced SAQ process and scored in alignment with GSI's vulnerability scoring. Initiated deep dive sessions with medium to high-risk suppliers focused on their supply chains and a key action to develop a supply chain map.	18, 19
Commence mapping the next tier of suppliers against geographic, commodity and industry modern slavery risk indicators		SAQ upgraded to include questions on business activity and industry to assess risk categories, source locations on goods to identify geographic risk, scored in alignment with GSI's vulnerability scoring. This SAQ is complemented by training.	18, 19
Addressing and Mitigation			
Initiate "deep dives" into high-risk goods and services categories to investigate potential modern slavery risks		Multiple modern slavery deep dive sessions held with medium to high-risk suppliers. Will continue in FY24.	19 (case study)
Determine action plan for non-responding vendors to our SAQ		Action plan developed. Site Supply teams to raise this with vendors in SRMs to understand what is driving non-responses. Will continue to be an action item for FY24.	18
Seek independent validation of our SAQ process		Exploring our options, including potential service providers, for this task in FY24	23
Awareness and Prevention			
Review and improve our due diligence, risk management, training and supplier engagement systems and processes with respect to modern slavery risks		Modern Slavery Business Guide reviewed. SAQ process updated to enhance modern slavery risk identification and was distributed to tenderers via market engagement and contracts management platform	17, 18
Continue to embed an awareness of the risk of modern slavery with our existing suppliers		Modern slavery and broader ESG items embedded in vendor onboarding process, contract negotiations and contract management, for example in SRMs	11, 15, 18, 21
Review and update training materials and close any training gaps across our business in this space		More targeted training developed and distributed to personnel with high exposure to supply chain	19 (case study)
Monitoring, Communication and Effectiveness			
Develop and maintain audit standard for Modern Slavery and Human Rights Standard (previous action of 'Determine a way forward for high-risk supplier audits once the risk of COVID-19 subsides')		Line of Defence 1, 2 & 3 audit programs embedded, with independent verification of the processes in place	20
Use KPIs to monitor the effectiveness of implemented strategies, with a focus on levels of training and compliance		Developed a list of specific KPIs and measurements that we will implement for FY24	18, 23
Monitor and manage emerging legislation and disclosures (i.e., transitional risk)		Active review and management against core Frameworks such as UNGC, UNSDGs, GRI, Task Force on Climate-related Financial Disclosures (TCFD), Task Force on Nature-related Financial Disclosures (TNFD) and Standards such as International Sustainability Standards Board (ISSB), International Financial Reporting Standard (IFRS) S1 & S2 that may relate to modern slavery and human rights requirements.	4, 21
Collaborate with external partners and groups		Engaged in feedback session with ACSI	4, 20
ESG			
Finalise our Sustainable Procurement Framework to ensure the processes and procedures that underpin it are adequate to identify and address all relevant risks, including those relating to modern slavery		Developed a Sustainable Procurement Approach focused on Net Zero, Indigenous Procurement, and Modern Slavery, and key actions set supported by the Procurement Statement	14, 17
Review the Procurement Statement		Reviewed Procurement Statement to ensure alignment with Sustainability objectives	17

Progress on key commitments:  Complete  In progress, continuing in FY24

Consultation with our Entities

Identification and implementation of actions to assess and manage our modern slavery risks continues to involve consultation and engagement across our business entities. Throughout FY23, consultation included engaging with:

- Sustainability, Supply and People and Culture specialists
- Each individual Site Supply teams on identification of potential high-risk suppliers

Our Modern Slavery Working Group worked collaboratively to develop this Statement, with inputs from our Sustainability, Supply, People and Culture, Communications and Corporate Affairs teams.

Evolution LT and the Board are briefed on modern slavery regulatory requirements, our risks and responses including this Modern Slavery Statement.

Looking Ahead

In accordance with our zero tolerance of modern slavery, we remain committed to improving and doing everything reasonably practicable to prevent and address modern slavery. In FY24, we will continue to strengthen our approach to ensure we are taking meaningful action towards preventing and addressing modern slavery risks in our business and our supply chains. Building on progress to date, we have identified the following action items to focus on in FY24.

Key actions planned in FY24

- Ongoing deep dive sessions with suppliers in our high-risk goods and services categories to investigate potential modern slavery risks and follow up on actions of those that were completed in FY23
- Engage external providers to assist with ongoing improvement of due diligence for modern slavery and human rights risks
- Embed salient risks into the biennial independent Stakeholder Perception Survey
- Refine KPIs to monitor the effectiveness of implemented strategies
- Review and update training materials and close any training gaps across our business
- Conduct knowledge sharing sessions with industry peers to take a more collaborative approach to addressing modern slavery issues
- Refine the mapping of the next tier of suppliers against geographic, commodity and industry modern slavery risk indicators

We look forward to sharing our progress with you in our 2024 Modern Slavery Statement.

Modern Slavery Statement

Version Control: 4.0

Issued: 01/12/2023

Review Date: 01/12/2024

Owner: Fiona Murfitt VP Sustainability

Approver: Jake Klein Executive Chair