



Item 2.3.5: **01-March-2024** **Compliance - Modern Slavery**

Sponsor: **Damian Kricker** ***Company Secretary***

Modern Slavery Statement

Reporting period: 1 January 2023 to 31 December 2023

Reporting entity: Middlemount Coal Pty Ltd

a) The reporting entity

Middlemount Coal Pty Ltd ACN 122 348 412 (**Middlemount Coal**) provides this statement as a “reporting entity” under the *Modern Slavery Act 2018* (Commonwealth) (**Act**), as required by and for the purposes of the Act for the period from 1 January 2023 to 31 December 2023.

The registered office of Middlemount Coal is at Level 4, 100 Melbourne Street, South Brisbane, Qld 4101.

Middlemount Coal has two wholly owned subsidiaries: Ribfield Pty Ltd ACN 080 772 283 and Middlemount Mine Management Pty Ltd ACN 140 398 143. In this report, Middlemount Coal and its subsidiaries are collectively called **Middlemount Group**.

This statement outlines progress in addressing the requirements of the Act and describes Middlemount Group’s commitments.

Middlemount Coal has in place a policy for Middlemount Group outlining its stance on modern slavery and its commitment to ensuring compliance in its business and by its suppliers. This policy is made available to all relevant Middlemount Group stakeholders including staff and suppliers of goods and services. All Middlemount Group personnel, contractors and suppliers are made aware of and are required to comply with that policy.

b) Structure, operations and supply chains in Middlemount Group

Middlemount Coal operates the Middlemount coal mine located approximately 90 kilometres (km) north-east of Emerald in the Bowen Basin in Queensland, Australia (the **Mine**).

Middlemount Coal is an incorporated joint venture, the issued shares in which are held by subsidiaries of Yancoal Australia and Peabody Energy.

Operations at the Mine commenced in 2011. It is a truck and shovel open cut coal mine with associated infrastructure, coal handling and preparation plant and rail load-out infrastructure.



The Middlemount Group operation produces approximately 4 million tonnes of ROM coal per annum. It provides employment to a workforce of approximately 500 people comprising direct employees and employees of contractors at the Mine and Brisbane office and provides local and domestic economic benefits through the payment of royalties, Council contributions, community sponsorships and donations, and use of local businesses and services.

Middlemount Group procures goods and services in these major areas:

- at the Mine - exploration, mining and processing of coal and loading on rail for transport to Dalrymple Bay Coal Terminal and to Port of Abbot Point for export; these activities include:
 - a permanent mine workforce comprised of Middlemount Group staff and contractors' personnel;
 - the leasing and hire of a mining fleet comprising excavators, dozers, dump trucks and ancillary equipment;
 - the engagement of contractors to perform Mine activities;
 - the operation of the coal handling and preparation plant and coal loadout; and
 - Mine site office functions;
- at head office in Brisbane – corporate and professional functions to support the mining operation;
- transport of coal by rail to port; and
- port services to receive, handle and load coal onto ships for sale on FOB terms.

c) The risks of modern slavery practices in the operations and supply chains of Middlemount Group

Middlemount Group's operations are located entirely in Queensland, Australia. In the reporting period, Middlemount Group's suppliers were almost exclusively located in Australia.

Middlemount Coal is aware that some suppliers may be part of corporate groups that have an international presence, or that are headquartered overseas, and that modern slavery risks may exist in these supply chains.

Most of Middlemount Coal's suppliers are local or domestic suppliers, operate in Australia only, and are subject to Australian law. Middlemount Coal therefore considers that modern slavery risks within its supply chain are generally low. That is not a cause for complacency and Middlemount Coal ensures that Middlemount Group is committed to maintaining a high standard of supply chain management.

The risks of modern slavery practices in the operations and supply chains of Middlemount Group are reviewed on a regular basis by management. Any concerns identified must be reported to the Board of Middlemount Coal.

d) The actions taken by Middlemount Coal to assess and address these risks within the Middlemount Group

Middlemount Coal is committed to ensuring that no one in Middlemount Group is disadvantaged or discriminated against for reporting in good faith a suspicion of an alleged contravention of the policy or laws regarding modern slavery.

Middlemount Coal's onboarding documents make suppliers aware of their and Middlemount Group's obligations regarding modern slavery and to elicit information that Middlemount Coal uses to assess modern slavery risks in its supply chain. For example, Middlemount Coal's supplier pre-qualification questionnaire requires that the supplier disclose information relevant to the supplier's exposure to modern slavery risks and to commit as a minimum to Middlemount Coal's standards and policy dealing with modern slavery.

Middlemount Coal addresses implementation and enforcement of practices to guard against modern slavery through ongoing contract management with its suppliers. In that process it considers in respect of suppliers whether the risks of modern slavery exist or are enhanced by reason of the location, industry sector, known governance factors and types of products or services that relate to suppliers.

Middlemount Group has an active program for interview of its suppliers in respect of their modern slavery policies and practices, including follow up audits if indicated.

In the reporting period to which this statement relates, Middlemount Group has continued its audit process for its suppliers in respect of compliance with modern slavery laws and Middlemount Group's requirements.

e) How Middlemount Coal assesses the effectiveness of these actions

In the reporting period, Middlemount Coal has not become aware of any actual or suspected occasions where its operations or supply chains may be affected by modern slavery.

It continues to implement ongoing assessment procedures within the Middlemount Group. Its focus is to identify the parts of its supply chain that pose the greatest modern slavery risks and to audit and address those, particularly in respect of suppliers with overseas ownership or significant overseas procurement or other supply chains.

f) Consultation within Middlemount Group

During the reporting period this statement covers, Middlemount Coal engaged with each of the reporting entities covered by this statement and consulted the entities it owns or controls, being Middlemount Mine Management Pty Ltd and Ribfield Pty Ltd.

Middlemount Group companies have common boards of directors and staff and operate under common policies. Middlemount Coal head office and mine site staff have oversight of operations and obligations across Middlemount Group. Middlemount Coal considers that this ensures that all companies in Middlemount Group understand the reporting obligations under the Act and information regarding the actions Middlemount Group intends to take to address these requirements, and that they are aware of relevant materials and updates.



g) Other relevant information

Middlemount Coal has considered whether other relevant information should be disclosed and has determined that no such other information requires disclosure.

Statement of compliance

This statement was approved by the board of Middlemount Coal Pty Ltd in its capacity as principal governing body of Middlemount Coal Pty Ltd on 1 March 2024.

Please also refer to the statement annexure.

Signature

This statement is signed by Sean Allen in his role as director of and responsible member for Middlemount Coal Pty Ltd.

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Sean Allen
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04-Mar-2024 | 12:15:21 AEST

Sean Allen
Director of and responsible member for
Middlemount Coal Pty Ltd

Date



Statement annexure

Mandatory criteria	Page/s
a) Identify the reporting entity	1
b) Describe the reporting entity's structure, operations and supply chains	1, 2
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	2
d) 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	2, 3
e) Describe how the reporting entity assesses the effectiveness of these actions	3
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement)	3
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant	Not applicable