



2025 MODERN SLAVERY STATEMENT



BPA

passionate
innovative
committed



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Chair's message

Chanin Vongkusolkrit

“As adherence to integrity and ethics is a key pillar of Banpu’s values of Passionate, Innovative and Committed, Banpu conducts its business with adherence to ethics and governance principles while embracing social and environmental concerns and prioritising stakeholder engagement.”



Banpu Australia Co Pty Ltd (Banpu Australia) comprises a group of subsidiaries which play a critical part in delivering energy to the people of New South Wales as an operator of solar farms and a supplier of fuel to power stations.

Banpu Australia is part of the Banpu Public Company Limited (Banpu) family. Banpu’s dedication to ethical business conduct, corporate governance, and responsible social and environmental practices, as well as its commitment to stakeholder engagement, is demonstrated by its listing in the Dow Jones Best-in-Class Indices (formerly the Dow Jones Sustainability Indices) for the 12th consecutive year in 2025 and other globally recognised awards for sustainability and corporate excellence.

Modern slavery poses a significant worldwide issue that brings about detrimental consequences for affected individuals and communities. Being an active member of the global community, we acknowledge our duty to foster cooperation among suppliers, customers, our workforce (including direct employees and contractors), and other stakeholders to reduce the risk of modern slavery occurring. Banpu’s Beliefs and Values, Code of Conduct, as well as Corporate Governance Principles and Policies contribute to ensuring all employees understand and implement the behaviours of a responsible corporate entity.

This publication is the joint Modern Slavery Statement for the calendar year ending 31 December 2025. This Statement is made pursuant to the Modern Slavery Act 2018 (Cth) and has been approved by the Board of Banpu Australia on Monday 15 June 2026 on behalf of the reporting entities listed on Page 6 of this Statement.

Chanin Vongkusolkrit
Chairman
Banpu Australia

Our Structure, Operations and Supply Chains

Banpu Australia — Who we are

Banpu Australia is a wholly-owned subsidiary of Banpu Public Company Limited, an energy company founded in 1983 and listed on the Stock Exchange of Thailand. While Banpu Australia has no direct employees, its subsidiaries have significant local operations, comprising Centennial Coal Company Pty Ltd and its subsidiary reporting entities (together Centennial) and Banpu Energy Australia Pty Limited and its subsidiaries (together Banpu Energy Australia). For a full list of reporting entities, please see Page 6.

About Centennial

Established in 1989, Centennial owns and operates five coal mines in the Lower Hunter and Lithgow regions of New South Wales, alongside a number of former mining sites that are either in rehabilitation or under care and maintenance. Furthermore, Centennial has several other potential projects in various stages of development. Centennial's five operating mines, Mandalong, Myuna, Springvale, Clarence and Airly, produce coal for local energy production and for export markets. Centennial has corporate offices in Sydney and Fassifern.

Centennial was listed on the Australian Securities Exchange between 1994 and 2010, after which it was acquired by Banpu Public Company Limited and delisted.

Where possible and practical, Centennial chooses to support and strengthen its regional economies by engaging with local suppliers. At the end of 2025, Centennial employed 1674 employees, predominately from the communities adjacent to our operations.

About Banpu Energy Australia

Banpu Energy Australia owns two key operating assets: Beryl and Manildra solar farms, in the Central Tablelands region of New South Wales. Banpu Energy Australia does not have day-to-day operational management of these solar farms, instead utilising contractors to conduct operations, manage commercial arrangements and perform maintenance. In addition, Banpu Energy Australia owns 50% of a Joint Venture with Energy Australia which is currently constructing the Wooreen Battery Energy Storage System (BESS). Banpu Energy Australia has a corporate office in Sydney. Banpu Energy Australia currently has 16 employees.

Banpu Australia's commitment

Banpu Australia recognises the risk of modern slavery occurring in its supply chain and it is taking active steps to counter it. While Banpu Australia's operations and supply chains are complex, its aim is to ensure that human rights are understood, respected and upheld and that no employee or contractor is exploited.



Passionate

Striving for the Future

1. Pursue for success
2. Can do more
3. Be agile and
4. Express care

Innovative

New ideas, New solutions

1. Follow the trend
2. Get real
3. Do first

Committed

Success is the Only Option

1. Adhere to integrity and ethics
2. Organize and network
3. Commit to sustainability
4. Commitment



Full list of reporting entities

Banpu Australia Co. Pty Ltd
 Centennial Coal Company Pty Limited
 Centennial Mandalong Pty Limited
 Centennial Springvale Holdings Pty Limited
 Centennial Springvale Pty Limited
 Centennial Myuna Pty Ltd
 Boulder Mining Pty Ltd
 Coalex Pty Ltd

Risks of Modern Slavery

Banpu Australia is not aware of any actual instances of modern slavery in our supply chains or operations during the reporting period.

The Boards of each Centennial and Banpu Energy Australia and the Centennial Health, Safety, Environment and Community and Audit and Risk Board sub-committees review policies and are kept informed of risk factors, strategies, activities and progress from a team of Executives from each business, with input to the Centennial Board and Board sub-committees as required from the Centennial Sustainability Committee.

Banpu Australia has conducted ongoing assessments and determined that the risk of human rights infringements in its operations is low. This is mostly due to the requirement for direct employees within the Banpu Australia group of companies to comply with Australian law, which helps mitigate potential risks.

However, Banpu Australia recognises that contracted labour or third-party labour hire providers present a slightly higher risk, albeit still at the lower end of the spectrum. The reason for this is the reduced visibility and control over these workers and their employment terms. Banpu Australia intends to continue to closely monitor this area.

Banpu Australia acknowledges the potential for modern slavery risks to emerge in its supply chain. In 2025, the company spent over \$1 billion with almost 1,370 suppliers. While Banpu Australia prioritises sourcing goods and services from organisations near its operational sites in New South Wales regional centres, its supplier list also includes international vendors, including from Japan, South Korea, Singapore, Thailand, the Netherlands, China, Taiwan, Germany and the United Kingdom.

Additionally, Banpu Australia works with both Australian and international suppliers that rely on global manufacturing chains for assembling goods.

Banpu Australia maintains reasonable confidence in the low modern slavery risks associated with its local Australian suppliers, as these organisations are required to comply with Australian laws and regulations. However, there is a higher potential for modern slavery risk with international suppliers and manufacturers due to Banpu Australia's limited visibility of their operations and the varying legal and regulatory environments in which these companies operate.

Factors such as labour shortages, reduced oversight and increased demand for cheaper goods and services have created a conducive environment for modern slavery practices to thrive. In response to this evolving landscape, Banpu Australia engaged with Ernst & Young Australia to conduct a new human rights and modern slavery risk assessment in 2025. This risk assessment will enable us to identify and address any emerging modern slavery risks within our supply chain, ensuring that we maintain a responsible and ethical approach to our operations.

Banpu Australia's Supply Chain

Exploration and Discovery



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

Support Services



- Insurance and Financial services
- Labour supply
- Legal and specialist support
- Medical, health and safety services
- Personal protective equipment (PPE) and personal protective clothing (PPC)
- Power, communication and IT services
- Water and waste management

Coal Mining

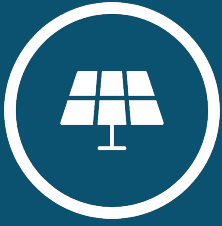


- Mining and haulage contractors, plant and equipment
- Cement and ground support supply
- Explosives supply and blasting services
- Fleet, maintenance, parts and equipment
- Fuel, oil and tyre supply
- Ventilation software and consultants
- Mining communications
- Geotechnical services and consultants

Coal Processing



- Operations and maintenance contractors
- Chemicals supply
- Laboratory services
- Civil contractors
- Fuel and gas supply
- Tailings and water consultants



Solar Farms

- Electrical supplies and services
- Operations and maintenance



Transportation

- Freight services
- Haulage services
- Port services
- Stevedoring
- Shipping bus services
- Air charter services
- Travel services

Our contractors and suppliers play integral roles in our business, and we strive to collaborate with them to ensure that our operations are conducted responsibly and ethically. We recognise the importance of working with contractors and suppliers that share our commitment to human rights, including the prevention of modern slavery.



Actions to Assess and Address Risks

In 2025, Banpu Australia engaged Ernst & Young Australia to assist with undertaking a comprehensive human rights and modern slavery risk assessment and gap analysis across its mining and renewable power businesses. The work included desktop-based risk assessments, value chain mapping, stakeholder workshops, employee training and a detailed review of Banpu Australia's modern slavery governance and reporting framework against the requirements of the Modern Slavery Act 2018 (Cth).

Ernst & Young Australia utilised internationally recognised frameworks, including the UN Guiding Principles on Business and Human Rights and OECD Due Diligence Guidance, to identify salient human rights and modern slavery risks across operations and supply chains. The assessment considered vulnerable rightsholders, supply chain exposure, labour rights, Indigenous rights, community impacts and contractor management.

The assessment identified opportunities to strengthen supplier due diligence, enhance remediation and escalation processes for non-compliances, improve supply chain monitoring and provide clearer differentiation between Centennial and Banpu Energy Australia's activities and controls. The recommendations also included expanding disclosure regarding supplier due diligence activities, strengthening oversight of outsourced operations and improving clarity, depth and transparency of reporting against the mandatory reporting criteria.

As part of this work, Banpu Australia developed tailored human rights and modern slavery risk assessment criteria, self-assessment checklists, employee training materials and action plans to support ongoing monitoring, continuous improvement and future periodic reviews of modern slavery and human rights risks across the business and supply chain.

Both Centennial and Banpu Energy Australia have Codes of Conduct that encompass descriptions of modern slavery and obligations regarding human rights. These codes are readily accessible to employees, ensuring clear guidelines and expectations. Additionally, Centennial has implemented a Suppliers Code of Conduct, further emphasising the importance of responsible practices throughout the supply chain.

The operations of each of Centennial and Banpu Energy Australia operations are wholly within Australia, lowering the risk of modern slavery practices. While Banpu Energy Australia does not have day-to-day operational management of its solar farms and the Wooreen BESS project, Banpu Energy Australia works with its partners, including EnergyAustralia in respect of the Wooreen BESS project, to mitigate the risk of modern slavery in its supply chain, particularly relating to procurement of plant and equipment from off-shore suppliers.

Banpu Australia's journey highlights its determination to create a responsible and ethical business environment that upholds human rights and mitigates against the risks of modern slavery.

Measuring Effectiveness

Since 2021, Centennial has utilised a customised modern slavery questionnaire for suppliers to support ongoing due diligence and assess supplier awareness, governance controls and management of modern slavery risks. Responses are reviewed to identify potential risk indicators, gaps in supplier controls and opportunities for further engagement or improvement actions.

In 2025, Banpu Australia commenced a comprehensive human rights and modern slavery assessment across its mining and renewable power businesses and supply chains. The assessment included desktop risk assessments, stakeholder workshops, employee training and a gap analysis against the reporting criteria in the Modern Slavery Act 2018 (Cth). Key outcomes included identification of opportunities to strengthen supplier due diligence, remediation and escalation processes, supply chain monitoring and reporting transparency.

The effectiveness of these activities is being evaluated through participant surveys, workshop feedback, supplier engagement outcomes and periodic reviews of identified actions and controls. Insights from the assessment are being used to develop a practical roadmap with defined improvement actions, responsibilities and measurable outcomes to support ongoing monitoring and continuous improvement.

These activities demonstrate Banpu Australia's commitment to strengthening human rights governance and improving the effectiveness of modern slavery risk management across its operations and supply chain.

Sustainable Procurement

At Banpu Australia, sustainable procurement is a vital component of our commitment to responsible business practices. The group holds itself, its contractors and its suppliers to high standards, expecting them to share common values, adhere to strict governance principles, comply with all relevant laws and policies, and actively contribute to our sustainability objectives.

We recognise that sustainable procurement has the power to drive positive sustainability performance and ethical business conduct among our suppliers. Our approach considers operational risks, material issues identified through supply chain risk assessments and aligns, where appropriate, with the ISO 20400 Sustainable Procurement Guidelines.

Through supplier due diligence, ongoing engagement and periodic reviews, Banpu Australia seeks to identify, assess and mitigate actual or potential adverse human rights impacts associated with procurement activities and supply chain decisions, while supporting continuous improvement in supplier performance and risk management practices.



Looking Forward

Banpu Australia continues to assess its effectiveness in identifying and managing modern slavery and human rights risks by setting clear goals, tracking our actions, monitoring outcomes, engaging with suppliers, and conducting internal governance and external assurance processes. Our progress is transparently reported through our Sustainability Report and Modern Slavery Statement.

In 2026, our primary focus is on strengthening and formalising the human rights and modern slavery governance framework across Banpu Australia and its subsidiaries. Building on the outcomes of the 2025 human rights and modern slavery assessment, Banpu Australia will refresh its roadmap and implement targeted actions to strengthen oversight, accountability and risk management across operations and supply chains.

Key initiatives include reviewing and strengthening the Supplier Code of Conduct to more clearly articulate minimum expectations relating to human rights, labour standards and modern slavery; formalising and promoting grievance mechanisms and escalation pathways to support effective reporting and remediation; and reviewing the implementation and effectiveness of the existing modern slavery risk assessment framework to support continuous improvement.

These initiatives are intended to strengthen Banpu Australia's ability to identify, assess and address human rights and modern slavery risks, while ensuring its approach remains aligned with evolving regulatory requirements, stakeholder expectations and global good practice.

Activity	Status
Deliver Risk Assessment Workshop and Training	
Conduct training sessions with key internal stakeholders	Satisfactorily Complete
Conduct a stakeholder workshop to identify and priorities key HR&MS risk areas	Satisfactorily Complete
Conduct Modern Slavery Gap Analysis and develop a new Roadmap	
Conduct a gap analysis of Banpu Australia's modern slavery reporting and approaching alignment against any future reporting obligations	Satisfactorily Complete
Develop a HR&MS roadmap that responds to the findings of the HR&MS assessment.	Satisfactorily Complete
Planned for 2026	
Formalise a human rights governance framework across BPA & its subsidiaries	Action in progress
Review and strengthen the Supplier Code of Conduct to articulate minimum expectations	Action in progress
Formalise and promote grievance mechanisms and escalation pathways	Action in progress
Review implementation of existing modern slavery risk assessment framework	Action in progress

Consultation Between Reporting Entities

In carrying out the assessment of the supply chains and modern slavery risks and actions, all Banpu Australia owned and controlled reporting entities have been assessed. There has been consultation with Centennial and Banpu Energy Australia in preparing this Statement and representatives of Centennial and Banpu Energy Australia have participated in the preparation of this Statement.

Centennial and Banpu Energy Australia, while distinct entities, share a common commitment to modern slavery principles and recognise the importance of continuously developing processes to address modern slavery issues as their businesses evolve. Both companies prioritise ethical practices not only within their own operations, including direct employees and asset managers, but also throughout their supply chains. All employees are expected to adhere to Banpu's global company values and code of conduct, ensuring a unified approach to ethical conduct.

Conclusion

This is Banpu Australia's sixth Modern Slavery Statement, and it serves as a reaffirmation of the company's commitment to preventing the pervasive practice of modern slavery from infiltrating its business, both directly and indirectly.

Banpu Australia supports the objectives of the Modern Slavery Act and is dedicated to managing the risk associated with modern slavery throughout our supply chain. As the company continues to develop its approach to modern slavery, it will assess the effectiveness of its existing initiatives and enhance them through stakeholder engagement, awareness-raising, training programs, supplier compliance ownership, ethical sourcing audits and grievance mechanisms.

The measures taken thus far enable Banpu Australia to mitigate the risk of modern slavery within its supply chain and improve its social performance. The Modern Slavery Working Group of Banpu Australia remains committed to fostering regular engagement and receiving feedback from key areas of the business.

Banpu Australia and its workforce acknowledge the significance of building capacity and deepening the understanding of modern slavery risks. The company aims to collaborate with its suppliers for mutual benefit, ensuring that no individual is subjected to exploitation.

To combat the risks of modern slavery, Banpu Australia continues to proactively identify areas of potential risk within its business and evaluate the effectiveness of the initiatives outlined.

Banpu Australia eagerly anticipates providing further updates on its progress in future Modern Slavery Statements, demonstrating its ongoing commitment to combat modern slavery and create a responsible and ethical business environment.

Get in touch

We welcome feedback on how we can continue to improve our approach in this area; feedback can be sent to info@centennialcoal.com.au.

www.centennialcoal.com.au

