



# Modern Slavery Statement 2024





# Leading Australian Gold Miner

**Regis Resources Limited (ASX: RRL)** is one of the largest, unhedged gold producers listed on the Australian Securities Exchange (ASX) with 100% of gold produced from Australian assets.



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## Acknowledgement of Country

Regis Resources recognises and respects the significance of Aboriginal and Torres Strait Islanders peoples' communities, cultures and histories. Regis acknowledges the traditional owners of the lands on which we operate: the Mantjintjarra Ngalia, Spinifex and Wongatha people in Western Australia, and the Wiradjuri people in New South Wales. We recognise their ongoing connection with land, waters and community, and pay our respects to elders past and present.



## Introduction

Regis Resources Ltd (**Regis**) is pleased to present its FY24 Modern Slavery Statement. This is Regis' fourth modern slavery statement and reflects our continuous improvement in identifying and addressing modern slavery risks and also our ongoing commitment to transparency and accountability.

Regis is one of the largest, unhedged gold producers listed on the Australian Securities Exchange (ASX) with 100% of gold produced from Australian assets.

FY24 was marked by significant operational milestones, driven by the collective efforts of our employees, contractors, and suppliers. We contributed over \$1 billion to the Australian economy through supplier payments, wages, and taxes along with \$32.8 million in royalties. In terms of production, we delivered approximately 418Koz of gold and achieved an EBITDA of \$296.9 million. These outcomes reinforce our position as a leading gold producer, one committed to long-term value creation and sustainable growth.

The progress Regis has achieved in FY24 is in line with our broader mission – to responsibly create long-term value for our stakeholders.

This Modern Slavery Statement is published in compliance with the *Modern Slavery Act 2018* (Cth) and relates to the financial year ending 30 June 2024. In this statement, we detail the steps Regis has taken to assess modern slavery risk within our operations and supply chains, outline the activities undertaken to address those risks, and how we evaluate the effectiveness of our actions.

## Key Achievements FY24

Key achievements include the following:

- ✓ Improved engagement with our suppliers in relation to our expectations, including creation of a supplier portal on our corporate website, providing ready access to relevant policies surrounding ethical procurement and business conduct.
- ✓ Establishment of an independent third-party anonymous reporting line to support the confidential reporting of any perceived or actual misconduct, together with associated whistle-blower training.
- ✓ Development of the modern slavery risk assessment process to include capability for assessment of new suppliers during onboarding.
- ✓ Implementation of a new supplier management system enabling enhanced modern slavery risk assessment processes.
- ✓ Comprehensive review of Regis’ training systems.
- ✓ Incorporation of modern slavery obligations into new and existing contracts with suppliers.



## Mandatory Criteria

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

Modern Slavery Act Criteria	Page No.
Identifying the reporting entity.	2, 5
Describe the reporting entity's structure, operations and supply chains.	5-8
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	11-12
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.	3, 13-14
Describe how the reporting entity assesses the effectiveness of these actions.	16
Describe the process of consultation of the development of the statement with any entities the reporting entity owns or controls.	17
Any other information that the reporting entity, or the entity giving the statement, considers relevant.	2, 4, 7, 9, 10



# Regis Purpose, Strategy and Values

At Regis, we are committed to operating safely and responsibly. We regard good governance as a shared responsibility across all our management staff and employees.

## Our Purpose

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

## Our Strategy

We continue to produce gold from across our open pit and underground operations while delivering underground growth and also exploring for additional, high-value, long-life open pit ore sources. Innovation, collaboration and cooperation within and across our teams will ensure we remain a profitable and sustainable gold producer, to deliver value for our stakeholders into the future.



## Our Values

Our values of respect, integrity, teamwork, ownership and courage provide the Board, our employees, our contractors, our suppliers and all those who work with us, clear guidance on the standards to which we adhere to and defines the way we work as well as the way we treat each other.



### Respect

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



### Integrity

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



### Courage

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




### Teamwork

Work together; Be inclusive and diverse; Be clear on how our work contributes.



### Ownership

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



## Company Structure and Subsidiaries

Regis Resources Ltd is an ASX-listed gold producer and explorer that has delivered strong production for over a decade. The company is a purely Australian gold miner with its head office in Perth.

### Subsidiaries

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

# Operations and Supply Chain

## Our Operating Assets

Regis is one of the largest gold producers listed on the Australian Stock Exchange.

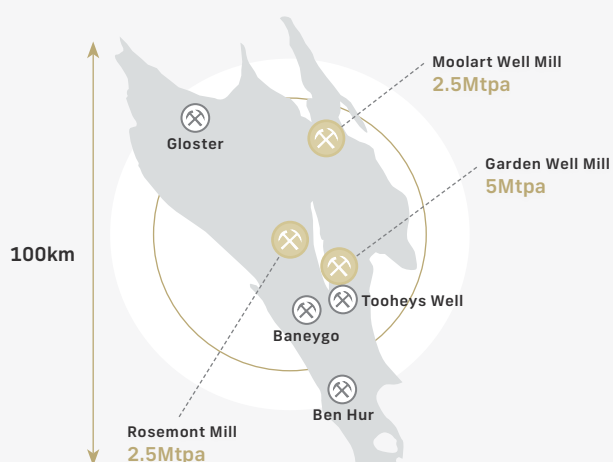
In FY24, Regis produced gold from its two projects located in the Eastern Goldfields of Western Australia, the Duketon Gold Project which includes the Duketon North Operations and the Duketon South Operations as well as from the Tropicana Gold Project.

Regis also owns 100% of McPhillamys, located in the Central Tablelands region of New South Wales.

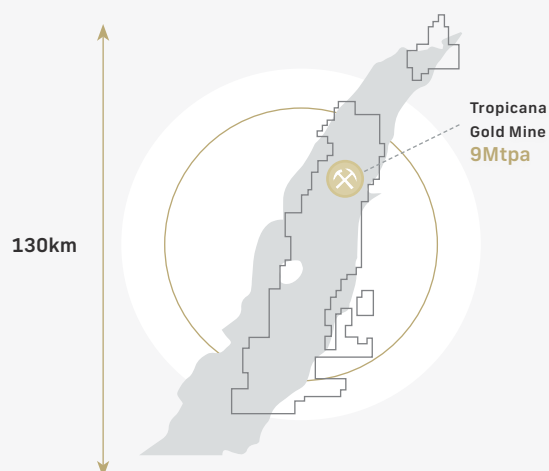
You can find more information about our operating assets [here](#).



### 1 Operations at Duketon



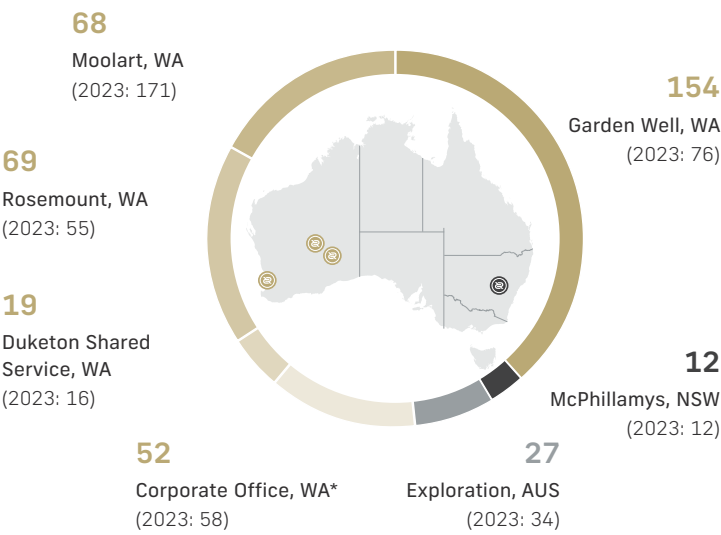
### 2 Operations at Tropicana



# Workforce

Regis has a people-centred approach to its workplace that attracts and retains a highly skilled workforce. At the conclusion of the 2024 financial year, we employed 395 individuals across Western Australia and New South Wales.

## Regis employees by location FY24



\* Includes the six (6) members of the Board

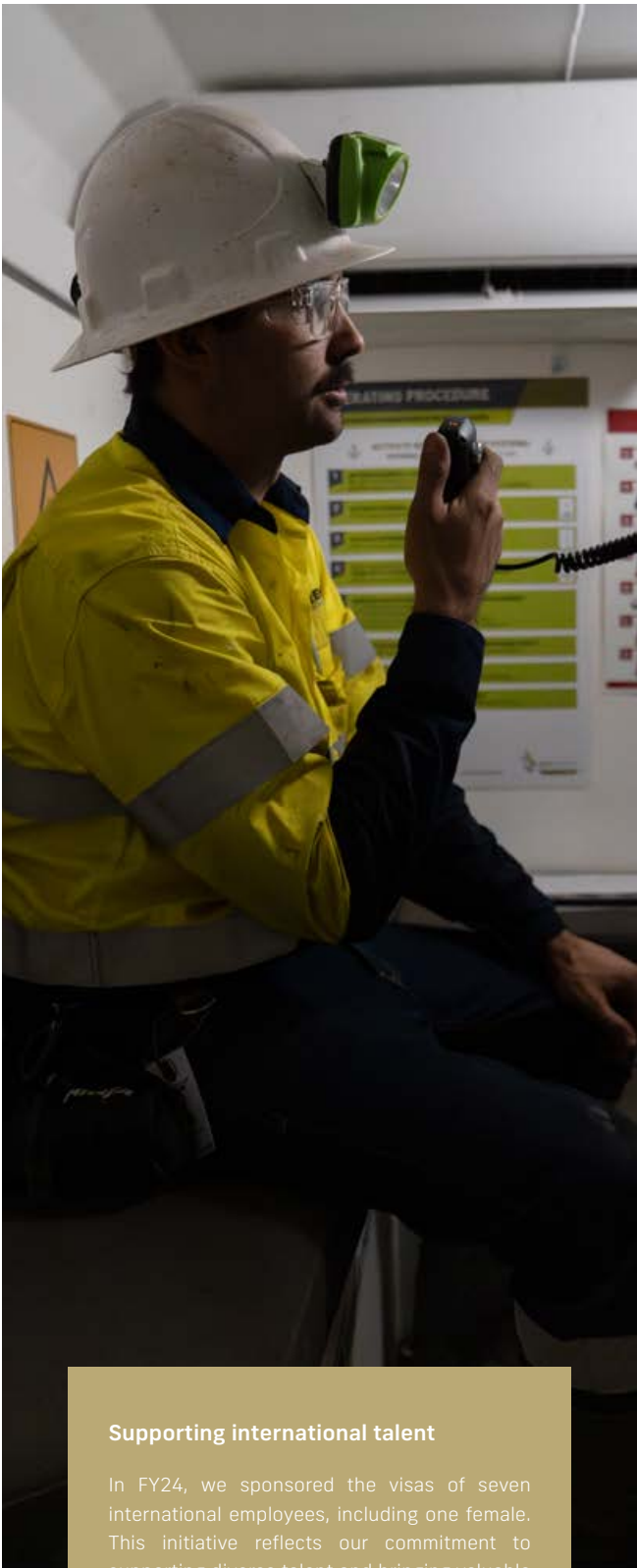
## Regis employment type FY24



\* The headcount of employees according to Employment type excludes the six (6) members of the Board

Regis continues to hire locally whenever possible, actively recruiting from and strengthening our local communities. Our Duketon, employees are considered local if their home is in WA. For FY24, 95% of the Duketon team were based in WA. For the McPhillamys project, 93% reside locally in the Blayney and Orange area.

We engaged 692 contractors at the end of FY24, the majority of these at our Duketon site. The majority of contractors are engaged by our mining services providers.



### Supporting international talent

In FY24, we sponsored the visas of seven international employees, including one female. This initiative reflects our commitment to supporting diverse talent and bringing valuable global expertise into our workforce, fostering growth and innovation across our operations.



## Supply Chain

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

Regis has in excess of 2800 approved Tier 1 Suppliers with 1028 of those actively utilised in FY24. Tier 1 Suppliers are suppliers that Regis directly engages to provide goods and services to support our operations. Tier 2 Suppliers are suppliers engaged by Regis' Tier 1 Suppliers to provide goods and services in support of Regis' operations.

During FY24 Regis contributed over \$1 billion to the Australian economy through supplier payments, wages, royalties and taxes, with \$977.3 million paid directly to suppliers. We are committed to procuring goods and services from local and regional suppliers where quality, price and service are competitive.

Our dedication to supporting local businesses has led to 86.6% of the company's \$977.3 million procurement expenditure during FY24 being sourced from suppliers based in Western Australia. Additionally, over 99% of FY24 expenditure was directed to Australian domiciled businesses.

The remaining 0.1% of procurement spend is directly paid to overseas based suppliers. Regis' international Tier 1 Supplier spend was paid directly to suppliers based in the United States, Canada, New Zealand and United Kingdom.

Our direct expenditure with international suppliers is considered low risk due to the jurisdictions in which the suppliers were based and the nature of services procured, being mostly professional services.

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


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

Regis' supplier spend can be divided into different types, with those types having a spend greater than \$1 million summarised below. The combined total spend below represents approximately 71.6% of Regis' total procurement spend for FY24.

Type	Total Spend	No. Suppliers
Mining Services	\$329M AUD	3
Fuel & Power	\$155M AUD	2
Drilling Services	\$26M AUD	4
Reagents	\$44M AUD	8
Consumables	\$19M AUD	7
Manufacture, Engineering	\$15M AUD	6
Prof Services and Corporate	\$40M AUD	11
Labour Hire	\$21M AUD	4
Flight, Camp Costs, Logistics	\$35M AUD	10
Maintenance & Equipment Hire	\$16M AUD	8



During FY24 Regis contributed over \$1 billion to the Australian economy.



## Modern Slavery Governance

Regis' corporate governance provides our people with a framework to support our people to act with integrity in order to achieve our business goals, that our actions and interactions align with our values.



# Board of Directors

The Board oversees governance, cultural stewardship, risk appetite, and the strategic direction of Regis.

# Board Committees

Three Board Committees have been established to assist the Board in discharging its responsibility of overseeing the strategic direction of the business and to guide and monitor the management of the company for the benefit of its shareholders.

<b>Risk, Safety, Environment and Community (RSEC) Committee</b>	<p>The RSEC Committee assists the Board in the decision-making process around issues that directly impact on Regis' ESG performance. Below the Board, this body is the highest level of governance for Regis' sustainability strategy. Its purpose is to assist the Board in:</p> <ul style="list-style-type: none"><li>Identifying, understanding, and monitoring the company's business and operations in line with the company's risk management framework and operating within the risk appetite set by the Board; and</li><li>Assessing whether risk, safety, environment, and community related matters arising from and related to the company's operations have been appropriately identified, controlled and managed.</li></ul>
<b>Audit Committee</b>	<p>The Audit Committee assists the Board to fulfil its oversight responsibilities relating to:</p> <ul style="list-style-type: none"><li>The preparation and integrity of the company's financial accounts and statements;</li><li>Internal controls, policies and procedures that the company uses to identify and manage financial risks;</li><li>Qualifications, independence, engagement, fees and performance of the external auditors</li><li>The external auditor's annual audit of the financial statements;</li><li>The resources, performance and scope of work of the internal audit activity (if any);</li><li>Company compliance with legal, regulatory requirements, governance and compliance policies;</li><li>Complaints under the Whistleblower Policy and reports of violations under the Corporations Act, ASX Listing Rules or breaches of fiduciary duty; and</li><li>Antibribery and corruption framework and cyber risk management.</li></ul>
<b>Remuneration, Nomination and Diversity (RND) Committee</b>	<p>The RND Committee assists the Board in the decision-making process around:</p> <ul style="list-style-type: none"><li>Overseeing remuneration policies to ensure there is transparency and clarity of objectives and performance of the Board, directors and executives;</li><li>Ensuring the Board has the appropriate skills to ensure effective decision making;</li><li>Undertake appropriate senior executive (including Managing Director) succession planning; and</li><li>Reviewing and recommending policies that will promote Board and workplace diversity and inclusion.</li></ul>

The Board's Risk, Safety, Environment and Community Committee advises the Board on areas of risk management, business improvement and compliance with respect to human rights and modern slavery.

Directly accountable to the Board, the Chief Executive Officer (CEO) and Managing Director is responsible for implementing risk management standards across all business planning and decision-making activities.

The Executive Committee is responsible for delivering on strategic objectives of the company in-line with our values, policies, procedures and in accordance with industry sustainability practices. Within the executive, the Company Secretary is responsible for modern slavery compliance and engaging with internal stakeholders who have key accountabilities for implementation of modern slavery actions across legal, risk, procurement and sustainability.

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

## Policies and Procedures

Each year Regis conducts a range of compliance reviews of regulatory standards to support ongoing employee safety, operational performance, and stakeholder trust, while proactively addressing potential risks.

Our comprehensive framework of policies support management and employees to operate ethically and with integrity. All policies are reviewed by the Board on an annual basis.

Our human rights policy sets out our expectations of our directors, employees, contractors, suppliers and business partners with regard to the prevention, mitigation and remediation of human rights impacts from our business operations and supply chain. Our human rights policy also addresses our modern slavery commitments.

Regis's Code of Business Conduct applies equally to our Board, employees, suppliers and contractors. The Code encourages and fosters a culture of respect and compliance with laws and regulations, integrity, maintaining high standards of professionalism, ethics and behaviour in the exercise of duties with the focus of augmenting the company's reputation as a valued employer, business partner and corporate citizen, in all our relationships. Our Code of Business Conduct is supported by our corporate governance framework, risk management process and corporate culture.

Learn more about our policies [here](#).





## Modern Slavery Risk in Operations and Supply Chain

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

## Operations

Regis’ overall operational risk profile has not materially altered during FY24 and remains low.

The company’s operations remain entirely Australian based which mitigates our modern slavery risk. Australia is a jurisdiction with strong regulatory controls and labour protections and a resultant low prevalence of modern slavery.<sup>(1)</sup>

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

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

Within the extractives industry in Australia, modern slavery is more likely to be present in the form of forced labour or debt bondage resulting from the use of contracted labour and recruitment agencies. Regis has measures in place to address modern slavery risks in relation to recruitment agencies. Regis’ total FY24 spend on labour hire was \$21 million which represents less than 2.1% of our overall spend during the financial year. Regis utilises reputable labour hire companies and largely seeks specialist temporary personnel. This type of skilled labour is less likely to be subject to forced labour conditions.

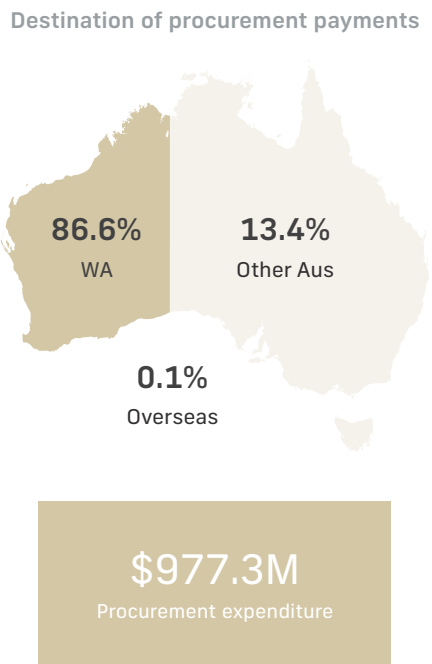
Regis further mitigates its risk of forced labour within its operations and supply chain by directly employing personnel to provide catering and cleaning services at its Duketon mine site rather than utilising third party contractors. Cleaning and catering services are business activities which experience increased risks of modern slavery and labour exploitation.

## Supply Chain

During FY24 we continued to develop and mature our internal frameworks and tools to enable us to improve the assessment of the modern slavery risks in our supply chain.

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

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



(1) The Modern Slavery Index, Walk Free Foundation, 2023.





# Steps Taken to Address Modern Slavery Risks

## Policies and Procedures

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

### Supplier Portal

During FY24, a focus was to improve engagement with our suppliers in relation to our policies and expectations. As part of this process, we created a specific supplier page on our website which collates relevant policies and documents in one easily accessible location.

### Diversity, Equity and Inclusion Strategy

We are committed to fostering a diverse and inclusive workforce where individual differences, both visible and non-visible, are recognised and valued. We believe that when every employee feels appreciated for their unique contributions, it not only benefits the individual but also strengthens the company as a whole.

This year the Board approved a Diversity, Equity, and Inclusion strategy, with a focus on gender participation and creating a more inclusive workplace. This formalised approach to gender and diversity aims to foster a safe and inclusive work environment.

## Whistle-blower Policy

The Regis Whistle-blower Policy, alongside our Code of Business Conduct, encourages the confidential reporting of any perceived or actual misconduct. Regis commits to independently assessing all disclosures made under this policy. To further promote a culture of responsible and ethical behaviour an independent, third-party anonymous reporting line was rolled out at the end of FY24.

## Supply Chain Management

**Regis takes a risk based approach to managing modern slavery risks. During this reporting period, Regis continued to focus on ensuring that all reasonable measures were implemented to manage modern slavery related risk in its supply chain.**

In FY24, a new supplier management system was implemented to formalise the onboarding of suppliers, thereby strengthening value alignment across our supply chain. This has enabled Regis to enhance its modern slavery risk assessment process. Formerly the assessment process undertook the assessment of existing suppliers determined to be higher risk in our baseline assessment and has now evolved, to include modern slavery screening of all new suppliers during supplier onboarding. The screening of new suppliers will commence from FY25 allowing for significantly larger coverage of our supplier base.

We are continuing to streamline our supplier base which enables more effective assessment and monitoring of modern slavery risks and reviewing of supplier risk assessment procedures. Across Duketon a contractor consolidation process has commenced, streamlining suppliers to allow for easier monitoring and reviewing of high-risk suppliers. This process initially focussed on service-providers however this will be expanded to the purchase of goods in the future.

At the conclusion of FY24, we conducted a new baseline risk assessment for our Tier 1 Suppliers with a spend greater than \$1 million. Regis continued to focus on these suppliers as their combined spend accounts for over 90% of operational expenditure.

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

Regis' assessment outcomes aligned with previous years despite additional suppliers being screened on account of exceeding the \$1 million spend threshold. In FY24, the assessment identified approximately 4% of all assessed suppliers produced goods or services that were considered high risk. Specific high-risk products and services utilised by Regis are electrical components and equipment, industrial machinery, consumables, apparel and certain food products. Further, it was identified that 20% of assessed Australian based suppliers conduct business in countries that are considered high risk.

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





## Contracting Arrangements

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

Modern slavery obligations are incorporated into longer term existing contracts that predate the *Modern Slavery Act* on a case by case basis where this is considered appropriate. This will typically occur where an existing contract is varied, renewed or extended.



## Training

In FY24, we conducted a comprehensive review of our training system, beginning with the implementation of a Training Needs Analysis (TNA) through the INX training management system. This TNA ensures that each individual on-site receives a customised training plan, equipping them with the skills and knowledge to perform their roles safely and efficiently.

During the setup of the TNA, areas for improvement were identified within our training compliance and database systems. To address these, we launched the Training Recovery Plan, which aims to enhance data management processes and meet outstanding training requirements. The plan, covering the second half of FY24 and extending into FY25, is focused on refining the database and ensuring compliance.

To align with the introduction of the Safe2Say confidential reporting platform, whistle-blower training was introduced in FY24 and will continue throughout the calendar year, with plans to extend it to all personnel in FY25. This holistic approach aims to build a more robust, compliant, and inclusive training system that reflects our commitment to our people and stakeholders.





## Modern Slavery Actions for 2025 Financial Year

We strive for continuous improvement by strengthening and refining our modern slavery response on an ongoing basis. Set out below are our proposed modern slavery actions for the 2025 financial year.

### Corporate Governance

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

### Supply Chain Management

At Regis, we are focussed on continuing to develop our supplier risk assessment and due diligence processes. The screening of new suppliers for modern slavery risk will commence from the beginning of FY25 allowing for a significantly larger coverage of our supplier base.

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

Additionally, an enhanced tendering and procurement system is being implemented, whereby future tenders will be evaluated on a broader range of metrics including governance and environmental considerations, enhancing our sustainable and ethical sourcing processes.

### Training

The implementation of supplier risk assessment at onboarding of new suppliers requires targeted training for personnel involved in on-boarding new suppliers. This training has been re-scheduled from FY24 to FY2025 in line with the timing of the roll out of our new supplier screening.



# Effectiveness of Modern Slavery Actions

At Regis, we engage both with our internal personnel and our external suppliers to measure the effectiveness of the actions taken to ensure continuous improvement of our approach to reducing the risk of modern slavery.

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

- Undertaking an annual review our suppliers with a spend greater than \$1 million per annum (representing 90% of our supplier spend). This assists the company to monitor any changes to our supplier composition and spend. Within this category, additional quantitative measures include percentage of new and existing suppliers screened, percentage of high risk suppliers identified and number of self-assessment questionnaires issued and returned. In FY25 this will be expanded to the onboarding of new suppliers.
- Reviewing and updating our modern slavery measures at least annually.
- The Board's Risk, Safety, Environment and Community Committee:
  - assessing whether modern slavery and human rights risks arising from and related to the company's operations have been appropriately identified and controlled on a risk assessed basis with effective action plans; and
  - ensuring action plans are implemented so that the company is compliant and being operated to industry standards or better.
- Reviewing and assessing responses to our modern slavery questionnaires in order to track the effectiveness of the modern slavery risk assessment.
- Considering feedback from external stakeholders and internal personnel regarding the adequacy of our modern slavery risk assessment and response.
- Annually complete the Walk Free Modern Slavery Benchmarking Tool to obtain a score of current performance and steps to improve compliance.

During the reporting period, no direct modern slavery grievances were raised via our online enquiries function on our website or our whistleblower reporting framework.

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



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

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



# Consultation with Entities Owned or Controlled by Regis


During FY24, Regis consulted the relevant companies it owns and controls in the development of this statement.

Regis and its subsidiaries are supported by centralised shared services and are governed by the same governance policies and procedures. In particular, Regis has a common Company Secretary across all of its subsidiaries which facilitated consultation across the Regis controlled companies.



## Approval

This statement was approved by the Regis Board in their capacity as principal governing body of Regis on 1 December 2024. This statement is signed by a responsible member of Regis.



Jim Beyer

Managing Director and  
Chief Executive Officer

Regis Resources Limited

