

One Key Group Modern Slavery Statement

Reporting Year Ended 31 August 2023

1. Reporting Entities

Pursuant to the *Modern Slavery Act 2018* (the Act), this is a joint statement for the financial year ending 31 August 2023 put together on behalf of OKR Technical Services (Australia) Pty Ltd ACN 612 348 222 (OKRTSA), a reporting entity under the Act, along with its subsidiaries, including the below which are also reporting entities under the Act:

- One Key Resources Pty Ltd ACN 141 650 259
- FES Coal Pty Ltd ACN 626 773 911
- One Key Holdings Pty Ltd ACN 150 149 643 (OKH)

The One Key Group is comprised of OKRTSA, the above reporting entities as well as OKRTSA's 10 other subsidiaries.

This modern slavery statement is prepared in accordance with the Act and describes the risks of modern slavery in the One Key Group, the steps we have taken in the financial year ending 31 August 2023 and up to the date of this statement to identify, manage and mitigate the risks in our operations and supply chain.

The One Key Group holds integrity as a central, core value of the One Key business and we strive to act ethically and transparently throughout all our business dealings.

References to One Key, One Key Group, Group 'we', 'us' and 'our' collectively refers to One Key Group and each of its reporting entities covered by the statement.

2. Structure, Operations, and Supply Chains

STRUCTURE

OKH is an Australian proprietary company that was established in 2011 and is headquartered in Brisbane, Queensland. The registered head office of the One Key Group is Level 15, 324 Queen Street, Brisbane, 4000, QLD. The One Key Group trades under the name One Key Resources.

OKH is wholly owned by OKRTSA. There are a total of 14 entities within the One Key Group.

As of the date of this statement, the One Key Group has approximately 40 internal employees.

OPERATIONS

The One Key Group is a leading labour hire and managed workforce services provider to the open cut and underground mining industry nationally. One Key's experience and services covers all areas of mining across all commodities.

One Key specialises in supplying and managing large-scale workforces whilst maintaining a firm focus on productivity and performance. We are committed to providing the highest levels of employee and client satisfaction.

Our business is based in Brisbane with regional operations in Perth, Middlemount, Singleton and Mudgee servicing the key resource areas of Australia.

As of the date of this statement, One Key has approximately 650 labour hire employees across Australia. Labour

hire employees are employed by a number of entities across the One Key Group depending on factors including the location of the mine site where the employee is based and the specific type of mining the employee is involved in. The employee's employment may be governed by an industrial award or enterprise agreement.

In the last financial year, One Key has provided meaningful contributions to the Australian employment market through:

- The employment of over 671 new employees;
- Increasing our regional presence with a newly established office in Middlemount, Central QLD;
- Providing entry channels to the industry through New to Industry campaigns and Traineeships nationally;
- Supporting local employment in regional areas in the first instance;
- Supporting the communities we work within through employment but also through local procurement and associated community investment; and
- Supporting a wide variety of sporting, charity and community initiatives.

SUPPLY CHAINS

As the One Key Group is a labour hire provider, we have a very limited number of direct suppliers. Our supply chains include the procurement of the following goods and services:

Goods

- Personal protective equipment
- IT equipment
- Promotional materials such as branded pens and bags
- Office stationery
- Office refreshments such as milk, tea and coffee
- Vehicles for internal staff use
- Software

Services provided by Australian based suppliers:

- Banking services
- Accounting and legal services from professional services firms
- IT support services
- Medical providers
- Training providers
- Travel providers
- Cleaning services

3. Modern Slavery Risks in Operations and Supply Chains

Approximately 90% of revenue generated by the One Key Group in the financial year ending 31 August 2023 ultimately passed through to internal and labour hire employees as wages and entitlements. Our operations are based solely in Australia and as such we have a limited direct supply chain. We therefore consider that the risk of modern slavery in our supply chain is very low.

Additional factors which we consider lower the risk of modern slavery in our business include the following:

- One Key conducts regular audits of our clients, including onsite in-person visits to the worksites of our employees. We are therefore very confident that the working conditions of all of our labour hire and internal employees are well above standards that would constitute modern slavery;
- Given the specialised nature of the industries we work in, the majority of our workforce are remunerated well in excess of any minimum entitlements required by law;
- We have in place best practice policies and procedures in relation to the recruitment and onboarding of employees within our business, which all staff are required to comply with;
- Regular internal payroll audits and yearly rate reviews are carried out across the business; and

- One Key actively contacts its employees seeking feedback periodically during their employment to allow any concerns to be easily raised and addressed.

Whilst we consider the risk of modern slavery in our business to be low, we appreciate there may still be risks in our supply chain and consider the following to be potential risk areas:

I. PROCUREMENT OF GOODS

- Personal protective equipment which is manufactured overseas
- IT equipment
- Promotional materials such as branded pens and bags
- Office stationery

The goods listed above would normally be sourced from local Australian companies; however, the goods may have been manufactured in countries listed in the Global Slavery Index. The risk varies depending on the country and the product type.

II. PROCUREMENT OF SERVICES

- Cleaning services
- Overseas IT services

As a sector, cleaning is considered high-risk for modern slavery and exploitation due to the complexity of the industry and the nature of the workforce. There is a risk that overseas IT services may be provided by companies who engage employees located in countries listed in the Global Slavery Index.

4. The One Key Group's Actions

NEW ACTIONS TAKEN IN THE REPORTING PERIOD

In addition to ongoing initiatives embedded into the business, actions taken in this reporting period (and up to the date of this statement) by the One Key Group included:

- an audit review of all client's modern slavery statements;
- the design and finalisation of a Modern Slavery Questionnaire intended to be sent to all One Key Group clients and suppliers;
- the process of distributing the Modern Slavery Questionnaire to the Group's key suppliers was commenced;
- internal staff training is now inclusive of Modern Slavery risks, how to identify such risks and advice on how to report concerns.

ONGOING INITIATIVES

Policies and Procedures

The One Key Group monitored modern slavery risks within its direct supply chain and operations, during the relevant reporting period and up to the date of this statement via adherence to its internal policies and in accordance with its Modern Slavery Policy.

A central risk register is monitored and updated to ensure greater awareness of business wide risks and to facilitate the introduction and management of mitigation measures, and to assess the sufficiency of the relevant controls in place.

Modern Slavery guidance is contained in our employee induction handbook and the One Key Modern Slavery Policy is a mandatory read for all internal staff. Employees are actively encouraged to immediately raise any concerns either directly with their manager, or if preferred via the One Key Whistleblower portal which is accessibly anonymously via the One Key website. One Key's compliance policies are reviewed annually, to ensure these are up to date with current and relevant legislation and that these remain fit for purpose, these include One Key's Whistle-blower Policy, Privacy Policy, Anti-Bribery and Corruption Policy and all company HR policy documents.

Strengthening Contractual Obligations with Suppliers

During the reporting period, One Key has continued to ensure:

- i. All One Key terms of business include an obligation to comply with the Act. Specifically, customers and clients are required to:
 - Have in place adequate procedures and policies to prevent and address involvement in modern slavery in accordance with the Act and in line with recognised international standards including the UN Guiding Principles on Business and Human Rights; and
 - Report to One Key if a customer or client becomes convicted of any offence concerning modern slavery, or is subject to an investigation, enquiry or enforcement proceedings in connection with modern slavery.
- ii. One Key's internal commercial risk standards are adhered to, which include an obligation to ensure each new contractual arrangement entered into by One Key contains undertakings by its clients to comply with the Act.

Transparency

As part of our commitment to promoting ethical practices and preventing modern slavery in our operations and supply chains, we maintain full transparency with our clients as to our modern slavery compliance measures regularly engaging with clients via completion of questionnaires and information requests. We are encouraged by the engagement of our clients on Modern Slavery which indicates that throughout our supply chain, Modern Slavery concerns are being actively managed.

Employment Verification

During the reporting period, we have continued to ensure all employees have the necessary work rights, by ensuring a process is followed to check and validate all employee visas and that those employees are being paid fairly. Regular internal payroll audits and yearly rate reviews are carried out across the business as well as an annual financial audit which is carried out by our appointed external auditors.

ONGOING INTENTIONS

One Key is continuing to implement the following controls:

- In 2023, One Key had intended to complete the roll out of a supplier questionnaire to new clients and suppliers, designed to give One Key the opportunity to assess their supply chain and potential modern slavery risks before agreeing to purchase goods or supply services. Due to resource limitations within the Group, this action is partially complete and the roll out will continue into FY 23-24.
- One Key intends to continue to raise the profile of modern slavery and ensure staff are able to recognise and raise concerns when necessary.
- One Key further intends to continue to review all current suppliers. We intend to take a proactive approach with our suppliers and where possible adopt a collaborative approach to mitigate risks to identify modern slavery and anti-corruption risks across our supply chain.

5. Analysis and Continuous Improvement

One Key recognises that it can continue to improve in the monitoring and management of modern slavery risks. We intend to assess the effectiveness of our actions moving forward by:

- Conducting annual senior management reviews of the One Key Group's response to modern slavery.
- Ensuring the One Key Group's processes and procedures in relation to modern slavery are raised on an annual basis at a meeting of the directors for discussion.

- Once the supplier questionnaire process is fully rolled out to the business, annually reviewing the suitability of the assessments to ensure these remain up to date.
- Continue to conduct an annual review of our key client’s modern slavery statements.

6. Consultation

As set out in the Reporting Entity section, OKRTSA is the parent company of the One Key Group, ultimately owning 100% of the shares in all 13 other proprietary companies across the One Key Group. Further details of each company within the One Key Group are outlined in the OKRTSA Annual Report - 31 August 2022. One Key has actively engaged with all members of the One Key Group and its senior leadership team, including the Board of Directors of each reporting entity and other subsidiary entities in the development of this statement. Directors of each entity of the One Key Group were involved in the consultation process to develop this statement and have had the opportunity to review this statement and provide feedback.

7. Future Outlook

The One Key Group will continue to monitor and develop its systems and processes with a view to combating modern slavery risks.

8. Approval

This Modern Slavery Statement was unanimously approved by the Board of Directors (which is the principal governing body) of each entity within the One Key Group, including the following reporting entities: One Key Holdings Pty Ltd, One Key Resources Pty Ltd, FES Coal Pty Ltd and OKR Technical Services (Australia) Pty Ltd, on **26 February 2024**.

Approval	
Approval By:	Ben Lewis, Managing Director of the One Key Group and Board Director of: <ul style="list-style-type: none"> • One Key Resources Pty Ltd ACN 141 650 259 • FES Coal Pty Ltd ACN 626 773 911 • OKR Technical Services (Australia) Pty Ltd ACN 612 348 222 • One Key Holdings Pty Ltd ACN 150 149 643
Signature of Ben Lewis, Board Director & Managing Director:	
Approval Date:	26 February 2024