



PANAUST

MODERN SLAVERY STATEMENT

2023



1

ABOUT THIS STATEMENT



MODERN SLAVERY IS AN ONGOING GLOBAL CHALLENGE THAT ALL BUSINESSES MUST BE AWARE OF AND TAKE ACTIVE STEPS TO ADDRESS AND PREVENT.

This modern slavery statement (**Statement**) has been prepared by **PanAust Limited** (PanAust or the **Company**) pursuant to the *Australian Modern Slavery Act 2018 (Cth)* (**the Act**). This Statement captures the activities of the Company and its subsidiaries during the financial year ending 31 December 2023 to identify modern slavery risks in its business and supply chains. This Statement sets out the processes and actions PanAust has in place to address the risk of modern slavery in the next 12 months.

PanAust has a global annual consolidated revenue exceeding \$100 million. PanAust is committed to ensuring there is no modern slavery in its supply chains or in any part of the business.

PanAust adopts the Act's definition of modern slavery, including the eight types of serious exploitation:

- trafficking in persons
- slavery
- servitude
- forced marriage
- forced labour
- debt bondage
- deceptive recruiting for labour or services
- the worst forms of child labour where children are subjected to slavery or similar practices, or engaged in hazardous work.

PanAust's commitment to health and safety is underpinned by its value of 'Care' where people are the heart of the business and their safety is paramount. This is demonstrated through PanAust's Zero Harm safety philosophy where all workplace incidents and injuries are considered preventable. This commitment and focus on health, safety, and wellbeing extends to everyone the company interacts with in all stages of the mining life cycle. This includes personnel employed by contractors and suppliers.

PanAust has in place systems to:

- identify and assess potential risk areas in its supply chains
- mitigate the risk of slavery occurring in its supply chains
- monitor the potential risk areas in its supply chains
- protect whistleblowers.

The modern slavery prevention program and related policies, including the Company's code of conduct as set out in *The PanAust Way*, are used across PanAust's group of companies (Group). This Statement has been developed in consultation with senior management and personnel in the Supply and Procurement, Risk and Sustainability, Legal and Governance teams across the PanAust Group. The PanAust management system, policies, procedures, and training and education are available groupwide. The *PanAust Way* includes the Company's commitment to uphold human rights and the expectation that employees, contractors and suppliers report human rights abuses.

This Statement was approved by the Board of PanAust Limited on 19 June 2024.



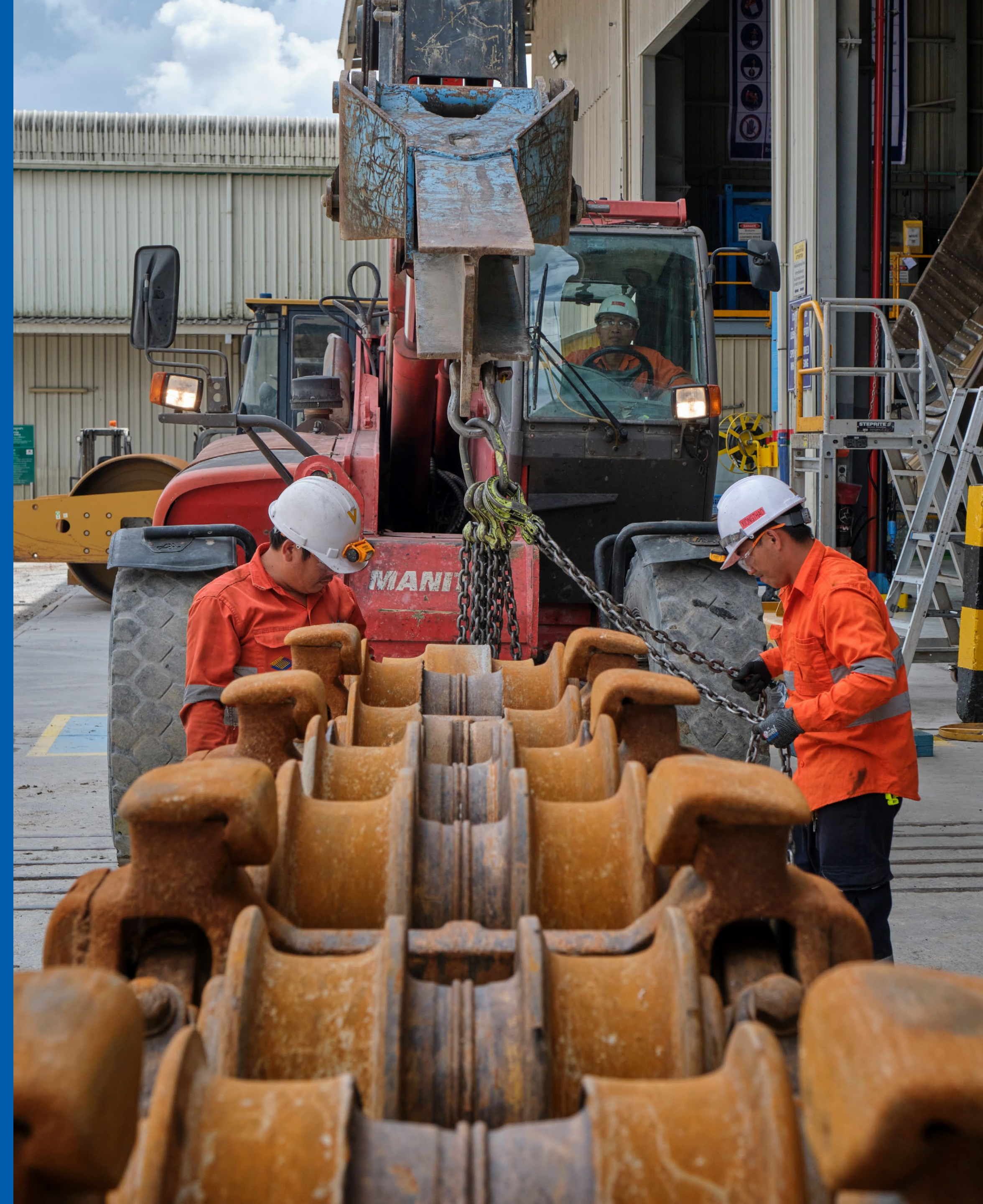
Daling Zheng

Managing Director and Chief Executive Officer
PanAust Limited

Date: 19 June 2024

2

ORGANISATIONAL STRUCTURE, BUSINESS AND SUPPLY CHAIN



PANAUST IS AN AUSTRALIAN-HEADQUARTERED COPPER AND GOLD PRODUCER IN LAOS WITH PRE-DEVELOPMENT AND EXPLORATION OPPORTUNITIES IN LAOS, PAPUA NEW GUINEA, MYANMAR, AND CHILE.

PanAust is focused on a sustainable business model associated with the safe production and sale of copper and gold, delivery of production goals and growth. While copper forms the core product focus, gold provides commodity diversity.

An Australian incorporated company, PanAust is ultimately a 100 per cent owned subsidiary of Guangdong Rising Holding Group Co., Ltd (**GDRH**).

GDRH is a Chinese state-owned company regulated under the State-owned Assets Supervision and Administration Commission, the People's Government of the Guangdong Province in China. GDRH has investments in a wide range of industries including mineral resource development, electronics, industrial waste management, real estate, and finance.

2.1 COMPANY STRUCTURE

2.1.1 AUSTRALIA

PanAust's registered head office is in Brisbane, Australia and provides leadership, specialist expertise and support across the Group in relation to strategy, financial management, commercial and technical services, risk management, sustainability, corporate communications,

human resources, legal, information systems and technology, internal audit, internal control, governance, and reporting. PanAust holds several non-controlling financial investments in Australia including in the Eva Copper Project in Queensland and the Darlot Gold Project in Western Australia.

CHILE

PanAust holds a 66.15 per cent interest in the Inca de Oro copper-gold exploration project through a Chilean incorporated joint venture company, Inca de Oro S. A. The Company also maintains a 100 per cent ownership interest in the nearby Carmen copper-gold exploration project. The Inca de Oro exploration project is currently under review for development, with exploration field work scheduled for calendar year 2024. The camp is currently in care and maintenance.

LAOS

PanAust owns a 90 per cent interest in the Lao-registered company, Phu Bia Mining Limited (**Phu Bia Mining** or **PBM**). The Government of Laos owns the remaining 10 per cent interest.

PBM has a Mineral Exploration and Production Agreement (**MEPA**) with the Government of Laos. The MEPA regulates exploration, development, and mining activities within the Contract Area, and sets out the tax and royalty obligations.

The PBM operations also engage employees and contractors in Thailand and Vietnam for transport and logistics, transporting consumables to site, and moving copper concentrate from the Phu Kham mine site to the port facilities for export. However, in 2023, PBM ceased utilising its Vietnam supply route for product supply and logistics.

MYANMAR

PanAust holds a 90 per cent interest in Wuntho Resources Company Limited (**WRCL**) and has established a joint venture with Myanmar Energy Resources Group International Company Limited, a Myanmar-based company which holds the remaining 10 per cent interest in WRCL.

WRCL holds tenements covering approximately 1,500 square-kilometres in Myanmar's Sagaing region.

Since 8 February 2021, the Company has demobilised and ceased all mineral exploration activities in country. The safety, security, and health and wellbeing of its people in Myanmar remain a priority for the business.

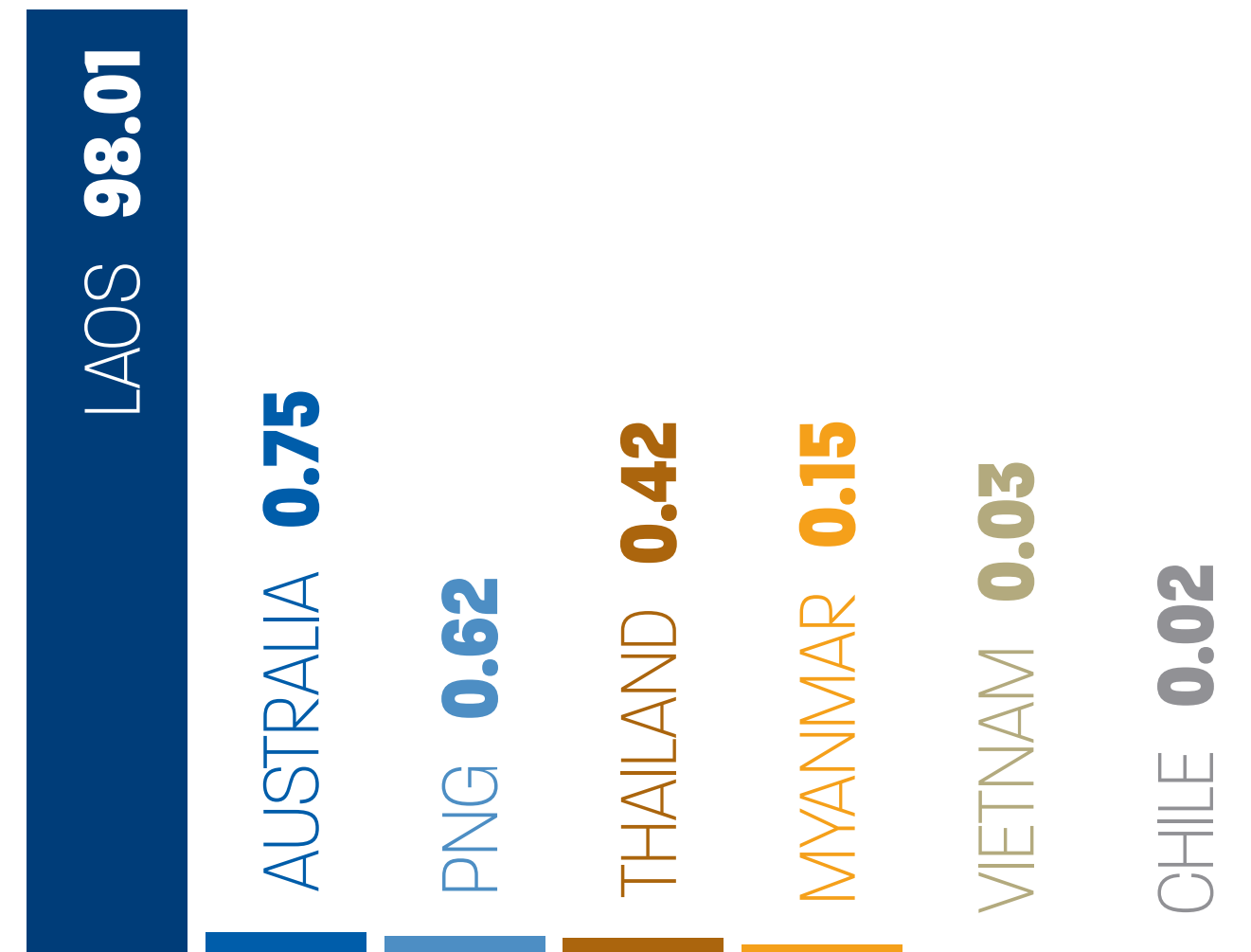
During 2023, PanAust's Board determined that PanAust would exit from Myanmar. This decision was made due to the Company seeing no short to medium term change to the ongoing security situation in the country. Two of the three tenement groupings were terminated in June 2023, and the Company is in the process of relinquishing the last tenement. Once the last tenement is relinquished all PanAust entities in country will be wound up.

PAPUA NEW GUINEA

PanAust, through its wholly owned subsidiary Frieda River Limited, owns 100 per cent of the Frieda River Project in Papua New Guinea. The Independent State of Papua New Guinea has a right, prior to the grant of a Special Mining Lease, to purchase up to 30 per cent equity in the Project at a price prorated to the accumulated historical expenditure of the Project.

2.2 OUR PEOPLE

PanAust employs more than 4,000 employees, 1,500 contractors and 300 casuals. More than 98 per cent of workers are in Laos.



Phu Bia Mining’s workforce comprises 92 per cent Lao-national employees with the remaining eight per cent comprising expatriate workers primarily from neighbouring Southeast Asian countries and Australia.

2.3 OPERATIONS AND LOCATIONS

The PanAust Group operates across eight countries including Australia, Singapore, Chile, Laos, Myanmar, Papua New Guinea, Thailand, and Vietnam (although the Vietnam and Myanmar operations are in the process of being wound up).

PanAust’s operating mines are PBM’s Phu Kham Copper-Gold Operation (**Phu Kham**) and the Ban Houayxai Gold-Silver Operation (**Ban Houayxai**).

PBM’s operations commenced production in 2005 and there are several long-term contractors and suppliers used across the Phu Kham Copper-Gold Operation and the Ban Houayxai Gold-Silver Operation, and the related logistics operations. In addition to the mining and logistics operations, PBM has a corporate office in Vientiane that oversees the operations in Laos and drives on the ground support for the implementation of PanAust’s business development strategies within Laos and the Asian region.

The Phu Kham Operation commenced production in 2008 and comprises an open pit mine feeding ore to a conventional milling and flotation processing plant which produces a copper and precious metals concentrate for export to customer smelters, mainly in Asia.

The Ban Houayxai Operation commenced production in 2012 and comprises an open-pit mine feeding ore to a conventional carbon-in-leach and gravity recovery process plant which produces gold and silver doré. During 2023, early works commenced on the Ban Houayxai extension project with the intent of defining a satellite ore body near the existing open pits but on the other side of the reservoir from the main site.

“PBM HAS A CORPORATE OFFICE IN VIENTIANE THAT OVERSEES THE OPERATIONS IN LAOS AND DRIVES ON THE GROUND SUPPORT FOR THE IMPLEMENTATION OF PANAUST’S BUSINESS DEVELOPMENT STRATEGIES WITHIN LAOS AND THE ASIAN REGION.”



To access the extension resource, a 280 metre concrete bridge capable of supporting fully loaded Caterpillar 777D rear dump trucks will be required to be constructed across the Ngam Ngung 2 reservoir. In September 2023, the Ban Houayxai operations team also commenced an exploration decline to provide a platform for resource drilling beneath the existing open pit.

Both mining operations are located approximately 120 kilometres north of the capital of Laos, Vientiane, in the Company's 2,600 square-kilometre Phu Bia Contract Area (**the Contract Area**).

In Papua New Guinea, PanAust is advancing towards the development of the Frieda River Project. The Frieda River Project is one of the largest known undeveloped copper and gold deposits in the world. The Frieda River Project is currently undergoing permitting with a Special Mining Licence application submitted to the Government

of Papua New Guinea in 2016 with an addendum submitted in 2018. This application is currently under consideration with the Government of Papua New Guinea. The permitting process incurred delays during 2020 and 2021 due to COVID-19 related disruptions and restrictions. While activities resumed in 2022, the main on-the-ground activities during 2023 were restricted to community engagement and maintaining the site assets. Through a market screening process, the Frieda River Project engages a range of short-term one-off and long-term suppliers for regularly used commodities such as diesel.

2.4 SUPPLY CHAINS

PanAust has an extensive global supply chain. In 2023, PanAust procured goods and services valued at close to US\$400 million from 1,106 suppliers across 34 countries.

Ninety-two per cent of the goods and services were procured from suppliers incorporated in Laos, Thailand, Australia and China. Twelve suppliers accounted for 50 per cent of the annual spend.

Most goods and services procured for the Company include:

- non-operational
- bulk commodities
- fixed plant and processing equipment and services
- mining operations equipment and services
- mobile equipment parts and maintenance
- projects and construction.

Primary goods and services procured from the top four countries of supplier incorporation:

LAOS

- ✓ Fuels
- ✓ Electricity
- ✓ Drilling services
- ✓ Travel and accommodation
- ✓ Contractor labour and equipment hire
- ✓ Catering

THAILAND

- ✓ Mobile fleet spares
- ✓ Logistics, port, and customs services
- ✓ Explosives
- ✓ Fixed plant spares and maintenance
- ✓ Processing reagents
- ✓ Equipment lubricants

AUSTRALIA

- ✓ Financial and accounting services
- ✓ Fixed plant spares and maintenance
- ✓ Technical consulting services
- ✓ Information Technology services
- ✓ Mill liners
- ✓ Processing reagents

CHINA

- ✓ Grinding media
- ✓ Cyanide
- ✓ Mining fleet tyres
- ✓ Contractor labour

IN 2023, PANAUST LIMITED PROCURED GOODS AND SERVICES FROM SUPPLIERS BASED IN THE FOLLOWING LOCATIONS:

- 01 About
- 02 Organisation
- 03 Risks
- 04 Actions
- 05 Effectiveness
- 06 Future commitments



3

RISKS OF MODERN SLAVERY PRACTICES IN THE OPERATIONS AND SUPPLY CHAINS



PANAUST OPERATES WITH SUPPLIERS FROM NUMEROUS COUNTRIES AND RECOGNISES THE RISK OF MODERN SLAVERY WILL VARY ACROSS ITS GLOBAL SUPPLY CHAIN.

PanAust has used the 2022 Global Estimates of Modern Slavery: Forced Labour and Forced Marriage Report, Global Slavery Index 2023 Report, and the 2023 Trafficking in Persons (TIP) Report to help assess the risk of modern slavery in its supply chain.

According to the 2022 Global Estimates of Modern Slavery Report, the Asia Pacific region has the highest number of victims of modern slavery with more than 29 million people in modern slavery on any given day, placing PanAust’s operations in a region of high risk.

The 2023 TIP Report ranks each country in the report out of one of four tiers based on their governments’ efforts to meet the United States Trafficking Victims Protection Act (2000) minimum standards for the elimination of human trafficking.

PanAust’s 2023 spend on procurement split by the tiers above shows that 92 per cent of the Company’s annual spend was for goods and services from vendors incorporated in Tier 1 and 2 countries. The remaining eight per cent of the Company’s spend was from vendors incorporated in Tier 2 watch list and Tier 3 countries where there may be a higher probability of suppliers of goods and services representing a high risk for modern slavery. These percentages in 2023 are consistent with 2022 data showing that the number of vendors used from countries across each tier has remained steady.

The prevalent modern slavery risks PanAust faces may come through its supply chain in high-risk locations and in high-risk sectors, particularly through indirect procurement where there is little to no visibility over its suppliers’ supply chains.

In preparing this Statement, the following stages within PanAust’s mining lifecycle were identified as having high potential risk for modern slavery:

- construction and development projects (where high levels of third party contracted labour is utilised)
- procurement of goods and services during operations
- logistics and transportation including the shipping of copper concentrate to customers.

As the PanAust business has not materially changed in 2023 the stages in the mine lifecycle that carry a high potential risk for modern slavery remain unchanged.

TIER COUNTRIES

01

Countries whose governments fully meet the minimum standards for elimination of trafficking.

02

Countries whose governments do not fully meet the minimum standards but are making significant effort to bring themselves into compliance.

TIER 2 WATCH LIST

Countries whose governments do not fully meet the minimum standards; however, are making significant effort to bring themselves into compliance and where the estimated number of victims is significant or increasing significantly.

03

Countries whose governments do not fully meet the minimum standards and are not making significant efforts to do so.

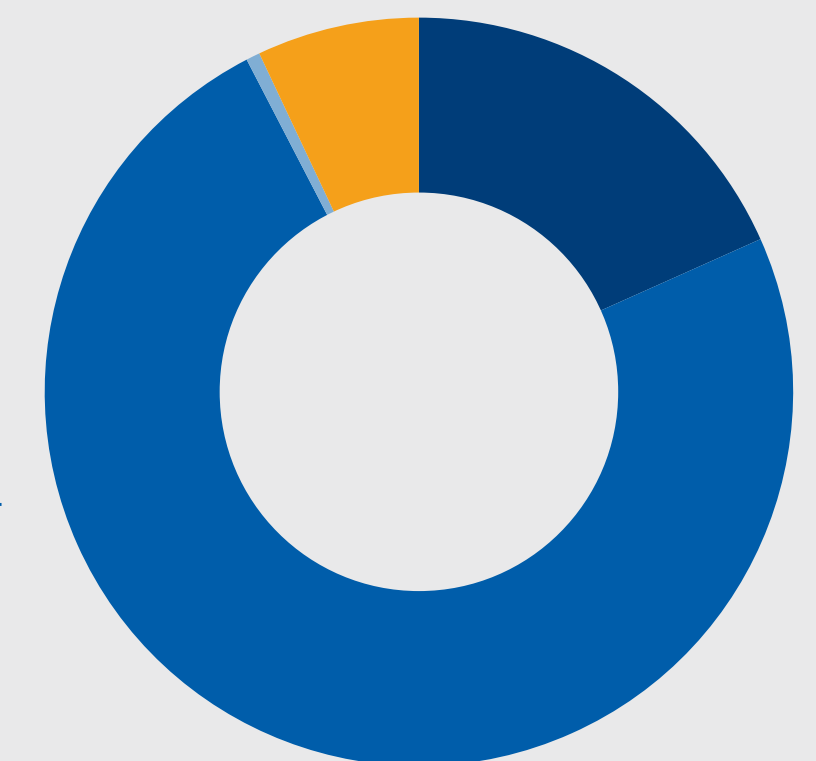
PERCENTAGE OF SPEND BY TIER COUNTRY

18.3
TIER 1

74.1
TIER 2

0.6
TIER 2 WATCHLIST

7.0
TIER 3



3.1 CONSTRUCTION AND DEVELOPMENT PROJECTS

Contracted third party labour for construction and development projects can represent a high risk—many basic labouring jobs do not require formal qualifications; the workforce may be paid lower wages than more highly skilled construction jobs and the work may be temporary or casual in nature.

This type of informal workforce can represent a high risk for modern slavery exploitation as people can be released at any time and replaced at will, which could discourage grievances over employment, working conditions, or the safety of working environments from being raised.

3.2 PROCUREMENT OF GOODS AND SERVICES

PanAust recognises its global supply chain is complex and therefore presents the potential for the Company’s contracted suppliers to use lower-level suppliers for raw materials, or sub-contractors and low skilled labour in the production of goods and services being procured.

This risk is significantly increased for suppliers located in higher-risk regions such as the Tier 2 Watch List or Tier 3 countries.

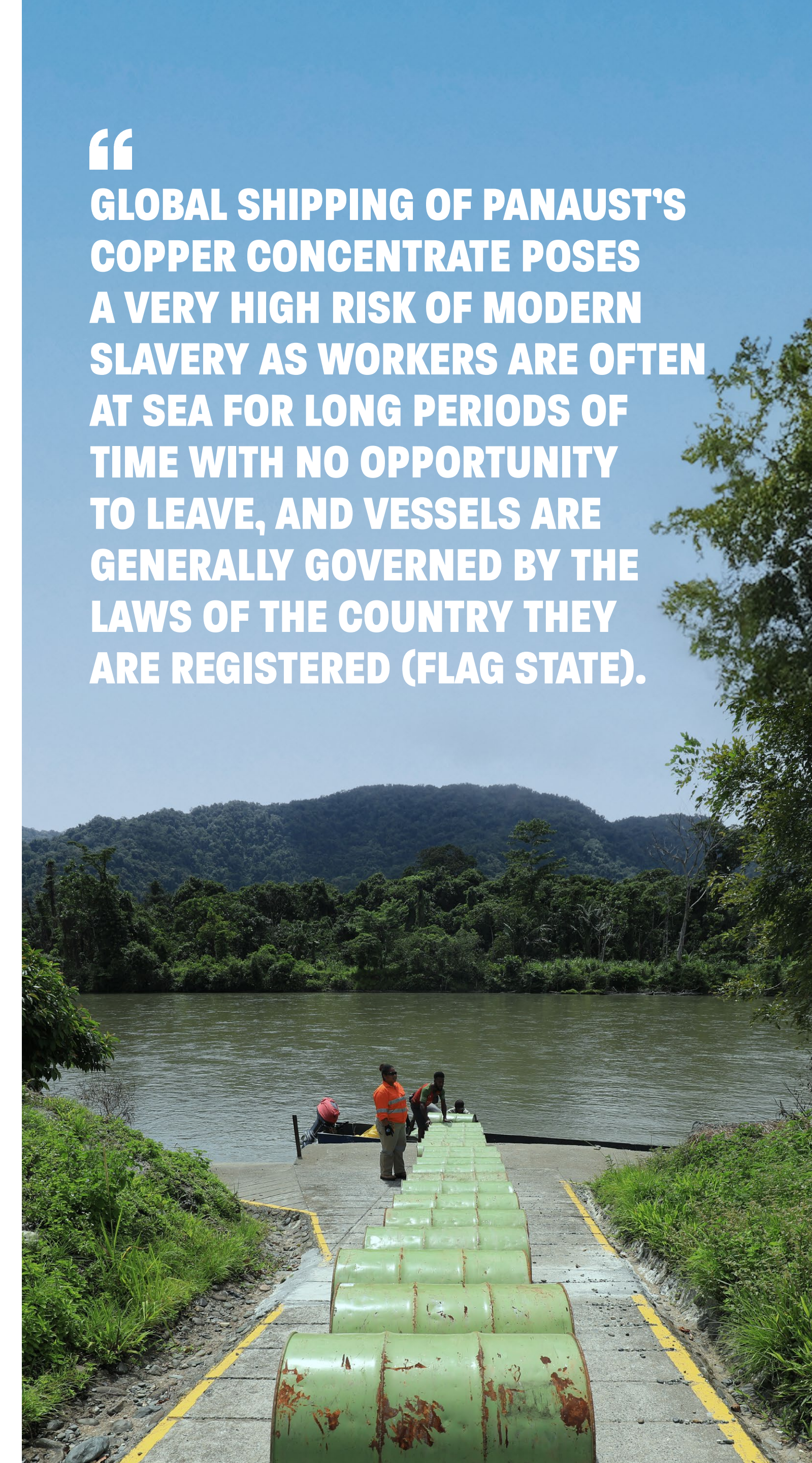
3.3 LOGISTICS AND TRANSPORTATION

Logistics and transportation within the PanAust supply chain poses a high risk for modern slavery exploitation as many logistics and warehousing companies subcontract labour supply to employment agents or independent contractors.

This workforce make up can be released at any time and replaced at will, which could discourage grievances over employment, or working conditions from being raised.

Global shipping of PanAust’s copper concentrate poses a very high risk of modern slavery as workers are often at sea for long periods of time with no opportunity to leave, and vessels are generally governed by the laws of the country they are registered (flag state). This may result in vessels being registered in countries with no meaningful link to their operations, including countries with severely limited interest or capacity to enforce universally acceptable labour laws. Under this practice, maritime workers are particularly vulnerable to abuse, abandonment, trafficking, forced labour, or unacceptable working conditions.

“**GLOBAL SHIPPING OF PANAUST’S COPPER CONCENTRATE POSES A VERY HIGH RISK OF MODERN SLAVERY AS WORKERS ARE OFTEN AT SEA FOR LONG PERIODS OF TIME WITH NO OPPORTUNITY TO LEAVE, AND VESSELS ARE GENERALLY GOVERNED BY THE LAWS OF THE COUNTRY THEY ARE REGISTERED (FLAG STATE).**”



4

ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS



TO ASSESS AND ADDRESS RISKS OF MODERN SLAVERY WITHIN PANAUST'S SUPPLY CHAIN, THE COMPANY HAS IN PLACE A RANGE OF POLICIES, PROCEDURES, AND PRACTICES TO IDENTIFY AND PREVENT POTENTIAL EXPOSURE TO MODERN SLAVERY PRACTICES BY ITS SUPPLIERS.

4.1 THE PANAUST WAY

The *PanAust Way* is the Company's code of conduct. It outlines the minimum standard of behaviours expected of PanAust directors, employees, and business partners (contractors, consultants, suppliers, and service providers) when they are working for or with PanAust.

The *PanAust Way* forms part of every employment contract and every contract for the supply of goods or services to PanAust. The *PanAust Way* outlines PanAust's requirements regarding human rights and that it is compulsory that contractors and suppliers uphold the Company's human rights obligations. Within the Human Rights section of the *PanAust Way* there is specific reference to the Australian Modern Slavery legislation and that PanAust strives to adopt best practices in managing modern slavery risks within its supply chain. The Company has clear policies and procedures in place to manage human rights, including

not to engage in child or forced labour and expects its contractors and their subcontractors to behave accordingly, through the terms outlined in its contracts. The *PanAust Way* was last updated in July 2023.

4.2 PROCUREMENT PRACTICES

Building mutually beneficial relationships with suppliers and contractors creates a sense of shared value that benefits the broader community and the PanAust business.

The *PanAust Way*, along with the PanAust's Group Contractor Health, Safety and Environment Management Standard and PanAust's Group Contractor Health Safety and Environment Minimum Requirements Standard, set the minimum expectations for contractors in areas including safety, environment, community, human rights, and operating with integrity.

These standards, which are applicable to all contractors, set out the pre-qualification process for the engagement of contractors. This includes at the onset of the contract, a range of defined due diligence processes to verify their sustainability performance and may include site visits and auditing of their facilities, including an audit of their modern slavery policies and measures they have taken to address modern slavery in their business. Additionally, there are checks and balances throughout the life of the contract, including processes for ongoing verification of the contractor's practices and performance.

PanAust also has a supply management system in place that outlines the process for engagement of suppliers across the Company that is aligned with The *PanAust Way*.

A specific Modern Slavery Risk Assessment—Supplier Questionnaire along with a risk classification tool is used by the PanAust supply department to better enable identification and understanding of modern slavery risks within the direct PanAust supply chain. The questionnaire is issued to a range of PanAust vendors chosen using a risk-based approach. Indicators for selection can include scale of the contract, TIP report Tier Rank based on country of incorporation, category and segment the vendor operates in or based on results of previous assessments. Selected vendors are asked to complete the questionnaire regarding their modern slavery practices and processes and return to PanAust along with evidence to support their answers. During 2023, the Modern Slavery Risk Assessment—Supplier Questionnaire was sent to the vendors comprising the top 50 per cent of PanAust's annual supply chain spend as well as a selection of vendors incorporated in Tier 3 ranked countries. A review of the responses received highlighted that 75 per cent of the suppliers were assessed as still needing to improve their response processes if instances of modern slavery were detected and 50% of the suppliers were assessed as requiring significant improvement of their employment and training processes in relation to modern slavery.

PanAust procures local goods and services where practical, based on commercial competitiveness, risk profile and contractor/supplier capacity. PanAust acknowledges that its greatest supply chain responsibility is at a local level where it has the maximum ability to influence suppliers and contractors. Contracts are subject to PanAust's standard terms and conditions which include clauses relating to PanAust's expectations regarding upholding and protecting human rights.

The PanAust procurement practices include defined performance review meetings for contract owners and contractors and suppliers. The performance meetings occur weekly, monthly, and quarterly, and feed into annual contractor and supplier reviews carried out by the procurement team. The performance meetings are a forum for the PanAust contract owner and the contractor or supplier to discuss performance and develop remediation arrangements for any issues relating to the contractor or supplier's scope of works and contract conditions, including the standard contractual obligations relating to modern slavery.

Modern slavery training developed in 2021 for the Company's Supply personnel, has been embedded in the business and in 2023 was added into the Company's learning management system as a standard requirement for all supply personnel regardless of role, and all superintendent level and above personal across the PanAust Group. This course is designed to help those responsible for procurement and contract management, or associated with contracting or supplier activities, to understand what modern slavery is, what the Company's modern slavery obligations are, and to help identify potential modern slavery risks within the Company's supply chain.

During 2023, 48 personnel completed the PanAust modern slavery training course.

4.3 SUSTAINABILITY POLICY UPDATE

The PanAust Sustainability Policy includes a commitment to meet the requirements of the Act and a commitment to oppose all forms of slavery in the Company's operations and the operations of its suppliers. This Policy forms the basis of commitments PanAust makes to measure its sustainability performance. The Policy is available to all employees, contractors and suppliers and is published in English, Lao, Tok Pisin, Thai and Vietnamese. It was last updated in August 2022.

4.4 WHISTLEBLOWER HOTLINE AND GRIEVANCE

PanAust has operated a multi-language Whistleblower service since 2012 providing a confidential and anonymous way for PanAust stakeholders, including employees, contractors, and suppliers, to report or raise concerns about misconduct at work, including human rights abuses and modern slavery practices. The PanAust Whistleblower Standard is available on the PanAust website. There were no instances of modern slavery reported through the whistleblower service during 2023.

4.5 CONSTRUCTION

PanAust uses in-house construction teams for its projects in Laos. Where this is not possible, the Company looks to engage long-term contractor partners. This engagement is done in line with the Company's procurement practices, including the successful completion of due diligence checks and pre-qualification of all contractors and suppliers, with the intent of reducing the potential for modern slavery in its contractor workforce.

4.6 LOGISTICS

INCLUDING WAREHOUSING OPERATIONS IN THAILAND AND LAOS

PanAust operates its own logistics fleet for the transport of concentrate from the Phu Kham Operation to the export ports in Vietnam and Thailand, and for general freight, quicklime, and dangerous goods including cyanide. For all other logistics activities in Laos, Thailand, and Vietnam, long-term contracts are in place with suppliers to support transparent and supportive relationships and to fulfil PanAust's expectations of the eradication of modern slavery. Warehousing services in Laos and Thailand are managed in-house, with consolidation warehouses located in Vientiane, Laos, and Laem Chabang, Thailand, where smaller packages of supplies are received prior to being packaged into full truck loads for delivery to operating sites.

4.7 CONTRACTOR WORKSHOPS

PanAust schedules quarterly workshops with its contractor workforce in Laos. These workshops are intended to build stronger and more transparent working relationships with its contractors and provide opportunities to discuss areas for improvement and support. Contractors are rotated through the workshops during the calendar year to ensure representation and information is proactively solicited from a broad range of people.

5

ASSESSING THE EFFECTIVENESS OF ACTIONS TO ASSESS AND ADDRESS MODERN SLAVERY RISKS



PANAUST UNDERTAKES A RANGE OF PROCESSES AND PRACTICES TO REVIEW THE EFFECTIVENESS OF ACTIONS TO ADDRESS MODERN SLAVERY RISKS IN THE COMPANY'S SUPPLY CHAIN.

PanAust operates on a three lines of defence risk assessment model:

- 01** Operational activities undertaken by the sites
- 02** Corporate oversight activities
- 03** Independent audit function

The corporate oversight function includes review and assurance activities to confirm that processes are implemented correctly and as intended by the operating sites and are still effective.

The following activities were undertaken during 2023 to confirm the effectiveness of actions to assess and address modern slavery risks within the PanAust supply chain.

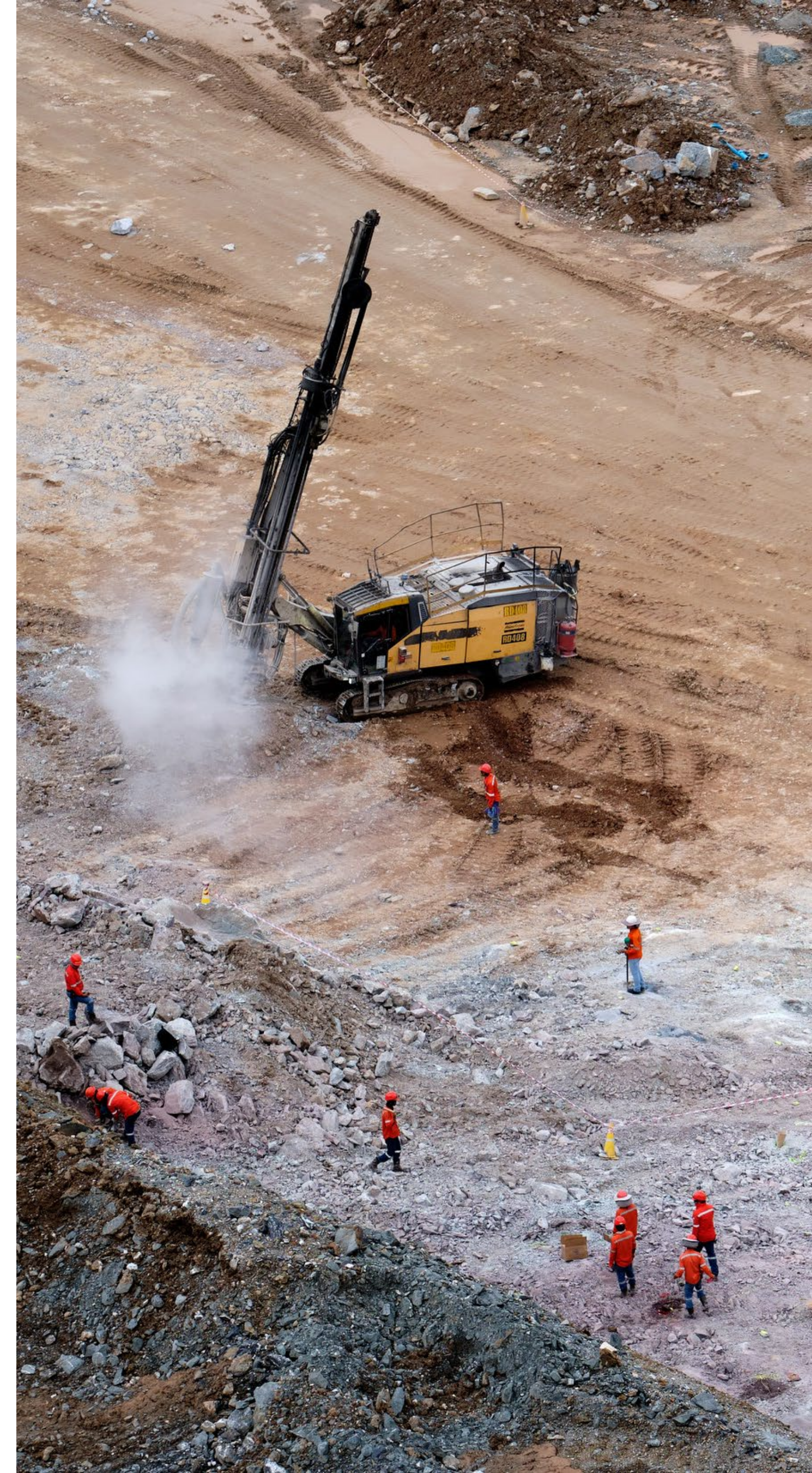


A review of the modern slavery training package was undertaken in 2023 along with how it was allocated to personnel across the Group. The review identified a number of new positions where the training package should be a mandatory part of the roles. The PanAust training team has since updated the learning allocation to include these identified positions.



An internal review of the PanAust Group Procurement Standard and end-to-end processes was undertaken by the regional supply team in Laos. The review was undertaken to assess how effective the existing processes are for identifying and addressing modern slavery risks within the supply chain. The review identified that while the procurement standard and processes have many of the right elements in place, there are opportunities to further embed modern slavery risk management into the end-to-end procurement process. The review also identified a number of the 2023 future commitments from the 2022 Modern Slavery Statement that are yet to be finalised and have carried these through to the 2024 future commitments.

Through explicitly acknowledging and formalising modern slavery factors at every stage, the PanAust supply team will be able to better detect, evaluate, and address modern slavery risks in the Company's supply chain.



6 FUTURE COMMITMENTS



PANAUST IS COMMITTED TO FURTHER ENHANCING GOVERNANCE AND MANAGEMENT PRACTICES TO ADDRESS THE RISKS OF MODERN SLAVERY ACROSS ITS OPERATIONS AND SUPPLY CHAINS.

The table below outlines the future priority areas.

AREA OF RISK	2024 FOCUS AND BEYOND
 <p>Supplier due diligence</p>	<p>Revise sourcing strategy templates and category management plans to integrate modern slavery risk analysis into the initial planning phase.</p> <p>Broaden the contract and tender preparation section to detail modern slavery and broader human rights requirements in tender documents, evaluation criteria, and Supplier Performance Evaluation Plans (SPEP).</p> <p>Incorporate the modern slavery supplier questionnaire into the tender process. Reference it explicitly in the Procurement Standard.</p> <p>Include modern slavery contract clauses, KPIs, improvement plans, and training requirements as part of contract execution and implementation.</p> <p>Enhance the ongoing monitoring of modern slavery risks in contract management by establishing clear escalation and corrective action procedures. Carry out periodic audits.</p> <p>Conduct training sessions for both the Supply department and suppliers on PanAust’s policies related to modern slavery, and the roles they play in addressing these risks.</p>



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