

2023 MODERN SLAVERY STATEMENT

ROCK

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The Peak Mine processing plant at dusk

ABOUT THIS STATEMENT

This Modern Slavery Statement (this *Statement)* has been prepared by Aurelia Metals Limited (ACN 108 476 384) (*Aurelia Metals*) in accordance with the *Modern Slavery Act 2018* (Cth) (the *Act*) for the reporting period 1 July 2022 to 30 June 2023. This Statement complies with the following mandatory reporting criteria:

CRITERIA	PAGE
Mandatory Criteria 1: Identify the reporting entity	3
Mandatory Criteria 2: Describe the structure, operations and supply chain of the reporting entity	6-7 and 9-10
Mandatory Criteria 3: Describe the risks of modern slavery practices in the operations and supply chain of the reporting entity, and any entities that the reporting entity owns or controls	11-13
Mandatory Criteria 4 : Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address for those risks, including due diligence and remediation processes	14-15
Mandatory Criteria 5: Describe how the reporting entity assesses the effectiveness of such actions	16
Mandatory Criteria 6: Describe the process of consultation with any entities that the reporting entity owns or controls	18
Mandatory Criteria 7: Any other information that the reporting entity considers relevant	4, 5, 8 and 17

This Statement is Aurelia Metals' fourth modern slavery statement following the introduction of the Act and forms part of our annual reporting suite which also includes our FY23 Annual Report and FY23 Corporate Governance Statement, all of which are available on our website https://www.aureliametals.com.au. This Statement covers the activities of Aurelia Metals and its subsidiaries (as set out on page 6 of this Statement).

All references to our, we, us or Aurelia Metals refer to Aurelia Metals Limited and its subsidiaries. All references to year are to the financial year ended 30 June 2023 unless otherwise stated.

MESSAGE FROM THE MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER



Bryan Quinn Managing Director and Chief Executive Officer

At Aurelia Metals, our Values are at the heart of how we operate and do business.

They are *Care*, *Curiosity*, *Nimble*, and *One Team*. Coupled with our Strategy to *Deliver with confidence*, *Improve our operating margin*, employ the *Right people* with the *Right mindset* and *Focused growth*, we will realise our vision to be a developer and operator of choice for critical base metals to power a low carbon future and deliver superior shareholder value.

Our Value of *Care* means we act with integrity and want to make a difference and we do what's right. This is the approach we take to address human rights and modern slavery risks within our business.

FY23 was a year that impacted our Company greatly. After emerging from a period of underperformance, there was a clear business case for transformational change. Against this backdrop, we embarked on a journey to turn around operational performance and cash management.

I am pleased to say the year of rebalance did not impact our commitment to safeguarding the health, safety and wellbeing of our workforce, including through the management of modern slavery risks across Aurelia Metals and its subsidiaries (the *Group*). We have – and will continue – to work closely with our suppliers, workforce, and other key stakeholders to cultivate an understanding of modern slavery risks across our supply chain. This in turn allows us to identify, assess and address these risks in a meaningful manner.

We recognise our obligations under the *Modern Slavery Act 2018* (Cth). This Modern Slavery Statement, the fourth we have produced, highlights actions we have put in place in FY23 and includes our roadmap for future success.

In FY24, we will continue to embed modern slavery mitigation measures and controls into our operational processes and investment activities. We will also continue to work with our business partners to build their capacity to manage modern slavery and labour exploitation risks. Our expectation is that they take the same zero tolerance approach to these issues as we do.

Bryan Quinn Managing Director and Chief Executive Officer

Acknowledgment

Aurelia Metals acknowledges the Traditional Custodians of the lands upon which we operate. We are proud to work alongside the Traditional Custodians of the land and we pay our respects to the people, the cultures and the Elders and leaders past, present and emerging.

Feedback

We value all feedback. Please provide any comments or queries on this Statement to <u>office@aureliametals.com.au</u>

OUR FY23 SNAPSHOT





Anti-bribery and Corruption Standard reviewed

100%

of suppliers in high-risk categories were issued with a Modern Slavery questionnaire in the last 24 months, with a 71% completion rate



Refresher Modern Slavery training completed



Aurelia Metals' Modern Slavery Working Group risk assessment complete

98%

of Aurelia Metals' suppliers are Australianbased (Tier 1) suppliers



~40% of all goods and services were procured locally

WE ARE AURELIA METALS

Aurelia Metals is an Australian mining and exploration company with a highly strategic landholding, and two operating mines in New South Wales (NSW). Our goal is to become a developer and operator of choice for critical base metals to power a low carbon future and deliver superior shareholder value.

We acknowledge that although we have an overwhelming majority of our suppliers based within Australia, a portion of these suppliers will rely on overseas manufacturers as well as services. These overseas supply chains may include areas which are susceptible to increased modern slavery risks and human rights issues which means it is critical we understand our supply chains and continue to complete our due diligence on all our suppliers.

We understand the importance of taking proactive and effective action to address modern slavery and human rights in each of our supply chains, especially in our high-risk categories set out on page 13 of this Statement.

We agree that we play an important role in assisting to identify, prevent and mitigate the risk of modern slavery practices in our supply chains and take this role and our responsibilities seriously.

As part of our new Strategy, we aim to ensure we have the *Right People* with the *Right Mindset* driving our responses to global business challenges, including modern slavery and human rights. This Strategy in combination with our Values, in particular *Care* and *One Team* underline our approach and attitude to tackling the global fight against modern slavery the Aurelia way. Aurelia Metals will ensure it is *Nimble* in identifying and addressing emerging challenges and opportunities, including identifying and implementing effective modern slavery risk mitigations measures and controls.

As at 30 June 2023, Aurelia Metals and its subsidiaries had approximately 300 employees and 160 contractors.

We own and operate two underground mines and processing facilities in NSW and have a portfolio of organic growth prospects in the region.

Our Peak Mine comprises two separate underground polymetallic mines and an 800ktpa base metals and gold processing plant. Peak is in the northern Cobar Basin, south of Cobar, a town in central-west NSW.

Our Dargues Mine is a gold-mining and milling operation located in the Southern Tablelands region in NSW, approximately 60 kilometres (km) south-east of Canberra. The facility includes an underground mine, processing plant and associated surface facilities.

Our Hera mining operation ceased in March 2023 and the surface facilities have been placed into care and maintenance. Hera's 455ktpa processing plant is equipped with a three-stage crushing, gravity gold and base metals flotation and concentrate leach circuit.

Our Federation Project is one of the highest-grade base metal development projects in Australia. Receiving Development Consent from the NSW Department of Planning and Environment in March 2023 and its Mining Lease in October 2023, the Federation deposit hosts high-grade zinc, lead, and gold mineralisation and remains open at depth.

Our Great Cobar Project involves the development of a base metals and a gold deposit, north of, and accessible from, the New Cobar mining complex at the Peak Mine.

We also hold a number of exploration licences and undertake exploration activities surrounding our existing mining and development operations.

This Statement covers the activities of Aurelia Metals and its seven wholly owned subsidiaries, which are:

- 1. Defiance Resources Pty Ltd (ACN 119 700 220)
- 2. Hera Resources Pty Ltd (ACN 138 992 999)
- 3. Nymagee Resources Pty Ltd (ACN 154 131 138)
- 4. Peak Gold Asia Pacific Pty Ltd (ACN 103 879 054)
- 5. Peak Gold Mines Pty Ltd (ACN 001 533 777)
- 6. Dargues Gold Mine Pty Ltd (ACN 117 848 790)
- 7. Big Island Mining Pty Ltd (ACN 112 787 470)

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WE ARE AURELIA METALS CONT.

In FY23, we generated revenue of approximately A\$370 million and produced the following gold and base metal quantities:



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OUR VISION

Developer and operator of choice for critical base metals to power a low carbon future and deliver superior shareholder value.



OUR STRATEGY



OUR SUPPLY CHAIN

We procure goods and services from a diverse range of suppliers which we have broadly categorised as Exploration, Support Services, Mining, Processing, Transportation, Construction and Corporate.

We procured over A\$278 million in goods and services from over 200 direct Australian suppliers (Tier 1), a substantial decrease from FY22 spend and the number of suppliers (FY22: ~A\$370 million from approximately 1,100 direct Australian suppliers (Tier 1)).

We're committed to supporting local businesses and the communities in which we are operate. This year, we procured 40% of all goods and services required for our operations from local suppliers. When compared to FY22 supply chain spend, construction related works fell within the Support Services category, however, this year due to the ramping up of construction works at our Federation Project, we have included it as its own separate category. Transportation and Processing increased whereas Mining, Exploration, Corporate decreased. The decreases were, in part, due to a reduction in exploration activities, the cessation of mining operations at Hera and its surface facilities transitioning into care and maintenance, and the transition from contractor mining to owner operator mining at Peak.

We're proud to report that 98% of our direct procurement spend comes from Australian suppliers with the balance being international from countries including: Germany, Denmark, Spain, The Netherlands, Singapore and the United Kingdom.

Aurelia Metals FY23 supply chain spend by location

Aurelia Metals FY23 supply chain spend by category



OUR SUPPLY CHAIN CONT.

Typical examples of products and services procured in our supply chain are shown below.

PROCESSING

- Chemical and reagent suppliers
- Laboratory services and testing
- Mill and grinding consumables
- Tailings Storage Facility (TSF) management / upgrades / construction

TRANSPORTATION

- Freight (road and rail)
- Haulage
- Port services and shipping

EXPLORATION

- Dilling contractors
- Geological services and consultants

CONSTRUCTION

 Installing, modifying, or maintaining building or civil infrastructure assets including preparatory works (including but not limited to the Federation vent fan installation, earthworks and boxcut works, muster building and change house, camp extension and road upgrades).

MINING

- Mining contractors (including raiseboring)
- Equipment purchase and hire
- Equipment and maintenance services
- Drill and blast (explosives etc.)
- Fuels and oils

CORPORATE AND OTHER

- Advisory and regulatory services
- IT services
- Insurance

SUPPORT SERVICES

- Utility providers (power, water, gas, communication etc.)
- Engineering and fabrication services
- Parts and consumable suppliers
- Cleaning and waste management
- Camp accommodation and services
- Project management services

RISKS OF MODERN SLAVERY

(Left to right) Senior Business Improvement Specialist, Alan Magner and Underground Miner, Kell Martin at the face of the crusher underground at Pack

We are not aware of any modern slavery in our operations and supply chains. We do however understand there are risks of modern slavery and are committed to mitigating these in our business as far as reasonably practicable.

INTRODUCTION

Aurelia Metals relies on the UN Guiding Principles on Business and Human Rights³ (the *Principles*) to assess the risk of modern slavery practices in our operations and supply chains. These Principles assess modern slavery risks based on whether an organisation has caused, contributed to, or is directly linked to modern slavery as set out in the table below.

CAUSE	CONTRIBUTE	DIRECTLY LINKED
A company may cause modern slavery if its operations directly result in modern slavery practices. For example, this may include forced or exploited labour at our site.	A company may contribute to modern slavery, if, through its operations or omissions, it facilitates or incentivises modern slavery practices. For example, this may include engaging a cleaning company whose rates are substantially below the minimum award rates.	A company may be directly linked to modern slavery practices through the activities of another entity that it has a business relationship with, such as a supplier. For example, this may include engaging a supplier that uses forced labour during its manufacturing process.

OUR OPERATIONS

All our operations are performed within Australia and our employees and contractors are employed/engaged to work on our sites in NSW or in our head office in Brisbane, Queensland.

Overall, we deem our operational risk low as the operations and workforce are 100% based within a Tier 1 jurisdiction (in Australia). Within Asia and the Pacific, Australia is currently ranked 26 out of 27 countries in terms of prevalence of modern slavery and 149 out of 160 countries globally⁴. Aurelia Metals has a robust set of policies, systems, processes as well as reporting mechanisms (detailed on page 15) to comply with its legal and contractual obligations. Modern slavery risks relating to our operations are assessed through the health and safety of our employees, compliance with our Code of Conduct (*The Aurelia Way*), policy framework, and maintaining good employment conditions.

To our knowledge, we have not caused or contributed to modern slavery at our operations, and we deem the risk of being directly linked to modern slavery practices at our operations as low.

³ UN Guiding Principles on Business and Human Rights: The Corporate Responsibility to Respect Human Rights, Section B Operational Principles

⁴ Global Slavery Index, Country Studies, Australia

RISKS OF MODERN SLAVERY CONT.

An aerial view of the process plant at Peak

OUR PEOPLE

Our employees constitute approximately 65% of the total workforce. The staff supplied by our main mining contractors (PYBAR, Redpath and Mitchells) account for approximately 22% and other contractors engaged by Aurelia Metals account for approximately 13%.

The majority of our workforce is employed directly by the Company or one of its subsidiaries on a permanent basis. Their employment (and all other types of employment including casual or fixed term) is governed by contracts containing wages and conditions that meet all relevant minimum legal requirements under Australian law. All roles are contained within our structured remuneration framework which is benchmarked against market data. Our Remuneration and Nomination Committee, which is made up of Board members, has oversight over the remuneration framework.

OUR SUPPLY CHAIN

We manage supply chain risk through procurement processes from the commencement of a tender until the completion of all contractual obligations. A mandatory pre-screening requirement for tenderers involves the completion of our detailed modern slavery questionnaire which requires tenderers to disclose modern slavery risks as well as set out how modern slavery risks are managed and mitigated generally in their businesses. Each questionnaire is reviewed and investigated (if required). Where such questionnaires are not returned, we follow them up.

We aim to enter into all contractual arrangements on our standard terms and conditions which includes a bespoke modern slavery clause that focuses on compliance with laws and reporting obligations. If we need to negotiate supplier terms and conditions, we will ensure modern slavery is adequately addressed in their terms and conditions or through the supplier's response to our modern slavery questionnaire.

We regularly review our modern slavery clause to ensure it is in line with changes (including regulatory and legal) in this evolving space.

Creating positive social change in our supply chain is something we are committed to. We achieve this by working closely and proactively with our high risk suppliers to understand their approach to managing modern slavery risks and offer support where requested.

As highlighted on page 9, almost our entire spend comes from Tier 1 suppliers. We do however recognise their supply chains (including the fabrication or manufacturing of raw materials) may extend overseas to countries and jurisdictions which are susceptible to the risks of modern slavery. Accordingly, based on the Principles, to our knowledge we have not caused or contributed to modern slavery in our supply chain but there is a possibility we may be directly linked to modern slavery practices prevalent in overseas manufacturing.

IDENTIFYING MODERN SLAVERY RISKS

A modern slavery Group risk assessment is conducted each year to identify and assess high-risk modern slavery categories in our supply chain and operations.

The FY23 high-risk categories, their potential indicators of modern slavery, and our mitigation measures are outlined in the table on the next page.

CATEGORY	DESCRIPTION	INDICATORS	MITIGATION MEASURES
Construction	Due to the current stage of our Federation Project, construction related works have increased.	Increased risk to modern slavery practices due to long supply chains, low- skilled and low-paid manual labour and supply of raw materials from overseas.	 Modern slavery due diligence on tenderers. Contractual obligations regarding modern slavery including reporting. Build relationships with our workforce to promote open and honest communication. Training. Group risk assessment and corrective actions.
Facilities management (cleaning and catering)	Accommodation, cleaning and food supply is a fundamental service at our sites and corporate office.	Higher risk of modern slavery due to the potentially high number of seasonal or migrant workers, low skills criteria and low pay.	 Modern slavery due diligence on tenderers. Contractual obligations regarding modern slavery including reporting. Building relationships with our personnel to promote open and honest communication. Training. Group risk assessment and corrective actions.
Transport and logistics	We transport our concentrates via road, rail and sea. The concentrates are sold to commodity traders for on-sale to China, South Korea and Malaysia. We engage shipbrokers to charter vessels for shipping concentrates in bulk.	Higher risk of poor employment practices (including wage underpayment) and sub- standard living and working conditions. This category is known to be difficult for regulators to provide complete oversight of a shipping company's practices.	 Shipping vessel vetting process. Modern slavery due diligence on tenderers. Contractual obligations regarding modern slavery including reporting. Building relationships with our workforce to promote open and honest communication. Training. Group risk assessment and corrective actions.
Overseas manufacturing and fabrication	We procure uniforms and personal protective equipment (PPE) (including hard hats, eye and face protection, footwear, gloves and ear protection) as well as computers and mobile phones ⁴ from Australian based suppliers, however, we recognise that there is a high possibility these items or the raw materials used to produce these items are manufactured or fabricated in overseas locations.	Such overseas locations can often include factories that use migrant or low-skilled labour and/or employ a contracted labour force which is susceptible to poor working conditions. Minimal governmental regulation and oversight, and a general lack of support for workers to raise grievances.	 Modern slavery due diligence on tenderers. Contractual obligations regarding modern slavery including reporting. Building relationships with our workforce to promote open and honest communication. Training. Group risk assessment and corrective actions.

⁴ Global Slavery Index for Australia identifies "electronics" as products at risk of modern slavery in Australia. Electronics have an import value of US\$8.9 billion and the main countries these products are sourced from include China and Malaysia.

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OUR **APPROACH**

An aerial view of the decline at the Federation Project site

Board of Directors

Sustainability and Risk Committee

Executive Leadership Team

Modern Slavery Working Group

The Working Group is responsible for identifying and implementing actions to assess and address modern slavery risks in our business. It is comprised of representatives from head office and site with a cross section of functional areas (legal, finance, procurement, sustainability and human resources).



CORPORATE GOVERNANCE

Our holistic approach to responsible mining is underpinned by our Vision, Values and Strategy, *The Aurelia Way*, policies, procedures and standards with oversight by the Board, the Sustainability and Risk Committee and the Executive Leadership Team. We also have a Modern Slavery Working Group which is a dedicated group of employees who are focused on identifying and assessing Aurelia Metals' modern slavery risks.

POLICIES

The Aurelia Way and our Anti-Bribery and Corruption Standard establish the essential standards of personal and corporate conduct for our employees, suppliers, contractors and all we do business with, including in relation to modern slavery and human rights.

Suppliers and contractors are required to be accountable for their actions and commit to ensuring they conduct their business in alignment with our Values and behaviours. They may be audited or required to certify or produce information relevant to their compliance with *The Aurelia Way*. Suppliers and contractors are provided access to a copy of *The Aurelia Way* during the onboarding process.

As at 30 June 2023, 100% of the workforce was deemed competent in *The Aurelia Way*. This training forms part of the mandatory induction for any employee, contractor, or visitor to our sites.

We do not tolerate behaviour or conduct that does not align with *The Aurelia Way*.

SUPPLIER ENGAGEMENT

Formal and informal engagement, including onsite visits by our teams, surveys and structured meetings, are key features of our engagement strategy. These engagements aim to build relationships and work with organisations to identify and address modern slavery risks across our shared supply chains. They are a valuable insight into the experience of our people.

CONTRACTS

Our standard contracts and purchase order terms and conditions contain a set of clauses relating to various responsible sourcing risks including anti-bribery and corruption, conflicts of interest, sanctions, modern slavery, subcontracting and record- keeping. These clauses are reviewed and updated periodically.

EDUCATION AND TRAINING

Education and training for employees is provided on human rights and modern slavery through *The Aurelia Way* training. In addition, in FY23, we implemented stand alone refresher modern slavery training for all employees and contractors (*MS Training*). The MS Training includes how to identify actual or potential risks of modern slavery within our business and supply chains, and the process of escalation should any incidents of modern slavery arise. The modules will be reviewed and updated every two years.

REPORTING

Our commitment to open and transparent reporting is set out in *The Aurelia Way* and our *Whistleblower Standard*. We have dedicated Whistleblower Protection Officers and an external independent Whistleblower service provider, Stopline. We are committed to fostering an environment where employees, contractors, suppliers and stakeholders feel safe and supported to report any inappropriate or potentially inappropriate concerns in a confidential manner.

We take these reports seriously and any reports made pursuant to our *Whistleblower Standard* are reviewed and investigated (where appropriate) and reported to the Board each month.

We are pleased to confirm that there were no modern slavery concerns raised via any reporting mechanisms in FY23 as reflected in our Key Performance Indicators.

OUR ACHIEVEMENTS

(left to right) Underground Truck Operator, Peter Summerfield, Loadscan Consultant, Brandon Moynihan and Bogger Operator, Steven Blom

Based on the effectiveness of our FY22 Key Performance Indicators, we have decided to use them again to measure our success in FY23. Performance against these indicators is highlighted below:



LOOKING AHEAD

(left to right) Electrical Planner, Stephen Mann and General Counsel and Company Secretary, Rochelle Carey at the Peak Mine

We will focus on continually improving how we identify, prevent and mitigate modern slavery risks in our operations and supply chains.

In FY24, this will include a focus on the following:

ENGAGEMENT

Continue to build relationships with the modern slavery representatives of our contractors and suppliers in high-risk categories (set out on page 13 of this Statement).

TRAINING

Continue to develop our MS Training modules and seek to close any gaps identified.

SYSTEMS

Implement a supplier onboarding and maintenance system to manage our modern slavery data collection. Continue to follow up questionnaires which have not been returned.

RISK

Review the Modern Slavery Working Group representatives to ensure we have adequate representation across the business.

Complete our Modern Slavery risk assessment to identify and manage modern slavery risks within the business.

Ensure all risks are assigned to appropriate risk owners, each of whom are responsible for implementing adequate and achievable corrective actions with oversight from the Modern Slavery Working Group.

EFFECTIVENESS

Improve results of FY23 Key Performance Indicators set out on page 16 of this Statement.

CONSULTATION WITH SUBSIDIARIES

An aerial view of the Peal Mine site at dusk

Aurelia Metals and our subsidiaries (see page 6) operate as a consolidated group (Group) with common leadership and policies.

Our Managing Director and Chief Executive Officer is a director of each of the subsidiary companies, and our Company Secretary is also the company secretary for each of our subsidiaries. This means modern slavery and human rights are approached in a unified manner across the Group.

We are committed to continually building upon and improving our approach to modern slavery to ensure we are able to identify, prevent and mitigate the risk of modern slavery in our operations and supply chains.

As a *Nimble* company, we work to identify and address emerging challenges and opportunities, this includes modern slavery risk mitigations measures and controls.

This Statement has been approved by the Board of Directors of Aurelia Metals.

Bryan Quinn Managing Director and Chief Executive Officer 06 December 2023



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