



Modern Slavery Statement - Roy Hill Group FY25

This Modern Slavery Statement for the Roy Hill Group is made pursuant to section 14 of the Modern Slavery Act 2018 (Cth) for the financial year 1 July 2024 – 30 June 2025 (Statement).

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Message from the CEO



I am honoured to lead an organisation committed to maintaining the highest standards for our employees, suppliers, and stakeholders. Our business is conducted with integrity, and we prioritise building strong relationships with suppliers founded on mutual trust and respect.

We actively address the issue of modern slavery by maintaining robust frameworks designed to identify and resolve any instances within our operations and supply chain.

Recognising that this area requires ongoing attention, we are focused on continually strengthening our risk management and due diligence processes related to modern slavery. The compliance portal serves as a critical control for

supplier screening, and high-risk supply chains remain a principal focus.

Educating our workforce on the risks associated with modern slavery is done in parallel with the engagement of industry experts and participation in relevant forums that encourage continuous improvement and transparency.

Our commitment to combating modern slavery and upholding a responsible supply chain is demonstrated through tangible actions which are detailed throughout this document. We strive for ongoing enhancements and collaborate closely with suppliers and industry partners to drive meaningful change.

It is with this commitment that I present our annual statement outlining our continued efforts toward eradicating modern slavery. We welcome feedback and remain dedicated to making a significant impact in this vital area.

A handwritten signature in black ink, appearing to read 'G. Veldsman'. The signature is fluid and cursive, written over a light grey background.

Gerhard Veldsman

Chief Executive Officer
Hancock Iron Ore

Date: 19 December 2025

1. About this Statement

Roy Hill Holdings Pty Ltd (ABN 71 123 721 077) (**Roy Hill** or the **Company**) is pleased to present its 2025 Modern Slavery Statement for the financial year ended 30 June 2025.

Following the reporting period covered in this Statement, Roy Hill have completed an integration process with Atlas Iron Pty Ltd (ABN 63 110 396 168) (**Atlas**) and its wholly owned subsidiaries. These entities now collectively operate under the name Hancock Iron Ore. This strategic transition brings together the combined strengths, resources, and expertise of both organisations, enabling a more cohesive and consistent approach to managing modern slavery risks across our expanded operations and supply chains. The integration also enhances our ability to identify, assess and address modern slavery risks, while ensuring we continue to meet our obligations under the *Modern Slavery Act 2018* (Cth).

This integration does not affect the ownership or corporate structure of the underlying legal entities. However, the integration has introduced centralised management, a unified vision and set of values, and alignment of core processes and procedures. These enhancements strengthen the governance, risk management, and reporting frameworks relating to modern slavery. For the purposes of the FY25 Modern Slavery Statement under the *Modern Slavery Act 2018* (Cth), Roy Hill

and Atlas will continue to report as separate entities.

Walk Free foundation reports that an estimated of more than 40 million people were living in modern slavery. Under the Australian *Modern Slavery Act 2018* (Cth), 'modern slavery' encompasses eight forms of serious exploitation:

- Trafficking in persons
- Slavery
- Servitude
- Forced marriage
- Forced labour
- Debt bondage
- Deceptive recruiting for labour or services
- Child labour

This Statement offers a comprehensive overview of Roy Hill's organisational structure, operational activities, and supply chain arrangements. It identifies the potential risks of modern slavery present within the Company and its supply chains, details the specific measures and initiatives undertaken to mitigate and address these risks, and evaluates the effectiveness of these actions in reducing the likelihood and impact of modern slavery across our business.

2. About Roy Hill & HanRoy

This is a joint statement made on behalf of **reporting entity** Roy Hill Holdings Pty Ltd (ABN 71 123 721 077) and its fully or partly owned subsidiaries. Unless stated otherwise, references to "the Company", "our", "we" and "us" refer to Roy Hill Holdings Pty Ltd and its subsidiaries.

The subsidiaries incorporate Roy Hill Infrastructure Pty Ltd, Roy Hill Iron Ore Pty Ltd, Roy Hill Operations Pty Ltd, Roy Hill Logistics Pty Ltd, Rinehart Developments Pty Ltd and HanRoy Iron Ore Projects Pty Ltd.

All new suppliers engaged by the Company must complete a Modern Slavery Questionnaire and acknowledge our commitment to partnering only with businesses that comply with the *Modern Slavery Act 2018* (Cth). Where a supplier's responses indicate a higher risk of modern slavery occurring in its operations and supply

chains, additional due diligence is undertaken via the Ethixbase360 platform. If a supplier is assessed as not meeting our standards for preventing modern slavery, their onboarding will not proceed. Modern Slavery documentation is expected to be updated in FY2026 in line with the corporate changes associated with the Hancock Iron Ore integration and reflected in the FY2026 Goals in section 7. However, the requirement to conduct further checks using Ethixbase360 will continue to apply across Hancock Iron Ore.

2.1 Roy Hill Operations

The Roy Hill mine is located approximately 115 kilometres north of Newman and features conventional open-pit, bulk mining operations supported by a wet processing plant. Processed ore is transported 344 kilometres via Roy Hill's dedicated heavy haul railway to a purpose-built, two-berth port facility at Port Hedland. From there, iron ore is shipped from our Port's two-berth export facility to key export markets including Japan, Korea, China, and Taiwan. Under the ownership agreement, equity partners Marubeni and POSCO, collectively purchase just under half of Roy Hill's total production at the current full production rate.

During the reporting period, Roy Hill produced and exported around 62 million tonnes of iron ore to international markets.

Roy Hill has made significant investments in the comfort and wellbeing of its fly-in fly-out (FIFO) workforce, providing high-quality accommodation villages at the mine site as well as at the port and rail facilities in Port Hedland. Amenities include a wide range of food options, mixed and women's-only gymnasiums, a large multi-lane swimming pool, various sporting facilities, and free Wi-Fi.

The company also supports the physical and mental wellbeing of its people through a range of initiatives, including access to a free Employee Assistance Program and a Chaplaincy service for all employees, contractors, and their families. In addition, Roy Hill offers even-time rosters for its FIFO staff to support work-life balance.

Corporate HQ & Remote Operations Centre (ROC) are Perth based - integrating operations, marketing and corporate services. Roy Hill also has a representative office in Shanghai, which conducts market research and liaises with Chinese steel mills on behalf of Roy Hill.

Roy Hill is recognised for its high automation and advanced technology. We foster a 'thinking organisation' culture that values safety, innovation and teamwork. Our commitment to community engagement is reflected in our strong partnerships with Traditional Owner businesses.

Roy Hill is proud of its relationships with Pilbara Traditional Owner groups including the Nyiyaparli, Palyku and Kariyarra People.

We acknowledge the deep connection Traditional Owners have with the land and are committed to working alongside them to create a meaningful employment and business opportunities.

Roy Hill's **Modern Slavery Policy** provides that Roy Hill rejects all forms of Modern Slavery and is committed to managing and addressing the risk of such practices within its operations and supply chains. Roy Hill also requires its suppliers and contractors to uphold the same high standards in their own businesses and supply chains.

The Roy Hill **Modern Slavery Procedure** sets out the organisation's approach in relation to:

1. complying with its obligations under the *Modern Slavery Act 2018* (Cth);

2. adhering to Roy Hill's Modern Slavery Policy; and
3. implementing Roy Hill's Modern Slavery processes.

Our Commercial teams collect information from suppliers to meet Roy Hill's Modern Slavery obligations during three main activities; new vendor set up, new contract set up and annual questionnaires.

Specific information and assessment requirements apply to each activity. Main points of the procedure:

- Ownership and accountability for compliance obligations
- Risk analysis and due diligence to be applied to vendors
- On-boarding and contracting requirements of new vendors
- Requalification of existing vendors
- Auditing and compliance obligations
- Training and requirements for relevant personnel
- Remediation of conflict

In FY2026 the Roy Hill Modern Slavery Policy and Procedure will be updated to align with the corporate changes associated with the Hancock Iron Ore integration, as outlined in the FY2026 Goals in section 7. These updates will incorporate the enhancements designed to strengthen governance, risk management, and reporting frameworks in relating to modern slavery for Hancock Iron Ore.

Figure 1 – Hancock Iron Ore Values



2.2 HanRoy Operations

HanRoy Iron Ore Projects (**HanRoy**) is a joint venture between Hancock Prospecting Pty Ltd and Roy Hill Holdings Pty Ltd. It was established to deliver large-scale project work for Roy Hill and other Hancock Group entities including Atlas Iron.

HanRoy is responsible for the planning, management, and delivery of major capital projects, including mine expansions, infrastructure upgrades, and new facilities.

They operate from offices in West Perth and project offices on mine sites. The registered office is at HPPL House, Level 3, 28-42 Ventnor Avenue, West Perth, WA 6005.

While Roy Hill ran the day-to-day mining, processing, rail and port operations for Roy Hill during the reporting period, HanRoy delivered the big projects that expanded or improved Roy Hill's capabilities.

2.3 Structure

Roy Hill Holdings Pty Ltd is owned by the following entities:

- 70% by Hanrine Holdings Pty Ltd (which is a wholly owned subsidiary of Hancock Prospecting Pty Ltd)
- 20% by KJTC Pty Ltd
- 10% by POSCO

Roy Hill Holdings Pty Ltd has four wholly owned subsidiaries and two partly owned subsidiaries, as described below.

Roy Hill Holdings Pty Ltd owns 100% of the following entities: Roy Hill Iron Ore Pty Ltd (ABN 18 123 722 038), Roy Hill Infrastructure Pty Ltd (ABN 60 130 249 633), Roy Hill Operations Pty Ltd (ABN 77 168 771 355) and Roy Hill Logistics Pty Ltd (61 627 019 489).

Roy Hill Holdings Pty Ltd owns 50% of the following entities: Rinehart Developments Pty Ltd (ABN 97 654 973 583) and HanRoy Iron Ore Projects (ABN 56 661 341 975).

The other 50% ownership interest in those companies is held by Hancock Prospecting Pty Ltd.

Workforce (as of 30 June 2025)

The Roy Hill Group employed a total of 3,550 people, comprising 3,466 employees and 84 embedded contractors. 76% of the total workforce (being 2,698 people) were rostered on a fly-in fly-out (FIFO) basis. Of those FIFO personnel, 2,625 are employees and 73 are embedded contractors. As a result, embedded contractors accounted for approximately 2.7% of the total FIFO workforce.

2.4 Supply Chain

Roy Hill sourced products and services both within Australia and overseas during FY2025, with 97.75% of total spend directed to suppliers located in Australia.

The table below outlines Roy Hill's spend by country for the FY2025 period:

Table 1 – Roy Hill FY25 Spend by Country

Country	% Net Value
Australia	97.75%
United States	1.39%
China	0.67%
Canada	0.07%
Italy	0.02%
Singapore	0.02%
Switzerland	0.02%
Great Britain	0.02%
France	0.01%
South Africa	0.01%

Roy Hill also had suppliers in Germany, Norway, New Zealand, Israel, and Sweden, however, the net value of spend for suppliers in each is less than 0.01%. Roy Hill's Supply Chain covers a broad range of goods and services, including:

Table 2 – Roy Hill Goods & Services offering

Category	Description
Energy & Explosives	Fuels, gases, lubricants, generators and explosives
Labour Hire	Professional and trade personnel
Mining Services	Construction, drilling operations, and laboratory analytics
Mining Equipment & Infrastructure	Rental equipment, property related assets, tyres, wheels, rims, and other spare parts
Heavy Mobile Equipment (HME) Fleet	Mobile and light vehicles. Wet/dry hire
Processing Equipment	Chutes, pumps, valves, rotatable spares, conveyors, crushers
Maintenance Services	Shutdowns, scaffolding, crane hire, and electrical maintenance
Information Technology	Telecommunications, monitoring systems, cyber security, enterprise software, cloud, ICT
Freight & Logistics	Inbound and outbound freight of goods, warehouse and storage
Utilities	Electricity, gas, water, and any other utilities
Health Products & PPE	Sanitisers, antibacterial wipes, masks, PPE clothing, medical supplies and corporate shirts. Office supplies
Other Services	Village and facilities management catering, site infrastructure support and accommodation

Roy Hill's Procurement team is responsible for purchasing goods and services for the operational requirements of the business.

Figure 2 – Roy Hill Mine Permanent Village

At Roy Hill, we place great importance on ethical conduct and responsible business practices, not only within our own operations but also throughout our supply chain. We expect our suppliers and contractors to maintain the same high standards that we set for ourselves, which includes a firm commitment to ensuring that modern slavery has no place in any aspect of their business activities.

To support this, our Modern Slavery Procedure outlines a comprehensive

framework for supplier engagement, providing clear guidance on how we assess, monitor, and address modern slavery risks. This procedure ensures that our expectations are communicated effectively and that appropriate due diligence is carried out when engaging with new and existing suppliers.

We are dedicated to fostering strong, transparent relationships with our suppliers and contractors, working closely with them to identify and manage any potential modern slavery risks. By collaborating in this way, we aim to uphold our commitments to ethical sourcing and human rights, both within Roy Hill's direct operations and across our entire supply chain. Our ongoing efforts reflect our determination to create a safe, fair, and respectful environment for everyone connected to our business.

3. Identifying and assessing our Modern Slavery risks

Roy Hill's operations are located in Western Australia, and its workforce is made up of a diverse range of professionals, including engineers, geologists, technicians, operators, drivers, accountants, administrators, lawyers, heritage specialists, environmental scientists, electricians, and shipping and marketing specialists. All employees are paid in accordance with Roy Hill's remuneration and recruitment policies, with rates that are significantly above the relevant Award rates.

As noted above, approximately 76% of our workforce are fly-in fly-out (FIFO) employees. We understand the unique challenges faced by FIFO workers and are committed to supporting their wellbeing. We provide high-quality accommodation at both the mine site and port, investing in a range of initiatives to help staff make positive health, social, and safety choices. Our policies on wellbeing, training, and diversity and inclusion are designed to foster a supportive and thriving workplace.

Given these robust internal policies and controls and considering Australia's strong regulatory environment and low prevalence of modern slavery as indicated by the Global Slavery Index, Roy Hill assessed the risk of modern slavery occurring within its direct operations as low. We maintain ongoing monitoring and review of our practices to ensure this risk remains well managed.

However, we acknowledge that the extractive industries can have broader human rights impacts, even in low-risk jurisdictions. These may include issues related to workplace health and safety, labour rights, Indigenous rights, water and sanitation, and the rights of local community members. Roy Hill is committed to maintaining its social licence to operate and actively engages with and supports the local community, with a particular focus on Traditional Owners whose land and heritage may be affected by our activities. We continue to review and strengthen our policies and practices to ensure respect for human rights across all aspects of our operations.

3.1 Modern Slavery risks in our Supply Chain

Roy Hill's supply chain is broad, complex, and global in scope. We recognise that certain categories of goods and services we procure such as garments, personal protective equipment (PPE), electronics, construction, and shipping is considered higher risk for modern slavery, particularly when our suppliers sourced from countries identified as higher risk in the Global Slavery Index.

To address these risks, we implemented processes to identify, assess, and manage modern slavery risks at various stages of the procurement cycle. This includes due diligence measures and supplier assessments to improve visibility and transparency throughout our supply chain. To date, Roy Hill has not identified any instances of modern slavery within its supply chain.

Approximately 2.5% of Roy Hill's on-site workforce are embedded contractors, with additional contractors engaged as required. We acknowledge that engaging external labour can increase exposure to poor labour practices and modern slavery risks. To mitigate this, Roy Hill's preference is to directly employ most of its workforce, which allows for greater oversight of working conditions and employment terms. For those workers engaged through labour hire arrangements, Roy Hill manages modern slavery risk through robust contractual terms and ongoing monitoring of labour hire providers.

We remain committed to ongoing supplier due diligence and continuous improvement in our approach to identifying and addressing modern slavery risks across our operations and supply chain.

4. Our actions to address Modern Slavery risks

In FY2025, Roy Hill has undertaken a comprehensive program of initiatives to strengthen our approach to identifying, managing, and mitigating modern slavery risks across our operations and supply chain.

Key actions have included mapping higher-risk sourcing categories to improve visibility and oversight, enhancing our Modern Slavery Risk Assessment Tool, and implementing a dedicated Site Visit Checklist to assess workplace and labour conditions at supplier sites.

We have further embedded the Modern Slavery Portal into our procurement processes, rolled out targeted employee training, and actively engaged in industry forums to drive collective action.

4.1 Supply Chain mapping

During this reporting period, Roy Hill undertook a comprehensive supply chain mapping exercise to identify and assess modern slavery risks within our procurement categories. This work aimed to improve visibility across supply chains in high-risk areas and deepen our understanding of potential vulnerabilities. As a result,

seven spend categories were identified as having a higher risk profile compared to others within Roy Hill's supply chain. These categories include Heavy Machinery Equipment, Non-infrastructure Processing Infrastructure & Facilities Management, Labour Hire, Hydrocarbons, Fixed Plant, Mining Services, and Logistics.

The elevated risk ratings are driven by factors such as reliance on subcontracting and migrant or temporary labour, operations in remote or high-risk regions, and limited oversight of labour conditions. The findings from this exercise were shared with relevant personnel, and the modern slavery group continues to collaborate with Category Leads to strengthen risk management and oversight through the Modern Slavery Portal.

4.2 Training and awareness

Roy Hill successfully completed its second year of mandatory Modern Slavery Training for employees in Procurement & Supply whose roles may interface with modern slavery risks. The training raised awareness of the importance of addressing modern slavery, and guided participants on where to access the Modern Slavery Policy, Procedure, and supporting Tools & Templates. It provided a clear understanding of legislative requirements under the *Modern Slavery Act 2018* (Cth) and how Roy Hill ensures compliance, while equipping employees with the skills to identify, assess, and address modern slavery risks. The program also reinforced individual roles and responsibilities in managing these risks within the company. By enhancing employee knowledge and engagement, Roy Hill continues to strengthen its modern slavery response framework and improve our capacity to identify and mitigate potential risks across our operations and supply chains.

4.3 Modern Slavery Portal

Roy Hill has integrated the Ethixbase360 compliance portal into its procurement processes, providing enhanced screening capabilities for suppliers identified as 'at-risk' for modern slavery concerns. This integration strengthens our ability to monitor progress, identify emerging trends, and share best practices, ultimately reinforcing our modern slavery response framework. As part of this process, 23 detailed reports were completed for suppliers deemed 'at-risk' under the Modern Slavery Risk Assessment Tool, significantly improving oversight and due diligence across our supply chain.

4.4 Conducting in-depth industry investigations

Roy Hill undertook in-depth investigations into higher-risk areas and products within its supply chain, assessing industry sectors, supplier practices, and associated risks. As part of the strategic sourcing process, comprehensive reviews were completed this year on tyres and conveyor belts. These investigations provided valuable insights and recommendations, deepening our understanding of the specific risks and challenges within these industries and further strengthening our approach to responsible sourcing.

4.5 Collaboration and engagement

Roy Hill actively participated in Modern Slavery forums, including the Human Rights Resources and Energy Collaborative (HRREC) — a platform for resources and energy organisations to support the effective implementation of the *Modern Slavery Act 2018* (Cth). Through these engagements, Roy Hill collaborated with industry peers and stakeholders to drive collective action and promote meaningful change in addressing modern slavery and advancing human rights.

4.6 Grievance reporting channels

As part of our efforts to strengthen the accessibility, inclusivity, and communication of Roy Hill modern slavery grievance reporting channels, a review was undertaken to assess how we support internal staff (including contractors and former employees) and whistleblowers in safely and confidentially raising concerns. Updated and accessible grievance mechanisms are available to internal staff via the intranet and Document Management System (DMS), including the Whistleblower Procedure, Roy Hill Ethics Officers, Manager Once Removed (MOR) meetings, and Human Resources Business Partners. External stakeholders can access these mechanisms through the Hancock Iron Ore website, previously Roy Hill website, ensuring that all parties have clear and secure avenues to report concerns.

4.7 Modern Slavery risk assessment tool

The Modern Slavery Risk Assessment Tool has been reviewed and enhanced to incorporate higher-risk countries, enabling more accurate identification of product risks using data and statistics from the Walk Free Foundation.

4.8 Modern Slavery site visit checklist

Roy Hill developed a Modern Slavery Site Visit Checklist to assist our team in evaluating workplace and labour conditions at supplier sites, ensuring compliance with our Supplier Principles. During this reporting period, key checklist requirements have already been applied and assessed during our international sourcing events, strengthening our ability to identify and address potential risks within supplier operations.

5. Assessing our effectiveness

Roy Hill regularly reviews the effectiveness of its modern slavery risk management processes. Going forward, Hancock Iron Ore will continue these reviews, ensuring that activities across all entities are monitored and measured.

The table below outlines the measures to assess the effectiveness of the commitments made by Roy Hill during the FY25 reporting period include:

Table 3 – Roy Hill FY25 Commitments and Effectiveness Measures

Action	Measure	Completed in FY25
Assess all suppliers for modern slavery risks	100% of new suppliers are assessed for modern slavery risks	☑
Complete risk assessment reports for high-risk suppliers	100% of higher-risk suppliers have a completed report in the Modern Slavery Portal	☑
Review sourcing categories for modern slavery risks	100% of sourcing categories are reviewed at least once annually	☑
Update Modern Slavery Risk Assessment Tool	1 per year	☑
Train procurement staff in identifying modern slavery risks	100% of procurement staff complete training annually	☑
Conduct in-depth investigations into high-risk products or regions	Minimum 2 investigations per year	☑

Roy Hill has consistently strengthened its approach to managing modern slavery risks and will continue to report on its progress against the planned activities and metrics outlined above. In line with the Modern Slavery Procedure, Roy Hill will act across the following key areas, with progress to be measured and reported accordingly:

- Clear accountabilities
- Risk assessment and due diligence processes for operations and supply chains
- On-boarding and contracting requirements
- Auditing and compliance activities
- Training programs
- Confidential internal reporting and annual external modern slavery reporting
- Remediation processes for any issues identified

6. Any other relevant information

The **Roy Hill Employee Handbook** outlines that all employment practices, including contracts, disciplinary procedures, and workplace relations, are compliant with both Federal and State industrial relations legislation.

In addition to the handbook, we also have the **Environmental & Social Management Plan** to reference compliance with equal opportunity and anti-discrimination laws relating to the *Equal Opportunity Act 1984 (WA)*, ensuring fair treatment and non-discrimination in the workplace.

Both the **Roy Hill Safety Management System** and the **Health & Safety Risk Management Procedure** comply with *Work Health and Safety Act 2020 (WA)* and associated regulations.

The **Injury Management and Workers Compensation Procedure** specifically outline compliance with the *Workers Compensation and Injury Management Act 1981 (WA)*, detailing the processes for injury reporting, claims and return to work.

Roy Hill places a strong emphasis on safety and ethical behaviour, encouraging all employees to act responsibly and to stop work and report to their supervisor if they observe anything unsafe or concerning. This proactive approach, supported by comprehensive procedures and policies focused on employee wellbeing, also plays a key role in identifying and addressing potential modern slavery risks within our operations. By fostering an environment where people feel empowered to speak up, we help ensure our workplace remains free from practices that could contribute to modern slavery.

7. Looking forward

With the corporate changes associated with the Hancock Iron ore integration, the transition to our new unified identity with Atlas Iron, future Modern Slavery actions and initiatives will be implemented across the combined operations. This alignment will ensure a consistent and strengthened approach to identifying, assessing, and mitigating modern slavery risks throughout our expanded supply chains, leveraging the collective expertise, resources, and governance frameworks of both legacy organisations. Hancock Iron Ore has planned the following activities to further embed modern slavery risk prevention:

Table 4 – Hancock Iron Ore FY2025 Goals

Goal	Description	Target Metric
Strengthen Supply Chain Mapping	Continue to strengthen our understanding of our higher-risk areas within the spend categories and provide better visibility of the Supplier supply chains for our Category Leads.	Supplier supply chain data available and monitored against higher-risk categories and countries.
Modern Slavery Process Efficiency	Alignment between the Policy, Procedure, Questionnaire, Risk Assessment Tool, Site Visit Checklist, Compliance Portal and Supply Chain Mapping to ensure the process is enabling the desired outcome in the most efficient way for Hancock Iron Ore.	Consistency, integration, and effectiveness of the Modern Slavery Risk Management tools and processes.
Collaboration and Engagement	Continue to participate in industry forums and engage with group insiders to enhance our knowledge within the Modern Slavery and Human Rights space.	Ongoing participation in Modern Slavery forums, including HRREC and Mineral Council of Australia and any new forums of relevance.
Employee Training and Awareness	Mandatory Modern Slavery training module for those in roles which may interface with the issue of Modern Slavery	All procurement roles completed the Modern Slavery training module

8. Consultation

Hancock Iron Ore operates as an integrated group, with group-wide policies, processes and systems that have been developed and applied consistently across all entities, ensuring a unified approach to managing modern slavery risks. The preparation of this statement was led by the Hancock Iron Ore Commercial team, which is responsible for the organisation's modern slavery group, with teams across all areas of the business consulted and contributing to this Statement including, Corporate HR, Corporate Affairs Services, Sales & Marketing, Finance, Risk & Compliance, International Sourcing and Legal & Land Tenure.

This statement was prepared in consultation with the Chief Commercial Officer, Chief Financial Officer, Head of Risk & Compliance, Head of Corporate Affairs, Head of HR, Manager Sales & Marketing and General Counsel. In addition, our Senior Commercial Counsel at Hancock Prospecting Pty Ltd have also been consulted on our statement.

There is nothing additional to note for this reporting period. The Statement was approved by the Board of Roy Hill Holdings Pty Ltd on 19 December 2025. Please refer to our Chief Executive Officer's signature on page 3.

Signed by



.....
Gregory P Hawkins
Chief Commercial Officer
Company Secretary Roy Hill
(a Hancock Iron Ore company)

Date: 16 December 2025

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