

# 2025 MODERN SLAVERY STATEMENT



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# ABOUT THIS STATEMENT

This Modern Slavery Statement (**Statement**) has been prepared by Aurelia Metals Limited (ACN 108 476 384) (**Aurelia**) in accordance with the *Modern Slavery Act 2018* (Cth) (the **Act**) for the reporting period 1 July 2024 to 30 June 2025.

All references to our, we, us or Aurelia refer to Aurelia Metals Limited and its subsidiaries. All references to year are to the financial year ended 30 June 2025 unless otherwise stated.

This Statement outlines Aurelia's modern slavery risks and our approach to assess and address such risks. This Statement complies with the mandatory reporting criteria contained in the Act:

| MANDATORY CRITERIA  | PAGE(S) |
|---|---------|
| 1: Identify the reporting entity  | 3       |
| 2: Describe the structure, operations and supply chains of the reporting entity   | 6-11    |
| 3: Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls                            | 12-16   |
| 4: Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes | 15-19   |
| 5: Describe how the reporting entity assesses the effectiveness of such actions   | 20      |
| 6: Describe the process of consultation with any entities that the reporting entity owns or controls  | 21      |
| 7: Include any other information that the reporting entity, or the entity giving the statement, considers relevant  | 4-5     |

This Statement covers the activities of Aurelia and its seven wholly owned subsidiaries:

- 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)

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

## ACKNOWLEDGMENT

Aurelia acknowledges the First Nations peoples and recognises their continued connection to the land, waters and environment. We value the role that First Nations peoples have within our business and the communities in which we operate. We extend this recognition and our respect to First Nations peoples and communities globally.

## FEEDBACK

We value all feedback. Please provide any comments or queries on this Statement to [office@aureliametals.com.au](mailto:office@aureliametals.com.au).

## FY25 HIGHLIGHTS

- ◆ No modern slavery incidents reported
- ◆ 93% of employees deemed competent in the standalone modern slavery training
- ◆ Aurelia's modern slavery risk assessment reviewed and updated
- ◆ Spot audits of responses to our modern slavery questionnaire
- ◆ Deep dives completed with selected high-risk category suppliers
- ◆ Commenced review process for our modern slavery training modules
- ◆ 98% of Aurelia's suppliers are Australian-based (Tier 1) suppliers
- ◆ 32% of all goods and services procured locally



# WHAT WE DO

An aerial view of the Peak Operation's process plant with tailings storage facility in the background



Aurelia is an Australian mining and exploration company with a highly strategic landholding in the Cobar Basin in western New South Wales (NSW). We operate three underground base metal mines at our two mining operations, Peak and Federation. In addition, we are progressing the Great Cobar Project, a consented, high-grade copper development located at Peak.

## OPERATIONS

The **Peak Operation** comprises two separate underground base metal mines – Peak South and New Cobar – and a base metals and gold processing plant which is undergoing an expansion to 1.1-1.2Mtpa. Peak is in the northern Cobar Basin, south of the town of Cobar.

The **Federation Mine** is one of the highest-grade base metal developments in Australia. It was officially opened in September 2024 with first stope ore mined later that month. The first ore from Federation was processed at the Peak processing plant in November 2024.

## PROJECT

Our **Great Cobar Project** involves the development of high-grade copper deposit accessible from existing underground infrastructure at New Cobar. Located in central-western NSW, the Great Cobar Project is approximately 0.5km southeast of Cobar, 1.5km north of the existing New Cobar Mine and 8km north of the Peak South Mine.

## REHABILITATION, CLOSURE AND CARE AND MAINTENANCE

The **Dargues site** has permanently ceased mining and transitioned to rehabilitation and closure during the year. The site is in the Southern Tablelands region of NSW, approximately 60km south-east of Canberra.

The **Hera site** – also located in the Cobar Basin – ceased in 2023 and the surface facilities have been placed into care and maintenance. Hera's processing plant is equipped with three-stage crushing, gravity gold and base metals flotation and concentrate leach circuit.

## EXPLORATION

Our exploration tenements cover approximately 105km along the highly prospective Rookery Fault. In the Cobar Basin, including in our Cobar and Nymagee Districts, we've identified more than 135 prospects comprising over 170 individual targets. Of these, 21 have advanced to the drilling stage, reflecting the maturity and momentum within our pipeline.

# WHAT WE DO

## CONT.



### LEGEND

- Processing Facility
- ◇ Operating Mine
- Development Project
- Tenement Holding
- Road
- Locality
- Exploration Prospect

## RESULTS

In FY25, Aurelia generated revenue of A\$343.5 million and produced the following gold and base metal quantities.

| GROUP FINANCIAL MEASURE              | UNIT | FY25    |
|--------------------------------------|------|---------|
| <b>Production Volume<sup>1</sup></b> |      |         |
| Gold                                 | oz   | 45,449  |
| Silver                               | oz   | 245,674 |
| Copper                               | t    | 2,698   |
| Lead                                 | t    | 15,747  |
| Zinc                                 | t    | 16,808  |

<sup>1</sup> Aurelia Metals Limited Annual Report 2025, page 14

## WORKFORCE

| LOCATION                  | EMPLOYEES  | CONTRACTORS |
|---------------------------|------------|-------------|
| Corporate and Exploration | 41         | 6           |
| Peak Operations           | 256        | 68          |
| Hera and Federation       | 28         | 91          |
| Dargues site              | 6          | 1           |
| <b>TOTAL</b>              | <b>331</b> | <b>166</b>  |

# OUR PURPOSE

To be a developer and operator of choice for base metals that power the future.

(Left to right) Exploration Geologists, Sam Ash-Minto and Scott Trompeter



# OUR VALUES

Are the foundation of everything we do. They reflect the pride we take in our work and the respect we have for our people, our communities and shareholders.



## CARE

- ◆ We are committed to safety first.
- ◆ We respect our people, communities and the environment.
- ◆ We act with integrity and want to make a difference.
- ◆ We do what's right and own the outcome of our efforts.



## CURIOSITY

- ◆ We are interested in the ideas of others and value diverse opinions.
- ◆ We ask questions, seek information and challenge the status quo.
- ◆ We make informed decisions and learn from success as well as failures.
- ◆ We actively seek innovative ideas and new technologies to improve our business.



## NIMBLE

- ◆ We are proactive in identifying and addressing emerging challenges and opportunities.
- ◆ We are open and receptive to change, quickly responding to evolving circumstances.
- ◆ We make timely decisions based on available information to avoid unnecessary delays.



## ONE TEAM

- ◆ We actively participate and work together towards shared goals.
- ◆ We acknowledge and celebrate the achievements of teams and individuals.
- ◆ We trust each other – we are open, supportive and strive for collective success.

# OUR SUPPLY CHAIN

At Aurelia, we are committed to fostering sustainability through our value chain which commences at exploration and ends with end-of-mine planning and rehabilitation.

Our commitment is to ensure that, wherever practicable, we identify, manage and mitigate modern slavery risks at every stage of the process detailed on this page.



# OUR SUPPLY CHAIN CONT.

Our goods and services come from a broad range of suppliers which can be divided into the following categories:

## KEY GOODS AND SERVICES PROCURED

### PROCESSING

- ◆ Chemical and reagent suppliers
- ◆ Laboratory services and testing
- ◆ Mill and grinding consumables
- ◆ Tailings Storage Facility management

### EXPLORATION

- ◆ Drilling contractors
- ◆ Geological services and consultants
- ◆ Laboratory services

### MINING

- ◆ Mining contractors
- ◆ Equipment - purchase, hire and maintenance
- ◆ Explosives
- ◆ Fuels, lubricants, oils and greases

### CORPORATE AND OTHER

- ◆ Professional services - advisory, legal and consulting
- ◆ IT services
- ◆ Insurance

### TRANSPORTATION

- ◆ Road, rail and ocean freight services

### CONSTRUCTION

- ◆ Installing, modifying, or maintaining building or civil infrastructure assets including preparatory works (for example, earthworks upgrades)

### SUPPORT SERVICES

- ◆ Utilities
- ◆ Engineering and fabrication services
- ◆ Parts and consumable suppliers
- ◆ Cleaning and waste management
- ◆ Accommodation services including catering
- ◆ Project management services

In FY25, we procured over A\$243 million in goods and services from over 178 direct Australian suppliers (Tier 1), an increase from FY24 spend and a decrease in the number of direct Australian suppliers (FY24: ~\$214 million in goods and services from over 200 direct Australian suppliers (Tier 1)).

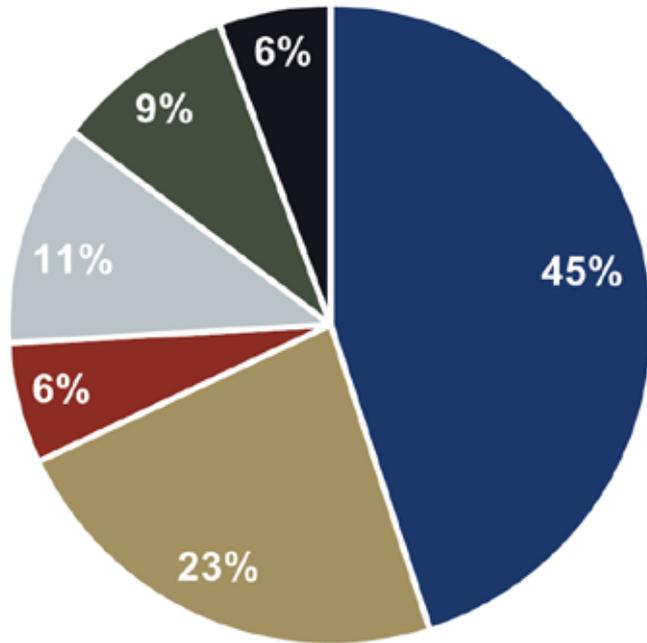
We engage with local stakeholders and aim to be a responsible neighbour, support community projects, and contribute to the local economy.

We prioritise local employment and procurement of goods and services through local businesses. This year, 32% of all goods and services required for our operations were procured from local suppliers.

We're proud to report that approximately 98% of our direct procurement spend comes from Australian suppliers with the balance being from countries including mainly Hong Kong, Singapore, United Kingdom, Germany, Spain, Switzerland, Denmark and United States of America.

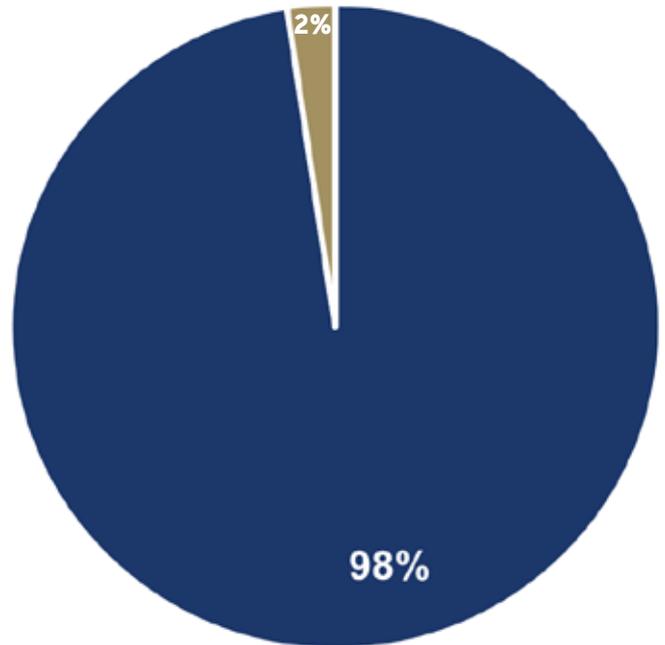
# OUR SUPPLY CHAIN CONT.

SPEND BY CATEGORY



- Mining
- Support Services
- Processing
- Transportation
- Exploration
- Corporate and Other

SPEND BY LOCATION



- Australia
- International

Left to right: General Counsel and Company Secretary, Rochelle Carey with Senior Environment and Community Advisor, Laura Newton inspecting water management dams at the Peak Operation



# OUR MODERN SLAVERY RISK

Aurelia does not tolerate or condone any form of modern slavery within its operations or supply chains.

However, we acknowledge that modern slavery can be complex and difficult to detect, particularly in our high-risk industries such as construction, facilities management (including cleaning and catering), transport and logistics, as well as overseas manufacturing and fabrication.

We recognise that there remains a risk of modern slavery within our operations and supply chains. To mitigate this, we are committed to identifying, evaluating, and regularly assessing modern slavery risks as early as reasonably practicable in the mine life cycle.

Our risk management activities are guided by our corporate governance structures, policies, and overarching risk management framework, which together ensure a consistent approach to identifying, assessing, managing, and reporting risks across the business.

## GUIDING PRINCIPLES

To assist Aurelia identify and assess modern slavery risks in our operations and supply chains, we adopt the 'UN Guiding Principles on Business and Human Rights'<sup>2</sup> (the **Principles**). 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. |

<sup>2</sup> UN Guiding Principles on Business and Human Rights: The Corporate Responsibility to Respect Human Rights, Section B Operational Principles.

# OUR MODERN SLAVERY RISK CONT.



(Left to right) Mine Geologist, Omar Cortes-Manzo and Exploration Geologist, Sam Ash-Minto underground in the Federation Mine

## OUR OPERATIONS

Aurelia considers the risk of modern slavery practices within our direct workforce to be low as our operations are based exclusively in Australia, which has robust legal, governance and regulatory frameworks, particularly around human rights.

In 2024, Australia was included as one of only 33 countries to have been ranked as “Tier One” in the US Department of State 2024 Trafficking in Persons Report. Tier One is the highest ranking and it indicates that the Australian government has made efforts to address the problems that meet the Trafficking Victims Protection Act’s minimum standards. According to prevalence of modern slavery, Australia has the second lowest prevalence of modern slavery within countries in Asia and the Pacific (ranked 26 out of 27) and is ranked 149 out of 160 globally<sup>3</sup>.

We have established several controls to manage the potential modern slavery risks within our direct workforce. These include the formal training we provide our employees which builds awareness of the issues, knowledge of the relevance and responsibilities within their role, and understanding of the mechanisms available to voice concerns and provide feedback (further detail on page 19).

## OUR PEOPLE

Our employees constituted approximately 67% of the total workforce. The staff supplied by our main mining contractor at Federation, Redpath, accounted for approximately 18% and other contractors engaged by Aurelia accounted for approximately 15%.

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.

<sup>3</sup> Walk Free Global Slavery Index / Country Study – Modern Slavery in Australia

# OUR MODERN SLAVERY RISK CONT.

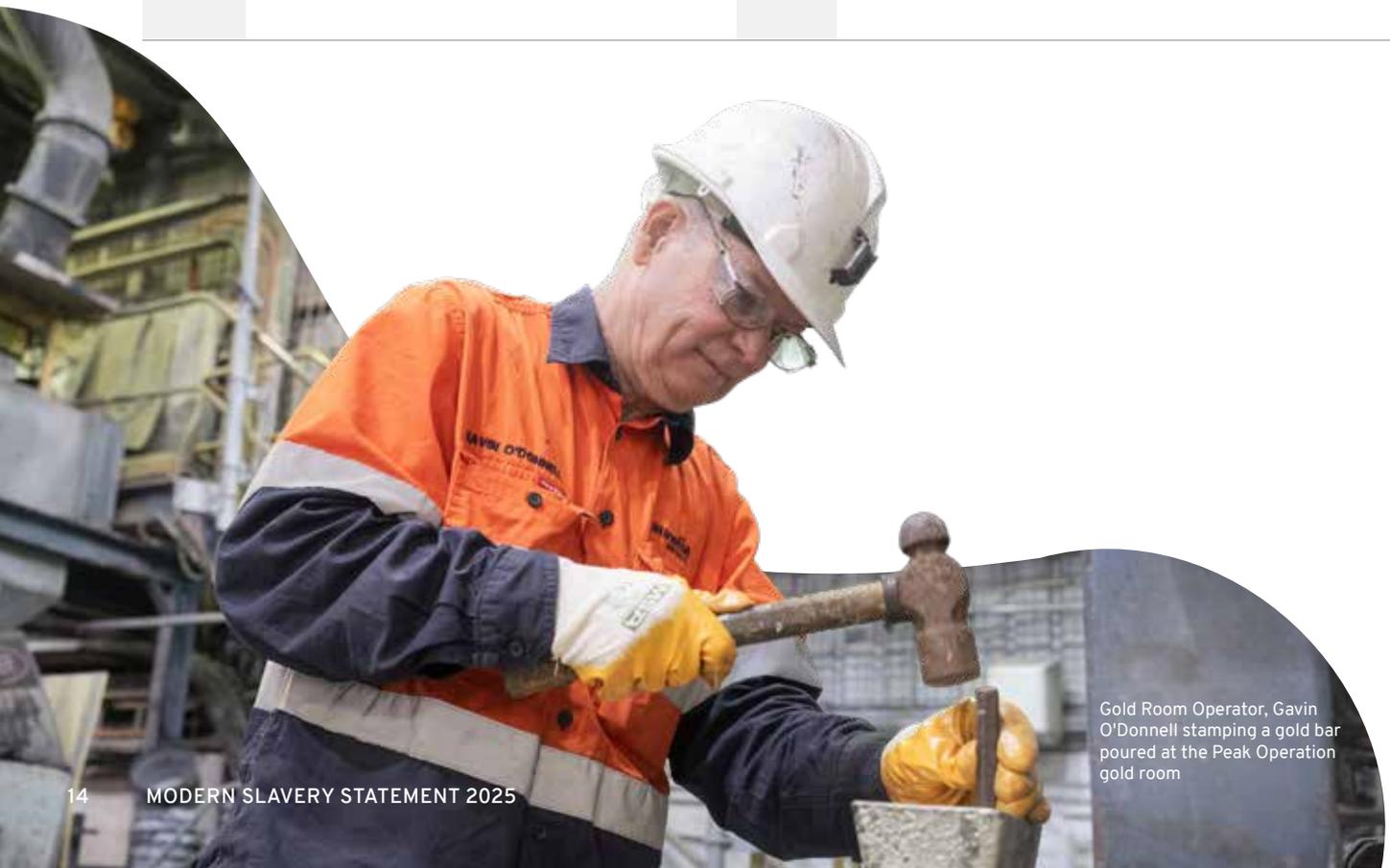
## OUR SUPPLY CHAIN

While 98% of our supplier spend was with our Australian based suppliers, some provided goods and services across multiple categories with various inputs to their supply chains, which may be sourced from potential high-risk jurisdictions. This could pose a risk of contributing to modern slavery in our supply chain, where visibility and the ability to influence are limited.

We acknowledge there is a possibility we may be directly linked to modern slavery practices prevalent in overseas manufacturing.

Our Modern Slavery Working Group reviews and updates our modern slavery risk assessment each year to identify and assess high-risk modern slavery categories in our supply chain and operations. Aurelia has then mapped these high-risk categories against certain types of potential modern slavery risk areas as defined by the *Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities May 2023 (Risk Areas)*. These Risk Areas include:

|                       |  |                 |  |
|-----------------------|--|-----------------|--|
| <p><b>S&amp;I</b></p> | <p><b>Sector and industry risk</b><br/>Certain sectors and industries may have high modern slavery risks because of their characteristics, products and processes.</p>   | <p><b>G</b></p> | <p><b>Geographic risk</b><br/>Some countries may have higher risks of modern slavery, including due to poor governance, weak rule of law, conflict, migration flows and socio-economic factors like poverty.</p>     |
| <p><b>P&amp;S</b></p> | <p><b>Products and services risk</b><br/>Certain products and services may have high modern slavery risks because of the way there are produced, provided or used. For example, services such as cleaning that often involve lower wages and manual labour may have high modern slavery risks.</p> | <p><b>E</b></p> | <p><b>Entity risk</b><br/>Some entities may have particular modern slavery risks because they have poor governance structures, a record of treating workers poorly or a track record of human rights violations.</p> |



Gold Room Operator, Gavin O'Donnell stamping a gold bar poured at the Peak Operation gold room

# OUR MODERN SLAVERY RISK CONT.

Aurelia has provided the below table which summarises our high-risk categories and associated controls to manage the risk. The below categorisation and assessment of risk aligns with the Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities, and is linked with the UNGP’s “cause, contribute and directly linked” concept.

| HIGH RISK CATEGORY   | CAUSE, CONTRIBUTE OR DIRECTLY LINKED (UN PRINCIPLES) | DESCRIPTION OF RISK  | CONTROLS   |
|--|--|--|--|
| <b>Construction</b><br>(construction contractors for major projects and civil works)<br><br><b>S&amp;I P&amp;S</b>                 | Directly linked                                      | The construction industry has an increased risk of modern slavery due to long supply chains, the potential for low-skilled and low-paid manual labour and the supply of raw materials from overseas.   | <ul style="list-style-type: none"> <li>♦ Modern slavery due diligence on tenderers (which includes bespoke modern slavery questionnaire).</li> <li>♦ Contractual obligations regarding modern slavery, including reporting.</li> <li>♦ Training (and refresher training).</li> <li>♦ <i>The Aurelia Way</i> (Code of Conduct).</li> <li>♦ Group risk assessment and corrective actions.</li> <li>♦ Modern Slavery Working Group.</li> <li>♦ Periodic updates to modern slavery questionnaire.</li> </ul>   |
| <b>Facilities management</b><br>(accommodation, cleaning and food supply)<br><br><b>S&amp;I, P&amp;S, E</b>                        | Directly linked                                      | Facilities management has a higher risk of modern slavery due to the potentially high number of seasonal or migrant workers, low skills criteria and low pay.  | <ul style="list-style-type: none"> <li>♦ Modern slavery due diligence on tenderers (which includes bespoke modern slavery questionnaire).</li> <li>♦ Contractual obligations regarding modern slavery, including reporting.</li> <li>♦ Build relationships with our workforce to promote open and honest communication.</li> <li>♦ Training (and refresher training).</li> <li>♦ <i>The Aurelia Way</i> (Code of Conduct).</li> <li>♦ Group risk assessment and corrective actions.</li> <li>♦ Deep dive on selected supplier.</li> <li>♦ Modern Slavery Working Group.</li> <li>♦ Periodic updates to modern slavery questionnaire.</li> </ul>  |
| <b>Transport and logistics</b><br>(concentrates transported via road, rail and sea then on-sold)<br><br><b>S&amp;I, P&amp;S, E</b> | Directly linked                                      | The shipping industry creates challenges 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. | <ul style="list-style-type: none"> <li>♦ Modern slavery due diligence on tenderers (which includes bespoke modern slavery questionnaire).</li> <li>♦ Contractual obligations regarding modern slavery including reporting.</li> <li>♦ Vessel Acceptance Questionnaire, including modern slavery questions.</li> <li>♦ Build relationships with our workforce to promote open and honest communication.</li> <li>♦ Training (and refresher training).</li> <li>♦ <i>The Aurelia Way</i> (Code of Conduct).</li> <li>♦ Group risk assessment and corrective actions.</li> <li>♦ Modern Slavery Working Group.</li> <li>♦ Periodic updates to modern slavery questionnaire.</li> <li>♦ Deep dive on selected supplier.</li> </ul> |

# OUR MODERN SLAVERY RISK CONT.

| HIGH RISK CATEGORY   | CAUSE, CONTRIBUTE OR DIRECTLY LINKED (TO UN PRINCIPLES) | DESCRIPTION OF RISK   | PREVENTATIVE CONTROLS  |
|--|---|---|--|
| <p><b>Overseas manufacturing and fabrication</b><br/>(PPE, computers and mobile phones)</p> <p><b>S&amp;I, P&amp;S, G, E</b></p> | Directly linked   | <p>Overseas manufacturing and fabrication can include factories that use migrant or low-skilled labour and/or employ a contracted labour force which are susceptible to poor working conditions.</p> <p>There may also be minimal governmental regulation and oversight, and a general lack of support for workers to raise grievances.</p> | <ul style="list-style-type: none"> <li>• Modern slavery due diligence on tenderers (which includes bespoke modern slavery questionnaire).</li> <li>• Contractual obligations regarding modern slavery including reporting.</li> <li>• Build relationships with our workforce to promote open and honest communication.</li> <li>• Training (and refresher training).</li> <li>• <i>The Aurelia Way</i> (Code of Conduct).</li> <li>• Group risk assessment and corrective actions.</li> <li>• Deep dive on selected supplier.</li> <li>• Modern Slavery Working Group.</li> <li>• Periodic updates to modern slavery questionnaire.</li> </ul> |



Lab Technician, Megan Dalglish in the Peak Operation's Laboratory

# OUR APPROACH



Federation near-mine exploration drilling

## GOVERNANCE

As Aurelia strives to create long-term environmental, social and economic value for our stakeholders, we understand the importance of good governance practices to help guide our decision making, promote accountability, and foster stakeholder trust. Our corporate governance processes and practices are underpinned by our Purpose, 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's modern slavery risks within our business and implementing actions to manage these risks. The working group is comprised of representatives from the corporate office and our sites with a cross section of functional areas (legal, finance, technology, procurement, sustainability and human resources). In FY25, our Modern Slavery Working Group conducted a group risk assessment review, which included generating a list of actions and risk mitigation strategies. None of the risks were identified as extreme or high and most of the mitigation strategies were implemented throughout the year.

### BOARD OF DIRECTORS

Provides strategic direction and oversees the effective management and performance of Aurelia. Holds the ultimate responsibility for our Strategy and policies.

### SUSTAINABILITY AND RISK COMMITTEE

Oversees the implementation and effectiveness of our risk, compliance and safety frameworks.

### EXECUTIVE LEADERSHIP TEAM

Responsible for the day-to-day management of Aurelia and the implementation of our strategic objectives. The Team includes Senior representatives from sites and the corporate office.

### MODERN SLAVERY WORKING GROUP

Responsible for identifying and implementing actions to access and address modern slavery risks in our business. Comprised of representatives from a cross section of functions (legal, finance, technology, procurement, sustainability and human resources) from site and the corporate office.

# OUR APPROACH CONT.

## POLICIES, STANDARDS AND GUIDELINES

Aurelia has several policies, standards, and guidelines in place that apply to all entities owned and controlled by Aurelia. They outline our minimum expectations, requirements and approach to modern slavery and human rights.

| DOCUMENT  | HOW IT ADDRESSES MODERN SLAVERY  |
|---|--|
| <b><i>The Aurelia Way</i></b><br><b>(Code of Conduct)</b> | <ul style="list-style-type: none"> <li>♦ Sets the standards for our people to act ethically, responsibly and lawfully. It applies to all of our business partners including but not limited to employees, contractors, suppliers and consultants employed or engaged to undertake work on behalf of, or for Aurelia and its subsidiaries. It guides us in meeting ethical standards and legal requirements, and all employees and applicable contractors complete training to understand its requirements, including regarding human rights.</li> <li>♦ Suppliers and contractors are required to be accountable for their actions and commit to ensuring they conduct their business in alignment with our Purpose, Values and <i>The Aurelia Way</i>. They may be audited or required to certify or produce information relevant to their compliance with <i>The Aurelia Way</i>.</li> </ul> |
| <b>Anti-Bribery and Corruption Standard</b>               | <ul style="list-style-type: none"> <li>♦ The purpose of this Standard is to establish controls to ensure compliance with all applicable bribery and anti-corruption laws and regulations, and to ensure that Aurelia conducts business in a socially responsible manner.</li> </ul>  |
| <b>Group Procurement Policy</b>                           | <ul style="list-style-type: none"> <li>♦ Provides the framework under which the Aurelia sustainably procures goods and services. It is aligned with our Purpose, Values and <i>The Aurelia Way</i>.</li> <li>♦ It includes the requirement for all personnel to conduct themselves with the highest level of ethics and integrity as well as ensure all suppliers and contractors are managed in an impartial, ethical and transparent manner.</li> </ul>  |
| <b>Sustainability Policy</b>                              | <ul style="list-style-type: none"> <li>♦ Sets out our commitments across health, safety, environment, operational risk and social responsibility. Specifically, it includes Aurelia's commitment to respect and promote human rights and apply ethical and transparent business practices. It also outlines requirements for regular reviews and continuous improvement.</li> </ul>  |
| <b>Whistleblower Standard</b>                             | <ul style="list-style-type: none"> <li>♦ Outlines the framework that has been established for individuals to raise concerns on actual, suspected or attempted unacceptable conduct which may include human rights and modern slavery. It includes the defined elements of independent reporting and investigation procedures, disclosure protection and the associated corporate governance.</li> </ul>  |

(Left to right) Senior Mine Engineer, Dylan Altus and Site Administrator, Melinda Ross at the Federation Mine



# OUR APPROACH CONT.

## PROCUREMENT AND SUPPLIER ENGAGEMENT

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, in addition to setting out how modern slavery risks are managed and mitigated generally in their business. Each questionnaire provided as part of a tender is reviewed and investigated (if required). This mandated due diligence process helps to protect us against modern slavery risks at the outset.

For procurement that does not go through a tender process, completing a modern slavery questionnaire is part of the mandatory supplier onboarding process in our accounts payable system.

Formal and informal engagement, including onsite visits by our teams, surveys and structured meetings, are key features of our ongoing engagement strategy with suppliers. These engagements aim to build relationships and work with organisations to identify and address modern slavery risks across our shared supply chains.

This year we developed a deep dive template and undertook deep dives with some of our high-risk suppliers to gain an understanding of our suppliers' visibility over their supply chains, training initiatives, screening processes and how our suppliers' respond to modern slavery allegations or substandard working conditions.

## CONTRACTS

Aurelia's preferred approach is 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. However, where we are required to negotiate supplier terms and conditions, we take reasonable steps to ensure modern slavery is adequately addressed in the supplier's terms and conditions, or through the supplier's response to our modern slavery questionnaire.

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 recordkeeping. We review these clauses periodically to ensure they align with regulatory and legal changes.

For our shipping contracts, shipbrokers are subject to a shipping vessel nomination procedure and vetting process to screen for potential modern slavery concerns.

## EDUCATION AND TRAINING

Education and training for employees is provided on human rights and modern slavery through *The Aurelia Way* training. In addition, we have implemented an additional standalone modern slavery training for all employees (**MS Training**). The MS Training is provided in the suite of training modules for new employees and is required to be completed every two years, so personnel are aware of their modern slavery obligations on an ongoing basis.

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 are in the process of being reviewed and updated.

As at 30 June 2025, 93% of employees deemed competent in the MS Training.

## COMPLAINT AND GRIEVANCE MECHANISMS

Aurelia recognises that trusted, effective grievance mechanisms play a key role in identifying and remediating modern slavery.

Our commitment to open and transparent reporting is set out in *The Aurelia Way* and our Whistleblower Standard. Aurelia has an independent, third party whistleblower service provider as well as dedicated Whistleblower Protection Officers where reports can be made on a confidential basis (**Reporting Mechanisms**). We take these reports seriously and any reports made pursuant to our Whistleblower Standard are reviewed and, where appropriate, are investigated and reported to the Board.

Aurelia recently launched its Care to Speak Up Procedure which focuses on fostering an environment where employees, contractors, suppliers and stakeholders feel safe and supported to report any inappropriate or potentially inappropriate behaviour.

We are pleased to confirm that during FY25 there were no modern slavery concerns raised via the Reporting Mechanisms.

# OUR FY25 ACHIEVEMENTS



Standing on top of the tailings storage facility at the Peak Operation looking back towards the mine site

Performance against our FY25 indicators is highlighted below.

| CATEGORY           | FY25 PERFORMANCE  |
|--------------------|---|
| INCIDENTS REPORTED | <ul style="list-style-type: none"> <li>No modern slavery incidents were raised through Stopline or our Whistleblower Protection Officers (FY24: 0).</li> </ul>          |
| TRAINING           | <ul style="list-style-type: none"> <li>93% of employees deemed competent in the MS Training (FY24: 89%).</li> </ul>   |
| RISK ASSESSMENTS   | <ul style="list-style-type: none"> <li>75% of corrective actions from the FY25 modern slavery risk assessment were addressed and/or implemented (FY24: 55%).</li> </ul> |

## ASSESSING OUR EFFECTIVENESS

Key modern slavery achievements completed in FY25 are outlined below.

- Engagement:** In FY24, Aurelia committed to continuing to build relationships with modern slavery representatives of its contractors and suppliers in high-risk categories as well as our major mining contractors for FY25. We can confirm Aurelia achieved this by developing a “deep dive” questionnaire template for selected high-risk suppliers to further understand the suppliers’ modern slavery risks and their approach to addressing such risks. Aurelia achieved an 86% completion rate on its deep dive questionnaires. For identified high risk category suppliers who do not complete the deep dive questionnaire, Aurelia makes every effort to follow up these suppliers and the lack of response will be taken into consideration for any contract renewal.
- Training:** In FY24, Aurelia committed to reviewing and updating its MS Training modules for FY25. This process has commenced and will be completed during FY26.
- Risk Assessment:** In FY24, Aurelia committed to reviewing and updating its modern slavery risk assessment in FY25. We can confirm this was completed.
- Supplier responses:** In FY24, Aurelia implemented a supplier onboarding and maintenance system (**System**) to manage its modern slavery data collection. To assess the effectiveness of the System, Aurelia undertook a spot audit of some high-risk suppliers to confirm whether their modern slavery questionnaires were fully complete and to identify any areas that might require further investigation.

# CONSULTATION WITH OUR ENTITIES



Members of the Peak Operation's Emergency Response Team in front of the rescue vehicle during a training exercise

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

The Statement is a joint statement by Aurelia for itself and all of its wholly-owned subsidiaries (which are set out on page 2). Aurelia prepared this Statement in consultation with each other reporting entity that this Statement covers (all of which have a common director, being the Managing Director and Chief Executive Officer and a common Company Secretary). This common leadership allows modern slavery and human rights to be approached in a unified manner across Aurelia and its subsidiaries.

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

We look forward to sharing our progress with you in our FY26 Modern Slavery Statement.

A handwritten signature in black ink, appearing to be 'B. Quinn', written over a horizontal line.

Bryan Quinn  
Managing Director and Chief Executive Officer  
27 November 2025



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