



# FLSmidth Modern Slavery Statement 2022

# Introduction

## **This is the 2022 Modern Slavery Statement of the FLSmidth Group.**

It is prepared pursuant to the reporting obligations of:

- FLSmidth & Co. A/S and relevant group subsidiaries (FLSmidth) under the UK Modern Slavery Act; and
- FLSmidth Pty Ltd and FLSmidth Industrial Solutions (Australia) Pty Ltd (together, FLSmidth Australia) as relevant 'reporting entities' under the Modern Slavery Act 2018 (Cth) of Australia <sup>1</sup>.

This joint statement covers the activities of all FLSmidth's subsidiaries, including those in Australia and the United Kingdom (UK).

The statement targets human rights risks in FLSmidth's value chains, particularly addressing 'modern slavery' as defined in section 54 of the UK Modern Slavery Act 2015 and part 2 section 12 in the Australian Modern Slavery Act 2018 (Cth) respectively.

The statement provides an overview of FLSmidth's policies and due diligence processes relating to risk of modern slavery and should be seen as a complementary to the [FLSmidth Sustainability Report 2022](#).

The present document has been prepared by FLSmidth's Group Compliance in collaboration with Group Operations (formerly known as Group Procurement) and representatives of FLSmidth Australia. It outlines the measures taken by FLSmidth in relation to the risks of Modern Slavery during the reporting period of 1 January – 31 December 2022 calendar year, as well as priorities for 2023.

It is the third statement submitted by FLSmidth Australia under the Australian Modern Slavery Act 2018 (Cth).

<sup>1</sup>) An overview of the operating structure for FLSmidth Australia, including details of the relevant reporting entities under the Modern Slavery Act 2018 (Cth), operations and supply chains, is included in Appendix 1.





With our technology and solutions – through our MissionZero programme – we can enable mining operators and cement producers to cut their environmental footprint significantly.

## Our responsibilities

The importance of minerals and metals to the green transition reaches far and wide. The forecasted growth in electric vehicles and energy storage needs by 2035 alone will require more than 300 new nickel, cobalt, copper and lithium mines. Similarly, cement is essential to new infrastructure and renewable energy projects. We need to extract and process metals and minerals in a responsible manner, and we need to reduce the environmental impact of cement production. As the need to reach net zero by 2050 gains urgency, now is the time to act.

Solving these crucial challenges is both an opportunity and a responsibility. With our technology and solutions, we can already today enable mining operators and cement producers to cut their environmental footprint significantly.

The success of our sustainability efforts depends on creating an inspiring, inclusive, diverse, safe working environment for our employees, employees in our value chains, and respecting the communities in which we operate. The International Labour Organisation estimates that around 28 million people work in forced labour conditions and most of them provide work in the private sector. It is therefore vital that businesses meet their obligations related to conducting business responsibly.

FLSmidth is committed to the principles of the UN Global Compact, and we are accelerating our efforts to align with the UN Guiding Principles on Business and Human Rights. In FLSmidth, we believe that respecting human rights is a basic aspect of conducting responsible business. We never take good practices for granted and we acknowledge that our work in the human rights field requires continuous improvement.

**Mikko Keto**  
Group CEO

# Our impact across the value chain

## Upstream

In our work with suppliers, we can impact society across areas such as environment, labour and human rights.



### Where we're going

As we develop strong supplier relationships based on common sustainability ambitions, we aim at promoting responsible business conduct in our supply chain. We also work strategically with our suppliers on improving labour standards.

## Our operations

We can improve our impact on society and the environment by embedding sustainable practices in the business, empowering employees to contribute and engaging with stakeholders with similar ambitions.



### Where we're going

With a diverse, equitable, inclusive workforce across the globe, we aim at embedding safety culture in the organisation, comply with anti-corruption, sanctions and human rights legislation and promote opportunities for people from all backgrounds.

## Downstream

Our customers' use of our products generates ~99% of total value chain emissions, consumes significant amounts of water and energy, and impacts the land and biodiversity. These factors have impact on the communities that live around.



### Where we're going

With our MissionZero aligned products, we aim at reducing of customer emissions in the years to come, while also working on improving industry standards on human rights. We aim at including human rights ambitions in all our proposals and terms and conditions.

# Structure of organisation, operations and supply chain

FLSmidth is a leading supplier of productivity and sustainability solutions to the global mining and cement industries. We help our customers to improve performance, lower operating costs and reduce environmental impact. With our MissionZero sustainability programme, we have set a target of providing solutions for zero-emissions mining and zero-emissions cement production by 2030, supporting a green transition built upon sustainable materials.

Founded in 1882 and headquartered in Copenhagen, Denmark, our operations span the globe. We have close to 11,000 employees, serve customers in 150+ countries and have a local presence in more than 60 countries. In 2022, FLSmidth generated revenue of DKK 21.8 billion.

During the reporting period, FLSmidth structured the organisation across two industries: Mining and Cement. As of December 2022, five regions supported sales and services within Mining and four regions exist within Cement. Due to increasing urbanization and geographical concentration of mining opportunities, we operate in a wide range of countries that are classified as high-risk.



# FLSmidth Group in the world

## North America



## Europe, North Africa & (Russia)<sup>1</sup>



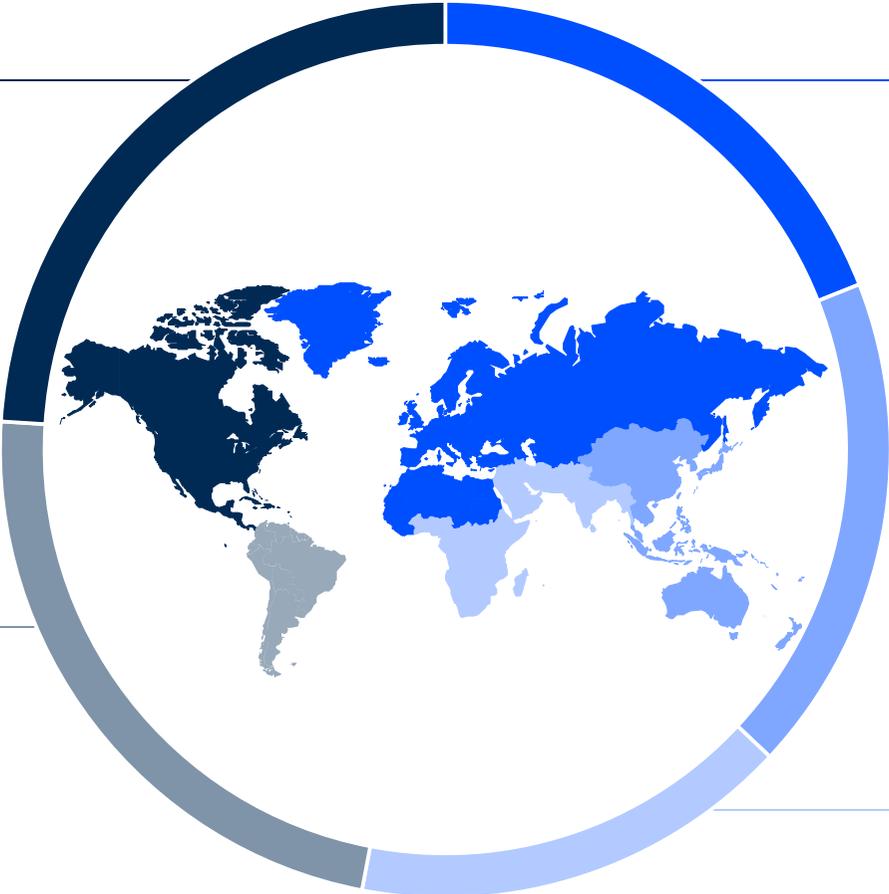
## Asia & Australia<sup>2</sup>



## South America



## Sub-Saharan Africa, Middle East & South Asia



1) During 2022 we have exited Russia.

2) As of Q3 2022, the two regions, Asia and Australia, have been merged.

## Group Operations and Supply Chain

In 2022 the FLSmidth Group continued to operate a globally shared and managed supply chain. Our Operations personnel located in each region continued to report into and form part of the Group Operations organisation.

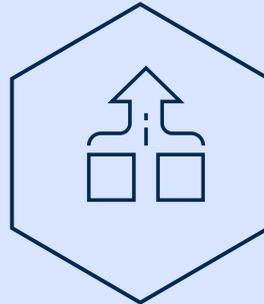
Our internal production sites are primarily located in China, India, USA, South Africa, and Chile but we also engage with over 7600 supplier groups across the globe to ensure timely and flexible deliveries.



## Mining Technologies acquisition

In September 2022, FLSmidth completed the acquisition of Mining Technologies from thyssenkrupp, which was a major step in establishing ourselves as a leading global mining technology and service provider. Our new offerings are highly complementary to our existing offerings and are an ideal fit with our sustainability agenda. The technologies we acquired include in-pit crushing and conveying (IPCC) solutions, high-pressure grinding rolls (HPGRs), large mine conveyors and overland conveyors. The acquisition has given us a wider range of product offerings across the mining flowsheet, which means we can provide further sustainability benefits to our customers.

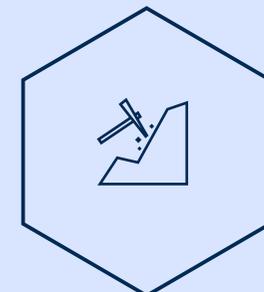
Integration of the Mining Technologies business includes gaining a detailed understanding of the newly acquired products and services offerings and related supply chains. FLSmidth will continue this process across 2023. Mining Technologies employees and entities are now required to follow Group procedures and policies, also regarding modern slavery. Additionally, we are making sure that all new colleagues connected to the acquisition receive training in Code of Conduct and relevant functions also human rights and modern slavery.



## Operations of FLSmidth Australia

FLSmidth Australia forms part of FLSmidth's global network of wholly owned subsidiaries. The Australian operations subsume under the APAC Region, one of the regions reporting to the Service Business Line President. FLSmidth Australia supplies our regional mining and cement customers with engineering, equipment, and service solutions. As of 31 December 2022, FLSmidth Australia was made up of approximately 700 employees across 13 operational sites.

Like the other identified regions, in 2022 the Australian procurement functions were integrated within FLSmidth's Group Operations, resulting from FLSmidth's universal application of our globally shared and managed supply chain.



# Policies and governance

Human rights at FLSmidth, including modern slavery, is part of our wider strategy and is implemented through a number of policies and procedures. FLSmidth and its subsidiaries are committed to conducting business responsibly and respecting human rights across our value chain.

Our commitment is outlined in our [Human Rights Policy](#). We prohibit the use of any form of modern slavery (incl. forced labor, human trafficking, child labor, debt bondage) across all our operations and our value chain. FLSmidth neither tolerates nor contributes to threats or attacks against human rights defenders in relation to our operations and value chain. Further, our commitment is outlined in [FLSmidth Code of Conduct](#) policy and our [Supplier Code of Conduct](#). Facilitated by Group Compliance, our human rights work is guided cross-functionally by HSEQA, HR, sustainable supply chain and compliance.

Modern slavery prevention within FLSmidth forms an integral part of Group Compliance's responsibilities via a dedicated human rights function. The task of the role is to oversee the Modern Slavery Statement as well as the related processes to identify, inform and mitigate modern slavery risks in FLSmidth's operations and business relationships. These processes allow for appropriate remediation action to be taken by Region and Group management in the event of identified cases of modern slavery. Ultimate oversight of human rights in FLSmidth falls under the Audit Committee. The committee receives a quarterly update on all compliance matters, including human rights. The Group General Counsel is accountable for implementation of our

human rights commitment and decision-making regarding human rights issues. In severe cases, decision-making is escalated to the Group CEO. The responsibility for facilitating the operational work with human rights across departments rests with Group Compliance.

## A value chain approach: Responsible sourcing

Our responsibility towards our products starts with our suppliers. We engage with our suppliers to help ensure stringent human rights and environmental standards. We have a set of corporate policies and processes aimed at conducting business responsibly, and in 2022, we updated our [Supplier Code of Conduct](#) and our [Conflict Minerals policy](#).



# Our policies in a nutshell

## Human Rights Policy

Our [Human Rights Policy](#) defines FLSmith's commitment to ensuring that our business operations result in no harm. As a part of this commitment, we respect fundamental human rights as outlined by the UN Guiding Principles on Business and Human Rights.

In addition, we conduct business in accordance with the International Labour Organisation's Core Labour Standards, which highlight the elimination of all forms of forced and compulsory labor.

## Grievance Mechanism Procedure and whistleblower hotline

We take seriously any allegations that human rights are not respected in our operations or business relationships. Our [whistleblower hotline](#) serves as a tool for filing grievances and our [Grievance Mechanism Procedure](#) describes how to file a human rights grievance report.

All FLSmith employees, as well as external parties are encouraged to report any suspected human rights abuse via the Grievance Mechanism – including violations occurring at business partners' sites. As such, we aim to provide access to remedy for anyone that has witnessed or been affected by a potential human rights violation connected to our conduct or business activities

## Supplier Code of Conduct

FLSmith's [Supplier Code of Conduct](#) ensures a responsible sourcing approach by outlining our expectations to suppliers. We thereby use our leverage as a buyer by demanding compliance with human rights frameworks in our supply chain.

The Supplier Code of Conduct specifies requirements related to labour, health and safety, environment, compliance, and management systems. It is based on industry requirements set by the [Responsible Business Alliance](#). This is because we want to align with other companies setting similar targets for their suppliers, which will make it easier for suppliers to conform and comply.

## Conflict minerals sub-policy

The [Conflict Minerals Sub-Policy](#) outlines the basics of the rules regarding conflict minerals, including the mapping of conflict minerals in our supply chain and how to address any issues identified.

The beforementioned policies and governance scheme apply throughout the FLSmith Group, including to FLSmith Australia and FLSmith (UK) Limited (henceforth, FLSmith UK) and the direct interactions of those entities with their respective customers and business partners.

# Identifying and managing risks of modern slavery

Like many other global enterprises, FLSmidth operates within regions where risks of modern slavery are prevalent. In 2022, we have conducted a high-level human rights risk assessment, that allowed us to better map our most salient impacts on human rights. The ones relating to modern slavery are labour standards, forced labour and access to remedy. We recognise the need for continuous improvement and therefore in 2023, we will further deep dive to understand the impacts even better and create action plans that will allow for a more proactive approach to preventing and mitigating human rights impacts.

## Risks within our business

Based on the current risk assessment, we believe that we have a low risk of modern slavery in our own operations. Most of the challenges that we face is in labour conditions where some of the labour topics do not align with international standards.

## Risks in our value chain (incl. supply chain)

Based on internal risk assessments, the main risk of modern slavery in the FLSmidth Group supply chain is related to geographical regions in countries where we operate. In 2022, we conducted country assessment to identify the countries of the highest risk of forced and child labour. The top three countries are India, China and Brazil. Acknowledging the breadth of our global supply chain, the most significant risks of modern slavery from a supplier perspective are: use of short-term contracts and outsourcing, use of migrant workers and business partners located in geographical locations with inadequate protections for workers. Such perils are especially relevant to assess in particularly high-risk contexts, identified and prioritised via our internally produced human rights risk score.

The APAC Region presents a mixed risk profile with regards to customers. Australia and other countries in the Pacific have a low risk profile, except from the estimated medium risk-level of Papua New Guinea. Other countries in Asia are considered medium or high risk. As further explained, customers in such augmented risk contexts undergo systematic due diligence screenings to assess and mitigate potential risks.

## Operating in conflict-affected countries

We are conscious of our responsibility to conduct in-depth human rights due diligence when operating in conflict-affected areas. This has been even more relevant in 2022 due to conflict in Ukraine, in connection to ceasing our activities in Russia. We see it as a dynamic process where we are constantly monitoring the global situation and assessing our risks and impacts. One of the recent results of it has been stop of business in Myanmar.



# Due diligence processes

In FLSmidth, we prioritise risk assessments of business partners in such regions. Through due diligence and assessments, we have not identified any direct occurrences of modern slavery in the locations where our products or services are utilised, nor where we supply from. However, we acknowledge the potential presence of modern slavery risks in our business partners' operations and have implemented solid systems to eliminate any such misconduct from FLSmidth's value chain. These systems are described in further detail below.

Modern slavery risks related to our business relationships are assessed via systematic due diligence processes. We have a thorough risk-based procedure, through which we investigate risks among our third parties and customers by the means of desktop research. These due diligence reports also include the use of artificial intelligence and on-going monitoring through the AI software called Exiger DDIQ. In addition, we conduct dedicated human rights due diligence for business partners with a high-risk profile concerning human rights. This assessment comprises an in-depth investigation of labour rights, including modern slavery and trafficking as central aspects.

All due diligence reports include suggested actions to mitigate and take appropriate remediation action in relation to any adverse findings. Depending on the severity of the findings, this can imply changes to the contract, stakeholder consultations, or termination of the business relationship. All human rights due diligence reports are presented to relevant internal stakeholders so that appropriate action can be taken by Region and Group management.

In the supply chain, we have had a process in place since 2018 to screen suppliers in relation to sustainability. This screening includes specific human rights questions. The screening is done onsite when visiting our suppliers. Suppliers are asked to address any gaps in the implementation of requirements through a time-bound improvement plan in consultation with FLSmidth. Periodic reviews and follow-up are conducted.

Since the Modern Slavery Statement 2021, our due diligence and assessment activities have not identified any direct occurrences of modern slavery in the locations where our products or services are utilised, nor where we supply from.

The risk of modern slavery within the specific supply chain of FLSmidth Australia is constituted in FLSmidth's global supply chain and thereby is part of the same risk assessment, due diligence processes and reporting as the FLSmidth Group.

Investigation and reporting of these risks, as undertaken primarily by Group Operations flows through to the Region management of FLSmidth APAC via the involvement of the Head of Procurement for Australia and APAC.



# Our action in 2022

In 2022, we have taken significant steps to strengthen our work within human rights. This included reviewing our human rights programme, led by a newly appointed Human Rights Specialist, and updating our [Human Rights Policy](#) and [Supplier Code of Conduct](#). To understand our current practices and identify our priorities, we conducted a gap analysis and a high-level human rights risk assessment based on the OECD guidelines and the UN Guiding Principles framework.

## Own operations

In our own operations, we decided to undertake onsite human rights assessments, including modern slavery. The purpose was to establish whether our onsite practices meet our human rights commitments at a local level.

The site visits included high-level risk analyses and a comprehensive assessment of working conditions. We assessed policies and management systems by reviewing documents and interviewing employees. We will continue the assessment in the coming years.

## Supply chain

In 2022, we also elevated our work with supply chain, by appointing a Sustainable Supply Chain Manager and starting to build a strong and capable supplier base. At the same time, we have achieved three targets in 2022: suppliers screened for sustainability, screenings resulting in findings, and findings where we have improvement plans agreed upon with suppliers.

In 2022 we have worked on improving our approach to assess suppliers on sustainability and a new approach is implemented as of January 2023.

To tackle the challenge of responsible mineral sourcing, also by being part of the sourcing supply chains by providing products and services to the mining industry, we joined the [Responsible Minerals Initiative](#). Through the initiative, we get access to more knowledge and resources to make informed decisions and source responsibly.

## Human rights assessments (onsite)

2

▲ 50% improvement

2022 target 3

2022  2

2021  1

## Suppliers assessed for sustainability

676

▲ 5.5% improvement

2022  676

2021  641

## In-depth due diligence screenings

400

▲ 57% improvement

2022 target 250

2022  400

2021  255

In 2023, we will continue strengthening our efforts to build a robust due diligence program, establish internal and external capacity and communicate even more transparently on our impacts.

# Training

We believe that building capacity of our own employees is one of key factors in creating a value chain free from modern slavery. To ensure our commitments are embedded in the company, we provide a variety of trainings that focus on human rights. Employees can access information about our human rights policy and our training programmes on our internal website.

## **Code of Conduct training**

In FLSmidth, we conduct mandatory Code of Conduct training as part of the on-boarding for all employees, which incorporates human rights in its programme. FLSmidth Australia has a designated compliance representative, who, when permissible, organises such training for new employees within the APAC Region in a live setting. All our employees are obliged to take the Code of Conduct training, which is mandatory to all new employees. In 2022, we reached an 83,5% rate. The in-person training is supplemented by CoC e-learning, where we achieved 81,8 % of participation.

## **Human Rights training**

In 2022, we have rolled out a Human Rights e-learning. The e-learning course provides general introduction to human rights, what challenges we face in FLSmidth, and what we can do to prevent negative impacts. This course is available in seven languages, increasing its accessibility and broadening its scope to encompass more at-risk regions. In 2022, we had a low admission rate (28%) due to many of our resources being focused on conducting a due diligence after the Russian invasion on Ukraine and late roll-out during the year.

In 2022, we decided however to strengthen our training capacity and offer an in-person human rights training to Procurement and Sales colleagues, as we see their roles having a significant impact on combating modern slavery. The training includes guidance on how to mitigate risks of forced, bonded and compulsory labour in our value chain as well as anonymised real-life case studies to help our colleagues to identify possible human rights violations and provide tools to create a positive impact. In 2022, we trained more than 200 sales and procurement employees across our global locations – in-person where possible and otherwise online. This training is an important means to building internal capacity and an essential element of our stakeholder engagement plan. We will continue with this form of engagement also in 2023.



# Access to remedy

While we seek to avoid causing and contributing to adverse impacts on individuals and communities, we acknowledge they may occur. We recognise our responsibility by offering access to remedy where our business conduct has resulted in adverse impacts on these rights. We have therefore made it easy to access the human rights grievance and compliance system by using our existing whistleblower hotline, as it is confidential and the most efficient way to report grievances. Our grievance policy describes the process of filing and resolution of grievances.

Furthermore, we are constantly seeking to improve access to grievance mechanisms to the most vulnerable groups in our value chain.

In 2022, we did not receive any reports categorised as human rights grievance.



# Looking ahead

Preventing modern slavery is an ongoing process that requires constant assessment of practices, engagement with relevant stakeholders and long-term planning and vigilance. In 2023, we will continue to build on the fundament that we prepared in 2022.

## Risk assessment and tools

In 2023, we will review our due diligence processes for suppliers, own operations, and customers, covering this way the entire value chain. This review is intended to bring more alignment and drive consistent process, based on risk. While improving the process, we will also seek improvements in our templates and documentation, and data collection, for more efficient and better documented process.

## Capacity building

In 2023, we will continue providing training to all employees and carry-on in-depth sessions with relevant functions. We will maintain the focus on procurement and sales and will add management of our own manufacturing sites, together with HSE and HR responsible colleagues.

We plan also on having ongoing communication internally in FLSmith, where through campaigns and knowledge sharing, we can bring more awareness and knowledge to the organisation.

## Stakeholder engagement and governance

In 2023, we will establish a cross-functional Human Rights Working Group that will work on a new, revised human rights salience assessment. The participants of the group will be human rights champions. The group will be chaired by Group General Counsel and managed by our human rights specialist that will guide the work. By embedding the human rights work in the functions, we wish for better integration of our human rights policy into the business.

# Appendix: Structure, Operations & Supply Chains of FLSmidth Australia

## Reporting entities:

FLSmidth Pty Ltd (ABN 85 000 221 590) is an Australian incorporated proprietary company. It is the primary operating entity of the FLSmidth Group in Australia and is a reporting entity for the purposes of the Modern Slavery Act 2018 (Cth).

FLSmidth Industrial Solutions (Australia) Pty Ltd (ABN 30 005 610 748) is also an Australian incorporated proprietary company. Based on this entity's annual revenue for the financial reporting year ended 30 September 2022 (which has now been amended to a financial year end of 31 December), it is also a reporting entity for the purposes of the Modern Slavery Act 2018 (Cth).

## Structure:

FLSmidth Pty Ltd is a wholly owned subsidiary of the FLSmidth Group, for which FLSmidth & Co A/S (Denmark) is the ultimate parent company. FLSmidth Pty Ltd is also the holding company of several dormant, non-operational legacy entities in Australia that did not trade during the reporting period.

During the 2022 calendar year the subject of this statement, only two wholly owned subsidiaries of FLSmidth Pty Ltd (being FLSmidth ABON Pty Ltd ABN 20 004 703 002 and FLSmidth Industrial Solutions (Australia) Pty Ltd) were active trading entities in Australia.

FLSmidth ABON Pty Ltd was previously a reporting entity identified in the FLSmidth Modern Slavery Statement 2021 in respect of the 1 January – 31 December 2021 calendar year but due to a transition of this entity's business activities to the primary operating entity (FLSmidth Pty Ltd), it did not

meet the reporting entity threshold for the reporting period the subject of this statement. Accordingly, FLSmidth ABON Pty Ltd is not a reporting entity for the purposes of this statement.

FLSmidth Industrial Solutions (Australia) Pty Ltd became a wholly owned, operating subsidiary of FLSmidth Pty Ltd on or around 1 September 2022 as part of FLSmidth's acquisition of the Mining Technologies business from thyssenkrupp (refer above). It has been under the ownership and control of the FLSmidth Group for four months (September to December) of the 1 January – 31 December 2022 reporting period applicable to this statement. An FLSmidth employee (Virna Lee Trout) was first appointed as an officeholder of this entity on 28 September 2022. In January 2023, this entity's financial reporting year was changed to 1 January – 31 December to align with that of FLSmidth Pty Ltd and other members of the FLSmidth Group.

As noted in the FLSmidth Modern Slavery Statement 2021, FLSmidth Pty Ltd also holds an interest in the operational joint venture entity Intertek Robotic Laboratories Pty Ltd but the day-to-day management and control of the operations and supply chain of that entity continues to reside outside of FLSmidth.

## Operations and supply chains:

FLSmidth Australia supplies our mining and cement customers across the APAC Region and beyond with engineering, equipment, and service solutions. As at 31 December 2022, FLSmidth Pty Ltd and its active subsidiaries in Australia employed approximately 700 employees across 13 operational sites/offices:

## Existing FLSmidth Australia Locations:

- Pinkenba (Main Office) (QLD)
- Welshpool (WA)
- Osborne Park (WA)
- Carole Park (QLD)
- Rockhampton (QLD)
- Mackay (QLD)
- Beresfield (NSW)
- Airport West (VIC)
- Kalgoorlie (WA)

## Acquired Mining Technologies Locations:

- Perth City (WA)
- Henderson – Sparks Rd (WA)
- Henderson – Contest Link (WA)
- Port Hedland (WA)

Whilst separate individual trading entities, FLSmidth Pty Ltd and FLSmidth Industrial Solutions (Australia) Pty Ltd (since acquisition) are subject to common management and operational oversight under the Region APAC Leadership Team and are subject to the same FLSmidth Group Operations and Group Compliance frameworks, policies and procedures. These entities also share common company officeholders.

The procurement activities of FLSmidth Pty Ltd were overseen by the Head of Procurement for the (now) APAC Region (formerly Region Australia) during the reporting period. The procurement activities of FLSmidth Industrial Solutions (Australia) Pty Ltd have also been under the general oversight of the Head of Procurement for the APAC Region since completion of the Mining Technologies acquisition in September 2022, although significant

investigation and integration of people, products and processes relating to the Mining Technologies supply chain remains in progress due to the scale of the products and business lines acquired.

During the reporting period, the Head of Procurement for (now) the APAC Region had direct reporting lines into FLSmidth Group Operations but was also a member of the Region APAC executive leadership team for FLSmidth Australia and has been involved in the preparation of this statement.

## Consultation with owned / controlled entities

Companies owned or controlled by the identified reporting entities were consulted in the development of this joint statement, as applicable.

Relevant managers and internal stakeholders of each of the Australian reporting entities covered by this statement were engaged in the preparation of this joint statement.

This included board meetings of each of FLSmidth Pty Ltd and FLSmidth Industrial Solutions (Australia) Pty Ltd to review and approve the contents of this statement.

As noted above, the majority of the registered subsidiaries of FLSmidth Pty Ltd are dormant, non-operational legacy companies and have common officeholders with FLSmidth Pty Ltd. Accordingly, no formal consultation was necessary nor undertaken with respect to these entities.

1) Formerly thyssenkrupp Industrial Solutions (Australia) Pty Ltd. Name changed on 9 December 2022.

# Statement Regarding Approval and Signature of Modern Slavery Statement

This joint statement was approved by the principal governing body of **FLSmidth Pty Ltd** by way of a board resolution confirming the same.



---

**Alexander Jason Elks (Jason Elks)**  
Managing Director  
FLSmidth Pty Ltd

This joint statement was approved by the principal governing body of **FLSmidth Industrial Solutions (Australia) Pty Ltd** by way of a board resolution confirming the same.



---

**Alexander Jason Elks (Jason Elks)**  
Director  
FLSmidth Industrial Solutions (Australia) Pty Ltd

This statement has been approved by FLSmidth Board of Directors and is signed by Group CEO and Asia Pacific Region President, Sales & Service:



---

**Mikko Keto**  
Chief Executive Officer  
FLSmidth & Co. A/S



---

**Alexander Jason Elks (Jason Elks)**  
Managing Director  
FLSmidth Pty Ltd

Modern Slavery Act Statement 2022  
1 January – 31 December 2022

FLSmidth & Co. A/S  
Vigerslev Allé 77  
2500 Valby  
Denmark

Tel.: +45 36 18 18 00  
Fax: +45 36 44 11 46  
[corp@flsmidth.com](mailto:corp@flsmidth.com)

[www.flsmidth.com](http://www.flsmidth.com)  
CVR No. 58180912