

This statement has been prepared in accordance with the requirements of the *Modern Slavery Act 2018 (Cth) (Act)*. It sets out the steps taken by Sumisho Coal Australia Holdings Pty Ltd and its subsidiaries, to prevent modern slavery in our business and supply chain.

Sumisho Coal Australia Holdings Pty Ltd is submitting this statement as a Joint Modern Slavery Statement (refer section 14 of the Modern Slavery Act 2018 (Cth) (Act)).

### Introduction

This is the first Modern Slavery Statement submitted by Sumisho Coal Australia Holdings Pty Ltd and our commitment to good corporate governance and compliance to legislative requirements provides a sound platform to address and implement the requirements of the Act.

Sumisho Coal Australia Holdings Pty Ltd recognizes that modern slavery can occur in many forms which include slavery, servitude, human trafficking forced marriage, forced labour, debt bondage, child labour and deceptive recruiting for labour or services.

Sumisho Coal Australia Holdings Pty Ltd considers modern slavery a global issue and we believe our partners share our concern. We are aware of the risks and the effects that modern slavery can have on operations and supply chains, we do however recognise that we cannot control the conduct of our suppliers, but we expect all who have or seek to have a business relationship with us to familiarise themselves with our modern slavery commitments and to act in a way that is consistent with our values.

Our commitment to our employees, customers and suppliers is very clear and we will always treat people in our business and supply chain respectfully and fairly. Sumisho Coal Australia Holdings Pty Ltd is thus committed to ensure we play our part in eliminating modern slavery and deepening our understanding of risks associated with modern slavery.

### About our Business

Sumisho Coal Australia Holdings Pty Ltd is the holding company of the following subsidiaries:

- Sumisho Coal Development Queensland Pty Ltd (ACN 082 435 149)
- Ocean Coal Mining Pty Ltd (ACN 156 473 924)
- **SCAP Oaky Creek Pty Ltd (ACN 073 072 205)**
- SCAP Pentland Pty Ltd (ACN 079 624 570)
- SCAP Wandoan Pty Ltd (ACN 079 136 968)
- SCAP Redrock Pty Ltd (ACN 089 519 791)
- SCAP Exploration Pty Ltd (ACN 663 910 764)
- SCAP Hillalong Pty Ltd (ACN 637 374 059)

SCAP Oaky Creek Pty Ltd, in this instance, is the reporting entity and all other subsidiaries are non-reporting entities under the Act (refer section 16(a)(a) of the *Modern Slavery Act 2018 (Cth) (Act)*). Sumisho Coal Australia Holdings Pty Ltd is submitting this Joint Modern Slavery Statement (refer section 14 of the Modern Slavery Act 2018 (Cth) (Act)), on behalf of SCAP Oaky Creek Pty Ltd. (hereafter referred to as "SCAPH")

SCAPH is wholly owned by Sumitomo Corporation, one of Japan's leading global integrated trading and investment business enterprises.

Sumitomo Corporation is subject to the UK modern slavery regime and issues its modern slavery statement in accordance with s 54(1) of the Modern Slavery Act 2015 (UK).

The primary business of SCAPH include investment in world class energy and mineral resources assets, as well as conducting exploration activities in Queensland, through interest in various Joint Ventures.

SCAPH has a combined supply chain made up of approximately 60 local and international Joint Venture Partners, Vendors and Entities, which include suppliers from the following sectors: Information, Communications and Technology; Property Services (including Facilities Management, Utilities, Cleaning, Waste Management and Security); Consulting Services; Office Supplies; and Joint Venture Partners.

### Risks of Modern Slavery in our operations and supply chain

Due to the nature of our business and our approach to adhering to governance and legal requirements our internal assessment identified that we have a low risk of modern slavery where we have daily operational control and a medium to high risk in our supply chains, where goods are purchased from overseas. SCAPH understands that the environmental, social and governance (ESG) risks relating to suppliers will vary depending on their industry, geographic location and company size. Therefore, the scope of our suppliers, vendors and partners' policies, processes and systems are expected to reflect their specific ESG risks.

### Risk management and due diligence processes

During the past financial year we have been actively reviewing our supply chain to identify and eliminate possible risks. We have put in place, what we believe are the required checklists and action items to address the requirements of the Act.

- 1) SCAPH has incorporated a Modern Slavery Policy and Procedure into our existing governance documents, which outlines our commitment towards eliminating modern slavery. These documents provide guidelines on how we envisage to review, eliminate and respond/control to human rights risks within our supply chain.

SCAPH also has a Compliance Policy and Compliance Manual, as well as a Whistleblower Policy and Whistleblower Procedure, which assist in managing and reporting modern slavery. As part of our continued efforts to strengthen our whistleblower program we have added additional ways to "speak up" where staff members (or the public) can report any breaches or concerns, including human rights concerns.

- 2) We have introduced an internal modern slavery risk assessment questionnaire (a pre-qualification/supplier on-boarding), into our vendor application/recruitment process to ensure vendors are reviewed prior to engagement. This includes completion of a vendor check sheet, which enables us to undertake compliance checks against our internal and legal requirements. It also comprises a supplier communication and verification program, which confirms that the relevant suppliers have received and understood our position regarding modern slavery.
- 3) Where possible we use recognised accredited suppliers.
- 4) We have completed a Modern Slavery due-diligence audit on all suppliers and vendors to ascertain which vendors in our supply chain are aware of modern slavery and to identify those who are required to report according to the Act. This allowed us to highlight our commitment to eliminate modern slavery in our business environment.

- 5) We commenced reviewing supplier contracts to include a modern slavery clause at the next available opportunity (e.g. during contract renewal), if practicable and appropriate and introduced the inclusion of modern slavery clause in all new contracts and agreements, as requirements.
- 6) We provided training to our staff and shared information with our employees, suppliers, contractors and supply chain regarding modern slavery as a topic and the risks associated with engaging in modern slavery.

### Outcome and effectiveness

To date SCAPH has not identified any instances of modern slavery within our supply chain. However, we have identified suppliers who are not yet aware of the Act, which allowed us the opportunity to provide further information.

We strive to implement effective measures to eliminate risks, should they arise. In the instance where a potential occurrence of modern slavery is identified, either internally or externally, then appropriate corrective action shall be taken in line with the Company's response plan.

Due to the changing business environment SCAPH believes in continuous improvement and growth, to demonstrate progress with addressing modern slavery risks in its operations and supply chain.

Our team will remain vigilant and continue to adhere to our legislative requirements by consulting with partners, suppliers, vendors and workers.

### Consultation Process

The SCAPH Modern Slavery compliance tasks have been allocated to various team members whom have shared responsibility to complete work across all the subsidiaries. The roll-out of the new policies and procedures which includes the Modern Slavery Policy and Procedure was completed prior to the introduction of the MS Committee, which allowed for internal familiarisation.

An external legal team was consulted and various modern slavery workshops were attended to ensure a firm understanding of the requirements was gained, prior to commencement of the modern slavery review/audit. The Modern Slavery Committee meet fortnightly and provide feedback to Management on a monthly basis or as required.

Activation of our company BCP (business continuity plan) allowed us to safely continue our modern slavery audits, checks, meetings and familiarisation sessions online.

### Further information

A full modern slavery data base for responses and compliance requirements of all Vendors and Suppliers has been compiled for future reference, as and when required.

SCAPH acknowledges that Covid-19 has had a major impact on businesses and entities around the world and we will remain vigilant and continue to adhere to our legislative requirements. We have however been privileged to continue our business operations with workers working from home and continued relationships with our existing suppliers, partners and vendors.

**Mr. Susumu Ishihara**  
**Managing Director**  
**Sumisho Coal Australia Holdings Pty Ltd.**

(This Modern Slavery Statement was approved by the Board of Directors on the 16<sup>th</sup> December 2020)