



MODERN SLAVERY STATEMENT 2023



# MODERN SLAVERY STATEMENT

### INTRODUCTION

This Modern Slavery Statement (**Statement**) relates to the period from 1 January 2023 to 31 December 2023 (**Reporting Period**) and is a joint statement published by Karora Resources Pty Ltd (**Karora**) for itself and its wholly owned subsidiaries, Karora (Beta Hunt) Pty Ltd and Karora (Higginsville) Pty Ltd, each of which is a reporting entity under the *Modern Slavery Act 2018* (Cth) (**Act**) (**Reporting Entities**).

Throughout the Reporting Period and since the Reporting Period, Karora has reviewed its systems and procedures to address the requirements of the Act, as part of its commitment to addressing the risks of modern slavery within its operations and supply chain.

Karora acknowledges that modern slavery can occur in many forms including servitude, human trafficking, forced labour, forced marriage, debt bondage, and deceptive recruiting practices for labour or services. Karora is developing a framework to identify, assess and address possible practices of modern slavery within its operations and supply chain.

Karora is committed to operating responsibly and ethically, including by contributing to the fight against modern slavery.

#### **ABOUT KARORA**

The ultimate parent company of the Reporting Entities is Karora Resource Inc., a company incorporated in Canada in 2006 and whose common shares are publicly listed on the Toronto Stock Exchange (**TSX: KRR**).

### **Our Vision, Mission and Values**

**Vision** 

To be a sustainable and responsible gold mining company that evolves into a mid-tier producer through the exploration, acquisition, and development of a high-quality portfolio of precious metal assets.

Mission

To be a strong and supportive partner in our communities, to our employees, shareholders, and business partners by consistently creating sustainable value through the safe and responsible exploration, development, and operation of our mining assets.

**Values** 

### We work safely.

We never compromise the health and safety of our employees, contractors, or the people in the communities in which we operate.

### We treat people with dignity and respect.

We receive everyone's contributions with genuine interest and give all ideas a fair hearing. Our actions and communications foster people's sense of value and worth.

#### We respect the environment.

We continually adopt available best practices and advance new technologies where appropriate to manage our environmental footprint and operate sustainably.

### We hold ourselves accountable to deliver on our commitments.

We are transparent in our communications, clearly define our plans for the future, and report progress against these plans. We are accountable for our actions within the workplace and in our interactions with our stakeholders.

### We generate value from our assets.

We provide superior returns to our shareholders and benefits to our stakeholders by continually seeking out the best employees, technologies, and business partners. Our talented employees work diligently to maximize value for our stakeholders.

# We create lasting prosperity in the communities where we operate.

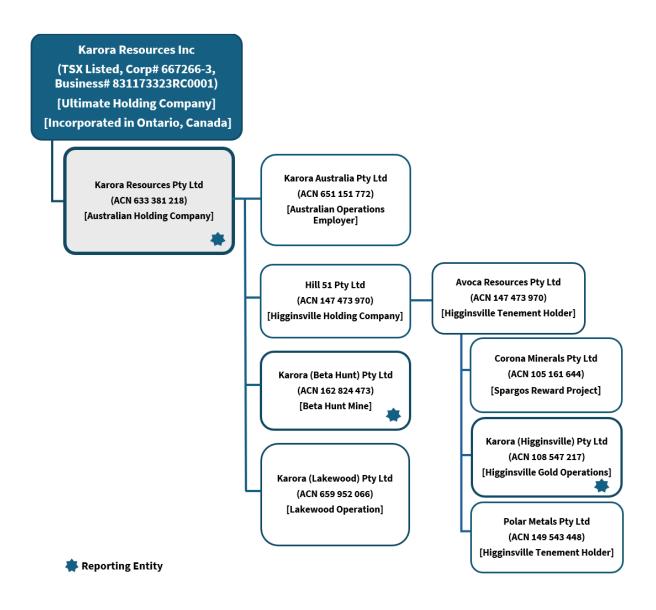
We generate business, training and employment opportunities in the communities in which we operate to create sustainable community benefits. We actively with engage community members to foster communication, strengthen relationships. build understanding and, wherever possible, to align our interests.

The Reporting Entities are Australian entities whose revenue, or consolidated revenue, exceeds the reporting threshold under the Act.

Karora is the head company of the consolidated group of Australian subsidiaries of Karora Resources Inc. (**Australian Group**). Karora (Beta Hunt) Pty Ltd operates the Beta Hunt Mine and Karora (Higginsville) Pty Ltd operates the Higginsville Gold Operations, both located within Western Australia.

The Reporting Entities and their context in the Karora Resources Inc. group of companies (**Karora Group**) are depicted in the corporate structure diagram in Figure 1 below.

FIGURE 1 - CORPORATE STRUCTURE - KARORA RESOURCES INC. AND ITS AUSTRALIAN SUBSIDIARIES



### **Our Operations**

The mining tenements held by Karora's wholly owned subsidiaries span approximately 1900km<sup>2</sup> across the Goldfields region of Western Australia. Karora is actively executing its growth plan to increase expected annual gold production of approximately 170,000 to 195,000 ounces by the end of 2024 at its Beta Hunt Mine (**Beta Hunt**), Higginsville Gold Operations (**Higginsville**), Spargos Gold Mine (**Spargos**) and Lakewood Mill (**Lakewood**) in Western Australia.

FIGURE 2 - WHERE WE OPERATE



### **Beta Hunt Gold Mine**

Beta Hunt, located approximately 600km from Perth in Kambalda, Western Australia, is a deposit with a strategic advantage, hosting both gold and nickel resources in adjacent discrete mineralized zones. The Beta Hunt Mine is owned and operated by Karora using conventional underground mining methods and some contractor support. Gold processing is conducted through the Higginsville and Lakewood processing plants.

### **Higginsville Gold Operations**

Owned and operated by Karora since June 2019, Higginsville is located approximately 75km south of Beta Hunt. The operation includes a 1.6 million tonne per annum ("Mtpa") processing plant, fed by material from Beta Hunt, Higginsville mining and Spargos.

### **Lakewood Mill**

In July 2022, Karora acquired a second gold processing facility, the Lakewood Mill, located near Kalgoorlie, Western Australia, approximately 60km from Beta Hunt. The addition of Lakewood increases Karora's nominal processing capacity approximately 2.6Mtpa (1.6 Mtpa at Higginsville and ~1.0 Mtpa at Lakewood) and significantly derisks our growth plan to increase gold production.

### **Our Workforce**

Karora's workforce comprises 380 employees,¹ the majority of whom are employed by Karora Australia Pty Ltd. These employees work across the Beta Hunt Gold Mine, Higginsville Gold Operations, Lakewood Mill and the Corporate Office in Perth, Western Australia.

<sup>&</sup>lt;sup>1</sup> As at December 31, 2023.

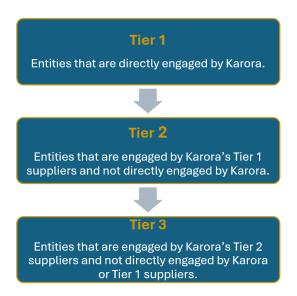
### **Our Supply Chain**

Karora's operations require the procurement of goods and services from a broad range of industries. Our supply chain includes the entire procurement system, from production and sourcing of raw materials to the delivery of the product or service to Karora.

As the end-user of products and services in our supply chain, it is important for us to determine the origin of the products or services from the production and sourcing of raw materials to the final delivery of the product or service to Karora.

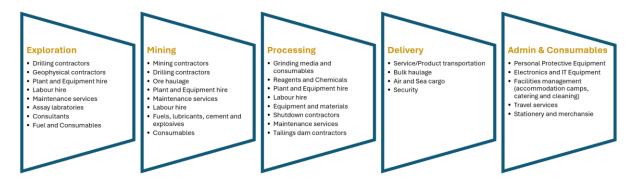
Karora's supply chain is separated into various tiers, the number of which depends on the number of intermediate suppliers between the primary producer of the raw materials and the supplier directly engaged by Karora. An example of a supply chain with three tiers is depicted for illustrative purposes in Figure 3.

FIGURE 3 - SUPPLY CHAIN TIERS



During this Reporting Period Karora's supply chain was made up of approximately 860 Tier 1 suppliers.<sup>2</sup> A high level summary of procurement areas and industries within Karora's Tier 1 supply chain is provided in Figure 4 below.

FIGURE 4 - OVERVIEW OF KARORA'S SUPPLY CHAIN PROCUREMENT AREAS



<sup>&</sup>lt;sup>2</sup> Karora suppliers directly engaged by Karora or a Karora subsidiary in Australia.

### RISK OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAINS

### **Risks in our Workforce**

Karora's workforce is employed in Australia and governed under Australian legislation. Karora considers it unlikely that modern slavery practices exist in our operations. The main risks relating to our workforce are ensuring maximum hours of work are not exceeded and employees receive adequate compensation for hours worked. Karora is governed by Australia's *Fair Work Act 2009* (Cth) and *National Employment Standards*.<sup>3</sup> In alignment with these requirements, Karora has established employment practices for verifying Australian visa and working rights and ensuring fair remuneration. Our employees work set rosters which enable us to effectively monitor work hours, overtime and pay rates and ensure employees are adequately compensated for time worked. Karora also monitors any excessive work patterns and maintains strict fatigue management protocols as prescribed by applicable Australian legislation. Karora conducts an annual remuneration review to ensure that Karora's workers are paid fairly and competitively.

All Karora employees are over a minimum age of 18, unless they are part of an under-age apprenticeship program. Such programs are governed by strict legislative requirements for child protection.<sup>4</sup>

These employment practices assist Karora to minimise the risk of Karora directly participating in modern slavery practices within its operations.

### **Risks in our Supply Chain**

Karora is committed to maintaining a high standard of supply chain management. In this Reporting Period, we focused on our top 20 Tier 1 suppliers based on the highest procurement spend (**Top 20 Tier 1 Suppliers**). We undertook an assessment of our Top 20 Tier 1 Suppliers to identify potential risks of modern slavery based on generally known risks associated with the supplier's industry, product and the countries of origin of their product and materials used to produce their product.<sup>5</sup>

In the short to medium term, we intend to engage a consultant to conduct supply chain mapping and assist us to identify any risks of modern slavery within our supply chain (**Supply Chain Audit**).

### **Risk Identification**

We acknowledge that there is the potential for modern slavery to exist in our supply chain particularly during the production of raw products and the manufacturing stages for goods ultimately purchased by Karora. Figure 5 below presents a high-level overview of the generally known risks<sup>6</sup> in each procurement area. Karora refers to this data to identify potential risks within our supply chain.

<sup>&</sup>lt;sup>3</sup>For more information on Australia's National Employment Standards see https://www.fairwork.gov.au/employment-conditions/national-employment-standards.

<sup>4</sup>An Apprentice must not be younger than 15 years and must participate in an apprenticeship program governed by the WA State Training Board operating under the Vocational Education and Training Act 1996 (WA).

For more information see Global Slavery Index 2023 at https://cdn.walkfree.org/content/uploads/2023/05/17114737/Global-Slavery-Index-2023.pdf. 
64 Strengthening Protections Against Trafficking in Persons in Federal and Corporate Supply Chains' report (Verité 2015); Global Slavery Index 2023 at https://cdn.walkfree.org/content/uploads/2023/05/17114737/Global-Slavery-Index-2023.pdf.

#### FIGURE 5 - KNOWN RISKS IN KEY PROCUREMENT AREAS

### Procurement Area Known possible risks of modern slavery

### **Exploration, Mining and Processing**

**Exploration, mining** and processing equipment

Potential that modern slavery practices are utilised in the fabrication and assembly of parts and equipment manufacturing.

**Exploration, mining** and processing consumables

Higher potential that modern slavery practices are utilised in the collection and processing of raw materials, and in the manufacturing of saleable products.

**Exploration, mining** and processing services

Potential that the competitive nature of mining industry leads to contractors or suppliers sourcing labour, materials or products from higher risk countries, to reduce costs and offer competitive pricing.

**Grinding media** 

Higher potential that modern slavery practices are utilised in the imported grinding media industry in relation to the forging and fabrication of grinding media.

**Delivery** 

Potential that modern slavery practices are utilised in vehicle manufacturing. **Vehicles** 

**Transport, Courier and Delivery services** 

Potential that modern slavery practices are utilised through chosen contractors or suppliers from higher risk countries.

#### **Admin & Consumables**

**Uniforms, Textiles &** Merchandise

High potential that modern slavery practices are utilised in the garment and textile industry, and the manufacture of mass produced products.

**Electronics, IT** 

High potential that modern slavery practices are utilised in the production and manufacturing of equipment and software electronic goods and parts, including solar panels.

Cleaning

Potential that modern slavery practices are utilised due to the nature of the work. Often, limited qualifications are required and the industry attracts workers of lower skills or who are not fluent in English, the dominant language of Karora's workforce.

Hospitality and food services

High potential that modern slavery practices are utilised due to the nature of food-related supply chains, especially in the production of raw products.

**Facility maintenance** 

Potential for human rights violations for workers on sites, if facilities (including work offices, accommodation, messing and sanitation) are not maintained to appropriate standards.

**Furniture** 

Higher potential for modern slavery in the collection and processing of raw materials such as timber, fabric, metals and glass, and in the manufacture of the saleable product.

**Charter Flights & Flight Travel services** 

Higher potential that modern slavery is utilised in global travel services. This industry involves many different types of suppliers, with complex supply chains often attracting more vulnerable workers.

In this Reporting Period Karora identified approximately 860 Tier 1 suppliers which we plan to consider further. Our review of our Top 20 Tier 1 Suppliers identified the following:

FIGURE 6 - OVERVIEW OF TOP 20 TIER 1 SUPPLIERS

All Top 20 Tier 1 Suppliers are entities registered in Australia. 17 of the Top 20 Tier 1
Suppliers are based in
Western Australia
where our operations
are based.

5 of the Top 20 Tier 1
Suppliers are based in
the Goldfields regional
town of Kalgoorlie,
directly supporting
the local communities
in which Karora
operates.

### PROCURMENT AREAS/INDUSTRY OF TOP 20 TIER 1 SUPPLIERS

- Supply of Fuel
- Mining Services
- Transport/Haulage
- Drilling Services
- Charter Flights
- Supply of Chemicals
- Supply of Explosives
- Site catering, accommodation, and facility management services
- Plant and Equipment Maintenance
- Equipment Hire
- Labour Hire

### ASSOCIATED PROCURMENT PRODUCTS OF TOP 20 TIER 1 SUPPLIERS

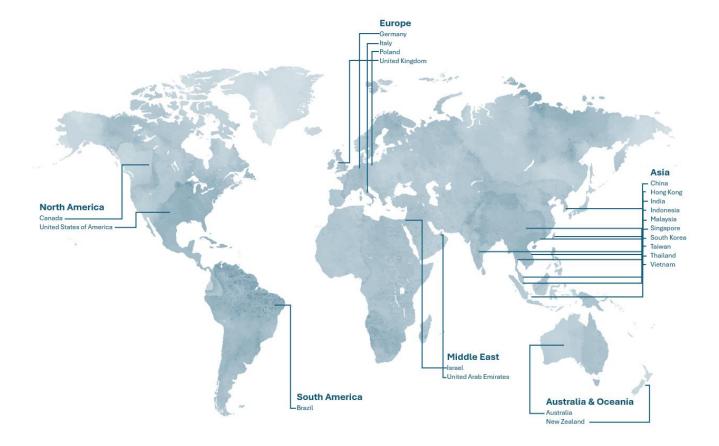
- Diesel, petrol, grease and lubricants
- Sodium cyanide, lime and explosives components
- Haulage trucks and light vehicles
- Mining plant and equipment
- Packaged foods
- Linen
- Consumables, including steel, pipes, cables, bolts, bearings and tools
- Labour
- Personal protective equipment
- Stationery, electronics and merchandise

Karora's initial review of the Top 20 Tier 1 Suppliers resulted in us identifying for our Top 20 Tier 1 Suppliers the industries in which they operate, products they supply and the geographical reach of their supply chain, including source countries for primary products. As Karora's Top 20 Tier 1 Suppliers are all Australian entities, we investigated the direct suppliers of those Top 20 Tier 1 Suppliers to gain a better understanding of our international exposure due to the geographical reach of our supply chain through our Tier 2 suppliers. The geographical reach of Karora's Top 20 Tier 1 Suppliers and their direct suppliers is depicted in the map at Figure 7.<sup>7</sup>

The risk identification on Karora's Top 20 Tier 1 Suppliers conducted in this Reporting Period will enable Karora, during the short to medium term, to further investigate certain suppliers for potential risks of modern slavery within their operations and supply chains.

<sup>7</sup> Search was limited to publicly available information of Tier 2 suppliers of the Top 20 Tier 1 Suppliers only.

### **8 FIGURE 7 – OVERVIEW OF GEOGRAPHICAL REACH OF OUR SUPPLY CHAIN**



### MODERN SLAVERY RISK ASSESSMENT AND MANAGEMENT

### **Risk Assessment**

Karora's focus during this Reporting Period was to analyse our supply chain and identify where actual risks of modern slavery may exist within our operations and supply chain. We have identified approximately 860 Tier 1 suppliers in this Reporting Period. Deeper investigation into the Top 20 Tier 1 Suppliers has identified key procurement industries, products and countries for further investigation and risk assessment. In the short to medium term, Karora intends to broaden these investigations and conduct the Supply Chain Audit.

While Karora has not yet implemented a risk assessment framework for assessing risks of modern slavery within our operations and supply chain, during this Reporting Period we considered the key components to be included in our assessment methodology, which are summarised below at Figure 8.9

Supplier level of commitment to Geographical location of supplier addressing modern slavery risk operations against prevalence of Country **Inaction** e.g. policies and due modern slavery victims per Risk Risk diligence processes. country (per 1,000 people) \* Procurement category Industry Industry of supplier **Product** 

Risk

FIGURE 8 - KEY COMPONENTS FOR ASSESSING MODERN SLAVERY RISKS

We plan to develop Karora's risk assessment framework and complete our supply chain risk assessment in the short to medium term. Karora also plans to work with an external consultant to develop a consistent and appropriate approach to assessing and identifying risks so that any risks identified can be managed and remediated appropriately and effectively.

Risk

operations against industries

identified as 'high risk' of

modern slavery \*\*

### **Risk Management**

supplied against categories

ranked as 'high risk' of modern slavery \*

Fostering a transparent culture of corporate governance and ethical behaviour in decision-making is fundamental to the way Karora does business. We are committed to implementing high standards of corporate governance and reporting, and to conducting our business in ways that are ethical, transparent, and accountable to our investors and other stakeholders. This extends to the way we oversee and manage modern slavery in our operations and supply chain.

 $<sup>^{9*} \</sup> Global \ Slavery \ Index \ 2023 \ at \ \underline{https://cdn.walkfree.org/content/uploads/2023/05/17114737/Global-Slavery-Index-2023.pdf.$ 

<sup>\*\* &#</sup>x27;Strengthening Protections Against Trafficking in Persons in Federal and Corporate Supply Chains' report (Verité 2015).

In this Reporting Period we have assessed Karora's current governance framework to include the risks of, and associated with, modern slavery within our operations and supply chain. Figure 9 below provides an overview of how Karora's existing governance framework will manage the risks of modern slavery within our operations and supply chain.

FIGURE 9 - GOVERNANCE FRAMEWORK



### **Our Existing Policies and Governance**

Our commitment to good governance practices, operating ethically and with integrity is guided by our policies relating to ethical behaviour and the protection of human rights which are publicly available on our website<sup>10</sup>, with the relevant policies itemised in the Figure 10 below.

The Karora Resources Inc. Board of Directors has overall responsibility for the establishment and oversight of the Karora Group's risk management programs. Our risk management framework is designed to facilitate the identification, assessment, management, mitigation and remediation of the risks we face, including risks associated with modern slavery in our operations and supply chain.

The Technical, Safety & Sustainability Committee of the Karora Resources Inc. Board of Directors currently oversees ensuring Karora's alignment with the United Nations Sustainable Development Goals and makes reports and recommendations to the Board of Directors on issues relating to modern slavery in our operations and supply chain.<sup>11</sup>

 $<sup>^{\</sup>mbox{\tiny 10}}$  For more information visit https://www.karoraresources.com/governance.

<sup>&</sup>lt;sup>11</sup>For more information visit https://sdgs.un.org/goals.

### FIGURE 10 - EXISTING GUIDING POLICIES

Karora Values	As listed on page 1 of this Statement, our Values are embedded in our organisation and supported by our policies. It is expected that they are demonstrated by employees, contractors and suppliers working for Karora.	
<b>Code of Business</b>	Outlines the principles to which our employees, officers and Board members are	
<b>Conduct and Ethics</b>	expected to adhere to and sets forth principles regarding individual and peer	
	responsibilities, as well as responsibilities to other employees, the public, and other stakeholders.	
<b>Corporate Social</b>	Provides a framework to ensure our actions promote the development of the	
Responsibility	communities in which we operate and sets forth our commitment to implementing	
Policy	responsible and sustainable business practices, especially with respect to our	
	operations, to improve the prospects of all stakeholders including local	
	communities (which includes affected Indigenous Communities).	
<b>Health and Safety</b>	Defines our commitment to the safety and health of our employees and provides a	
Policy	framework for measuring the safety performance of our activities and ensuring	
	Karora and its employees and contractors comply with all applicable occupational	
	health and safety laws, regulations, and commitments.	
Whistleblower	Governs the receipt, retention, and treatment of complaints received by Karora	
Policy	regarding questionable or unwanted behaviour and requires confidentiality and	
	non-retaliation.	
Standard Terms & Conditions	Our standard contracting terms and conditions required to work with Karora.	

In the next reporting period, the Karora Group will expand its Code of Business Conduct and Ethics and Corporate Social Responsibility Policy to include its commitment to addressing the risks of modern slavery in our operations and supply chain.

### **Due Diligence Processes**

As a gold miner, a purchaser of goods and services and an employer, Karora is committed to addressing the risks of modern slavery in our operations and supply chain.

Consistent with this commitment, we are developing processes to identify, assess, manage, mitigate and remediate, where possible, the risks of modern slavery in our supply chains. In this first Reporting Period, our focus has been on gathering a better understanding of our current supply chain and its direct and indirect geographical reach and identifying any possible links to modern slavery.

With the Karora Group's governance framework and policies in place, the businesses that we partner with are expected to comply with all applicable human rights related laws in the conduct of their business activities as a condition of their engagement.

We have recently developed a Supplier Questionnaire which we intend to implement in the short term. The Supplier Questionnaire will be required to be completed by new suppliers. After the completion of Karora's Supply Chain Audit we will also require this of existing suppliers identified as at higher risk of modern slavery existing in their supply chains. Completion of the Supplier Questionnaire by our Tier 1 suppliers will allow Karora to further assess risks and conduct targeted and deeper due diligence on those businesses and their supply chains.

Karora has identified three possible due diligence phases to identify and manage any risks of modern slavery at each phase of engagement with suppliers. This three-phase approach will be implemented during the short to medium term and is shown in the Figure 11 below.

### FIGURE 11 - DUE DILIGENCE APPROACH

# **Tendering**

- Completion of Supplier Questionnaire as part of the tender process for high level screening of supplier.
- Confirmation of compliance with the Act.
- Draft contacts to include modern slavery provisions.

# Onboarding

- Completion of Supplier Questionnaire as part of the process to establish new suppliers.
- Suppliers to confirm committment to aligning with Karora's modern slavery policies and practices.
- Ensure all site employee verifications are completed by the supplier.

## Operating

- Supply chain mapping and risk assessment of suppliers to be completed (focusing first on higher value supplies and known higher risk areas).
- Exisiting suppliers identified as higher risk to complete Supplier Questionnaire.
- Reserve rights to audit any supplier at random for compliance.
- Work with suppliers to remediate any issues identified.

### **Training & Education**

Karora appreciates that another component of due diligence is providing training and education to our workforce so that they are aware of, and can identify, the risks of modern slavery in our supply chain and operations, and can contribute to our due diligence efforts in an informed manner. Karora plans to complete workforce training in the short to medium term.

### **ACTIONS TAKEN IN THIS REPORTING PERIOD**

Karora has taken the following actions during this Reporting Period to assess, address and manage the risks of modern slavery within our operations and supply chain:

- Reviewed policies to improve alignment with requirements of the Act.
- Developed a Human Rights Policy.
- Drafted additional contracting and tendering provisions specifically addressing requirements of the Act.
- Updated our standard contracting terms and conditions to include provisions regarding compliance with the requirements of the Act.
- Developed a Supplier Questionnaire for risk identification.

### **EFFECTIVENESS & REMEDIATION**

As our risk identification processes are newly established and will continue to be developed, Karora has not yet identified incidents of modern slavery in its operations or supply chain for the Reporting Period and cannot yet adequately assess the effectiveness of our measures or assist with remediation of incidents of modern slavery identified.

However, we consider that through a better awareness and knowledge of our supply chain we are creating a strong base to assess the effectiveness of our measures in future reporting periods. Ideally, through our commitment to eradicating modern slavery from our operations and supply chain, our suppliers will be encouraged to uphold, endorse and drive our standards through their own supply chains, to address and remediate any issues related to modern slavery.

#### **ACTIONS FOR 2024 AND 2025**

Karora is committed to further enhancing governance and management processes to address the risks of modern slavery in our operations and supply chain. In the next reporting periods, we intend that this will include:

- Engaging a consultant to conduct a Supply Chain Audit of Karora's supply chain.
- Updating the Karora Group's Code of Business Conduct and Ethics, Corporate Social Responsibility Policy and Whistleblower Policy.
- Circulating updated policies via internal communications to increase staff awareness and the likelihood of reporting any issues of concern.
- Conducting annual reviews of all policies in the context of any updates to the Act or international standards regarding modern slavery.
- Developing a Supplier Code of Conduct.
- Developing and conducting training to educate employees on modern slavery, the requirements of applicable legislation and to provide tools for employees to identify risks of modern slavery.
- Encouraging staff to speak out when they are concerned that an activity may risk involving modern slavery (consistent with Karora's Values and Whistleblower Policy).
- Engaging an external consultant to assist Karora in developing the risk assessment framework and, where warranted, conduct audits of suppliers.
- Distributing the Supplier Questionnaire for mandatory completion by all suppliers and contractors engaged by Karora.
- Undertaking audits of high risk suppliers and identifying actions to resolve any issues identified.
- Working with appropriate business partners to identify and mitigate the risks of modern slavery in their operations and supply chains.
- Expanding Karora's Environment Social Governance priorities and targets to include our commitment to addressing the risks of modern slavery.

### OTHER RELEVANT INFORMATION

On 7 April 2024, Karora announced a merger transaction with Westgold Resources Limited (**Westgold**)<sup>12</sup>. Upon closing, the merger will result in a dual listing of the enlarged Westgold on the TSX and ASX. We consider that our combined commitment to addressing the risks of modern slavery within our operations and supply chains will be strengthened by the merger.

### **CONSULTATION AND APPROVAL**

This Statement is a joint statement by Karora, for itself and each other Reporting Entity. It was prepared by Karora's management team, in consultation with each Reporting Entity.

The consultation process involved collating and assessing procurement, human resources, finance and corporate data of Karora, each Reporting Entity and their respective supply chains. Karora compiled the findings to produce this Statement in accordance with the reporting requirements of the Act.

The Board of Directors of each Reporting Entity comprises a small number of common directors who are members of the Executive Leadership Team of the Karora Resources Inc. group of companies. These directors have a thorough understanding of the business, operations and supply chains of all Reporting Entities in Australia.

This Statement has been approved by a resolution of the Board of Directors of Karora Resources Pty Ltd on its own behalf and on behalf of each other Reporting Entity on 28 June 2023.

Leigh Junk

Managing Director, Australia

Karora Resources Pty Ltd

<sup>&</sup>lt;sup>12</sup>For more information see announcement, available on Karora's website <a href="https://www.karoraresources.com/news-releases">https://www.karoraresources.com/news-releases</a>

### **APPENDIX**

### **Mandatory Reporting Criteria**

This appendix outlines where in this Statement the mandatory reporting requirements in sections 14 and 16 of the Act are addressed.

Section of Act	Mandatory Reporting Requirement	Page numbers
14(2)(a)	The entity giving the statement must ensure that it complies with section 16.	Throughout Statement as evidence by this Appendix – Page 15
14(2)(c)	The entity giving the statement must ensure that it is prepared in consultation with each reporting entity covered by the statement.	Page 14
14(2)(d)(ii)	The entity giving the statement must ensure that it is approved by the principal governing body of an entity (the higher entity) which is in a position, directly or indirectly, to influence or control each reporting entity covered by the statement, whether or not the higher entity is itself covered by the statement.	Page 14
14(2)(e)(ii)	The entity giving the statement must ensure that it is signed by a responsible member of, if subparagraph (d)(ii) applies—the higher entity.	Page 14
14(2)(f)(i)	The entity giving the statement must ensure that it is given to the Minister within 6 months after the end of the reporting period for the entities covered by the statement, in a manner approved by the Minister.	Page 1
16(1)(a)	A modern slavery statement must identify the reporting entity(ies).	Page 1 and 2
16(1)(b)	A modern slavery statement must describe the structure, operations and supply chains of the reporting entity	Pages 1- 4
16(1)(c)	A modern slavery statement must 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	Pages 5 - 8
16(1)(d)	A modern slavery statement must 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.	Pages 9 - 13
16(1)(e)	A modern slavery statement must describe how the reporting entity assesses the effectiveness of such actions	Page 13
16(1)(f)	A modern slavery statement must describe the process of consultation with:  (i) any entities that the reporting entity owns or controls; and  (ii) in the case of a reporting entity covered by a statement under section 14—the entity giving the statement	Page 14
16(1)(g)	A modern slavery statement must include any other information that the reporting entity, or the entity giving the statement it considers relevant.	Page 14
16(2)(b)(i)	A modern slavery statement must include, for a statement to be given under section 14 (joint modern slavery statements): (i) details of approval by the relevant principal governing body or bodies.	Page 14

