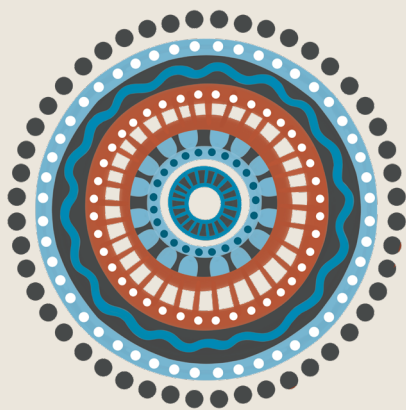




Modern Slavery Statement 2026



Acknowledgement of Country

Sandvik acknowledges the Traditional Custodians of the lands, waters and skies across Australia where we live and work. We pay our respects to Elders past and present, and acknowledge the enduring connection of First Nations peoples to Country, culture, language and community. We recognise the significance of these living cultures and remain committed to listening, learning and contributing to respectful relationships with First Nations peoples.

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About our Modern Slavery Statement

At Sandvik we have a long history of ethical and responsible business conduct. We recognise that safeguarding human rights across our companies, operations and supply chain is an area of great importance to our employees, customers, suppliers, shareholders, and the communities where we operate. Sandvik Group has a zero-tolerance approach to the abuse of human rights and will continue to take steps to identify, report, address and ultimately eliminate any exploitation of vulnerable people where we may be involved, directly or indirectly here in Australia or overseas.

The statement is made pursuant to section 14 of the Australian Government's Modern Slavery Act 2018 (the Act) and covers the 2025 calendar year. Modern slavery describes situations where offenders use coercion, threats, or deception to exploit victims and undermine their freedom.

Practices that constitute modern slavery can include:

- Human trafficking
- Slavery
- Servitude
- Forced labour
- Debt bondage
- Forced marriage, and
- The worst forms of child labour

Modern slavery is a term used to describe serious exploitation. It does not include practices like substandard working conditions or underpayment of workers, although these practices are also harmful and may be present in some situations of modern slavery.

This document is Sandvik's seventh Modern Slavery Statement for Australia. It sets out the information required by the Act and describes the risks of modern slavery in our business and supply chain, our responses to those risks and how we evaluate the effectiveness of our management responses. Our Modern Slavery Statement is made in line with our Code of Conduct, which describes the principles of behaviour that all our employees aspire to and provides us with practical guidance in our actions and everyday business decisions.

Sandvik Australia takes its obligation to address modern slavery seriously. The business adheres to the Sandvik Group's Global Code of Conduct and pursuant to this undertakes compliance with the strictest legal and moral standards in the conduct of its operations.

**This statement has been prepared by Sandvik Australia Holdings Pty Ltd (ABN 60 003 771 373) and also includes details of the operations of related entities operating in Australia, which include Sandvik Mining and Construction Australia Pty Ltd (ABN 62 003 771 382), Sandvik Mining and Construction Australia (Production/Supply) Pty Ltd (ABN 14 008 640 908), Sandvik Australia Pty Ltd (ABN 22 000 362 210), Deswik Mining Consultants (Australia) Pty Ltd (ABN 28 130 036 832), DSI Underground Australia Pty Limited (ABN 84 093 424 349), Seco Tools Australia Pty Limited (ABN 28 003 337 442), Sandvik Mining & Construction Logistics Limited (ABN 34 067 173 747), Tricon Drilling Solutions Pty Ltd (ABN 64 060 295 696), Fero Group Pty Ltd (ABN 44 009 073 572), Fero Group (Queensland) Pty Ltd (ABN 62 124 166 105), and Sandvik Financial Services Pty Ltd (ABN 90 161 934 176), Sandvik Rock Processing Australia Pty Limited (ABN 91 073 312 437) and Universal Field Robots Pty Ltd (ABN 23 150 151 545). In this statement, the terms 'Sandvik Australia', 'Sandvik', the 'Company', the 'Group', 'our business', 'organisation', 'we', 'us', and 'our' refer to all the above entities.*



A message from our director, Craig Johnston

Respect for people is fundamental to how Sandvik does business. As a global engineering group with operations, customers and suppliers across many countries, we recognise that our responsibility to uphold human rights extends beyond our own workplaces and into the broader value chains that support our products, services and customer solutions.



In 2025, Sandvik Australia continued to strengthen its approach to identifying and managing modern slavery risks. This included improving the quality of supplier and workforce data, reassessing risk exposure across our Australian operations and supply chains, and increasing engagement with entities across the business. These activities have helped us develop a more localised and evidence-based understanding of where modern slavery risks may arise, particularly in higher-risk supplier categories, international manufacturing and sourcing, labour-intensive services, logistics, and areas where subcontracting or temporary labour may be used.

Our commitment remains clear: Sandvik has zero tolerance for modern slavery, forced labour, child labour, human trafficking and other serious forms of exploitation. We expect the same commitment from our suppliers and business partners. Through our Code of Conduct, Supplier Code of Conduct, Sandvik Supplier Sustainability Evaluation Procedure, EcoVadis screening, supplier audits, Speak Up reporting channels and broader governance framework, we seek to identify risks early, respond appropriately, and support continuous improvement where issues or gaps are identified.

Looking ahead, our focus is on embedding stronger due diligence, improving transparency across our supplier base, strengthening remediation processes, and developing clearer indicators to assess whether our actions are effective. Modern slavery risk management is not a one-off exercise. It requires ongoing attention, practical engagement with suppliers and internal stakeholders, and a willingness to improve our systems as our business and supply chains evolve.

Sandvik Australia has a range of initiatives and activities planned for the period through to December 2026 to identify, prevent and mitigate adverse human rights impacts. These include, but are not limited to:

- **Enhancing risk-based supplier due diligence**
Further embed the Sandvik Supplier Sustainability Evaluation Procedure (SSEP) across Australian entities, with a greater focus on aligning supplier screening, risk rating and follow-up actions to identified higher-risk categories and regions.



- **Expanding supplier risk coverage beyond top-tier suppliers**
Progressively extend supplier screening and engagement beyond our most material suppliers to improve visibility over upstream supply chain risks throughout the businesses, particularly in categories involving international manufacturing or complex subcontracting.
- **Targeted supplier engagement and audit activity**
Increase supplier engagement, EcoVadis assessments and audit activity for suppliers identified as higher inherent risk, including those operating in labour-intensive categories or higher-risk regions.
- **Strengthening remediation and corrective action processes**
Continue to work with suppliers to address identified improvement opportunities, with clearer expectations on corrective actions, timeframes and evidence of remediation.
- **Improving data quality and supply chain transparency**
Further refine supplier data, including country of operation and manufacture, to support more accurate identification of international exposure and risk concentration across categories and regions.
- **Embedding measurable performance indicators**
Develop and implement key performance indicators (KPIs) to assess the effectiveness of modern slavery risk management, including metrics relating to supplier screening, audit outcomes, training and remediation.
- **Strengthening internal capability and awareness**
Improve oversight of modern slavery and Code of Conduct training across employees, with a focus on procurement, contract management and operational roles with supplier interaction.
- **Enhancing governance and entity-level consistency**
Continue structured consultation across Australian entities to improve consistency in how modern slavery risks are identified, managed and reported, supported by the modern slavery working group.

More information on Sandvik's approach to human rights and responsible business conduct can be found on Sandvik's corporate website. This Statement was approved by the respective Boards of the Sandvik Australia entities by 30 June 2026.

Craig Johnston
Director
Sandvik Australia Holdings Pty Ltd

Our structure, operations and supply chains

Our structure

Sandvik is a global, high-tech engineering group providing solutions that enhance productivity, profitability and sustainability for customers across the mining, manufacturing and infrastructure sectors. Our offerings span the entire customer value chain, combining leading equipment, tools, parts, services and digital solutions with deep industrial expertise, customer insights and extensive investment in research and development. Through automation, digitalisation and innovation, we are focused on improving customer performance and supporting the ongoing development of the industries we serve.

Sandvik entities provide a broad offering across underground and surface mining equipment, mine planning and optimisation software, automation and robotic technologies, rock processing solutions, drilling consumables, precision tooling and lifecycle support.

In 2025, the Sandvik Group had approximately 42,000 employees, sales in more than 150 countries and revenues of about SEK 120 billion. Sandvik has operations in over 150 countries – Australia is a leading market.



Sandvik Australia overview

Operations in Australia span the full customer value chain, including sales and distribution, warehousing and logistics, pre-commissioning of equipment, rebuilds, workshop services, field service, technical support and aftermarket solutions.

Through these capabilities, we combine local operational strength with access to Sandvik’s global technology platforms, established brands and specialist expertise, creating a strong foundation to support customer success and long-term value creation.

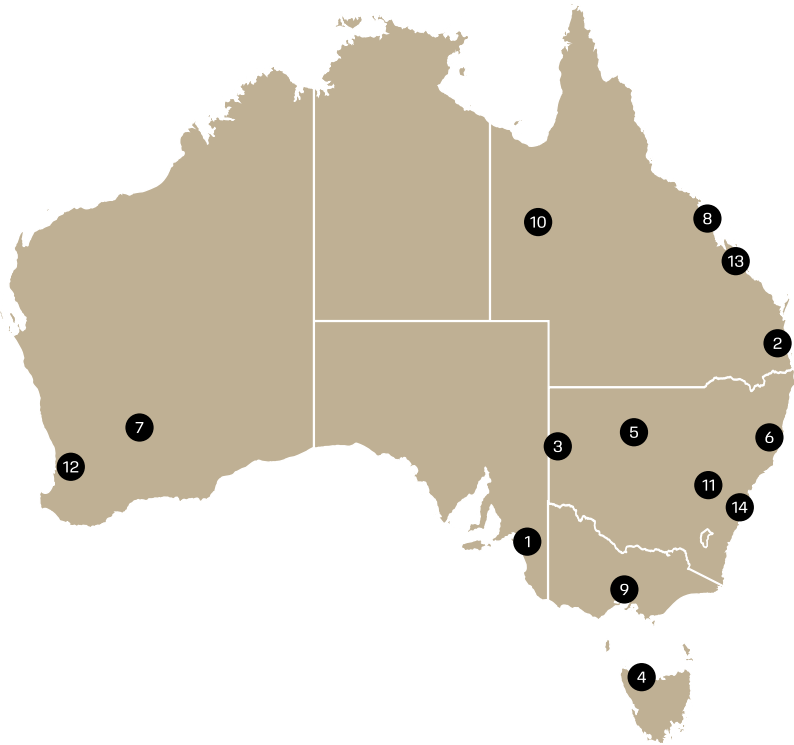
As a successful supplier of equipment, tools, and technical solutions, Sandvik Australia has connections with hundreds of suppliers, partners, and subcontractors in a range of countries. The complex nature of these interactions means a variety of different measures are required to identify and eliminate possible inputs tainted by modern slavery.

Sandvik Australia is part of the Swedish multinational engineering company, Sandvik. As such, its vision is to create value for customers, shareholders, employees and other stakeholders through the core values of customer focus, fair play, innovation and passion to win. Sandvik Australia aims to set the industry standard, and items on its strategic agenda that are compatible with anti-slavery work include ‘accountability’ and ‘a culture of doing things right’.

Our operations

Figure 1 Sandvik Australia locations

	Office	Service	Manufacturing	Distribution
1 Adelaide Karuna Country	X	X		
2 Brisbane Turrbal/Yuggera Country	X	X	X	X
3 Broken Hill Wilyakali/Wiljaali Country		X		
4 Burnie Palawa Kani Country	X	X		X
5 Cobar Wongaibon Country		X		
6 Heatherbrae Awabakal & Worimi Country	X	X	X	X
7 Kalgoorlie Wongutha Country	X	X		X
8 Mackay Yuwibara Country	X	X		X
9 Melbourne Wurundjeri Woi-wurrung/ Bunurong Boon Wurrung Country	X		X	X
10 Mount Isa Kalkadoon Country	X	X		X
11 Orange Wongaibon Country	X	X	X	X
12 Perth Noongar Whadjuck Country	X	X	X	X
13 Rockhampton Darumbal Country	X		X	
14 Sydney Gadigal Country	X		X	

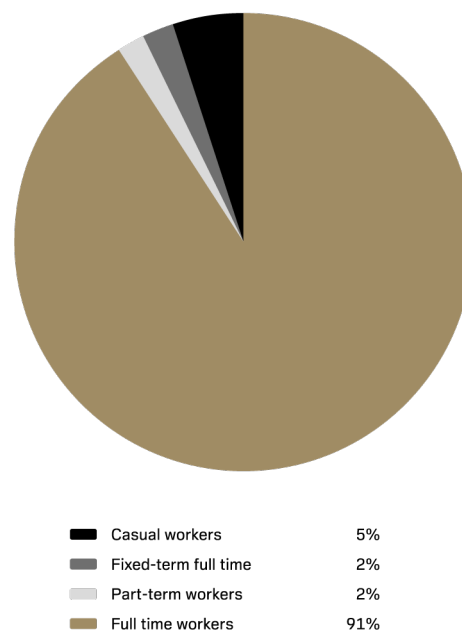


Our people

Company culture is one of the first lines of defence against modern slavery. We believe in a diverse workforce without any form of discrimination based on gender identity, ethnicity, national origin, age, disability, marital status, or any other characteristics protected by law, nor do we accept any form of harassment or bullying. All employees have the right, if they choose, to join a union and be covered by a collective agreement. Health and safety are key elements in our operations as we believe the right to a safe and healthy workplace is central.

Across our Australian operations we have approximately 2,640 employees and contractors.

Figure 2 Workforce composition



Our supply chains

Sandvik is committed to contributing to sustainable development for present and future generations. This includes identifying, preventing, mitigating, and accounting for adverse environmental, human rights and governance impacts in our own operation and supply chain, and we expect the same commitment from our suppliers.

Sandvik's Australian supply chain includes both direct and indirect procurement. Direct procurement involves the procurement of goods, materials and services involved in the production of the offering we provide to customers, while indirect procurement includes goods and services required to operate the business. Our supplier base therefore spans a wide range of categories including raw materials, manufacturing inputs, finished products, logistics and transport, labour hire and recruitment, professional services, facilities, technology and other operational support services.

In 2025, the Australian businesses oversaw an active supplier base of 3,500 domestic and international suppliers, with approximately \$1.5 billion direct spend and \$370 million indirect spend. Approximately one third of supplier spend captured in the reporting period was with Australian businesses, with consolidated spend of approximately \$565 million recorded with suppliers based in Australia. Outside of goods sourced from global Sandvik networks, our supply chain is anchored in local procurement. International supplier exposure includes sourcing and manufacturing in countries such as China, India, Malaysia, Singapore, Sweden, the United

States, Germany, Finland and Chile. This reflects the global nature of some of the parts, materials, manufacturing inputs, specialist services and digital solutions used across our Australian operations.

Where possible, we seek to support local procurement and supplier participation in the communities where we operate. We engage with First Nations businesses across a range of goods and services, including production materials, catering, safety equipment, employment services, training, cultural education and cleaning. Our approach to local procurement is also supported by Sandvik's broader reconciliation and Indigenous procurement commitments, which are intended to increase opportunities for Aboriginal and Torres Strait Islander businesses to participate in our supply chain. Through our Reconciliation Action Plan, we seek to strengthen supplier identification, reduce barriers to participation, and increase the number, volume and value of contracts awarded to First Nations enterprises over time. This approach supports both local economic participation and our broader commitment to responsible and inclusive procurement.

Modern slavery risks to Sandvik in Australia

In some parts of our supply chain there are risks of human rights violations. Our Group-wide Code of Conduct and Supplier Code of Conduct provide guidance in identifying, preventing, and mitigating these risks. To mitigate these risks, we continuously work to ensure compliance with national legislation and internationally agreed human rights standards and regulations. We regularly evaluate our standards and procedures for identifying, preventing, and mitigating adverse human rights impacts in the Group's operations and value chain, as well as to enhance positive impacts. Human rights are integrated into the sustainability program in different ways, for example, in our Sustainable Supplier Management and due diligence process following the OECD Guidelines for Multinational Enterprises. Forced or slave labour and child labour are strictly forbidden. We also support children's rights and the right to education through our community involvement programs in Australia.

The main modern slavery risks that Sandvik Australia faces come from our tier 2 suppliers where there is less visibility over our suppliers' supply chains. Through independent research, we have identified the following goods and services within our supply chain as being at higher risk of being subject to modern slavery activity:

- Raw materials procured from higher risk countries
- Electronics
- Cleaning and waste management services
- Logistics and transportation
- Labour hire and contract workers
- Security and maintenance services
- Clothing
- Non-production consumables
- Manufacturing/processing waste management services
- Travel and accommodation
- Technology
- Wear Parts/Consumables

Modern slavery risk is influenced not only by geography, but also by supplier category, labour intensity, workforce vulnerability, and the level of transparency and control available within the supply chain.

The highest modern slavery risk exposure is more likely to arise in parts of the value chain involving labour-intensive goods and services, international manufacturing and raw material inputs, logistics and transport, and categories that rely on subcontracting or temporary labour. These risks may include underpayment, excessive overtime, debt bondage, exploitative recruitment practices, inadequate freedom of movement, or other forms of forced labour and labour exploitation. In Australia, we also recognise that modern slavery risks can arise in operational settings where contingent labour, labour hire, migrant workers or outsourced services are used, even where those risks may be lower than in parts of the international supply chain.



Risks in our operations

While we operate out of Australia with a low inherent risk of modern slavery, it would be remiss not to consider implications with adjacent higher risk sectors. Operational modern slavery risks may arise in service categories such as recruitment, cleaning, facilities, maintenance, security and other contracted support services, particularly where labour is lower paid, subcontracted or dispersed across multiple worksites. While these services are often provided domestically, they can still involve risks relating to wage underpayment, excessive working hours, or poor recruitment and employment practices. Our focus in this area is therefore on maintaining appropriate governance, escalation pathways and oversight of employment practices across both our direct workforce and relevant third-party service arrangements.

Risks in our supply chain

The more significant modern slavery risks for Sandvik in Australia are considered to sit within our supply chain. As part of our 2025 supply chain analysis, we compiled data on the top 20 suppliers by spend for each Australian entity, covering 85% of total expenditure. This approach was used to create a focused and comparable view of the supplier relationships that account for a significant proportion of procurement activity across the business. The analysis considered supplier category, country of operation, country of manufacture and spend profile to support a more evidence-based understanding of domestic procurement, international sourcing and areas of potential modern slavery risk. While this analysis is not intended to capture every supplier in the supply chain, it provides a useful basis for identifying material exposures and informing future due diligence priorities.

Figure 3 illustrates the relative concentration of spend from our top suppliers globally. Of the suppliers assessed, approximately 17% of expenditure was domestic. This reflects a strong local procurement base and generally higher levels of visibility and regulatory oversight. Additionally, over 70% of total spend in this assessment included intercompany spend with global Sandvik parts providers; while these arrangements reflect internal supply relationships, predominantly from Finland, Sweden and Singapore, they may still involve manufacturing, processing or sourcing activities in different regions. The inclusion of intercompany spend in this analysis also highlights that modern

slavery risk exposure is not limited to third-party suppliers. In some cases, Sandvik entities may source products or components from other Sandvik operations located in different regions, where upstream manufacturing, raw material sourcing or subcontracting arrangements may occur. While these internal supply relationships operate within Sandvik's governance framework, they may still involve exposure to higher-risk categories or geographies, reinforcing the importance of consistent due diligence and risk management across both internal and external supply chains.

Our remaining supply chain includes international sourcing and manufacturing exposure across a number of regions including parts of Asia, Europe and the Americas. These international exposures are primarily associated with production-related goods, including raw materials, castings, steel fabrications, manufacturing inputs and specialised components, which are often sourced through global supply chains. Our second largest trading country is China, accounting for 20% of expenditure, however over half of that spend is attributed to direct sourcing of Sandvik parts.

From a modern slavery risk perspective, this highlights that risk is not driven by geography alone, but by the interaction between supplier category, country exposure, labour intensity and supply chain complexity. Categories involving labour-intensive manufacturing processes, raw material extraction or multi-tiered supply chains may present higher inherent risk, particularly where production occurs in regions with differing labour standards, higher reliance on migrant or contract labour, or lower levels of transparency across upstream suppliers. This reinforces the importance of risk-based supplier screening, supplier engagement and targeted audit activity, particularly in categories and regions where inherent risk is higher.

Overall, this analysis has strengthened our understanding of how modern slavery risk may manifest across our supply chain and has supported a shift to a more evidence-based and prioritised approach. This enables us to focus our due diligence efforts on the suppliers, categories and regions most likely to present elevated risk, and to continue improving the effectiveness of our supplier management processes over time.

Figure 3 Heat map of spend by region sourced

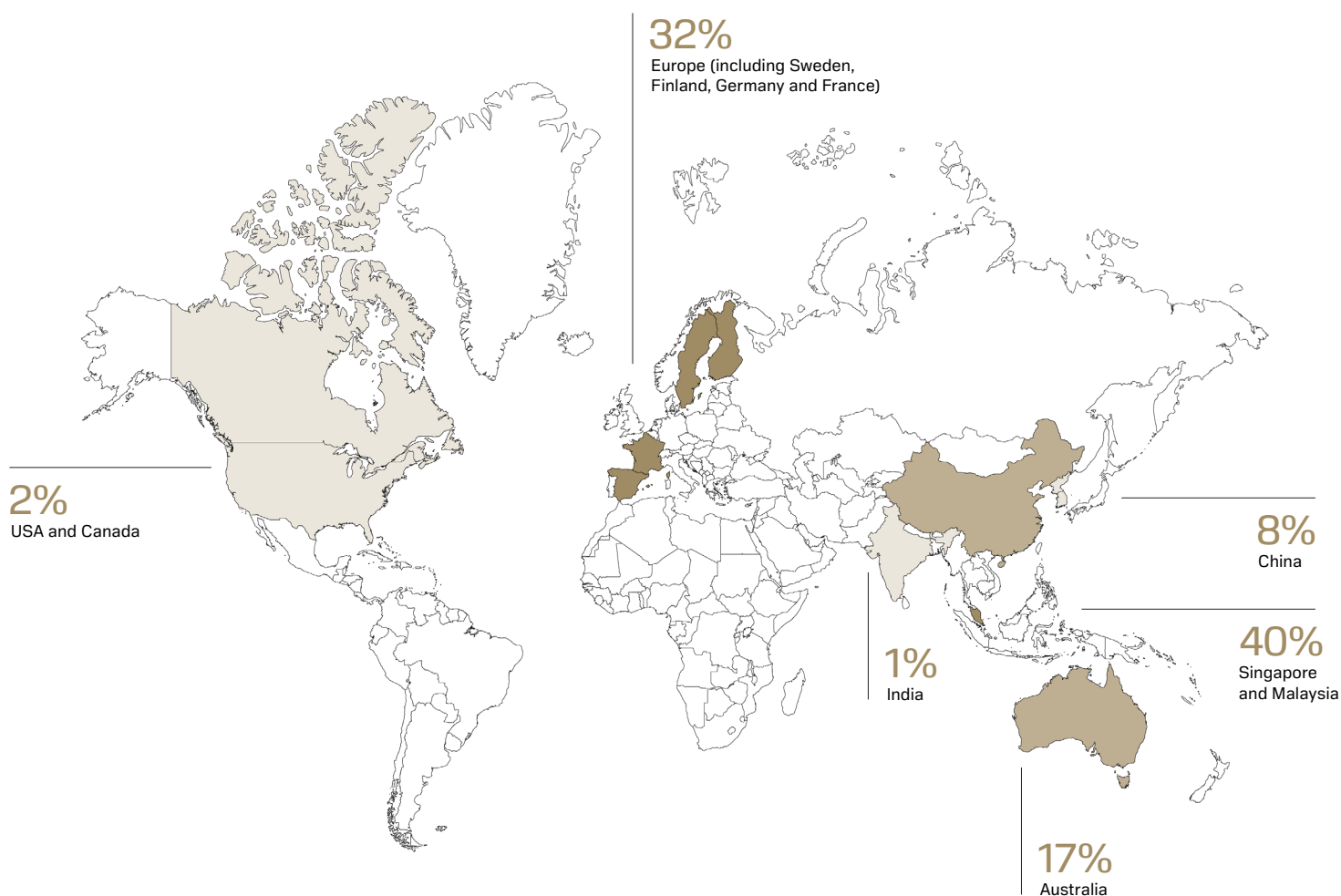


Table 1 Proportion of spend by region and category

	Australia	China	Europe	India	Singapore & Malaysia	USA & Canada
Direct material internal (Sandvik)						
Facilities and maintenance						
Finished products						
Hydraulic systems						
IT and Technology						
Labour hire/ recruitment						
Logistics and transport						
Manufacturing						
Marketing and media						
Production and assembly materials						
Professional services						
Raw materials						

Legend >5% 5% 25-40%

Our actions to address modern slavery risks

Governance and responsibilities

Governance of modern slavery risk management sits within our broader governance framework, including The Sandvik Way, our Code of Conduct, relevant policies and supplier management requirements. Oversight of this statement and the systems and controls that support compliance with the Modern Slavery Act 2018 (Cth) sits with the Boards of the relevant Australian reporting entities. In Australia, modern slavery matters may also be considered through the broader sustainability governance framework, including the Sandvik Australia Holdings Sustainability Committee, which supports oversight of sustainability and related human rights matters. Directors of each operating entity are regularly briefed on matters relating to modern slavery when formally scheduled on Board agendas, and at forums such as the biannual Australian Business Review.

Below Board level, responsibilities are shared across a number of functions. Our Sustainability team coordinates preparation of this statement, supports risk assessment and reporting, and works with relevant stakeholders to strengthen governance, metrics and continuous improvement activities. Procurement teams, including direct and indirect purchasing, are responsible for supplier onboarding, supplier due diligence, implementation of supplier requirements and escalation of supplier-related issues. Finance and entity leadership support confirmation of reporting scope, entity participation, relevant workforce and supplier information, and approval processes.

In 2025, we also strengthened coordination through a modern slavery working group, which supported entity engagement, review of responses and greater clarity on responsibilities across the Australian business. This governance approach is intended to ensure that modern slavery risk management is embedded across our business, rather than sitting with one team alone.



Corporate governance – The Sandvik Way

Our approach to combating modern slavery relies upon a strong company strategy, excellent culture and awareness, effective governance tools, a clear sustainability agenda, and mechanisms for assessing potential exposure and for addressing its impacts.

Sandvik’s corporate governance framework, The Sandvik Way, implements the external rules previously mentioned and sets out the internal rules and principles for governance that apply specifically within Sandvik. It is based on three segments, as set forth in the model below, and describes how common ways of working have been implemented throughout the entire organisation.

Governance structure

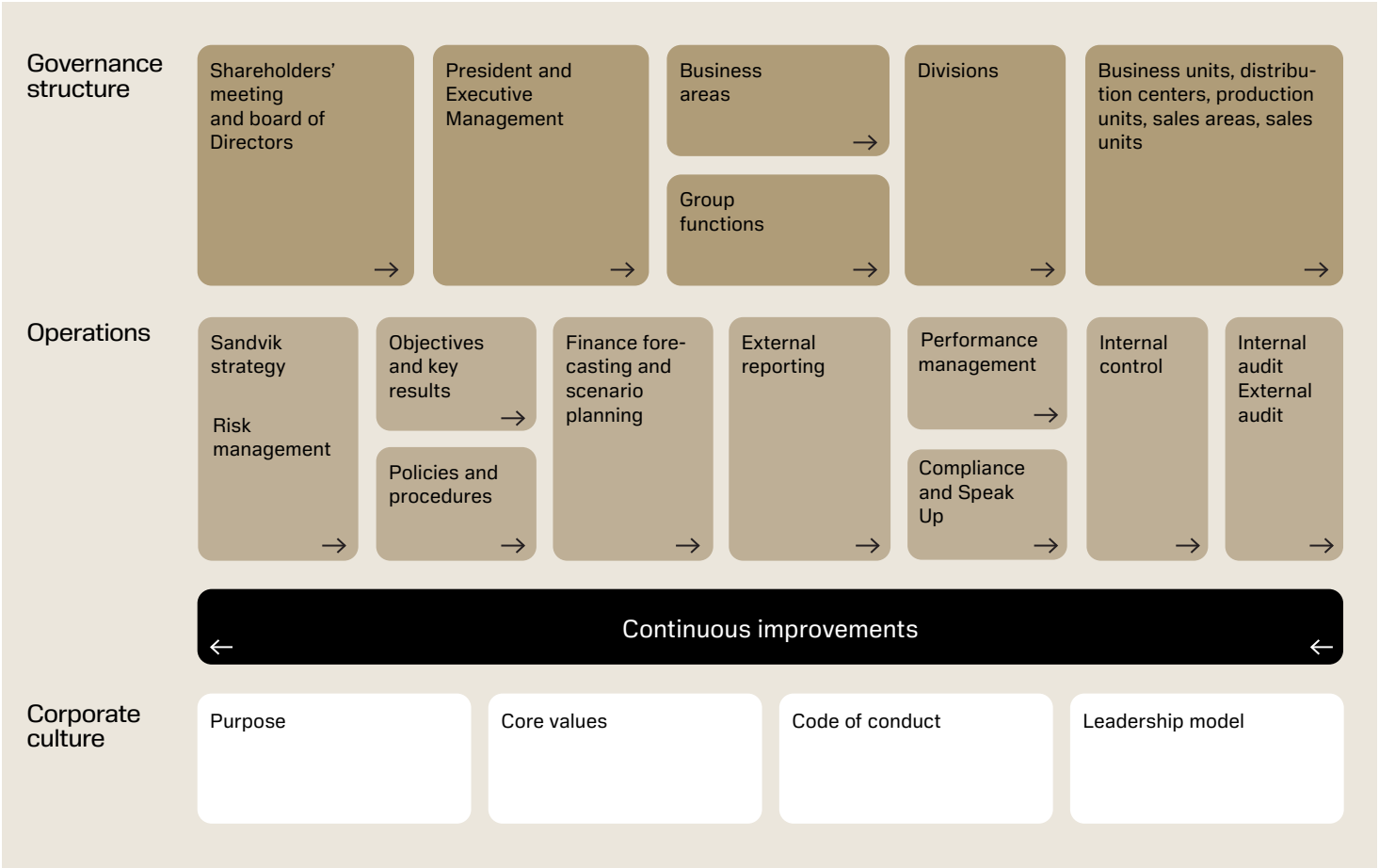
- Shareholders’ Meeting and Board of Directors
- President and Executive Management
- Business areas, Group functions
- Divisions
- Business units, distribution centres, production units, sales areas, sales units

This section outlines how the Sandvik Group is led and governed. The Board of Directors, elected at the Shareholders’ Meeting, sets the strategic direction for the Group. The President carries this out through the Group Executive Management whose members manage and oversee the operations of the Group.

The main operational responsibility in the Group lies with the business areas and divisions, whereas the Group functions are responsible for functional policies and processes supporting the business.

The Sandvik Way is implemented in the respective business areas, with additional requirements cascaded down in the operational structure of each business area.

Figure 4 The Sandvik Way



Policies and standards

Sandvik's policies, standards and principles help to ensure that we observe the commitments we make to our stakeholders, including suppliers. Responsible sourcing and Sustainable Supplier Management are a cornerstone of Sandvik's approach, and as such we have developed a Global Procurement Policy, procurement procedures and supplier onboarding processes, that supports the governance for the Group's procurement practices, including compliance with our sustainability requirements.

Code of Conduct

The Sandvik Code of Conduct is a cornerstone for our company. Sandvik has a long history of working in accordance with applicable laws and internationally recognized principles, as well as in partnership with our local communities. Our Code of Conduct is built on our internal Core Values and external principles, such as the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption as outlined in the ten principles of the United Nations Global Compact, in which we participate.

The Code of Conduct is a vital component in The Sandvik Way governance model, which encompasses common steering documents and processes, such as our policies and procedures.

As part of our sustainability strategy, make the sustainability shift, we have a commitment to ensure that all suppliers comply with the Sandvik Supplier code of conduct by 2030. Sustainable supplier management is a prioritised area for Sandvik, as it is essential for us to do business with suppliers that share our commitment for strong social, environmental, and economic performance. The business relations with our suppliers must be based on honesty, as well as trust and cooperation, and we strive to develop transparency around our suppliers' sustainability performance.

Core values

Customer focus, innovation, fair play, and passion to win are our core values. Our core values represent the culture of the company, and they guide us in our actions and daily business decisions.



Winning together

We take the lead with a collaborative spirit and succeed as a team. With high ambition and the courage to challenge and prioritise, we continuously strive for success.



Curiosity

We explore, challenge and innovate to shape the future. We challenge assumptions, explore new ideas, and have the courage to push boundaries.



Responsibility

We put safety first and act with integrity and responsibility for our people and our planet, building trust in everything we do.



Customer focus

We listen, create, adapt and deliver - always close to our customers. We build strong relationships and focus on understanding their needs and identifying opportunities.

Human Rights Policy

Sandvik is committed to respecting internationally recognised human rights and to play our part in avoiding, causing or contributing to adverse human right impacts, wherever they may occur in our value chain. In 2024 Sandvik identified the Key Human Rights Areas where we can have the biggest impact in our value chain. This includes labour rights and fair working conditions, health and safety, environment, anti-corruption and affected communities. In the Human Rights Policy and Human Rights Commitment statement released in 2025, we have defined our commitment to these areas and implemented a due diligence process to minimise risk.

Whistleblower Policy

Sandvik's Whistleblower Policy is designed to identify any deliberate departure from Sandvik's policies and procedures while the Supplier Code of Conduct (SCoC) sets out the minimum standards Sandvik requires from its Suppliers, and in relation to employment, Sandvik Group shall not tolerate child labour or forced labour. Where any deviation to the SCoC is found to be in existence or a report is made under the Whistleblower Policy, a proper investigation is required, and remedial action must be undertaken.

International framework adoption

Sandvik supports the UN International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption as outlined in the ten principles of the United Nations Global Compact, in which we participate.

We are committed to adhering to these principles as well as the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights and expect the same from our suppliers.

Sandvik's business strategy, business model and the 2030 Sustainability Goals form the basis for the company's sustainable business governance. Relevant goals are set to address material areas and efficiently manage related risks and opportunities. Policies and management systems have been set to ensure financial, environmental, and social compliance.

Supplier Code of Conduct

The Sandvik Supplier Code requires all our suppliers to not engage in or support the use of any form of forced, compulsory or illegal labour, including trafficking, child labour, prison labour or bonded labour. We also perform audits of identified high risk suppliers. We require that suppliers, contractors, distributors, and agents make every effort to comply with the Supplier Code of Conduct, which is part of the business agreement all suppliers have with Sandvik. During the reporting period, Sandvik Australia did not identify any substantiated instances of modern slavery in its operations or supply chain. Sandvik's Supplier Code of Conduct outlines the standards we require suppliers meet, to be part of Sandvik's sustainable and responsible supply chain. We encourage our suppliers to strive towards continual improvement. Accepting and complying with the Supplier Code is a prerequisite for doing business with Sandvik, and a basis for ensuring sustainable governance and due diligence.

Sandvik's first Supplier Code of Conduct was released in 2008 and since then we have had 3 major revisions to reflect changes in the world around us.

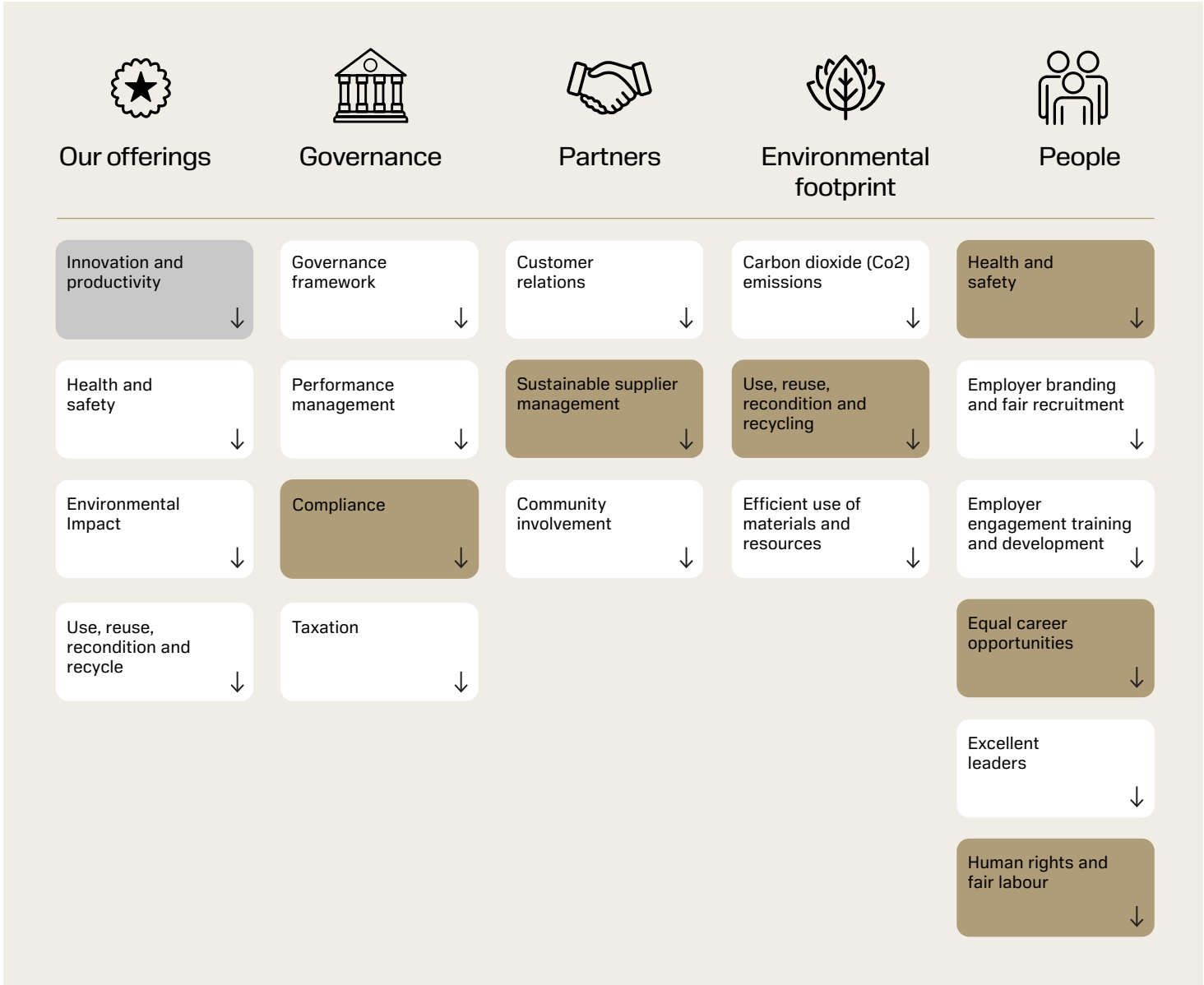
We expect our suppliers not only to comply with the Supplier Code, but also, to be open to collaborating with us to contribute to Sandvik's Sustainability Targets:

- We build circularity
- We shift climate
- We champion people
- We play fair

It is the responsibility of the supplier to meet the requirements outlined in the Supplier Code, in their own organisation and in their supply chain.



Figure 5 Our value chain



Due diligence and risk management in our supply chains

Our due diligence approach in Australia is supported by the Sandvik Supplier Code of Conduct, supplier onboarding requirements and the Sandvik Supplier Sustainability Evaluation Procedure (SSEP). These controls are intended to help us identify, assess and address modern slavery and related human rights risks in our supply chain, including through supplier screening, risk-based follow-up and escalation where concerns are identified.

In practice, suppliers may be subject to different levels of review depending on their inherent risk profile, including country, category, criticality and available supplier information. EcoVadis screening supports us to prioritise suppliers for further assessment, which may include requesting a sustainability rating, undertaking a Supplier Code of Conduct audit, or requiring corrective actions and follow-up where improvement opportunities or non-compliances are identified.

Responsible sourcing and sustainable supplier management

Responsible Sourcing and Sustainable Supplier Management play an important role in the overall Sandvik Sustainability Strategy. We are committed to sustainable procurement practices that prevent or mitigate negative social and environmental impacts as well as improve the sustainability performance of our suppliers. Sandvik strives to be at the forefront of supply chain sustainability.

All business relations between Sandvik and our suppliers must be based on transparency, trust, and cooperation. It is important for us to partner with suppliers who understand and embrace our sustainability standards. The standards are about protecting the environment, mitigating climate change, building circularity as well as respecting human and labour rights, and committing to conducting business with high ethical integrity.

In addition to the Supplier Code, we adhere to the Sandvik Supplier Sustainability Evaluation Procedure. This procedure supports us in our work to identify, prevent, mitigate, and account for adverse environmental, human rights and governance impacts from our supply chain, and outlines the rules for evaluating and approving a supplier as compliant with the Sandvik Supplier Code of Conduct to qualify as a Sandvik supplier. Compliance checks are conducted in EcoVadis platform and/or by Supplier Code of Conduct Audit.



Sandvik supplier sustainability evaluation procedure

Risk Assessment using EcoVadis

At Sandvik, we are committed to minimising risk by cooperating with suppliers who are compliant with our Supplier Code of Conduct. Sustainability risk screening, and risks of violation of the Sandvik Supplier Code is a key area of Sustainable Supplier Management at Sandvik. To ensure this, we have chosen EcoVadis, a global sustainability rating company, to help us evaluate how well our suppliers comply with our Supplier Code of Conduct. EcoVadis is an external partner to Sandvik, who conducts impartial remote assessments of sustainability management practices and produces a supplier risk screening and rating.

Risk screening is a continuous process and is carried out in the EcoVadis IQ tool. IQ Screening results in a risk value based on the supplier's inherent country and category risks, spend classification and supplier criticality for Sandvik.

The procedure outlines the minimum levels of compliance checks needed for each risk level, known as our zero tolerance requirements. Where a breach in zero tolerance is identified, best practice is that the supplier should be provided with an opportunity to remediate the non-compliance within a reasonable timeframe agreed with Sandvik, and it needs corrective action immediately. Modern slavery is an example of zero tolerance requirements and as such would trigger an independent audit.

Zero tolerance requirements are as follows

Human and labour rights, evidence of:

- Child labour.
- Discrimination, harassment, or inhumane treatment.
- Forced labour/Modern slavery.
- Local freedom of association legislation not respected.
- Legal minimum wage not paid.
- Employees are not entitled to legal weekly rest.

Health and safety:

- Evidence of buildings not designed, constructed, maintained, and modified in a way that ensures that building and fire safety is ensured. Not all buildings are suitable for their purpose. This includes dormitories when applicable.
- Evidence of employees exposed to extreme occupational health and safety risk.

Responsible sourcing of minerals and metals:

- Evidence of raw materials supply supporting conflict.
- Refusal to provide the evidence of being listed as or sourcing from a smelter that is listed as conflict-free.

Business ethics:

- Evidence of bribery or corruption.

Environment:

- Evidence of extreme risk of negative environmental impact.

Supply chain management:

- Evidence that Supplier Code requirements are not communicated and implemented to sub suppliers on which the delivery to Sandvik depends.

Monitoring:

- No access to premises (except from agreed restricted areas), not allowing the conduct of employee interviews, not sharing documents and records relevant for the audit.
- Supplier provides deliberately altered information/ documents to influence Sandvik's approval decision, for example fake documents or double bookkeeping.
- Non-compliances not accepted, Corrective Action Plans (CAP) not implemented, or supplier has not taken any action towards improving within one year from the date of audit.

We may perform additional levels of compliance checks if deemed relevant. EcoVadis (IQ tool) improves our ability to systematically prioritise and select suppliers to conduct additional risk-assessments by requesting rating via EcoVadis (Rating tool) and/or by conducting an audit.

Figure 6 Ecovadis supply chain due diligence framework

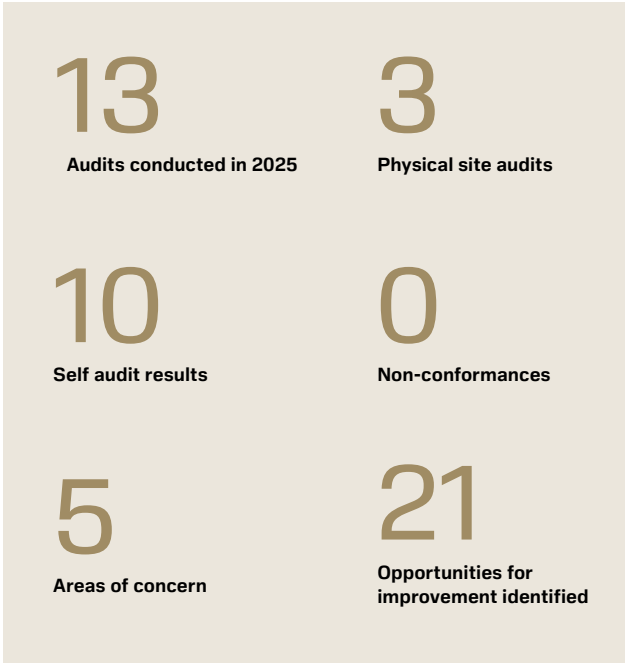


Supplier Code of Conduct audit

Suppliers may be selected for audit where screening indicates elevated risk, where additional assurance is required, or where a potential zero tolerance issue is identified. Audits are conducted by independent third parties against the Sandvik Supplier Code of Conduct Audit Procedure and may include review of labour rights, health and safety, governance controls and supply chain management practices. Where findings are identified, suppliers are expected to implement agreed corrective actions within an appropriate timeframe, supported by evidence and follow-up monitoring before issues are considered closed.

Alternatively, the supplier can provide an audit report covering similar content to the Supplier Code, performed by a third party and approved by Sandvik within 12 months, where no breach of Sandvik zero tolerance criteria was identified. An on-site audit is a form of compliance check, set to ensure that Sandvik does not cooperate with suppliers where there is evidence of violation of the zero tolerance requirements.

Independent audits are valuable and a necessary part of ongoing supplier due diligence. We understand there can be limitations and sensitivities and are committed to working with our vendors to create a transparent and robust process that provides mutual benefit.



Case story

Risk-based supplier audit and corrective action

As part of our supplier due diligence approach, we may use independent supplier audits where a supplier presents a higher inherent risk profile and further assessment is warranted. A recent example involved two suppliers that influence supply to Australia for Gound Engaging Tools products, located in India and the Republic of Korea. These suppliers were selected for audit based on their risk profile, including supplier category, country of operation and the fact that they did not have an EcoVadis profile at the time of selection. This enabled us to apply a risk-based approach to suppliers where desktop screening alone was not considered sufficient.

The audits were conducted on site by independent auditors in the relevant countries against the Sandvik Supplier Code of Conduct. The audit scope covered monitoring and supply chain management, legal compliance, health and safety, human and labour rights, environment and business ethics. This provided a structured basis for assessing supplier practices against our expectations and identifying any areas requiring follow-up.

The audits did not identify confirmed instances of modern slavery. However, they did identify a number of improvement opportunities relevant to labour rights and governance controls. These included gaps in documented child labour remediation procedures, excessive overtime in sampled pay

periods, insufficient rest days for some employees, and gaps in competition law and conflict of interest controls and training. The findings were primarily identified through document review and interviews and, in a number of cases, reflected inadequate procedures, communication or record keeping rather than evidence of intentional misconduct.

Where findings were identified, corrective actions were required through the supplier corrective action report process. Under this approach, findings are not closed until sufficient evidence is provided to demonstrate that the agreed actions have been implemented. This may include the development of new procedures, implementation of training, or operational improvements to address the root cause of the issue. In this example, the follow-up actions included strengthening procedures, improving training and supporting operational changes intended to reduce excessive working hours over time.

This example demonstrates how we use risk-based supplier audits as part of our broader approach to identifying and addressing modern slavery and related labour risks in practice. It also shows that our due diligence is not limited to identifying severe breaches, but includes working with suppliers to improve underlying controls, labour practices and governance processes where issues are identified.



Responsible sourcing of minerals and metals

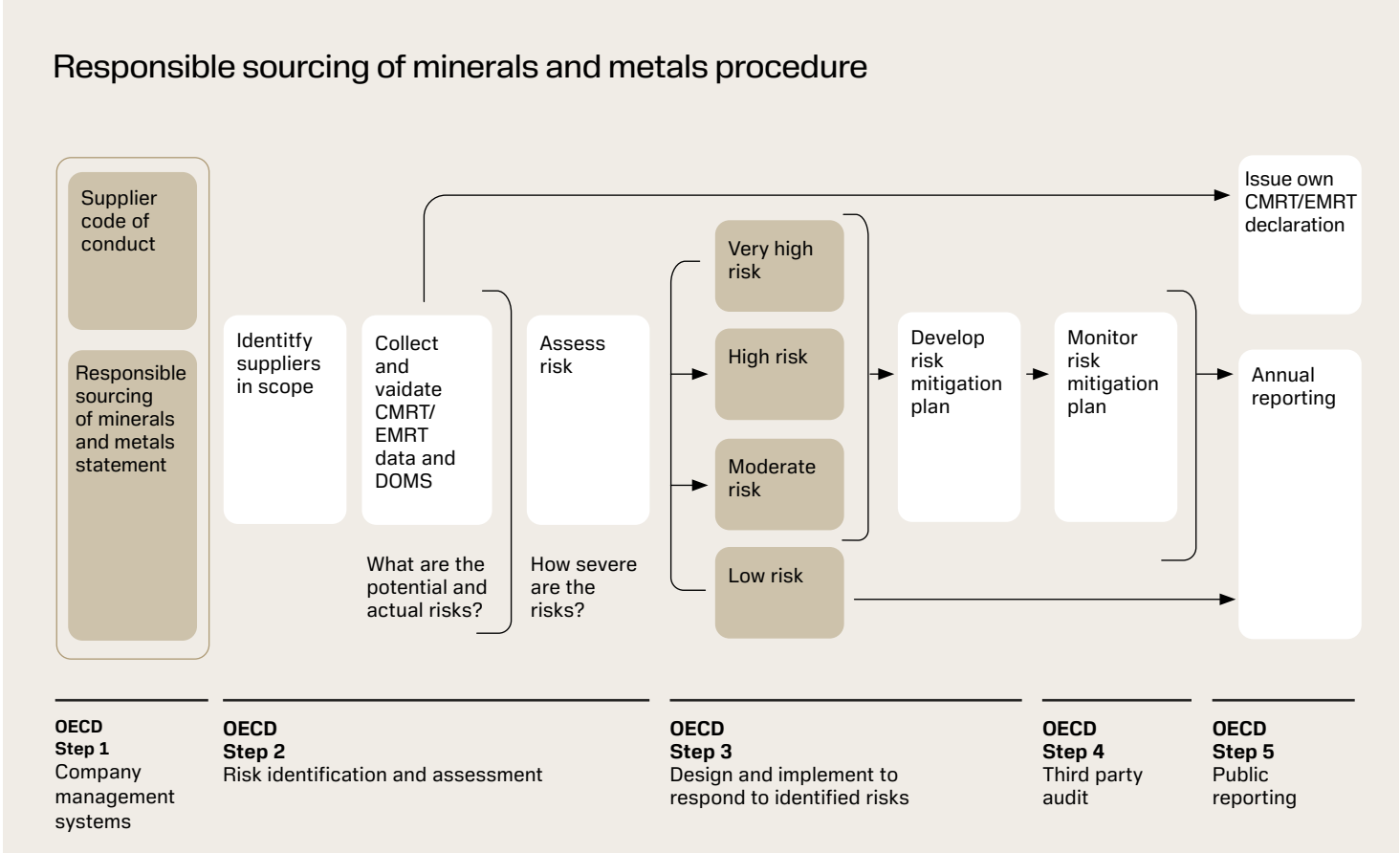
Sandvik condemns all activities in the raw material sector that are connected to illegal or unlawful exploitation of ores, that directly or indirectly finance, or benefit armed groups in conflict areas, or that contribute to serious human rights violations, including child labour.

Sandvik takes an active role in industry forums to promote responsible sourcing of minerals, including the ones from conflict-affected and high-risk areas (CAHRAs). Sandvik is directly, or through its subsidiaries, a member of Responsible Minerals Initiative, Cobalt Institute, and the Tungsten Industry – Conflict Minerals Council.

The Supplier Code and Sandvik Statement on Responsible sourcing of minerals and metals reflect our commitment to

responsible sourcing of minerals and metals in accordance with the OECD Due Diligence Guidance. The two documents also cover the sourcing of cobalt. Annually, we perform a reasonable country of origin enquiry to identify smelters and refiners associated with our supply chain, based on the OECD Due Diligence Guidance. Wolfram Bergbau und Hütten AG (WBH), a Sandvik subsidiary based in Austria, operates one of the world's largest tungsten refineries and is listed as a Responsible Mineral Initiative (RMI) Responsible Minerals Assurance Process compliant tungsten facility (RMAP Conformant Tungsten Smelters at responsiblemineralsinitiative.org). WBH has its own Responsible Sourcing Statement, reports annually according to the OECD Step 5 guideline, and undergoes annual third-party assurance assessments.

Figure 7 Sandvik 5 Step approach



Training and capacity building

As an organisation we recognise the importance of managing human rights risks, including modern slavery and human trafficking, in Australia and globally.

Sandvik believes that ongoing awareness of modern slavery, and understanding how to identify and address modern slavery concerns, are crucial to managing this risk within our organisation.

General awareness throughout the organisation includes information for employees to identify aspects which may present modern slavery concerns including (but not limited to):

- Ensuring overtime work is consensual, unless necessary and mandated according to local laws.
- Ensuring employees have the right to leave their accommodation and workplace freely during their leisure time.
- Ensuring employees are not required to surrender original personal certificates or identification documents such as government-issued identification, passports, or work permits as a condition of employment.
- Ensuring no use of unlawful disciplinary practices or financial penalties such as unfair or illegal deductions from wages, withholding of wages, or discontinuing benefits as a disciplinary measure.
- Ensuring that there are no deposits, fees, fines, loans, or repayment agreements preventing employees from leaving their employment upon providing reasonable notice.
- Ensuring that repayment agreements are foreseeable, reasonable, and limited in time.
- Ensuring that migrant workers are treated fairly and on an equal basis with local employees.

Sandvik requires that all Australian employees complete online training on the Code of Conduct and acknowledge that they have read and understand the policy. Employees are also required to complete training on evolving areas of compliance on a regular basis. Short training videos, webinars and in-person training sessions are important means of reaching as many employees as possible. Sandvik Australia's intranet pages have practical guidance in easy-to-understand summaries, Q and A documents, and scenarios on a wide range of topics.

Sandvik Australia continually evaluates its training content in this area to ensure that additional training and reference materials on modern slavery topics are available to employees.

Sandvik Australia communicates to its related entities at regular intervals utilising various channels including, but not limited to, individual and team face-to-face and online meetings, intranet news, webinars, and documentation.

Grievance mechanisms and remediation

Our Code of Conduct outlines how concerns about potential breaches of our policies, Code or the law can be raised. Concerns can be reported directly to a manager or through Speak Up, Sandvik's whistleblower reporting system, which is available to employees and external stakeholders. Reports made in good faith are assessed in accordance with our internal processes, and investigations are undertaken where appropriate.

Where concerns relate to human rights or potential modern slavery impacts, our expectation is that they are escalated promptly and managed in line with the nature and severity of the issue. This may include investigation, engagement with relevant internal stakeholders, actions to protect affected individuals, corrective actions, supplier engagement, and follow-up monitoring where required. Where a concern relates to a supplier, remediation may include requiring the supplier to address the issue within an agreed timeframe, implementation of corrective action plans, or further escalation where concerns are not adequately addressed.

In 2025, we also considered grievance and remediation pathways more closely through our consultation with Australian entities, including whether entities had appropriate escalation pathways in place and understood how concerns should be managed. This process helped improve visibility over how grievance mechanisms operate across the Australian business and identified opportunities to strengthen consistency in remediation awareness and escalation processes.

If no substantiated modern slavery complaints were identified during the reporting period, we would still consider the availability of these grievance mechanisms and escalation pathways to be an important part of our broader approach to identifying and responding to potential modern slavery risks.

Assessing outcomes and effectiveness

Our team at Sandvik continually assess our modern slavery and human rights risk management approach by monitoring the implementation of key actions, reviewing governance and consultation processes, and increasing the use of measurable indicators across our Australian business. In 2025, we strengthened this approach through more structured metrics tracking to improve visibility over supplier screening, audit activity, training, entity engagement and other indicators relevant to modern slavery risk management.

These indicators help us assess whether key controls and actions are being implemented as intended and where further improvement is needed. We also consider whether governance processes, including working group discussions, entity consultation and Board or committee oversight, are supporting greater consistency and accountability across the Australian business. We specifically benchmarked controls across all Australian entities to ensure that a minimum standard of compliance is being maintained throughout Sandvik businesses nationally.

We recognise that our approach to effectiveness monitoring is still maturing. In 2025, our focus was on improving the reliability and consistency of underlying data, establishing a stronger baseline for future reporting, and identifying opportunities to strengthen year-on-year assessment of effectiveness. As this work continues, we intend to further refine our indicators so they provide a clearer view of how our actions are reducing modern slavery risks in practice.

The actions proposed for **2026** are as follows:

- **Enhancing risk-based supplier due diligence**
Further embed the Sandvik Supplier Sustainability Evaluation Procedure (SSEP) across Australian entities, with a greater focus on aligning supplier screening, risk rating and follow-up actions to identified higher-risk categories and regions.
- **Expanding supplier risk coverage beyond top-tier suppliers**
Progressively extend supplier screening and engagement beyond our most material suppliers to improve visibility over upstream supply chain risks throughout the businesses, particularly in categories involving international manufacturing or complex subcontracting.
- **Targeted supplier engagement and audit activity**
Increase supplier engagement, EcoVadis assessments and audit activity for suppliers identified as higher inherent risk, including those operating in labour-intensive categories or higher-risk regions.
- **Strengthening remediation and corrective action processes**
Continue to work with suppliers to address identified improvement opportunities, with clearer expectations on corrective actions, timeframes and evidence of remediation.
- **Improving data quality and supply chain transparency**
Further refine supplier data, including country of operation and manufacture, to support more accurate identification of international exposure and risk concentration across categories and regions.
- **Embedding measurable performance indicators**
Develop and implement key performance indicators (KPIs) to assess the effectiveness of modern slavery risk management, including metrics relating to supplier screening, audit outcomes, training and remediation.
- **Strengthening internal capability and awareness**
Improve oversight of modern slavery and Code of Conduct training across employees, with a focus on procurement, contract management and operational roles with supplier interaction.
- **Enhancing governance and entity-level consistency**
Continue structured consultation across Australian entities to improve consistency in how modern slavery risks are identified, managed and reported, supported by the modern slavery working group.

Consultation and collaboration

In preparing this statement, we consulted with relevant Australian entities. Consultation and collaboration remain an important part of how we identify, assess and respond to modern slavery risks across our Australian business, and how we improve the quality and consistency of this statement from year to year.

As in previous years, consultation included engagement with Executive Management Teams and Boards of Directors on modern slavery regulatory requirements, key risk areas and feedback relevant to the preparation of this statement. We also continued to engage with key stakeholders across the Sandvik Group and within our Australian business to support alignment in our approach to modern slavery risk management, supplier due diligence, training and reporting. Modern slavery awareness also continued to be reinforced through employee communications, training, webinars and related internal materials, and our Modern Slavery Statement continued to be communicated internally and used externally in relevant customer and tender contexts.

In 2025, we strengthened this consultation process through a more structured approach across Australian entities. This included distribution of a Modern Slavery questionnaire to

better understand entity-level practices, risk exposures and management approaches. Through this process, we sought input on operations, supplier types, risk awareness, supplier onboarding and code requirements, grievance pathways, remediation awareness, training and actions progressed during the reporting period.

We also established a modern slavery working group to support collaboration across entities and businesses in Australia. This provided a forum to share learnings, discuss internal practices, and identify opportunities to improve consistency in how modern slavery risks are understood and managed. The process also supported our re-assessment of supply chain and operational risk exposure, informed the development of metrics tracking, and helped identify areas for further improvement in governance, supplier engagement and effectiveness monitoring. Overall, this consultation informed the preparation of this statement and supported a more consistent understanding of modern slavery risk management across our Australian business.





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