



MINERAL RESOURCES LIMITED
**2026 MODERN SLAVERY
STATEMENT**

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ACKNOWLEDGEMENT OF COUNTRY

MinRes is committed to reconciliation and recognises and respects the significance of Aboriginal and Torres Strait Islander people's communities, cultures and histories.

We acknowledge Aboriginal and Torres Strait Islander people as the first and continuing custodians of the land and waters, and in doing so pay respect to Elders past and present.

We extend this acknowledgement and respect to indigenous people and communities globally.

MinRes is proud to work on Aboriginal Country and alongside Traditional Owners. We remain dedicated to listening, learning and working together with Aboriginal people to build a positive future for generations to come.



ABOUT **THIS STATEMENT**

Mineral Resources Limited (MinRes) issues this joint *Modern Slavery Statement* (Statement) for itself and its controlled subsidiaries, in accordance with section 16 of the *Modern Slavery Act 2018* (Cth) (the Act), for the financial year ended **30 June 2026**.

This Statement describes MinRes' structure, operations, supply chain, governance framework and activities during the reporting period, and outlines the actions taken to identify, assess and address modern slavery risks. Unless otherwise stated, all references to 'MinRes', 'the company', 'the group', 'we', 'us' and 'our' refer to Mineral Resources Limited (ABN 33 118 549 910), located at 20 Walters Drive, Osborne Park WA 6017 and its controlled entities.

MinRes manages a range of assets, including wholly owned operations and joint ventures where MinRes is the operator. The assessment of modern slavery risks described in this Statement includes activities and suppliers associated with these operated assets, including exploration activities, projects in development or execution phases, and sites and operations under care and maintenance.

MinRes also holds interests in joint ventures where it is not the operator. Activities and suppliers associated with these non-operated joint ventures are managed independently and are not included within the scope of this Statement unless otherwise stated.

All dollar figures are expressed in Australian dollars (AUD) unless otherwise stated. Figures may be rounded (text to one decimal place, tables to the nearest thousand), which may cause minor discrepancies between totals and component sums.

This Statement adopts the definition of modern slavery as defined in the Act, which refers to situations where a person's freedom has been restricted or removed so that they can be exploited. This may include human trafficking, slavery, servitude, forced labour, forced marriage, debt bondage, worst forms of child labour¹ and deceptive recruiting for labour or services.

This Statement forms part of our full annual reporting suite. For a complete overview of our sustainability performance, view our **2026 Annual Report**.

MinRes welcomes feedback regarding this Statement. Please direct your enquiries to investorrelations@mrl.com.au.

APPROVAL

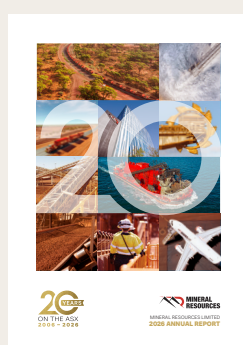
This Statement was approved by the Board of Directors in its capacity as the principal governing body of the parent entity MinRes on 26 August 2026.



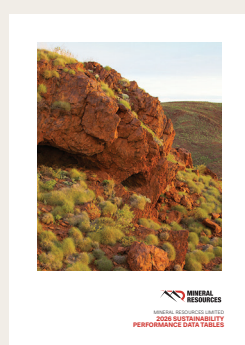
Mal Bunday
Independent Non-Executive Chair
(responsible member)

¹ 'Worst forms of child labour' as defined in the International Labour Organisation Convention No. 182 and Recommendation 190.

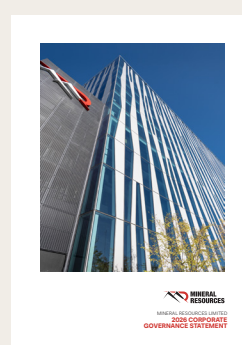
2026 **ANNUAL REPORTING SUITE**



Annual Report



*Sustainability Performance
Data Tables*



*Corporate Governance
Statement*

The full MinRes 2026 Annual Reporting Suite and further information about the company is available on our **website**.

MESSAGE FROM **THE CHAIR**



“This year marks 20 years since MinRes was listed on the ASX – a significant milestone that reflects **two decades of delivery, growth and maturity.**”

Mal Bunday
Independent Non-Executive Chair

What began as a mining services company has evolved into a business with substantial operating assets, a large and diverse workforce, and a supply chain that spans multiple countries and industries. With that scale comes responsibility and it is in that spirit that I share this year’s Modern Slavery Statement.

Our operating model is founded on building capability in-house and investing in our people. Even so, we recognise that what we do means we need to work closely with external suppliers across a wide range of goods and services.

This year, MinRes worked with more than 3,100 suppliers across 29 countries – a footprint that reflects just how far our business has come and the obligation we carry to manage human rights and modern slavery risks.

In FY26, we issued 97 self-assessment questionnaires to potential high-risk suppliers and completed three social compliance audits in collaboration with key suppliers. This collaborative approach is driving transparency and shared accountability deeper into our supply chain, while ensuring efforts are directed to where the risk is most prevalent.

We recently engaged an external expert to review our approach to managing modern slavery risks and support an inherent risk assessment across our operations and supply chain.

This process validated the key foundational elements already in place, including policies, governance structures, grievance mechanisms and due diligence activities. The review outcomes will inform our FY27 work program as we continue to mature and strengthen our approach.

As we celebrate 20 years as a listed company, we recognise the standard of conduct expected of a business like ours – by our investors, our clients, our communities and our people – continues to rise. We remain committed to proactively identifying and managing the risk of modern slavery across our business.

A handwritten signature in black ink, appearing to read 'Mal Bunday', with a stylized flourish at the end.

Mal Bunday
Independent Non-Executive Chair

“We remain committed to proactively identifying and managing **the risk of modern slavery across our business.**”

Mal Bunday | Independent Non-Executive Chair



Head office, Osborne Park

OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

MinRes is a leading diversified resources company, listed on the Australian Securities Exchange (ASX: MIN).

We are a recognised market leader in the delivery of mining services to some of the world's largest mining companies through our wholly-owned subsidiary, **CSI Mining Services**, while growing our own portfolio of iron ore and lithium operations and exploring new commodities.

Reclaimer, Ken's Bore

Operating under a fully integrated business model, MinRes is structured around five core business pillars: Mining Services, Engineering and Construction, Iron Ore, Lithium and Energy (Figure 1).

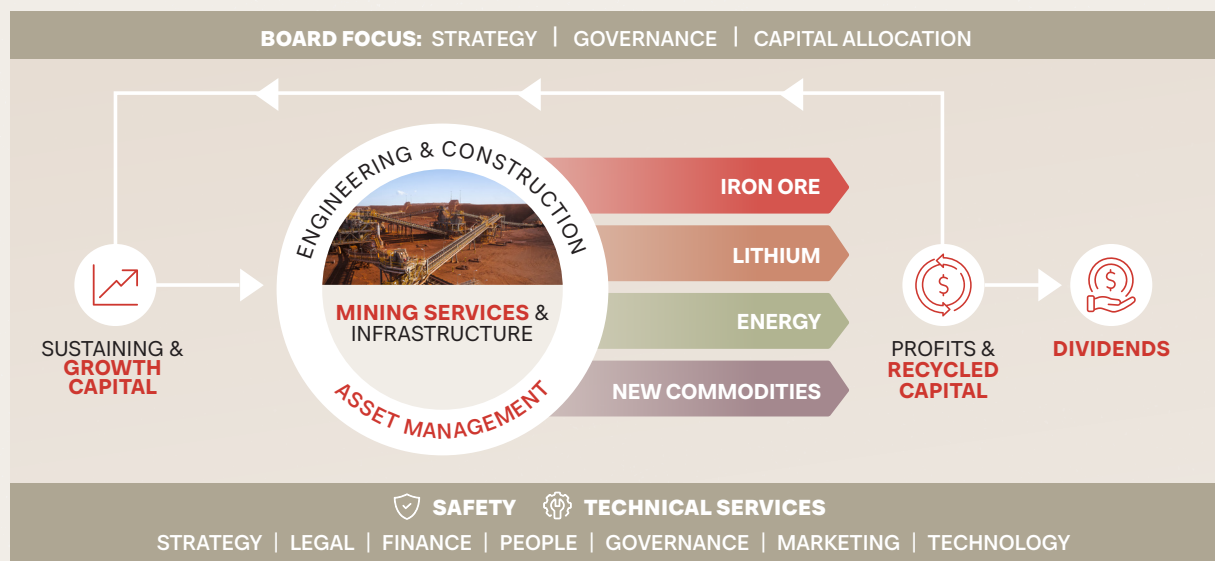


Figure 1: MinRes business model

As the parent entity of the group, MinRes oversees a number of subsidiary entities that support the group's operations. A full list of these entities is provided in our consolidated entity disclosure statement in the **2026 Annual Report**.

These entities support the group's operational activities, functioning under the same policies and procedures

established by MinRes and sharing many of the same suppliers. Accordingly, this Statement provides a consolidated account of the actions undertaken across the group to address modern slavery risks.

Thirteen subsidiary entities reported annual consolidated revenue of at least \$100 million in FY26 and are therefore required to comply with the Act (Figure 2).

MINERAL RESOURCES LIMITED						
Crushing Services International Pty Ltd ABN: 88 069 303 377	Process Minerals International Pty Ltd ABN: 49 063 988 894	Polaris Metals Pty Ltd ABN: 18 085 223 570	Mt Marion Holdings Pty Ltd ABN: 69 666 115 742	MRL Asset Management Pty Ltd ABN: 74 169 725 964	Wodgina Lithium Pty Ltd ABN: 62 611 488 932	Wonmunna Iron Ore Pty Ltd ABN: 14 169 151 777
Onslow Iron Pty Ltd ABN: 24 649 012 395	Mineral Resources Transport Pty Ltd ABN: 19 158 718 195	Mt Marion Lithium Management Pty Ltd ABN: 25 666 116 365	Onslow Iron Road Pty Ltd ABN: 23 677 161 527	MinRes Marine Pty Ltd ABN: 84 638 643 919	Onslow Infracore Pty Ltd ABN: 56 612 668 201	

Figure 2: Entities with at least \$100 million in consolidated revenue in FY26

MinRes also holds interests in joint operations for which the company has recognised its share of jointly held assets, liabilities, revenue and expenses. Significant joint operations include the Red Hill Iron Ore Joint Venture (57%²), Mt Marion Lithium Pty Ltd (50%) and MARBL Joint Venture (50%). MinRes' direct ownership interest in these joint operations has not changed during the reporting period.

In November 2025, MinRes executed a binding agreement with POSCO Holdings Inc for the acquisition of a 30% interest in a newly incorporated joint venture holding MinRes' existing 50% ownership interest in the Wodgina and Mt Marion lithium operations.

As of 30 June 2026, the transaction remains subject to conditions precedent, including formal documentation and regulatory approvals.

MinRes and its subsidiaries offer the full suite of pit-to-port mining and mining logistics services, encompassing support facilities like workshops, a distribution centre and corporate head office, to mineral and gas exploration and operating and servicing our own large-scale commodity projects.

Refer to Figure 3 for our complete value chain.

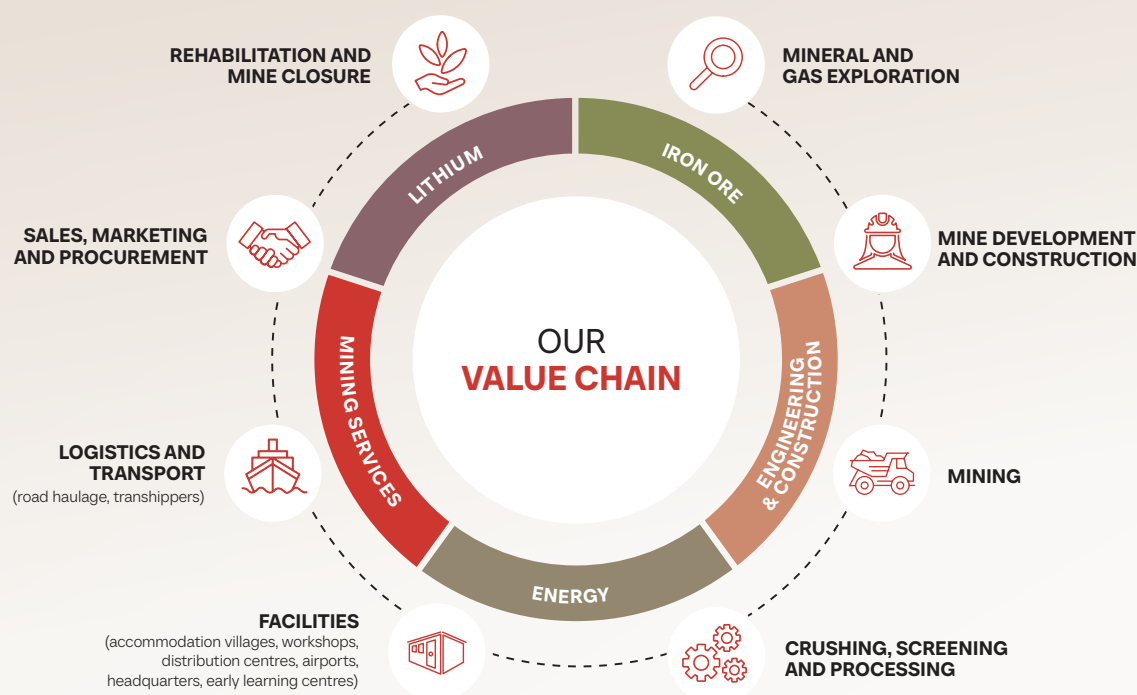


Figure 3: Our value chain

² The group has an additional 3.3% indirect interest in the Red Hill Iron Ore Joint Venture via its 15% interest in Aquila Resources Pty Ltd.

OUR SITES AND OPERATIONS

MinRes' operations are predominately based in Western Australia, with mining services contracts also servicing clients in the Northern Territory and Queensland. MinRes exports product through the ports of Port Hedland,

Esperance and Ashburton, the latter forming part of MinRes' Onslow Iron project (Figure 4). All lithium spodumene concentrate and iron ore produced is exported to China.

In addition, garnet stock continued to be sold during the reporting period and is exported through the ports of Fremantle and Geraldton.

LEGEND

	Office / workshop		Sea port
	Iron Ore operations		Town
	Lithium operations		Energy exploration
	Garnet operations		Haul Road
	CSI Mining Services		Haulage route



Figure 4: MinRes operations

OUR **WORKFORCE**

As at 30 June 2026, MinRes' workforce³ consisted of 7,266 employees, representing an increase of 6.9% compared to FY25.

This increase was driven by growth across both our lithium and iron ore operations. Our Bald Hill lithium mine transitioned out of care and maintenance and the construction of the Lamb Creek iron ore project brought our Central Pilbara operations close to capacity.

These developments, combined with the adoption of a family-friendly rotating roster across our Village Operations function, created new employment opportunities and increased workforce requirements.

We recognise the importance of creating and maintaining a diverse, inclusive and non-discriminatory workplace.

We value diversity of thought and experience, and acknowledge the challenges faced by female employees and marginalised groups, including Aboriginal communities, in attaining secure and equitable working conditions.

In FY26, we continued to prioritise diversity and inclusion initiatives, with particular focus on bridging the gap in female and Aboriginal and Torres Strait Islander participation rates. Across our workforce, 22.6% of employees identify as female and 4.0% identify as Aboriginal and Torres Strait Islander.

Our employees are covered by a variety of industrial mechanisms, including collective bargaining agreements (32.7%), modern awards (40.7%) and individual employment contracts in accordance with Australian employment law standards (Figure 5).

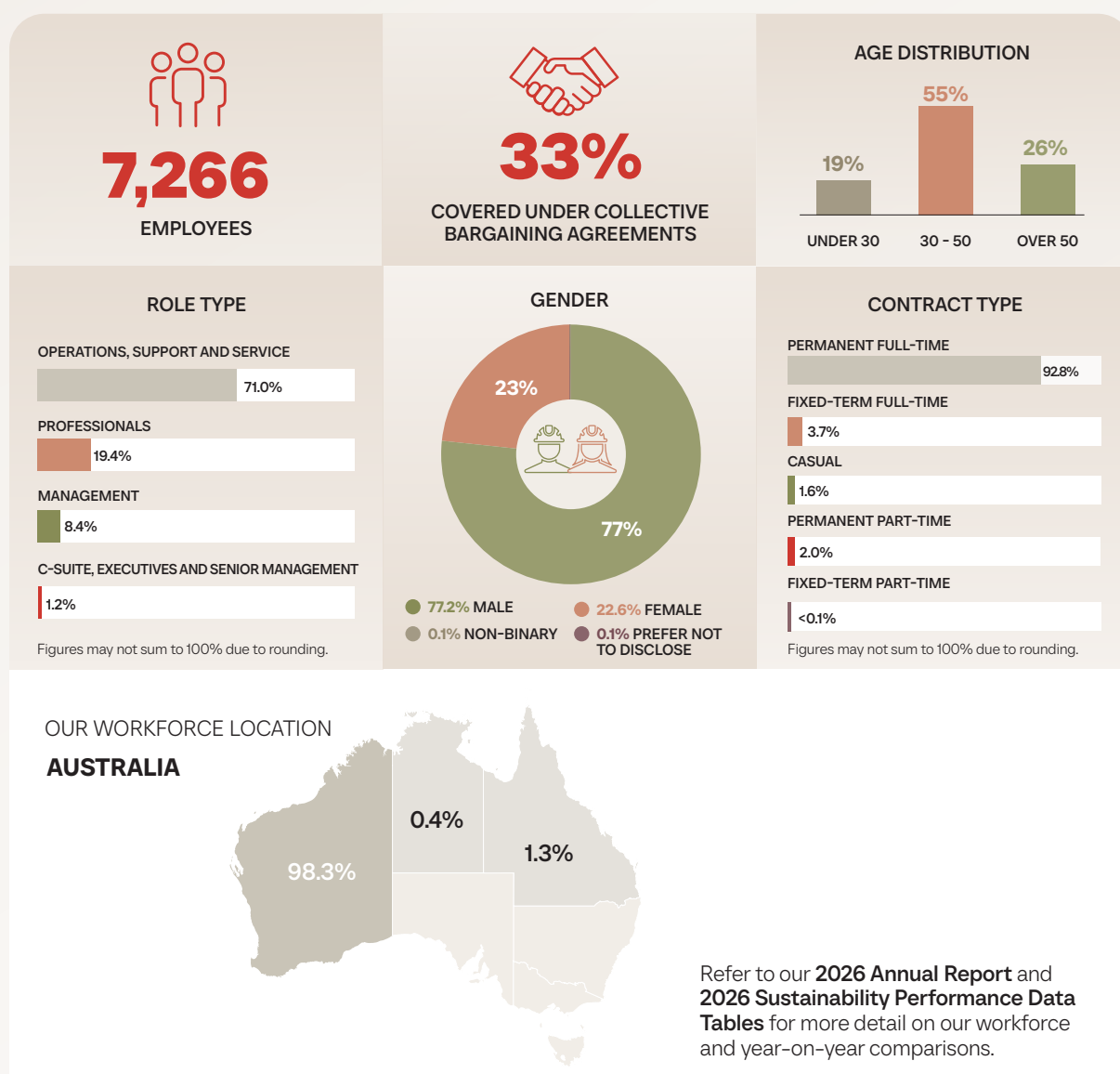


Figure 5: Our workforce

³ This figure does not include contractors or non-executive directors.

OUR SUPPLY CHAIN

Our Supply function is responsible for sourcing goods and services in a manner that delivers value to the business, while complying with established standards and procedures, including our risk screening processes.

We expect our suppliers to work in partnership with MinRes with a shared commitment to the highest levels of safety, consideration for communities, heritage, the environment and protection of human rights including our commitment to preventing modern slavery in our operations and supply chain. This expectation is driven by our Sustainable Procurement team, working closely with Category Management, Procurement Services, Supplier Management and Inventory functions to ensure a coordinated approach.

MinRes prioritises sourcing from local suppliers to strengthen the communities in which we operate, promote transparency and enduring relationships while building a resilient supply chain. Our approach also includes engaging business partners that actively encourage, support and employ local Aboriginal people through tailored commercial opportunities.

We continue to invest in initiatives that build local capability, identifying programs and support mechanisms to help Aboriginal businesses and individuals achieve their commercial aspirations. We look to our suppliers to actively contribute by prioritising employment opportunities.

Detail on these initiatives can be found in our **2026 Annual Report**.

GOODS AND SERVICES PROCURED

MinRes procures goods and services from our Tier 1 (direct) suppliers across the following key categories (Figure 7).

FY26 top spend categories based on addressable spend

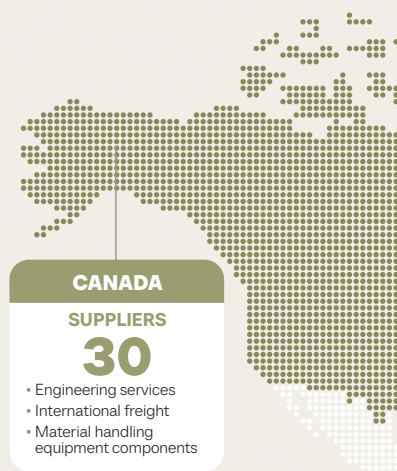
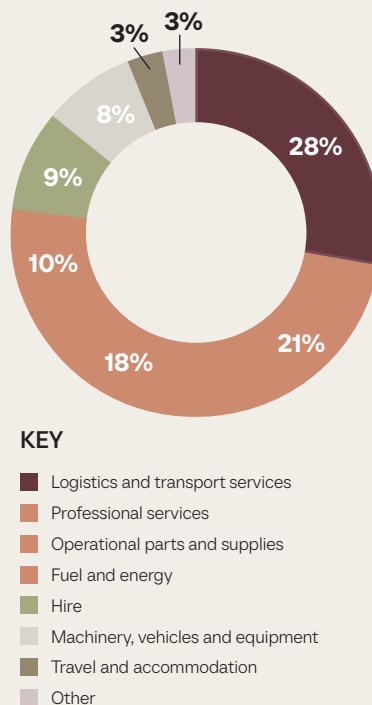


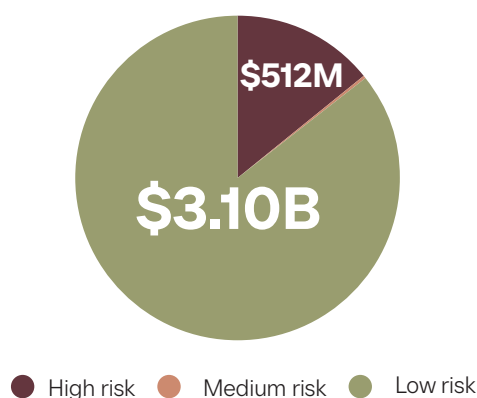
Figure 7: Top spend categories based on addressable spend

SUPPLIER SPEND

In FY26, MinRes spent \$3.6 billion⁴ on goods and services to support our workshops, mining operations and corporate offices (Figure 6). This spend was across 3,189 active suppliers across 29 countries.

Of the suppliers we directly contracted, 76% of our total spend occurred in Australia, with 81% of that concentrated in Western Australia. In FY26, procurement from Aboriginal businesses totalled \$69.8 million.

Break down of total supply spend



Country - based high risk spend

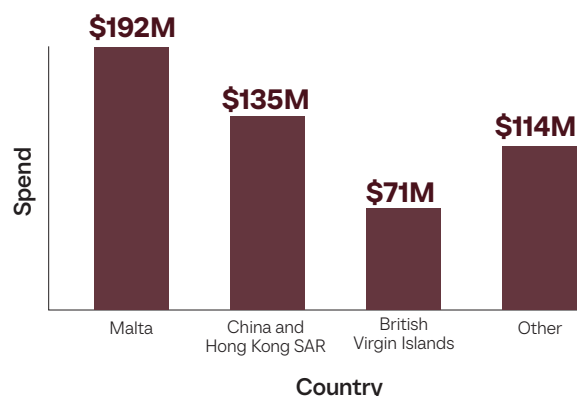


Figure 6: Total spend across high, medium and low risk suppliers and breakdown of country-based high risk spend. Country risk level is assigned through our third-party risk assessment software.

LOCATION OF OUR SUPPLIERS

We aim to work with suppliers from the regions in which we operate. In FY26, 92% of our Tier 1 suppliers were located in Australia, with 73% of these based in Western Australia.

MinRes also engages international suppliers where required, primarily located in China, Singapore, United States, United Kingdom and Canada (Figure 8). Country risk level is assigned through our third-party risk assessment software.

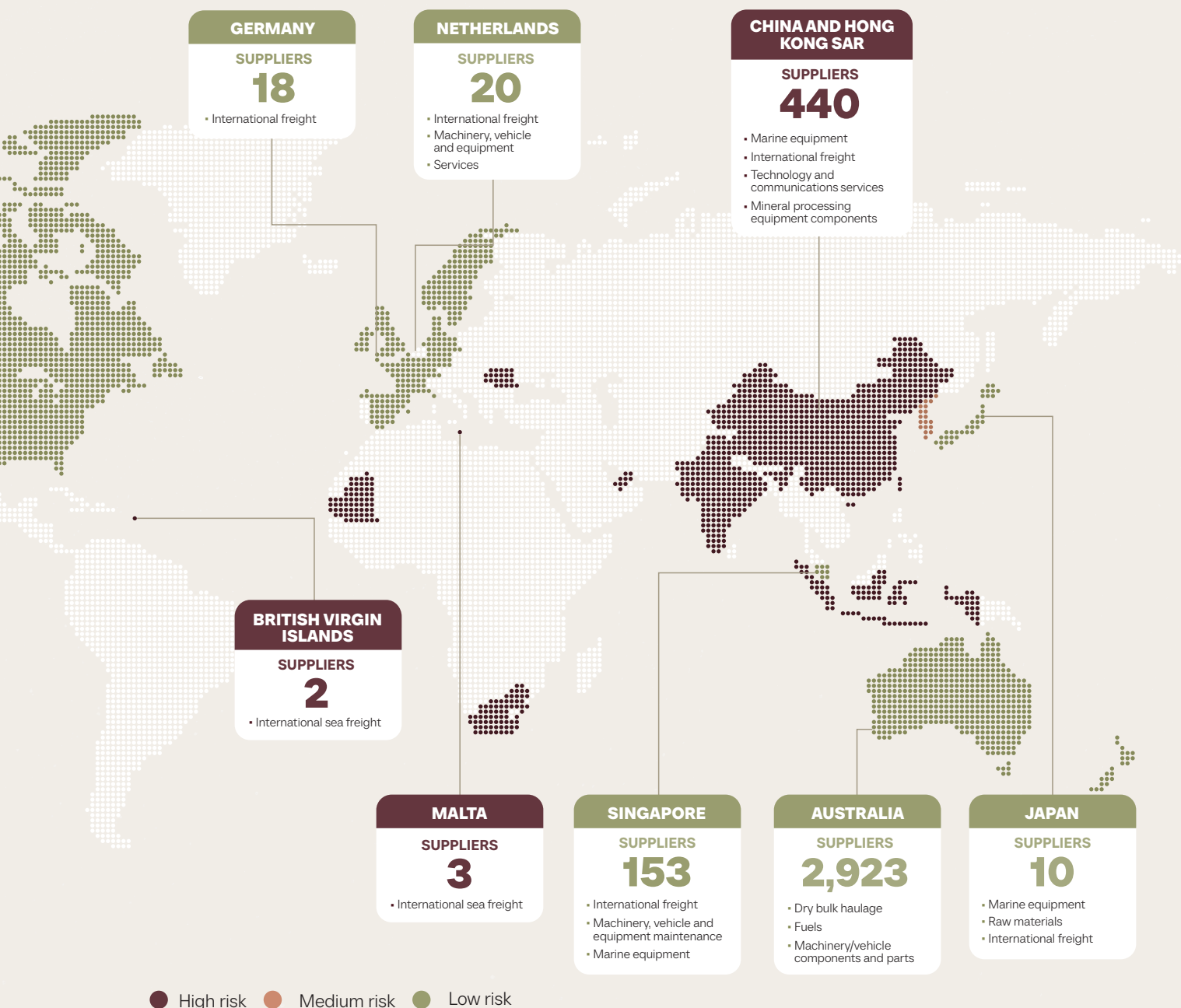


Figure 8: Top countries based on percentage of suppliers and their industries by largest spend

⁴ Excludes acquisition and internal labour costs, as well as government costs or charges (including royalties), donations, subscriptions and memberships, native title group payments (other than payments made for the provision of direct goods and services), property leasing, intercompany transactions and legal fees. As a result, these figures will vary from the 2026 Annual Report's financial statements and are not intended to demonstrate the proportional allocation of spend or costs for entities not wholly owned by MinRes.

IDENTIFYING RISKS OF MODERN SLAVERY

Modern slavery is a global issue, present in every country and capable of taking many forms across both operations and supply chains. These risks can be complex and difficult to detect, often influenced by the social, political and economic conditions of the region in which goods and services are produced and provided.

We acknowledge that these risks are dynamic. As such, we remain committed to proactively identifying,

assessing and addressing potential instances of modern slavery within our operations and supply networks.

Our approach is guided by the *United Nations Guiding Principles on Business and Human Rights*, ensuring we carefully consider the ways in which our practices and those of our reporting entities could cause, contribute to or be directly connected with modern slavery across the value chain (Figure 9).

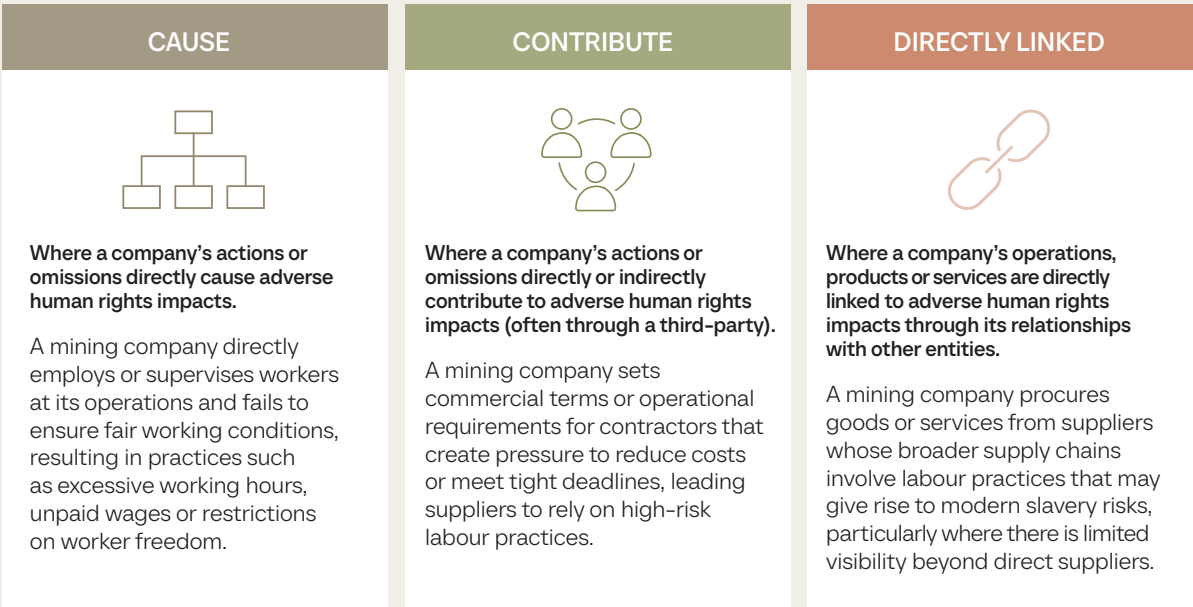


Figure 9: Potential for MinRes to cause, contribute to or be directly connected with modern slavery

OUR OPERATIONAL RISKS

In FY26, all of MinRes' activities were based in Australia, which the Global Slavery Index⁵ identifies as having both a low prevalence of, and vulnerability to, modern slavery. This, combined with our structured recruitment processes and substantial use of in-house employees across core services, reduces the likelihood of our direct involvement in modern slavery practices.

Our structured recruitment process for labour hire includes rigorous contractor prequalification, such as verification of employment conditions, right-to-work checks and compliance with the *Fair Work Act 2009* (Cth). This collaborative and proactive approach is essential to maintaining high operational, ethical and safety standards across all areas of our business.

Nevertheless, we remain alert to potential exposure within subcontracted labour and outsourced services where there is a presence of vulnerable worker groups, including migrant workers and individuals engaged in low-skilled or unskilled roles.

These workers may face increased susceptibility to exploitative practices due to factors such as language barriers, limited awareness of workplace rights or dependence on third-party labour hire providers.

MinRes works in close partnership with contractors and reputable, vetted external recruitment agencies to ensure full compliance with our *Code of Conduct and Business Integrity* (the Code) and adherence to all applicable Australian laws and regulations.

⁵ Walk Free Foundation, 2023. Global Slavery Index. <http://www.globalslaveryindex.org/>.

OUR SUPPLY CHAIN RISKS

Modern slavery risks within MinRes are more pronounced in our supply chain, particularly around the procurement of goods, materials and equipment from international suppliers operating in jurisdictions with higher levels of labour exploitation.

During FY26, more than 86% of our total spend was allocated to suppliers in low-risk countries. Within our high-risk spend, 79% is concentrated in three countries: China, Malta and the British Virgin Islands (Figure 10).

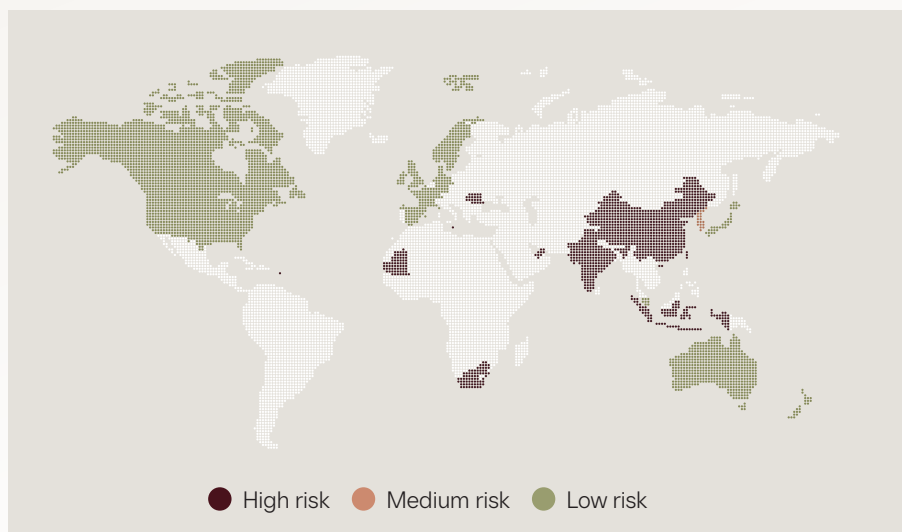


Figure 10: Our Tier 1 supply chain risk profile

UNDERSTANDING OUR RISKS

While MinRes' operational and procurement footprint are primarily based in Australia, we recognise that modern slavery risks are not solely determined by location. Risks may also arise due to the nature of specific activities, labour models and supply chain structures.

To better understand these risk drivers, we have developed a structured approach to analysing our activities and supply chain through defined categories. This enables us to group similar types of goods, services and business activities, providing a clearer view of where inherent modern slavery risks may arise across the organisation.

These categories are informed by procurement spend, operational activities and internal stakeholder engagement, and provide a consistent framework for assessing risk exposure across both our operations and supply chains. Assigning categories to suppliers allows us to move beyond only assessing geographic risk indicators and adopting a more comprehensive, activity-based approach to risk identification, including risks associated with specific goods, services and workforce models.

In FY26, MinRes undertook a company-wide inherent modern slavery risk assessment using these categories as the basis for analysis, with the support of an independent external expert. Each category was assessed against four intersecting modern slavery risk factors (Figure 11).

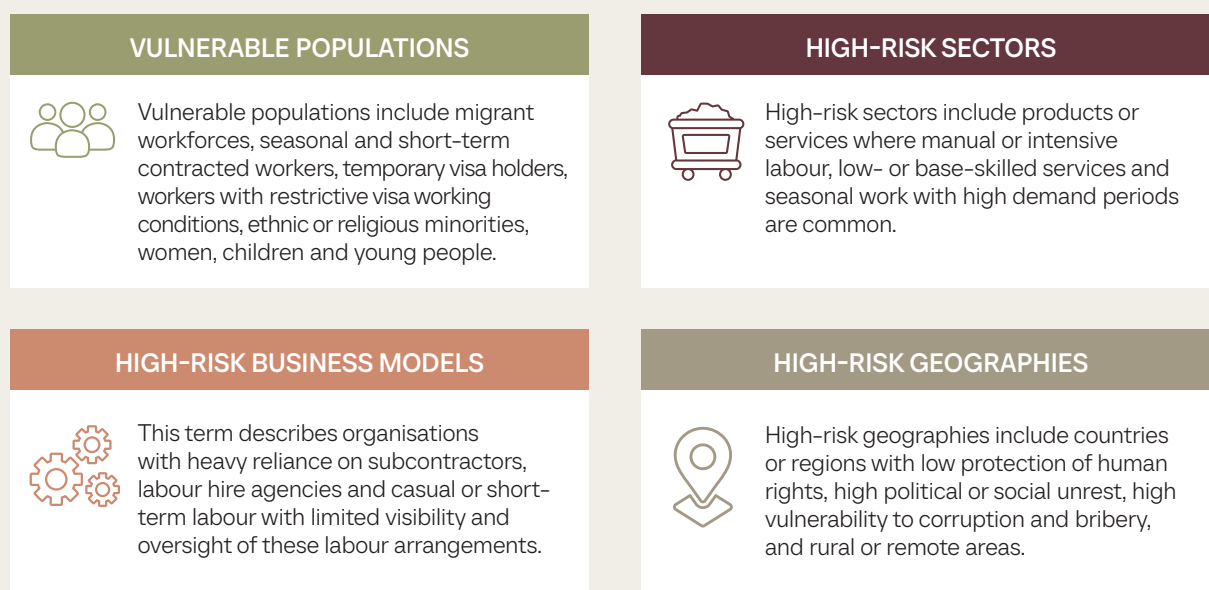


Figure 11: Inherent modern slavery risk assessment factors

IDENTIFYING RISKS OF MODERN SLAVERY



UNDERSTANDING OUR RISKS (CONT.)

The risk assessment identified that while modern slavery risks within MinRes’ direct operations are low, reflecting Australia’s strong regulatory environment and the controls in place across our workforce, the exposure is more pronounced within the supply chain, particularly in upstream activities beyond Tier 1.

For many procurement categories, risks are concentrated in manufacturing, processing and raw material extraction, where inputs such as steel, aluminium, silicon, cobalt, rubber, cotton and polysilicon have documented

links to forced labour, child labour and state-sponsored labour programs.

MinRes acknowledges its visibility and ability to directly influence labour conditions diminishes beyond Tier 1. Accordingly, MinRes prioritises due diligence efforts on procurement categories presenting higher inherent risk at Tier 1 of its supply chain, where direct engagement provides the greatest opportunity to drive meaningful change (Table 1). Improving transparency across these higher-risk categories is an area MinRes is actively exploring.

Table 1: High-risk procurement categories for modern slavery within our supply chain

HIGH-RISK INDUSTRY	RISK IDENTIFICATION AND ASSESSMENT
 Base-skill services (contracted and labour hire)	Wherever possible, MinRes endeavours to build capability in-house across an extensive range of services. Where operational requirements extend beyond in-house capability, MinRes may procure base-skill services including cleaning, security, pest control and site services from domestic providers, including the use of labour hire to support operations. Base-skill services are exposed to vulnerable populations including temporary and migrant workers who may face language barriers, limited awareness of workplace rights and reduced bargaining power. Risks are elevated by labour hire and short-term contracting arrangements, which can reduce visibility over working conditions, particularly in remote operating environments with ongoing workforce shortages.
 Food and beverage	MinRes sources food and beverage products for site village catering and offices from domestic suppliers, with direct exposure extending into agricultural and horticultural supply chains. The food and beverage sector is widely recognised as high risk for modern slavery in Australia, with documented instances of wage theft, coercion and unsafe working conditions. The sector relies heavily on vulnerable workers, including working holiday makers and migrant workers, with risks heightened in regional and remote locations. Exploitation risks also extend to global seafood supply chains.

HIGH-RISK INDUSTRY RISK IDENTIFICATION AND ASSESSMENT



Logistics and transport services

MinRes procures domestic bulk commodity haulage and material handling services at port and site facilities, and domestic freight services.

Domestic haulage and freight services present elevated modern slavery risks due to reliance on base-skill labour and fragmented supply chains including subcontracting and limited oversight of remote and dispersed worksites. Tight delivery timeframes and workforce shortages may increase reliance on migrant labour, heightening exposure to excessive working hours and exploitative conditions.



Waste collection and disposal services

MinRes procures waste collection and disposal services from domestic providers across its operations.

Waste collection and disposal services present modern slavery risks due to a reliance on temporary and casual labour, often engaged through labour hire arrangements. Workforce shortages and remote operating conditions may increase vulnerability to exploitation, while subcontracting models can limit visibility over working conditions.



Travel and accommodation

MinRes provides most travel and accommodation requirements in-house, supplemented by external hotels and commercial airlines when required.

The hospitality sector is widely recognised as high risk due to its reliance on base-skill and migrant labour. Workers may face limited bargaining power, language barriers and dependence on employers, particularly in remote or regional settings. Recent regulatory scrutiny has highlighted ongoing risks of migrant worker exploitation in this sector.



Chemical reagents

MinRes sources chemical reagents including silicon, flocculants, mill balls and coagulants from suppliers across the globe with the highest modern slavery exposure arising from upstream raw material extraction and processing in higher-risk geographies.

Chemical reagents present inherent modern slavery risks due to complex, global and multi-tiered supply chains with limited visibility beyond Tier 1. Key inputs involve upstream extraction and processing associated with elevated risks of labour exploitation. Where coagulants contain aluminium, credible reports have linked aluminium processing to forced labour.



Marine equipment

MinRes procures marine vessels, including barges, tugboats and transhippers, with some sourcing from international shipyards.

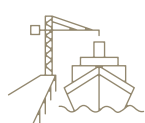
Marine equipment supply chains are complex, global and multi-tiered, with a reliance on heavy manufacturing processes involving high-risk inputs such as steel and aluminium. These upstream activities are associated with elevated risks of forced labour, particularly in higher-risk geographies and where supply chain visibility is limited.



Renewable energy generation

MinRes has procured renewable technologies which includes wind turbines, solar panels and batteries.

Renewable energy supply chains are complex and multi-tiered, spanning raw material extraction through to manufacturing. Key inputs, including silicon and aluminium, have documented links to forced and child labour. Processing stages, particularly polysilicon production, have been associated with state-sponsored labour programs and risks extend to battery supply chains where global sourcing is concentrated in higher-risk regions.



Shipping services

MinRes charters vessels and crew to transport mined resources and has limited visibility once vessels depart port.

Shipping is widely recognised as a high-risk sector due to cross-border operations, limited regulatory oversight and extensive subcontracting arrangements. The sector relies heavily on migrant labour, with documented risks including excessive working hours, restricted movement and wage-related exploitation.

OUR ACTIONS TO ADDRESS MODERN SLAVERY RISKS

MinRes is committed to the ethical management of people in compliance with all laws, **regulations and standards in relation to human rights, employment conditions and equal opportunity.**

CORPORATE GOVERNANCE

The MinRes Board is the governing body of the company and is accountable to shareholders and stakeholders for strategic direction, governance and performance, including oversight of human rights and modern slavery risk management.

The Board has six standing committees which play a vital role in examining specific aspects of MinRes' operations and governance frameworks in greater detail, enhancing the Board's oversight of the company's operations as a whole (Figure 12). This includes the Audit and Risk Committee and the Safety and Sustainability Committee, which support oversight of risk management, compliance and sustainability matters, including human rights and modern slavery.

Day-to-day oversight of our human rights and modern slavery program sits with management, led by the General Manager Corporate Affairs and a dedicated Sustainability team, and supported by functions including Supply, Risk and Legal. This reflects the broad nature of these risks and their impact across our operations and supply chain.

A cross-functional Human Rights Working Group supports coordination across the business, providing a forum to share insights and monitor progress against key initiatives.

View the **2026 Annual Report** and **Corporate Governance Statement** for further detail on MinRes' governance structure.

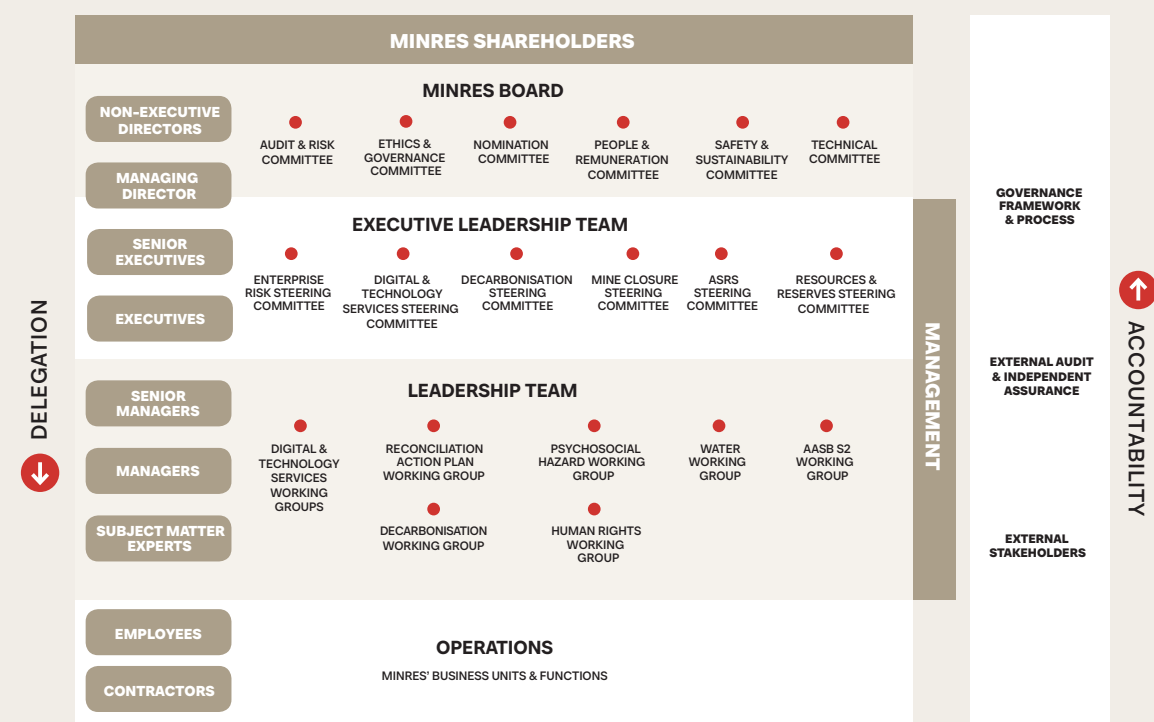


Figure 12: Corporate governance framework

POLICIES AND PROCEDURES

MinRes embeds respect for human rights and the prevention of modern slavery through a range of corporate governance policies, procedures and standards. These documents set out the expectations for our employees, contractors and, where applicable, our suppliers in relation to ethical conduct, labour practices and the protection of human rights. Key policies supporting our modern slavery management approach include the *Code*, *Human Rights Policy*, *Responsible Production Policy*, *Supplier Code of Conduct*, and *Whistleblower Policy* and *Procedure*.

Together, these policies establish minimum standards of behaviour and guide decision-making across our operations and supply chain.

In FY26, the policies supporting our modern slavery management remained unchanged.

Copies of these policies and our broader corporate governance framework can be found on our **website**.



Crushers, Ken's Bore

TRAINING AND AWARENESS

In FY26, MinRes continued to deliver a human rights training module to new starters across key business units. This training aims to build awareness among employees of our human rights commitments and obligations.

The training module, accessed via our MinRes Learn platform, covers the definition and forms of modern slavery, potential risks within our supply chains and operations, due diligence measures to prevent and address these risks and available internal and external avenues for remedy and guidance. Participants must complete a competency assessment at the end of the session, testing their ability to recognise scenarios that may indicate modern slavery and identify the most appropriate reporting channel in each case. During the reporting period, 51 employees in key risk-facing roles completed the training.

Our employees are also required to complete e-learning training on the Code during onboarding. In FY26, the completion rate was 98.8%.⁶ This ensures our broader workforce, including those based on site, can access guidance and reference materials to help them identify and respond to concerns related to modern slavery.

As part of our inherent modern slavery risk assessment, a targeted training session was delivered to key MinRes personnel who are more likely to interface with parts of our operations and supply chain that are identified as higher risk. This targeted approach ensures that those responsible for managing high-risk categories are equipped to identify and respond to modern slavery risks within their specific operational context.

GRIEVANCE MECHANISMS AND REMEDIATION

MinRes is committed to ensuring that all internal and external stakeholders have access to clear, accessible and trusted channels to raise concerns relating to modern slavery, human rights and broader workplace conduct.

Our primary external reporting channel is MinRes Integrity Assist, an independent whistleblowing service operated by Deloitte. This service provides stakeholders with a confidential avenue to report suspected or actual misconduct, including concerns related to human rights and modern slavery, with the option to report anonymously. The whistleblower service and more information is available on the [website](#).

Complementing this, MinRes operates Speak Up, an internal reporting platform underpinned by our *Speak Up Procedure*. Through this platform, employees can raise workplace grievances including matters related to sexual harassment, bullying, discrimination and aggression directly with the People team or via the company intranet, anonymously if preferred.

Reports submitted through this platform are subject to an internal workplace inquiry and/or investigation and in some cases the matter may be investigated by an independent third party. Workplace inquiries and investigations are initiated promptly and are managed in a confidential and sensitive manner, ensuring each matter is resolved fairly.

In FY26, MinRes did not receive any substantiated complaints associated with modern slavery across either reporting channel. MinRes remains vigilant in ensuring awareness of both reporting channels is actively maintained across our workforce, supply chain and broader stakeholder community, reinforcing our commitment to accessible and transparent grievance mechanisms.

⁶ Training metrics include all employees as at 30 June 2026 and excludes independent non-executive directors and contractors.

OUR ACTIONS TO ADDRESS MODERN SLAVERY RISKS

SUPPLY CHAIN DUE DILIGENCE

Our supplier engagement model is underpinned by transparency and collaboration. It is an ongoing process that focuses on building awareness and understanding through our due diligence actions. It is these elements that will be able to influence the greatest level of change within our supply chain (Figure 13).

1. IDENTIFICATION	2. IMPROVING PRACTICE	3. INFLUENCE CHANGE
Screening and assessment	Awareness and engagement	Transparency and collaboration
• Onboarding screening	• Tailored improvement opportunities	• Social compliance audits
• Self-Assessment Questionnaire	• Increased engagement and clarification	• Corrective action plans
• Ongoing monitoring		• Supply Chain Transparency Framework and Program
All suppliers	Medium-to-high-risk suppliers	High-risk suppliers

Figure 13: MinRes supply chain due diligence approach



Supplier screening

To understand our potential risk exposure, MinRes follows a risk-based approach to identify suppliers with elevated risks of modern slavery and to assess and monitor the risks associated with modern slavery in our business and supply chain.

All new suppliers are screened via our third-party risk assessment software across modern slavery indicators, sanctions, politically exposed persons, adverse media and high-risk country and commodity categories.

In FY26, 100% of new suppliers were screened prior to onboarding. This assessment returns a rating of low, medium, high or very high based on defined criteria set by MinRes, the results of which are outlined in 'Our supply chain.'

We have used this information to expand our understanding of the potential modern slavery risks that exist within our operations and supply chain and better inform procurement decisions.

Self-Assessment Questionnaire (SAQ)

As part of our onboarding process, all new suppliers that meet high-risk criteria are required to complete a SAQ. This requirement was introduced to strengthen our due diligence practices and ensure a baseline assessment of modern slavery risk is conducted for every supplier entering our supply chain. Additionally, existing suppliers identified as high-risk through our ongoing third-party screening may be issued a SAQ to reassess their risk profile and inform further due diligence actions.

The SAQ process supports MinRes to identify potential human rights risks within our suppliers' operations and supply chains and to determine where further engagement or action may be required. All SAQs are reviewed and managed by our Sustainable Procurement team.

In FY26, MinRes issued 316 SAQs to new suppliers as part of the onboarding process, of which 111 were completed and returned. Of those assessed, 97 were classified as high risk based on their responses.



UNDERSTANDING OUR RISKS

Assessment of SAQ responses

MinRes reviews all SAQ responses to determine the appropriate level of engagement. Our Sustainable Procurement team assesses each response against indicators, with outcomes informing whether further action or clarification is required.

Where a SAQ response identifies areas for improvement but no critical concerns, MinRes issues the supplier a tailored improvement opportunity notification. This notification provides recommendations to strengthen human rights practices across areas such as policy development, whistleblower processes and supply chain risk assessment.

Where a SAQ response raises concerns that may indicate a more serious human rights issue, MinRes will engage directly with the supplier to seek clarification and further information. Indicators that may prompt this escalation include:

- retention of workers original personal identification and travel documents, such as passports or birth certificates

- workers who are required to pay for a job or provide a security deposit to their employer or recruitment agency, including termination fees
- workers who are restricted from leaving accommodation at will and live in substandard or overcrowded living arrangements
- workers who have no safe and easily accessible way to report grievances in their local language
- workers whose wages or pay entitlements are withheld, deducted or penalised for misconduct and poor production outputs.

Where a SAQ response indicates potential risks that cannot be resolved through initial clarification, MinRes escalates the matter under our *Supply Chain Human Rights Incident Management Procedure* for further review and investigation. Actions deployed may include corrective action plans, enhanced desktop reviews or a social compliance audit, determined on a case-by-case basis. Decisions regarding supplier retention, suspension or termination are escalated to senior leadership for approval.

The outcomes of our SAQ assessment process are summarised below:

METRIC	FY24	FY25	FY26
Total suppliers assessed	3,450	3,530	3,189
New suppliers screened and onboarded (%)	100%	100%	100%
SAQS completed	82	84	111
Suppliers issued with improvement opportunities	–	11	68
Confirmed instances of modern slavery in supply chain due diligence	0	0	0

OUR ACTIONS TO ADDRESS MODERN SLAVERY RISKS

Social compliance audits

We proactively conduct social compliance audits as a tool to further assess how our suppliers manage human rights exposures within their own operations and supply chain. MinRes recognises the importance of conducting social audits with our suppliers to promote transparency and to encourage improvement in labour practices across our supply chain.

MinRes engages an independent auditor to carry out on-premise social audits, which reviews the supplier's alignment with our modern slavery expectations, management processes and overall governance, consistent with the *United Nations Guiding Principles on Business and Human Rights*.

In FY26, no evidence of modern slavery practices were found through the audits but they served as a proactive tool for the identification of areas for improvement. Agreed corrective action plans were developed for the three audits completed in FY26.

In conjunction with the suppliers who were subject to social audits, one of the corrective action plans was closed out in the same period with the remaining corrective action plans nearing completion.

The social compliance audit program has driven the following improvements across the engaged suppliers:

- Adoption of the Employer Pays Principle, ensuring all pre-employment costs are borne by the employer.
- Strengthened working hours management and rest day protections.
- Implementation of digital attendance and monitoring systems.
- Establishment of formal social compliance management frameworks.
- Remediation of workplace health and safety deficiencies.
- Improved clarity and transparency in employment documentation.

The social compliance audit program is regarded favourably by our suppliers as a collaboration program designed to improve conditions for workers across the supply base and within their own businesses.

This is an important step in increasing awareness and understanding of potential human rights risks with our suppliers.

In FY27, the program will be strengthened by applying the updated risk classification developed from our recent modern slavery inherent risk assessment, refining how we identify and select suppliers for engagement both within Australia and overseas.

Supply Chain Transparency Framework and Program

In FY26, we deployed supply chain questionnaires to strategic suppliers in high-risk commodity categories, enabling us to map supply chain processes down to Tier 5.

Supply chain questionnaires continue to play a key role in identifying facilities for social compliance reviews, enabling us to conduct three targeted reviews in FY26:

- A Tier 1 and Tier 2 social compliance audit with a crusher parts supplier and their manufacturer.
- A deeper review in the value chain of ground-engaging tools at a steel-casting foundry.

This collaborative model has proven effective in driving transparency and shared accountability deeper into the supply chain. It ensures our efforts are directed where risk is more prevalent, particularly at the manufacturing and assembly stages of the value chain, rather than at Australian-based warehousing or distribution operations.

MinRes has identified supply chain mapping as a strategic use case for artificial intelligence (AI) and automation within our Supply function, exploring opportunities to improve our data collection and develop more comprehensive network mapping capability.

Alongside this, we will continue to expand our social compliance review program, engaging a broader range of suppliers through our risk-based selection method across multiple regions, maintaining focus on high-risk areas, fostering proactive risk mitigation and ensuring adherence to MinRes standards throughout the supply chain.

Refer to Figure 14 for an overview of our Supply Chain Transparency Framework and Program.



Figure 14: Supply Chain Transparency Framework and Program



Robe River Kuruma Country, Ken's Bore

CONSULTATION AND COLLABORATION

This Statement was prepared in consultation with subject matter experts from across MinRes, including Sustainability, Supply, People, Legal, Contracts and Controls, Communications, Corporate Affairs, Shipping and Marketing, who all have a role in implementing and advancing the sustainable procurement and modern slavery program.

This Statement was also reviewed by members of the Human Rights Working Group prior to review and endorsement by the Audit and Risk Committee and Board.

This Statement was also provided to each of our joint venture partners.

MinRes engages in relevant multi-stakeholder initiatives and industry groups to better understand and manage modern slavery risks across our operations and supply chain. During FY26, we actively participated in the following industry partnerships and initiatives.



2026 PARTICIPANT

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress**.

UN Global Compact

MinRes is a signatory to the United Nations Global Compact, strengthening our commitment to the fundamental human rights principles as recognised in the *Universal Declaration of Human Rights*. Our **2026 Sustainability Performance Data Tables** outlines our performance and our ongoing commitment to disclosing our performance against the *UN Global Compact Ten Principles*.

MinRes continues to participate in the *Global Compact Network Australia's Modern Slavery Community of Practice*, which provides a forum for sharing best practices and learning from peers and subject matter experts.



Human Rights Resource and Energy Collaborative

Human Rights Resource and Energy Collaborative

MinRes is an active member of the Human Rights Resource and Energy Collaborative (HREc), which was formed to provide a forum for companies in the resources and energy sectors to share knowledge, improve practices and develop resources to better combat modern slavery across our industries. HREc met three times in FY26, with MinRes present at all meetings.

ASSESSING THE EFFECTIVENESS OF OUR ACTIONS



MinRes views an effective response to modern slavery as one that applies robust due diligence to identify and assess potential and actual risks across our operations and supply chain.

This enables our teams to prevent and mitigate human rights impacts wherever possible. Assessing effectiveness in this area can be complex, given the often-hidden nature of modern slavery.

UPLIFTING OUR HUMAN RIGHTS WORK PROGRAM

As part of our continuous improvement, MinRes undertook a targeted internal review in FY26, supported by an external expert, to assess the design and operating effectiveness of our human rights and modern slavery approach across selected operations and third-party relationships.

The review identified two key outcomes:

- Validation of a number of foundational elements already in place, including policies, governance structures, grievance mechanisms and aspects of due diligence.
- Identification of opportunities to further strengthen and embed a more consistent and enterprise-wide approach to modern slavery risk management.

These opportunities included improving the consistency of modern slavery risk identification and due diligence processes, strengthening governance and oversight arrangements, and enhancing training and awareness across the business.

In response, MinRes has commenced a structured program of uplift, including the completion of the refreshed company-wide inherent modern slavery risk assessment in FY26.

This work provides a more consistent view of modern slavery risk across our operations and supply chain and supports the continued development of risk-based due diligence processes.

PERFORMANCE OF OUR ACTIONS

In FY26, as part of our commitment to continuous improvement, we tracked performance against our annual sustainability targets and commitments made in preceding Modern Slavery Statements.

Table 2 details our priority focus areas, planned actions, and progress against our FY26 sustainability targets and **2025 Modern Slavery Statement**.

Table 2: Performance against our FY26 annual sustainability commitments

THEME	TARGET / INITIATIVE	OUTCOME	PERFORMANCE
FY26 SUSTAINABILITY TARGETS	≥ 90% employee completion rate of our Code training. ⁷	 TARGET MET	98.8% completion rate.
	≥ 95% new suppliers screened using social criteria. ⁸	 TARGET MET	100% of our new suppliers were screened against social criteria. ⁹

⁷ Training metrics include all employees as at 30 June 2026 and excludes independent non-executive directors and contractors.

⁸ Suppliers are screened against a number of social criteria to determine potential exposure to criminal activities and regulatory violations, including but not limited to, conflict and humanitarian crises, bribery and corruption, sanctions, money laundering, politically exposed persons, human rights abuses and modern slavery incidents by third-party platform.

⁹ External limited assurance is provided over our new suppliers screened. Refer to our **2026 Annual Report** for a copy of the Independent Limited Assurance Statement.

THEME	TARGET / INITIATIVE	OUTCOME	PERFORMANCE
LEADERSHIP & GOVERNANCE	Continue to evaluate human rights related policies, procedures and risk appetite statements to ensure alignment with evolving legal requirements and best practice.	 PROGRESSED	MinRes undertook a review, supported by an external advisor, to evaluate the alignment of policies, procedures and governance practices against evolving legal requirements and best practice standards. This review will support the continued refinement of our policies and procedures. Risk appetite statements were reviewed in FY26 with human rights considered as a part of the update.
	Ensure modern slavery risks are reviewed and effectively captured in both strategic and operational risk registers to ensure appropriate mitigations are in place.	 PROGRESSED	MinRes progressed the inclusion of modern slavery risks into its risk management approach during FY26. Specifically, an inherent modern slavery risk assessment was completed (see Table 1), providing a holistic view of key risk areas across our operations and supply chain. This work is supporting the identification and prioritisation of modern slavery risks.
DUE DILIGENCE, STRATEGY & REMEDIATION	Continue to deploy our social audit program in collaboration with selected suppliers to better understand modern slavery risks across multiple tiers.	 COMPLETED	MinRes continued to identify key suppliers in high-risk categories and existing supplier relationship management program. Three social compliance audits were completed in FY26.
	Develop insights and actions from supply chain questionnaires.	 COMPLETED	Supply chain questionnaires continue to play a key role in identifying facilities for social compliance reviews. In FY26, this approach enabled the company to conduct three targeted audits, providing us with insights deeper in the value chain at manufacturing facilities.
TRAINING	Review and update our company-specific human rights training module to ensure training remains up to date and applicable to business needs.	 PROGRESSED	MinRes continued to deliver its human rights training module throughout FY26 to relevant functions across the business, including Procurement, Risk, Sales, Commercial, Corporate Affairs and Sustainability. A targeted internal review conducted during the year identified opportunities to further enhance training and awareness across the business, particularly in higher-risk roles, including site-based personnel.
	Stakeholder engagement and collaboration.	 COMPLETED	MinRes undertook engagement with key internal stakeholders and subject matter experts as part of its company-wide inherent modern slavery risk assessment. This process strengthened cross-functional collaboration and supported a more consistent understanding of modern slavery risk across operations and the supply chain. Stakeholders were also provided with targeted training of upgraded modern slavery risks, supporting a more informed and coordinated approach across key business functions.
	Continue to engage in initiatives led by industry groups and suppliers across our supply chain.	 COMPLETED	MinRes continued to be a member of the HRREc, collaborating with other companies in the resources sector on tools to identify and address human rights.

LOOKING **AHEAD**

We remain committed to addressing modern slavery risks across our operations and supply chain by strengthening governance, **enhancing due diligence and continuing to refine our approach in response to an evolving risk landscape.**

Building on the outcomes of our FY26 initiatives, including our company-wide inherent modern slavery risk assessment and internal review, we will progress the following priorities in FY27:

Leadership and governance

- Continue to evaluate our *Human Rights Policy* to ensure alignment with evolving legal requirements and best practice.

Risk review

- Embed modern slavery considerations into our risk management processes, including further assessment of higher-risk areas.

Due diligence, strategy and remediation

- Apply the updated industry-level risk classification developed through the FY26 modern slavery inherent risk assessment to refine supplier prioritisation and selection for the social compliance program.
- Continue to deploy our social compliance audit program in collaboration with selected suppliers, deepening our understanding of modern slavery risks across multiple tiers of the supply chain.
- Explore the use of AI and automation to enhance supply chain mapping capability, with a view to moving beyond questionnaire-based processes to enable deeper and scalable visibility across our supplier networks.

Training

- Review and update our human rights training module to ensure it remains fit-for-purpose to raise awareness and manage modern slavery risks.



APPENDIX 1: MODERN SLAVERY ACT REPORTING CRITERIA INDEX

This *Modern Slavery Statement* was prepared to meet the mandatory reporting criteria of the *Modern Slavery Act 2018* (Cth).

MODERN SLAVERY ACT S 16 CRITERIA	REFERENCE IN THIS STATEMENT
a) Identify the reporting entity.	About this Statement (page 3).
b) Describe the structure, operations and supply chains of the reporting entity.	Our structure, operations and supply chain (pages 6-11).
c) 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.	Identifying risks of modern slavery (pages 12-15).
d) Describe the actions taken by the reporting entity and any entity it owns or controls, to assess and address those risks, including due diligence and remediation processes.	Our actions to address modern slavery risks (pages 16-20).
e) Describe how the reporting entity assesses the effectiveness of such actions.	Assessing the effectiveness of our actions (pages 22-23).
f) Describe the process of consultation with:	
(i) any entities that the reporting entity owns or controls.	Consultation and collaboration (page 21).
(ii) in the case of a reporting entity covered by a statement under section 14 the entity giving the statement.	
g) Provide any other relevant information.	Looking ahead (page 24).

IMPORTANT NOTICE

When used in this Modern Slavery Statement, the words, “could”, “potentially”, “expect”, “continues”, “intend”, “to be”, “may”, “plan”, “seek”, “should”, “will”, “would”, “believe” and similar expressions, as they relate to the company, are intended to identify forward-looking statements. The forward-looking statements are based upon certain assumptions and information available to the company as at the date of this document. Forward-looking statements are not a guarantee of future performance as they involve risks, uncertainties and other factors, many of which are beyond the company’s control and may cause results to be different from statements in this document. The company cautions against undue reliance on any forward-looking statements.

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