



Modern Slavery Statement

Norton Gold Fields Pty Ltd
FY2023

This is a joint modern slavery statement covering the activities of Norton Gold Fields Pty Ltd (ACN 112 287 797), Paddington Gold Pty Ltd (ACN 008 585 886), which are both reporting entities, and their owned and controlled entities (collectively, the **Norton Group**) during the year ended 31 December 2023.

This sets out the actions we have taken to assess and address modern slavery risks in our operations and supply chains.

This statement has been approved by the board of Norton Gold Fields Pty Ltd on 20th June 2025.

About us

At the Norton Group, we recognise that respecting the human rights of those affected by our business activities is important. We are committed to 'Zero Harm' and continuous improvement initiatives by striving to work to the highest safety standards to minimise potential harm to people, the environment and the communities in which we operate.

Our structure

Norton Gold Fields Pty Ltd is a company incorporated in Australia and our registered office is located in Kalgoorlie, Western Australia.

Norton Gold Fields Pty Ltd is a subsidiary of Zijin Mining Group Co. Ltd (**Zijin**), headquartered in China. Zijin and its subsidiaries have mining operations in countries throughout the world. While the Norton Group entities are a subsidiary of Zijin, the Norton Group entities have their own corporate policies.

Norton Gold Fields Pty Ltd has a number of owned and controlled Australian entities, including Paddington Gold Pty Ltd. Paddington Gold Pty Ltd is also incorporated in Australia with operations in Kalgoorlie.

Our operations

The Norton Group is one of Australia's largest domestic gold producers with mining and processing complexes located in Western Australia's Kalgoorlie gold region. Our key operations are through two main centres, the Paddington Operations Centre and the Binduli Operations Centre, which oversee six

surrounding mining regions with mining and exploration tenement package covering an area of 1,056km² within the world-class Kalgoorlie gold province. The Paddington Operations are centered around the Paddington Mill, which is located 35km North-West of Kalgoorlie, Western Australia. The Binduli Operations are centered around the Binduli North Heap Leach Project, which is located 10 km west of Kalgoorlie, Western Australia. Within these areas, we engage in exploration, mining and the processing of gold ore, which is then transported to the Perth Mint for refining.

The Norton Group has operated exclusively in Western Australia throughout FY2023 and has continued to expand its operations in Western Australia through the progression of a series of low grade expansion projects, including increasing the Binduli North heap leach project capacity within our Binduli North Operations (**Project**). Once operating at design capacity, this Project is expected to significantly increase the Norton Group's gold production profile.

We engage approximately 519 employees, including employees from all subsidiaries under the company's control. Our employees are residentially based in Perth or between Kalgoorlie and nearby Coolgardie. We also engage a number of contractors where required and expect our contractor

engagement will continue to increase in future years as we expand our operations.

Our supply chain

In 2023, the Norton Group's supply expenditure was approximately \$100 million. Our suppliers are primarily located in Australia, and we also continue to source services from key suppliers based in China, Thailand and other locations in Asia, Africa and South Africa. We recognise that more than 50% of our supplies by value (including from Australian suppliers) are sourced from overseas locations.

Across our total supply chain, the Norton Group's key expenditure is in the following areas:

- consumables (including fuel, lubricants, explosives and other specialty hydrocarbon products);
- mining equipment (crushers, grinding mills and drilling equipment);
- mining services (haulage and earthmoving, drilling & blasting, surveying and exploration); and
- logistics services.

We generally engage suppliers and service providers on standard terms, which are available on the Norton Gold Fields website:

- Suppliers - <https://nortongoldfields.com.au/wp-content/uploads/2025/06/04-Norton-Gold-Fields-Purchase-Order-Standard-Terms-NGF-Changes-20250121.pdf>
- Services - https://nortongoldfields.com.au/wp-content/uploads/2025/02/Services_Agreement_Standard_Terms.pdf .

Modern slavery risks

The Norton Group considers the risks of modern slavery in our supply chain and operations to be low, in particular given our continuing focus on operations in Australia, the established ongoing relationships we have with trusted reputable suppliers and the absence of any significant red flags for a heightened risk of modern slavery across our global supply chain and operations. We nevertheless recognise that modern slavery may impact our business activities and we endeavour to take responsibility for continuous improvement and transparency in reducing the risk that we might contribute to modern slavery through our operations and supply chains.

Risk assessment

The Norton Group's supply chains and operations in FY2023 remained very similar to our FY2022 profile. We assessed the level of risk against our existing risk assessment framework and identified that there remained low to medium potential for modern slavery risks, given that these suppliers and their operations have remained largely the same.

To identify potential material risks in our supply chain and operations, the Norton Group has assessed our supply chain and operations for modern slavery risks against a number of modern slavery risk identifiers and red flags. These include the sector and industry, the type of products and services, geographical location and specific entity risk. Our most important suppliers have been individually reviewed and assigned a risk level for each of the identifiers since their engagement, as well as an overall risk score which identifies them as either high / medium / low risk. The risk scores assigned were based on recognised indicators such as the [ACSI Modern Slavery Guide](#) and the [Global Slavery Index](#).

While a number of our suppliers presented medium risks, we did not identify any suppliers with a high modern slavery risk. Additionally, based on our initial reviews, none of our reviewed suppliers had a poor human rights record.

Overall, our initial risk assessments indicated that suppliers within our operations and supply chain have a low to medium potential for modern slavery risks, and there have been no developments in the intervening period to suggest a reasonable likelihood of any materially increased risk. Most of our supply chain risk is in our suppliers' complex supply chains, which are not visible to the Norton Group. Where the risks of modern slavery are visible, the Norton Group's policies and procedures mitigate the risk as much as possible. It is standard practice in our engagement of all third party suppliers and service providers to contractually mandate compliance with all relevant laws and our policies. Suppliers must also participate in our continuous improvement initiatives aimed at improving corporate governance and sustainability across a range of issues.

Risk profile

Our risk profile is summarised in the table below.

Risk	Description of risk
Sector /Industry	There is a moderate modern slavery risk associated with the mining and resources industry (which Norton Group and its suppliers are a part of). The risks associated with mining are primarily in construction and logistics, and are most prevalent in high risk regions. The inherent risks associated with the mining and resources industry are mitigated for the Norton Group as our operations are limited to Australia. Additionally, as the Paddington Mill and surrounding mining infrastructure is mostly constructed, we engaged in little construction in 2023. The key companies we engaged in 2023 for logistics (including those within the Zijin group) have policies in place addressing their employee working conditions.
Product / Service	A large portion of our supply expenditure is on consumables for mining and processing operations. These consumables include lubricants, chemicals, explosives. The risks of modern slavery at a direct supplier or manufacturing level are relatively low, as many of these products are highly specialised. The risks we identified are instead associated with the raw minerals used to produce these products further down the supply chain. Our direct suppliers of these products are generally Australian-based, have submitted their own modern slavery statements under the <i>Modern Slavery Act 2018</i> (Cth) and have policies addressing modern slavery risks. Another contributor to our supply expenditure is specialised mining services. These services include surveying, exploration, drilling and sampling. These services present a lower risk of employing base-level employees who are at a higher risk of being exposed to modern slavery as they are highly specialised. However, a number of our mining service suppliers are at risk of engaging in poor recruitment processes or temporary workers to assist with field work or sampling. Our key suppliers of these services have policies in place regarding working conditions. As mining services (e.g. drilling and exploration) are carried out within our mining areas, we have some visibility and ability to reduce these risks. All independent contractors engaged by the Norton Group are also required to complete a self-audit questionnaire to determine whether their engagement terms are indicative of an independent contract or employee relationship. This questionnaire allows us to ensure that proper working rights are afforded to people directly engaged by the Norton Group.
Geographic	A majority of our direct suppliers are located in Australia. Some of our suppliers reside in higher risk countries such as Thailand and China. However, we also understand a number of our Australian suppliers source products from higher risk countries. We note that a number of these countries have significantly improved their slavery prevalence ranking since 2022, in particular Thailand, Vietnam and South Africa. The prevalence rankings for Brazil and India have worsened. As indicated by its prevalence ranking, Australia has a low prevalence of modern slavery. Many of our key suppliers are large and reputable Australian suppliers of both products and services. These companies must also submit modern slavery statements addressing the risks within their supply chain. Many of these suppliers also address modern slavery risks within their corporate policies. We continue to work closely with all of our suppliers to understand and manage any modern slavery risks within our extended supply chain and to ensure a commitment to continuous improvement.
Specific Entity	While many of our key suppliers have modern slavery policies in place or are required to report, there are others that appear to have done little to address the risks of modern slavery in their supply chains. We are not aware of any actual modern slavery practices within our supply chain or operations, nor of any evidence of a materially heightened risk beyond geographic impacts.

Actions to assess and address risk

We understand the importance of working collaboratively with our employees, suppliers and the broader industry to combat modern slavery. That is why we remain committed to identifying and conducting initial or additional due diligence on any suppliers that we identify as having higher modern slavery risks and also to enhancing our existing processes to assess and address potential modern slavery risks, consistent with our Group wide commitment to continuous improvement initiatives. We did not identify any of our new or existing suppliers as high risk in the 2023 reporting period, therefore no further due

diligence was undertaken. We will continue to monitor our suppliers in future reporting periods to ensure that suppliers who present high risks of modern slavery in their operations and supply chains are identified and further due diligence is undertaken to assist us to assess and manage the respective risk.

Policies and Procedures

In FY2023, the Norton Group focused on consolidating and implementing existing policies and procedures to continuously improve our modern slavery compliance processes. This included the following:

- Working to maintain and enhance awareness and compliance with all relevant policies that mitigate modern slavery risks, in particular our Modern Slavery Policy, which establishes our commitment to addressing modern slavery risks in our business and driving accountability for ethical business practices across our organisation.
- Continued implementation of a Supplier Questionnaire to be completed by all Suppliers, Business Partners and Developers engaged by the Norton Group. This assists with our risk assessments processes, enhancing our ability to understand the extent to which suppliers address modern slavery risks in their operations and supply chains and whether any red flags exist that warrant closer scrutiny.
- Supporting implementation and identification of any material risks via our whistle-blower policy, which outlines how an 'eligible whistleblower' is able to raise concerns about potential, suspected or actual misconduct through an objective, confidential and independent reporting and investigative mechanism.

These policies and practices are intended to build on our existing policy framework to ensure that we continuously improve our practices in addressing modern slavery in our corporate operations and supply chains, complementing the following general policies:

- Recruitment and Selection policy which ensures all of our recruitment activities are in accordance with Australian laws and the enterprise agreement;
- Protection from Bullying and Harassment Guideline which condemns and encourages the reporting of any instances of bullying or harassment;
- Health and Safety Policy which identifies, assesses and manages risks to employees and builds a culture of risk awareness;
- Environment and Community Policy which recognises the importance of meeting Commonwealth, State and Local legal requirements, not tolerating any form of discrimination or abuse as part of business activities; and
- Mental Health and Wellbeing Policy which ensures that staff have safe working environments, that realistic targets are set which do not require staff to work unreasonable hours and that support and assistance is available for all staff.

We also continue to include a standard modern slavery clause in our standard Services Agreements, which is the contractual mechanism through which our suppliers are engaged. In addition to required commitments to comply with all relevant laws and policies, by signing the Services Agreement, Suppliers also provide a number of warranties in relation to engaging in modern slavery practices and are required to monitor, report and limit modern slavery practices in their operations.

Assessing our effectiveness

The Norton Group continues to take the following steps to assess and help ensure continuous improvement in the effectiveness of our actions to address modern slavery:

- reviewing policies annually or as required by legislative change;
- conducting thorough investigations into complaints;
- ensuring our onboarding of new employees includes appropriate emphasis on awareness and compliance with our policies and practices relevant to modern slavery identification and mitigation; and
- conducting policy onsite rollout sessions with employees to support any changes.

In FY2023, we worked to refine processes for reviewing the effectiveness of these actions and any future action we take to address modern slavery.

Consultation

As a subsidiary of Norton Gold Fields Pty Ltd, Paddington Gold Pty Ltd's approach to modern slavery is largely comprised of overarching policies, systems and processes that are designed to be consistently applied across the Norton Group.

Prior to being put to the board of Norton Gold Fields Pty Ltd for review and approval, this statement was reviewed by Paddington Gold Pty Ltd and it was given an opportunity to comment.

FY2024 focus

We recognise there is a need for continued vigilance and room for continuous improvement in the steps we can take to assess and mitigate the risks of modern slavery in our operations and supply chains.

In FY2024 we will continue to focus on:

- carrying out due diligence on newly engaged suppliers identified as having higher modern slavery risk;
- reviewing and refining aspects of our existing policies and procedures, where relevant, to ensure continuous improvement in our approach and outcomes in addressing modern slavery risks in our operations and supplier portfolio;
- refining our processes for reviewing, improving and documenting the effectiveness of actions we take to address modern slavery; and
- continuing to emphasise to employees the nature, purpose and operation of the tools we have implemented to assist with our modern slavery compliance awareness and efforts.

This statement was approved by the Board of Norton Gold Fields Pty Ltd in its capacity as principal governing body of Norton Gold Fields Pty Ltd on 20th June 2025.

This statement was signed by Wei Lin in his capacity as Chief Executive Officer and board member of Norton Gold Fields Pty Ltd.



Wei LIN

Chief Executive Officer

Norton Gold Fields Pty Ltd