



RUSSELL
MINERAL EQUIPMENT

Russell Mineral Equipment Pty Ltd

Modern Slavery Statement

Reporting Period: 1 July 2023 – 30 June 2024

Introduction

Statement

Russell Mineral Equipment Pty Ltd (RME) is pleased to submit its modern slavery statement under the Modern Slavery Act 2018 (Cth) (Statement). The reporting period for this Statement is 1 July 2023 to 30 June 2024. This Statement covers RME only.

Structure, operations and supply chains

Our Promise

At RME, we are dedicated to help our customers to achieve the peak concentrator performance. We deliver on our promise to provide the best possible experience for our people and customers through exceptional care, technical support, and customised engineering solutions.

We understand that downtime is costly for our customers, so we are dedicated to reducing mill relining time as much as possible. Our Mill Relining System can save customers millions of dollars in downtime costs by reducing traditional mill relining time.

We are also committed to safety, and our Mill Relining System is designed to improve safety by reducing the need for manual labour and working at heights. Our team of experienced engineers and technicians is also dedicated to providing our customers with the best possible support and guidance.

At RME, we are committed to our customers and to the mining industry. We are proud to offer the best possible grinding mill relining technologies and services, and we look forward to helping our customers achieve their goals.



Fast

We improve productivity with automated tools and new technologies that speed up the replacement of liners. That means greater mill availability and faster relines.



Reliable

Our durable RUSSELL MRMs are built to last with a protective coating that can withstand harsh mill environments. Our skilled technicians provide support to keep your mills running smoothly, and we offer technology upgrades for enhanced performance and dependable relines.



Safe

Our RME Mill Relining System has evolved over time. Our INSIDEOUT Technology allows safe and efficient mill relining from outside. We offer upgrades, repairs, and accessories to maintain asset performance and reduce safety risks.

Our values

Safety

One of RME's Strategic focuses, is to be recognised, and to pave the way, for changing the mill relining industry through demonstrable safety leadership.

Innovation

We constantly challenge the status quo. We are never satisfied. We create new and better ways for RME and our Customers to be successful. We understand that innovation is crucial to the continuing success of our organisation.

Accountability

Is the heart of every highly productive workplace, promoting efficiency and harmony among our employees. Imagine a team full of people who didn't take responsibility for any task – nothing would ever get done!

Accountability in the workplace is about employees taking responsibility and ownership for their decisions, actions, performance and behaviour. Think of accountability like being your own boss – you lead yourself and hold yourself responsible.

Reliability

Our reliability is extremely important. Our colleagues and Customers depend on us to get it right – in our Customers' worlds, lives may depend on it! How we rise to the challenge of not letting down those people in our lives that depend on us is what separates us from the crowd. Our attention needs to be job focused 110 percent — no distractions.

Reliability is a key component of work performance. In fact, often "good quality work" will not be enough to make up for a lack of reliability. Reliability is one of those qualities that is either present or absent. You cannot be "partially reliable" or even "mostly reliable." To be reliable means to be consistent, regardless of the amount of extra effort it takes.

Juntos!

We believe that 'not one of us is as smart as all of us'. We believe that the best results are achieved through cross functional collaboration. We are characterised by cross functional respect. We don't tolerate a 'them and us' mentality. We celebrate brilliant people who are team players.

Our key behaviours

RME people are:

- Safe & Accountable
- Imaginative & Agile
- Smart & Nice
- Brave & Honest
- Helpful & Fun

Our Products

RME designs and manufactures a suite of products to improve the safety and efficiency of mill relining. Our products include:

- Feed Chute Transporters
- Mill Relining Machines (Liner Exchange Machines)
- Mill Liner Handlers
- Liner Bolt Removal Hammers
- Suspension Systems

Our services

RME provides a wide and diverse range of products and services globally. This includes on-site commissioning, major rebuilds, on-site maintenance, 24/7 service and training.

Risks of modern slavery

Operations

We assess our business operations as having a low risk of modern slavery. Although RME operates within the manufacturing industry, which is considered to have an elevated risk of modern slavery, RME's operations are predominantly based in Australia. Australia has a low prevalence of modern slavery and is ranked 26 out of 27 countries in terms of prevalence of modern slavery, and 149 out of 160 countries globally. (Source: Global Slavery Index (2023)).

As at 30 June 2024, RME employed 460 employees on a full-time equivalent basis. The majority of these employees are located in Australia, with the remaining based in North America, South America, Africa and United Kingdom. Regardless of locality, RME has individual employment contracts with each employee, offering competitive remuneration to attract and retain the best People.

Our employment contracts include employment terms and conditions in compliance with all applicable labour laws and regulations within the relevant country of employment. RME is passionate about providing personal development opportunities for employees including career progression. We maintain an employee turnover rate consistent with industry average and maintain a high level of engagement as assessed by our regular employee engagement surveys. For many drivers of engagement assessed within the engagement survey, RME places within the middle range of manufacturers world-wide. Our engagement score as at April 2024 (last survey in the 2023-2024 financial year) was 7.5 from a possible score of 10.

Supply Chain

RME has over 2600 suppliers recorded within our Enterprise Management System. We have consolidated our suppliers into categories, listing the highest expenditure categories below.

Expenditure Categories

- IT and Communications
- Professional Services and Consulting
- Marketing
- Electrical
- Tools and Equipment
- Fabrication and Machining

Our assessment of the categories concludes that all fall into low risk industries. With a large portion of the spend occurring within Australia (97%), the low risk assessment is further supported.

Controls, assess and address modern slavery risks

Policies and Procedures

RME is committed to taking action to reduce the occurrence of modern slavery globally.

We commit to taking steps to mitigate the risks associated with modern slavery and to maintaining existing and implementing new frameworks, policies and procedures to deliver on this commitment.

A large portion of our existing framework is existing policies. The most critical and interrelating policies are referenced and summarised below.

Code of Conduct

RME is committed to operations embracing the core values of honesty, integrity and mutual respect for people. These values underpin everything we do and are the foundations of our Guiding Business Principles.

Recruitment and Selection Policy

RME is committed to retaining its reputation as an employer of choice for both existing and prospective employees.

Critical to achieving this outcome is transparent, fair and equitable processes and systems which ensure the recruitment and selection of the most appropriately-qualified personnel, as well as compliance to all relevant legislation.

Whistleblowing Policy

RME is committed to conducting our business with honesty, fairness and integrity. We are committed to a culture where staff feel safe to report or raise concerns. RME takes unlawful and unethical behaviour very seriously. Where employees suspect something is not right, they are encouraged to speak up as soon as possible.

Employment law and payroll

RME operates in many different countries around the world. We meet our minimum obligations as an employer at all times. This includes employment law, policies, reporting and payroll.

In countries outside of Australia, we do this by using the support of local employment law and Human Resources consulting services along with the use of local payroll bureaus.

Employment policies

RMEs employment practices are modelled off best practice, developed from Australian law. Where minimum requirements in other countries are lower than Australia, Australian standards are conformed to. The policies include:

- Health & Safety Responsibility Policy
- Learning & Development Policy
- Working Alone and After Hours Policy
- Equal Opportunity Policy
- Anti-Discrimination Policy
- Dispute Resolution Policy
- Bullying Policy

Assessing the effectiveness

Monitoring effectiveness

RME is committed to continuously reviewing and measuring the effectiveness of the company's modern slavery risk. This is undertaken through regular reporting to the Chief Executive Team and the Board and reviewing any opportunities for improvement that could be implemented into the business.

Consultation

RME is a wholly owned Australian company with a single shareholder. Global head office is based in Toowoomba, QLD.

RME does not own further employing entities within Australia, therefore no consultation has occurred with other parties. No further entities within Australia are reported under this Statement.

Board sign off

This statement has been approved by the principle governing body of Russell Mineral Equipment. The principle governing body of Russell Mineral Equipment is the Board of Directors. This statement has been signed by Alan John Russell in his role as a Director of Russell Mineral Equipment on 27 November 2024.



ALAN JOHN RUSSELL

Executive Chairman / Director

for the Board of Directors, RME Holdings Pty Ltd



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RME delivers innovation to the world

RME's passion and mission has always been to minimise Mill Relining time and to increase relining crews' safety. RME Mill Relining System technologies, used effectively, have quartered the time previously taken to line large mills. Looking forward, RME's focus is to secure the potential of RME's Mill Relining System performance for each and every one of our Customers, past, present and future.

Our commitment to industry is to visibly, defensibly and sustainably improve our Customers' concentrator performance.



RME's global reach extends to over 380 mine site locations.

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