

FY24 Modern Slavery Statement for fiscal year ending 30th June 2024

Introduction

The following statement is made in accordance with the Modern Slavery Act (2018) (“the Act”) by Micromine Australia Pty Ltd ABN 72 630 329 118 (“Micromine” or the “Company”) and applies to the Company and its related entities. This statement outlines the activities that Micromine has undertaken during the fiscal year ending 30th June 2024.

Micromine is committed to ensuring its global workforce is treated ethically with guidelines stipulated in the Act as minimal acceptable standards for the Company. Micromine is also committed to the identification and remediation of any modern slavery related practices in its supply chain.

This statement has been reviewed and endorsed by Micromine’s Board of Directors and is publicly available through the Australian Government’s website, <https://modernslaveryregister.gov.au>.

Company Structure, Operations and Supply Chains

Micromine develops, implements, and supports software-based solutions for the global resources sector in accordance with its purpose statement of “Next Generation Technology for Mining.” Micromine is headquartered in Perth, Western Australia but employs people throughout a global network of wholly owned subsidiaries supporting the use of its products. Micromine has representative offices in Brisbane (Australia), Denver (USA), Vancouver (Canada), Johannesburg (South Africa), London (UK), Almaty (Kazakhstan), Jakarta (Indonesia). Micromine further makes use of a network of professional intermediaries as licenced and authorised re-sellers of its products.

Micromine is a privately held company with a Board of Directors responsible for the company’s risk exposure and compliance.

Micromine’s solutions are based primarily on software designed and developed by Micromine. Micromine purchase a small amount of computing equipment to support its client’s use of the software. Additionally, Micromine purchases hardware, software, and services to facilitate day-to-day operations in line with normal business activities.

The Risks of Modern Slavery Practices in Operations and Supply Chain

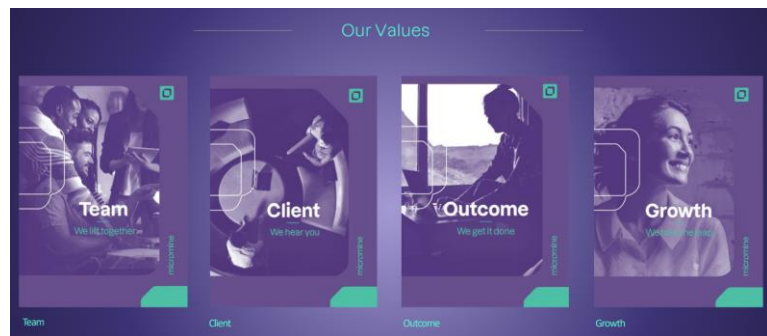
Micromine has identified potential risks in its supply chain related to computer hardware components. Whilst Micromine engages with reputable technology suppliers, it has limited visibility of providers further down the supply chain. Hardware components may originate in countries where appropriate employment practices may not be enforced.

Micromine also recognises the potential risks related to treatment of Micromine client’s staff and contractors in certain regions where its software is used. Remunerations, health care benefits and general treatment of client staff and contractors are areas that have the potential to be exploited in some countries.

Actions Taken to Mitigate Risks

Micromine's largest suppliers have either submitted recent Modern Slavery reports to the Australian Government or similar organisations or have submitted a relevant policy to Micromine. These acts provide Micromine with assurance that these organisations are committed, as Micromine are, to eradicating risk of Modern Slavery practices within their organisations.

Treatment of Micromine staff and contractors in other countries is mitigated by centralised control of remuneration and employment benefits by Micromine's People and Culture team in Perth Headquarters. All employment contracts are vetted at head office and remunerations rates are regularly reviewed. Our company values of Team, Client, Outcomes and Growth very deliberately prioritise the happiness and well-being of our employees as our key success factor.



Micromine has a Whistleblower Policy accessible to all staff allowing staff to raise issues either with their own treatment, or any actions taken by Micromine that they suspect is questionable.

Effectiveness of Risk Mitigation

Micromine believes that it operates in a low-risk environment. Our customers are generally large, multi-national mining organisations that aim to maintain high Environment Social Governance standards as part of their commitment to the communities in which their mining operations are located.

As a company that relies on innovative technology, Micromine maintains close relationships with its major suppliers. This not only allows it to keep abreast of technological developments but provides a level of trust and transparency into its organisations.

In the past five years, Micromine have had no reports of practices that could be deemed as Modern Slavery concerns.

While Micromine acknowledges that there is work to do done regarding its identification processes, Micromine believes its centralised management of employment contracts, its close relationships with major suppliers, and the nature of the industry within which it operates minimises its current exposure to Modern Slavery practices.

Future Plans and Commitments

Micromine have commenced a significant body of work in relation to its Environment Social Governance framework. Modern Slavery compliance is an initiative within that programme to commence in fiscal year commencing 1st July 2024 (FY25).

Micromine intends to action the following in FY25.

- Publication of Micromine's Modern Slavery Policy
- Training of all staff through an internal compliance platform
- Realignment of executive accountability within the organisation.

Micromine have engaged external expertise to guide it through this process.

Governance and Reporting

Micromine is implementing changes to its accountabilities for the identification and mitigation of Modern Slavery risks in FY25. In the current reporting year, there have been multiple accountabilities; Micromine's People and Culture team have been accountable for monitoring global employment conditions, its Operations department accountable for managing hardware supply chains, and various other departments for the selection and review of suppliers that they engage with.

Micromine's People and Culture team manage all compliance policies including the Whistleblower Policy. All policies are accessible to all staff through its compliance platform.

This report has been developed by management of the People and Culture and Operations departments and reviewed by Micromine's Chief Executive Officer and endorsed by Micromine's Board of Directors.

Conclusion

Micromine has serviced the global resources industry for almost 40 years. The organisation has developed a strong understanding of the importance of being regarded as a fair and reputable company in countries in which it operates. Professional and transparent treatment of staff and contractors is important for our reputation with these regions. Micromine believes its people are its most valuable asset as highlighted by its company values.

Close relationships with major suppliers are important for many aspects of the business. This close relationship gives Micromine confidence in the business ethics of those parties.

Micromine does not have exposure to significant risks in relation to Modern Slavery. As part of our Modern Slavery Policy we will investigate a more formal structure around supplier identification and management processes.