



2022
MODERN
SLAVERY
STATEMENT



MESSAGE FROM THE NON-EXECUTIVE CHAIRMAN



At Aurelia Metals, our Values are at the heart of how we operate and do business.

Our Values are *Integrity, Certainty, Courage, and Performance*. These Values guide us to deliver long-term value and returns to our shareholders as we build a diverse asset portfolio, focused on the critical minerals the world needs for the future.

Our Value of '*Integrity*' means we do what is right which is the approach we take to address human rights and modern slavery within our business.

In FY22, the ongoing COVID-19 pandemic continued to disrupt national and international global markets and supply chains. Like other mining companies, we were not immune. Against this backdrop of these external economic and financial pressures, our focus on business integrity remained a top priority.

At Aurelia Metals, we work closely with our suppliers, workforce, and other key stakeholders to cultivate an understanding of modern slavery risks in our business. This in turn allows us to identify, assess and address said risks in a meaningful manner.

Our commitment to business improvement extends to our approach to modern slavery. This year, we continued to focus on developing our approach to the identification and management of modern slavery risks to ensure this approach was followed across all our business activities.

We recognise our obligations under the *Modern Slavery Act 2018* (Cth). This Modern Slavery Statement highlights actions we have put in place in FY22 and includes our roadmap for future success.

In FY23, we will continue to embed modern slavery mitigation measures and controls into our operational processes and investment activities. We will also continue to work with our business partners to build their capacity to manage modern slavery and labour exploitation risks. Our expectation is that they take the same zero tolerance approach to these issues as we do.

On behalf of the Aurelia Metals Board, I am pleased to present our third Modern Slavery Statement.

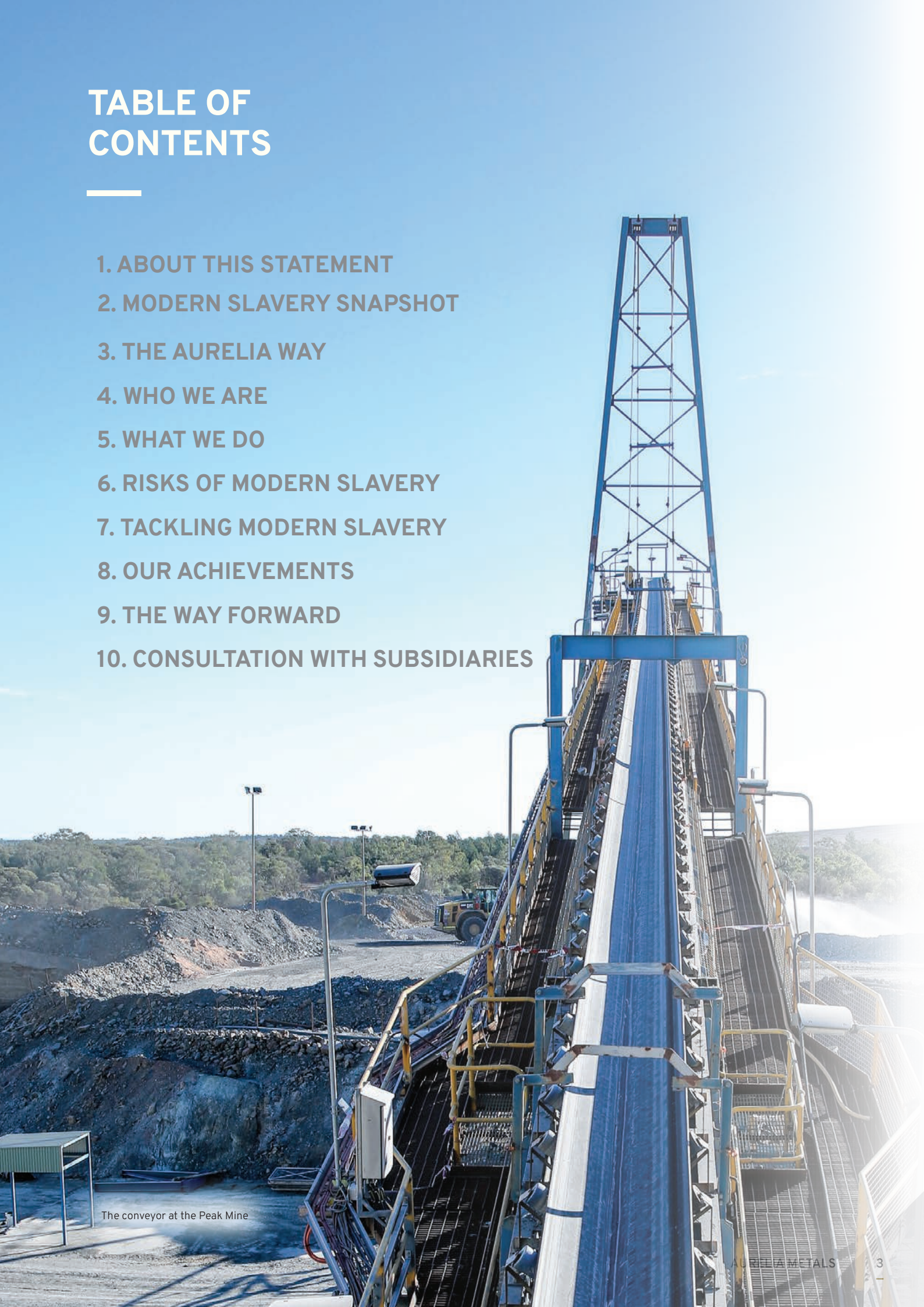
A handwritten signature in black ink, appearing to read 'Peter Botten'.

Peter Botten, AC, CBE
Non-Executive Chairman

Aurelia Metals acknowledges the Traditional Custodians of the lands upon which we operate. We are proud to work alongside the Traditional Custodians of the land and pay our respects to the people, the cultures and the Elders and leaders past, present and emerging.


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The conveyor at the Peak Mine

1. ABOUT THIS STATEMENT



This Modern Slavery Statement (this **Statement**) has been prepared by Aurelia Metals Limited (ACN 108 476 384) (**Aurelia Metals**) in accordance with the *Modern Slavery Act 2018* (Cth) (the **Act**) for the reporting period 1 July 2021 to 30 June 2022 and covers the activities of Aurelia Metals and its subsidiaries (as set out in section 4 of this Statement).

This Statement is Aurelia Metals' third modern slavery statement following the introduction of the Act and forms part of our annual reporting suite which also includes our FY22 Annual Report and FY22 Corporate Governance Statement, all of which are available on our website <https://www.aureliametals.com.au>.

All references to our, we, us or Aurelia Metals refer to Aurelia Metals Limited and its subsidiaries. All references to year are to the financial year ended 30 June 2022 unless otherwise stated.

This Statement has been prepared and approved in accordance with the requirements of the Act.

FEEDBACK

We value all feedback. Please provide any comments or queries on this Statement to office@aureliametals.com.au.

2. MODERN SLAVERY SNAPSHOT

AURELIA METALS IS COMMITTED TO DOING WHAT IS RIGHT!

Our vision is to create exceptional value through our people and a portfolio of base metals and gold assets.



WE ARE COMMITTED TO:

- The United Nations Sustainable Development Goals (8) Decent work and economic growth and (16) Peace, justice and strong institutions
- Our Values of *Integrity, Certainty, Courage and Performance*
- Our Modern Slavery Key Performance Indicators



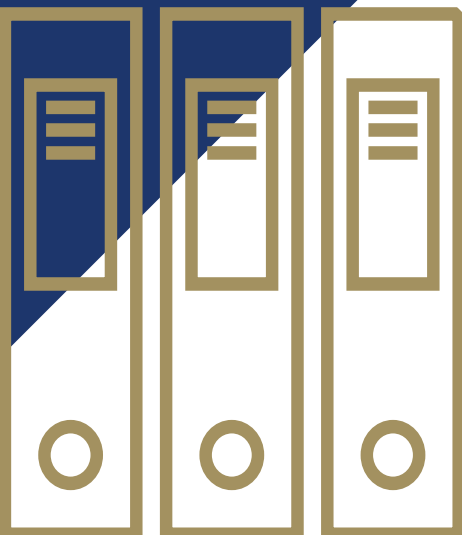
WE ARE INVESTIGATING:

- The United Nations Global Compact
- Modern Slavery refresher training
- Improvements to our repository for supplier modern slavery data and information



WE HAVE CONDUCTED:

- An annual Modern Slavery Group Risk Assessment
- A Modern Slavery Key Performance Indicators assessment
- Salary benchmarking against the market, modern awards and legal entitlements



WE HAVE IMPLEMENTED:

- A Modern Slavery Working Group (a dedicated group from cross functional areas to tackle modern slavery issues and risks at Aurelia Metals)
- Modern Slavery Key Performance Indicators
- Modern Slavery supplier screening and due diligence
- A shipping vessel nomination questionnaire and vetting process
- *The Aurelia Way* – Code of Conduct
- Oversight by the Sustainability and Risk Committee
- A Whistleblower Standard, Whistleblower Protection Officers and a confidential, independent third-party reporting service (Stopline)

3. THE AURELIA WAY



The underground mine portal at our Dargues Mine

Aurelia Metals is a proud Australian mining company, committed to its people, the organisation and the community with a focus on growing its base metals, gold mining and exploration.

We acknowledge that as an Australian based mining company we have a diverse range of supply chains, some of which may be susceptible to modern slavery and human rights issues.

We understand the importance of taking proactive and effective action

to address modern slavery and human rights in each of our supply chains, especially in our high-risk categories set out in section 6 of this Statement.

We agree that we play an important role in assisting to identify, prevent and mitigate the risk of modern slavery practices in our supply chains and take this role and our responsibilities seriously.

As part of our strategy, we strive to *Adapt* through active participation in response to global business challenges, including modern slavery and human rights.

This strategy in combination with our *Values*, in particular *Integrity* and *Courage* depict our approach and attitude to tackling the global fight against modern slavery.

Aurelia Metals has the *Courage* to *step up and do what's right*, including identifying and implementing achievable modern slavery risk mitigation measures and controls.



Figure 1: Aurelia Metals' Values

4. WHO WE ARE

We are an Australian gold and base metals mining and exploration company, headquartered in Brisbane, Australia and publicly listed on the Australian Securities Exchange (ASX:AMI).

This Statement covers the activities of Aurelia Metals and its seven wholly owned subsidiaries, which are:

1. Defiance Resources Pty Ltd (ACN 119 700 220)
2. Hera Resources Pty Ltd (ACN 138 992 999)
3. Nymagee Resources Pty Ltd (ACN 154 131 138)
4. Peak Gold Asia Pacific Pty Ltd (ACN 103 879 054)
5. Peak Gold Mines Pty Ltd (ACN 001 533 777)
6. Dargues Gold Mine Pty Ltd (ACN 117 848 790)
7. Big Island Mining Pty Ltd (ACN 112 787 470)

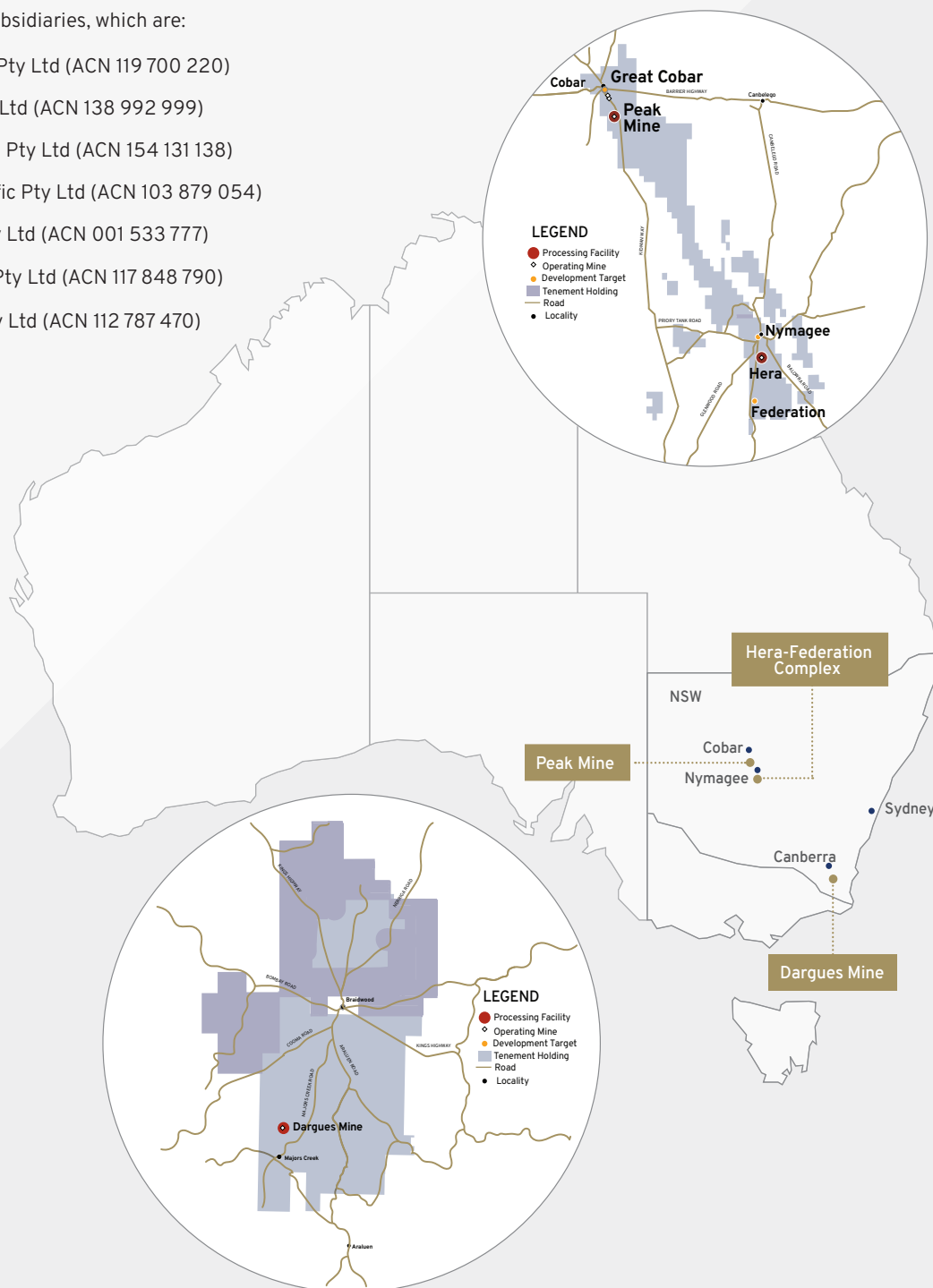


Figure 2: Aurelia Metals' portfolio of Operations and Growth Projects

5. WHAT WE DO



An aerial view of the Peak Mine processing plant at dusk

OUR OPERATIONS

Aurelia Metals wholly-owns three operating gold and base metals operations in New South Wales, Australia, which include:

1. Peak Mine located in the northern Cobar Basin in central-west New South Wales with two separate polymetallic underground mines and an 800ktpa gold and base metals processing plant. The Peak Mine produces gold as well as lead, zinc and copper concentrates.

2. Hera Mine located approximately 100km south-east of Cobar in New South Wales which consists of a polymetallic underground mining operation with an associated 455ktpa processing plant. The Hera Mine produces gold-silver doré as well as a bulk lead-zinc concentrate.

3. Dargues Mine located approximately 60km south-east of Canberra in New South Wales which consists of an underground mine with a

355ktpa processing plant. The Dargues Mine produces a gold concentrate.

Aurelia Metals also holds a number of exploration licences and undertakes exploration activities surrounding our existing mining operations.

OUR GROWTH PROJECTS

1. Federation Project is a base and precious metal deposit with high-grade zinc, lead and gold mineralisation located 10km south of our existing Hera Mine.

2. Great Cobar is an underground copper-rich deposit located at the Peak Mine which received development consent in April 2022.

OUR RESULTS

This year Aurelia Metals generated revenue of approximately A\$439 million and produced the following gold and base metals quantities:

KEY METRIC*	UNIT	FY22
PRODUCTION VOLUME		
Gold	oz	98,461
Silver - contained metal	oz	788,840
Copper - contained metal	t	3,726
Lead - contained metal	t	24,266
Zinc - contained metal	t	30,067
AVERAGE PRICES ACHIEVED		
Gold	A\$/oz	2,500
Silver	A\$/oz	32
Copper	A\$/t	13,124
Lead	A\$/t	3,032
Zinc	A\$/t	4,692
ALL IN SUSTAINING COST	A\$/oz	1,707

* Excerpt from pages 4 and 5 of the '2022 Full Year Results Presentation' available on Aurelia Metals' (AMI) 'Market announcements' page on the ASX.

Copper, zinc, lead and silver production is payable metal-in-concentrate volumes (as disclosed in Aurelia Metals' quarterly activities reports) and is converted to gold equivalent volumes using realised prices achieved by Aurelia Metals during the specific year (as disclosed in Aurelia Metals' quarterly activities reports) and via the following formula: Payable Cu/Zn/Pb/Ag (koz Au eq) = (Payable Cu produced (kt) * Cu price realised (A\$/t) + Payable Zn produced (kt) * Zn price realised (A\$/t) + Payable Pb produced (kt) * Pb price realised (A\$/t) + Payable Ag produced (koz) * Ag price realised (A\$/oz) / Au price (A\$/oz)

Group AISC is the total of on-site mining, processing and administrative costs, inventory adjustments, royalties, sustaining capital, corporate general and administration expense, transport, less by-product credits, divided by gold sold. By-product credits include silver, lead, zinc and copper sales forecast over the outlook period.

Final AISC results will depend on the actual sales volumes, actual operating costs and actual prices of base metals received over the outlook period.

It should be noted that this outlook is indicative only and subject to change in response to prevailing and/or expected operating and market conditions.

Employees look out over the processing plant at our Peak Mine

OUR PEOPLE

As at 30 June 2022, Aurelia Metals and its subsidiaries have approximately 300 employees and engage approximately 520 contractors.



OUR SUPPLY CHAIN

Aurelia Metals procures goods and services from a diverse range of suppliers which we have broadly categorised as exploration, support services, mining, processing, transportation and corporate.

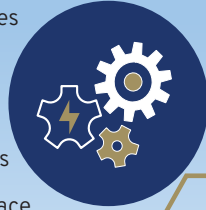
This year Aurelia Metals procured over A\$370 million worth of goods and services from over 1,100 direct suppliers (Tier 1), an increase from the FY21 spend and the number of suppliers (FY21 - A\$320 million with approximately 1,000 direct suppliers (Tier 1)).

We procured almost half (approximately 45%) of all goods and services required for our operations from local regions near our operations. We invest locally which demonstrates our commitment to support and boost the local communities and economies where we operate.



SUPPORT SERVICES

- ◆ Utility providers (power, water, gas, communication etc.)
- ◆ Engineering and fabrication services
- ◆ Parts and consumable suppliers
- ◆ Cleaning and waste management
- ◆ Camp accommodation and services
- ◆ Construction works (including surface earthworks, boxcut and facilities construction in relation to the Federation Project)



MINING

- ◆ Mining contractors
- ◆ Equipment purchase and hire
- ◆ Equipment maintenance services
- ◆ Drill and blast (explosives etc.)
- ◆ Fuels and oils

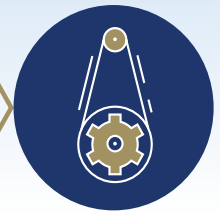


AURELIA METALS' SUPPLY CHAIN



CORPORATE AND ADMINISTRATION

- ◆ Advisory and regulatory services
- ◆ IT services
- ◆ Insurance



EXPLORATION

- ◆ Drilling contractors
- ◆ Geological services and consultants



TRANSPORTATION

- ◆ Freight (road and rail)
- ◆ Haulage
- ◆ Port services and shipping



PROCESSING

- ◆ Chemical and reagent suppliers
- ◆ Laboratory services and testing
- ◆ Mill and grinding consumables
- ◆ Tailings Storage Facility management / upgrades / construction

Figure 3: Aurelia Metals' supply chain with examples of typical products and services procured

FY22 SUPPLY CHAIN SPEND BY CATEGORY

Set out in Figure 4 opposite is a breakdown of Aurelia Metals' supply chain spend in FY22 by category¹.

The categories and expenditure breakdown remain largely the same as FY21 with a slight increase to exploration, processing and transportation activities and the addition of construction works related to our Federation Project in Support Services.

Aurelia Metals is proud to report that 97% of its direct procurement spend comes from Australian suppliers with the balance being international (those suppliers were primarily located in Germany, South Korea, Singapore and the United Kingdom).

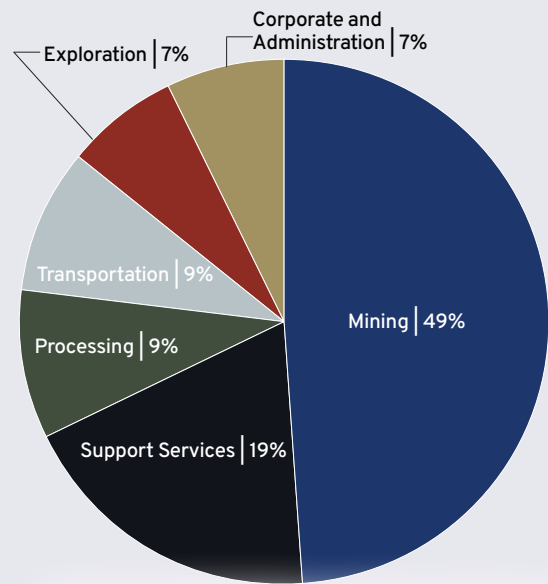


Figure 4: Aurelia Metals' FY22 supply chain spend by category

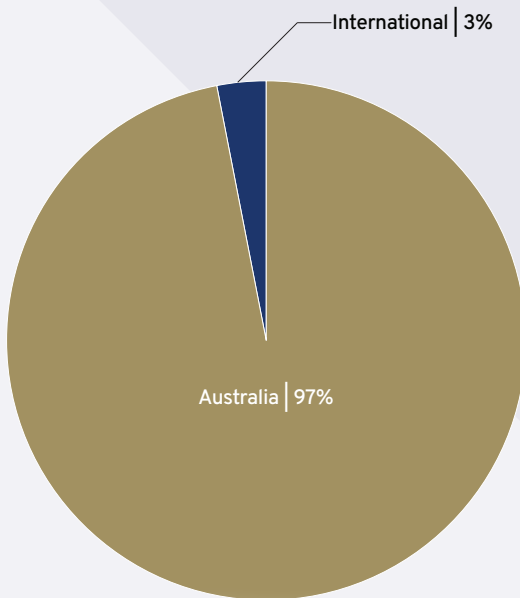


Figure 5: Aurelia Metals' FY22 supply chain spend by location

FY22 SUPPLY CHAIN SPEND BY LOCATION

Set out in Figure 5 opposite is a breakdown of Aurelia Metals' supply chain spend in FY22 by location.

Aurelia Metals enters into contractual arrangements with suppliers ranging from once-off transactional purchase orders to large multi-year, high-value contracts which are predominately governed by our standard terms and conditions. These standard terms and conditions include bespoke clauses in relation to modern slavery, including compliance with laws and reporting obligations and are updated in line with changes (including regulatory and legal) in this evolving space.

¹Based on 85% of total expenditure for goods and services in FY22.

6. RISKS OF MODERN SLAVERY

OPERATIONS

Aurelia Metals engages third party mining contractors, PYBAR Mining Services Pty Ltd and Redpath Mining Australia Pty Limited (Contractors) to perform the underground mining activities at its sites. The Contractors are required to prepare and lodge Modern Slavery Statements in accordance with the Act and Aurelia Metals is not aware of any modern slavery issues associated with these Contractors during the year. Aurelia Metals also contracts out other components of our operations including drilling (surface and underground drilling), exploration drilling, transport/haulage, crushing services, laboratory analysis services and equipment hire.

Procurement of goods, services and consumables is undertaken by both Aurelia Metals and the Contractors.

OUR PEOPLE

Our employees constitute approximately 37% of the total workforce. The staff supplied by the Contractors account for approximately 38% and other contractors engaged by Aurelia Metals account for 25%.

The majority of Aurelia Metals' workforce is employed directly by Aurelia Metals or one of its subsidiaries on a permanent basis. Their employment (and all other types of employment including casual or fixed term) is governed by contracts containing wages and conditions that meet all relevant minimum legal requirements under Australian law. All roles are contained within our structured remuneration framework which is benchmarked against market data and relevant modern awards. Our Remuneration and Nomination Committee has oversight over the remuneration framework.

SUPPLY CHAIN

Aurelia Metals is committed to creating positive social change in our supply chain by working closely and proactively with our suppliers to understand their approach to managing the risks of modern slavery and offering support where requested.

We assess supply chain risk based on expenditure, type of product/service, sector/industry and geographical location.

As we identified in section 5 of this Statement, almost our entire spend comes from Australian based suppliers (Tier 1), however, as set out below, we recognise that their supply chains (including the fabrication or manufacturing of raw materials) may extend overseas to countries and jurisdictions which are susceptible to the risks of modern slavery.



THE RISKS IN OUR SUPPLY CHAIN

We have identified the following procurement categories where there may be a potential for us to cause, contribute or be directly linked to modern slavery². However, given our modern slavery and human rights due diligence, Aurelia Metals considers that it has not caused or contributed to modern slavery in its operations, products or services³. These high-risk categories, similar to those identified in FY21, where there is a risk for us to be linked to modern slavery include the following:

1. TRANSPORT AND LOGISTICS

Aurelia Metals transports its concentrates via road, rail and sea. These concentrates are sold to commodity traders for on-sale into China, South Korea and Malaysia. Aurelia Metals engages shipbrokers to charter vessels for shipping concentrates in bulk. Whilst Aurelia Metals follows a shipping vessel vetting process prior to chartering its concentrates using these vessels, Aurelia Metals has limited visibility in relation to the vessels' employment practices and working conditions. The shipping industry creates challenges for regulators to provide complete oversight of a shipping company's practices. Some of the risks include wage issues and sub-standard living conditions.

2. OVERSEAS MANUFACTURING AND FABRICATION

Aurelia Metals engages Australian suppliers to procure its uniforms and personal protective equipment (PPE), including hard hats, eye and face protection, footwear, gloves and ear protection. Even though we engage Australian based suppliers, Aurelia Metals recognises that there is a high possibility these items are manufactured or fabricated in overseas locations. Such locations can often include factories that use migrant or low-skilled labour and/or engage contracted labour which are susceptible to poor working conditions.

3. ELECTRONICS AND ELECTRICAL EQUIPMENT

Aurelia Metals procures its computers and mobile phones from Australian based companies but appreciates that often the raw materials used in production are sourced from overseas, in locations where modern slavery is a live issue. As identified by the Global Slavery Index for Australia, laptops, computers and mobile phones are all products at risk of modern slavery in Australia⁴. Some of these overseas locations (in particular China and Malaysia)⁵ are susceptible to modern slavery due to minimal governmental regulation and oversight, exploitation of workers and a general lack of support for workers to raise grievances.

4. FACILITIES MANAGEMENT (CLEANING AND CATERING)

Aurelia Metals' facilities management (which includes accommodation, cleaning and food supply) is a fundamental service at our sites and corporate office, and we acknowledge that it carries a higher risk of modern slavery due to the potentially high number of seasonal or migrant workers, low skills criteria and low pay. Without adequate contractual arrangements and due diligence, there is a risk we could potentially be directly linked to modern slavery practices through our engagement of suppliers in this sector.

5. CONSTRUCTION

Aurelia Metals has recently increased its scope of construction related works and understands that these works carry an increased risk to modern slavery practices due to long supply chains and low-skilled, low-paid, manual work and supply of raw materials from overseas.

²UN Guiding Principles on Business and Human Rights: The Corporate Responsibility to Respect Human Rights, Section B Operational Principles.

³As above in footnote 2.

⁴Global Slavery Index, Australia, Imported Products at Risk of Modern Slavery, Table 1 (<https://www.globallslaveryindex.org/2018/findings/country-studies/australia/>).

⁵As above in footnote 4.

7. TACKLING MODERN SLAVERY



Maintenance activities in the Peak Processing Plant

1. GOVERNANCE

Aurelia Metals understands that good corporate governance is critical to its long-term, sustainable success and has in place a framework to monitor the management of risks and opportunities and report on performance. The risks associated with human rights and modern slavery are actively managed by the Board through the Sustainability and Risk Committee.

This is the second year of our dedicated Modern Slavery Working Group comprised of representatives from head office and site with a cross section of functional areas (legal, finance, procurement, sustainability, human resources) to identify and pursue actions to assess and address modern slavery risks in our business.

The Working Group conducts an annual Modern Slavery Group Risk Assessment where it identifies the key risks within the business, categorises the risk and then assigns each of the risks an appropriate risk owner who then puts in place a recommended action plan. The Working Group oversees the work of the risk owners.

For more detail regarding our corporate governance, please refer to the Corporate Governance page on our website <https://www.aureliametals.com.au/about/corporate-governance>.

2. POLICIES

Our Code of Conduct, *The Aurelia Way* establishes the essential standards of personal and corporate conduct for our employees, suppliers, contractors and all whom we do business with, including in relation to modern slavery and human rights.

As at 30 June 2022, ~98% of the workforce was trained in *The Aurelia Way*. This training forms part of the mandatory induction for any employee, contractor, or visitor to our sites.

Aurelia Metals will not tolerate behaviour or conduct that does not align with *The Aurelia Way*.

WORKING THE
AURELIA WAY



- Understanding and upholding human rights
- Reporting any concern about our operations or that of a business partner
- Request information from high-risk business partners and suppliers with respect to meeting their human rights obligations

BEHAVIOURS
THAT WORK
AGAINST THE
AURELIA WAY



- Ignoring human rights abuses in business partners and suppliers

3. REPORTING

Our commitment to open and transparent reporting is set out in *The Aurelia Way* and our Whistleblower Standard. We are committed to fostering an environment where employees, contractors, suppliers and stakeholders feel safe and supported to report any inappropriate or potentially inappropriate concerns in a confidential manner.

We have two mechanisms by which individuals can report, being:

- 1) Whistleblower Protection Officers (internal)
- 2) Stopline (an external, independent whistleblower service).

Aurelia Metals takes these reports seriously and any reports made pursuant to our Whistleblower Standard are reviewed and investigated (where appropriate) and reported to the Board each month.

We are pleased to confirm that there were no modern slavery concerns raised via any reporting mechanisms this year as reflected in our Key Performance Indicators.

4. TRAINING

All employees, contractors, suppliers and visitors must complete mandatory induction training which incorporates modern slavery. The training builds awareness and informs and empowers our people with a strong focus on the relevant site rules and Aurelia Metals' corporate policies.

This year approximately 1,980 people completed the induction training which included modern slavery.

5. GROUP RISK ASSESSMENT

We are committed to continually assessing the risk of modern slavery in our operations and supply chains. Actions completed this year are outlined below.

- ◆ Undertook a risk assessment of the high-risk categories set out in section 6 of this Statement and identified our suppliers whose businesses fall within these categories (high-risk suppliers). These high-risk suppliers were sent a modern slavery questionnaire unless they completed one in the last two years (22 in total were sent). Our spend with the high-risk suppliers represented approximately 50% of our total spend for the year.
- ◆ Implemented modern slavery as a component of our tenders as well as in our new supplier onboarding process.
- ◆ Implemented a shipping vessel nomination procedure and established a vetting process for chartered vessels.
- ◆ Completed a review with our underground mining contractors for modern slavery risks.



8. OUR ACHIEVEMENTS

This year, we have measured our performance through the following Key Performance Indicators which highlight the effectiveness of our actions and controls in relation to modern slavery.

We are pleased to report:

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MODERN SLAVERY INCIDENTS RAISED THROUGH STOPLINE, OUR WHISTLEBLOWER PROTECTION OFFICERS OR OTHERWISE

~98%

WORKFORCE COMPLETED MODERN SLAVERY TRAINING

100%

SUPPLIERS IN HIGH-RISK CATEGORIES WERE ISSUED WITH A SUPPLIER MODERN SLAVERY QUESTIONNAIRE IN THE LAST 24 MONTHS

81%

SUPPLIER MODERN SLAVERY QUESTIONNAIRES WERE COMPLETED AND RETURNED TO AURELIA METALS

72%

SUPPLIER CORRECTIVE ACTIONS FROM MODERN SLAVERY GROUP RISK ASSESSMENT WERE ADDRESSED AND/OR IMPLEMENTED



9. THE WAY FORWARD

Aurelia Metals seeks to continually improve how we identify, prevent and mitigate modern slavery risks in our operations and supply chains.

In FY23, Aurelia Metals will:

FOCUS AREA	ACTIONS
Training	<ul style="list-style-type: none"> Continue to ensure its workforce is adequately and regularly trained in our Code of Conduct - <i>The Aurelia Way</i> which includes a specific section on human rights and modern slavery and refresher training every two years. We are also investigating the introduction of a more comprehensive human rights and modern slavery training for all personnel.
Risk	<ul style="list-style-type: none"> Ensure the Working Group completes its annual Modern Slavery Group Risk Assessment to identify and manage modern slavery risks within the business. All risks are assigned appropriate risk owners and each risk owner is responsible for implementing adequate and achievable corrective actions with oversight from the Working Group to ensure each risk is managed and mitigated (where possible).
Effectiveness	<ul style="list-style-type: none"> Strive towards and improve upon (where possible) the Key Performance Indicator targets set out in section 8 of this Statement to measure the effectiveness of our actions in relation to modern slavery.
Engagement	<ul style="list-style-type: none"> Ensure contractors and suppliers whose businesses sit in our high-risk categories are adequately screened for modern slavery and human rights risks. These categories are set out in section 6 of this Statement. Undertake appropriate due diligence and further investigation where required.
Systems	<ul style="list-style-type: none"> Enhance our online central repository for all modern slavery and human rights information and data collected from our suppliers and contractors.
Framework	<ul style="list-style-type: none"> Research and investigate participation in the United Nations Global Compact.



10. CONSULTATION WITH SUBSIDIARIES

Aurelia Metals' subsidiaries are identified in section 4 of this Statement. These subsidiaries and Aurelia Metals operate as a consolidated group (**Group**) with common leadership and policies. Aurelia Metals' Board of Directors has oversight over each of the subsidiary companies and the Company Secretary of Aurelia Metals is the company secretary for each of the subsidiaries. This means modern slavery and human rights are approached in a unified manner across the Group.

At Aurelia Metals, we are committed to continually building upon and improving our approach to modern slavery to ensure we are able to identify, prevent and mitigate the risk of modern slavery in our operations and supply chains.

Aurelia Metals is committed to *stepping up* and doing *what's right* in relation to modern slavery and human rights.

This Statement has been approved by the Board of Directors of Aurelia Metals.



Peter Botten, AC, CBE
Non-Executive Chairman
28 November 2022





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