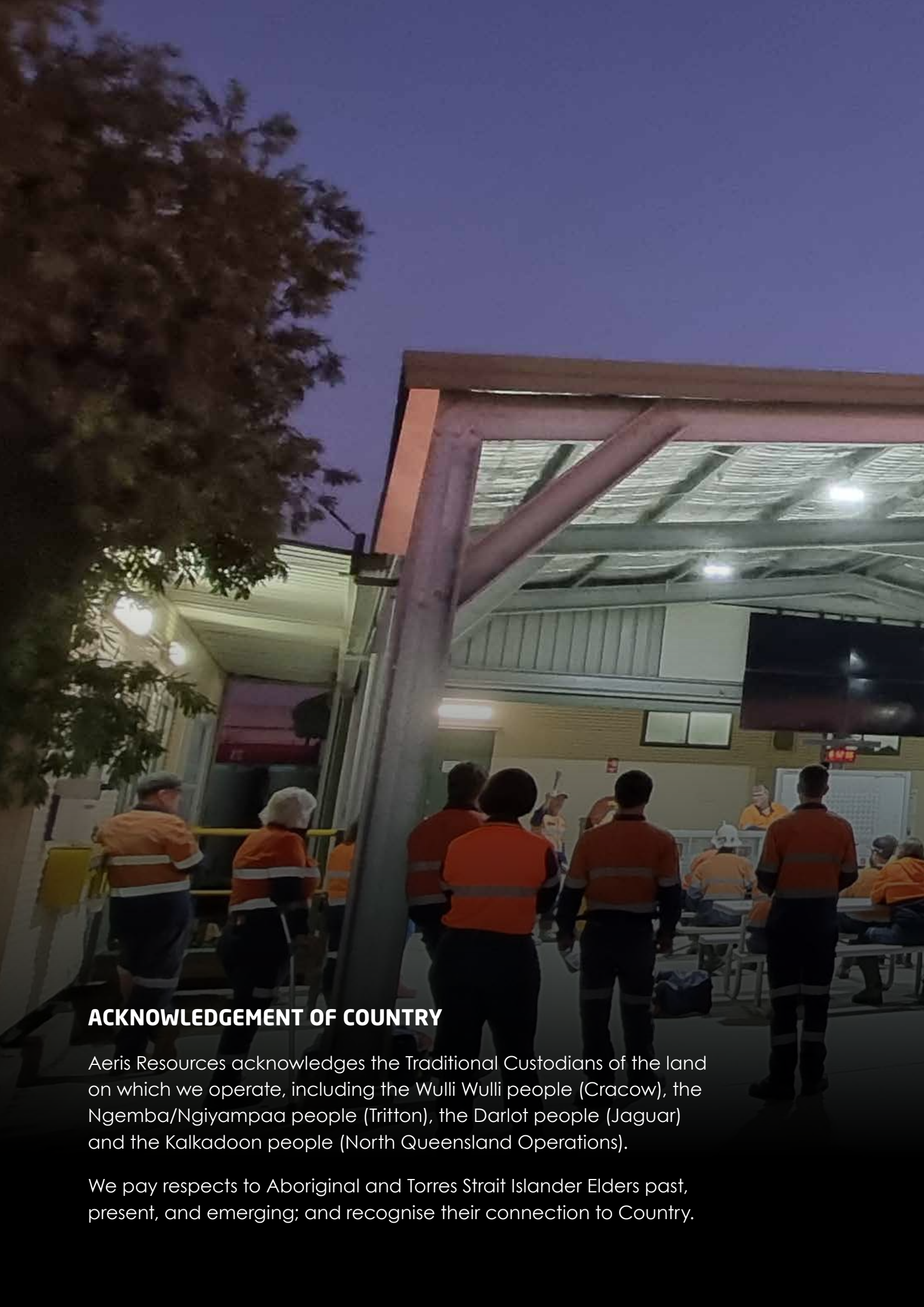




Aeris Resources

Modern Slavery Statement 2024





ACKNOWLEDGEMENT OF COUNTRY

Aeris Resources acknowledges the Traditional Custodians of the land on which we operate, including the Wulli Wulli people (Cracow), the Ngemba/Ngiyampaa people (Tritton), the Darlot people (Jaguar) and the Kalkadoon people (North Queensland Operations).

We pay respects to Aboriginal and Torres Strait Islander Elders past, present, and emerging; and recognise their connection to Country.

MODERN SLAVERY ACT

The Australian Modern Slavery Act 2018 (Cth) (MSA or Act) came into effect on 1 January 2019. The Act established a national modern slavery reporting obligation, applicable to organisations with an annual consolidated revenue of A\$100 million or more. This Modern Slavery Statement (Statement) is our fifth under the Act.

CONTENTS

About this Statement	2	How we consult with owned and controlled subsidiaries	15
Our structure, business and supply chains	3	Additional information regarding our efforts to combat modern slavery in our operations and supply chains	16
Modern slavery risks in our operations and supply chain	9	Appendix 1: Reporting entities	18
Our approach to assessing and addressing modern slavery risks	11	Appendix 2: Modern Slavery Act Mandatory Reporting	18
The effectiveness of our approach	14		



ABOUT THIS STATEMENT

ABOUT THIS STATEMENT

At Aeris Resources Limited, and its controlled entities (Aeris or the Company), we recognise our role in protecting the human rights of all people involved in, or impacted by, our business activities.

We are committed to strengthening our approach to preventing Modern Slavery practices and managing Modern Slavery and Human Rights risks through robust governance, collaboration with suppliers, and enhanced due diligence practices.

Aeris has zero tolerance to all forms of Modern Slavery. Modern Slavery has devastating effects on its victims and presents a significant business risk across all industries and sectors. We acknowledge our responsibility to uphold the human rights of everyone involved in our supply chain or affected by our operations, and we are dedicated to enhancing our efforts to prevent modern slavery in all its forms.

This statement describes Aeris' modern slavery risks and prevention program during the financial year ended 30 June 2024 (FY24). This statement has not been externally assured.

THIS STATEMENT

This Statement was prepared to meet the requirements prescribed by the Commonwealth Modern Slavery Act 2018 (Act). The Statement applies to Aeris Resources, and its owned and controlled entities, as identified in Appendix 1.

The Statement details:

- Our structure, operations and supply chain;
- The modern slavery risks in our operations and supply chain and our approach to identifying and monitoring these risks;
- The actions taken to assess and address modern slavery risks;
- The approach we take to assess the effectiveness of actions taken;
- The consultation with owned and controlled entities undertaken to prepare this statement; and
- Other information we consider relevant regarding our efforts to combat modern slavery in our operations and supply chains.

The Appendix on page 18 sets out where each requirement of the Act is addressed in this Statement.

This Statement is available on the below websites:

www.aerisresources.com.au/modern-slavery-statement

and

www.modernslaveryregister.gov.au

OUR STRUCTURE, BUSINESS AND SUPPLY CHAINS

OUR COMPANY

Aeris is a mid-tier base and precious metals producer. Our copper-dominant portfolio comprises of three operating assets, one mine in care and maintenance, and two advanced development projects as well as a highly prospective exploration portfolio. We have a total workforce of 677 employees, with all our employees based in Australia.

Aeris is an Australian public company listed on the Australian Stock Exchange (ASX: AIS). The Company's registered address is Level 6, 120 Edward Street, Brisbane, Queensland 4000, Australia, website www.aerisresources.com.au.

OUR OPERATIONS

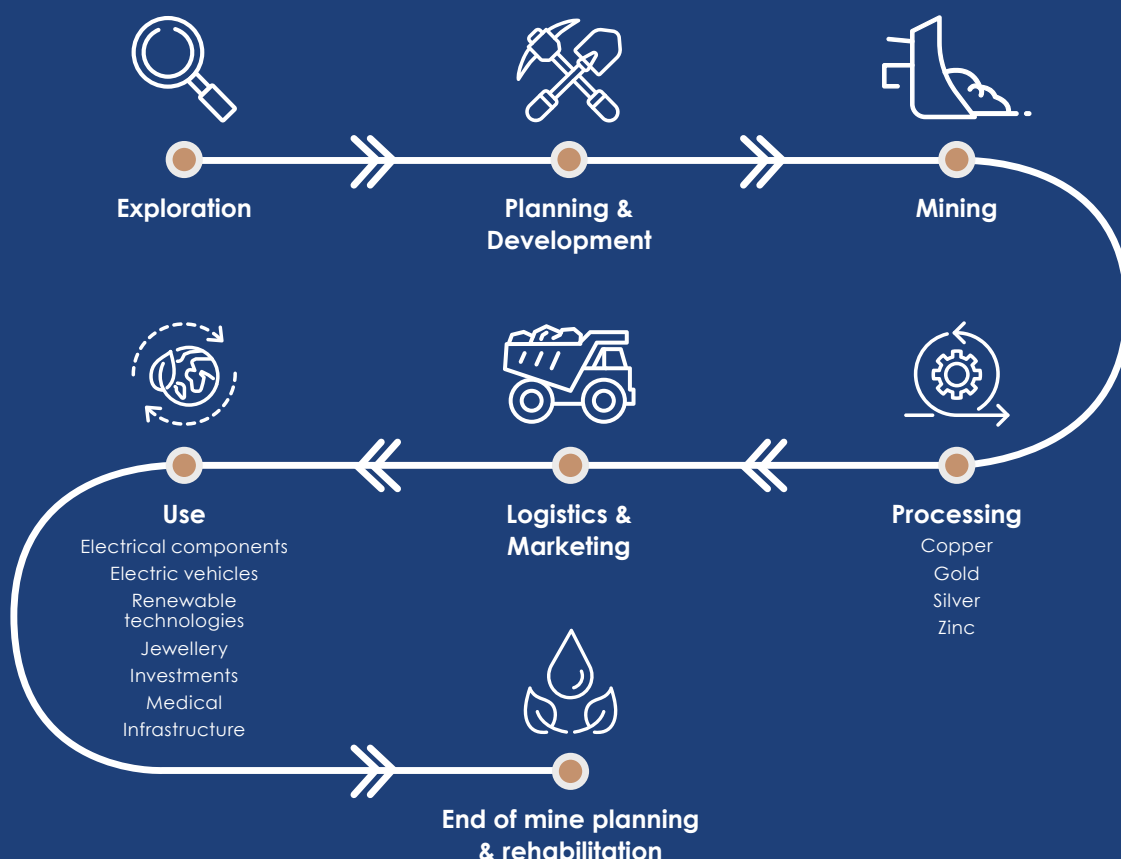
Our portfolio of assets spans across Queensland, Western Australia, Victoria and New South Wales with headquarters in Brisbane. Aeris has three operating assets, Tritton Operations, Cracow Operations, and North Queensland Operations. Jaguar Operations is in care and maintenance, and the Stockman Project and the Barbara Project are development projects.

The activities undertaken by Aeris to pursue its business objectives and strategy include:

- Exploration
- Planning and development
- Mining
- Processing
- Logistics and marketing
- End of mine planning and rehabilitation

Aeris is committed to building strong partnerships with its key community, investment and workforce stakeholders. The Company's experienced board and management team bring significant corporate and technical expertise to a lean operating model.

Please refer to the Aeris website for further information on our operations and projects www.aerisresources.com.au.



OUR EMPLOYEES

All our employees are based in Australia. In the first quarter of FY24, production at Jaguar was completed and the operation transitioned to care and maintenance, reducing the total workforce at Aeris by approximately 283 employees, to a total workforce of 677 people.

To accommodate for the potential impacts that the mine closure had on their workforce, Aeris provided comprehensive transition assistance programs that featured job and outplacement support, along with a third-party provider tailored to assist employees in their career transitions.

We seek to create a work environment where people are free to achieve their best, without encountering prejudice due to their gender, ethnicity, age, disability, religion, sexual orientation, or cultural differences. In doing so, we unlock the full potential of our diverse workforce and cultivate an atmosphere of trust, collaboration, and mutual support. Our employee diversity comprises of 16% women – a 2% increase from FY23 – 83% men and 1% identifying as other.

Our integrated approach to safety and wellbeing is designed to create a strong safety culture, with proactive health management and comprehensive wellbeing programs so our people go home feeling safe, happy, and fulfilled.

We believe that investing in our employees through training and development benefits them as individuals and professionals, whilst enhancing the performance and resilience of our business. We aim to provide support to all our people to learn new skills, continuously improve and remain engaged and fulfilled with their work.

677

Total work force

93%

Full time

5%

Part time

2%

Other

OUR SUPPLY CHAIN

Our supply chain consists of the products, services and labour, involved in creating our products. This includes products and services sourced in Australia and overseas and extends beyond direct suppliers. At Aeris, we believe in fostering sustainability throughout our value chain, from exploration to end-of-mine planning and rehabilitation. We are committed to ensuring that each step of the process aligns with the core principles of responsible mining.

Throughout our supply chain, we seek to promote responsible sourcing and ethical practices to create a positive impact. Aeris works with over 1,700 suppliers whom, along with consultants and contractors, are all integral to our operations. We seek to establish partnerships with them and aim to utilise local business and procurement where possible. In FY24, Aeris allocated approximately 20% of total procurement spend to local (within 350kms of mining site) suppliers to assist in strengthening regional economic development.

In order for Aeris to carry out its operations we use an array of services, products and suppliers:

Exploration



drilling services, geophysical survey services, laboratory services, contract labour

Mining



explosives, fuel, lubricants, oils and greases, cement, mining fleet and spare parts, contract production drilling

Processing



electrical supply, processing chemicals, mill consumables, electrical spares, contract labour

Transport and logistics



road, rail and ocean freight services, storage shed facility services

Support services



accommodation services including catering, personal protective equipment/uniforms, facilities services - cleaning, cleaning chemicals and equipment

Corporate & Other



professional services - legal, accounting sustainability, IT systems, office space/supplies/ printing

A\$417.6M

Procurement spend

99%

Australian suppliers

1,700+

Australian suppliers

Proportion of Spending on Local Suppliers



We acknowledge that whilst 99% of our supply chain are based within Australia, these suppliers will rely on overseas manufacturers and services. It is therefore critical that we understand our suppliers and ensure we are completing due diligence processes.

OUR VALUES

Our values shape how we collaborate and engage with our key stakeholders. While our team shares a passion for excellence in mining, what truly distinguishes us is our commitment to integrity. We foster a culture of teamwork and entrepreneurship, where mutual respect is at the core of our relationships.

OUR GOVERNANCE

In our pursuit of creating lasting environmental, social, and economic value for our stakeholders, we recognise the critical role of strong governance practices in guiding our decisions, ensuring accountability, and building trust.

Our Governance practices, serve as a foundation for our business. Our corporate governance framework is built on upholding high ethical standards, maintaining transparency, and actively engaging with our stakeholders.

Strong corporate governance drives improved company performance, strengthens corporate social responsibility, and creates value for all stakeholders. Governance practices are dynamic, and we continuously assess and refine them to ensure ongoing improvement. To demonstrate our commitment, we publish an annual corporate governance statement that aligns with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th Edition). Our full Corporate Governance Statement can be accessed on our website.

Our Corporate Governance framework is overseen by the Board of Directors via a Charter to provide strategic directive to the Leadership Team. The Leadership Team manages day to day operations in alignment with the Corporate Governance framework and Aeris' Core Values. The Aeris Audit and Risk Committee identifies and manages material exposures to environmental and social risks in accordance with its Risk Management Policy and Risk Management Framework.

CORPORATE GOVERNANCE FRAMEWORK

In FY24, building on our progress made to further strengthen our Corporate Governance framework, the following key initiatives were undertaken:

Implementation of Workplace of Respect Policy:

Aeris have implemented a Workplace of Respect Policy to guide employees in addressing and resolving any reported incidents. This policy sets clear expectations for acceptable workplace behaviour, ensuring our people are protected from harassment, discrimination, bullying, workplace violence, and victimisation. It also outlines the responsibilities of both employers and employees in maintaining a positive work environment and provides a framework for reporting and handling incidents related to inappropriate workplace practices. Aeris regularly update this policy to ensure compliance and, most importantly, to maintain a safe working environment for all. Additionally, our Code of Conduct further defines expectations of equity in employment and addresses issues related to discrimination and harassment.

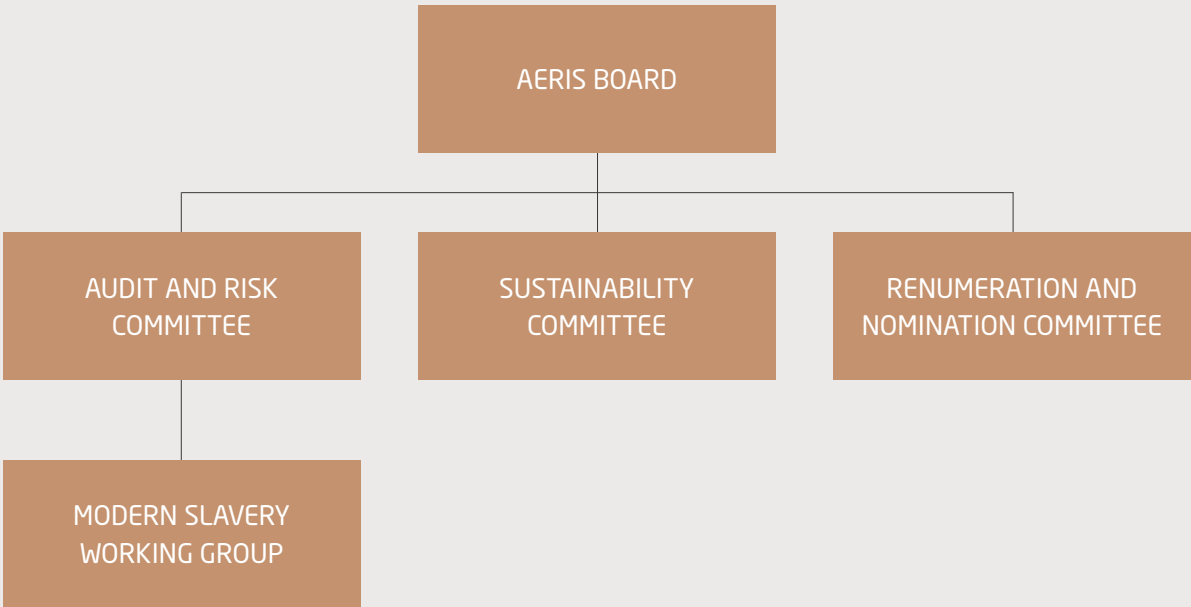
Undertook a gender pay gap analysis and implemented corrective actions:

Aeris conducted an annual analysis of employee remuneration for comparable roles to identify and address any gender pay disparities, ensuring equitable compensation across the organisation. This process is integrated into the annual remuneration review. Additionally, remuneration decisions are informed by market benchmarks, with explicit guidance to ensure that gender is not a factor in determining pay levels.

MODERN SLAVERY WORKING GROUP

In FY24 Aeris created a Modern Slavery Working Group (MSWG). This group was created to assist the Board and executive in enhancing their oversight of modern slavery risks and mitigation actions. The Modern Slavery Working Group is overseen by the Board. This year the MSWG focussed on developing the Pre-Qualification Supplier Process to help strengthen the human rights and modern slavery related questions and indicators assessed prior to the onboarding of suppliers. Moving forward the MSWG will work to develop our strategic direction regarding modern slavery risk identification and mitigation. The Modern Slavery Working Group will also provide updates to the Audit and Risk Committee and the Aeris Board on a biannual basis.

EXECUTIVE MANAGEMENT LEADERSHIP TEAMS



OUR POLICIES

Our **Code of Conduct** outlines the expectations we have for all employees, contractors, and business partners to adhere to equality of employment in all activities.

Our corporate governance policies described the framework of standards required of our directors, officers, employees and suppliers, to ensure that across our operations, human rights are respected. The policies also identify and appropriately address risks and instances of modern slavery in our business operations, including the supply chain.

Title	Policy
Diversity Policy and Diversity and Inclusiveness Statement	Highlights our commitment and vision to being an inclusive workplace where our people feel safe, secure, seen and heard.
Workplace of Respect Policy	Policy to guide all employees in courses of action to investigate and remedy any reported incidents. It provides clear expectations of acceptable workplace behaviour.
Sustainability Policy Statement	Outlines our commitment to achieve our sustainability development goals.
Anti-bribery and Corruption Policy	The purpose of the Policy is to establish controls to ensure compliance with all applicable anti-corruption laws and regulations, and to ensure that the Company conducts business in a socially responsible manner.
Whistleblower Policy	The Policy establishes an internal reporting system which ensures protections for individuals who report suspected or known misconduct
Health and Safety Policy	Outlines our commitment and approach to proactively manage and improve health and safety at the workplace

Copies of these policies including our supplier, director and corporate code of conduct are available in the governance section on our website and intranet.

MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

OUR MODERN SLAVERY RISK

The term 'risk of modern slavery practices' refers to the potential for our entity to 'cause', 'contribute' to or be 'directly linked' to modern slavery through our operations and supply chain. Modern slavery exploitation includes slavery practices, human trafficking, servitude, forced labour, debt bondage, forced marriage, child labour and deceptive recruitment for labour services. At Aeris, we understand the importance of identifying modern slavery risks within our supply chain.

The concepts of 'cause', 'contribute' and 'directly linked' are outlined in the UN guiding principles and described below. The tables also identify examples of how Aeris could 'cause', 'contribute' or be 'directly linked' to Modern Slavery.

Cause

This refers to the risk that our entity's operations may directly result in modern slavery practices. For example, our business could contribute to modern slavery or human rights abuses through its operations; in the instance where forced or exploited labour is occurring on site.

Risk to Aeris

Considering Aeris' operations and workforce are domiciled in Australia, Aeris' exposure to Modern Slavery risks at our operations is considered low. The risk of modern slavery has been deemed as more significant in our supply chain.

We however acknowledge that there is still a risk of involvement in modern slavery through our operations. For example, there is a risk that:

- we could cause modern slavery if we employed exploited workers, such as workers under 18 years of age in hazardous conditions; or
- we could contribute to modern slavery if we hired workers through a labour broker and allowed the broker to charge workers recruitment fees; or
- we could be directly linked to modern slavery through our joint ventures and non-operated explorations if a joint venture partner used exploited labour on a project that we had an interest in.

Actions undertaken to mitigate these risks

Aeris is committed to effective identification, monitoring and management of strategic risks presented by our operational and corporate activities. Our risk management activities are guided by our corporate governance, policies and risk management framework, which provide a consistent approach to the assessment, management and reporting of risks across the business.

Contribute

This refers to the risk that our entity's operations and/or actions in its supply chains may contribute to modern slavery. This includes acts or omissions that may facilitate or incentivise modern slavery.

Risk to Aeris

We could contribute to modern slavery if our procurement practices place unreasonable cost or delivery expectations on suppliers that could only be met using exploited labour. Our business could play a role in modern slavery or other human rights violations if its actions or lack thereof encourage or enable modern slavery practices. This could arise if Aeris' contractors offer rates significantly lower than the minimum legal requirements.

Actions undertaken to mitigate these risks

A number of risk management procedures have been put in place to prevent Aeris contributing to Modern Slavery. In FY24 we developed our Procurement Framework. Further details are provided in Our Approach to Assessing and Addressing Modern Slavery Risks.

Directly linked

This refers to the risks that our entity's operations, products or services may be connected to modern slavery through the activities of another entity we have a business relationship with. Business relationships include all of the entities in our supply chain, including entities we do not have a direct contractual relationship with. For example, our business could be directly linked to modern slavery practice, if a supplier were to employ forced labour in their operations.

Risk to Aeris

We recognise that our Australian suppliers (99% of supplier spend) provide us with goods and services across various categories that may have inputs to their supply chains sourced from potential high-risk areas.

We also recognise that our Suppliers may be exposed to complex supply chains with modern slavery risks that increase beyond our direct suppliers. We recognise that we could be directly linked to modern slavery if goods or services we procure (or inputs into them, or transportation or storage of them) have been produced or undertaken using forced labour.

Actions undertaken to mitigate these risks

We have taken preliminary steps to better understand our exposure to modern slavery risks that we are directly linked to. We conduct annual Supplier Self-Assessment Questionnaires and have previously undertaken a Modern Slavery Desktop Due Diligence Assessment. We engaged with a consultant to conduct this research and help provide us with visibility on embedded risks of Modern Slavery across our entire supply chain. We are working on looking at our longer-term risks and over the next year we will use the findings of the supplier deep dives to inform our actions.



OUR APPROACH TO ASSESSING AND ADDRESSING MODERN SLAVERY RISKS

ASSESSING OUR MODERN SLAVERY AND HUMAN RIGHTS RISKS

At Aeris, we understand the importance of upholding robust due diligence practices. We have a risk management framework, conduct risk assessments and uphold due diligence practices to account for human rights impacts. In order to assess our modern slavery and human rights risk, Aeris has conducted Supplier Risk Assessments, which included a deep-dive analysis of some of our largest suppliers. Aeris also collects data through Supplier Modern Slavery Self-Assessment Questionnaires of current suppliers. In FY24 we developed our Pre-qualification Supplier Process, to help screen for Modern Slavery Risks before new suppliers are onboarded.

Under the UN Guiding Principles (Principles 15 and 17), entities are expected to undertake human rights due diligence. The term 'due diligence' refers to an ongoing management process to identify, prevent, mitigate and account for how an entity addresses actual and potential adverse human rights impacts in their operations and supply chains, including modern slavery. At Aeris, we are continually seeking to strengthen these processes. As our Modern Slavery Working Group develops our strategic approach to identifying modern slavery risks and assessing and addressing these risks, in both our operations and supply chain, our approach will be informed by the four key parts to due diligence, as outlined below:

- Identifying and assessing actual and potential human rights impacts
- Integrating your findings across your entity and taking appropriate action to address
- Tracking your entity's performance to check whether impacts are being addressed
- Publicly communicating what you are doing

Supplier Risk Assessments

Aeris periodically assesses its high-risk suppliers. High-risk suppliers were initially identified through the ongoing engagement of an external consultant (a subject matter expert in Modern Slavery risk), based on returning the highest potential risk profiles on the proprietary, industry-based analysis undertaken by our external consultant.

The industries included in the Modern Slavery Desktop Due Diligence Assessment included: Contractor mining, regional camp facility services provider, mining equipment, parts and service, cement supply, screening and crushing services, fuel supply, logistics (road and rail), mining and infrastructure solutions (explosives, mining chemicals, geotechnical monitoring) and tyre supply chain.

We understand the importance of considering company-specific risk issues and the mitigation strategies that our suppliers have in place. Moving forward, Aeris will focus on creating improvements derived from these investigations to manage Modern Slavery risks. The findings from the Modern Slavery Desktop Due Diligence Assessment will help inform the development of a new Supplier Audit Program, which we will develop to enhance compliance with Modern Slavery standards.

Improving Supplier Engagement Processes

During FY24, we reassessed our process for engaging with suppliers and set the objective to develop the way in which we engage with suppliers regarding modern slavery risks. As part of our market engagement, 50 suppliers were selected to partake in a Supplier Modern Slavery self-assessment questionnaire (SAQ). The SAQ was designed to obtain an understanding of the risk management strategies adopted by our suppliers. Due to the limited response rate to our SAQ in FY24, we identified the need to improve avenues for engaging with our suppliers to assess supply chain risk.

To develop our strategic approach to assessing and addressing modern slavery risks within our supply chain, we engaged with external experts to help enhance our approach. They identified the benefit of building on our risk assessment process by conducting more robust supplier audits moving forward. In FY25, we will develop and implement a comprehensive supplier audit plan to assess and evaluate our suppliers to help ensure our suppliers meet defined standards, regulations and contractual obligations. The audit plan will be developed using a risk-based approach, which will identify high-risk businesses/operations and audit processes will be undertaken accordingly.

In addition, in response to the low SAQ response rate, we also decided to strengthen our Pre-Qualification Supplier Process. We have enhanced this process to better understand how our suppliers identify and manage modern slavery and human rights risks prior to onboarding, as outlined below.

Development of Pre-Qualification Supplier Process

During FY24 Aeris has developed a Pre-Qualification Supplier Process. Amendments have been made to the previous onboarding process through the development and design of the pre-qualification component of our vendor management system (VMS). This process assesses potential suppliers for risks of Modern Slavery, prior to procurement commences.

The VMS is due to launch in FY25. The platform aims to provide a more comprehensive assessment of suppliers, has been developed to conduct due diligence processes, providing background checks for new suppliers and evaluating the results of pre-qualification questionnaires. Questions included in the VMS pre-qualification process relate to the topics of supply chain traceability, modern slavery, and corporate social responsibility. The questionnaire must be completed by potential suppliers, and approved by authorised Aeris supervisors, before commencing work with Aeris, allowing us to assess their progress on Modern Slavery standards prior to onboarding.

ADDRESSING OUR MODERN SLAVERY AND HUMAN RIGHTS RISKS

Supply chain risks

We manage our supply chain risks through robust procurement processes from the time of opening a tender, to supply goods or services, until the completion of all contractual obligations. Modern Slavery specific provisions are also included in our template procurement contracts and vendor trading terms for all new and renewed contracts. Through regular supplier relationship meetings and key performance indicator reporting, we monitor ongoing compliance and performance.

Supplier Code of Conduct

Our suppliers play a key role in helping to deliver on our Modern Slavery strategy. Aeris expects our suppliers to uphold similar values and behaviours and has developed and implemented a Supplier Code of Conduct. The Supplier Code of Conduct outlines the expectations and minimum standards we place on our suppliers, including compliance with all applicable legislation in relation to employment practices and respecting and supporting human rights.

Suppliers are required to be accountable for their actions and to be committed to conducting their business in alignment with Aeris' values and behaviours. A copy of the Supplier Code of Conduct is made available to all new contractors and suppliers in Australia during the onboarding or engagement process and is also available on our website for existing suppliers.

Development of the procurement framework

During FY24, we developed our Procurement Framework to provide guidance to staff with respect to key Procurement policies, processes and procedures. The Procurement Framework will be formally launched during FY25. When acquiring goods and services from external sources, Aeris applies the following policies to all procurements: risk management, value for money, integrity, probity and ethics, the modern slavery act and local and indigenous participation.

Aeris' consideration of modern slavery activities in suppliers allows us to recognise and avoid external exploitation and adhere to our moral and ethical obligations. Aeris undertakes, and reports on, a periodical review of its supply chain in the following high-risk areas: services involving the use of low-skilled/manual labour, cleaning and catering, construction and maintenance, shipping and ports, branded clothing and IT and electronics.

Recruitment and employment processes

All employees are provided with a written contract of employment setting out the terms and conditions of employment, including remuneration, working hours, leave and other benefits. Our employment contracts comply with applicable local laws.

All new employees are provided with copies of Aeris' key governance policies (including Aeris' values, Corporate Code of Conduct (Code), Anti-Bribery and Corruption Policy, Disclosure Policy, Diversity Policy, Securities Trading Policy and Whistleblower Policy) and are expected to read and familiarise themselves with the Code and Policies. The Code and Policies are also available on the Company's intranet.

Training

Aeris invests in the professional development of skills, leadership capabilities, and workplace competencies by offering trade apprenticeships, leadership development, education assistance and entry-level training in operational roles. Modern Slavery specific training is provided to all new and existing employees in the procurement related and finance function. In FY24 Aeris have engaged an expert to assist in implementing a new training program including updated training to the Board, to further facilitate Modern Slavery awareness in the organisation.

Grievance mechanism

The UN Guiding Principles make it clear that entities that identify that they have caused or contributed to adverse impacts such as modern slavery must provide for, or cooperate in, the remediation of that impact. The UN Guiding Principles expect that businesses develop processes to enable remediation. We recognise that trusted, effective grievance mechanisms play a key role in identifying and remediating modern slavery.

Aeris has an independent, third-party whistleblower service provider to facilitate employees and other stakeholders speaking up regarding any concerns that the Company or its people are failing to meet ethical or legal standards. The process is governed by a Whistleblower Policy which facilitates reporting mechanisms and ensures protections for individuals who report suspected or known misconduct.

The Audit and Risk Committee, on behalf of the Board, must be informed of any material breaches of the Policy. A copy of the Whistleblower Policy is available on the Corporate Governance page of the Company's website.



THE EFFECTIVENESS OF OUR APPROACH

ASSESSING THE EFFECTIVENESS OF OUR APPROACH

We believe that an effective response to modern slavery involves identifying and mitigating modern slavery risks within our value chain, including emerging risks, through our policies, processes, and other actions. Additionally, we are committed to responding appropriately to any identified cases of modern slavery or other forms of labour exploitation that could lead to modern slavery. We have been reporting on our modern slavery risk practices for four years and we want to improve our processes moving forward. At Aeris we want to develop our approach to modern slavery to become more strategic in terms of reporting to the board and developing action plans.

In FY24, we revisited our supplier engagement process and set the goal of strengthening our approach to addressing modern slavery risks with suppliers. During the year 50 suppliers were chosen to complete a Supplier Modern Slavery self-assessment questionnaire (SAQ). The SAQ was designed to gather information on the risk management strategies they have in place. However, due to a low response rate to the SAQ in FY24, we identified the need to improve our methods for engaging suppliers and assessing supply chain risks. As a result, we will be developing and implementing a Supplier Audit Plan moving forward.

Evaluating the effectiveness of our actions is crucial for driving continuous improvement in our approach to modern slavery. It helps us understand what is working, what isn't, and the reasons behind it. However, assessing effectiveness in this area presents complexities and challenges, particularly due to the often-hidden nature of modern slavery. We also recognise that quantitative indicators used to measure effectiveness must be interpreted with caution.

We have implemented the following processes to assess effectiveness:

- We regularly seek out stakeholder feedback:
 - From our employees through our confidential 'People Survey';
 - From our suppliers, mainly through their dealings with our purchasing and procurement teams; and
 - Through engagement with key investors and proxy advisers in relation to the Company's performance, both generally and on our sustainability and modern slavery commitments
- We also track performance through our complaints and grievance mechanisms that capture all issues related to employees and suppliers
- We track the number of people who complete our modern slavery training

HOW WE CONSULT WITH OWNED AND CONTROLLED SUBSIDIARIES

CONSULTATION WITH OWNED AND CONTROLLED ENTITIES

This Statement has been approved for release by the Aeris Board of Directors. The Statement is a joint statement by Aeris for itself and all of its wholly-owned subsidiaries (the reporting entity), in accordance with section 14(2)(d)(ii) of the Act.

Aeris prepared this Statement in consultation with each other reporting entity that this statement covers (all of which have a common director with Aeris), in accordance with section 14(2)(c) of the Act. Consultation was undertaken by our senior management group, who engaged with key areas of the business (including human resources, procurement, and finance). The Statement was reviewed in detail and recommended to the Board for approval by executive management.



ADDITIONAL INFORMATION REGARDING OUR EFFORTS TO COMBAT MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAINS

PROGRESS AGAINST 2023 MODERN SLAVERY COMMITMENTS

FY23 Modern Slavery Commitments	FY24 Progress Against FY23 Commitments
<p>Continue building on modern slavery due diligence activities, including our understanding of the risks beyond our direct suppliers:</p> <ul style="list-style-type: none"> • Carry out new deep dive risk reviews, SAQs or case studies of high-risk industry suppliers; • Engage external expertise to support issue specific risks as required; and • Further evaluating our next steps arising from areas of concern identified in our desktop reviews 	<p>Ongoing.</p> <ul style="list-style-type: none"> • Aeris continued building on modern slavery due diligence activities, through the development of VMS for supplier pre-qualification. • Engaged an expert to help enhance process for assessing modern slavery risks. Identified objective of introducing a supplier audit plan to assess and evaluate our suppliers to ensure they meet defined standards, regulations and contractual obligations. In FY25 Aeris will develop and implement a comprehensive supplier audit plan.
Roll-out and continuous improvement of our Group Procurement Framework	<p>Ongoing.</p> <p>The Group Procurement Framework was developed during FY24 and will be launched in FY25.</p>
Increased procurement and modern slavery training to a wider employee group	<p>Ongoing.</p> <p>Aeris ensures its employees are informed and educated about modern slavery risks through training. During FY25 we will provide Modern Slavery training to our Board and leadership team, at both corporate and site level.</p>
Develop and implement workplace discrimination and harassment policy and training	<p>Ongoing.</p> <p>Aeris have implemented a Workplace of Respect Policy to guide employees in addressing and resolving any reported incidents. This policy sets clear expectations for acceptable workplace behaviour, ensuring our people are protected from harassment, discrimination, bullying, workplace violence, and victimisation. discrimination and harassment. Workplace discrimination and harassment training is delivered to all new employees during induction, and we will be redeveloping training for leaders in FY25.</p>
Continuous improvement of corporate governance framework and policies.	<p>Ongoing.</p> <p>In FY24 Aeris has had an ongoing commitment to improve their governance in terms of modern slavery as well as other areas of the framework. Since the establishment of the MSWG, Aeris has been considering strategies to continuously improve, and as part of this process, have engaged with external consultants to provide expertise and guidance in the risk and management of Modern Slavery.</p>
Introduction of a Modern Slavery Working group to assist the Board and executive in enhancing their oversight of modern slavery risks and mitigation actions	<p>Complete.</p> <p>In FY24 Aeris created a Modern Slavery Working Group (MSWG). This group was created to focus on overseeing and addressing modern slavery issues at Aeris. The Modern Slavery Working Group is overseen by the Board and will provide updates biannually, at committee meetings.</p>

LOOKING FORWARD FY25:

Next Steps

Creation and implementation of a supplier audit program:

- Develop a comprehensive supplier audit plan to assess and evaluate our suppliers to ensure they meet defined standards, regulations and contractual obligations.
- Employ a risk-based supplier audit approach to identify high-risk businesses and operations.

Develop or select the most suitable tool to continue to monitor and assess high risk suppliers and mitigate associated risks:

- Improve and enhance our engagement strategy to improve our response to modern slavery risks identified including measurable outcomes and response timeframes
- Continue to improve our collaboration with key areas in our business to assess and respond to key risks.

Embed a robust supplier pre-qualification program:

- Undertake a gap analysis on the existing pre-qualification process in accordance with industry best practices to identify potential improvement opportunities.
- Complete the development of our pre-qualification questionnaire to encompass human rights, supply chain and modern slavery questions and identify key third-party risks.
- Ensure the VMS is tailored to encompass key risk categories with respect to Aeris' suppliers, such as governance, business ethics, safety, physical security, quality and environmental stewardship.
- Launch the VMS and embed our robust supplier pre-qualification program.

Delivery of Modern Slavery Training:

- Deliver an enhanced Modern Slavery training program to our Board and Leadership teams at both corporate and site level.
-

This Statement is authorised by the Aeris Board



Andre Labuschagne

Executive Chairman

11 December 2024

APPENDIX 1:

LIST OF AUSTRALIAN REPORTING ENTITIES

The following companies qualify as reporting entities for the purpose of the Modern Slavery Act.

Aeris Resources Limited ACN 147 131 977	The ultimate parent entity
Lion Mining Pty Ltd ACN 000 697 183	Operating entity
Tritton Resources Pty Ltd ACN 100 095 494	Operating entity
Exco Resources Pty Ltd ACN 080 339 671	Operating entity
Round Oak Jaguar Pty Ltd ACN 060 620 751	Operating entity
Round Oak Stockman Pty Ltd ACN 619 759 465	Operating entity

APPENDIX 2:

MODERN SLAVERY ACT MANDATORY REPORTING

Criteria	Location
Identify the reporting entity	p. 2
Describe the structure, operations, and supply chains of the reporting entity	p. 3
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	p. 9
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	p. 11
Describe how the reporting entity assesses the effectiveness of such actions	p. 14
Describe the process of consultation with any entities that the reporting entity owns or controls	p. 15
Other relevant information about the statement	p. 16



