

MITSUI E&P AUSTRALIA HOLDINGS PTY LTD

MODERN SLAVERY STATEMENT 2022

1. Introduction – s 16(1)(a) of the Act

This Modern Slavery Statement describes the steps taken by Mitsui E&P Australia Holdings Pty Ltd (ACN 077 897 440) (**MEPAUH**) during its financial year ending 31 December 2022 to address modern slavery risks in its operations and supply chains in accordance with the Modern Slavery Act 2018 (Cth) (**Act**). MEPAUH is a reporting entity under the Act.

2. Our organisation – s 16(1)(b) of the Act

- **Corporate structure, Operation & Supply Chain**

Mitsui - MEPAUH is wholly owned by Mitsui & Co., Ltd. (**Mitsui**) which is a global conglomerate with multiple businesses operating across different industries under the one corporate group. With approximately 44,500 employees and 514 affiliated companies, Mitsui Tokyo operates business through 132 offices in 64 countries around the world.

MEPAUH – MEPAUH has approximately 180 employees in our Perth Office. Set out below are MEPAUH's producing oil and gas assets which form the MEPAUH core business.

1. Waitsia Gas Project, located in Dongara, WA, is operated by MEPAUH. The Waitsia gas project is a joint venture with non-operator partner Beach Energy with a 50% interest. The Waitsia Gas Project has since been developed and has been rolled out in stages.
 - a. Stage 1 of the Waitsia Gas Project has been supplying gas since 2016 through the Xyris Productions Facility with a maximum capacity of ~30TJ a day, it is averaging approximately 22 TJ a day.
 - b. Stage 2 of the Waitsia Gas Project. This project is currently under construction. It is undertaken by Clough for the engineering, procurement, and construction (EPC) and it will see the construction of the ~250 TJ a day at the Waitsia Gas Plant and six additional wells and associated infrastructure.
2. The Enfield, Vincent and Greater Enfield Joint Venture is operated by Woodside Petroleum Ltd. MEPAUH holds 40% in the joint venture. During the year, the

Enfield field has commenced on preparation for the plug and abandonment campaign. The floating production storage and offloading vessel (FPSO) remained in cold lay-up ahead of a divestment consideration.

The production of the Vincent wells commenced in July 2019 and the Greater Enfield wells commenced in August 2019 via the Ngujima-Yin FPSO.

3. The Kipper field is operated by ExxonMobil. MEPAUH holds a 35% interest. It is in the Gippsland Basin, 45km off the coast of Victoria, and is producing gas, condensate and LPG for sale in the domestic market. Kipper Field commenced production in Q1 2017.
4. The Greater Casino gas operations is operated by Cooper Energy and MEPAUH holds 25% interest. It produces gas and gas liquids from the Casino field in VIC/L24, and the Henry and Netherby fields in VIC/L30. The fields are located 17km to 25km offshore Victorian in water ranging from 65 meters to 71 meters.
5. The Greater Meridian Project is operated by WestSide and MEPAUH holds 49% interest. Located near Moura in Queensland's Bowen Basin, the project delivered first gas in 1996. Since 2010, the project has been operated by Westside (51% interest holder). The project owns gas compression and pipeline infrastructure that delivers gas to both the Gladstone Liquefied Natural Gas (GLNG) project and the domestic gas market.

For more information in our organisation, please refer to our website below:

Corporate Profile: <https://mepau.com.au/about-us/>

MEPAUH engages the services from Mitsui & Co. (Australia) Ltd (ACN 004 349 795) (**MCA**) and Mitsui & Co; Ltd (**Mitsui Tokyo**) for shared services and has performed a risk assessment of human rights violations within those services, deeming them low risk. Both MCA and Mitsui Tokyo are committed to upholding modern slavery legislation. MCA has published its own statement under the Act, and Mitsui Tokyo has published its own statement under the UK Modern Slavery Act since 2016. Mitsui Tokyo assesses global supply chains for modern slavery risk using human rights risk mapping, together with advice from and consultation with independent experts. The assessment included MEPAUH as a wholly owned subsidiary, and was based on leading international human rights risk indicators and other tools such as the "List of Goods Produced by Child Labor or Forced Labor" of Bureau of International Labor Affairs (ILAB) and "Global Map of Environmental and Social Risks in Agro-Commodity Production" of International Finance Corporation (IFC), placing emphasis on the core labour standards identified by the International Labour Organization (ILO). None of the existing suppliers of MEPAUH have been identified as high risk in the human rights risk mapping.

We understand that we need to lead by example in the way we do business. We operate by a set of values which shapes the way we think, work and act to ensure we are helping people to achieve their ambitions – in the right way.

This also means we aim to act fairly, ethically and openly in everything we do. We are committed to combating the risk of modern slavery in our supply chains or in any part of our business.

3. Assessing risk – s 16(1)(c) of the Act

Assessment

MEPAUH has a unique business portfolio and organisational structure. Our supply base is diverse, including small and medium-sized businesses, as well as multinational corporations. Many of our direct suppliers have their own extensive supply chains, connecting us with businesses worldwide. We have a robust process that aims to ensure we only work with appropriate suppliers who can meet the standards that we expect.

Human Rights Risk Mapping

Mitsui has assessed our global supply chains in 2020 by assessing 3,128 transactions conducted by the head office and 7,820 transactions conducted by its overseas office (which includes Mitsui Australia) from the human rights perspective broadly including modern slavery risks using human rights risk mapping, together with advice from and consultation with independent experts.

The assessment was based on leading international human rights risk indicators and other tools such as the “[List of Goods Produced by Child Labor or Forced Labor](#)” of Bureau of International Labor Affairs (ILAB) and “[Global Map of Environmental and Social Risks in Agro-Commodity Production](#)” of International Finance Corporation (IFC), placing emphasis on the core labour standards identified by the International Labour Organization (ILO)

Through this process, none of the existing suppliers of MEPAUH have been identified in the high-risk combinations. MEPAUH engages suppliers of gas processing services, insurance services, software services, and professional services (such as legal, accounting and consultancy firms). MEPAUH has confirmed that these service providers have responsible supply chain policies and anti-modern slavery statements. We noted these professional firms in Australia are unlikely to have high-risk combinations in their supply chain due to the nature of their business.

4. Managing risk - s 16(1)(d) of the Act

Policies and monitoring framework

MEPAUH maintains its Business Conduct Guidelines, which oblige the company and its people to conduct our business in a manner that respects human rights and does not involve any modern slavery practices. The Guidelines also prohibit discrimination on the basis of any protected attribute under the law. The Guidelines are MEPAUH’s principal code of conduct for our employees and contractors, who are required to

understand and adhere to the Guidelines throughout their employment or engagement.

We also have a Whistleblower Policy in place with the reporting route available for both internal and external reports in case of any complaint or concern regarding our modern slavery obligations.

Actions taken

For the financial year ending 31 December 2022:

- **Risk and Compliance Board Sub-Committee** - In collaboration with Mitsui Australia and other Australian entities that are wholly owned by Mitsui Tokyo, regular sub-compliance meeting which discuss the effectiveness and future direction of governance matters.

MEPAUH also reports to Mitsui Tokyo on the company's current status of compliance system management and operation and the status of compliance promotion efforts as part of the operational rules for "Guidelines for Developing Compliance Structures at Affiliated Companies". The compliance update is reported to the Board of Directors meeting.

- **Sustainable Procurement Policy** – we have implemented this policy which sets out our expectations for our suppliers (and sub-suppliers) to prevent and eliminate modern slavery, as well as our intentions to audit, monitor and if necessary, terminate business transactions in case of continued non-compliance.
- **Internal Survey on the Sustainable Supply Chain Policy** – as part of the Mitsui's global activities, we have sent the Sustainable Supply Chain Policy to new suppliers involved in the process from procurement of raw materials to delivery to consumers. The policy focus on Respect for International Standards and Respect for Human Rights and where there is a violation of the policy that has caused adverse human rights impacts, Mitsui will work to remediate such impacts through appropriate processes.
- **Business Conduct Guidelines (e-learning)** – MEPAUH's e-learning Mitsui Business Conduct Guidelines course include a module dedicated to modern slavery where we can learn modern slavery risks in the context of our trading and investment business model. This e-learning course is compulsory for all of our employees.

5. Assessing effectiveness and looking ahead - s 16(1)(e) of the Act

At the date of this report, no breaches had been reported through any of our compliance reporting routes, but MEPAUH does not take this to mean we have fully met our obligations.

MEPAUH continuously review our policies and processes to reduce the risk of modern slavery within our supply chains, and that the protocols we have in place to detect or identify actual or potential breaches of this are appropriate.

We recognise that the risks of modern slavery are complex and evolving. We will continue to work to address these risks in our business and engage with a range of stakeholders to work to address these risks in our business and engage with a range of stakeholders to assess the effectiveness of our actions and enhance our approach based on the latest guidance. We are working to develop a formal set of KPI's and further metrics to assess the effectiveness of our actions.

Moving ahead we are working to implement a framework in line with Mitsui Tokyo to assess and monitor the modern slavery risk in our supply chain.

6. Consultation in preparing this statement s 16(1)(f) of the Act

MEPAUH is the holding entity for:

- Mitsui E&P Australia Pty Ltd (MEPAU) ACN 45 108 437 529
- AWE groups of companies – AWE Australia Pty Ltd ACN 30 080 659 338, AWE Administration Pty Ltd ACN 16 0790642 747, AWE Finance Pty Ltd ACN 55 080 659 445 and AWE Overseas Pty Ltd ACN 40 080 659 383

MEPAUH has no dedicated employees or an independent office, all consultation in respect of companies was carried out by and among employees of MEPAU.

I, Ken Yamamura, hereby certify that this Modern Slavery Statement 2022 has been approved by the Board of Directors of MEPAUH on 26 June 2023.



KEN YAMAMURA

Chief Executive Officer

Date: 26th June 2023