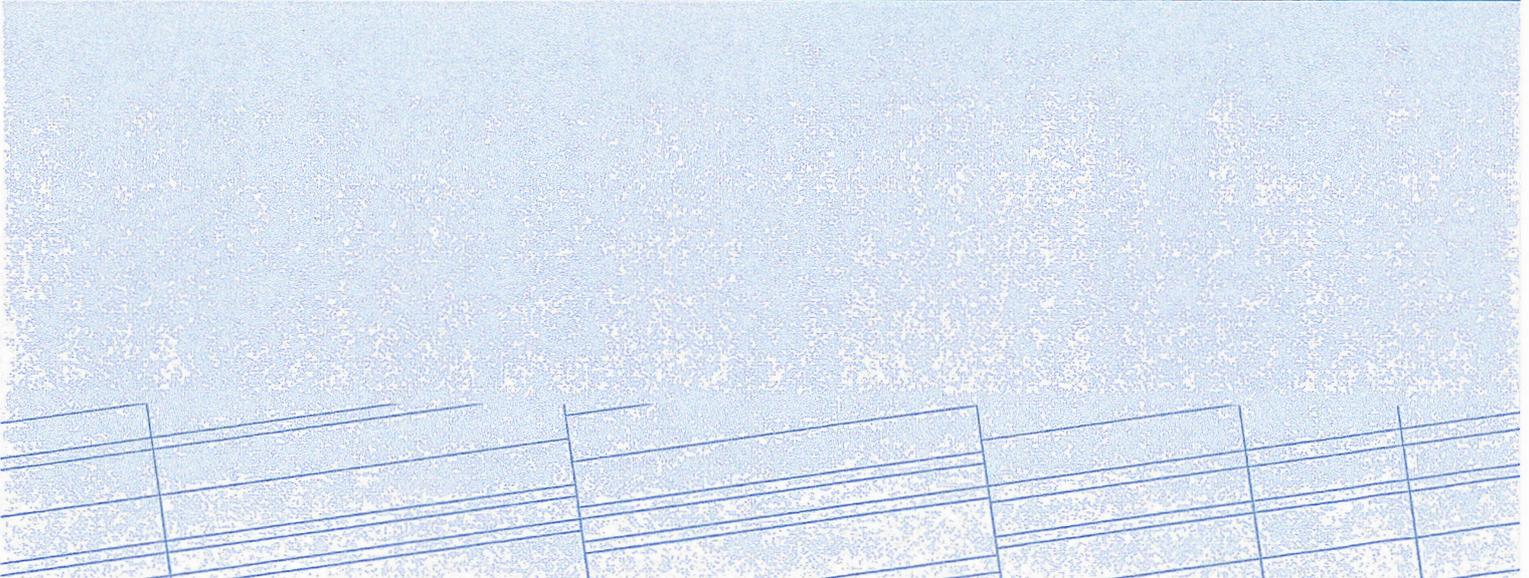


# Modern Slavery Statement

2024-25

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### Introduction

This Modern Slavery Statement (**Statement**) is made on behalf of Coal Services Pty Limited (ACN 98 099 078 234) and its subsidiaries including Coal Mines Insurance Pty Ltd and Mines Rescue Pty Limited (**Coal Services**).

This Statement is made in fulfilment of the requirements of the *Modern Slavery Act 2018* (Cth) (**the Act**) and the Coal Services Modern Slavery Policy. This Statement outlines our approach to ensuring that Coal Services has robust frameworks and processes in place to identify and manage the risk and prevent modern slavery in our business operations and supply chain.

### Our commitment

Coal Services has zero tolerance for any form of modern slavery. We are committed to conducting business responsibly and ethically and to ensuring that all aspects of our business practices, including our supply chains, are free from any form of slavery. We reject all forms of modern slavery which can take the form of unpaid or underpaid servitude, human trafficking and forced labour. We aim to identify and manage any risks related to human rights across our own business and through our supply chain relationships.

We are committed to implementing and enforcing effective systems and controls to prevent the occurrence of modern slavery and human trafficking within our own business; within our supply chains; or through any other business relationship, regardless of their locations. We are only interested in working with suppliers that are aligned to our values.

### Our structure and supply chain

Coal Services Pty Limited is jointly and equally owned by the New South Wales Minerals Council and the Mining and Energy Union. It has two wholly owned subsidiary companies, being Coal Mines Insurance Pty Ltd (CMI) and Mines Rescue Pty Limited (Mines Rescue) (collectively known as Coal Services). These are private companies with statutory responsibilities under the *Coal Industry Act 2001* (NSW) and is administered by the Minister for Natural Resources. Coal Services' core operations are governed by the *Coal Industry Act 2001* (NSW) and the *Corporations Act 2001* (Cth).

We take a proactive approach to identify modern slavery by monitoring our operations and supply chains to maintain compliance with the Act.

During the reporting period this statement covers, Coal Services actively engaged and consulted with CMI and Mines Rescue in the development of this statement. We discussed details of the Modern Slavery Act 2018's reporting requirements; information regarding the actions we intend to take to address these requirements and provided them with relevant materials and updates. We raised awareness through training and understand their approach in mitigating modern slavery risks through our procurement process. As part of the development of this statement, the Chief Risk Officer undertook a formal process with senior executives from the Group, CMI and Mines Rescue to inform and contribute to the development of the statement.

Most of our suppliers are based in Australia. Our supply chain relationships include suppliers from the following sectors: information, communications and technology, employment and training of staff, machinery and equipment, property services (including facilities management, utilities, cleaning, waste management and security), consulting services, marketing, office supplies and corporate clothing. In FY

2024-25, Coal Services did not identify any instances of modern slavery associated directly through its own operations, or through its supply chain.

### Responsibility

Coal Services' Risk and Compliance function which reports to the Managing Director/CEO and Coal Services' Board, is responsible for the development and implementation of Coal Services' modern slavery initiatives and prepares the Statement, which must be approved by the Coal Services Board on the recommendation of the Board Risk Management Committee and signed by the Chairperson of the Board. Accountability for addressing modern slavery and human rights risk is cross-functional and our internal business units work together, to embed our initiatives and supporting processes.

### Our policy and procedures

Coal Services is committed to high standards of governance and operating our business lawfully and ethically. Our Board and its Committees provide the necessary leadership to implement a robust corporate governance framework and systems across Coal Services so that our decisions are based on integrity, ethical conduct, responsibility, transparency, and accountability which promote the long-term sustainability and success of our business.

Underpinning this framework are Coal Services' policies and procedures, several of which are relevant to modern slavery and human rights. These include our Code of Conduct, the Modern Slavery Policy, the Procurement Policy and Procedures and our Protected Disclosure Policy.

We continue to articulate our expectations to suppliers through our risk-based compliance approach which includes due diligence, standard contractual terms including a requirement to comply with the Act and by embedding bilateral modern slavery compliance clauses into our supplier contracts. Our procurement activities are conducted in a responsible and sustainable manner, and we undertake due diligence prior to supplier onboarding, contract award or any commercial agreement.

We also have policies in place to promote ethical and compliant business conduct within Coal Services.

### Our risk assessment and due diligence

We assess the risk of modern slavery taking place in our business by identifying and managing any areas of concern within our business operations and any external suppliers through the procurement process.

Our operations are wholly located in Australia. We assess our modern slavery risk based on workforce and supplier profile; the type of labour involved in the delivery of services or production of goods. Due to the nature of our business, we do not make use of high-risk supply chains. We have taken the following actions to manage risks arising from Modern Slavery:

- We periodically review a risk-based segmentation of our suppliers to identify those who may pose greater risks associated with modern slavery and conduct enhanced due diligence.
- We carry out due diligence and screening on suppliers prior to selection to identify any potential modern slavery risk inherent in the supply chain
- We have enhanced our supplier agreements to embed our commitment globally to managing modern slavery and human rights risks.
- We only engage with suppliers who share our stance on modern slavery and human rights

- We conduct a risk assessment of key suppliers and suppliers in the 'at risk' categories of modern slavery risks on an annual basis using a detailed Modern Slavery Assessment Questionnaire.

## How we assess the effectiveness of such actions

To date we have found no incidents of modern slavery in our supply chain. We demonstrate effectiveness of our actions, by:

1. Annual review and reporting Coal Services' response to modern slavery.
2. Reviewing and collating the number of actions and risk mitigation controls that have been implemented, the number of suppliers engaged, and raising levels of awareness and training amongst employees.
3. Prequalification and due diligence checks, and controls for local and global suppliers using a Modern Slavery Assessment through the procurement process.
4. Review the identified 'at risk' suppliers and review their progress with any actions they have put in place to address any modern slavery risks.

## Feedback and Grievance

In FY2024-25, no modern slavery concerns or grievances were raised with Coal Services and its subsidiaries. Employees can report through our independently operated whistle-blower system via phone, email, or an online portal. Where issues are investigated and substantiated, we will take appropriate action.

## Awareness and Training

We are committed to training our employees and have provided them with information on modern slavery and risk awareness. We want our employees to have an understanding and respect for basic human rights globally.

## Planning Ahead

We aim to create a comprehensive understanding of modern slavery and human rights issues within our business and supply chains. Over the next year, our key focus areas include:

1. Continue to conduct training for all Coal Services employees on modern slavery and raise awareness.
2. Continue to encourage suppliers to make their own modern slavery commitment.

We will continue to identify and evaluate risks relating to human rights and develop our policies, procedures, and training to help combat modern slavery.

## Signatories

This Statement was approved by Coal Services' Board of Directors on 25 November 2025.



**Kylie Ah Wong**  
Chair



**Angela Hunter**  
Managing Director/CEO

## **Contact us**

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