



PEMBROKE GROUP MODERN SLAVERY STATEMENT

The Pembroke Resources group of companies (“The Group”) are committed to conducting business ethically, responsibly, and with zero tolerance for modern slavery or human rights abuses. We are committed to:

- Identify, assess, and mitigate modern slavery risks within our operations and supply chains; and
- Comply fully with all applicable modern slavery legislation.

Forms of modern slavery include (but are not limited to) people trafficking, slavery, forced marriage/ labour, child labour, debt bondage, servitude, and deceptive recruiting for labour or services are a violation of human rights, against the law and are completely at odds with the Company’s Core Values:

- Simplicity
- Integrity
- Collaboration
- Accountability

The Group expects our employees, contractors, suppliers, and business partners to:

- comply with all applicable laws, awards and agreements relating to the employment of their workers and modern slavery;
- take steps to identify, address and mitigate modern slavery existing in their operations and supply chains; and
- be transparent about modern slavery risks or occurrences and providing relevant information when reasonably requested.

Reporting entities

This Joint Modern Slavery Statement is made on behalf of:

- Pembroke Resources Nominee Pty Ltd as trustee for the Pembroke Australian Unit Trust ABN 40 169 037 236
- Pembroke Olive Downs Pty Ltd ABN 53 611 674 376
- Pembroke Resources Mining Pty Ltd ABN 42 628 002 237
- Pembroke Resources Pastoral Pty Ltd ABN 74 611 674 401

The companies’ registered addresses are Level 32, 239 George Street, Brisbane QLD 4000



MODERN SLAVERY REPORT 2025

Group structure, operations and supply chain

The Pembroke Resources group of companies are privately owned companies under the Corporations Act 2001 and wholly owned by the Pembroke Resources Australian Unit Trust (“PRAUT”). The majority of PRAUT’s units are held by Pembroke Resources Holdings I LLC, ultimately owned by funds managed by Denham Capital.

The Group owns the Olive Downs Mine (ODM), an open-cut coal mine located in Queensland’s Bowen Basin, with a small corporate office in Brisbane.

ODM’s core activities include extracting coal using open-cut mining methods, processing the coal through a coal handling and preparation plant (CHPP), and managing the mining leases and land associated with the mine. The processed coal is transported by rail to the Dalrymple Bay Coal Terminal (DBCT) for export.

ODM’s supply chain relates to procurement of good and services to operate a coal mine with the following general expenditure categories:

- Exploration, mining, processing and general services contractors
- Diesel fuel
- Mining consumables
- Accommodation and food
- Maintenance services
- Port and Rail access

- Purchasing coal
- Water and Electricity supply
- Finance, insurance, legal and other professional services

Risks of modern slavery in our operations and supply chain

The group’s activities are carried out entirely within Australia and all employees are engaged on terms and conditions which comply with Australian laws and are free to join and be represented by unions.

Most procurement items are sourced from suppliers which are Australian based or have operations within Australia and operate under Australian laws. For the most part, these organisations have sophisticated supply chain policies and procedures in place.

However, some organisations tend to have long supply chains in multiple countries, and we acknowledge that modern slavery risks can be present further down these supply chains.

ODM also supports local businesses and contractors within regional communities for minor procurement of goods and services, which operate under Australian laws and may not have extensive supply chains procedures.



Actions taken during CY25 to address modern slavery risks

1. The groups modern slavery policy was approved and communicated to stakeholders.
2. Modern slavery awareness training was rolled out across the group.
3. New employees must familiarise themselves with the group's modern slavery policy.
4. The group performed a risk assessment, based on the Walk Free Foundation methodology, for all active suppliers during CY25 to consider the risks that we are causing, contributing, or directly linked to modern slavery practices. The review included supply chain mapping, identification of high-risk spend areas and determining risk criteria. Suppliers deemed higher risk were subject to more detail risk assessments. No instances of modern slavery were noted.

Date signed 5 March 2026

Carl Tricoli

Chair - Pembroke Resources Nominee Pty Ltd

Michael Rosengren

Director – Pembroke Resources Nominee Pty Ltd

Measuring Effectiveness

We measure effectiveness by:

- Reviewing policies regularly
- Embedding modern slavery requirements in customer and supplier contracts
- Providing training to employees
- Performing an annual risk assessment of suppliers

Consultation

All group companies have been engaged in the development of this statement and report.

Oversight and governance

This statement was approved by the Board of Directors of each group entity