

# Modern Slavery Statement 2025

Coal. Energy. Agriculture.  
Responsibly. Reliably.



# MODERN SLAVERY STATEMENT 2025

This statement is made in accordance with the Modern Slavery Act 2018 (**Act**) and outlines the actions taken by New Hope Corporation Limited (**Company**) and its operating subsidiaries (**New Hope Group** or **Group**) during the 2024 financial year to identify, assess and address the risk of modern slavery in the Group's operations and supply chain.

New Hope Group entirely rejects all forms of modern slavery and supports the Act's objectives to combat modern slavery by transparently reporting on how we manage modern slavery risks in our operations and supply chains. We are committed to upholding the highest standards of ethical conduct and ensuring that our business and operations are free from modern slavery.

In compliance with the Act, we acknowledge our responsibility to identify, assess and mitigate modern slavery risks in our operations and supply chains. We expect our people, contractors, suppliers and business partners to uphold these same commitments as set out in our Modern Slavery Policy and Code of Conduct.

We are aware of the potential for risks of modern slavery practices arising in our supply chains and we continue to monitor these risks and remain committed to mitigating them through our risk and governance processes.

The Company's reporting period for the purposes of the Act is from 1 August 2024 to 31 July 2025.

External documents referred to in this statement are available on the New Hope Group website at <https://newhopegroup.com.au>.

## Reporting entities

This statement is a joint statement covering Group entities that satisfy the meaning of 'reporting entity' under the Act, being the Company and its wholly-owned subsidiaries Dexplan Pty Ltd, New Hope Bengalla Pty Ltd, Queensland Bulk Handling Pty Ltd and New Acland Coal Pty Ltd. Queensland Bulk Handling Pty Ltd and New Acland Coal Pty Ltd did not meet the annual consolidated revenue threshold in previous years. The Group's approach to modern slavery risk is enterprise-wide and actions taken to identify and address modern slavery risk in our supply chain applies to all operating Group entities, including Queensland Bulk Handling Pty Ltd and New Acland Coal Pty Ltd.

## Our business

### Group structure

The Company is ASX-listed and its registered office is located in Brisbane, Queensland. The Company and its subsidiary entities form the Group, whose operations consist of coal production and exploration, agriculture, oil and gas exploration and drilling, and export operations.

As at the end of the reporting period, the Group has 1,353 employees across its operations. All persons employed by the Group are located in Australia. The Company has seven subsidiary entities that conduct productive operations, as summarised in the table below. There are also several non-operating subsidiary entities in the corporate structure that hold land access or rights, licences or other interests associated with the Group's operations.

### Group operations

Operation	location/s	Description
Productive coal mining	Queensland	The Bengalla Mine, located south-west of Muswellbrook in New South Wales. The Bengalla Mine is operated on behalf of the Bengalla Mining Company joint venture in which the Company's subsidiary entity, New Hope Bengalla Pty Ltd, holds an 80% participating interest. The remaining minority interest is held by a third-party entity, Taipower Bengalla Pty Ltd.
	New South Wales	The New Acland Mine, operated by the Company's subsidiary entity New Acland Coal Pty Ltd, located north-west of Oakey, in Southeast Queensland.
Mining exploration and development	New South Wales	The Bengalla Mining Company joint venture holds Exploration Licence 9431, located to the west of the Bengalla Mine. Preliminary exploration activities were conducted during the relevant reporting period to assess potential future mining opportunities.
		The Company acquired Assessment Lease AL19, located to the west of the Bengalla Mine, during the relevant reporting period, which provides potential further development opportunities.
Port facility operations	Queensland	The Queensland Bulk Handling coal export facility, located at the Port of Brisbane, Queensland. The facility is operated by the Company's subsidiary entity, Queensland Bulk Handling Pty Ltd.
Oil production and exploration	Queensland	The Group's oil and gas exploration, development and production is carried out by the Company's subsidiary entity Bridgeport Energy Pty Limited and its subsequent subsidiaries (Bridgeport). Bridgeport's headquarters are in Sydney, New South Wales, with the majority of its operations in Southwest Queensland. Bridgeport also holds exploration interests in Queensland, South Australia and Victoria.
	South Australia	
	Victoria	

# MODERN SLAVERY STATEMENT 2025 CONTINUED

Operation	location/s	Description
<b>Agricultural activities</b>	Queensland New South Wales	Grazing, farming, cropping and land management operations are undertaken by the Company's subsidiary entities, Acland Pastoral Company Pty Ltd, located adjacent to the New Acland Mine, and Bengalla Agricultural Company Pty Ltd, located adjacent to the Bengalla Mine.
<b>Coal sales and marketing services</b>	Tokyo, Japan	The Group has a small marketing office in Tokyo, Japan which utilises consultants to support our domestic coal sales and marketing team.
<b>Corporate support and services</b>	Queensland New South Wales	The Group has a corporate head office in Brisbane, Queensland and a satellite office in Sydney, New South Wales for its Bridgeport operations and staff.

## Our supply chain

The majority of Group procurement expenditure is allocated towards key capital equipment, consumables and services required for coal production and export, including rail logistics and capacity, port access, diesel fuel, mining equipment and parts, tyres and explosives.

A smaller percentage of overall procurement expenditure is applied to sourcing a wide range of other goods and services relevant to our activities. These include supply of consumables, logistics, utilities, labour hire, cleaning, consultancy and technical services.

Almost all of the supply of goods and services used in our operations is provided by Australian companies, who are required to comply with Australian laws and regulations, including applicable consumer and workforce employment and human rights laws and regulations.

Any goods imported for New Hope Group's benefit or use are consumed or used within its operations. New Hope Group does not import any goods for resale.

Our mining operations provide the majority of our sales revenue, and involve road, rail and port transportation of our coal product to our international customers, predominantly concentrated in East Asia. A small percentage of product is supplied domestically.

## Risks of modern slavery practices

We consider the risk of modern slavery practices in our operations and first-tier of our supply chains to be low risk, given that all of the Group's workforce and operations are located domestically in Australia and the majority of procurement expenditure is allocated towards domestic goods and services. Additionally, we comply with Australian governance, risk management and employment practices that are heavily regulated and provide strong protections to the workforce and businesses against modern slavery risks.

We acknowledge that risks of modern slavery may exist in deeper tiers in our upstream supply chain, particularly goods and services procured from outside of Australia.

We will continue to review the impact of risks in these further supply chain tiers and consider measures to address these risks where practical.

## Employment practices

All New Hope Group employees are engaged on terms and conditions that comply with Australian laws and our employees are free to join and be represented by unions. Where labour is obtained through labour hire providers, we work with reputable providers that are appropriately licensed and have systems in place to ensure ongoing compliance with Commonwealth and State laws.

The Company has a 'Speak Up' (Whistleblower) Policy in place that specifically encourages the disclosure of any suspected instances of forced labour, human trafficking or slavery-like offences in our operations and supply chains – and provides multiple channels by which to do so.

New Hope Group's recruitment and employment is overseen by our Human Resources function. Further oversight is provided by the Company's Sustainability Committee, which is an independent committee established by the Company's Board of Directors to assist the Board with its people, health, safety, community and environmental compliance and risk duties.

## Supply chain

We conduct assessments of our suppliers and vendors to evaluate the risk of modern slavery within their operations. Supplier questionnaires are provided during the onboarding process and we conduct an annual modern slavery risk self-assessment with selected suppliers.

Almost all of our suppliers are registered Australian body corporates, including Australian subsidiaries of overseas corporations. These suppliers have domestic operations and are required to comply with Australian laws.

We engage modern slavery specialist platform provider Informed365 to provide a review of modern slavery risks for existing suppliers based on country risk. The review concluded all identified suppliers are presently at a low risk of modern slavery.

Some items used in the Group's operations are routinely imported from outside of Australia. The risks of slavery-like practices, while low in the immediate supply chain interface, may exist in layers further up the supply chain.

# MODERN SLAVERY STATEMENT 2025 CONTINUED

## Actions taken to assess and address modern slavery risks

The Group maintains ongoing measures to assist in identifying and assessing modern slavery risk in its operations and supply chains, including:

- Maintaining relevant policies, including our Code of Conduct, Speak up (Whistleblower) Policy, and Modern Slavery Policy, which set the Group's expectations and standards in relation to modern slavery practices and apply to our employees, suppliers and contractors.
- Requiring specific contractual assurances and other undertakings in relation to modern slavery and labour practices from suppliers. For example, these contractual obligations can include representations by suppliers that employees will be engaged in accordance with all relevant legal requirements and awards, and that neither the supplier nor its immediate suppliers have engaged in illegal slavery-like offences.
- Undertaking a specific modern slavery risk assessment annually under the Group's Enterprise Risk Management Framework.
- Maintaining a confidential whistleblower hotline through an independent third-party provider, Stopline, enabling employees, suppliers, and external stakeholders to report concerns about modern slavery or unethical labour practices without fear of retaliation.
- Providing education and training to employees to ensure they are aware of the Group's expectations, including tailored training materials aimed at employees involved in decision-making related to our supply chains such as the Procurement, Marketing and Finance functions.
- Requiring suppliers to provide details regarding their approach to human rights and modern slavery risks as part of our supplier onboarding process.
- Conducting an annual self-assessment process with selected suppliers to better understand their awareness of, and our potential exposure to, modern slavery risks in the supply chain.

## Measuring effectiveness

We review the above measures at least annually and otherwise when we become aware of changes to our business that may cause a significant change in the risk of modern slavery practices in our organisation and supply chain and are reviewed regularly to ensure their effectiveness. This review is governed by the processes set out in our Enterprise Risk Management Framework.

Actions taken by the Group to review, monitor and evaluate modern slavery risks and the processes and systems to address these risks are managed by the Group's Executive General Manager and Company Secretary. These actions are reviewed by the Company's Audit and Risk Committee, which is responsible for oversight of the Group's risk profile and risk management processes in accordance with the Group's Enterprise Risk Management Framework. The Audit and Risk Committee oversees these matters in conjunction with the Sustainability Committee which providing consultation on relevant matters within its scope, for example regarding employee- or wellbeing-related risks.

In addition to these review measure, we conduct regular monitoring and quarterly reporting of whistleblower and other grievance reporting mechanisms to the Audit and Risk Committee. During the 2025 financial year, no whistleblower or other grievance-related reports of modern slavery-related issues were received by the Group in respect of its operations or supply chains.

## Consultation with New Hope Group entities, including reporting entities

There is significant integration between members of the Group, which operate under common corporate level policies and processes as subsidiary entities of the Company.

New Hope Group's Chief Executive Officer is a director of all subsidiaries within the Group, including subsidiaries operated with joint venture partners. The Company also shares a common Company Secretary with all reporting entities for the purpose of this statement.

## Governance

The New Hope Corporation Board maintains direct oversight of modern slavery risks under the Group's Enterprise Risk Management Framework and delegates the oversight and review of certain responsibilities to the Audit and Risk Committee.

Responsibility is delegated to the Company's management team for the identification and ongoing management of the risks of modern slavery. The Executive General Manager and Company Secretary has been identified as the senior role in the Group ultimately responsible for risk. The modern slavery risk assessment and management process is led by the Company's Risk function with assistance from the Group Sustainability and Governance function.

Material modern slavery risks and management actions are reviewed annually by the Audit and Risk Committee. The Group provides quarterly reporting of whistleblower and other grievance reporting mechanisms to the Audit and Risk Committee.

## Approval

This statement has been endorsed by the Audit and Risk Committee and subsequently approved by the Board of Directors of New Hope Corporation on 16 September 2025. The Board is the principal governing body for all reporting entities identified in this joint statement.



**Ian Williams**  
Director of New Hope Corporation Limited  
Chair of Audit and Risk Committee

