



Modern
Slavery
Statement
2024



CONTENTS

About this Statement	3
Message from the Chief Executive Officer	4
Mandatory Reporting Criteria	5
Structure, Operations and Supply Chains	6
Our Structure	6
Our Operations	6
Our Workforce	7
Our Supply Chains	8
Risks of Modern Slavery practices in our Operations and Supply Chains	9
Risks in our Supply Chain	9
<i>Identification of inherent modern slavery risks</i>	9
<i>Identification of residual modern slavery risks</i>	9
Category risk	10
Geographic risk	10
Actions taken to assess and address Modern Slavery risks	11
Governance	11
Key Policies	12
Awareness through training	13
Procurement processes	13
Grievance and reporting mechanism	14
2024 in review	15
Evaluating the effectiveness of our actions	16
Plan for the way forward	17



ABOUT THIS STATEMENT



This Modern Slavery Statement (**Statement**) outlines the efforts and compliance of BUMA Australia Pty Ltd (ABN 28 649 634 579) (**BUMA Australia**) in addressing the risk of modern slavery in its operations and supply chains, in accordance with the requirements of the *Modern Slavery Act 2018 (Cth)* (**the Act**), for the period 1 January 2024 to 31 December 2024 (**Reporting Period**). As BUMA Australia's revenue for the Reporting Period was over AU\$100million, it therefore qualifies as a 'reporting entity' under the Act.

BUMA Australia is committed to preventing and addressing modern slavery in its operations and supply chains through policies and procedures. This commitment is reflected in the systems and controls we have implemented to prevent, detect, and mitigate any form of modern slavery. This Statement details BUMA Australia's proactive approach, continuous monitoring, and the development of targeted training programs to identify, assess, and address modern slavery risks, including the governance processes and progress in our operations and supply chains. BUMA Australia reaffirms its dedication to combating modern slavery and maintaining high standards of ethical conduct across all facets of its operations and supply chains.

Statement development and approval

Consultation on addressing modern slavery was conducted within BUMA Australia. The preparation of this Statement was led by BUMA Australia's legal team, with input from the procurement, quality, risk & assurance, and people & culture teams. The Statement was developed in consultation with the Executive Leadership Team to ensure that all aspects of our operations and supply chains were comprehensively covered.

Since BUMA Australia is the reporting entity and is not representing any other entities, no additional consultation was required.

Declaration

This statement is made pursuant to section 13 of the *Modern Slavery Act 2018 (Cth)* and constitutes the Modern Slavery Statement of BUMA Australia Pty Ltd for the year ending 31 December 2024. This statement has been approved by the Board of Directors of BUMA Australia in their capacity as principal governing body of BUMA Australia on 30 June 2025.

Colin Gilligan
Director, BUMA Australia

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



I am pleased to present BUMA Australia’s third annual Modern Slavery Statement.

This Statement outlines our actions to combat modern slavery in our operations and supply chains. Our commitment to upholding human rights and addressing modern slavery risks is integral to our vision of being a responsible and ethical mining service provider.

Throughout 2024, we have advanced our modern slavery risk management efforts, focusing on raising awareness and educating our employees. Additionally, we updated our modern slavery training, making it mandatory for all staff, with an increased focus on training for managers and procurement. This training ensures our people can effectively recognise and respond to modern slavery risks.

Building on last year’s efforts, our procurement team conducted in-depth reviews of high-risk areas in our supply chains. These reviews deepened our understanding and enabled us to proactively address these risks. Additionally, we commenced development of a modern slavery incident response framework to handle any allegations that may arise.

In 2024, we further developed our policies and procedures to address modern slavery. We remain committed to further integrating our modern slavery and human rights risk management approach into our procurement practices during 2025, including focused risk assessment activities, updated training, stakeholder engagement, incident response and enhancing our grievance mechanisms.

A handwritten signature in black ink that reads "J. Ballot". The signature is stylized, with a large, flowing 'J' and a cursive 'Ballot'.

Johan Ballot
Chief Executive Officer
30 June 2025

MANDATORY REPORTING CRITERIA



Mandatory reporting criteria	Section
Identify the reporting entity and describe its structure, operations and supply chains	Identification of reporting entity – page 3 Our structure, operations and supply chains – pages 6 - 8
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity	Risks of modern slavery practices in our operations and supply chains – pages 9 - 10
Describe the actions taken by the reporting entity to assess and address these risks, including due diligence and remediation processes	Actions taken to assess and address modern slavery risks – pages 11 - 15
Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	Evaluating the effectiveness of our actions – page 16
Describe the process of consultation with any entities the reporting entity owns or controls	About this statement – page 3
Any other relevant information	2024 year in review – page 15 Plan for the way forward – page 17

OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

Our Structure

BUMA Australia is an Australian proprietary limited company, established in 2021 following the acquisition of Downer EDI Mining Pty Ltd's Open Cut Mining East business by PT BUMA Internasional Grup Tbk. We are a leading mining services contractor, with over 1,400 employees across our projects and head office. Our head office is based in South Brisbane, Queensland.

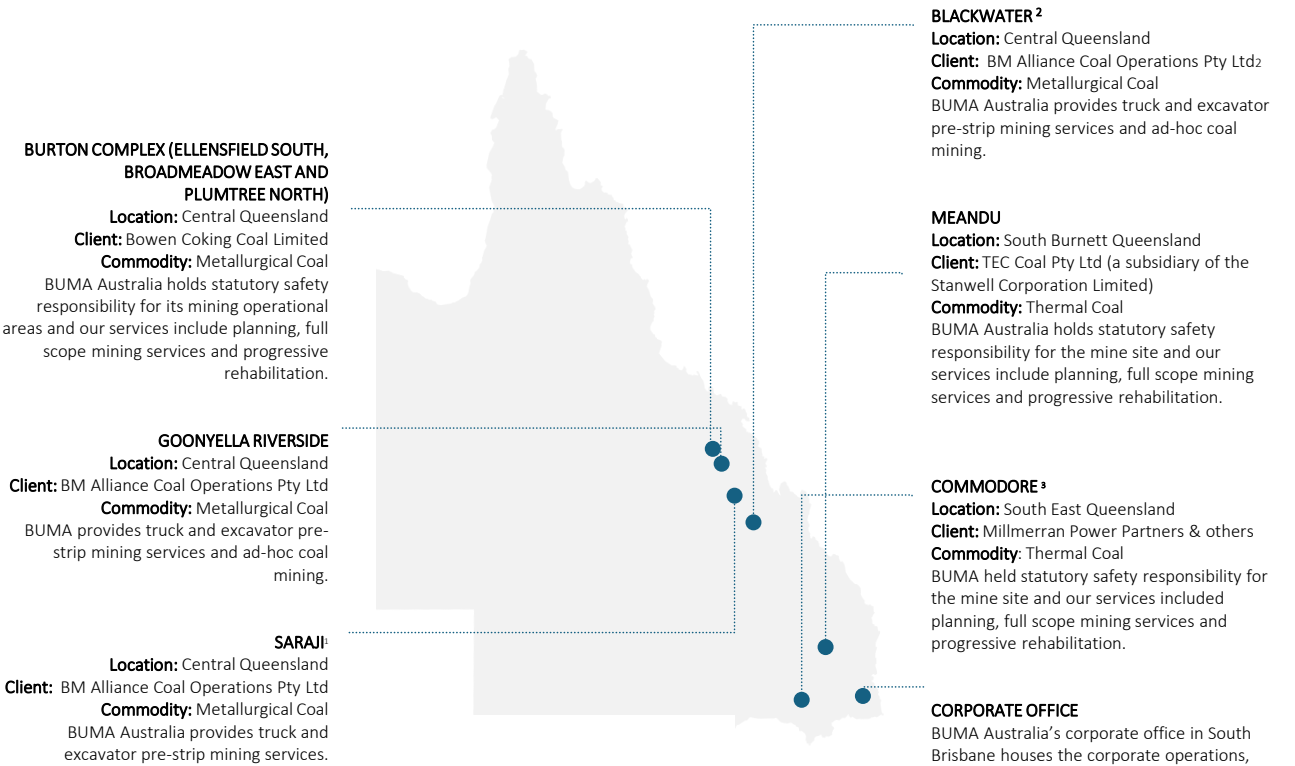
BUMA Australia operates as part of the BUMA International Group with its ultimate holding company, PT BUMA Internasional Grup Tbk (formerly PT Delta Dunia Makmur Tbk), listed on the Indonesian Stock Exchange.

BUMA Australia employs a comprehensive suite of processes, structures and practices to support enterprise risk management, developed in line with the globally recognised ISO 31000 Standard for Risk Management. The primary structure driving these activities is BUMA Australia's Enterprise Risk Management Framework. This framework is based on a continuous process of identifying and addressing risk within a cycle of consultation and review. BUMA Australia utilises this framework to assess and mitigate modern slavery risks within its operations and supply chains, continually striving to build upon the improvements made to date.

Our Operations

As a mining services contractor, BUMA Australia's operations centre on delivering high-quality end-to-end mining services in Australia. We have established ourselves as a leading mining services contractor in both the southeast Queensland and Bowen Basin regions.

For the Reporting Period, BUMA Australia provided mining services at the Blackwater, Commodore, Meandu, Saraji, Goonyella Riverside and Burton Complex open cut coal mines, providing employment and economic benefits to the local regions.



1 Project completed on 3 October 2024
2 Completion of the sale of the Mine to Blackwater Operations Pty Ltd (a subsidiary of Whitehaven Coal Limited) occurred on 2 April 2024
3 Project completed on 31 August 2024

Our Workforce

We believe our people are our greatest asset and we are dedicated to investing in individual development and providing recognition, encouragement and direction. We are committed to developing a workforce comprising motivated employees from the widest pool of talent available and actively recruiting employees from within the regions we work.

BUMA Australia works to foster a diverse and inclusive workplace that facilitates opportunity and respect for all our employees, ensuring that our practices align with the principles of the Act. We are dedicated to preventing any form of modern slavery within our operations and supply chains by implementing robust due diligence processes, conducting regular risk assessments and providing training to our employees to recognise and address modern slavery risks.

We believe the culture and performance of a successful mining services contractor begins with shared values, which must be demonstrated by our leadership, both in our head office and on our sites.

Details of our workforce in 2024 is as follows:



Our Supply Chains

Our supply chains are diverse and dynamic networks through which we procure goods and services essential to our operations. Suppliers play a crucial role in helping us achieve our goal of being one of Australia’s leading mining services contractors.

Supplier relationships vary based on the project location, nature, term and value of each engagement. For instance, strategic supplier relationships are supported by multi-year contracts with mutually agreed-upon key performance indicators and rise-and-fall provisions while smaller suppliers may be engaged through a specific contract with negotiated terms appropriate to the supply.

Our supply chains largely mirror our operational footprint. During 2024, BUMA Australia transacted with:



¹ This spend is with a Related Entity of BUMA Australia.

In 2024, BUMA Australia procured goods and services across a wide range of categories. Our top categories include:

Category	Description	Percentage
Original equipment manufacturers	New parts, components and support labour for equipment repair and upgrade	24.0%
Long term equipment hire	Mining equipment hire	13%
Fuels and energy	Fuels and lubricants for mobile equipment and fixed plant services	11.5%
Labour hire	Labour hire services to support mining operations	8.4%
Off the road tyres and tyre management	Off the road tyre management and purchases for heavy mining vehicles	5.4%
Drill and blast	Supplies and services for blasting of mine pits	5.3%
Technology	Technology related expenses including software, hardware, licenses and services	3.3%
Manufacturing and repairs consumables	Supplies and materials for manufacturing and maintenance	1.1%
Other		27.8%

RISKS OF MODERN SLAVERY PRACTICES IN OUR OPERATIONS & SUPPLY CHAINS



The main change in BUMA Australia’s modern slavery risk profile in 2023 is that all of BUMA Australia’s direct suppliers are now Australian based. Otherwise, there has been no other significant change in BUMA Australia’s modern slavery risk profile during 2024, with the risks remaining consistent with those faced in the previous years.

Risks in our Supply Chains

The greatest modern slavery risk for BUMA Australia is being linked to suppliers that may have modern slavery present in their supply chains. To address this, BUMA Australia undertakes supplier due diligence to identify, assess and mitigate modern slavery risks.

Identification of *inherent* modern slavery risks

Our approach acknowledges that the likelihood of actual harm increases when multiple high-risk factors coexist. This methodology was informed by a desktop review of resources including Corruption Perceptions Index—Transparency International, Global Estimates of Modern Slavery: Forced Labour and Forced Marriage—ILO and Walk Free Initiative and Global Slavery Index—Walk Free Foundation.

We considered the following inherent risk factors to identify potential risk areas and guide our understanding and prioritisation:

- Vulnerable populations
- Business models
- Sectors
- Geographies

We conduct desktop risk assessments on all new suppliers, considering modern slavery risks and mitigations. Suppliers receive our Modern Slavery Policy and must complete our Modern Slavery Supplier Questionnaire regarding their own risks (**MSSQ**) via our supplier management system.

Identification of *residual* modern slavery risks

To identify residual risk, we evaluate the responses provided by suppliers in their MSSQ to determine what controls and mitigations the supplier has implemented to minimise their modern slavery risks.

In 2024, BUMA Australia expanded its procurement onboarding processes to identify where inherent and residual modern slavery risk factors exist and intersect within our operations and supply chains. This process is a key part of our supplier due diligence processes and is embedded into our supplier onboarding as a standard business practice.

Category risk

BUMA Australia sources a wide range of products and services, some of which are recognised as high-risk categories. These high-risk categories arise due to sector or industry risks, product and service risks, or supply chains model risks. These categories may also be considered high-risk because their supply chains are linked to high-risk geographies or because the nature of the category involves high-risk inputs, regardless of location.

In 2024, we developed our supplier management system capacity to conduct supplier assessments during the onboarding and post-qualification processes. This enabled us to gain a more detailed understanding of modern slavery risks within our operations and supply chains, allowing us to identify, assess, monitor, and address these risks where necessary.

Below is a summary of the main identified risks to BUMA Australia in its operations during 2024:

Category	Key Risk Factors
Personal protective equipment (PPE) and apparel	<ul style="list-style-type: none">• Lower skilled, lower paid work (manufacturing)• Vulnerable and at-risk workers• Work often undertaken in higher risk jurisdictions• Complex and opaque supply chains for raw materials
Office, site, and mining support	<ul style="list-style-type: none">• Lower skilled, lower paid manual work• Use of subcontracting with risk of misleading and exploitative practices• Vulnerable and at-risk workers
Information technology	<ul style="list-style-type: none">• Lower skilled, lower paid work• Vulnerable and at-risk workers• Work often undertaken in higher risk jurisdictions• Long, complex, and non-transparent supply chains including high-risk inputs
Labour hire and contractors on site	<ul style="list-style-type: none">• Lower skilled, lower paid work• Use of labour hire agencies and other third-party intermediaries to recruit, hire and manage workers• Risks of misleading and exploitative recruitment practices• Vulnerable and at-risk workers (e.g., migrant workers)
Materials procurement (e.g., raw materials, components)	<ul style="list-style-type: none">• Lower skilled, lower paid work• High-risk supply chains for raw materials• Work often undertaken in higher risk jurisdictions

Geographic risk

With the majority of BUMA Australia’s direct suppliers based in Australia, the geographic risk of modern slavery in our direct supply chains is relatively low. Nonetheless, it is key to recognise that our understanding of modern slavery risks in supply chains indirectly linked to foreign countries remains limited.

Our current assessment of geographic risk initially relies on category risks (i.e. whether a category has a higher risk of modern slavery due to the geographic region of its production). These assessments are informed by widely accepted research, which indicates that certain categories with typically opaque supply chains can often trace back to high-risk geographies. This means that while our direct suppliers may pose a lower risk, the indirect suppliers, especially those in complex and less transparent supply chains, could still be exposed to modern slavery risks.

To address these potential risks, we are committed to enhancing our due diligence processes. This includes increasing our engagement with suppliers to gain better visibility into their supply chains and collaborating with industry partners to share best practices and insights. By doing so, we aim to improve our understanding and management of modern slavery risks, ensuring that our supply chains are not only compliant with legal standards but also uphold the highest ethical standards.



ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS



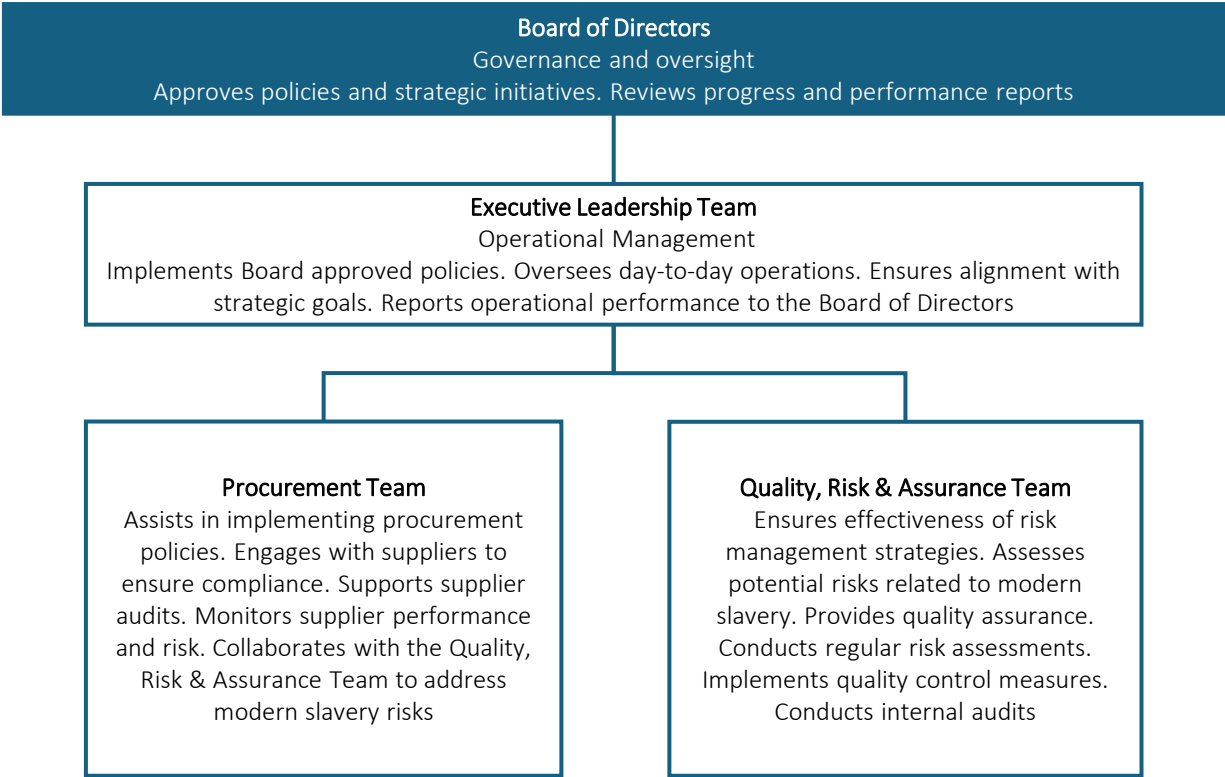
To assess and address modern slavery risks in our operations and supply chains, BUMA Australia has implemented modern slavery risk management across the business which leverages governance, compliance, procurement and people frameworks. This includes:

- 1. strong **governance** and **policies**;
- 2. building **awareness** through **training**;
- 3. proactive **risk assessments** and **management** in our procurement process coupled with **extensive supplier due diligence**; and
- 4. confidential and responsive **grievance and reporting**.

Governance

Effective governance is the collective responsibility of BUMA Australia’s Board of Directors and all levels of management. BUMA Australia’s Board of Directors seeks to adopt leading and contemporary governance standards and apply these in a manner which is consistent with our values.

Below the Board of Directors sits three distinct groups which support our modern slavery initiatives.



Key Policies

At BUMA Australia, our policies form the foundation of our approach to modern slavery - they establish the standards, expectations and behaviours we require across our business and from those we work with.

During the Reporting Period, we undertook a comprehensive review of our key policies to assess how effectively they identify, manage and mitigate modern slavery risks across our operations and supply chains. This review forms part of our broader commitment to continuous improvement in our approach to modern slavery. The following section outlines our key policies and explains how each supports our efforts to prevent and address modern slavery in our operations and supply chains.

Policy	How it relates to our modern slavery approach
Code of Conduct	Sets our expected standards of behaviour consistent with our values of Safety, People, Integrity, Collaboration, and Innovation. Ensures all employees act consistently with ethical standards, reducing the risk of unethical practices, including modern slavery.
Modern Slavery Policy	Outlines BUMA Australia’s commitment to respecting human rights across our operations and supply chains. Aims to ensure a safe work environment free from forced labour, unlawful child labour, exploitation, human trafficking, and other forms of modern slavery as defined by the Act.
Speaking Up Policy	Encourages reporting of human rights and modern slavery concerns, providing protection and support for whistleblowers.
Workplace Behaviour Standard	Outlines the behaviours expected of BUMA Australia employees and third parties engaged by BUMA Australia. Provides a confidential, fair, and accessible grievance process for everyone working for or with BUMA Australia.
Anti-Bribery and Corruption Policy	Establishes controls for preventing bribery and corruption, critical for maintaining ethical business practices and preventing conditions that could facilitate modern slavery.
Resourcing, Remuneration and Retention Policy	Ensures fair, transparent and consistent employment practices, attracting and retaining employees who adhere to ethical standards, reducing the risk of modern slavery within BUMA Australia.
Health and Safety Policy	Ensures the health and safety of all employees, which includes preventing practices that could lead to modern slavery.
Procurement Policy	Ensures ethical procurement practices that prevent modern slavery by sourcing responsibly and ethically.
Diversity, Inclusion, and Equity Policy	Promotes a diverse and inclusive workplace which helps prevent discrimination and practices that could lead to modern slavery.
First Nations Peoples Policy	Ensures respectful and fair engagement with First Nations Peoples, preventing practices that could lead to modern slavery.

Awareness through training

As part of employee onboarding, each employee receives training on key policies such as the Code of Conduct, Anti-Bribery and Corruption Policy and Modern Slavery Policy. This training provides an overview of our policies, emphasising the importance of recognising and addressing modern slavery risks in our operations and supply chains. Existing employees are required to undergo refresher Modern Slavery and Code of Conduct training every two years.

During the Reporting Period, and in addition to our standard suite of training, we continued deployment of targeted modern slavery and anti-bribery and corruption training programs to managers and our procurement team. These targeted training programs are designed to provide a deeper understanding of modern slavery issues and equip our employees with the knowledge and tools to effectively identify and mitigate risks within their respective roles.

Procurement Processes

In assessing and addressing modern slavery in BUMA Australia's operations and supply chains, BUMA Australia's approach is now underpinned by the Procurement Strategy and Framework. This requires:

1. **Due Diligence** - all suppliers undergo detailed due diligence comprising of supplier screening and the MSSQ. Together, allowing the procurement team to conduct a desktop audit of each supplier's modern slavery risk.
2. **BUMA Australia standard form contracts** – BUMA Australia to engage suppliers using its suite of template contracts wherever possible. The suite requires suppliers to comply with the BUMA Australia Code of Conduct and compliance with specific modern slavery provisions (including taking all reasonable steps to ensure that no modern slavery is present in their supply chains).

During the Reporting Period, the procurement, legal and the quality, risk & assurance teams worked specifically on developing the Procurement Strategy and Framework (**Framework**) to address modern slavery in BUMA Australia's operations and supply chains and development of the Modern Slavery High Risk Supplier Assessment (MSHRSA).

Procurement Strategy and Framework (Framework)

Our procurement, legal and quality, risk & assurance teams collaborated to develop the Framework. While the primary goal of the Framework is to offer a comprehensive overview of BUMA Australia's objectives throughout the procurement process, our Framework, which is mandatory for all procurement activities, explicitly addresses modern slavery considerations.

The Framework also directs employees involved in the procurement process to the MSHRSA, ensuring that this critical evaluation is a key consideration when undertaking procurement activities.

Modern Slavery High Risk Supplier Assessment

Our procurement and quality, risk & assurance teams collaborated to comprehensively understand the risks of modern slavery in our supply chains and best practice for conducting further assessments on proposed suppliers. From this, the MSHRSA was developed and will be implemented during 2025.

The overarching aim of the MSHRSA is to establish a structured method for assessing potential modern slavery risks within our supply chains. This entails performing a thorough risk assessment of each supplier's modern slavery management practices, using the supplier's MSSQ responses as the starting point for further evaluation. This risk assessment undertakes three discrete steps:

- Initial classification - based on a supplier's response to the primary questions in the MSSQ (which was implemented across all onboarded suppliers in 2023), suppliers will be classified either as high risk or low risk regarding the presence of modern slavery practices within their operations.
- Risk assessment - when a supplier is classified as high risk, a detailed assessment of their responses to additional questions in the MSSQ is undertaken.
- Risk management and engagement - based on the final score and risk rating, appropriate actions, including assisting the supplier in mitigating their risks or deciding whether to engage their services, will be undertaken.

Through this process, we aim to understand the potential modern slavery risks that exist not only with our direct suppliers but our indirect suppliers.

BUMA Australia Standard Form Contracts

During the Reporting Period, BUMA Australia specifically reviewed and updated its standard purchase order terms and conditions and labour hire agreement to ensure alignment with its approach to modern slavery risks and determine if amendments were required. This thorough evaluation involved collaboration with various internal teams, including procurement, legal, and quality, risk & assurance, to ensure a holistic approach to identifying and addressing any gaps in our existing terms and conditions.

Purchase Orders

As a result of this review, we revised our standard general conditions for purchase of goods and services to include specific warranties, rights and obligations in line with the specific clauses that were incorporated into the broader contract suite last year.

Labour Hire Services Agreement

Following the enactment of the *Fair Work Legislation Amendment (Closing Loopholes) Act 2023 (Cth)* and the *Fair Work Legislation Amendment (Closing Loopholes No 2) Act 2024 (Cth)* (**Closing Loopholes Legislation**), we have amended our template Labour Hire Services Agreement to contractual address the process contemplated in the Closing Loopholes Legislation. This provides BUMA Australia with a level of certainty that a supplier who has entered into the template Labour Hire Services Agreement with BUMA Australia is compliant with the suppliers payment and compliance obligations under the Closing Loopholes Legislation.

Grievance and reporting mechanism

BUMA Australia is committed to fostering a culture of respect and ethical conduct. We recognise the importance of complying with applicable laws and standards, and we encourage all employees, contractors and partners to speak up and report any improper, unethical or illegal conduct - including concerns relating to modern slavery.

Our *Speaking Up Policy* and our external, independent reporting service, *Your Call*, form the foundation of our grievance and reporting framework. Together, they provide a safe, confidential and accessible avenue for reporting suspected wrongdoing, including risks that may otherwise go undetected. Disclosures can be made anonymously and are treated seriously, investigated promptly, and managed in line with principles of confidentiality and procedural fairness.

This mechanism plays a critical role in our broader approach to assessing and addressing modern slavery risks across our operations and supply chains. It provides us with a valuable source of information and early warning of potential issues, enabling us to identify patterns, assess risk areas, and take appropriate action to investigate and mitigate harm. By encouraging open reporting, we are better positioned to uncover hidden practices and take steps to strengthen our safeguards.

Concerns may be raised with one of BUMA Australia's nominated Disclosure Officers or directly with Your Call. Significant protections are built into the Speaking Up Policy, including the protection of a discloser's identity, protection from workplace detriment, and safeguards against civil, criminal or administrative liability. Support is also available through our Employee Assistance Program for individuals impacted by the reporting process.

During the Reporting Period, there were no reports received through *Your Call* regarding concerns of modern slavery. While no issues were identified, BUMA Australia remains committed to investigating all reports thoroughly and taking appropriate remedial action. We continue to strengthen awareness of reporting pathways across our workforce and supply chains as part of our ongoing effort to combat modern slavery and uphold human rights in our operations and supply chains.

2024 IN REVIEW

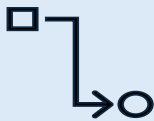
We are committed to taking continued steps to ensure modern slavery risks are effectively addressed within our operations and supply chains.

While we have made significant progress during the 2024 reporting period, BUMA Australia acknowledges the need for continued review and improvement to enhance our processes and operations to continue to mitigate modern slavery risks. We are committed to continually improving our procedures and developing greater capabilities in eliminating modern slavery.

Below is an overview of our key commitments and achievements in this critical area during the Reporting Period.



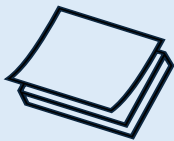
Procurement Strategy and Framework created and published



Developed and testing of the Modern Slavery High Risk Supplier Assessment



All new suppliers completed our Modern Slavery Questionnaire



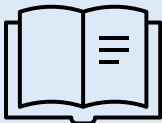
Strengthened our template Labour Hire Services Agreement to align with Closing Loopholes legislation



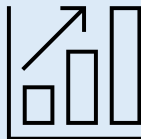
Updated supplier General Conditions for purchase of Goods and Services to incorporate a Modern Slavery clause



15% increase in Anti-Bribery and Corruption Training completions



18% increase in Code of Conduct Training completions



15% increase in Modern Slavery Training completions

EVALUATING THE EFFECTIVENESS OF OUR ACTIONS

Assessing the effectiveness of our modern slavery risk management within our operations and supply chains is challenging. However, our robust policies, standards, and frameworks, combined with regular tracking of actions, supplier engagement, and internal governance protocols, drive positive action.

We evaluate the effectiveness of our modern slavery actions through various processes, including:



Risk assessment and audits	Supplier monitoring	Policy implementation and compliance	Training and awareness	Governance and reporting
We will measure the effectiveness of our modern slavery risk management through periodic risk assessments and audits. These structured processes provide consistent methods for identifying, evaluating, and reporting risks. The outcomes of these assessments will allow us to track improvements over time, identify recurring issues, and measure how effectively we will mitigate potential modern slavery risks across our operations and supply chains.	The effectiveness of our supplier monitoring is evaluated through tools such as the Felix system, which tracks supplier pre-qualification, including modern slavery questionnaire responses. By analysing supplier performance data, risk indicators, and levels of compliance, we can assess whether our supplier due diligence processes are working as intended and where corrective actions or improvements are identified.	We assess the effectiveness of policy implementation through periodic compliance checks and monitoring activities, scheduled policy reviews, audit, and incident data, helping us determine whether our policies are being applied consistently and achieving their intended outcomes in preventing modern slavery.	The effectiveness of our training and awareness efforts is measured through participation rates, and accompanying assessments and feedback sessions. These measures allow us to refine our training approach and target areas needing further enhancement.	Maintaining a robust governance structure is vital for evaluating the effectiveness of our strategies. Regular reporting of progress and performance to the Executive Leadership Team and Board of Directors ensures transparency and accountability, allowing us to assess the impact of our modern slavery strategies, track implementation progress and adjust governance processes to address emerging risks more effectively.

PLAN FOR THE WAY FORWARD



Over the next year, BUMA Australia will focus on the below priorities:

- | | |
|---|--|
| 1 | Re-establishment of the Modern Slavery Working Group to share best practices and enhance cross-functional collaboration |
| 2 | Evaluate the effectiveness of the Supplier Onboarding and Due Diligence processes implemented in 2023 and develop and implement appropriate corrective actions plans and/or remediation measures |
| 3 | Monitor existing suppliers and business partners to identify, among other things, any breaches, fines or sanctions in relation to modern slavery risks |
| 4 | Collaborate with key stakeholders to ensure modern slavery risks are embedded into our risk management framework |
| 5 | Build employee capability to identify and address modern slavery risks through the sharing of awareness learning materials |
| 6 | Further embed our modern slavery risk monitoring and reporting activities |
| 7 | Develop and implement a Modern Slavery Prevention Policy and a Modern Slavery Incident Response Policy to provide a framework for a whole of business approach to addressing modern slavery |

