



HERITAGE MINERALS

MODERN SLAVERY POLICY STATEMENT

Heritage Minerals Is Committed to:

Recognising and controlling modern slavery, human trafficking and child labour, social and environmental responsibility and to the fair and humane treatment of workers in its employment and in its supply chains. This statement sets out the steps that Heritage Minerals has taken to ensure that slavery, human trafficking, and child labour are not taking place in any of its supply chains or in any part of its business, Modern slavery includes:

- Human trafficking - the use of violence, threats or coercion to transport, recruit, or harbour people to exploit them for purposes such as forced prostitution, labour, criminality, marriage, or organ removal
- Forced labour - any work or services people are forced to do against their will under threat of punishment
- Debt bondage/bonded labour - the world's most widespread form of slavery. People trapped in poverty borrow money and are forced to work to pay off the debt, losing control over both their employment conditions and the debt
- Descent-based slavery - most traditional form, where people are treated as property, and their "slave" status was passed down the maternal line
- Slavery of children - when a child is exploited for someone else's gain. This can include child trafficking, child soldiers, child marriage and child domestic slavery
- Forced and early marriage - when someone is married against their will and cannot leave. Most child marriages can be considered slavery.

The Modern Slavery Act 2018 came into force on 1 January 2019 and established Australia's national modern slavery reporting requirements. The key purpose of the Act is to increase transparency and accountability by requiring businesses to report and publicise the incidence of modern slavery in their supply chains to enable the market to make more informed decisions when purchasing goods and services.

Heritage Minerals values and must:

- Always monitored for compliance with the minimum standards through supplier assessment processes as appropriate for Heritage Minerals, considering all relevant risk factors such as location risk and product risk
- Adopt policies and SOPs to ensure that it is addressing modern slavery and ethical sourcing risks in its operations and supply chains in a way that is appropriate for the relevant location
- Provide the rights of termination if the supplier is unable or unwilling to work towards full compliance with the minimum standards
- As far as practicable, include in its operational and supplier contract terms, requirements that suppliers comply with all local, national, and other applicable laws and regulations in the areas in which they operate
- Be encouraged to exceed the minimum standards, and promote best practice and continuous improvement
- Comply with the Australia legislation.

Heritage Minerals Representative:

Malcolm Paterson

Position:

Chief Executive Officer (CEO)

Signature:



Date:

03/05/2023

