



HERITAGE MINERALS

MODERN SLAVERY POLICY

Heritage Minerals is committed to:

Maintaining and continually improving Heritage Minerals Environmental Management System certified to ISO 14001 Environmental Management Systems which covers Social and Governance forming Heritage Minerals Environmental, Social and Governance (ESG) system.

Heritage Minerals Pty Ltd is committed to preventing modern slavery in its operations and supply chains. This statement outlines our approach to ensuring ethical practices, aligned with our contractual obligations.

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 modern slavery policy 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:

- **Ethical Standards:** We expect all contractors and subcontractors to comply with the Modern Slavery Act and uphold high ethical standards in their operations
- **Collaboration:** Regular engagement with local councils and industry groups ensures accessible opportunities and transparency in procurement processes
- **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 came into force 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.

Risk Assessment:

- **Regular Reviews:** We will conduct assessments of our supply chains to identify potential risks related to modern slavery
- **Supplier Engagement:** We will communicate our expectations and assess compliance through the Contractor's obligations as outlined in our contracts.

Supplier Requirements:

Contractors must adhere to the following standards:

- Compliance with local and international labour laws
- Implementation of fair labour practices
- Transparency in supply chain operations.

Training and Awareness:

- Training sessions will be provided for staff and suppliers on recognizing and addressing modern slavery risks, in accordance with clauses related to Health and Safety Requirements in our contracts.

Reporting and Compliance:

- Contractors are required to provide quarterly reports on compliance with modern slavery principles, as stipulated in the Queensland Charter for Local Content
- Immediate reporting of any instances of suspected modern slavery within their operations or supply chains is mandatory.

Contractor's Obligations:

- **Warranties:** Contractors must warrant that neither they nor their personnel have been involved in activities related to modern slavery
- **Policies and Procedures:** Contractors must establish policies in line with recognized standards to combat modern slavery and ensure compliance with our requirements.

In conclusion Heritage Minerals remains committed to ethical practices and compliance with all relevant laws regarding modern slavery. We will continue to monitor and improve our practices to ensure a supply chain free from exploitation.

Name: Peter Mellor
Position: Chief Executive Officer (CEO)
Signature: 
Date: 24/02/2026