

# Modern Slavery Statement 2022



**Evolution**  
MINING

# Modern Slavery Statement

**Evolution acknowledges our First Nation Partners and Indigenous Peoples throughout Australia and Canada and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures, and to Elders past, present and emerging.**

## About this Statement

Evolution Mining Limited (Evolution) (ABN: 74 084 669 036) is an Australian public company listed on the Australian Stock Exchange (ASX: EVN). The Company is registered at Level 24, 175 Liverpool Street, Sydney, New South Wales, Australia.

Modern slavery is the term used to describe human trafficking, slavery and slavery-like practices such as servitude, forced labour and debt bondage. The International Labor Organization (ILO) estimates that there are approximately 50 million victims a year, with women and girls comprising nearly 80% of all victims<sup>1</sup>.

Our Modern Slavery Statement has been published in accordance with the Australian Modern Slavery Act 2018 (Cth) (MSA or Act) for the financial year ending 30 June 2022 (FY22). This statement addresses the specific reporting criteria required in s16(1) of the MSA and describes the steps taken by Evolution to address and mitigate modern slavery risks in our operations and supply chains.

This statement covers the activities of Evolution and all entities within the Evolution Group structure<sup>2</sup>. Each entity is covered by Evolution's policies, procedures and systems, including those relating to contracting, purchasing and human resources. The modern slavery risks and impacts associated with projects which we do not operate are not included in this statement. We regularly engage with joint venture partners and operators on key issues affecting project outcomes, including human rights and modern slavery.

This statement was approved by Evolution's Board of Directors in November 2022.

## Modern Slavery Act Criteria

This Modern Slavery Statement was prepared to meet the mandatory reporting criteria set out under the Modern Slavery Act. The table below identifies where each criterion is disclosed within this statement.

Modern Slavery Act Criteria	Location
Identifying the reporting entity	Page 2
Letter from the Executive Chair	Page 3
Describe the reporting entity's structure, operations and supply chains	Pages 5-7
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Pages 10-15
Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	Pages 11-16
Describe how the reporting entity assesses the effectiveness of these actions	Pages 15-16
Describe the process of consultation with any entities that the reporting entity owns or controls	Pages 5-6,15
Other relevant information about this statement	Pages 5, 6, 8, 9, 10, 16

<sup>1</sup> [Global estimates of Modern Slavery](#)  
<sup>2</sup> See Evolution's [2022 Annual Report](#) for a listing of all entities

# Modern Slavery Statement

## Letter from the Executive Chair

On behalf of the Evolution Board of Directors, I am pleased to release our third Modern Slavery Statement and report that, following review, no violations of human rights, including the rights of our First Nation Partners and Indigenous Peoples, were recorded during FY22.

Modern slavery is a serious violation of an individual's dignity and human rights. It can include human trafficking, slavery, servitude, forced labour and debt bondage, and are serious crimes under Australian law.

This statement articulates the steps we have taken to mitigate the risk of modern slavery and human trafficking within our business and supply chains and is aligned with the Act, to 30 June 2022. Evolution has consistently integrated sustainability into the way we do business. Every decision we make has our sustainability vision as an integral part of our purpose to "deliver long-term stakeholder value through safe, low-cost gold production in an environmentally and socially responsible manner."

Respecting the human rights of individuals in our supply chain is an important element of our business and sustainability principles. We reject any activities which may cause or contribute to modern slavery, including forced or bonded labour, child labour, human trafficking, slavery, servitude, forced marriage or deceptive recruiting for labour or services.

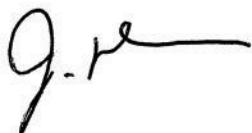
The alignment of our Sustainability and Strategic Planning Policy, Standards, Principles, Supplier Code of Conduct and the FY22 Sustainability Report which references the United Nations' Sustainable Development Goals (SDGs) and UN Guiding Principles on Business and Human Rights demonstrates Evolution's commitment to delivering economic benefits to all stakeholders in a socially responsible way. We believe this is core to our values and how we lead our business.

Since releasing our first Modern Slavery Statement in 2020, we have pursued year-on-year improvements in identifying and responding to modern slavery, related human rights and exploitation risks. Evolution's risk-based approach includes engaging with our direct suppliers to educate, assess and encourage improvement in their own capacity to manage modern slavery risks within their broader supply chains. Our risk assessments and due diligence processes continue to evolve as our knowledge of risk areas improves.

Building awareness through education is a fundamental part of recognising modern slavery risk. Employees who have direct responsibility for supply chain management are required to complete a training module which provides them with information and the Australian context of modern slavery. We also became a signatory to the United Nations Global Compact (UNGC) in FY21 and included our second 'Communication on Progress' within the FY22 Sustainability Report. As a signatory to the UNGC, Evolution has committed to advancing all Ten Principles of the UNGC, including Principles One and Two: Human rights and respect for human rights, as outlined in the United Nations Universal Declaration of Human Rights.

With increasingly globalised supply chains, we recognise that risks of modern slavery are complex and evolving and we remain committed to transparent reporting on this complex issue and to the ongoing improvement and refinement of our approach in conjunction with our stakeholders.

Yours faithfully



**Jake Klein**

Executive Chair

# Modern Slavery Statement

## FY22 highlights

**No incidents of modern slavery were identified in our Australian and Canadian operations or supply chains in the reporting period**

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Modern Slavery endorsed as a key focus area as part of our sustainable procurement approach for FY23

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**Updated Standard contract terms to consider modern slavery risks and expectations**

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**8% increase in response rate for Supplier Assessment Questionnaires (SAQs) ensuring greater visibility of supply chain (compared to 2021)**

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**236 training hours on Modern Slavery completed by workforce\*\***

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**100%** of our Australian Supply team received training (outside of general induction training when onboarding new employees which includes a modern slavery component)

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**Enhanced our supplier assessment questionnaire toolkit to garner greater understanding of the supply chains of our medium and high-risk suppliers**

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\* 62% of questionnaires issued were returned in FY22

\*\* Training completed by Site Leadership Teams, Managers, Superintendents, Supervisors and Supply Teams

# Modern Slavery Statement

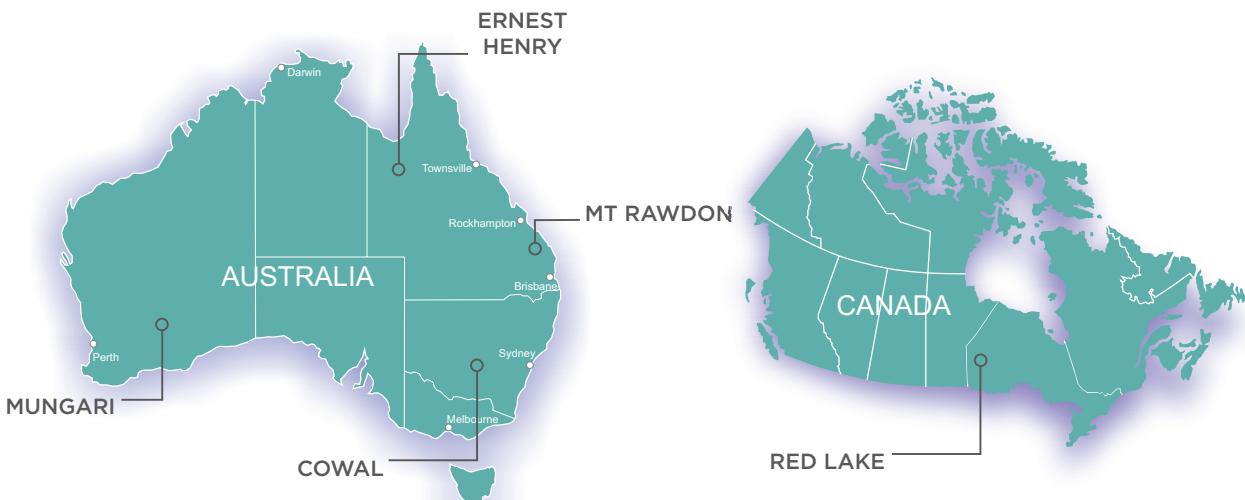
## Our commitment to international standards and collaboration

We commit to internationally recognised human rights frameworks, standards and goals including:	We are signatories to the following commitment	We engage with other organisations to improve understanding and develop ideas to manage modern slavery risk, including:
UN Guiding Principles on Business and Human Rights	UNGC – encourages businesses to adopt sustainable and socially responsible policies, and report on implementation	UNG Network Modern Slavery Community of Practice
UN Sustainable Development Goals (UNSDGs)		UNG SDGs Accelerator Programme
Global Reporting Initiative		Monash University (engagement on their <i>ASX100 Modern Slavery Statement Disclosure Quality Ratings Research Report</i> <sup>3</sup> )

## Our Structure, Operations and Supply Chain

### Our Structure and Operations

Evolution is a leading, globally relevant gold mining company, operating five wholly-owned mines – Cowal in New South Wales, Mt Rawdon in Queensland, Mungari in Western Australia, Red Lake in Ontario and exploration activities in Australia and Canada. In FY22, we acquired full ownership of the Ernest Henry operation<sup>4</sup> in Queensland, Kundana Assets<sup>5</sup> in Western Australia and divested the Mt Carlton operation<sup>6</sup> in Queensland.



Our head office is located in Sydney. As at 30 June 2022, we employed 3,680 people (including contractors and labour hire). Our Supply teams across the business manage and coordinate procurement activity across the end-to-end procurement lifecycle, ensuring sourcing of goods and services is undertaken in accordance with the Company's policies and procedures.

<sup>3</sup> [ASX100 Modern Slavery Statement Disclosure Quality Ratings](#)

<sup>4</sup> Effective date 1 January 2022

<sup>5</sup> Effective date 18 August 2021; Kundana Assets represent 100% interest in the Kundana Operations; a 51% interest in the East Kundana Joint Venture; a 100% interest in certain tenements comprising the Carbine Project; and a 75% interest in the West Kundana Joint Venture

<sup>6</sup> Effective date 15 December 2021

# Modern Slavery Statement

Evolution has made a strategic decision to operate in the Tier 1 jurisdictions of Australia and Canada, where community support, our social licence to operate and the contribution we can bring to our communities are highly valued.

The steps being taken to address modern slavery help our stakeholders to have confidence that the activities undertaken to produce and sell our commodities are respectful of human rights. These are aligned with our values of Safety, Excellence, Accountability and Respect, that support our vision of inspired people creating a premier global gold company.

In FY22, we produced 640,275 ounces of gold, generated \$2.06 billion<sup>7</sup> in revenue and contributed \$1.35 billion in payments to suppliers, \$343 million in wages and benefits, \$67 million in royalties, \$71 million in taxes, \$43 million in interest, \$147 million in dividends and \$3 million in community investment.

For more information about our business, refer to our 2022 Annual Report<sup>8</sup> and our website<sup>9</sup>.

## Our Supply Chain

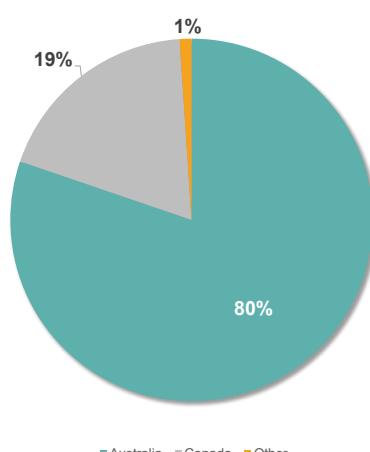
Across Evolution, we strive to improve the supply chain's social and ethical footprint, and work with suppliers that share our values. We expect our suppliers to comply with all applicable legislation and to demonstrate that they have the attributes set out in our Supplier Code of Conduct and Procurement Statement, which are approved by the Board. We recognise the opportunity to create a positive impact on communities by making considered choices about how and where we source the goods and services needed to operate the business.

We are committed to supporting local suppliers and contractors that have businesses in the regions in which we operate. Our Supply teams actively source from local suppliers and contractors and include them in sourcing activities where their technical skills and capability are assessed to meet our business requirements. We also encourage large contractors to develop local facilities and partnerships to build capacity locally, resulting in employment opportunities and a transfer of skills in local communities. This is something we discuss and monitor regularly with our suppliers through our Supplier Relationship Management (SRM) process.

Our supply chain comprised 3,161<sup>10</sup> active suppliers in FY22, with approximately 80% in Australia and 19% in Canada. We spent \$164 million directly with local and regional suppliers, including \$133 million with local suppliers, a 32% increase compared to FY21. Our increase in this spend is due to our efforts to more actively identify opportunities to include local, regional and Indigenous suppliers.

As Evolution's operations are based in Australia and Canada, the majority of the direct Tier 1 suppliers<sup>11</sup> are also based in Australia and Canada. However, we recognise that some of our direct suppliers have operations, or engage subcontractors (Tier 2 and beyond<sup>12</sup>), in other jurisdictions. These other jurisdictions make up 1% in total. As part of our review of our SAQ process, we adjusted our SAQ questions and evaluation tool to be able to obtain a clear snapshot of where our medium to high-risk suppliers source their raw materials, goods and services if sourcing from offshore to further identify any potential risk.

FY22 Percentage spend by source



<sup>7</sup> All amounts are expressed in Australian dollars unless stated otherwise

<sup>8</sup> [2022 Annual Report](#)

<sup>9</sup> [Evolution Mining website](#)

<sup>10</sup> Excludes supplier data for Mt Carlton which was divested on 15 December 2021

<sup>11</sup> These are direct suppliers of the final product

<sup>12</sup> These are suppliers or subcontractors for your tier 1 suppliers

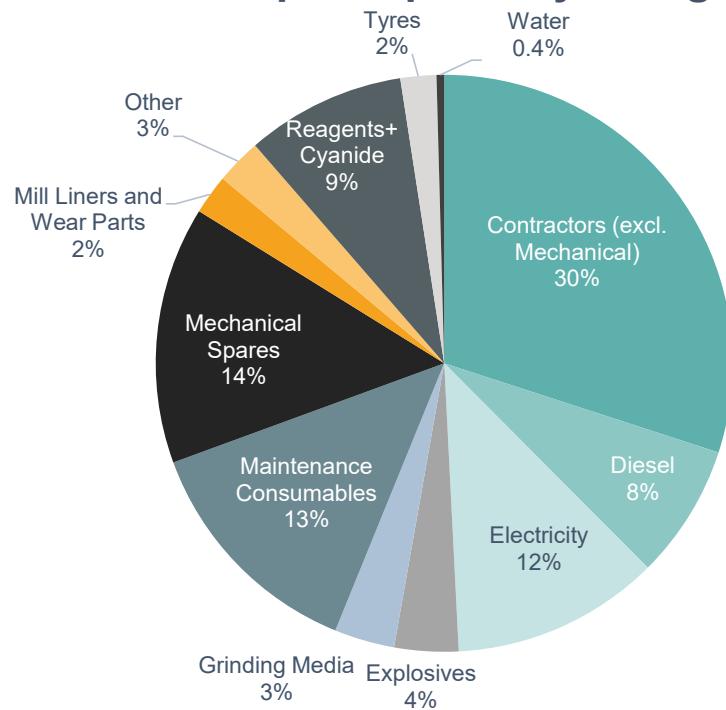
# Modern Slavery Statement

## Evolution Supply Chain



# Modern Slavery Statement

## FY22 Top 10 Spend By Category



## Our Approach

### Sustainability

Sustainability is integrated into every aspect of the business. The objective of our sustainability efforts is to deliver long term stakeholder value through safe, low-cost gold production in an environmentally and socially responsible way.

Evolution is a proud signatory of the UNGC, sharing a commitment with the global business community to sustainable business practices, aligning our strategies with the UNGC's Ten Principles, including human rights.

Evolution has nine Sustainability Principles<sup>13</sup> that provide the foundation for how we approach and integrate sustainability into everything we do. These principles align with the UNGC and the UNSDGs and support our drive for improvement as we mature in our sustainability journey, including our focus on Human Rights.

We conducted a materiality assessment in FY21 aligned with the Global Reporting Initiative Standards to analyse Evolution's key sustainability topics, including modern slavery and human rights. This assessment included an in-depth desktop study of a range of internal and external inputs, interviews with key stakeholders and an online stakeholder survey. Modern Slavery continues to identify as a material topic for Evolution.

More information on the material topics listed above as well as our Sustainability Strategy and Principles can be found in our 2022 Annual Report.

### Corporate Governance

Evolution's approach to assessing and addressing modern slavery risk is managed via the same governance structure for managing Evolution's material environmental, social and governance (ESG) risks and opportunities, as outlined on the next page.

13 <https://evolutionmining.com.au/sustainability/>

# Modern Slavery Statement

## Evolution's Modern Slavery program governance structure

### Board of Directors

Provide strategic direction and oversees the effective management and performance of Evolution, and holds the ultimate responsibility for overseeing Evolution's Sustainability strategy and policies.

### Risk and Sustainability Committee

Oversees the implementation and effectiveness of Evolution's risk, compliance and safety frameworks, and receives updates on program to assess and address modern slavery.

### Leadership Team

Responsible for the day-to-day management of Evolution and implementation of Evolution's strategic objectives.

### Vice President, Sustainability

Oversees the implementation of Evolution's sustainability strategy, including supporting the development and implementation of policies and programs to achieve Evolution's long-term sustainability objectives and satisfy Evolution's sustainability responsibilities, including those relating to modern slavery.

## Modern Slavery Program

### Operations

People & Culture, Supply and Sustainability teams are responsible for development and implementation of policies, practices and reporting relating to Evolution's direct workforce.

### Supply chain

Supply & Sustainability teams are involved in the development and implementation of policies, practices and reporting on modern slavery across our supply chain.

The Board of Directors is responsible for the oversight of all sustainability issues with the Board Risk and Sustainability Committee delegated to ensure the effective management of human rights-related risks, including modern slavery, as set out in its Charter<sup>14</sup>. To ensure oversight of modern slavery risks and monitoring of our progress internally, Evolution's Leadership Team and Risk and Sustainability Committee are provided with periodic updates on the status of due diligence activities and the performance of our suppliers.

Our Vice President, Sustainability has responsibility for the oversight of modern slavery risks within our supply chain and within our business. The day-to-day implementation and coordination of modern slavery and human rights activities is undertaken by our Group and Site Sustainability and Supply teams in close collaboration with other areas of the business, including the Commercial, Operations and Exploration teams who manage all procurement processes including supplier due diligence, contracts and engagement.

For further information on our corporate governance, refer to our 2022 Corporate Governance Statement<sup>15</sup>.

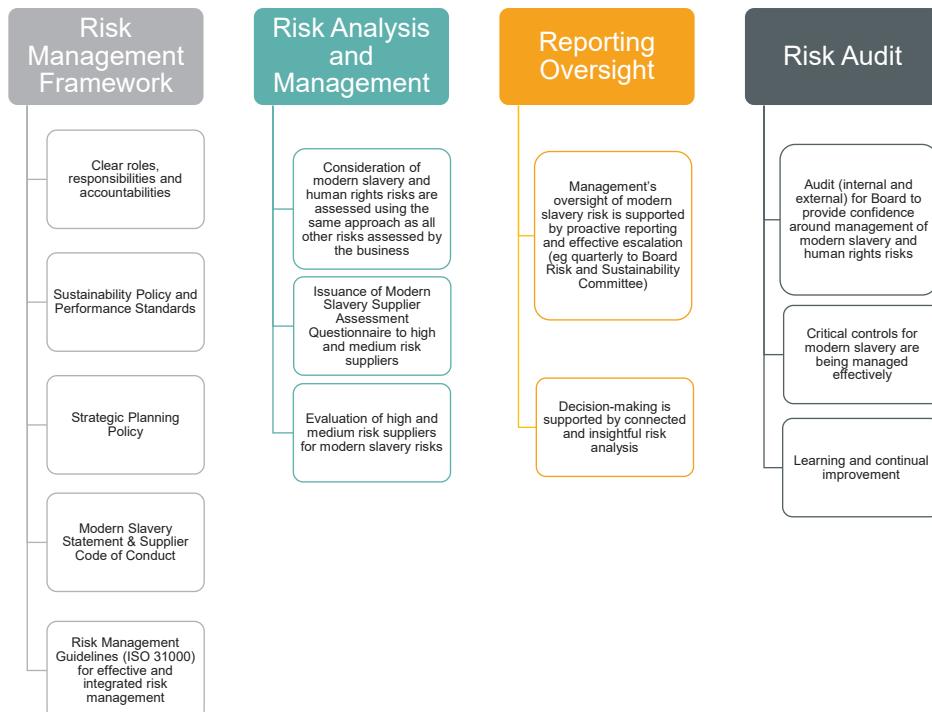
## Risk Management, Policies, Standards and Procedures

Evolution is committed to the protection of human rights and the prevention of modern slavery. Our risk-based decision making approach is underpinned by the Evolution Sustainability and Strategic Planning Policies, Standards and Integrated Risk Management Framework, supported by our business guidelines and site processes and procedures that also align to the principles of the Australian and international standards and guidance.

14 [Risk and Sustainability Committee Charter](#)  
15 [Corporate Governance](#)

# Modern Slavery Statement

## Risk Management Process



Contained within the Sustainability Performance Standards<sup>16</sup> is our Human Rights Standard that defines the minimum requirements in relation to respecting the basic rights and fundamental freedoms to which all human beings are entitled, including the protection of our employees', First Nation Partners and Indigenous People's, migrant workers', local communities', contractors' and women's rights. It also provides the minimum requirements for identifying and mitigating potential threats to human rights and following performance requirements:

- Conduct a risk based Human Rights Impact Assessment and develop a process to screen and regularly monitor business partners and other stakeholders engaged by Evolution to identify actual or potential human rights impacts, including modern slavery
- Implement induction awareness training of human rights responsibilities for senior management, employees, business partners and other relevant stakeholders

Evolution has a zero-tolerance approach towards any trafficking, forced labour, child labour and any other forms of modern slavery.

Evolution has several additional policies in place relevant to modern slavery and human rights, all of which are approved by the Board or one of its committees. These include:

- Code of Conduct<sup>17</sup>
- Procurement Statement<sup>18</sup>
- Whistleblower Policy<sup>19</sup>

Additionally, Evolution's Supplier Code of Conduct<sup>20</sup> communicates the expectations and minimum standards we place on our suppliers with regards to ESG risks and impacts, including complying with all applicable legislation in relation to employment practices and respecting and supporting human rights. Our suppliers are expected to uphold the same standards and approach towards human rights as Evolution. Continual improvement and ongoing review and assurance of the management of modern slavery, including close collaboration with our Tier 1 suppliers, is part of the integrated approach to the management of risk at Evolution.

16 [Sustainability Performance Standards](#)  
17 [Code of Conduct](#)  
18 [Procurement Statement](#)  
19 [Whistleblower Policy](#)  
20 [Supplier Code of Conduct](#)

# Modern Slavery Statement

Matters relating to Sustainability, including human rights, are recorded in a database and communicated widely across the organisation dependent on the issue. These are reviewed regularly across the business including by the Board Risk and Sustainability Committee, supported by the site leadership teams, subject matter experts and the Leadership Team to ensure effectiveness of the management of those risks.

The above governance structure and policies apply to all entities owned and controlled by Evolution..

## Identification, Assessment and Mitigation of Modern Slavery Risks

We know that modern slavery has long-lasting impacts on affected individuals and communities around the world and that the numbers on modern slavery across the globe continue to rise. The International Labour Organisation (ILO) has estimated that 50 million people were living in modern slavery in 2021<sup>21</sup>. Modern slavery is defined in the MSA as including eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour.

We are aware of the risk of modern slavery in our Tier 1 supply chains and are working to progressively understand the multiple tiers of suppliers that form the extended supply chains to ensure we remain vigilant in identifying where there is the potential to cause, contribute to, or be directly linked to modern slavery activities.

## Operational and Supply Chain Risks

### Modern slavery risks in our direct workforce

We consider the risks of modern slavery practices within our direct operations and workforce as low, as our employees are primarily working within Tier 1 jurisdictions, Australia and Canada.

Modern slavery risks that relate to our operations and direct workforce are assessed in the context of our health and safety and human resources policies and practices, ethical standards and behavioural conduct requirements as per our Code of Conduct. They are also assessed against our legal and contractual obligations such as employment conditions. We maintain robust internal policies, systems and processes to comply with our legal and contractual obligations and to manage entitlements relating to our people.

Evolution is committed to providing workplaces where our people, including contractors and business partners, are physically and psychologically safe, healthy and well. We pursue a preventative approach in promoting a healthy lifestyle and this is done by raising the employees' awareness of their own physical and mental health status with the expectation that this will inspire employees to make key positive lifestyle changes. Our workforce is expected to comply with health and safety requirements that are supported by our systems and processes, including our Sustainability Policy and Sustainability Performance and Strategic Performance Standards.

These programs collectively help to create a workplace that supports our people professionally and personally and minimise the risk of modern slavery practices.

### Modern slavery risks in our supply chain

According to the Walk Free Foundation's Global Slavery Index, the mining industry in Australia and Canada is not considered to be high risk for modern slavery , with the most relevant areas for human rights risks within our operations being personal protective equipment (PPE), shipping, labour conditions, and the rights of First Nation Partners and Indigenous Peoples and in the communities where we operate. We understand that companies can inadvertently elevate the risk of human exploitation by placing unreasonable demands on suppliers. This is considered when engaging with suppliers.

We recognise that our Australian suppliers (who make up 80% of our supplier spend) provide us with goods and services across various categories with various inputs to their supply chains which may be sourced from known potential high-risk areas and therefore will require further engagement and assessment.

The following categories continue to be our high-risk categories:

- Personal Protective Equipment (PPE)
- Chemicals
- Tyres
- Lime and Cement
- Fuel

# Modern Slavery Statement

- Grinding Media
- Lubricants

Factors that elevate the risk of labour exploitation and modern slavery practices in the above categories include:

- Demand for low-skilled and manual labour, including through migrant workers
- The use of third-party recruitment/labour hire agencies and complex subcontracting arrangements
- Long and complex supply chains for manufactured products and raw materials including shipping and inland transport that stretch across high-risk countries for modern slavery practices
- Poor visibility over indirect suppliers (Tier 2 and beyond)

Evolution complies with all local applicable laws and regulations relating to hiring children and our hiring practices conform with the (ILO) conventions for minimum age and child labour.

In FY22, our assets were internally audited and verified, including human rights and modern slavery risks, against our Human Rights Performance Standard. The audit programme was also externally validated by an independent auditor. No incidents of violations of human rights, including the rights of Indigenous Peoples, freedom of association, child labour, youth labour with exposure to high-risk work, or forced labour involving our employees were recording during the reporting period. However, we recognize this is an ongoing process and continue to review.

## Sustainable Procurement

We are committed to conducting business in a responsible way, and we expect the same commitment from our contractors and suppliers. We seek contractors and suppliers who share our corporate values, follow high standards of governance and compliance with all applicable laws and our policies, and are committed to helping us achieve our sustainability goals. We recognise sustainable procurement is a powerful lever for influencing the sustainability performance and business conduct of suppliers.

Our sustainable procurement approach considers our operational risks, the material issues identified in the FY21 Materiality Assessment and, where it makes sense for our business, aims to align with the ISO 20400 Sustainable Procurement Guidelines. Through implementing a number of key focus areas each year that align with our company and sustainability goals, our approach focuses on building on our existing processes, as well as fostering greater collaboration with suppliers, to identify, manage and mitigate actual and potential adverse human rights impacts of our procurement activities and decisions.

## Procurement Statement

Evolution's Procurement Statement sets out how Evolution is to carry out its procurement activities and is aligned to our values, Code of Conduct, and Supplier Code of Conduct. It considers various ESG factors that are integrated into our market engagement procurement activities and vendor onboarding process. This includes the potential risk of modern slavery as part of our evaluation and onboarding process. Focus areas include:

- Environmental performance
- Local and Indigenous sourcing
- Modern slavery
- Health and safety
- Support for the workforce
- Contractor management
- Compliance
- Governance

Suppliers are expected to have a similar focus on governance and sustainability obligations.

# Modern Slavery Statement

## Supplier Code of Conduct

Suppliers for Evolution play a key role in helping to deliver on our strategy and it is required that our suppliers deliver to these requirements. Our Supplier Code of Conduct outlines the expectations we have of our suppliers. This includes all suppliers and their supply chain partners to provide a workplace free from discrimination, harassment or any other form of abuse, and to treat employees and other workers fairly, including with respect to wages, working hours and benefits, in accordance with applicable laws.

Suppliers are required to be accountable for their actions and commit to ensuring they conduct their business in alignment with Evolution's values and behaviours. They may be audited or required by Evolution to certify or provide information relevant to their compliance with the Supplier Code of Conduct. A copy is made available to all new contractors or suppliers in Australia during the onboarding process.

## Strengthening Supplier Contracts and Market Engagements

One of the ways in which expectations on human rights are established is via our contracting process with our Tier 1 suppliers and through our market engagement process. Modern slavery provisions have been incorporated in our procurement contracts and vendor trading terms for the supply of goods and services. The provisions:

- Prohibit modern slavery practices by the contractor or its subcontractors
- Provide Evolution with the right to audit and to terminate the contract
- Mandate the inclusion of similar provisions in contractors' supply activities, thus cascading the provisions down through the supply chain

In FY22, we implemented a more detailed evaluation criteria for sustainability and business conduct as part of our standard tender process. Our contracts with Tier 1 suppliers require compliance with stringent health, safety, environment and social criteria along with provisions around modern slavery. They must also adhere to our policies and procedures when working on site. Through regular supplier relationship meetings and key performance indicator reporting, compliance and performance is monitored.

Market engagements are issued through our tender management platform. Questions are provided to potential suppliers for completion which are then reviewed and scored by the Evolution evaluation team. The questions require strict adherence to our Supplier Code of Conduct and are also designed to provide insight to the ESG practices of potential suppliers and assess their organisational fit with our overall business, including our values and expectations.

## Collaboration and Engagement

We recognise how important collaborating with peers is to effective management and mitigation of modern slavery and human rights risks.

As a signatory to the UNGC, we report annually on progress towards the implementation of the UNGC principles, that include human rights. We are also an active participant in the Global Compact Network Australia (GCNA) and a member of GCNA's Modern Slavery Community of Practice (COP). The COP aims to support companies to work together to solve problems, share knowledge, cultivate best practice and foster innovation.

A number of employees are members of PASA (Procurement and Supply Australasia), a leading provider of information and education to procurement and supply professionals throughout Australia and New Zealand. This includes membership to PASA Connect which facilitates various round table and information sharing sessions led by subject matter experts, allowing members to build relationships with peers and explore solutions to current challenges, gain exposure to new ideas and practices, and benchmark our capabilities. A number of these sessions have been focussed on modern slavery and human rights.

## Modern Slavery Business Guide

A Modern Slavery Business Guide is incorporated into our governance processes that is designed to assist Evolution personnel, including Site Leadership Teams, Managers, Superintendents, Supervisors and Supply teams, in assessing the risk of modern slavery occurring in our supply chains, the steps being taken by Evolution to mitigate the risk and the actions required to provide assurance that our business is free from modern slavery.

The Business Guide provides an internal escalation process from where possible modern slavery issues have been identified in our supply chain right through to notification at the senior executive level, and includes a risk-based process to assess, report and where required, take action to address the risk of modern slavery occurring in our business operations and supply chain.

# Modern Slavery Statement

## Education and Training

Education and training for employees is provided on human rights. This includes how to identify actual or potential risks of modern slavery within our business and supply chains, and the process of escalation should any incidents of modern slavery arise in our business. This is provided through:

- Discussion on our Modern Slavery Business Guide
- Interactive online training through our sustainability system, INX, consisting of both basic induction training and more detailed modern slavery training for employees who have direct responsibility for supply chain management
- Face to face training sessions for employees who have direct responsibility for supply chain management, including Site Leadership Teams, Managers, Superintendents, Supervisors and Supply Teams

In FY22:

- 12% of our Australian workforce and 100% of our Australian Supply team received training (outside of general induction training when onboarding new employees which includes a modern slavery component)
- Our Australian workforce completed over 236 training hours of modern slavery training

Our Modern Slavery Working Group oversees initiatives to tackle modern slavery in our business, including modern slavery training and awareness initiatives. Members of the Modern Slavery Working Group have also attended externally run information sessions and contributed to industry working group meetings on modern slavery in FY22. It continues to be a key focus area in FY23 and will include a further review and update of our modern slavery education packs and an aim to close any training gaps across our business in this space.

## Supplier Engagement

Formal and informal engagement, including onsite visits by our teams, surveys and structured meetings is a key feature of our engagement strategy. These engagements are a valuable insight into the experience of workers and aim to validate information supplied. We set corrective actions from these engagements and the findings are used to improve future due diligence assessments for current and potential suppliers, using a risk-based approach:

- During pre-qualification, the tendering process, or at the renewal of an existing contract term a formal modern slavery risk assessment is conducted for suppliers managed by Group
- Based on the risk assessments, suppliers may be required to supply additional information
- Further due diligence may occur, including the use of third-party verification of supplied information

Evolution continues to build relationships and work with organisations to address modern slavery risks across our shared supply chains. We also reserve the right to suspend, discontinue or terminate relationships with suppliers when we have a reason to suspect or can identify that the supplier:

- Is in breach of the law
- Refuses or fails to demonstrate reasonable and timely efforts to implement agreed corrective actions required to operate in accordance with our Supplier Code of Conduct

## Due Diligence and Continual improvement

We have a comprehensive risk-based supplier due diligence framework for identifying and managing the risks associated with our suppliers, including selection, onboarding and monitoring, through to corrective actions and disengagement.

Our supplier risk assessment framework prioritises supply chain due diligence in four categories that we have identified as posing a higher risk to human rights: security services, transportation, facilities management, textile/garments/PPE and construction labour. We continually monitor the effectiveness of our approach and refine it when needed.

In this reporting period, we updated our risk assessment methodology to incorporate an assessment of country risk. Our approach to supplier due diligence seeks to achieve a balance between the country specific risks and the ability of local suppliers to meet our detailed supplier due diligence requirements. The updated methodology makes for a more multidimensional approach to identifying and measuring risk in our supply chain.

In relation to modern slavery, we require that our suppliers have zero tolerance for any form of modern slavery, forced labour or child labour (as defined by the ILO) in their operations and supply chains.

We use a variety of tools to assist us in our due diligence processes, which may include on-site inspections, obtaining information from third-party sources including authorities, international organisations and civil society, and consulting experts and technical literature.

# Modern Slavery Statement

## Complaints and Grievance Mechanisms

We have an established grievance mechanism through which community members or other stakeholders can express any concerns, issues or grievances about real or perceived actions by a project that may cause them concern.

In FY22 there were no whistleblower reports or other complaints relating to actual or threatened modern slavery or other human rights abuses in the Company or in our supply chain. However, we continue to encourage our workers and business partners to do so should a concern ever arise.

If a whistleblower report is made in relation to a supplier, every matter would be investigated. Where substantiated, we would support the resolution of the issue appropriately in accordance with protocols.

We regularly seek out stakeholder feedback:

- From our employees through employee engagement surveys
- From our suppliers mainly through their dealings with our supply teams
- Through conversations with key investors on the Company's performance, both generally and on our sustainability and human rights commitments

## Assess Effectiveness

We have built on our understanding of potential modern slavery risks in our operations and supply chain. Through consultation with external human rights and sustainability specialists, we have undertaken several key activities which form this basis of our modern slavery action plan and supplier risk assessment process. These activities include:

**Modern slavery awareness:** We continue to educate our business in the risks of modern slavery and how to identify potential threats through information sessions, inductions, online training and lunch and learn sessions, including risk-based training to our senior operations leaders and procurement staff.

**Supplier risk identification and prioritisation:** We continue to review our highest spend suppliers against modern slavery risk identification and have identified high-risk procurement categories. This enables us to focus our supplier due diligence on the highest risk suppliers.

**Supplier meetings:** We conduct scheduled and regular on-site meetings with our suppliers to ensure both they and their supporting supply chains are meeting our agreed standards. We have discussed the introduction of the modern slavery legislation, and where required, we have requested that they provide supporting evidence of the actions their business is taking to address modern slavery risks.

**Supplier surveys:** We continue to conduct more extensive due diligence on our highest priority suppliers through the SAQ process. Analysis of the supplier responses inform our requirements for continued engagement with, and risk management expectations of, these suppliers. In FY23 we will be conducting deep dive workshops with both suppliers who appear to apply best practice to modern slavery risk management, as well as those suppliers who we have identified actual or potential risk through the assessment process, for knowledge sharing and opportunities for improvement. We will engage external consultants/experts to validate our SAQ process and identify potential areas for improvement.

**Education and Training:** We will continue to develop our education packs for modern slavery training and will seek to close any training gaps identified.

**Remediation and assurance in our supply chain:** We expect our suppliers to share our commitment to ethical, safe and responsible business practices. Where feasible, we leverage our business relationships both as a company and via business organisations and promote dialogue with other stakeholders to advance these commitments and industry best practice.

**ESG:** We conduct an annual benchmarking exercise to assess our performance against investor Environment, Social and Governance (ESG) expectations. We also actively consider key Environmental, Social and Governance (ESG) ratings agency findings, including the Corporate Sustainability Assessment (assessed by the Dow Jones Sustainability Index), Morgan Stanley Capital International (MSCI), ISS and Sustainalytics. These ratings consider our human rights approach, and we continue to be a top performer in our industry globally ('AA' rating with MSCI and inclusion in the Dow Jones Sustainability Index).

**Communication:** Engagement with stakeholders, including suppliers, investors, regulators, customers and industry peers, is a critical component of our Modern Slavery approach. This statement, together with other means of formal and informal communication, including investor roadshows, conferences and the Annual General Meeting, provide a key mechanism for disclosing Evolution's actions in this area. Our website includes a dedicated human rights page outlining our commitment to upholding and respecting human rights as well as specific information on modern slavery.

# Modern Slavery Statement

## Consultation with our Entities

Identification and implementation of actions to assess and manage our modern slavery risks continues to involve consultation and engagement across Evolution Group and operations. Through FY22, examples of our consultation included engaging with:

- Sustainability, Supply and People & Culture specialists
- Ernest Henry Supply team on current and expected modern slavery practices following the acquisition
- Our Mungari Supply team on identification of potential high-risk suppliers
- Our Red Lake Operations regarding local suppliers and modern slavery risks

Evolution Leadership Team and the Board are briefed on modern slavery regulatory requirements, our risks and responses including this Modern Slavery Statement.

## Looking Ahead

Through our working group in FY22, we continued to monitor the progress of our modern slavery actions and due diligence processes. We plan to further develop and educate the members of our internal working group. This is comprised of representatives from the areas of Commercial, Risk, Audit, Sustainability and People & Culture. This group is pivotal to reinforcing the importance and awareness of the risk of modern slavery in our business, and in responding if any risks are identified.

## Key actions planned in FY23

- Initiate “deep dives” into high-risk goods and services categories to investigate potential modern slavery risks
- Seek independent validation of our SAQ process
- Determine action plan for non-responding vendors
- Review and update training materials and close any training gaps across our business in this space
- Use KPIs to monitor the effectiveness of implemented strategies, with a focus on levels of training and compliance
- Continue mapping the next tier of suppliers against geographic, commodity and industry modern slavery risk indicators

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