

Evolution Mining FY23 Report to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023*

May 2024



Evolution
MINING

“Inspired people
creating a
premier global
gold company”

We acknowledge our First Nation Partners and Indigenous Peoples and communities throughout Canada and Australia and recognise their continuing connection to land, waters, and community. We pay our respects to them, and their cultures, and to Elders past, present, and emerging. We acknowledge the Elders for their resilience in paving the way for the generations thereafter and we recognise those who continue to educate and empower to maintain and protect all aspects of Indigenous heritage and culture.

About this Report

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.

This Report is published in accordance with the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c.9) (the Act) for the period of 1 July 2022 to 30 June 2023 (FY23) and describes the steps taken by Evolution to identify, address and remediate the risk of forced labour or child labour in our activities or supply chains.

This Report is a joint report that covers the activities of all Canadian and Australian entities within the Evolution Group structure listed below. Each entity is covered by Evolution's policies, procedures, and systems.

As an Australian-based company, Evolution complies with the requirements of the Australian *Modern Slavery Act 2018* (Cth), including submitting an annual Modern Slavery Statement describing the risks of modern slavery in our

business operations and supply chains and outlining the actions taken to address those risks. We intend to draw upon the information contained within our [FY23 Statement](#) to address the reporting requirements of this Report.

As such, references to 'Modern Slavery' throughout this Report includes 'Modern Slavery' as defined under the *Modern Slavery Act 2018* (Cth), and 'Forced Labour' and 'Child Labour' as defined under the Act. (S.C. 2023, c.9).

The risks and impacts associated with Modern Slavery in projects which we do not operate are not included in this report. We regularly engage with joint venture partners and operators on key issues affecting project outcomes, including human rights, forced and child labour.

This Report was approved by Evolution's governing Board of Directors in May 2024.

We welcome and value feedback. Please direct feedback and enquiries to Fiona Murfitt - Vice President of Sustainability at esgreporting@evolutionmining.com

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed below. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Evolution Mining Limited.



Jake Klein
Executive Chair
8 May 2024

Reporting Obligations Under the Act

This Report was prepared to meet the mandatory reporting obligations set out under the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c.9). The table below identifies where each criterion is disclosed within this Report.

Reporting Obligation	Location
Steps taken by the reporting entity to prevent and reduce the risk of forced labour and child labour in its operations and supply chains	2-12
Describe the reporting entity's structure, activities and supply chain	3-5
Describe the reporting entity's policies and due diligence processes in relation to forced and child labour	5-7, 11
Describe the parts of the reporting entity's business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk.	11
Describe measures taken to remediate any forced labour or child labour	11
Describe measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains	11
Details of the training provided to employees on forced labour and child labour	7
Describe how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains	11-12

Our Structure, Activities and Supply Chain

Our Structure

Our parent company, Evolution Mining Limited, was formed in November 2011 and has evolved to become a leading, globally relevant gold mining company. Evolution operates within the mining sector, specifically the gold mining sector. Our operations manage risk guided by Our Purpose, Vision, Values, and Strategy¹.

Evolution currently operates six mines, being five wholly owned mines - Cowal in New South Wales, Ernest Henry and Mt Rawdon in Queensland, Mungari in Western Australia, and Red Lake in Ontario, Canada, and an 80% share of Northparkes in New South Wales:

- Red Lake Operation in Ontario, Canada on the traditional territory of Treaty 3 on the lands of the Wabauskang and Lac Seul First Nations (Evolution Mining Gold Operations Ltd (BN #759911134))
- Cowal Gold Operation in New South Wales on the lands of the Wiradjuri People (Evolution Mining (Cowal) Pty Limited (ABN 75 007 857 598))
- Ernest Henry Operation in Queensland on the lands of the Mitakoodi People (Ernest Henry Mining Pty Ltd (ABN 18 008 495 574))
- Mungari Gold Operation² in Western Australia, on the lands of the Marlinyu Ghoorlie People and other knowledge holders (Evolution Mining (Mungari) Pty Ltd (ABN 90 002 124 745))

1 [Evolution Mining Website](#)

2 References to Mungari include a 51% interest in the East Kundana Joint Venture since 18 August 2021.

3 As of 30 June 2023, Evolution Mining operated five wholly owned mines. We acquired our Northparkes Operation in December 2023, after the reporting period herein. For the purposes of this Report, Northparkes is not included in the data presented.

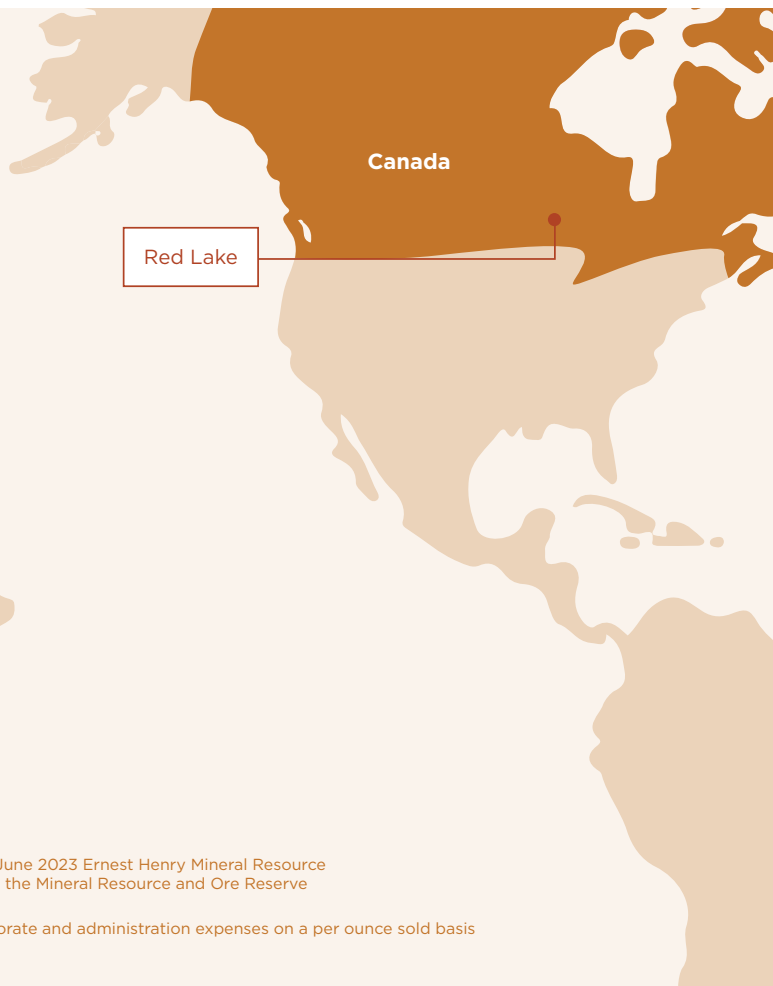
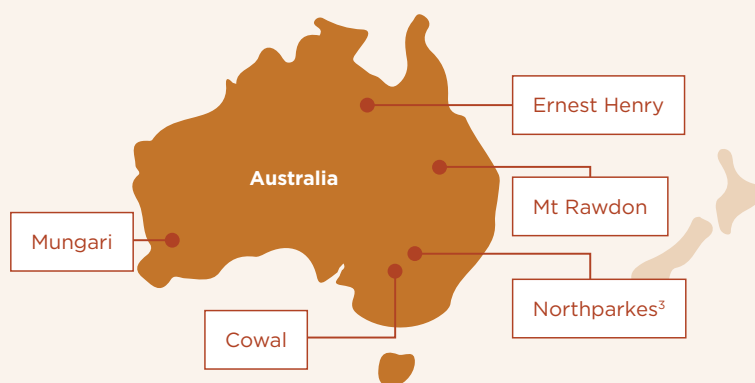
- Mt Rawdon Operation in Queensland located within the traditional lands of the Bailai, Gurang, Gooreng Gooreng, and Taribelang Bunda People (Mt Rawdon Operations Pty Ltd (ABN 77 152 727 663))
- Northparkes Operation³ in New South Wales on the lands of the Wiradjuri People (Evolution Mining (Northparkes) Pty Limited (ABN 17 164 997 317)). Note, excluded in FY23 data.

Our head office is in Sydney, Australia on the lands of the Gadigal People of the Eora Nation.

Evolution has made a strategic decision to manage its geopolitical and human rights risk by operating in the Tier 1 jurisdictions of Canada and Australia. While mining has been identified by the [Global Slavery Index \(GSI\)](#) as a sector most at risk of modern slavery, the mining industry in Canada and Australia is not considered to be high-risk for modern slavery.

We have no exposure to artisanal and small-scale mining, nor conflict-affected and high-risk areas, in proximity to our existing and exploratory operations, contributing to the mitigation of business-wide human rights impacts. We do acknowledge there is still the potential risk of modern slavery occurring within our business and supply chains, and as such, we have robust mechanisms in place to identify, assess and address this risk, as detailed in this Report.

Evolution FY23 Snapshot ⁴	
Production	651koz gold, 47kt copper
Dec 2022 Mineral Resources ⁵	30.3Moz gold, 1.8Mt copper
Dec 2022 Ore Resources ⁵	10Moz gold, 661kt copper
AISC	AU\$1,450/oz ⁶ (US\$1,033/oz) ⁷
Statutory net profit after tax	AU\$164M
Dividends	AU\$92M
FY23 Operating Mine Cash Flow AU\$944M	



4 Currency is expressed in Australian dollars unless otherwise stated

5 As at 31 December 2022 and compared to the 31 December 2021 estimates. Excludes the June 2023 Ernest Henry Mineral Resource and Ore Reserve updates as the comparison is provided year-on-year at 31 December. See the Mineral Resource and Ore Reserve section of the Annual Report for further information

6 All-in Sustaining Cost includes C1 cash cost, plus royalties, sustaining capital, general corporate and administration expenses on a per ounce sold basis

7 Calculated using an average AUD:USD exchange rate of 0.7124 for the 12 months of FY23

Our Activities

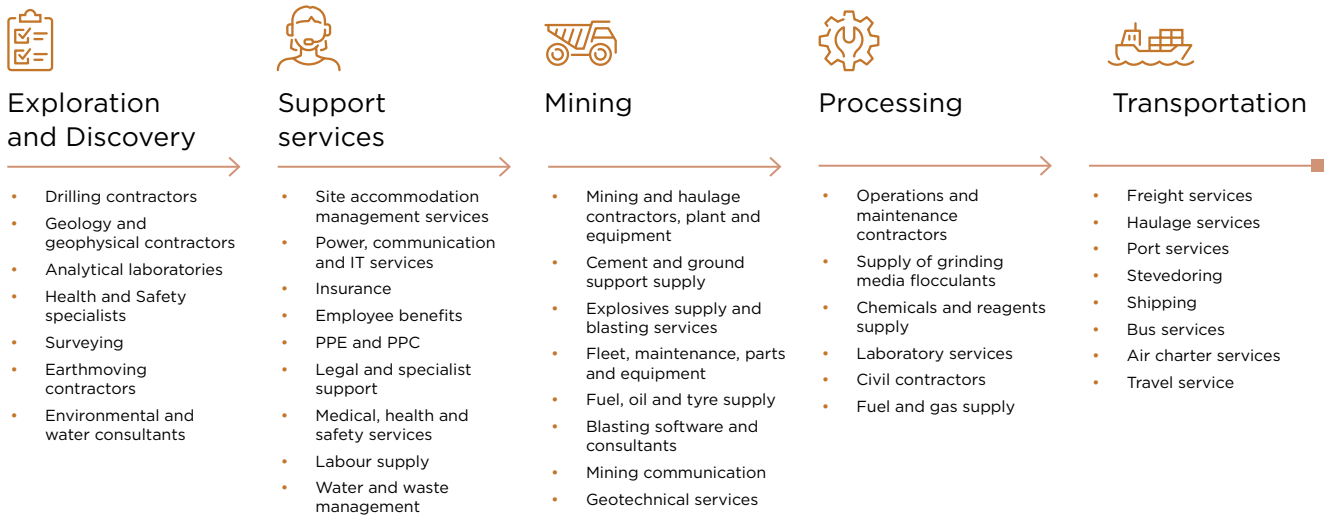
In FY23, Evolution produced 651,155 ounces of gold at an All-in Sustaining Cost of AU\$1,450 per ounce as we continue to position ourselves as a low-cost producer that creates value for its stakeholders in a socially and environmentally responsible way.

Our Workforce

As at 30 June 2023, we employed 3663 people (including contractors and labour hire) across our operations and offices. Overall, 18.4% of our workforce identified as female, and 6% of our employees identified as Indigenous. We will continue to mature and improve our data disclosures, where this data could assist us to address potential exposure to modern slavery and human rights risks in our workforce.

For more information about our business, refer to our [2023 Annual Report](#), [ESG Performance Data](#), and our [website](#).

Our Supply Chain



As a major producer and consumer within the communities we operate, all reasonable opportunities are taken to execute a sustainable approach to how and where our goods and services are sourced for the benefit of all stakeholders. Our approach to *Sustainable Procurement* is outlined below.

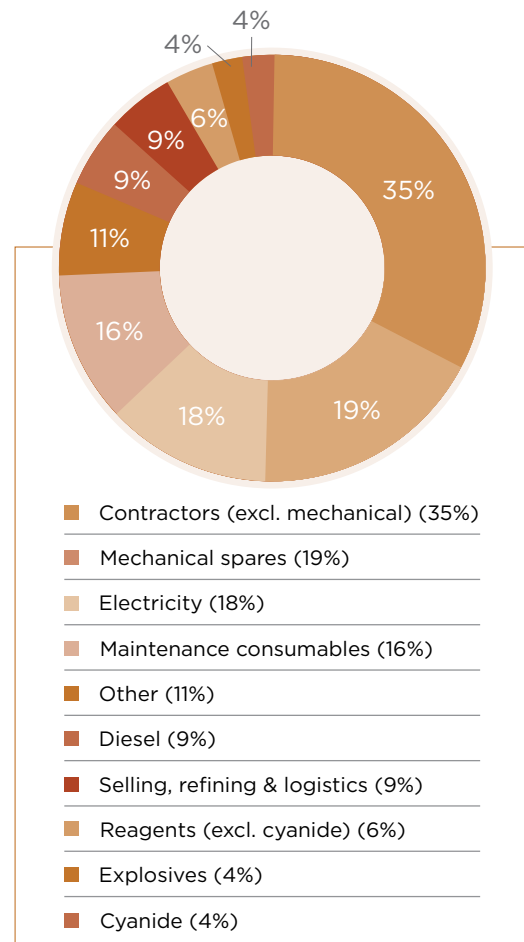
Our Supply teams manage and coordinate procurement activity across the end-to-end procurement lifecycle, ensuring sourcing of goods and services is undertaken in accordance with Evolution's policies and procedures.

Our supply chain comprised of 3,629 active suppliers in FY23, with approximately 19% in Canada and 80% in Australia. Our total procurement spend for FY23 was AU\$1.75 billion⁸. We spent AU\$261 million directly with local and regional suppliers with a 73% increase in local suppliers (compared to FY22). This increase is attributed to the first full year of ownership of Ernest Henry since 1 January 2022 and reflects our strategy to engage with local, regional, and Indigenous suppliers across all operations.

The majority (99%) of our direct (Tier 1) suppliers are based in Canada and Australia with 1% operating outside of these jurisdictions (United States of America, England, Ireland, Finland, Singapore, Taiwan, South Africa, and New Zealand). We recognise that some of our direct suppliers have operations, or engage subcontractors (Tier 2 and beyond), in other jurisdictions and this risk must also be managed.

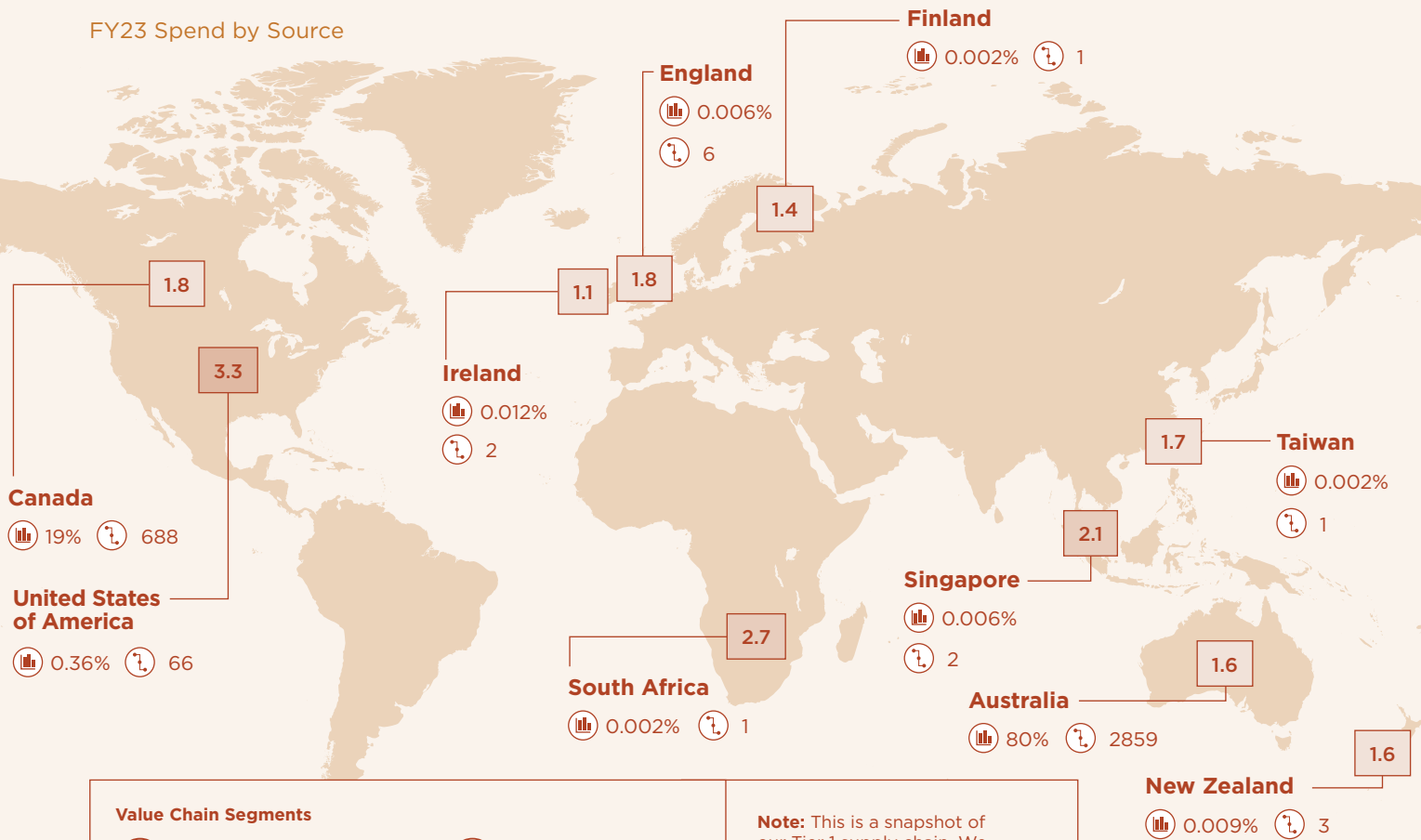
We recognise that a lower spend on suppliers does not equate to lower modern slavery risk. The following chart reflects our largest supply spend by category.

Top 10 Supplier Spend by Category



⁸ This figure reflects supplier payments only and excludes wages, dividend payments, interest, taxes, royalties, community

FY23 Spend by Source



Value Chain Segments



% of total procurement spend



of suppliers



Scale indicates the estimated prevalence of modern slavery in a country and is taken from the Global Slavery Index 2023

Note: This is a snapshot of our Tier 1 supply chain. We acknowledge that goods and services supplied by our direct suppliers (the entities we directly contract with) may not be manufactured or provided in those direct suppliers' countries but in jurisdictions that are at higher risk for modern slavery.

Our Policies and Due Diligence Processes

During FY23, we continued to apply a rigorous methodology to manage modern slavery risks, including increased measures with our medium to high-risk suppliers.

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

A variety of tools are used to assist us in our due diligence processes. These may include on-site inspections, obtaining information from third-party sources including authorities, international organisations and civil society, and consulting experts and technical literature. This is governed by our policies, and our Sustainability Approach and Principles (pg. 72) and Material Topics (pg. 29) in our [FY23 Sustainability Report](#).

Policies, Standards and Guides

Evolution has several policies, standards, and guides in place which apply to all entities owned and controlled by Evolution. They outline our minimum expectations, requirements and approach to modern slavery and human rights all of which are approved by the Board or one of its committees.

These include:

- [Sustainability and Strategic Planning Policy](#)
- [Sustainability Performance and Strategic Planning Standards](#)
- [Code of Conduct](#)
- [Procurement Statement](#)
- [Supplier Code of Conduct](#)
- [Whistleblower Policy](#)

Evolution has an internal Modern Slavery Business Guide incorporated into our governance processes. It 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, and outlines 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.

It provides for an internal escalation process from identifying possible modern slavery issues 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.

Supplier Contracts and Market Engagements

We establish expectations on human rights via our contracting process and market engagement practices with our Tier 1 suppliers. 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

We require that our suppliers have zero tolerance for any form of modern slavery, forced labour or child labour in their operations and supply chains (as defined by the International Labour Organization).

Our contracts with Tier 1 suppliers require compliance with stringent Sustainability (Health, Safety, Environment, First Nations, Community and Social) criteria, along with provisions around modern slavery. They must also adhere to our policies and procedures when working on site. Compliance and performance are monitored through regular supplier relationship meetings and key performance indicator reporting.

Market engagements are issued through our tender management platform. Questions are provided to potential suppliers for completion which are then reviewed and scored. The questions require strict adherence to our Supplier Code of Conduct and are also designed to provide insight into the ESG practices of potential suppliers and assess their organisational fit with our overall business, including our values and expectations, and includes our Modern Slavery Supplier Assessment Questionnaire (SAQ).

Supplier Engagement

Formal and informal engagement, including onsite visits by our teams, surveys and structured meetings are 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 risk assessment is conducted for all our suppliers
- 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, with consideration of adverse impacts, 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

Supplier Assessment Questionnaire (SAQ)

Further to the identification of modern slavery risk in our supply chain, we have collaborated with each of the operations to evaluate and rank our suppliers as 'Low', 'Medium' or 'High' risk, based on the level of spend, and the sector and industry, product and service, geographical, and entity risk areas. In FY23, 100% of Medium and High-risk suppliers were engaged for an opportunity to undertake a Modern Slavery Risk Assessment in our SAQ⁹.

We issue an annual SAQ to those suppliers who have been identified as medium to high-risk of modern slavery. The questions contained in our SAQ have been built around these risk areas, and our methodology to evaluate and score these responses is based on specific metrics, such as the Global Slavery Index's (GSI's) vulnerability scoring.

In FY23, we have developed an action plan to follow up on those suppliers who have not submitted a response to the SAQ. This action plan includes obtaining feedback from suppliers to ascertain the reason for not responding; for example, to understand whether accessibility issues with the platform or the timing of when we issued the SAQ were contributing factors. This feedback will help us to refine and improve our SAQ process and approach.

Our SAQ process also helps us with mapping and understanding our Tier 2 and beyond.

Collaboration and Engagement

Effective management and mitigation of modern slavery and human rights risks is supported by collaborating with peers.

As a signatory to the United Nations Global Compact (UNGC), Evolution report annually on progress towards the implementation of the UNGC principles, which 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.

We remain committed to engaging with our internal and external partners, such as the Australian Council of Superannuation Investors (ACSI) and suppliers through our Supplier Relationship Meetings (SRMs), to gain feedback and facilitate continuous improvement, including in our reporting. Throughout the year, we have regularly sought stakeholder feedback from:

- Our employees through employee engagement surveys - in FY23 we introduced the 'Your Voice' engagement survey tool
- Our suppliers mainly through their dealings with our supply teams
- Direct discussions and feedback such as improvement sessions with subject matter experts like ACSI whom we engaged on their review of modern slavery reporting for ASX200 companies
- Through conversations with key investors on the Company's performance, both generally and on our sustainability and human rights commitments

Collaboration with industry peers across Canada and Australia will increase in FY24/25 including through formal and informal knowledge sharing sessions to gain greater understanding of the issues and challenges in addressing modern slavery risk faced by the industry.

⁹ 57% of questionnaires issued to medium and high-risk suppliers were returned in FY23. In FY23, questionnaires were issued to a larger pool of our identified medium and high-risk suppliers (125) than in FY22 (109). Against the baseline of FY22 questionnaires issued, a total of -65% questionnaires issued were returned in FY23. This represents a -4% increase in responses in FY23.

Audits

Audits are regularly undertaken to assess compliance against our Human Rights Performance Standard. This is incorporated within the Assurance Program and material actions are also externally validated annually by an independent auditor. Findings from FY23 showed that whilst there were areas for improvement identified across the Sustainability portfolio, there were no material findings.

In FY23, no incidents or 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 recorded. Ongoing risk mitigation, process review, measurement and assessment will continue.

Complaints and Grievance Mechanisms

Grievance mechanisms are implemented for all stakeholders at each operation across our organisation to express any concerns, issues, or grievances about real or perceived actions that cause concern.

In FY23, there were no whistleblower reports or other complaints relating to actual or threatened modern slavery or other human rights abuses in Evolution or in our supply chain. We continue to encourage all stakeholders, including employees and business partners to provide feedback and raise any concerns. As a matter of procedure, every whistleblower statement is thoroughly investigated and reported through to the Board Risk and Sustainability Committee for oversight.

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. This is provided through:

- Discussion on modern slavery informed by the Modern Slavery Business Guide
- Interactive online training through our training platform (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.

Aligned with the Australian Modern Slavery Act (Cth 2018), our modern slavery training covers:

- What is modern slavery?
- How to identify and report modern slavery?
- The basic principles of the Modern Slavery Act 2018 (Cth)
- Our internal policies and procedures for identifying, mitigating, and responding to modern slavery risk

We have a general induction training package that is rolled out to all new employees to Evolution mining, along with more targeted training on modern slavery for our personnel working in Supply in order to better equip them to identify, flag, gain external help, and prevent modern slavery in our supply chain.

In FY23, we also continued to educate members of the Modern Slavery Working Group.

A formal review of the effectiveness of the training package revealed that greater value came from more targeted, detailed training for personnel who were identified as having greater exposure to the supply chain. From FY22, personnel across Supply were provided with additional targeted training on modern slavery, better equipping them to identify, flag, gain external help, and prevent modern slavery in our supply chain. In FY23, 111 personnel undertook this training. Members of the Modern Slavery Working Group have also attended externally facilitated information sessions in FY23.

Continual improvement in training continues to be a key focus area in FY24, and with the implementation of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* we will be reviewing and updating our modern slavery training packages and will look to roll out modern slavery training across the business, including our Canadian operations.

Identifying Risks of Forced or Child Labour

Operational and Supply Chain Modern Slavery Risks

Evolution acknowledges that the nature and extent of modern slavery means there is a risk that it may be present in our business operations and supply chains.

Modern slavery risks are identified and evaluated as early as reasonably practicable in the mine lifecycle and regularly assessed. This includes during any due diligence process related to acquisitions.

We regularly assess the salient human rights issues¹⁰ across the business to identify those stakeholders at risk of the most severe negative impact. Our salient human rights risks include labour rights and Modern Slavery. This risk identification is supported by our Integrated Risk Management Framework, associated Policies and Standards and Materiality Assessment processes. Read more about identifying our Salient Human Rights Risks on pg. 10 and about managing our risks on pg. 14 of our [FY23 Modern Slavery Statement](#).

¹⁰ The human rights at risk of the most severe negative impact through the company's activities and business relationships. ([UNGP Reporting Framework](#))

Modern slavery including child labour and forced labour, are serious crimes under Canadian and Australian law. Groups at particular risk and vulnerability include children, women, Indigenous peoples, migrant workers, third-party employees, and local communities.

To assist with identifying where and how modern slavery risks could be potentially encouraged in our operations and supply chain, Evolution adopts the UNGP’s “cause, contribute and directly linked” concepts and aligns our definitions with the [UNGC’s](#). We are vigilant in engaging suppliers to determine if, through our actions, our business could:

- Cause modern slavery
- Contribute towards modern slavery
- Be directly linked to modern slavery through our business operations and supply chains

Modern Slavery Risks in Our Direct Workforce

We consider the risks of modern slavery practices within our direct workforce to be low due to the jurisdictions in which we operate.

Evolution is committed to providing workplaces where our people, including contractors and business partners, are physically and psychologically safe, healthy, and well. Our workforce is expected to comply with Sustainability and People and Culture Policies, Codes of Conduct, Standards, procedures and Work Instructions. The modern slavery risks that relate to our direct workforce are assessed in the context of these policies and practices, and against legal, contractual and external requirements.

We continue to review these robust internal policies, systems and processes to ensure compliance with legal, governance, and contractual obligations and support entitlements relating to employment.

We have established several controls to support the identification and management of potential modern slavery risks within our direct workforce. All workers have access to and are made aware of mechanisms to voice concerns and provide feedback, both positive and negative. They are encouraged and supported to do so including via employee engagement surveys and other mechanisms. We have a framework in place, which includes a Whistleblower Policy and confidential reporting mechanisms, which allows any person to confidentially raise concerns, including potential or actual unacceptable conduct with relation to human rights and modern slavery. This is reported as an agenda item to the Board Risk and Sustainability Committee, who have Board delegated responsibility for modern slavery risk matters. People can also raise this through other reporting mechanisms and informally via Management, and the Sustainability and People and Culture teams. More information can be found in the Complaints and Grievance Mechanism section above.

The approach and supportive programs collectively help to create a workplace that supports workers professionally and personally and minimise the risk of modern slavery practices.

Modern Slavery Risks in Our Supply Chain

While 99% of our supplier spend is with our Canadian and Australian based suppliers, some of these suppliers do provide goods and services across multiple categories with various inputs to their supply chains, which may be sourced from potential high-risk jurisdictions. This could pose the risk of being directly linked to modern slavery in our supply chain, where visibility and the ability to influence is limited. We also understand that companies can inadvertently elevate the risk of human exploitation by placing unreasonable demands on suppliers.

We conduct regular reviews to understand where we are most at risk of modern slavery in our supply chains. This includes conducting a review of our business operations and supply chain structures, as follows:

Business Operations:

What are the broad areas of the operations being assessed?

Industries and Sectors:

What are the sectors and industries supplying to this business operation?

Categories:

What are the categories of the goods and services being sourced?

Supplier Entities:

Who is supplying the goods or services?

Country of Origin:

Where are the goods or services being sourced from?

The accompanying matrix sets out what we consider to be our high-risk categories mapped against certain types of potential modern slavery risk areas, including:

- S&I** **Sector & Industry Risk** – certain sectors and industries may have high modern slavery risks because of their characteristics, products, and processes
- P&S** **Products & Services Risks** – certain products and services may have modern slavery risks because of the way they are produced, provided, or used
- G** **Geographic Risks** – some countries may have higher risks of modern slavery, including due to poor governance, weak rule of law, conflict migration flows and socioeconomic factors like poverty
- E** **Entity Risks** – Some entities may have particular modern slavery risks because they have poor governance structures, a record of treating workers poorly or a track record of human rights violations

This categorisation and assessment of risk aligns with the Australian Department of Home Affairs’ Modern Slavery Act 2018: Draft Guidance for Reporting Entities, Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities, and linked with the UNGP’s “cause, contribute and directly linked” concept.

High-risk Category Matrix

High Risk Category	Cause	Contribute	Directly Linked			
Personal Protective Equipment (PPE)	S&I	P&S	G	E	•	•
Chemicals	S&I	P&S	G		•	•
Tyres		P&S	G			•
Lime and Cement	S&I	P&S				•
Fuel		P&S	G			•
Grinding Media	S&I	P&S	G	E	•	•
Lubricants		P&S	G			•
Camp Services	S&I		E		•	•
Mechanical Spares		P&S	G		•	•
Transport	S&I		E			•

Assessing, Managing and Remediating Forced and Child Labour Risks

We mitigate our risk of using forced and child labour in our business and supply chains via implementing various Evolution Mining frameworks, policies, and corporate governance processes.

Sustainable Procurement

Sustainable procurement is a powerful lever for influencing suppliers' sustainability performance and business conduct. We recognise the opportunity to positively impact communities by taking a considered approach to how and where we source our goods and services. By addressing sustainability issues and considering our commitments in our end-to-end procurement practices, we can manage sustainability risks and opportunities, minimise adverse impacts and promote positive environmental, social, and economic outcomes.

Sustainable Procurement, Modern Slavery and Human Rights, are material topics for our business as per an independent materiality assessment conducted in FY21 aligned with the GRI Standards, IAP2 Spectrum and the AA1000 Series of Standards to analyse Evolution's key sustainability topics. Read more on pages 78 to 82 of our [FY23 Sustainability Report](#).

Influenced by our materiality matrix, our key sustainable procurement focus areas include:

- Net zero
- Indigenous procurement
- Modern slavery
- Water management
- Transport management (including fuels)
- Hazardous chemicals/explosives
- Geopolitical risk

These also link to our salient human rights risks.

We aim to actively manage these and other risks and require the same from our contractors and suppliers. To improve the supply chain's social, environmental, and ethical footprint, we seek to screen and work with contractors and suppliers who share our values, and expect they follow high standards of governance and compliance with all applicable laws and our Policies.

They are required to be accountable for their actions and have established governance mechanisms to ensure alignment with these requirements. Their commitment to demonstrating compliance with our [Modern Slavery Statement](#), [Supplier Code of Conduct](#) and [Procurement Statement](#) expectations are considered mandatory.

Corporate Governance

Evolution's approach to assessing and addressing modern slavery risk is managed via the same governance structure for managing Evolution's material ESG risks and opportunities, as outlined below. This governance structure applies to all entities owned and controlled by Evolution.

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](#).

To ensure oversight of modern slavery risks and monitoring of our progress internally, Evolution's Leadership Team and Board Risk and Sustainability Committee are regularly updated on our Sustainability Performance, which includes modern slavery and human rights performance.

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 refer to our [2023 Corporate Governance Statement](#).

Risk Management, Policies, Standards and Procedures

Our risk-based decision-making approach to the protection of human rights and the prevention of modern slavery is underpinned by Evolution’s Sustainability and

Strategic Planning Policies, Standards, and Integrated Risk Management Framework, supported by our business guidelines, and site processes and procedures that align to the principles of Australian and international standards and guidance. This also links to Our Policies and Due Diligence Processes section.

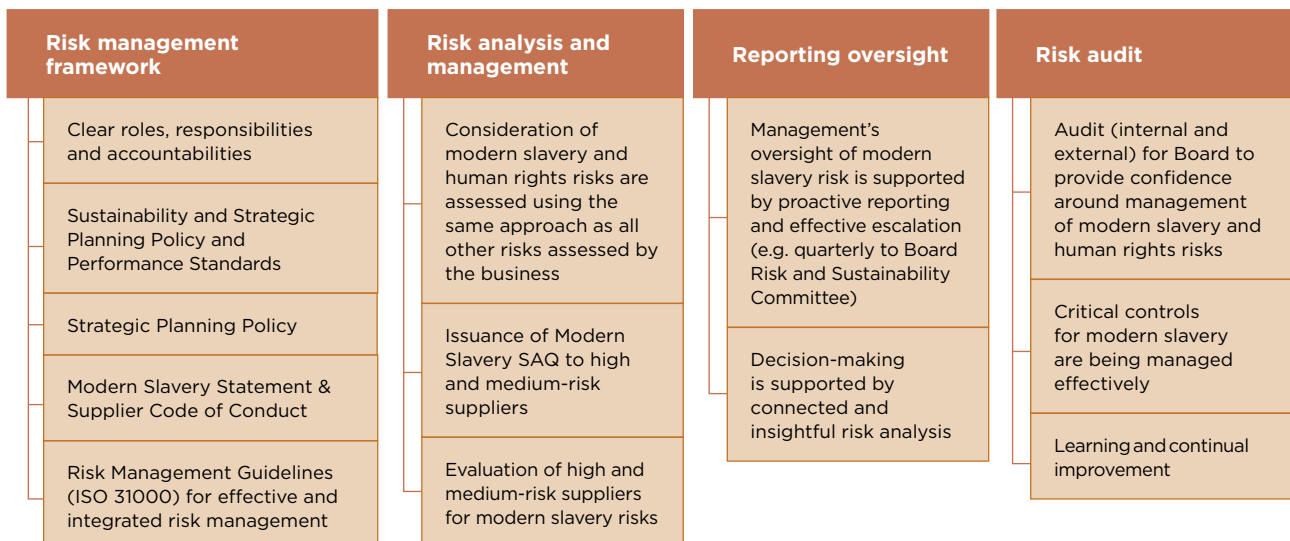
Risk Register

In FY23, the Integrated Risk Management Framework and Group and Site Risk Registers were reviewed in detail. The intent was to drive further review, oversight, and control of risks most material to the business. All matters relating to Sustainability, including human rights, are recorded in a database and communicated widely across the organisation depending on the issue. These are reviewed regularly including by the Board Risk and Sustainability Committee, supported by the Site Leadership Teams, subject matter experts and the Leadership Team to ensure effective management of those risks.

Modern Slavery Risk Governance Structure



Modern Slavery and Human Rights Management Process



Responding to Identified Modern Slavery Risks

Evolution maintains a framework for how we manage identified cases of modern slavery within our business or supply chain to ensure consistency in working with our suppliers to manage the risk and take corrective actions.

01 Identification

Who: Personnel who become aware of a case of modern slavery and representatives from the Site Supply team
What: Capture information and material to help identify the modern slavery and document concerns raised

02 Elevation

Who: Relevant Site Supply Team
What: Collate material collected from the identification and provide to the Group Manager - Supply and Group Manager - Social Responsibility & ESG Reporting

03 Review

Who: Group Manager - Supply and Group Manager - Social Responsibility & ESG Reporting
What: Meet to discuss the findings and set a plan on how to engage with the relevant site and identified suppliers. Provide communication to VP Sustainability.

04 Notification

Who: VP Sustainability
What: Formal notification to LT

05 Engagement

Who: Authorised Evolution personnel (as approved by VP Sustainability)
What: Formally communicate concerns to identified supplier seeking further clarification and a formal response

All Modern Slavery incidents (potential or actual) will be escalated using reporting protocols, including to the VP Sustainability as per our Corporate Governance reporting requirements.

06 Assessment

Who: Group Manager - Supply and Group Manager - Social Responsibility & ESG Reporting
What: Review the formal response received from the identified supplier and set out a rectification plan, if required. Rectification plan to be submitted to VP Sustainability for authorisation prior to re-engaging with identified supplier. In the event that identified supplier provides sufficient response to alleviate concerns on modern slavery then VP Sustainability to be formally notified and after advice from LT, case may be closed.

07 Rectification

Who: Group Manager - Supply and Group Manager - Social Responsibility & ESG Reporting
What: Continue to work with identified supplier to mitigate their exposure to modern slavery, being mindful to protect the wellbeing of those identified as being enslaved

08 Monitor

Who: Personnel who become aware of the case of modern slavery and representative from relevant Site Supply team; Group Manager - Social Responsibility & ESG Reporting, Group Manager, Supply.
What: Upon mitigation measures being put in place, the business will need to monitor identified supplier performance to ensure that the mitigation actions taken continue to be in effect. Any further incidents identified require recommencement of the process.

09 Reporting

Who: Group Manager - Supply and Group Manager - Social Responsibility & ESG Reporting
What: Identified cases will be reported to LT throughout the year

Remediation Measures

In FY23, 100% of incidents of potential or actual modern slavery and human rights risk were investigated. There was one potential case of modern slavery identified within our supply chain. This incident was investigated in accordance with our Modern Slavery Business Guide framework, and no further action was required. Correspondingly, no measures were taken to remediate any forced labour or child labour, nor to remediate the loss of income as a result of these actions.

















While no measures were implemented in FY23, Evolution acknowledges that adverse human rights impacts can result from measures taken to eliminate modern slavery within our activities or supply chains, including loss of income to the most vulnerable families that modern slavery legislation is seeking to protect. Where a potential or actual incident arises, we align with the above response framework, including rectification and remediation in alignment with the [UNGP's Principle 22 on Remediation](#) and [Walk Free's Modern Slavery Response and Remedy Framework](#). In line with continuous improvement, we are aiming to strengthen our Modern Slavery Business Guide to include practical remediation steps

Assessing and Improving our Effectiveness

Assessing the effectiveness of our modern slavery risk management is embedded into our annual processes and linked to our standard reporting and audit processes. The key activities to assess effectiveness include:

- **Education and reporting:** Education including information sharing, knowledge sharing in SRMs, inductions, online training, and lunch and learn sessions, including risk-based training to our senior operations leaders and procurement staff support a constructive reporting approach. An example of an improvement from our process was the shift to tailored training for specific roles within the business.
- **Supplier risk identification and prioritisation:** We continue to focus our supplier due diligence on our highest spend customers and our medium to high-risk suppliers through SAQs, deep dive sessions, and any identified risks, gaps, key outcomes from those activities. We included a flag in our vendor onboarding forms that employees can flag if they consider a supplier at risk of having modern slavery in the supply chain. An example of an improvement from this process were discussions around the shift to mandatory provision of SAQs for all high-risk suppliers.
- **ESG Reporting:** We conduct annual benchmarking exercises with reporting agencies and deliver an Annual Sustainability Report that are subject to ESG expectations. We actively consider ESG ratings agency findings, and ratings which include assessments on modern slavery risk management. We continue to be a top performer in our industry globally ('AA' rating with MSCI and inclusion in the Dow Jones Sustainability Index). Read more on pg. 60 and 61 of our [FY23 Sustainability Report](#).

Assessment processes and feedback have identified areas for ongoing strengthening of Forced Labour and Child Labour risk management. These are presented in the table below including FY23 progress comments.

FY22 Commitments	Status	FY23 Comment	Page
Identification and Assessment			
Work with the high priority Tier 1 suppliers to improve our understanding of their supply chains		More detail required from suppliers via enhanced SAQ process and scored in alignment with GSI's vulnerability scoring. Initiated deep dive sessions with medium to high-risk suppliers focused on their supply chains and a key action to develop a supply chain map.	6
Commence mapping the next tier of suppliers against geographic, commodity and industry modern slavery risk indicators		SAQ upgraded to include questions on business activity and industry to assess risk categories, source locations on goods to identify geographic risk, scored in alignment with GSI's vulnerability scoring. This SAQ is complemented by training.	6
Addressing and Mitigation			
Initiate "deep dives" into high-risk goods and services categories to investigate potential modern slavery risks		Multiple modern slavery deep dive sessions held with medium to high-risk suppliers. Will continue in FY24.	6
Determine action plan for non-responding vendors to our SAQ		Action plan developed. Site Supply teams to raise this with vendors in SRMs to understand what is driving non-responses. Will continue to be an action item for FY24.	6
Seek independent validation of our SAQ process		Exploring our options, including potential service providers, for this task in FY24	6
Awareness and Prevention			
Review and improve our due diligence, risk management, training and supplier engagement systems and processes with respect to modern slavery risks		Modern Slavery Business Guide reviewed. SAQ process updated to enhance modern slavery risk identification and was distributed to tenderers via market engagement and contracts management platform	5, 6, 7
Continue to embed an awareness of the risk of modern slavery with our existing suppliers		Modern slavery and broader ESG items embedded in vendor onboarding process, contract negotiations and contract management, for example in SRMs	6, 8, 9
Review and update training materials and close any training gaps across our business in this space		More targeted training developed and distributed to personnel with high exposure to supply chain	7
Monitoring, Communication and Effectiveness			
Develop and maintain audit standard for Modern Slavery and Human Rights Standard (previous action of 'Determine a way forward for high-risk supplier audits once the risk of COVID-19 subsides')		Line of Defence 1, 2 & 3 audit programs embedded, with independent verification of the processes in place	7
Use KPIs to monitor the effectiveness of implemented strategies, with a focus on levels of training and compliance		Developed a list of specific KPIs and measurements that we will implement for FY24	6, 12
Monitor and manage emerging legislation and disclosures (i.e., transitional risk)		Active review and management against core Frameworks such as UNGC, UNSDGs, GRI, Task Force on Climate-related Financial Disclosures (TCFD), Task Force on Nature-related Financial Disclosures (TNFD) and Standards such as International Sustainability Standards Board (ISSB), International Financial Reporting Standard (IFRS) S1 & S2 that may relate to modern slavery and human rights requirements.	4 of FY23 Statement
Collaborate with external partners and groups		Engaged in feedback session with ACSI	6
ESG			
Finalise our Sustainable Procurement Framework to ensure the processes and procedures that underpin it are adequate to identify and address all relevant risks, including those relating to modern slavery		Developed a Sustainable Procurement Approach focused on Net Zero, Indigenous Procurement, and Modern Slavery, and key actions set supported by the Procurement Statement	9
Review the Procurement Statement		Reviewed Procurement Statement to ensure alignment with Sustainability objectives	9
Progress on key commitments:  Complete  In progress, continuing in FY24			

Forced and Child Labour Report Version Control: 1.0

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Owner: Fiona Murfitt VP Sustainability

Approver: Jake Klein Executive Chair