



2025 MODERN SLAVERY STATEMENT



GRAYMONT



This Modern Slavery Statement is made pursuant to the reporting requirements of the *Australian Modern Slavery Act 2018* (Cth) (“Modern Slavery Act”) and the *Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act* (2023) (“Supply Chains Act”).

The joint statement covers the reporting period from January 1 to December 31, 2025.

This joint statement covers Graymont’s reporting entities in both Australia and Canada, namely A.C.N. 630 698 716 Pty Ltd and Graymont (Australia) Pty Ltd ACN 004 406 688 as well as Graymont Limited, Graymont (QC) Inc. and Graymont Western Canada Inc. In this report, references to “we”, “our” and “Graymont” refer to all of these entities, unless otherwise specifically referenced.

Graymont continues to prepare a single, joint statement under the Modern Slavery Act and Supply Chains Act to take a consistent, global approach in addressing the risk of modern slavery, including forced labour and child labour, in our supply chain. In seeking to combat these risks, Graymont continues to leverage what has been learned from initiatives carried out in Australia and apply these to our Canadian supply chain.

This Modern Slavery Statement demonstrates Graymont’s continued commitment to mitigating the risk of modern slavery in our operations and supply chain, in accordance with our mission to deliver essential calcium-based solutions to meet the world’s changing needs.

Graymont’s approach to assessing and addressing modern slavery is guided by the United Nations Guiding Principles on Business and Human Rights. In this statement, “modern slavery” refers to 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 (situations where children are subject to slavery or similar practices or engaged in hazardous work). In this way, references to modern slavery in this statement encompass ‘modern slavery’ as it is defined under the Modern Slavery Act as well as ‘forced labour’ and ‘child labour’ as those terms are defined under the Supply Chains Act.

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About Graymont

Graymont is the reliable global leader for essential calcium-based solutions. Headquartered in Canada, it serves markets throughout North America and Asia Pacific. Graymont holds an equity interest in Grupo Calidra, the largest lime producer in Latin America. Professionally managed and family-owned, Graymont has been in operation for more than 75 years. Graymont aims to be the preferred supplier, employer, and partner of choice wherever it operates. Our products are essential in addressing many of today's most pressing environmental issues while supporting vital industrial processes and agricultural needs. Applications include the purification of air and water and the production of materials essential to a modern economy, including steel, gold, copper and other critical minerals, paper, and glass.

WHAT WE VALUE

Our success requires both individual effort and teamwork in accordance with our shared Graymont values.

- **Integrity**
We always do the right thing.
- **Respect**
We respect:
 - the right of every individual to a safe workplace;
 - the cultures, customs, and values of all people;
 - the sustainability objectives of society; and
 - our shareholders' capital.
- **Teamwork**
Effective teams can better solve complex problems.
- **Innovation**
There is always a better way to do things.
- **Excellence**
Whatever we do, we strive to do it well.
- **Long-Term Perspective**
We take a long-term perspective around decisions.
- **Accountability**
We honour our commitments.

GRAYMONT'S MISSION

Deliver essential calcium-based solutions to meet the world's changing needs.

OUR VISION

World Class in Everything We Do

- **Safety**
We operate safe, clean, and orderly facilities where everyone shares a strong commitment to an injury-free workplace.
- **Customers**
We are committed to exceeding our customers' needs by reliably delivering quality products and services.
- **Communities**
We proactively develop and maintain relationships of mutual support with our neighbours and others for the long-term success of Graymont and our communities.
- **Environment**
We are dedicated to improving our environmental performance.
- **Value Creation**
We continuously optimize our processes and activities to deliver increased value to all stakeholders.
- **People**
We have developed a talented team of engaged and empowered individuals, collaborating to deliver world-class performance.



Modern Slavery Key Action Highlights

This document represents Graymont's sixth Modern Slavery Statement under the Modern Slavery Act and our second combined statement made pursuant to the reporting requirements of the Modern Slavery Act and the Supply Chains Act. Facilitated through the work of a cross-functional working group, Graymont has continued to take positive steps to combat the risk of modern slavery in our activities and supply chain.

This section provides an overview of the key actions taken by Graymont over the past six years while also setting out Graymont's plans to continue to build on these actions in 2026.



Since 2020, Graymont has completed the following key actions to address the risk of modern slavery

GOVERNANCE AND OVERSIGHT:

- Conducted an internal review of compliance practices.
- Maintained a strong corporate governance and accountability framework.
- Promoted our Ethics Reporting System.
- Reinforced the critical role of our Code of Business Conduct and Ethics.
- Established a modern slavery working group.
- Strengthened our Global Procurement Team.

TRAINING & AWARENESS:

- Conducted respectful workplace training.
- Conducted anti-bribery and anti-corruption training in Asia Pacific and North America.
- Conducted modern slavery eLearning modules in Australia, New Zealand, Malaysia, Canada and the United States of America on Graymont's LearnCentre.
- Began integrating modern slavery awareness into the Employee Onboarding Program in Australia.
- Launched an interactive modern slavery awareness poster across all Graymont sites in Australia.

POLICIES AND ETHICAL FRAMEWORK:

- Established an Equity, Diversity and Inclusion Statement of Principles.
- Established an intranet page dedicated to modern slavery awareness.
- Enhanced contractual protections.
- Prepared a draft supplier due diligence questionnaire.

LOOKING FORWARD, GRAYMONT WILL SEEK TO CONTINUE TO BUILD ON OUR ONGOING WORK THROUGH THE FOLLOWING ACTIONS:

- Continue providing a biennial eLearning training module for employees in Asia Pacific and North America.
- Launch an interactive modern slavery awareness poster across all Graymont sites and offices in North America.
- Continue to conduct biennial anti-bribery and anti-corruption training in Asia Pacific and North America.



Our Approach

Graymont has roots stretching back over seven decades and operations which, in some instances, have been lynchpins of our local communities for well over a century. Graymont takes a long-term approach to business and is committed to sustainable growth and strict adherence to responsible environmental, social, workplace, and operating practices.

In Graymont's view, accountability for combatting modern slavery is a responsibility shared at all levels within the organization and is achieved through collaborating with consultants, agents, suppliers, and partners. Through this shared responsibility, a focus on continuous improvement and a strong commitment to action, we strive to ensure the highest ethical standards are met, and together, we are tackling this key global fight to achieve the goal of eradicating modern slavery in domestic and global supply chains.

It is acknowledged that the eradication of modern slavery in domestic and global supply chains will not happen overnight. However, Graymont sees this global challenge as an opportunity to show leadership and demonstrate our values as we work to maintain the fundamental human right of freedom from slavery for all of those with whom we interact.



A WORD FROM STÉPHANE GODIN, PRESIDENT & CEO

"As a global leader in essential calcium based solutions, we remain steadfast in our commitment to eliminating modern slavery in all its forms."

"This year, we are pleased to present our second consolidated Modern Slavery Statement which outlines our efforts across both Australia and Canada to combat the risk of modern slavery."

"Over the past six years of reporting, we have made meaningful progress in enhancing the resilience of our supply chain."

"I look forward to continuing to champion these important initiatives across both our Asia Pacific and North America business."

Key Areas of Action

Graymont has embraced the opportunity to use the framework of the Modern Slavery Act and, more recently, the Supply Chains Act to continue to build on the work previously undertaken in respect to protecting our supply chain.

Examples of the key areas of action taken by Graymont in 2025 include:

- Conducted anti-bribery and anti-corruption training in North America.
- Conducted an eLearning training module in North America, Australia, New Zealand and Malaysia.
- Developed an updated modern slavery awareness poster for future deployment across all North American sites and offices.

Each of these key action areas is discussed further in the section titled 'Actions Implemented in 2025' on pages 17 and 18 of this Modern Slavery Statement.

The input from various Graymont teams, facilitated by our modern slavery working group, combined with the actions taken over numerous years, has enabled Graymont to identify additional ways to help eradicate modern slavery. These actions are discussed further in the section titled 'Future Actions for Continued Improvement' commencing on page 19 of this Modern Slavery Statement.

OUR STRUCTURE AND SUPPLY CHAIN

Graymont Limited, through its subsidiaries, serves markets throughout North America and Asia Pacific. Graymont's operations in Australia and Canada form part of the broader Graymont group.

Canadian Structure and Operations

Graymont Limited is the ultimate holding company. The other two reporting "entities" in Canada, Graymont (QC) Inc. and Graymont Western Canada Inc. are direct subsidiaries of Graymont Limited. Between the three entities, they employ approximately 450 salaried and hourly employees in Canada.

In Canada, Graymont Limited and its subsidiaries operate in the provinces of British Columbia, Alberta, Manitoba, Quebec, and New Brunswick. Graymont's Canadian operations form part of its broader North American business. In the United States, Graymont, through its subsidiaries, is present in Washington, Oregon, Montana, Nevada, Utah, Wisconsin,

Michigan, Ohio, and Pennsylvania. Through its subsidiaries, Graymont also operates rail-to-truck trans-load terminals that extend the geographic market reach of several plants.

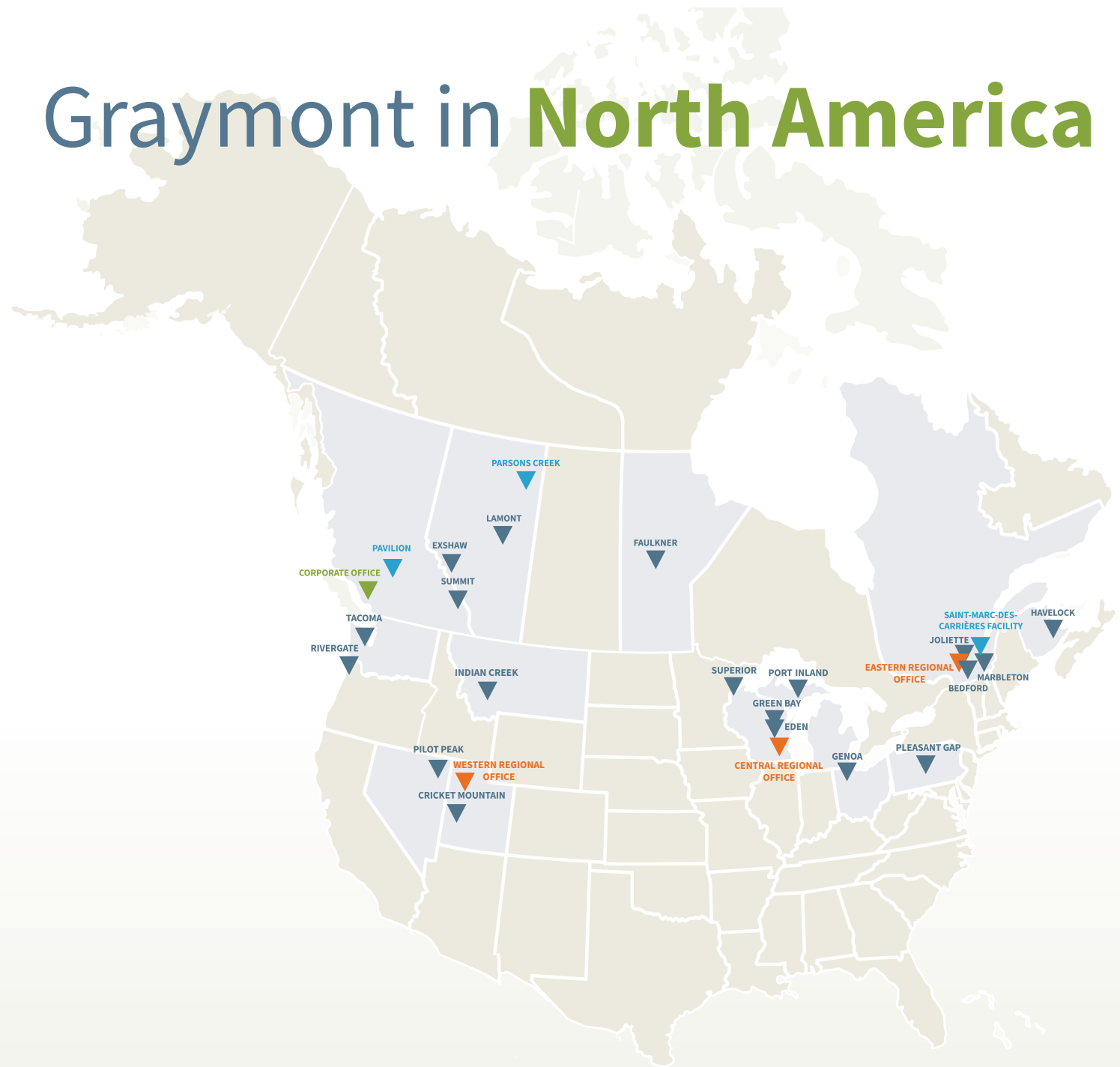
The corporate head office is located in Richmond, British Columbia. Graymont's North American operations are supported by regional offices in Brossard, Quebec; West Bend, Wisconsin; and Sandy, Utah; and, by the Graymont engineering office located in Joliette, Quebec.

Australian Structure and Operations

Graymont acquired its operations in Australia as part of a broader acquisition of the APAC lime and limestone business of Belgian-based Sibelco in August 2019. While still relatively new to Graymont, Graymont's operations in Australia are well established, including seven lime plants and several limestone quarries primarily on the east coast of Australia. They form part of the broader Asia Pacific business, which includes lime plants in New Zealand, Malaysia, and the Philippines.

The Asia Pacific head office is located in North Sydney, Australia. The operations are further supported by regional offices situated in Petaling Jaya, Malaysia; Hamilton, New Zealand; and Manila, Philippines.

Graymont in North America



LEGEND

- ▼ Regional Offices
- ▼ Corporate Offices
- ▼ Limestone Operations
- ▼ Lime
- Where Graymont Operates

Graymont's North American operations (22 plants) are focused on the production of high-calcium and dolomitic lime, pulverized limestone, hydrated lime, and value-added calcium-based solutions. Graymont also operates rail-to-truck trans-load terminals that extend the geographic market reach of several plants.

Graymont in Asia-Pacific



LEGEND

-  Regional Offices
-  Other Offices
-  Limestone Operations
-  Lime
-  Where Graymont Operates

Graymont's Asia-Pacific operations (23 plants) supply quality calcium-based solutions primarily to the agricultural, animal health, and industrial markets in the region.

Nature of Operations

Calcium is an essential mineral — and the common denominator of Graymont’s entire product offering, from limestone and lime to more complex solutions using high-purity lime and precise blends of calcium compounds. Lime, Graymont’s core product, is a versatile substance that has long been indispensable for vital industrial processes and applications.

More recently, lime has become an essential solution for addressing many complex environmental issues and challenges, both naturally occurring and created by people.

The word ‘lime’ refers to products derived from burnt (calcined) limestone. Limestone is a naturally occurring and abundant sedimentary rock comprised of high levels of calcium and/or magnesium carbonate and/or dolomite (calcium and magnesium carbonate), along with small amounts of other minerals. It is extracted from quarries and underground mines all over the world.

Once extracted, the stone goes through a crushing and screening process to create the proper sizes required for various applications. The stone is then fed into a kiln, where it is heated at high temperatures. The intense heat triggers the chemical reaction that transforms limestone into lime. Lime, used for specific applications at this stage, is called “quicklime,” or “hydrated lime,” if water is added.





TYPICAL APPLICATIONS FOR CALCIUM-BASED SOLUTIONS

Environment:

Acid rain reduction, environment rehabilitation, water and sewage treatment, animal waste treatment, flue gas treatment, industrial sludge and petroleum waste treatment, and acidic drainage treatment.

Agriculture:

Soil pH, soil conditions improvement, and dairy and poultry feeding supplements.

Food production and conservation:

Sugar, produce, dairy, glue and gelatin, and by the baking industry.

Construction:

Mortar, plastering, restoration, whitewash, soil stabilization, and asphalt treatment.

Industry:

Steel, alumina, glass, pulp and paper, and oil and gas production.

Mining:

Soda ash, copper, zinc, nickel, gold, and uranium.

SUSTAINABILITY

Graymont has developed and patented GRAYBOND™ technology which can contribute to a more sustainable cement industry. Replacing up to 50% of cement with GRAYBOND™ makes it possible to significantly lower the GHG emissions associated with binder use while delivering equal or better performance. Its familiar chemical composition also makes integrating GRAYBOND™ into existing engineering and supply chain frameworks easy, reducing risks for our customers. Trials with major customers have confirmed GRAYBOND™'s capability to reduce a project's carbon footprint while meeting performance expectations. Its introduction has been met with enthusiasm at industry conferences worldwide, including the Society of Mining, Metallurgy, and Exploration tradeshow in Phoenix and the Paste 2024 conference in Melbourne.

Supply Chain

Graymont's extensive supply chain includes more than 6,500 suppliers globally. Looking more closely at our Australian and Canadian operations, most of our suppliers are local suppliers from within the country. This stems from Graymont's commitment to supporting local businesses near our operations wherever possible. Graymont also purchases key inputs for company manufacturing processes from Asia, Europe, New Zealand, and the United States of America.

Graymont'S SUPPLY CHAIN INCLUDES:



EXPLORATION AND INVESTMENT

- Earthmoving and drilling contractors
- Environmental and water consultants
- Financial services
- Geotechnical support
- Laboratory and technical services



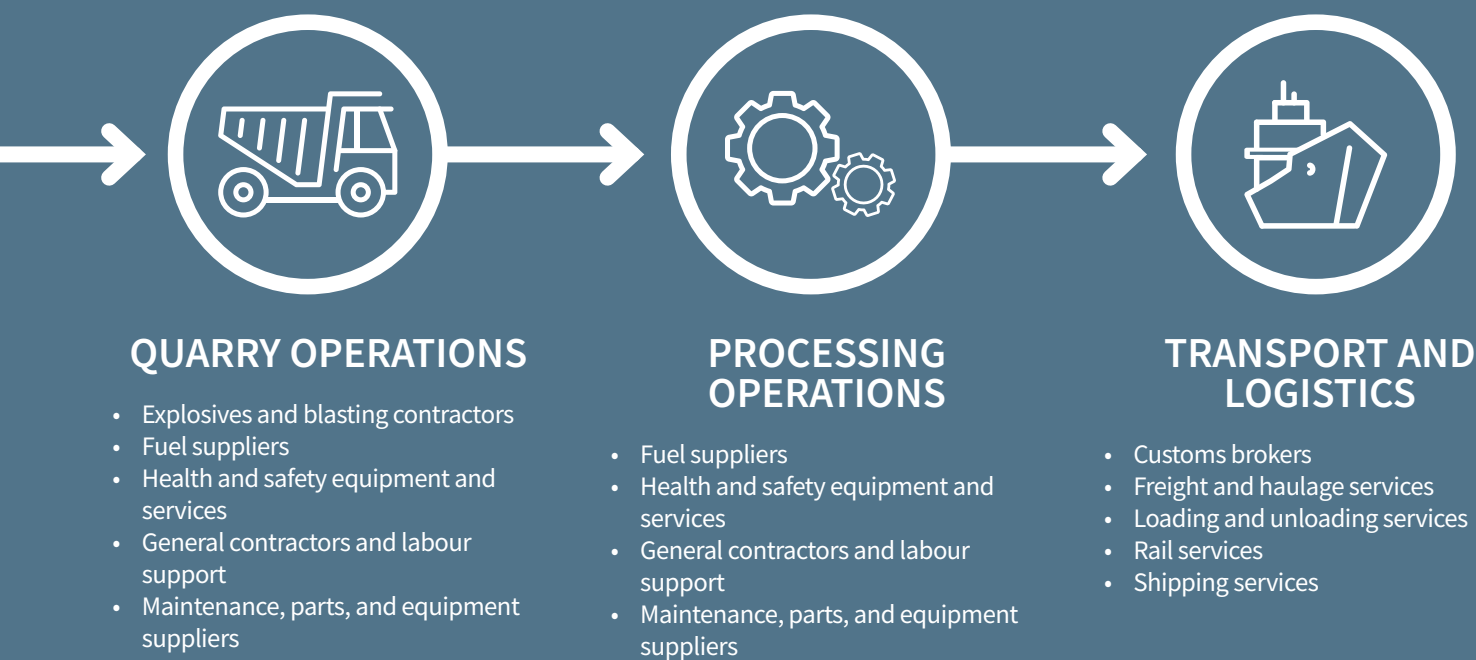
PERMIT APPROVALS AND TECHNICAL SUPPORT

- Environment, health, and safety specialists
- Planning and development consultants
- Surveyors
- Financial services



SUPPORT SERVICES

- IT and communication services
- Insurance
- Legal, accounting, and employee support services
- Health and safety services
- Laboratory and technical services
- Stakeholder partnerships and initiatives



The level of risk associated with modern slavery is influenced by factors such as geographic location and industry type. Graymont's supply chain is regularly reviewed to identify areas of increased risk of modern slavery.

Risk Assessment

The ever-changing and dynamic nature of global supply chains illustrates the importance of regular risk assessments. Graymont continues to assess our supply chain, using this information to put initiatives for continued improvement in place. In addition to conducting a desktop assessment of potential modern slavery risks within our supply chain, Graymont continues to engage in-person with key suppliers. As part of these in-person engagements, we discuss with suppliers the actions being taken by Graymont with respect to modern slavery and also ask a range of questions to understand the actions and initiatives our suppliers are taking to eradicate modern slavery from global supply chains.



Actions Implemented in 2025

MODERN SLAVERY eLEARNING MODULE

In 2022, we launched an Australian eLearning module that provides on-demand training for our Australian employees about what constitutes modern slavery, Graymont's obligations under the Modern Slavery Act, the risks of modern slavery in our supply chain, the signals that might indicate the presence of modern slavery, and what actions they can take if they identify any areas of potential concern.

In 2023, we embedded the use of the eLearning module by ensuring all new salaried employees in Australia completed the training. The eLearning module complements other eLearning training content that Graymont provides to our people, including content related to fostering a respectful workplace and our expected standards of business conduct and ethics. The training incorporates a mandatory knowledge check that participants must pass prior to training completion.

In 2025, we prepared an updated eLearning module which was rolled out in Australia, Malaysia, Canada and the United States of America. This module was built on feedback received from the initial Australian eLearning module that was launched in 2023.

CONDUCTED ANTI-BRIBERY AND ANTI-CORRUPTION TRAINING

We recognize that corruption can facilitate and perpetuate modern slavery by enabling exploitative conditions and creating vulnerabilities in supply chains. Instances of bribery and abuse of power can contribute to the persistence of forced labour while eroding ethical cultures within organizations. Effectively addressing one issue requires tackling the other.

In 2023 and 2024, we delivered a series of in-person and online anti-bribery and anti-corruption training sessions throughout the Asia-Pacific region, which covered Australia,

New Zealand, Malaysia, and the Philippines. These sessions were tailored explicitly to critical business functions in each jurisdiction, including finance, procurement, human resources, and logistics.

In 2025, we conducted a training session in North America for all salaried employees. The purpose of the session was to educate and equip employees in pivotal positions with the tools to combat corruption and champion a culture of integrity. By doing so, we aim to create a supply chain that is ethically resilient and proactive in reporting and preventing instances of corruption and exploitative behaviours, such as modern slavery.

The training underscores the critical correlation between anti-bribery and anti-corruption training and our efforts to mitigate modern slavery within our business operations. Recognizing that corruption and exploitation often coexist, our training sessions emphasized the interconnectedness of ethical behaviour and human rights. By encouraging a culture of vigilance against corrupt practices, employees are better equipped to navigate business transactions with integrity and play a pivotal role in identifying, preventing, and reporting instances of modern slavery. The importance of this training in our fight against modern slavery cannot be overstated, as it serves as a key pillar in our strategy to reduce the risk of exploitation in our supply chain.

Going forward, training will be each year in either Asia Pacific or North America.

MODERN SLAVERY AWARENESS POSTER

In 2023, the modern slavery working group developed an interactive modern slavery awareness poster. This poster was designed to raise awareness of the risks of modern slavery to employees, contractors, and visitors at each location.

In 2024, the poster was deployed to all Australian sites. The poster presents Graymont's goal of eradicating modern slavery from global supply chains, and summarizes how people can learn more. The poster is interactive, with a QR code that redirects the reader to Graymont's latest Modern Slavery Statement.

In 2025, we built on the poster deployed to Australian sites to design a poster which can be rolled out to all North American sites in 2026. A copy of this poster is shown to the right.



The poster features a background image of diverse hands stacked together. The text is arranged in a clean, modern layout with a mix of blue and green colors. It includes a QR code and a URL for more information.

Living our values by
WORKING TOGETHER
to help eradicate modern slavery in supply chains

Graymont respects the fundamental human right of freedom from slavery

YOU CAN HELP

-  **get informed**
Read Graymont's Modern Slavery Statement
-  **be vigilant**
Watch out for signs of modern slavery in our supply chain
-  **speak-up**
Report any suspected indicators of modern slavery

 **START HERE:**
Point your camera at the QR code and tap the banner that appears.

<https://Lead.me/onegraymont>


GRAYMONT



Future Actions for Continued Improvement

MODERN SLAVERY POSTER

To increase awareness within Graymont of the risk of modern slavery, an interactive modern slavery awareness poster will be displayed on staff notice boards at Graymont's operations and offices across Australia and North America in 2026. This poster campaign follows the successful modern slavery poster initially rolled out to all sites in Australia in 2024.

The poster is designed to complement Graymont's modern slavery education and training programs and will provide a visual and interactive tool which enhances awareness of this vital issue.

CONTRACTOR MANAGEMENT PLATFORM

We are implementing a contractor management platform to centralize vendor data and streamline compliance for contractors working at Graymont sites. Following implementation, we will leverage the system to automate the collection of key information from contractors. Utilizing features like automated audits and document repositories will provide proactive oversight, ensure regulatory compliance, and help us collaborate with partners to mitigate risks.





Policies and Processes

As noted under the 'Key Areas of Action', Graymont has taken several steps to address the risk of modern slavery in our supply chain. From these actions, there are policies and processes embedded into the Graymont way of doing business.

CODE OF BUSINESS CONDUCT AND ETHICS

The Code of Business Conduct and Ethics underpins Graymont's 'One Graymont' values-based approach to compliance. Each year, directors, officers, and employees are asked to refresh their knowledge of and commitment to the Code of Business Conduct and Ethics and sign a declaration confirming that they have received, read, and agree to comply with the Code of Business Conduct and Ethics. Periodic training is also provided to all employees to support their ongoing compliance with the Code of Business Conduct and Ethics.

Through the use of an annual declaration, Graymont can ensure there is an ongoing commitment to the Code of Business Conduct and Ethics. This annual declaration is a regular step in ensuring ongoing compliance and driving the key behaviours required to address the risk of modern slavery in our supply chain.

A copy of Graymont's Code of Business Conduct and Ethics is available on our website at: www.graymont.com/transparency-reports/code-of-business-conduct-and-ethics/.

ETHICS REPORTING SYSTEM

Graymont acknowledges the importance of offering individuals a way to report concerns they may identify during their day-to-day activities. As a result, an Ethics Reporting System was established by Graymont many years ago. This system allows directors, employees, shareholders, suppliers of goods or services (including any employee of that supplier), customers, and community members to anonymously report to Graymont any serious wrongdoing, ethical misconduct, or illegal activities, including issues related to modern

slavery. This reporting system is available 24 hours a day, 7 days a week. Issues can be reported through a secure website, available in local languages, via mail, or by telephone with local numbers provided for each country in which Graymont operates.

By encouraging employees and suppliers to take advantage of the Ethics Reporting System, Graymont can ensure there is an accessible avenue available for the reporting of potential modern slavery. This, in turn, provides Graymont not only with the necessary information to address risks but also enables us to assess the effectiveness of the measures currently in place.

AUDITS

During 2025, Graymont continued our approach of completing tailored audits where areas of potential concern had been identified. Where items of concern were flagged, these were promptly raised with relevant suppliers and Graymont worked with them to ensure those concerns were addressed. Tailored audits are a tool to determine supplier compliance and identify opportunities to support suppliers in meeting Graymont's standards over and above compliance.

STRONG CORPORATE GOVERNANCE AND ACCOUNTABILITY FRAMEWORK

Graymont has a longstanding corporate governance and accountability framework that is critical to monitoring compliance with applicable laws and regulations. One of Graymont's core values is long-term perspective. This is built on a solid commitment to sustainable growth, strict adherence to responsible environmental, social, workplace and operating practices, and partnering with our community stakeholders to create shared value. Fundamental to this is partnering to protect against human rights abuse. Our values and this philosophy are expected at every level of the organization, from Graymont's Board of Directors and the Strategic Leadership Team to managers, supervisors and our front-line employees throughout the organization.

Global Board Oversight

The fundamental objective of Graymont's Board of Directors is to create shareholder value. The Board recognizes that Graymont must maintain a high level of health and safety, environmental, and social performance, in addition to delivering sustained profitability. In accordance with this objective, and in keeping with the Board's governance responsibilities, six permanent Board committees oversee specific aspects of the business considered crucial to Graymont's long-term sustainability. The Legal and Risk Management Committee assists the Board of Directors to

oversee risk management and ensure that policies, processes, and procedures are in place to effectively manage significant risks to Graymont and monitor compliance with applicable laws and regulations. Management has presented to the Legal and Risk Management Committee the risks associated with modern slavery in our domestic and global supply chain and the actions Graymont is taking to address these risks.

Local Board Oversight

In addition to global oversight by Graymont's Board of Directors, the local boards of directors in both Australia and Canada guide management concerning jurisdiction-specific risks of modern slavery. The Strategic Leadership Team led by the President and Chief Executive Officer, as well as the local management teams in Asia Pacific and North America, play a key role in Graymont's strategies to protect against the risk of modern slavery in our supply chain.



Assessment, Effectiveness, and Remediation

Graymont recognizes that reflecting on the actions taken to address modern slavery risks and assessing their overall effectiveness is a crucial step to reducing the risk of modern slavery.

In 2025, Graymont continued focusing on implementing steps to address modern slavery risks in our direct supply chains and has continued conversations to drive positive changes and awareness with our employees and suppliers. Through our leadership programs and initiatives, the efforts of the modern slavery working group, and significant employee participation, we have continued to identify opportunities for improvement. Graymont has taken the opportunity to learn from the experiences and approach reported by other companies both in Australia and Canada.

We recognize that we need to continue to actively look for further opportunities for improvement. Some of these opportunities are outlined in Graymont's 'Future Actions for Continued Improvement' on page 19 of this Modern Slavery Statement.

Graymont is not aware of any modern slavery in its supply chain in 2025 and, therefore, did not take any steps to remediate any modern slavery. As noted within the section, Policies and Processes on page 20, Graymont maintains an Ethics Reporting System to enable employees and suppliers to report violations of Graymont's Code of Business Conduct and Ethics.

Through encouraging employees and suppliers to take advantage of the Ethics Reporting System, Graymont can ensure there is an accessible avenue available for the reporting of potential modern slavery. This, in turn, provides Graymont not only with the necessary information to address risks, but also enables it to assess the effectiveness of the measures currently in place.





Consultation

This Modern Slavery Statement is a joint statement prepared on behalf of Graymont's reporting entities in both Australia and Canada, namely A.C.N. 630 698 716 Pty Ltd and Graymont (Australia) Pty Ltd as well as Graymont Limited, Graymont (QC) Inc. and Graymont Western Canada Inc. Given the way in which our Australian and Canadian businesses operate, any risks or actions identified in this Modern Slavery Statement apply equally across the entire business. While this Modern Slavery Statement is limited to the reporting entities, we have consulted with employees across Asia Pacific and North America in identifying risks and agreeing on actions to address these risks.

Looking Forward

Graymont looks forward to continuing to work with our employees, consultants, agents, suppliers, and partners to reduce the risk of modern slavery in our activities and supply chain.

KEY ACTIONS IN 2026 INCLUDE:

- Launch an updated interactive modern slavery awareness poster across all Graymont sites and offices in Australia and North America.
- Conduct updated anti-bribery and anti-corruption training across key functions within Asia Pacific.

This Modern Slavery Statement was approved by the Board of Directors of Graymont Limited on behalf of the three Canadian entities, Graymont Limited, Graymont (QC) Inc. and Graymont Western Canada Inc. It was also approved by the Board of Directors of the two Australian reporting entities, A.C.N. 630 698 716 Pty Ltd and Graymont (Australia) Pty Ltd.

In accordance with the requirements of the Australian Modern Slavery Act 2018 (Cth) and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed on page 2. 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 Modern Slavery Act and the Supply Chains Act for the 2025 reporting year.



Stéphane Godin
President and CEO

Communications should be directed to:

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Or visit us at: www.Graymont.com



Appendix

The table below outlines the sections of this Modern Slavery Statement that are applicable to the Australia Modern Slavery Act 2018 (Cth) and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023.

Australian Modern Slavery Act	Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act	Sections of this Modern Slavery Statement that satisfy the mandatory reporting criteria
Identify the reporting entities covered by the joint statement.	Every entity must file a report, and may comply with the Act by filing a joint report in respect of more than one entity.	Reporting Entities and Approach (p. 2)
Describe the structure, operations, and supply chains of the reporting entities.	The reporting entities' structure, activities, and supply chains.	About Graymont (p. 4) Nature of Operations (p. 12) Supply Chain (pp. 14–15)
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entities and any entities they own or control.	The parts of the reporting entities' 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.	Supply Chain (p. 14) Risk Assessment (p. 16)
Describe the actions taken by the reporting entities and any entities they own or control, to assess and address these risks, including due diligence and remediation processes.	The steps the reporting entities have taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the reporting entities or of goods imported into Canada by the reporting entities. The reporting entities' policies and due diligence processes in relation to forced labour and child labour. Any measures taken to remediate any forced labour or child labour. Any measures taken to remediate the loss of income to the most vulnerable families that result from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains. The training provided to employees on forced labour and child labour.	Modern Slavery Key Action Highlights (p. 6) Key Areas of Action (p. 9) Risk Assessment (p. 16) Actions Implemented in 2025 (p. 17) Policies and Processes (p. 20) Assessment, Effectiveness, and Remediation (p. 22)

Australian Modern Slavery Act	Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act	Sections of this Modern Slavery Statement that satisfy the mandatory reporting criteria
Describe how the reporting entities assess the effectiveness of these actions.	How the reporting entities assess their effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.	Assessment, Effectiveness and Remediation (p. 22)
Describe the process of consultation with any entities the reporting entities own or control (a joint statement must also describe consultation with the entity giving the statement).		Consultation (p. 24)
Any other information.		Our Approach (p. 8) Looking Forward (p. 25)





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