# MODERN SLAVERY POLICY

## *Purpose*

Endura Mining (**Company**) respects the human rights of all people connected to our operations and supply chain. This policy outlines our approach to identifying and reducing the risk of modern slavery and other serious human rights abuses.

## *Definitions*

"**Personnel**" shall mean:

- all directors, senior executives, employees and officers of the Company;
- contractors (including sub-contractors) occupying permanent or part time fixed term contracts;
- consultants or suppliers of goods or services and their employees; and
- third parties including intermediaries and associates.

## *Scope*

This policy applies to all Personnel.

## *Modern Slavery Commitment*

The Company is committed to:

- preventing modern slavery in our operations and supply chain;
- acting ethically and responsibly in our procurement and contracting activities;
- engaging suppliers who share our commitment to safe and fair working conditions; and
- investigating any suspected modern slavery concerns, and taking appropriate action where modern slavery risks or incidents are identified.

## *Managing Modern Slavery Risks*

The Company procures a variety of goods and services from many different individuals and organisations (**Suppliers**). We recognise that risks of modern slavery may arise in our operations and supply chain.

To minimise these risks, the Company will:

- seek to only partner with Suppliers who share the Company's commitment to safety, environmental, social and governance standards;
- use contract terms that require compliance with applicable labour laws; and
- ensure all work on Company sites is voluntary, safe and fairly paid.

## Reporting Concerns

All Personnel are encouraged to report any modern slavery concerns. Reports can be raised confidentially through the Company's Whistleblower Policy (available on the Company's website).

## Supplier Expectations

The Company requires its Suppliers to:

- comply with applicable labour, employment, and human rights laws;
- ensure work is provided voluntarily and free from any coercion, forced labour or human trafficking;
- maintain safe and fair working conditions for all its workers;
- notify the Company of any actual or suspected modern slavery concerns; and
- cooperate with reasonable due diligence or information requests.

Where a concern is identified, the Company will work with the Supplier to remediate the issue where possible, or may cease the relationship if risks cannot be adequately managed.

## Oversight & Enforcement

The implementation of the Modern Slavery Standard will be monitored by the Company Secretary and the Board will be provided with regular reports on progress and performance.

This policy will be subject to regular periodic review which as a minimum will be conducted annually.