

Voluntary Modern Slavery Statement 2024-25

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia. We are privileged to share their lands, where our East Perth and refinery sites are located, and we honour and pay respect to the past and present Traditional Owners and Custodians of these lands.



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This Voluntary Modern Slavery Statement is made on behalf of Gold Corporation trading as The Perth Mint.

About this statement

The Perth Mint's Voluntary Modern Slavery Statement was prepared in accordance with the Modern Slavery Act 2018 (Cth) (the Act) for the period ending 30 June 2025

The statement describes the risks of modern slavery within our operations and supply chain. It details actions taken in 2024-25 and outlines actions to be taken during 2025-26 to strengthen our processes and controls to manage the risk of modern slavery.

The definition of modern slavery in the Act is adopted in this statement. The Act defines modern slavery as: *practices or conducts where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Practices that constitute modern slavery include human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage and the worst forms of child labour.*

The Mint acknowledges our responsibility to address the risk of modern slavery. We are committed to respecting, protecting and promoting the human rights of people impacted by our operations and supply chain in a manner consistent with the United Nations Guiding Principles on Business and Human Rights (UNGP) and Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct and Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidelines).

Reporting entities

The statement is published by Gold Corporation (ABN 98 838 298 431), trading as The Perth Mint, a Government Trading Enterprise of the Western Australian Government governed by the *Gold Corporation Act 1987* (WA). This statement covers Gold Corporation (parent entity) and its subsidiaries (GoldCorp Australia ABN 49 230 812 547, Western Australian Mint ABN 44 590 221 751 and W.A. Mint Pty Ltd ACN 054 024 314).

Gold Corporation and its subsidiaries together are referred to in this statement as The Perth Mint or the Mint, and unless expressly stated otherwise, all references to 'our', 'we', 'us' refer to the Group as detailed in our Group Structure on page 10.

Gold Corporation is a non-reporting entity under the *Modern Slavery Act 2018* (Cth). The Mint acknowledges the importance of human rights and transparent supply chains in the precious metal industry and as such it has been a voluntary reporting entity since 2021.

Preparation and consultation

This statement was prepared in consultation with The Perth Mint's Modern Slavery Working Group and considers the activities of the entities we control.

The Modern Slavery Working Group comprises members of our Procurement, Legal, People and Culture, Risk and Compliance,

Corporate Affairs and Sustainability teams and is chaired by the Chief Operating Officer.

Approval

This statement was approved for release by the Gold Corporation Board on 20 November 2025. The statement was reviewed and recommended to the Board for approval by the Board's Sustainability Committee.

Feedback

We value all feedback. Please refer any comments about this statement or requests for additional information to sustainability@perthmint.com.

Message from the Chair



I am pleased to present Gold Corporation's Modern Slavery Statement for the 2024-25 financial year, outlining our commitment to identifying and minimising the risk of modern slavery in our operations and supply chains.

In the period in review, The Perth Mint completed the first year of a three-year modern slavery roadmap, which guides our business through the evolving landscape of human rights due diligence.

Our governance structures were strengthened by the collaboration of the Modern Slavery Working Group which reaches across internal functions and brings together a range of skills and expertise to assist in embedding knowledge and understanding in the organisation. We refreshed our mandatory modern slavery training regime, which delivers role specific modules for employees, Board and executive.

We welcomed the elevated focus on modern slavery at a national level with the Australian Government

appointing its first anti-slavery commissioner in November 2024. This sees Australia taking a lead role in preventing modern slavery at a global level and helping develop a more robust approach to setting expectations and obligations.

Our due diligence efforts did not identify any suspected or actual instances of modern slavery in our business or value chain in 2024-25.

We continue to strive for year-on-year improvements to our operations and in 2025-26 will advance our three-year modern slavery roadmap.

Our approach includes working closely with our small and medium suppliers and partners to help them enhance their own systems and processes and provide them with the right tools to succeed.

The Perth Mint believes it can provide a strong example of what good looks like in modern slavery due diligence.

In this way we commit to continue playing our part in uplifting standards across our industry and strengthening human rights protections for everyone connected to our value chain.

Sally Langer

Sustainability Committee Chair 2024-25





Our progress

The Perth Mint continues to play an active role in embedding modern slavery policy and educating suppliers as part of our broader commitment to responsible sourcing and ethical business practices. We are focused on improving our sustainability performance and making a positive impact in areas that matter most to our stakeholders.

This commitment extends to upholding human rights across our operations and supply chain. We are taking additional steps to identify and manage modern slavery risks, including through supplier engagement, policy development and training. By working closely with our suppliers, we aim to build awareness, strengthen risk management practices and maintain responsible supply chains that reflect our values and obligations.

Over the past year, the Australian Government has strengthened its response to modern slavery, most notably through the appointment of Mr Chris Evans as the inaugural Australian Anti-Slavery Commissioner on 7 November 2024.

As an independent statutory office holder under the Modern Slavery Act 2018, the Commissioner plays a central role in advancing national efforts to prevent and address modern slavery, support victims and promote transparency across sectors.

We continue to play a role in educating our suppliers and embedding modern slavery risk management into our procurement practices. This year we have continued to progress our modern slavery program towards the commitments set out in our 2023-24 statement and have set out actions for 2025-26.

In the 2023-24 statement we established performance indicators to measure the effectiveness of our actions to manage modern

slavery risks. During the 2024-25 reporting period we established that reporting on the total numbers of whistleblower reports received was not an accurate metric, and therefore we will only report on the number of whistleblower reports received that relate to alleged modern slavery.

Similarly, challenges with the availability of comparable data has prevented us from disclosing the percentage of expenditure in discrete procurement categories. We will continue to work with our Procurement and Business Technology teams to enhance our reporting capability and expect to report more granular expenditure data in 2025-26.

The table below provides a summary of our progress against our commitments in our 2023-24 statement.

COMMITMENT	STATUS	COMMENT
Review our human rights policy and set of supporting policies and procedures.	Completed	
Conduct a risk assessment workshop to review our modern slavery risk exposure.	Completed	The workshop outcome was the development of the risk register which will be actioned in 2025-26.
Deploy modern slavery self-assessment questionnaire for new suppliers within Priority 1 categories.	Completed	
Assess existing key suppliers within Priority 1 procurement categories.	In progress	As of 30 June 2025, over 20% of active vendors have been screened and around 19% of those screened had completed the MSSAQ. We will continue to focus on this activity across 2025-26.
Review recruitment practices to ensure processes and controls align with human rights expectations.	Completed	
Incorporate modern slavery obligations into new and existing contracts and T&Cs.	Completed	
Review modern slavery training and ensure adequacy based on roles and responsibilities.	Completed	96% completion achieved. Three modules were refreshed: General, Role Specific and Executive and Board
Establish modern slavery risk assessment criteria based on vulnerable populations, procurement category, industry, geography/location, supply chain model and spend.	Completed	Risk assessment criteria established, to be implemented in 2026.

Highlights in 2024-25

Deployed the modern slavery self-assessment questionnaire (MSSAQ) for new suppliers. Since deployment on 1 November 2024, 66 new vendors have been onboarded with 100% completion of the self-assessment.

Initiated screening and assessment of 1,490 existing suppliers. As of 30 June 2025, over 20% of active vendors have been screened and around 19% of those screened had completed the MSSAQ.

Updated our mandatory training with three targeted online modules, achieving 96% completion rate.

Completed policies and procedures review – all human rights associated documents were updated to include human rights and modern slavery due diligence provisions.

Facilitated a risk assessment workshop to identify and mitigate our operational and supply chain risk exposure.

Reviewed recruitment practices to align processes and controls with human rights expectations.

About The Perth Mint

Our vision

To achieve excellence in the precious metals industry.

Our mission

To continue to shape the future of the precious metals industry through the innovation, expertise and values of our people.

Our purpose

We bring the timeless wonder of precious metals to the world.

OUR VALUES

Our values are what we stand for. They shape our behaviours and attitudes while determining how we achieve our vision.

1. RESPONSIBLE

We will be RESPONSIBLE in how we source our precious metals, in how we treat our natural environment and in how we treat each other. We will be responsible for the work we do and the quality we put our name to.

2. INTEGRITY

We will show INTEGRITY in what we do. We will be the trusted partner of those we work with and serve – our customers and suppliers. We take our government ownership seriously and will live up to the expectations of the people of Western Australia.

3. SAFETY

SAFETY is our number one priority. We are each responsible for our own safety and for the safety of our colleagues. This is physical as well as mental safety. We will speak up if we see something. Safe at work, and safely home at the end of each day.

4. EXCELLENCE

We take pride in what we do. We strive for EXCELLENCE across our entire business.

Our sustainability strategy

As part of The Perth Mint's refreshed sustainability strategy, responsible sourcing has been identified as a material topic.

The Perth Mint is strongly committed to applying robust due diligence processes to identify, manage, and mitigate sourcing risks across the supply chain, enabling collaborative partnerships with suppliers.

Responsible sourcing is embedded within our governance, risk, and compliance frameworks, supported by defined processes and controls that provide assurance and oversight at all required organisational levels.

Our annual sustainability report provides a holistic overview of our sustainability strategy and key areas of focus. This report summarises how The Perth Mint has complied with the Act, LBMA Responsible Gold Guidance Version 9 and Responsible Silver Guidance Version 2 during the reporting period.



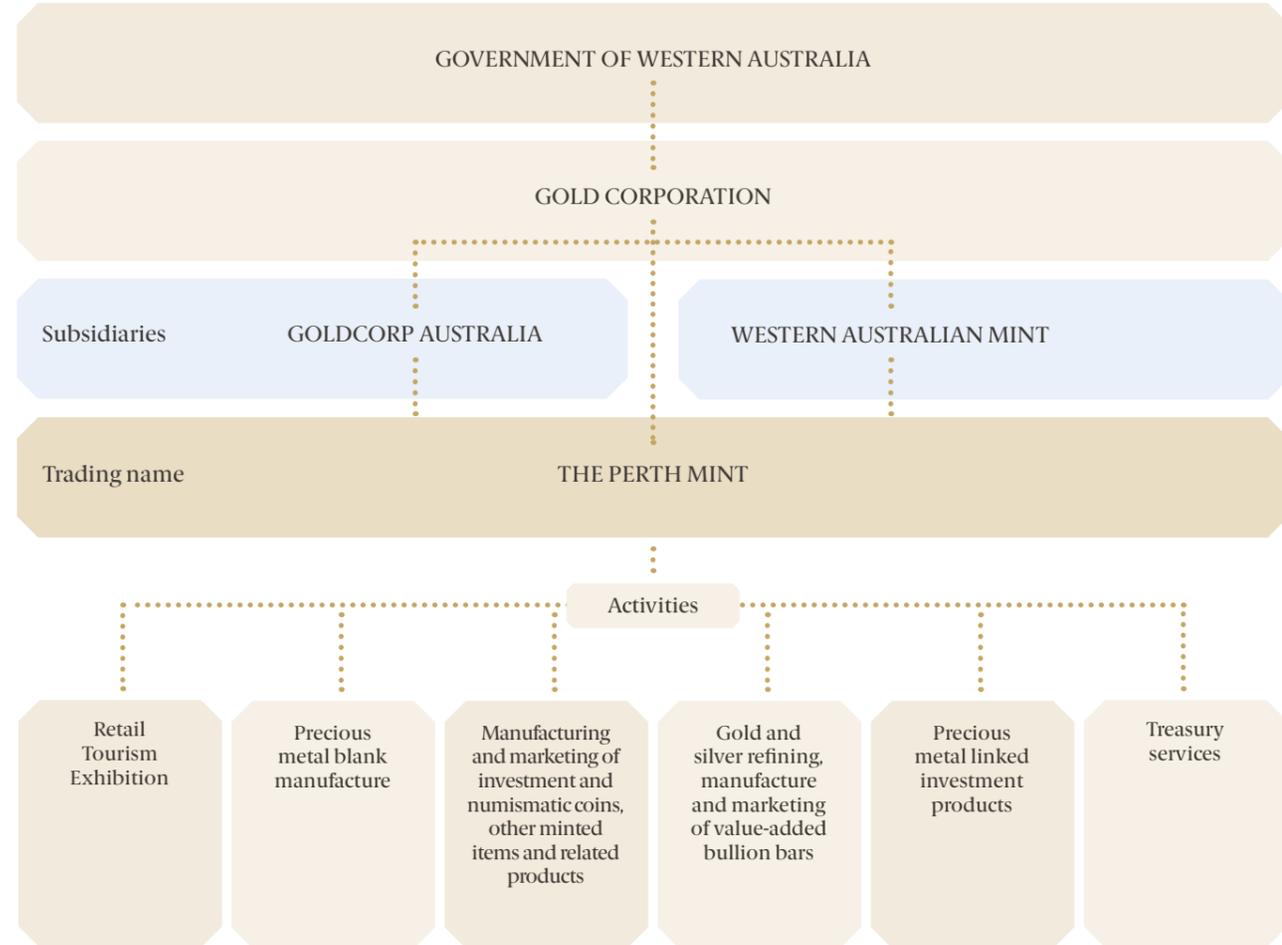
Responsible Supply Chain

Applying due diligence processes to identify, manage and mitigate sourcing risks across the supply chain to enable collaborative partnerships with suppliers.



Our group structure

Gold Corporation is the parent entity and its subsidiaries (GoldCorp Australia, Western Australian Mint, and W.A. Mint Pty Ltd¹), together are referred as the Mint.



Corporate governance

The Perth Mint's governing legislation is the *Gold Corporation Act 1987* (WA) which sets out our functions and responsibilities. Our sole owner is the Government of Western Australia, and the responsible Minister is the Hon. David Michael

MLA, Minister for Mines and Petroleum; Finance; Electoral Affairs and Goldfields-Esperance. Supported by Executive, the Board oversees the strategic direction of the Mint. The Board has ultimate responsibility for ensuring the

appropriate processes are in place to assess, monitor, identify and manage any modern slavery risks to the Mint, as well as processes for remediating and reporting on suspected or actual instances of modern slavery.

¹ A third Gold Corporation subsidiary, W.A. Mint Pty Ltd, has not been included in this group structure chart because its activities do not relate directly to The Perth Mint.

Our workforce

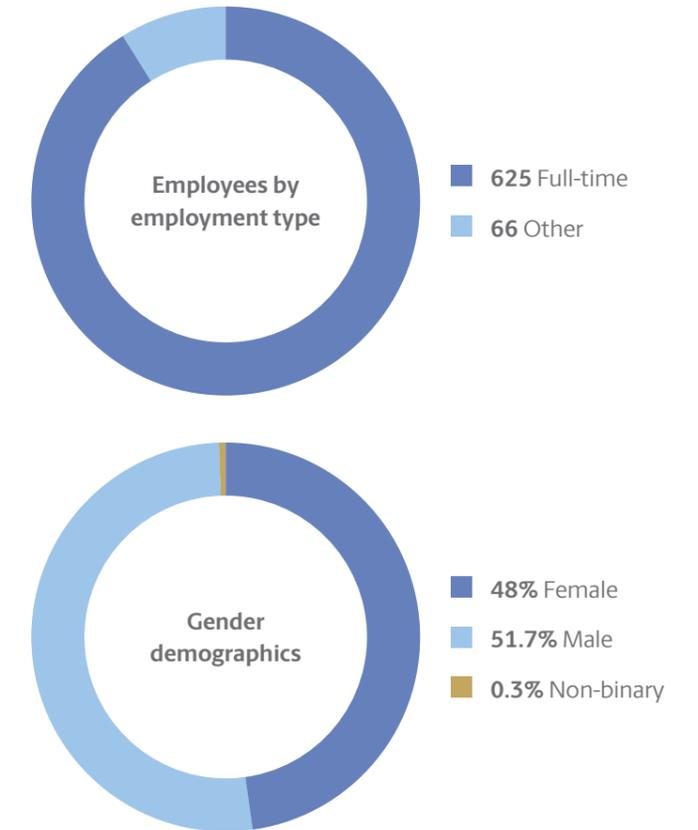
The Perth Mint is a proud Australian employer. Our total workforce at 30 June 2025 was 691, with a full-time equivalent of 625. Most of our workforce is employed on a permanent basis.

We provide equal opportunities and rewards to all employees, regardless of gender, disability or cultural background.

The Mint fosters a diverse and inclusive workforce as represented below, as at 30 June 2025:

Diversity cohort	Percentage of workforce
Culturally and linguistically diverse	30%
Disability, mental health or neurodiverse condition	6.9%
LGBTIQA+	4.6%
Aboriginal and Torres Strait Islander	0.7%

We support continuous learning through a wide-ranging skills and training program and actively promote internal mobility across business units to help our people grow and thrive.



Our operations

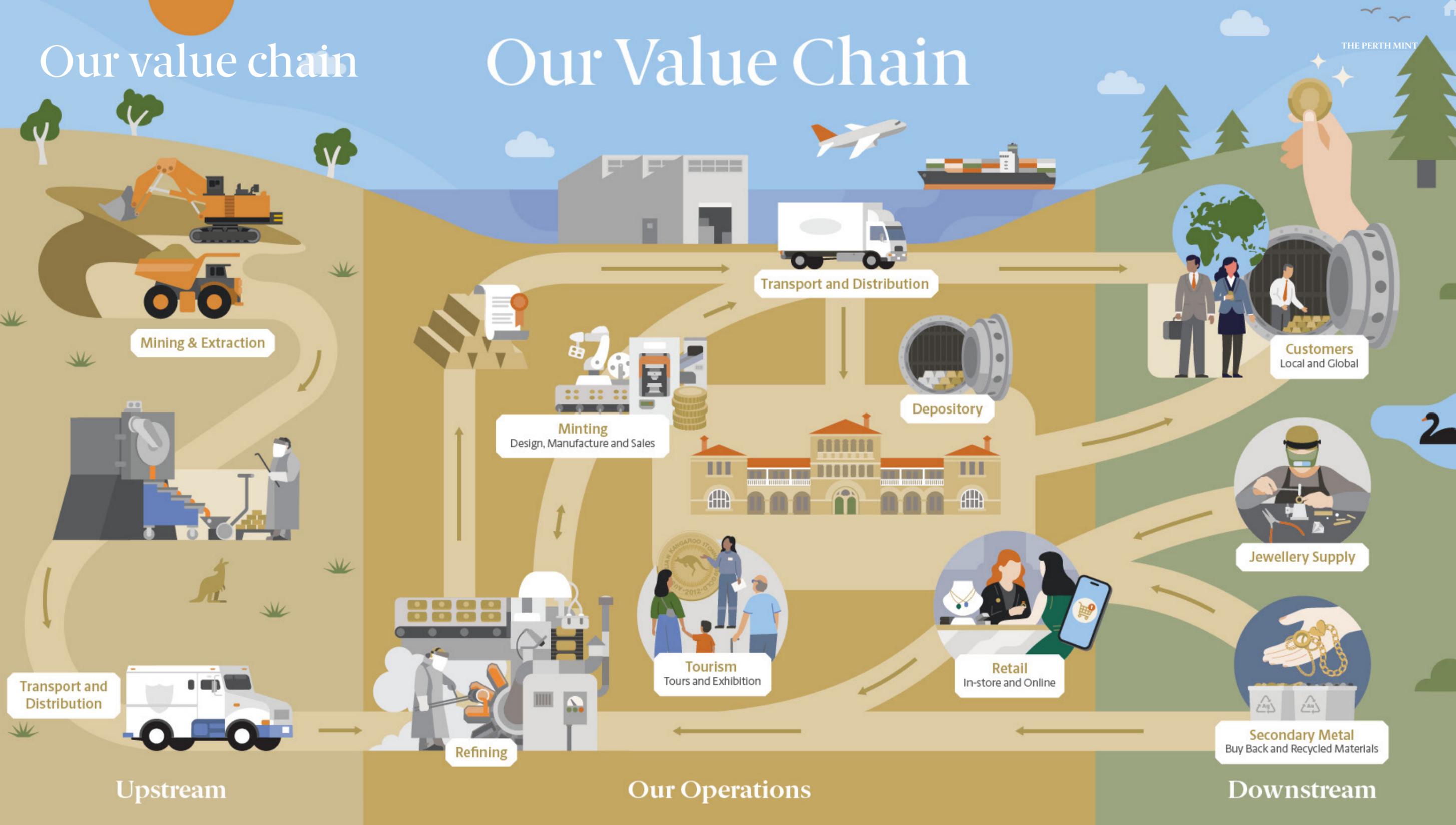
The Perth Mint is owned by the people of Western Australia. We are Australia's oldest operating mint and hold a unique place in the history and economy of the State.

We are Australia's largest fully integrated precious metals enterprise, providing gold and silver refining, coin and bullion production and precious metals storage, along with retail, tourism and exhibition functions. We operate two sites, the original mint in East Perth and the refinery near the Perth Airport.

The complexity across our operations and supply chain makes it imperative that we uphold responsible practices, particularly in human rights, including modern slavery. Our integrated model supports traceability, quality and ethical standards at every stage of our business.

Our value chain

Our Value Chain



Our supply chain

We constantly work to strengthen our responsible sourcing practices in our supply chains, including precious metals suppliers and non-precious metals suppliers. We apply robust due diligence processes to identify, manage and mitigate sourcing risks. Each supplier group is managed under specific processes in line with industry standards and frameworks.

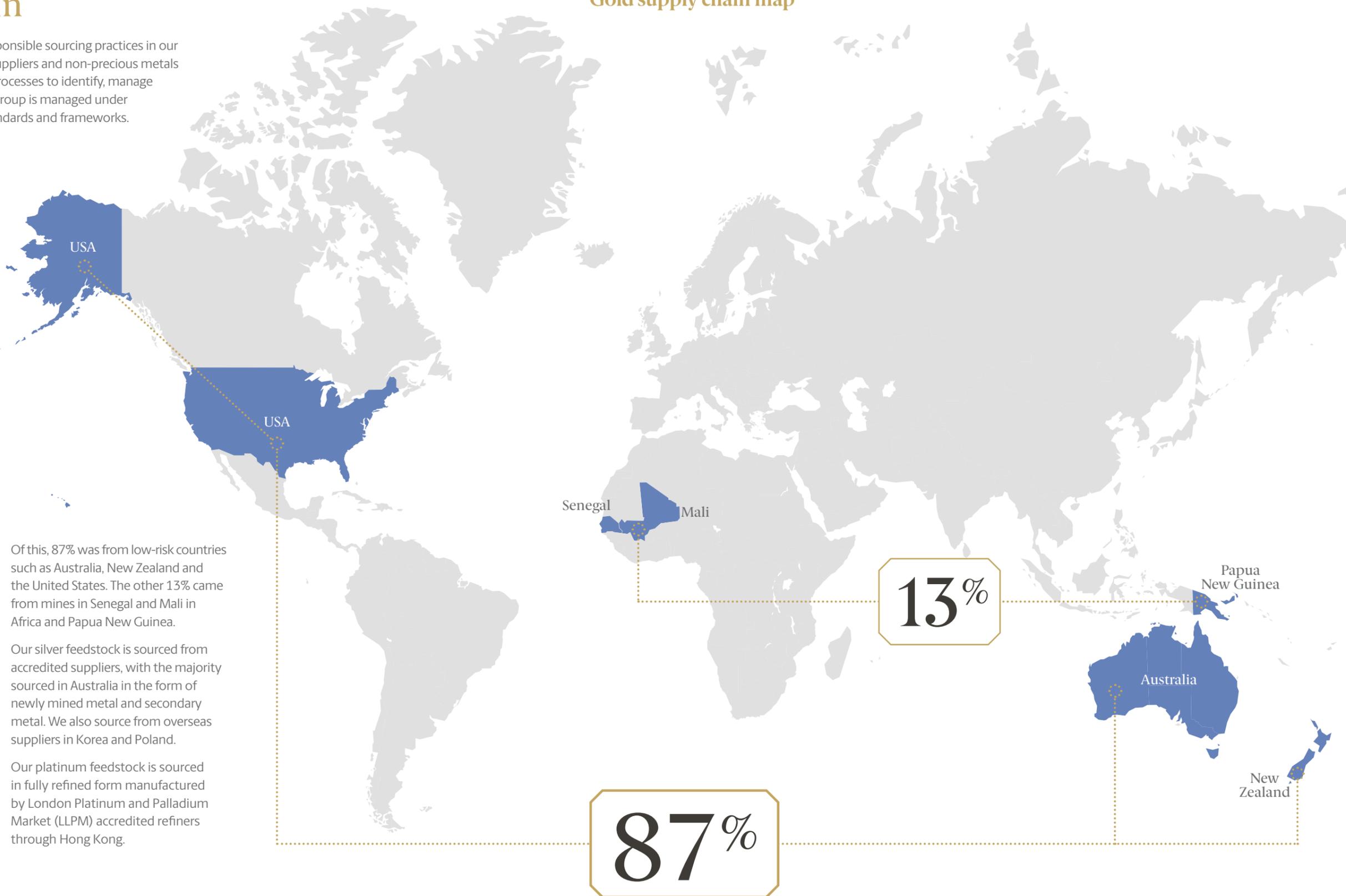
Precious metals

Our precious metal supply chain governance is overseen by dedicated teams reporting to the Gold Corporation Board Audit and Risk Management Committee, with policies aligned to LBMA Responsible Gold and Silver Guidances. These are audited annually, reviewing our doré deposits end-to-end to ensure we meet the LBMA responsible sourcing requirements and remain on the LBMA Good Delivery List.

We have a dedicated compliance officer who ensures we remain compliant with the standards required under the LBMA's Responsible Sourcing Program and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict and High-Risk Areas.

We remain committed to strengthening our responsible sourcing practices, upholding the highest standards of leadership, integrity and transparency across the global precious metals supply chain.

In 2024-25, nearly 99% of the gold doré processed at our refinery originated from large-scale mining operations.



Of this, 87% was from low-risk countries such as Australia, New Zealand and the United States. The other 13% came from mines in Senegal and Mali in Africa and Papua New Guinea.

Our silver feedstock is sourced from accredited suppliers, with the majority sourced in Australia in the form of newly mined metal and secondary metal. We also source from overseas suppliers in Korea and Poland.

Our platinum feedstock is sourced in fully refined form manufactured by London Platinum and Palladium Market (LLPM) accredited refiners through Hong Kong.

Non-precious metals

Our operations are supported by a procurement team that manages a diverse network of approved local and international suppliers, ensuring the reliable delivery of goods and services across our non-precious metal supply chain.

We prioritise local Australian suppliers. Our approach inherently reduces the risk of modern slavery by limiting our exposure to suppliers in jurisdictions with weaker labour protections and human rights oversight.

In 2024-25 we engaged with 972 active suppliers², with 45% based in Western Australia. Only 13% of our engaged suppliers are based overseas. In 2024-25, the Mint spent more than \$104 million with 79% of this spent in Australia.

We source goods and services (non-precious metals) from across the globe, as represented by the map.

Supplier location	Percentage of supplier base 2024-25
Western Australia	45%
Australia (non WA)	42%
Overseas	13%

We acknowledge that modern slavery can exist at any point of our supply chain. During 2024-25 we continued our efforts on reviewing our direct suppliers, those with whom we have a direct contractual business or legal relationship.

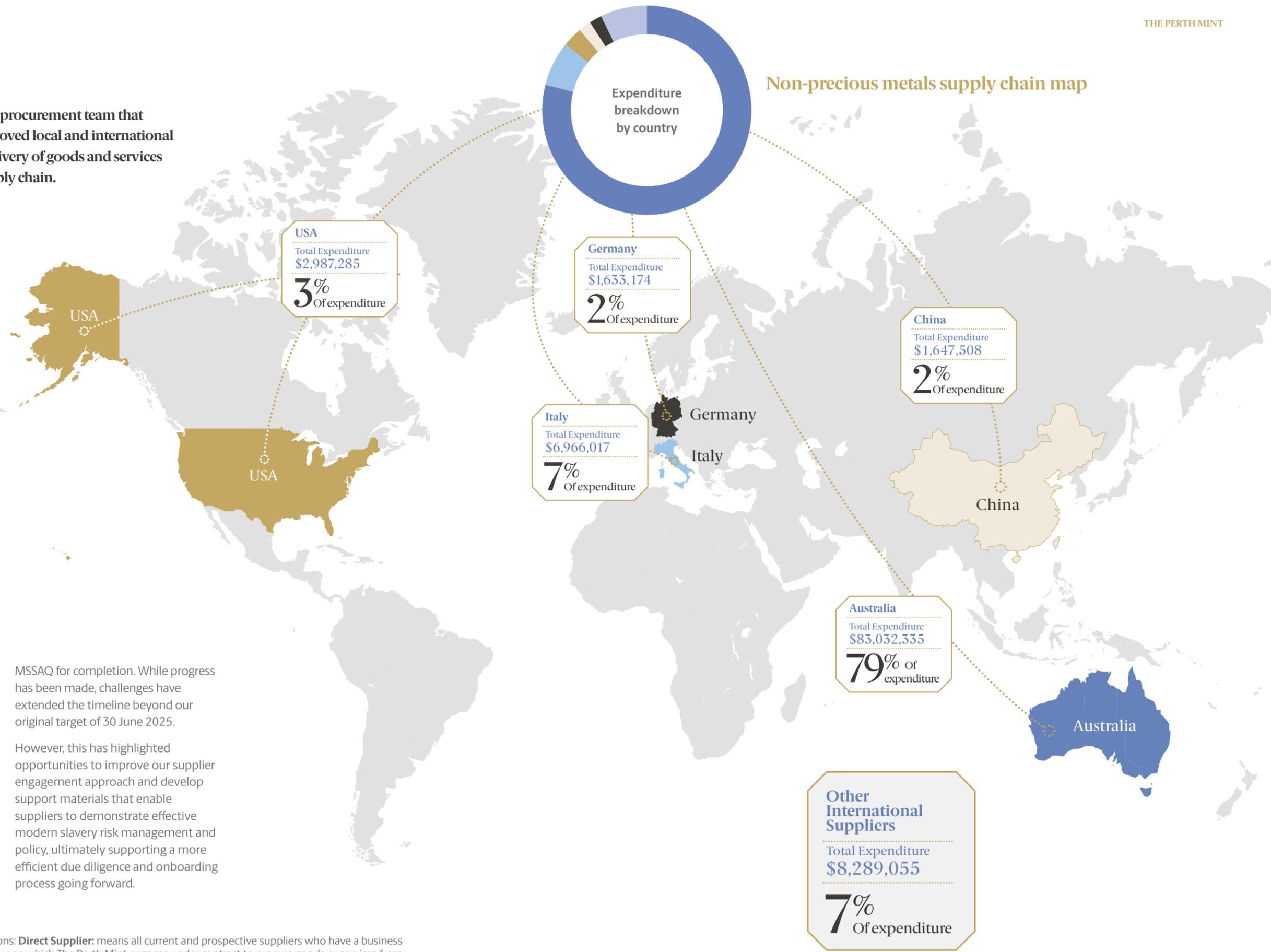
We began the process of remediating our existing suppliers to strengthen our approach to modern slavery risk management. This involved identifying suppliers within Priority 1 categories, as defined in our 2023-24 Modern Slavery Statement, and distributing the

MSSAQ for completion. While progress has been made, challenges have extended the timeline beyond our original target of 30 June 2025.

However, this has highlighted opportunities to improve our supplier engagement approach and develop support materials that enable suppliers to demonstrate effective modern slavery risk management and policy, ultimately supporting a more efficient due diligence and onboarding process going forward.

²The Perth Mint adopts the following definitions: **Direct Supplier:** means all current and prospective suppliers who have a business and/or legal relationship with us including any one which The Perth Mint engages under contract to procure goods or services from, such as our precious metals suppliers, partners or joint venturers and contractors. **Supplier:** includes direct suppliers but is a broader term that means any individual or organisation that is a participant in our supply chain, including agents and sub-contractors of direct suppliers. **Active supplier** refers to suppliers we have transacted with in the reporting period.

Non-precious metals supply chain map





Identifying modern slavery risks

The Perth Mint takes an enterprise-wide approach to risk management that is aligned to AS/NZS ISO 31000:2018 Risk Management – Guidelines.

Our enterprise risk management framework comprises policies, procedures, risk assessment criteria and an appetite statement to provide a consistent approach to the management and reporting of risks.

We use the UNGPs to inform our understanding of our modern slavery risk exposure within our operations and supply chain. We conducted a risk

identification workshop to determine the extent to which our operations and supply chain have the potential to cause, contribute to or be directly linked to modern slavery.

The output of the workshop included a Modern Slavery Risk Register which identified a series of controls and actions that form the basis of our commitments for 2025-26 (see page 30).

This includes:

- Strengthening contractor management to include wage verification, establishing clear engagement processes, and

providing guidance to staff and contractors on entitlements, superannuation and grievance procedures.

- Documenting the due diligence steps including the supplier review and escalation process.
- Conducting internal audits to verify the effectiveness of human rights controls for recruitment and the completion levels of due diligence on active vendors.
- Creating a suite of support materials for suppliers including templates and guidelines, to demonstrate what good looks like.

Operations

We recognise that the precious metals industry operates in regions where modern slavery risks are elevated and acknowledge the potential for such risks within our operations.

All our operations are based in Australia, where we are governed by robust regulatory frameworks and labour protections. As a result, we assess the risk of modern slavery within our direct operations as relatively low³.

Our recruitment and employment practices, remuneration structures and working conditions are primarily governed by collectively

bargained enterprise agreements, modern awards and underpinned by Australia's federal industrial relations framework.

This includes key legislative instruments such as the *Fair Work Act 2009*, *Fair Work Regulations 2009*, *Privacy Act 1988*, and *Workplace Health and Safety Act*, alongside recent reforms addressing wage theft, employment status definitions and the right to disconnect. These frameworks ensure compliance with national employment standards and protections.

We support these practices with access to training and provide multiple channels for employees and contractors to raise grievances

or Public Interest Disclosures. Disclosures can be made internally to a designated disclosure officer, through our external intermediary service Your Call, or to relevant external authorities. This approach reinforces our commitment to a safe, transparent and legally compliant workplace.

We promote our See Something, Say Something initiative as a mechanism for anyone to voice concerns in a structured and confidential way.

During 2024-25, we received no grievances⁴ related to modern slavery, and to date there have been no actual incidences of modern slavery identified by our risk and assurance processes.

³ Global Modern Slavery Index – 1.6 prevalence per 1000 people, 67% Government response out of 100% - higher percentage reflects more action being taken.

⁴ For the purpose of modern slavery, a grievance relates to a Public Interest Disclosure (PID) which refers to a report of wrongdoing made under the Public Interest Disclosure Act 2003 (WA) (PID Act). This differs to a Perth Mint grievance which relates to a personal or work-related concern, problem or complaint raised by an employee about the workplace, colleagues or management.

Supply chain

Our highest risk exposure to modern slavery exists in our supply chain, which we have divided into precious metals and non-precious metals.

Consideration of modern slavery risk is embedded at each stage of our procurement and sourcing cycle, including specific clauses within our terms and conditions, refining contracts and templates requiring our suppliers to comply with our Supplier Code of Conduct and applicable laws, including those relating to modern slavery.

PRECIOUS METALS

Modern slavery can manifest in global supply chains in various forms of exploitation, including trafficking, servitude, child labour, forced labour, debt bondage and deceptive recruitment.

Given the high value and fungibility of precious metals, we apply enhanced due diligence to safeguard supply chain integrity and mitigate exposure to modern slavery.

We regularly review emerging risks and developments at a country level to identify changing circumstances that may increase the risk to our supply chains and lead to misuse of our products or services. Certain jurisdictions carry higher risks of organised criminal activity, human rights abuses and other unacceptable conduct.

In 2024-25, we strengthened our responsible sourcing framework by enhancing our risk matrix and refining our supply chain due diligence procedures. Previously, while we assessed supplier, location, and material type risks, the overall risk rating was based solely on location.

This year, we introduced a more balanced methodology that places greater weighting on material type risk, aligning with the risk-sensitive approach outlined in the Responsible Gold Guidance (RGG9).

Our revised policies and procedures now embed these updated criteria and explicitly address modern slavery risks.

For suppliers identified as high-risk, we require enhanced due diligence. During this reporting period, no new high-risk suppliers were engaged. Therefore, no enhanced due diligence was performed.

Risks associated with the precious metals industry include:

MINING AND EXTRACTION:

In emerging economies, mining operations tend to rely on unskilled labour, which may pose increased human rights and modern slavery risks.



TRANSPORT AND DISTRIBUTION

Emerging economies can result in increased modern slavery risks. This can be due to complex supply chains, weak labour protections, reliance on informal or migrant labour, and pressure to reduce costs.



REFINING

The secondary precious metals market, including the buying and refining of precious metal scrap, jewellery and other secondary materials, may provide financial support to modern slavery practices as well as directly incurring human rights and modern slavery abuse, especially in emerging economies.



INVESTMENT

Investment in precious metals can present risks for money laundering, terrorism finance, corruption and trade with sanctioned countries and other conflict regions. The risk of modern slavery is considerably higher in conflict-affected countries and therefore precious metals investment may finance modern slavery practices.



NON-PRECIOUS METALS

During 2024-25, we embedded our Priority 1 risk categories into the due diligence process for onboarding new suppliers and began remediation of our existing supplier base. This work will continue into the next reporting period.

The Priority 1 categories identified remain consistent for 2025-26, including:

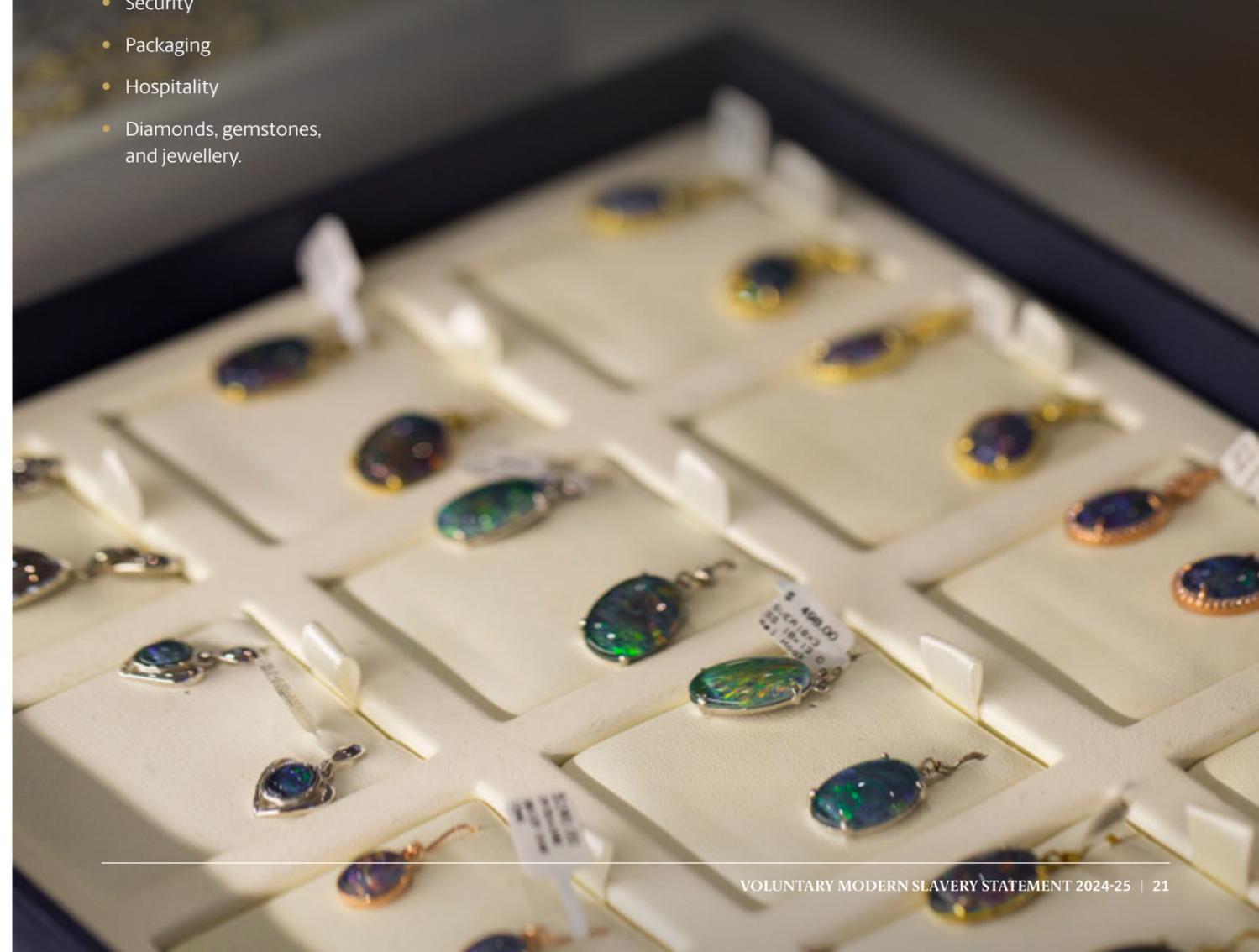
- Laptops and IT hardware
- Garments and uniforms
- Facilities management
- Trade services
- Transport and logistics
- Labour hire
- Cleaning services
- Security
- Packaging
- Hospitality
- Diamonds, gemstones, and jewellery.

A key focus for the next reporting period will be the development of due diligence performance metrics to guide our risk-based approach.

These metrics will include:

- The number of suppliers engaged per Priority 1 category
- Procurement category and expenditure breakdowns
- Jurisdictional and category-based heat mapping

This will enable more targeted risk management and supplier engagement.

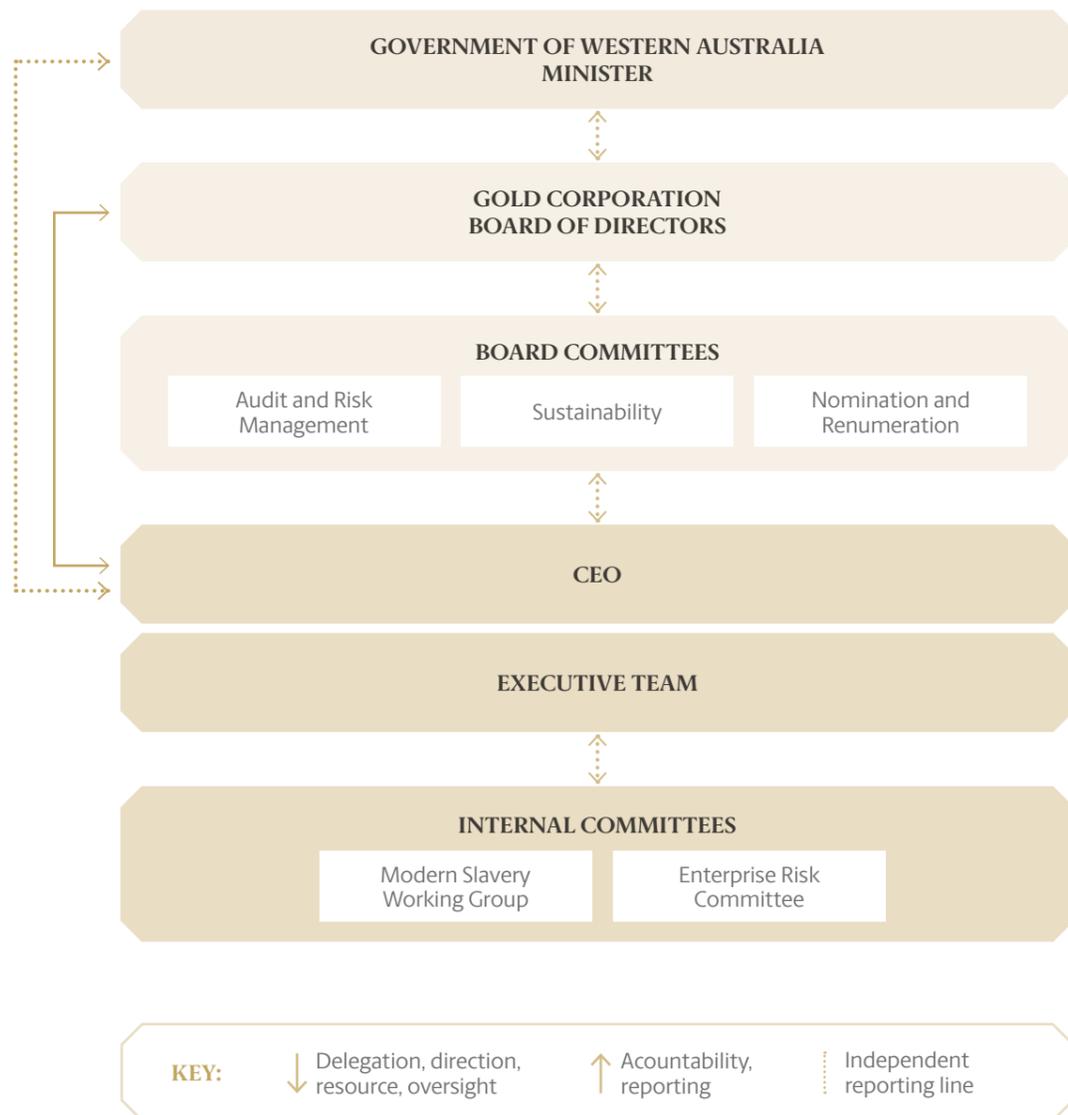


Managing modern slavery risks

Board oversight

The Perth Mint's corporate governance framework provides robust oversight across our operations. The Board retains ultimate responsibility for identifying material risks and ensuring that appropriate control and monitoring systems are in place to manage those risks effectively.

OUR GOVERNANCE STRUCTURE



The Audit and Risk Management Committee, chaired by John O'Connor until 30 June 2025, is mandated by the Board to provide risk management oversight. The Committee's primary focuses are risk management and internal controls, financial reporting, internal and external audits, and compliance with laws, regulations and internal policy.

The Committee works closely with Executive in relation to the assessment, monitoring and management of business risks and is responsible for reviewing and endorsing the Mint's risk appetite statement on an annual basis.

The Committee also acts as a channel of communication between the Board and external and internal auditors to ensure all material issues arising from auditors' activities are brought to the attention of the Board.

The Board has delegated the oversight, monitoring and review of modern slavery risk to the Sustainability and Audit and Risk Management Committees.

The Sustainability Committee oversees the detailed application of the modern slavery risk management framework across our operations, including implementation of social, diversity, inclusion and

equity strategies and oversees the implementation of the modern slavery framework on the non-precious metal supply chain, including due diligence.

The Audit and Risk Management Committee oversees risk management, compliance and audit matters and compliance with applicable laws and internal policies, including modern slavery risks as well as the implementation of our responsible sourcing program (precious metals) in line with LBMA guidance, managing our modern slavery risk exposure across the precious metal supply chain.

Executive responsibility

The governance and oversight responsibility for managing our approach to identifying the risk of modern slavery, and remediating any adverse human rights impacts in our operations, is assigned to the Enterprise Risk Committee (ERC).

The ERC provides oversight for all risk management and compliance matters and ensures proper practices are in place to identify, understand and manage key risks. It comprises management personnel and members including the Chief Financial Officer,

who has executive responsibility for the procurement function, and the Chief Operating Officer, who has executive responsibility for our sustainability strategy.

Modern Slavery Working Group

Our Modern Slavery Working Group has completed its first year overseeing Phase 1 of our three-year roadmap.

This team comprises members from Procurement, Risk and Compliance, Legal, People and Culture, Corporate Affairs and Sustainability teams, and is chaired by the Chief Operating Officer.

Looking ahead to 2025-26, the key focus areas for the working group include strengthening due diligence oversight, building supplier capability and integrating modern slavery into governance. (see more detail on page 30).



L-R Emma Soactar, Sam Kingston, Angela Hugo, Dion Paunich, Clara Demilew, Sarah Whittaker, Alyx Robertson (absent Pauline Kirk)



Policies and procedures

Our corporate governance policies and procedures clearly define the expectations on employees and suppliers. In 2024-25, we reviewed our Human Rights Policy and supporting procedures to ensure they effectively address modern slavery risks and reflect current legal and ethical standards.

Human Rights Policy

Our [Human Rights Policy](#) underpins our commitment to preventing modern slavery by setting clear expectations for ethical conduct across our operations and supply chains, guided by the principles set out in the United Nations Declaration of Human Rights⁵ and the Guiding Principles on Business and Human Rights⁶. The policy guides supplier engagement and due diligence processes, particularly in high-risk jurisdictions. The policy is communicated internally through employee training and induction modules, and externally via the Mint's website, and contract terms and conditions as required, ensuring broad awareness and accountability.

Code of Conduct

Our [Code of Conduct](#) plays a key role in reinforcing our commitment to respecting, promoting and protecting the human rights of people impacted by our operations, supply chains and business relationships in a manner consistent with best practices. This commitment is embedded in our everyday activities and reflects our expectation that all workers, contractors, suppliers and business partners conduct their activities in a manner that upholds human rights and seeks to prevent modern slavery in all its forms. The code is communicated internally through onboarding, training and induction modules, ensuring that all personnel understand their responsibilities. It is also available on our website. The

Code of Conduct is scheduled for review in early 2025-26.

Supplier Code of Conduct

Our [Supplier Code of Conduct](#) outlines the environmental, social and governance standards we expect from all suppliers, including a commitment to human rights and modern slavery prevention.

It plays a critical role in setting expectations around labour rights, transparency and responsible sourcing practices and is incorporated into our contract terms and conditions. A breach of the code constitutes an event of default that may lead to termination of the supplier relationship if not remedied.

To ensure awareness and accountability, the code is referenced in contractual agreements and is available on our website.

Supplier onboarding procedure

Our supplier onboarding process ensures a systematic approach to the ethical, compliant and effective management of our suppliers. As part of the onboarding process, due diligence is conducted on the supplier to identify and mitigate any potential risks, including those linked to modern slavery, provide reputational protection and facilitate informed business decisions by ensuring suppliers meet ethical standards before engagement.

Recruitment and selection guide

We are committed to fair, merit-based hiring that builds a skilled and diverse workforce aligned with our values. All job openings follow a structured recruitment process to ensure transparency and equity. This approach helps prevent exploitative practices and supports our broader efforts to reduce modern slavery risks by ensuring ethical employment from the outset.

Inclusive language guide

This guide promotes respectful, people-first language that reflects the diversity of our workplace and avoids exclusion or harm. By challenging stereotypes and fostering a culture of dignity and safety, it helps reduce the risk of marginalisation – an important factor in preventing conditions that can enable modern slavery. It is available on the intranet for employees.

Customer Service Code of Conduct

The Customer Service Code of Conduct sets clear expectations for respectful and safe interactions between employees and customers. By outlining how to manage inappropriate behaviour, it helps protect staff from harassment, coercion or exploitation, conditions that can be linked to modern slavery. It reinforces a workplace culture where dignity and ethical treatment are non-negotiable. It is available on the intranet for employees and promoted through training.

Customer Code of Conduct

Our Customer Code of Conduct sets clear expectations for respectful behaviour between our representatives and customers, whether in person, online or by phone. By promoting dignity, safety and accountability in all interactions, this code helps protect staff from harassment or coercion, which can be indicators of broader exploitation risks, including modern slavery.

Responsible Sourcing (Precious Metals) Policy

Our [Responsible Sourcing \(Precious Metals\) Policy](#) sets out the Mint's commitment to refining conflict-free metals and managing relationships with suppliers and customers to prevent misuse in our supply chains, including modern slavery and human rights abuses.

In 2024-25, this policy was updated to embed our enhanced risk criteria, detailed on page 19. This policy is supported by a multi-tiered approach which includes contractual requirements at our refinery and supplier due diligence processes. The policy is communicated to suppliers through specific clauses in our refining contracts and standard terms and conditions, which require compliance with our Supplier Code of Conduct. It is made publicly available on our website.

Responsible Sourcing of Metals program

Our Responsible Sourcing of Metals Program ensures that all precious metals are sourced ethically, sustainably and in line with related standards, including LBMA guidance and internal policy. The framework outlines a robust management system that supports traceability, compliance and accountability across the refining supply chain. By enforcing responsible sourcing practices, the program helps prevent human rights abuses, including modern slavery, by requiring suppliers to meet strict ethical and due diligence requirements.

Procurement and Contract Management Policy

Our Procurement and Contract Management Policy requires all procurement practices to be taken in an ethical, transparent and legally compliant manner, delivering value for money while supporting strategic goals. This policy helps prevent modern slavery by requiring suppliers and contractors to meet ethical standards, reducing the risk of exploitation in supply chains and promoting responsible sourcing.

Enterprise Risk Management Policy

Our Enterprise Risk Management Policy and Framework reflects the guidance in the AS/NZS ISO 31000 Risk Management – Guidelines in managing

risks across the organisation, including those related to modern slavery.

By integrating modern slavery into our broader risk governance, we ensure that human rights risks are systematically assessed, monitored and addressed through structured controls and accountability.

The policy is communicated internally through governance processes, training and risk planning activities, ensuring that relevant teams understand their roles in identifying and managing risks.

Anti-Bribery and Corruption Policy

The [Anti-Bribery and Corruption Policy](#) reinforces our commitment to ethical conduct by prohibiting all forms of bribery and corruption, including practices that may enable or conceal modern slavery. Corruption can contribute to environments where exploitation and human rights abuses thrive, making this policy a key component of our broader modern slavery risk management framework. The policy sets limits on gifts and donations, while addressing behaviours that may facilitate or obscure modern slavery. The policy is communicated to staff through onboarding and training. It is available on our website.

Whistleblower Policy

Our [Whistleblower Policy](#) supports our commitment to ethical conduct and human rights by encouraging employees, contractors and suppliers to report suspected breaches of the Code of Conduct, including concerns related to modern slavery. The policy outlines protections for individuals who speak up and ensures that disclosures are handled confidentially and without fear of retaliation. It is actively promoted internally through our 'See Something, Say Something' initiative, posters, internal news and the intranet, and is supported by independent third-party reporting service, Your Call. The policy is available on our website.

Grievance Resolution Policy

Our Grievance Resolution Policy supports a safe, respectful and inclusive workplace by providing clear processes for resolving staff concerns through informal and formal channels. This policy identifies and addresses behaviours or practices that may indicate exploitation or unfair treatment, making it a key safeguard against modern slavery risks. It is promoted to employees through induction and training and is available on the employee intranet.

Equal Opportunity Policy and Procedure

Our [Equal Opportunity Policy](#) ensures a workplace free from discrimination, harassment and bullying, promoting fairness and respect. By upholding human rights and ethical standards, the policy supports efforts to prevent modern slavery, helping identify and eliminate exploitative practices across employment and supply chains. Leaders are trained in the process, and the policy is promoted to employees through training and available on the employee intranet and our website.

Sexual harassment and sex discrimination prevention and response procedure

The Perth Mint has clear steps to prevent and address sexual and sex-based harassment and discrimination, guided by legal standards, safety regulations and best-practice advice from the Australian Human Rights Commission. The Sexual Harassment and Sex Discrimination Prevention and Response Procedure is vital in protecting vulnerable individuals and ensuring ethical treatment, which are key components in identifying and preventing modern slavery risks, especially where power imbalances or coercion may be present. It is promoted to employees through training and is available on the employee intranet.

⁵ UN General Assembly, Universal Declaration of Human Rights, (adopted 10 December 1948).

⁶ United Nations Guiding Principles on Business and Human Rights, (adopted 20 October 2021).



Training and awareness

To support modern slavery risk prevention across our operations and supply chain, all employees are required to complete training. The module covers due diligence, risk identification and management, and must be renewed every two years to ensure ongoing awareness and compliance.

During 2024-25, we reviewed our modern slavery training which includes three targeted modules to build awareness and capability based on roles and responsibilities. The main change is that from 2025-26, the role-specific training is now for anyone who interacts with suppliers, not just the Procurement team. Training modules include:

- General staff: Covers modern slavery awareness.
- Board and Executive: Includes awareness and board-level obligations.
- Role-specific staff (e.g. those managing contracts or suppliers): Covers awareness, legal obligations and procurement-specific responsibilities.

At 30 June 2025, 96% of our workforce had completed the training and remain valid. All non-executive directors, including those who are members of the Sustainability and Audit and Risk Management committees, have completed the training.

Due diligence

Our suppliers are categorised under two groups: Precious metal suppliers and non-precious metal suppliers. Each group is managed under specific due diligence processes which include risk assessment, questionnaires, desktop assessments and site visits.

PRECIOUS METALS SUPPLIER DUE DILIGENCE

Before accepting any precious metals for refining, the Mint completes a risk assessment for each supplier, focusing on three key areas which are supplier risk, material type risk and location risk.

We apply reasonable and good faith efforts to measure these risks on a sensitivity basis, considering factors such as incorporation location, operation location, transit zones, business type, business relationship, and transaction history. To support this assessment, we also review available independent audit reports aligned with recognised responsible sourcing standards, and related non-government organisation reports. These serve as evidence to validate all or part of the identified risk factors.

The Mint will not establish relationships with entities operating on Australian and international sanction lists.

As per our [Responsible Sourcing \(Precious Metals\) Policy](#), ongoing due diligence is carried out periodically based on the risk rating, and may include desktop reviews, or on-site assessments.

The Mint adheres to our [Responsible Sourcing \(Precious Metals\) Policy](#), ensuring compliance with the OECD due diligence guidance for responsible supply chains of minerals from conflict affected and high-risk areas and the LBMA responsible gold/silver guidance.

Please refer to our [LBMA compliance report](#) for further detail on our responsible sourcing (precious metals) performance.

NON-PRECIOUS METALS SUPPLIER DUE DILIGENCE

In November 2024, we deployed a MSSAQ to all new suppliers who fall under our Priority 1 procurement categories (see page 6) via our Source to Contract platform. Sixty-six new vendors have been onboarded since deployment, seven of which fell under Priority One categories, and 100% have completed the MSSAQ.

The remediation of our existing supplier base commenced in February 2025 and based on an initial screening those who fall under Priority 1 categories are also requested to complete the MSSAQ. As of 30 June 2025, over 20% of active vendors have been screened and around 19% of those screened had completed the MSSAQ.

We developed a risk assessment criterion to tier our non-precious metal suppliers based on the inherent modern slavery risk profile, however challenges with data architecture have prevented the deployment of the criteria. This work will continue in 2025-26 in collaboration with our Procurement and Business Technology teams.



Grievance mechanism

The Perth Mint provides confidential and impartial grievance channels for employees, contractors, suppliers and the public to report concerns, including potential modern slavery violations, consistent with the Whistleblower Policy listed above. Reports are investigated and escalated to the Chair of the Sustainability Committee and the Board.

In this reporting period, we reviewed and improved how the whistleblower process is promoted. Updates included clearer, more inclusive language on internal posters and improved website navigation to make information more accessible to staff and contractors.

Where modern slavery concerns are raised, particularly involving suppliers, we will investigate and, where substantiated, we will work with the supplier to ensure timely and appropriate remediation.

Where possible, support is provided to affected individuals to ensure their safety and wellbeing.

During 2024-25 we did not receive any grievances associated with modern slavery.

REMEDIATION

To date, the Mint has not received any reports or allegations relating to actual or suspected modern slavery violations within our operations.

ROADMAP

During 2024-25 we completed the first phase of our three-year maturity roadmap which provides a clear structured path towards improvement. We have outlined specific milestones, actions and responsibilities to ensure our efforts are aligned and actions are systematically implemented.

Our key actions for 2025-26 are listed in the Looking Ahead section.

Assessing the effectiveness of actions

We consider our actions as effective when they meet the intended objectives to manage our exposure to modern slavery risks.

In 2024-25, we monitored the effectiveness of our management actions via performance indicators across four pillars as stated in the table below. As some of these metrics have not previously been reported by the Mint, there are limited direct comparative figures available for previous years.

PILLAR	PERFORMANCE INDICATOR	TARGET	OUR PERFORMANCE	COMMENTS
Policy and procedures	% of whistleblower reports received that concerned alleged modern slavery.	0	0	
Processes and controls	Modern slavery due diligence performed for all suppliers based on the risk profile.	100%	100%	
People	Modern slavery training completion <ul style="list-style-type: none"> All employees Responsible roles Board 	100%	96%	Due to challenges with data architecture, we have revised our target to 95% for the next reporting period.
Suppliers	% of Priority 1 new suppliers (non-precious metals) who have completed the MSSAQ	70%	100%	All new suppliers (non-precious metals) have completed the MSSAQ.
	Screening of active suppliers (non-precious metals) for modern slavery and human rights risks.	100%	N/A	This is a new performance indicator we will report on in 2025-26.
	% of existing suppliers (non-precious metals) who have completed the MSSAQ	50%	N/A	This is a new performance indicator we will report on in 2025-26.
	On-site assessments performed for high-risk suppliers (precious metals).	100%	100%	No new high-risk suppliers (precious metals) identified.

Looking ahead

Addressing modern slavery is an ongoing journey. We continue to review and strengthen our policies, procedures and internal controls.

This includes working closely with customers and suppliers to support their understanding of our expectations, while learning from their practices to improve our own.

In 2025-26 we will focus on:

Continue remediation (screening) of existing supplier (non-precious metals) list and achieve 100% screening.

Review supplier and contractor onboarding processes to ensure incorporation of human rights expectations, including adherence to the Supplier Code of Conduct.

Establish a reporting and oversight framework, including exploring the development of a modern slavery risk dashboard.

Conduct an internal audit to verify the efficiency of controls on recruitment and onboarding processes in our operations.

Develop an assurance program to validate our modern slavery processes.

Conduct internal audit to verify adherence to our due diligence processes on all active and engaged vendors.

Deploy a targeted communication campaign for employees to highlight due diligence process and training, education materials and escalation process.

Deploy a targeted communications and resources for our internal and external stakeholders to increase awareness and understanding of human rights, including modern slavery risks.

Create a library of templates, guidance, policies and procedures to be shared with non-precious metal suppliers to enable uplifting of their practices.

We will report our progress against these actions in the 2025-26 Modern Slavery Statement.

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This Modern Slavery Statement was prepared to meet the mandatory reporting criteria set out in the *Modern Slavery Act 2018* (Cth). The table below outlines where the mandatory reporting criteria required by the Act have been addressed in this statement.

MANDATORY REPORTING CRITERIA	SECTION OF THIS STATEMENT	PAGE NO.
Section 16 (a) Identify the reporting entity	About this statement Our structure and operations	Page 4, 10 and 11
Section 16 (b) Describe the reporting entity structure, operations, and supply chains.	About this statement About The Perth Mint	Page 4 and 8
Section 16 (c) Describe the risks of modern slavery practices in the operations and supply chain of the reporting entity and any entities the reporting entity owns or controls.	Identifying modern slavery risk	Page 19
Section 16 (d) Describe the actions taken by the reporting entity and any entities that the entity owns or controls. Assess and address these risks, including due diligence and remediation processes.	Managing modern slavery risk	Page 22 and 23
Section 16 (e) Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery.	Assessing the effectiveness of actions	Page 29
Section 16 (f) Describe the process of consultation with: I. any entities that the reporting entity owns or controls. II. In the case of a reporting entity covered by a statement under section 14-the entity giving the statement.	About this statement	Page 4
Section 16 (g) Any other relevant information.	Looking ahead	Page 30



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