

Modern Slavery Standard

Objective

Federation Mining (Company) acknowledges human rights as a fundamental principle to which every human being is inherently entitled regardless of their personal, social, economic, cultural, or geographic circumstances.

Federation recognises its role in protecting the human rights of all people involved in, or impacted by, our business practices and preventing the worst forms of human rights breaches, including instances of modern slavery.

Supplier Code of Conduct

Federation will partner with its suppliers in identifying and implementing a plan to remediate any modern slavery offences or risks of human slavery in the supplier's supply chain. Federation Mining requires any individual or organisation which supplies goods or services to the company to:

- adhere to the Supplier Code of Conduct, which includes standards in relation to modern slavery, in order to: a. mitigate the risk of modern slavery breaches occurring in the Company's supply chain, and b. to promote and develop within the company's supply chain a deeper understanding and awareness of the Company's expectations and standards in relation to human rights and the risks of modern slavery breaches in the Company's supply chain;
- conduct their own annual supply chain enquiries to understand better the potential for risks of modern slavery breaches in their supply chain, and to identify any known or suspected modern slavery breaches in their supply chain.
- remediate any modern slavery breaches if any are identified.
- respond in a transparent, honest manner to any request for information about its supply chain, and disclose to the Company the results of enquiries, upon request, and
- disclose to the Company any confirmed or suspected breaches of human rights in the Supplier's supply chain as soon as is practicable upon the Supplier becoming aware.

Oversight and Enforcement

The Supplier is required by Federation Mining to:

- Advise if their business is required to report under modern slavery laws.
- Provide transparency on whether the business was ever the subject of a negative Human Rights Audit. Via email Attention – Vice President, info@federationmining.com.au
- Confirm the jurisdiction/s of current business operations, including the jurisdiction/s of where supply goods are grown, manufactured, or produced.
- Provide transparency on worker types, including disabled, conscripted, displaced (refugee), itinerant (backpacker), migrant, prisoner, young (under 18), or indigenous.
- Advise if the workforce and third-party service providers are trained on human rights related issues.
- Advise if the business has implemented controls, adopted written codes, or established policies to protect the health and safety of its employees or third-party service providers.
- Advise if the business has anti-bribery and corruption controls/program in place.
- Produce a written contract or agreement with Federation for the supply of goods and/or services including confirmation in the supply contract with Federation that to the best of the Supplier's knowledge and belief, there is no deceptive recruiting, bonded, involuntary or other type of forced labour or deprivation of liberty between the Supplier and its employees.
- When the Company specifically requests in a formal agreement, the Supplier will require its sub-contractors to confirm in the contracts between the Supplier and its sub-contractors that there is no bonded, involuntary or other type of forced labour or deprivation of liberty between the sub-contractor and its employees. Suppliers are to confirm they have read and agreed to comply with this Supplier Code of Conduct, when providing goods and services to the

Company, and to notify Federation without delay in the event of either an actual or suspected breach.

The implementation of the Modern Slavery Standard will be monitored by the Vice President responsible for Sustainability and the Board will be provided regular reports on progress and performance.

This standard and policy position will be reviewed annually as a minimum and when required by legislative changes.

Signed: *S.M. Le Messurier*

Mark Le Messurier

Managing Director

January 2021