



Modern Slavery Policy

1. Purpose

- 1.1 This Modern Slavery Policy sets out Endurance's key commitments and values, and the behaviours that it expects from its employees, officers, contractors, suppliers and consultants in accordance with this Policy.
- 1.2 In this Policy, "**Endurance**" means Endurance Mining Pty Ltd, its wholly owned subsidiary Abra Mining Pty Limited, and any other related body corporate of Endurance Mining Pty Ltd.
- 1.3 This Policy is designed to comply with the *Modern Slavery Act 2018* (Cth) and *Modern Slavery Reporting Requirements*, and having regard to other laws and regulations that concern modern slavery in supply chains and operations.

2. Key Principles

- 2.1 Endurance is committed to respecting human rights and managing modern slavery risks in accordance with this Statement.
- 2.2 "**Modern slavery**" involves situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. This includes:
 - trafficking in persons;
 - slavery;
 - servitude;
 - forced marriage;
 - forced labour;
 - debt bondage;
 - deceptive recruiting for labour or services, and
 - child labour.

Reporting by Endurance

- 2.3 Endurance aims to address modern slavery risks and maintain responsible and transparent supply chains by prioritising the use of local suppliers where possible, and maintaining detailed understanding of the current market conditions, strong regional relationships and active engagement with key suppliers on an ongoing basis.
- 2.4 Endurance will continually improve the integrity of its operations and supply chain by developing and adopting policies and procedures that apply to all employees, contractors and suppliers, which are aimed at identifying any potential modern slavery risks and preserving human rights.

- 2.5 Any alleged breach of this Policy should be reported promptly to Endurance's Company Secretary. Alternatively, any individual who wishes to raise a concern anonymously can do so in line with the Endurance's Whistleblower Code.
- 2.6 Any reports of actual or suspected modern slavery or other human rights violations will be treated seriously, and will be notified to the Chief Executive Officer and the Endurance Board (where appropriate) for investigation as soon as possible after the matter has been reported.

Responsibilities of individuals

- 2.7 Modern slavery is an ethical, legal and corporate responsibility. For Endurance, it means ensuring that our practices uphold the required standards of human rights and labour conditions, not just within our own workforce but throughout our supply chain, however recognising that Endurance will not have a complete knowledge of all aspects of the supply chain.
- 2.8 All Endurance's employees, officers, contractors, suppliers and consultants are responsible for being aware of and reporting modern slavery risks. All individuals must follow the procedures outlined in this Policy and cooperate with any investigation initiated pursuant to this Policy.

3. Further information

- 3.1 This Policy does not constitute a contractual commitment by Endurance, and it does not form part of, or affect, any contract of employment or services. This Policy may be amended at any time.
- 3.2 If you would like further information about matters covered in this Policy, including how to make a complaint under this Policy, please contact Endurance's Company Secretary.
- 3.3 This Policy is published on Endurance's website www.endurancemining.com.au



Matthew Hine
Chief Executive Officer

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