MODERN SLAVERY POLICY

This policy outlines RTL's commitment to assess and address risks associated with modern slavery in accordance with RTL's Code of Conduct. It also sets out RTL's reporting obligations under the Modern Slavery Act 2018 (Cth).

This Policy applies to all employees of RTL and third parties engaged by RTL.

Modern slavery

Under the Australian Modern Slavery Act 2018 (Cth), modern slavery is defined to include eight types of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting for labour and services.

Modern slavery is only used to describe serious exploitation. It does not include practices like substandard working conditions or underpayment of workers. However, these practices may also be illegal and harmful and may be present in some situations of modern slavery. These practices may also escalate into modern slavery if not addressed.

RTL is committed to managing all aspects of its operations and supply chains to assess and address risks of modern slavery.

Minimum Requirements

Managing the risks of modern slavery within RTL relies on the following factors:

- promotion of and adherence to a culture of integrity and compliance with the Code of Conduct;
- the adoption of appropriate processes and procedures to assess and address modern slavery within RTL;
- employee recruitment procedures;
- due diligence of RTL's supply chains;
- on-going training and awareness;
- carrying out periodic risk assessments; and
- internal control systems

Accountability

All staff are responsible for reading, understanding and complying with this Policy.

All Managers are individually accountable for managing modern slavery risk.

The Thiess Board is responsible for the review and approval of the annual modern slavery statement to be submitted by Thiess in accordance with the Modern Slavery Act 2018 (Cth).

Maintaining internal control systems

RTL is responsible for implementing, maintaining and continuously improving an internal control system for assessing and addressing risks of modern slavery.

Reporting process

All incidences of potential or suspected modern slavery or concerns must be reported in accordance with the Code of Conduct - Management, Monitoring and Reporting Procedure.

Owen Cavanough

General Manager

April 2023

RTL Mining and Earthworks Pty Ltd