

**MODERN
SLAVERY
STATEMENT
2025**

ABOUT THIS STATEMENT

This statement is prepared by Greatland Resources Limited (**Greatland**) for the financial year ending 30 June 2025, in accordance with the Australian Modern Slavery Act 2018 (Cth). It describes the actions taken by Greatland and its controlled entities to identify, assess, and address modern slavery risks in its operations and supply chains. Unless stated otherwise, references to 'our', 'we', 'us', the Company, Group, or Greatland refer to Greatland Resources Limited and significant entities as set out in our 2025 Annual Report available at greatland.com.au/investors/reports

This is Greatland's first Modern Slavery Statement. As prescribed by the Modern Slavery Act, this Statement covers mandatory criteria in the table below. This Statement is available at greatland.com.au/about/corporate-governance/ and via the Australian Government's online Register of Modern Slavery Statements at www.modernslaveryregister.gov.au

This statement has been prepared in consultation with management and reviewed by the Health, Safety and Sustainability Committee. It was approved by the Board of Directors on 3 December 2025 and signed by the Chairman and Managing Director.

ACKNOWLEDGEMENT OF COUNTRY

Greatland conducts operations on land that is significant to Traditional Owners. Greatland recognises the cultural, spiritual and physical connections that Aboriginal people have with their land and surrounding environment. Greatland proactively engages with the Traditional Owners before commencing on the ground activities and contributes to the development of local communities through strategic partnerships, community engagement and empowering communities through opportunity events. Greatland would like to acknowledge and pay respects to the Martu People and other Traditional Owner groups whose lands we are privileged to work on.

Criteria (Modern Slavery Act s16)	Section of this Statement	Page(s)
Identify the reporting entity.	About this Statement	1
Describe the structure, operations, and supply chains of the reporting entity.	About Greatland	3 - 7
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls.	Modern Slavery Risks	8 - 10
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls to assess and address those risks, including due diligence and remediation processes.	Modern Slavery Governance & Risk Management	6
	Modern Slavery Risks	8 - 10
Describe how the reporting entity assesses the effectiveness of such actions.	Measuring Effectiveness	10
Describe the process of consultation with any entities that the reporting entity owns or controls.	About this Statement	1
Any other relevant information.	Greatland Resources considers response to the above sufficient for inaugural statement.	



MESSAGE FROM THE CHAIRMAN & MANAGING DIRECTOR



We are pleased to present Greatland's first Modern Slavery Statement, in support of our continued commitment to responsible and sustainable business practices.

As Greatland continues to grow as an Australian gold and copper producer, we recognise that the way we operate and the relationships we build define our reputation. Our culture is guided by our core values, Results, Integrity, Safety, Teamwork, Accountability, and Responsibility, which underpin our approach to ethical business conduct and respect for human rights.

Following the acquisition of the Telfer Mine and the progression of the Havieron Project, Greatland has continued with a strong foundation of governance, systems and responsible operating practices. Building on these foundations, we are further developing frameworks and processes to strengthen supply chain transparency, ethical procurement and modern slavery prevention.

In this first year of reporting, our focus has been on ongoing assessment of our operations and supply chain, integration of human rights considerations into our governance and procurement systems, and preparation for more detailed assessment, and engagement in future years.

We recognise that addressing modern slavery risks requires collaboration across our people, our partners, and the wider mining industry. We are committed to continuously improving our approach, guided by our values and our responsibility to care for people, communities, and the environment in which we operate.

This Modern Slavery Statement has been approved by the Board of Greatland Resources Limited.

A handwritten signature in black ink that reads "Mark Barnaba".

MARK BARNABA
Chairman

A handwritten signature in black ink that reads "Shaun Day".

SHAUN DAY
Managing Director

3 December 2025

ABOUT GREATLAND

Greatland is an Australian-based gold and copper producer and explorer. The company operates the Telfer gold-copper mine (Telfer) in the Paterson region of Western Australia, one of the country's largest gold-copper mining complexes, and is concurrently developing the nearby Havieron gold-copper project (Havieron).

Telfer, which commenced production in 1977, has produced more than 15 million ounces of gold to date. Its established infrastructure, processing facilities and location provide a strategic advantage for the development of Havieron and other regional opportunities.

As the only operating processing plant in the Paterson region with significant capacity, Telfer enables a potential "hub-and-spoke" model to process ore from multiple deposits, supporting long-term, sustainable production.

Greatland discovered the Havieron deposit in 2018, one of the largest high-grade gold discoveries in Australia in the past two decades. Havieron is a brownfield, high-grade underground gold-copper development located approximately 45 kilometres east of Telfer. Ore from Havieron will be processed at Telfer using existing infrastructure, reducing development cost and environmental footprint.

Together, Telfer and Havieron form the foundation of a long-life gold-copper business with significant exploration potential across Greatland's broader regional portfolio. The Group is committed to responsible resource development, operational excellence, and continuous improvement in its environmental, social, and governance performance.

OUR STRATEGY

Greatland aspires to become a profitable multi-mine resources company by focusing on the responsible and sustainable discovery, development, extraction, processing and sale of precious and base metals.

Greatland's strategy is to renew and develop an integrated Telfer-Havieron mining and processing operation, with the intention of creating a generational gold-copper mining complex. To help achieve this, Greatland is focused on the following:

CONTINUING
to operate Telfer profitably

EXTENDING
Telfer's mine life

DEVELOPING
and optimising Havieron
through to production

LEVERAGING
Telfer infrastructure to enable
a 'hub and spoke' strategy

OUR VALUES



OPERATIONS

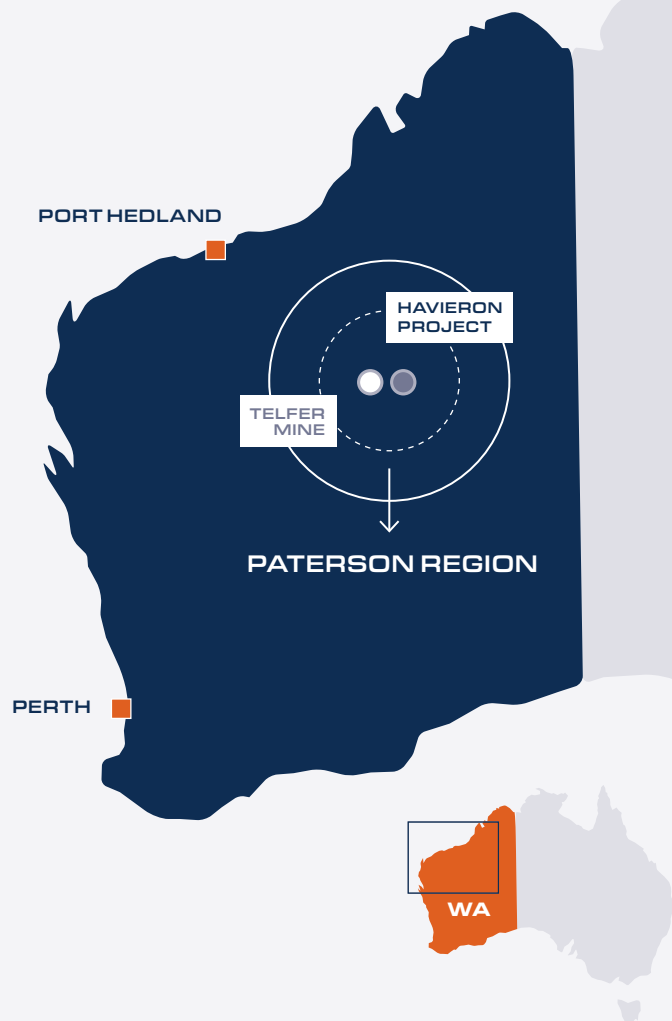
OPERATING

TELFER GOLD-COPPER MINE

100% owned Telfer gold-copper mine operations, one of Australia's largest gold-copper mining complexes with the 3rd largest gold-copper processing capacity in Australia. Located in the Paterson region of Western Australia, Telfer has significant established processing and infrastructure capacity and operates as a fly-in, fly-out (FIFO) site.

Telfer comprises both open-pit and underground mining operations, supported by extensive processing facilities. Greatland owns the open-pit fleet, which includes all major load and haul equipment. This fleet is maintained by Greatland's mining services contractor, who also maintains its own equipment and provides surface maintenance services under contract. Greatland owns all surface maintenance facilities on site.

In the underground operations, our underground mining contractor owns most of the underground fleet, which is effectively rented to Greatland on a monthly basis, with Greatland responsible for maintaining all fixed underground plant and infrastructure. This operating model reflects a mix of owned and contractor-managed assets, each governed through formal agreements that set out safety, labour, and performance expectations.



DEVELOPMENT

HAVIERON GOLD-COPPER PROJECT

100% owned Havieron brownfield development project, a high-grade world-class gold-copper deposit located 45km east of Telfer that will utilise the existing Telfer infrastructure to process Havieron ore.

EXPLORATION

WESTERN AUSTRALIA & PATERSON REGION

Ownership of several exploration projects across Western Australia including interests in a significant exploration portfolio in the relatively underexplored Paterson region within the vicinity of Telfer. The ownership of the Telfer infrastructure greatly enhances the potential value of exploration success within Greatland's exploration portfolio within the Paterson region.

CORPORATE

Our corporate and administrative functions are based in Perth, with supporting offices in other Australian locations.

BUILDING ON A STRONG PLATFORM FOR GROWTH

OUR VALUE CHAIN

Greatland's value chain extends from exploration and mining through to processing, refining and product sales. The Group's operations are centred on the Telfer gold-copper mine and the Havieron development project, both located in the Paterson region of Western Australia.

At Telfer, mined ore is crushed, ground and classified before passing through a series of gravity concentration, flotation and leaching circuits to recover gold, silver and copper. The process produces copper-gold concentrates and a doré product, with tailings stored on site in purpose-built facilities.

This value chain involves a broad network of suppliers and service providers, both in Australia and overseas.



OUR WORKFORCE

Greatland's workforce is based in Australia, where all directly employed personnel are covered by comprehensive national employment legislation, providing statutory protections relating to minimum pay, working hours, leave entitlements, workplace health and safety, superannuation, and freedom of association.

As of 30 June 2025,

495
people employed directly

57
contractors and labour-hire arrangements to support operational and specialist functions, primarily at the Telfer operations.

All directly employed personnel are engaged under Australian law, and Greatland's contractor management processes require third-party labour providers to comply with equivalent workplace standards, including adherence to the Fair Work framework and Modern Slavery Act requirements.

OUR SUPPLY CHAIN

Greatland's supply chain supports the Group's exploration, mining, processing, transportation, shipping and corporate activities across its operations in Australia. It encompasses the procurement of goods and services required to operate the Telfer gold-copper Mine, progress the Havieron development project, and maintain Greatland's corporate and exploration offices.

Procurement activities are coordinated through a central framework overseen by Greatland's corporate team, with support from site-based personnel at Telfer and Havieron. This structure enables consistent purchasing and contracting practices across the business.

Greatland's supply chain includes a wide range of goods and services such as:

- Mining services and exploration contractors
- Site services and facilities management
- Equipment and materials suppliers
- Raw materials, fuel and chemical inputs
- Civil and maintenance services
- Labour hire and recruitment
- Transport and logistics
- Export shipping
- Professional and technical services
- Corporate and administrative services
- IT, office and administration suppliers
- Community and Indigenous Partnerships

The logistics and shipping supply chain involves the movement of concentrate, materials, and consumables to and from remote operational sites.

These activities are undertaken through a combination of land transport, warehousing and maritime freight partners, primarily based in Australia. Concentrate is exported from Port Hedland, the vessels are chartered with the assistance of ship brokers..

Most of Greatland's suppliers are Australian-based companies supporting regional and national operations, with a smaller proportion of specialised goods and services sourced from international providers.

MODERN SLAVERY GOVERNANCE & RISK MANAGEMENT

Greatland's governance approach reflects its commitment to responsible business conduct, ethical supply-chain management, and respect for human rights. We recognise that strong governance is fundamental to preventing and addressing modern slavery risks within our operations and supply chain.

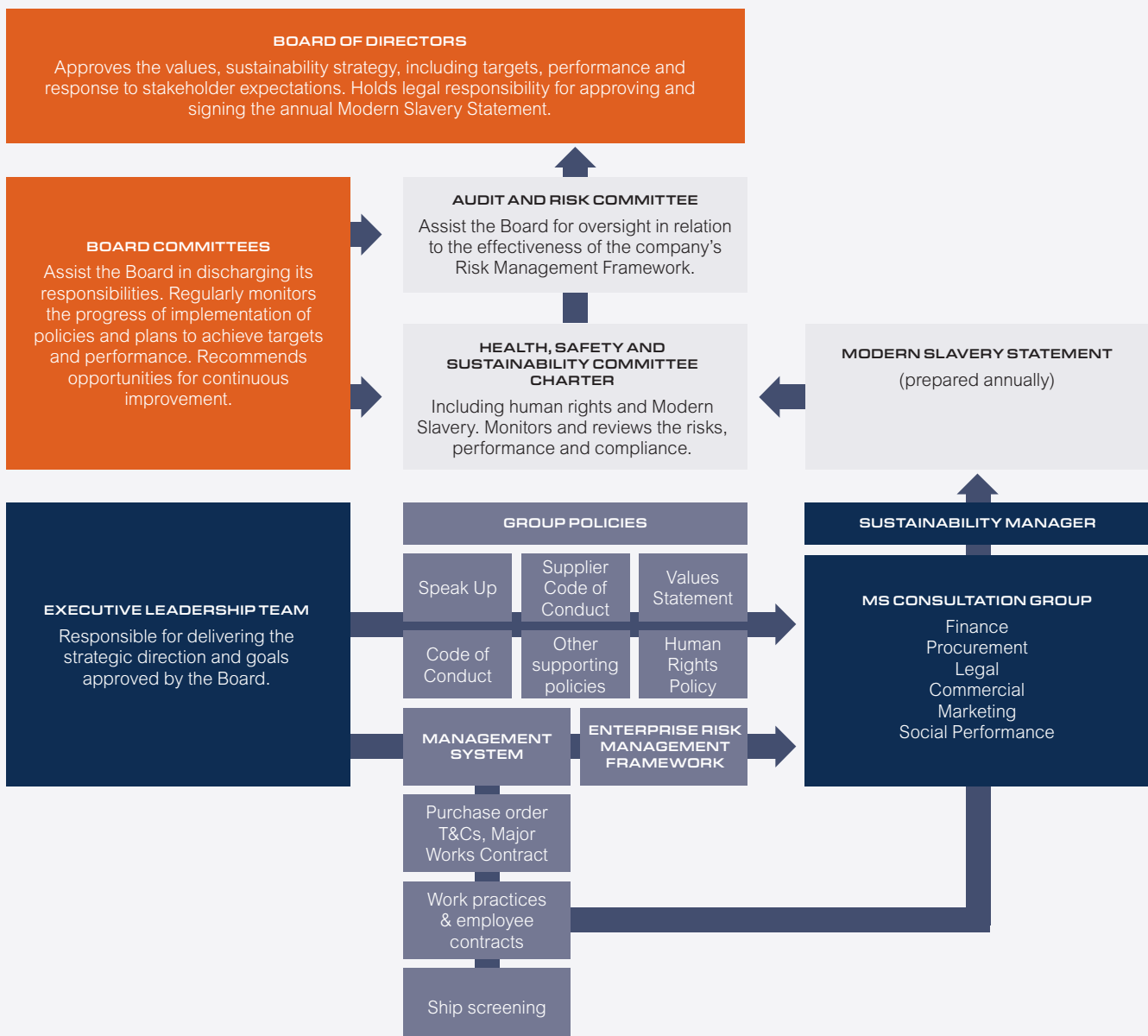
The Board of Directors has overall responsibility for Greatland's governance framework, including oversight of human rights and modern slavery risks. The Board delegates specific responsibilities to the Audit and Risk Committee (ARC) which assists and makes recommendations to the Board in relation to the Group's risk management framework, and understanding of broad strategic risks to the Group achieving its strategic objectives.

The ARC also monitors and reviews compliance with the Company's Code of Conduct and Speak Up Policy, which is part of the corporate governance framework for ensuring that human rights are respected across the Group.

The Health, Safety and Sustainability (HSS) Committee oversees the implementation of Greatland's environmental, social and safety strategies, ensuring the Company operates in a responsible and sustainable manner. Its remit includes oversight of the Modern Slavery Statement, Human Rights Policy, and Supplier Code of Conduct, which collectively support Greatland's commitment to ethical business practices and respect for human rights.

Together with the Group Code of Conduct, these instruments establish the standards of behaviour expected of employees, contractors, and suppliers, and form the framework for identifying, assessing, and managing modern slavery risks across Greatland's operations and supply chain.

Roles and accountabilities are defined as follows:



These, and the other policies, standards and procedures outlined in the following table, guide our actions in identifying and managing modern slavery risks across the Group. If any instance or suspicion of modern slavery arises, Greatland's Speak Up Policy provides a confidential mechanism for employees, contractors and suppliers to raise concerns for investigation and remediation.

Our core corporate governance policies are annually reviewed and updated to ensure any continual improvements including those related to Human Rights legislation are addressed. Employees are notified of any material policy changes via internal communications.

Greatland recognises that its governance structure and management systems will require ongoing refinement. Greatland is committed to strengthening these foundations through integration of modern slavery risk oversight into broader corporate risk frameworks, and enhanced training and reporting processes.

Greatland's modern slavery management approach is further supported by its broader Social Performance Management System, which includes structured grievance, engagement and risk-management processes for communities and Traditional Owners.

For more information on our governance framework, including policies and standards, refer to greatland.com.au/sustainability/governance.

Policy, Standard or Procedure	Relevance to Modern Slavery	Communication & Implementation
Greatland Values	Guide to set expectations of the standards for the Group: Integrity, Safety, Teamwork, Accountability, Responsibility, Results.	Embedded in induction, leadership communication and day-to-day culture.
Code of Conduct	Addresses human rights, fair employment, diversity, and whistleblowing. Provides the behavioural foundation aligned with modern slavery principles.	Applied company-wide to employees, suppliers and contractors.
Speak Up policy	Provides grievance and whistleblowing mechanism to raise ethical concerns confidentially.	Applied company-wide to employees, suppliers and contractors. Reinforces accountability and transparent reporting.
Human Rights Policy	Commits to respecting human rights and mitigating related risks across operations and supply chains.	Publicly communicated; integrated with supplier and risk frameworks.
Supplier Code of Conduct	Explicitly prohibits all forms of modern slavery and mandates supplier compliance with relevant laws.	Communicated to all suppliers; forms part of contract onboarding and compliance monitoring.
Cultural Heritage and Community Policy	Focused on engagement with Traditional Owners and local communities. Indirect relevance through respect and inclusion principles.	Implemented via social performance processes.
Diversity and Inclusion Policy	Promotes equitable and respectful workplaces. Supports fair treatment, indirectly reducing vulnerability to exploitation.	Reinforced through HR processes and training.
Workplace Health, Safety and Wellbeing Policy	Facilitates safe, healthy, and fair working conditions for all personnel and contractors.	Enforced through WHS management systems and regular training.
Risk Management Policy	Framework for identifying, assessing and mitigating business risks, including ESG and human rights risks.	Overseen by leadership and the Audit & Risk Committee.

MODERN SLAVERY RISKS

Greatland recognises the global standard set by the UN Guiding Principles on Business and Human Rights (UNGPs)¹, which outline the corporate responsibility to Protect, Respect and Remedy. In line with these principles, Greatland is committed to respecting human rights and conducting due diligence to identify, and account for potential adverse human rights impacts within its operations and supply chain.

OPERATIONAL RISKS

In FY25, 100% of our operating mines were based in Australia, which has a lower prevalence and vulnerability to modern slavery and a stronger government response compared to most other countries. Furthermore, most of our workforce is engaged in permanent full-time roles. The risks of Greatland causing or contributing to modern slavery within our operations were assessed as low, considering Australia's strong regulatory environment, and Greatland's control over its own operations, including its approach to managing its employees and contractors, and the implementation of its policies and processes.

Greatland maintains measures to ensure fair, transparent, and lawful working conditions, including:

- Engaging employees directly under written employment contracts that clearly outline roles, entitlements, and conditions.
- Conducting identity and right-to-work checks for all employees to confirm legal working entitlements in Australia.
- Paying all employees in accordance with applicable awards, agreements, or contracts, ensuring transparency through detailed payslips.
- Providing safe, respectful, and inclusive working environments that uphold employees' rights to freedom of association and lawful termination.
- Delivering Code of Conduct induction for employees, to promote understanding of ethical conduct, human rights, and grievance mechanisms.
- Offering access to Greatland's Speak Up Policy and confidential reporting channels, enabling employees and contractors to raise concerns, including potential human rights or modern slavery issues, without fear of retaliation.

In FY25, no instances of Modern Slavery were found in, or reported via our Speak Up channel, within our operations.

SUPPLY CHAIN RISKS

In FY25, Greatland Resources procured approximately AUD \$600 million directly in goods and services from 780 suppliers located across <20 countries. We prioritise the use of local suppliers where possible while ensuring our supply chain risks are mitigated through strong regional relationships and ongoing analysis of our supply chain. In FY25, \$550M, representing 99% of total Group spend, were suppliers located locally² to our operations.

During the year, we undertook a high-level mapping of our Tier 1 supplier base³, identifying supplier classifications, high-risk categories, and countries of origin for goods or materials supplied, for example, imported uniforms, consumables, and operational equipment. Each supplier was assigned to a functional category (e.g. mining operations, logistics, professional services) and assessed against several risk dimensions:

- Sector risk – the degree of exposure to low-skilled, manual, or outsourced labour.
- Geographic risk – the location of supplier operations or the origin of goods.
- Labour profile – the likelihood of subcontracted, migrant, or temporary workforces.
- Operational criticality – the importance of the supplier to business continuity and our ability to influence responsible practices.

Greatland's most significant modern slavery risks are associated with goods and services that involve low-skilled or migrant labour (such as labour hire, mining, shipping and camp services), and with goods sourced through global supply chains where visibility over production and labour practices is limited. These risks combine both inherent vulnerability and Greatland's procurement exposure.

We acknowledge that goods acquired from our direct suppliers may ultimately have been manufactured in jurisdictions that are higher risk for modern slavery. For example, personal protective equipment (PPE) and related materials, while procured through Australian suppliers, may have been produced or assembled in overseas manufacturing hubs where worker exploitation risks are elevated.

Greatland's immediate priorities are to strengthen internal procurement systems and procedures and to enhance understanding of supply chain structures and Tier 1 modern slavery risks. These activities will inform a more targeted approach to engaging and assessing higher-risk suppliers in future reporting periods.

SUPPLIER SCREENING & ENGAGEMENT

Greatland is committed to building transparent and collaborative relationships with its suppliers to better understand and address modern slavery risks. As part of our supplier onboarding process, we conduct supplier prequalification, initial risk screening, and apply standard contract terms and conditions that include modern slavery obligations.

Building on our existing use of screening software for shipping partners, Greatland plans to extend the use of third-party screening tools across the broader supplier base. These systems will help identify potential modern slavery risks, flag entities operating in high-risk jurisdictions and enhance ongoing due diligence and reporting capability.

For suppliers in categories identified as higher risk, Greatland is exploring options for targeted supplier assessments, recognising that these reviews can be complex and may require tailored approaches.

Through these actions, Greatland aims to strengthen trust, capability, and shared responsibility with suppliers to address modern slavery risk across its operations and supply chain.

¹ United Nations (2011), *Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy' Framework*.

² Local suppliers are considered those within the Pilbara, Western Australia.

³ Tier 1 suppliers are those with direct contractual relationships where Greatland has control and leverage to influence labour, ethical and operational practices.

CONTRACTUAL REQUIREMENTS AND SUPPLIER EXPECTATIONS

Greatland's standard contract terms and conditions prohibit forced or bonded labour and require contractors and suppliers to comply with all international human rights laws, including the Modern Slavery Act 2018 (Cth), along with the Company's policies and standards, including the Supplier Code of Conduct.

These terms allow Greatland to suspend or terminate relationships where breaches occur or are not rectified, and require suppliers to cascade these obligations to subcontractors. Greatland's contracts also require contractors to maintain preventative systems within their operations and supply chains, and mandate the reporting of credible allegations to Greatland.

The table below provides an overview of the high-level mapping of our Tier 1 supplier base as described on page 8.

Supplier Category	Description Examples	Tier*	Example Risk Indicators	Count of Active Suppliers Identified in FY25
Mining Services and Exploration Contractors	Drilling, blasting, load and haul, services; remote exploration drilling & support, field logistics.	Tier 1-2	Labour intensive and manual labour, migrant workforce, subcontracting layers	9
Site Services & Facilities Management	Catering, cleaning, facilities management, laundry, landscaping, waste management, pest management.	Tier 1-2	Low-skilled workers, shift work, potential exploitation by subcontractors. Low wage and oversight	3
Equipment and Materials Suppliers	Industrial consumables, PPE, uniforms, machinery, spare parts, fabricated steel, electrical components, pumps, cables	Tier 3	Imported goods, complex supply chains, offshore manufacturing (Asia), migrant factory labour, opaque sourcing.	30
Raw Materials, Fuel & Chemical Inputs	Process reagents, diesel, jet fuel, metals, consumables sourced globally	Tier 3	Possible overseas extraction or refining under poor labour regimes, poor shipping industry labour practices.	11
Civil and Maintenance Services	Earthworks, repair, maintenance, site construction, civil, mechanical & electrical contractors	Tier 1-2	Use of contract labour. High labour intensity, multiple subcontract tiers, short-term projects, migrant labour	4
Labour Hire & Recruitment	Labour hire firms, shutdown labour, cleaning crews, camp staff agencies	Tier 1-2	Use of migrant/temporary workers, labour subcontracting, wage control, tied visas	19
Transport and Logistics	Freight, haulage, storage, courier services, port logistics services	Tier 1-2	Road transport labour practices, Long supply chains, cross-border transport, informal labour.	4
Shipping	International export of product to customers (via Port Hedland), shipping brokers, head owners and vessel operators	Tier 1-2	Complex, multi-jurisdictional maritime operations; temporary or subcontracted seafarers, limited oversight of international labour standards	6
Professional and Technical Services	Engineering, environmental consultants, geotechnical, auditing	Tier 1	Generally low-risk, local employment, skilled workforce, direct employment, low-risk workforce profile	6

*Tier 1 – Direct contractual relationships where Greatland has control and leverage to influence labour, ethical and operational practices.

Tier 2 – Indirect and subcontracting engagements where Greatland has some influence through Tier 1.

Tier 3 – Entities providing resources to Tier 1 and Tier 2 suppliers where Greatland has influence via procurement policies and codes of conduct.

Tier 4 – Associations, community partnerships and joint ventures under shared governance and influence.

MEASURING EFFECTIVENESS

Greatland acknowledges that its modern slavery risk management framework is in the early stages of implementation. During this reporting period, our focus has been on establishing governance arrangements, defining roles and responsibilities, mapping key parts of our operations and supply chain, and initiating early mitigation activities.

To measure our effectiveness, we will assess progress against the completion of these foundational actions, with particular attention to supplier mapping, policy refinement, enhanced due diligence processes, and capability-building across procurement and management teams. This approach will provide the basis for understanding how well our emerging systems are functioning and where further improvements are required.

LOOKING AHEAD

Greatland is now moving from foundational work toward a more structured and proactive approach to managing modern slavery risks.

This next phase will be guided by the Sustainability Strategy currently in development and led by the Modern Slavery Working Group, with regular oversight from the Board through the Health, Safety and Sustainability Committee.

As part of this progression, Greatland intends to develop a set of modern slavery KPIs to strengthen accountability, support consistent measurement and enhance transparency in future reporting periods.

BUILDING A PLATFORM FOR **GROWTH**



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GREATLAND AT
[GREATLAND.COM.AU](https://www.greatland.com.au)



