

Voluntary Modern Slavery Statement

2023-24

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

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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 2024.

The statement describes the risks of modern slavery within our operations and supply chain, details actions taken in 2023-24 and outlines actions to be taken during 2024-25 to strengthen our processes and controls to manage the risk of modern slavery that we might cause or contribute to.

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 work 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 and 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 eight.

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 and considers the activities of the entities we control. Consultation was undertaken via a comprehensive review of the reporting criteria and compliance obligations under the Act, which was incorporated into a new compliance management system. Furthermore, consultation was conducted within a newly established Modern Slavery Working Group, which comprises members of the Procurement, Legal, People and Culture, Risk and Compliance and Sustainability teams and is chaired by the Chief Operating Officer.

Approval

This statement was approved for release by the Gold Corporation Board on 28 November 2024. The statement was reviewed and recommended to the Board for approval by the Sustainability Committee of the Board.

Feedback

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

Chair's message

The Perth Mint is a diverse, vertically integrated business with operations including precious metals refining, secure storage of precious metals, minting, retail and tourism. We operate on a global scale and our supply chain includes organisations which operate in conflict-affected areas and jurisdictions. While the risk of modern slavery is higher in conflict-affected regions, it can also happen much closer to home.

As part of our sustainability journey, we assess and manage the impacts of our operations, as well as maintaining clear communication with our stakeholders. This aligns with our values of responsibility, integrity and excellence.

As an agent of the Crown in right of the State, we are not required to produce a modern slavery statement, but we do so voluntarily to demonstrate our commitment to identifying and eradicating the risks of human rights violations in our operations and supply chain. This is our fifth modern slavery statement as we undertake a process of continuous improvement to embed robust processes within our business to manage the risk of modern slavery.

No infringements, violations or grievances were identified in our operations or supply chain this year in relation to modern slavery.

We have developed modern slavery training in keeping with the roles and responsibilities of our people. To heighten awareness within our organisation, all employees at the Mint complete an introductory modern slavery training module. They must undergo refresher training every two years. Our procurement specialists undertake annual training provided by the Federal Attorney-General Department with a stronger emphasis on risk exposure. Our Board also complete a training module every two years.

We empower our employees to identify modern slavery in our supply chain and offer a range of channels where people can safely and anonymously report their concerns.

This statement provides more detail around our progress in 2023-24 and our commitments and aspirations for 2024-25 and beyond. We have set out a roadmap to plan and track our progress, starting with the formation of a modern slavery internal working group and outlining our three-year activities and targets.

We acknowledge that eliminating modern slavery is an ongoing process and we are committed to strengthening our systems and processes and using our influence in the global precious metals industry to reduce these risks wherever we are able.



Sam Walsh AO
Board Chair

Highlights in 2023-24

- Completed modern slavery self-assessment, facilitated by KPMG.
- Automation of our Jurisdictional Risk Assessment (JRA) tool. The JRA enables the risk assessment of each country in which we source our precious metals and sell our products.
- Development of self-assessment questionnaire for non-precious metal suppliers and incorporated into our new 'Source to Contract' platform.
- Completed assessments of all precious metal suppliers, including enhanced due diligence (site assessment) for those identified as high risk.
- Review of grievances reported via whistleblowing line which identified zero associated with modern slavery.
- Detailed review of compliance obligations in accordance with the Act, including monitoring and review of processes and controls via a new compliance management system.

Our progress

The Mint is committed to improving our sustainability performance and having a positive impact in areas that matter most to our stakeholders. This extends to upholding human rights across our operations and supply chain, including taking additional steps to identify and manage modern slavery risks, and maintain responsible supply chains.

This year we have continued to progress our modern slavery program towards the commitments set out in our 2022-23 statement, and have set out actions for 2024-25.

The table below provides a summary of our progress against our commitments in our 2022-23 statement.

Commitment	Status	Comment
Complete a third-party modern slavery maturity self-assessment to assist with finalising our roadmap.	Completed	See 'Managing our Risk' on page 15 for more detail.
Finalise the Mint's five-year modern slavery maturity roadmap.	Completed	An initial three-year roadmap has been developed. See 'Managing our Risk' on page 18 for more detail.
Automation of the JRA tool to support AML/CTF and responsible sourcing programs.	Completed	
Introduce new Source to Contract platform to support enhanced procurement processes.	In progress	See 'Managing our Risk' on page 18 for more detail.

Commitment	Status	Comment
Review assessment of supply chain risk exposures associated with our business practices.	In progress	See 'Managing our Risk – Due Diligence' on page 17 for more detail.
Identify and commence specific modern slavery training for our procurement team.	Completed	100% completion achieved. See 'Training and awareness' on page 17 for more detail.

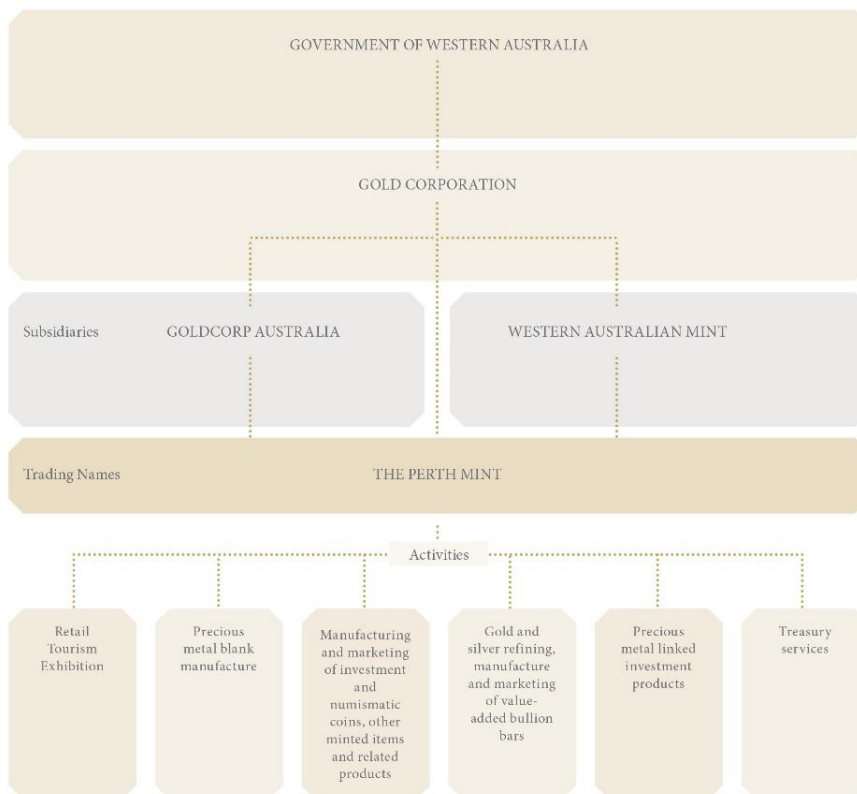
About The Perth Mint

Our structure and 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, with 2024 marking 125 years of continuous operation. 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.

Gold Corporation is the 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), together are referred as the Mint.¹

Our group structure



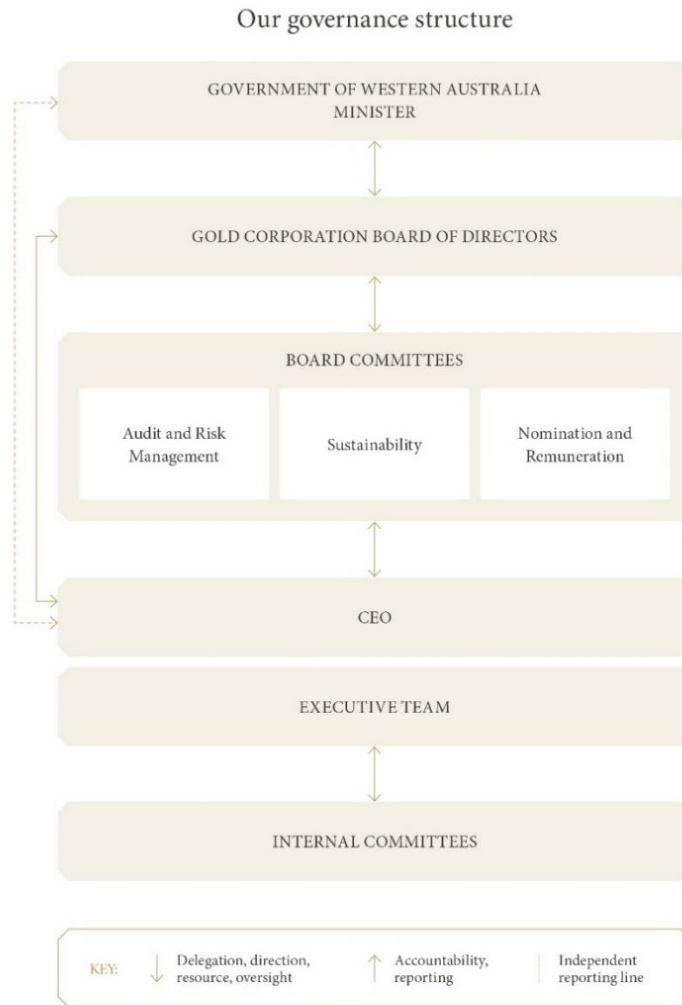
¹ A third Gold Corporation subsidiary, WA Mint Pty Ltd, has not been included in this group structure chart because its activities do not relate directly to operations of The Perth Mint.

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, Ports, Road Safety, and Minister assisting the Minister for Transport.

Strong corporate governance is at the heart of our culture, business practices and ethics. Our governance practices form a framework to support high standards of corporate behaviour and risk management.

Supported by management, 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.



Our workforce

The Perth Mint is a proud Australian employer. Our total workforce at 30 June 2024 was 749. Most of our workforce is employed on a permanent basis, with 5% engaged on a casual basis and 10.8% engaged on a fixed term basis.

Our people are engaged across our refinery, coining division, shop and exhibition, treasury, depository and supporting roles.

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

The Mint fosters a diverse and inclusive workforce – 49% of our people are female, 31.2% come from culturally and linguistically diverse backgrounds, 6.8% have a disability, 5.2% identify as LGBTIQ+ and 1.6% identify as Aboriginal and/or Torres Strait Islander.

We encourage continuous learning with a broad skills and training program and promote opportunities for internal mobility between business units.

Our supply chain

Across our business, we source a diverse range of products and services. Our suppliers are categorised in two groups: precious metals suppliers and non-precious metal suppliers. Each group is managed under specific processes in line with industry standards and frameworks.

Precious metals

Our responsible sourcing of precious metals program is independently audited each year. We continue to meet the LBMA responsible sourcing obligations and remain on the LBMA Good Delivery List.

Our refinery supply chain due diligence procedures are 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 are committed to continual improvement of our responsible sourcing obligations and to maintaining the highest level of leadership, integrity and transparency in the global precious metals market.

In 2023-24, we sourced precious metals from eight countries. More than 99% of the gold processed through our refinery was newly mined (primary) gold and about 83% of this was from low-risk countries such as Australia, New Zealand and the United States. The remainder came from mines in Africa and Papua New Guinea.

Our silver feedstock is sourced from accredited suppliers in Australia and overseas, in the form of newly mined metal and secondary metal.

Our platinum feedstock is sourced in a fully refined form from accredited overseas suppliers.

Non-precious metals

Our operations are supported by a procurement team that coordinates our non-precious metal supply chain with approximately 1470 approved local and international suppliers providing a diverse range of

goods and services.

We prioritise local suppliers. In 2023-24 we engaged with 1055 suppliers², with 41% based in Western Australia. Only 14% of our engaged suppliers are based overseas. In 2023-24, the Mint spent a total of \$128,760,818, with 86% of this spent in Australia.

We acknowledge that modern slavery can exist at any point of our supply chain. During 2024-25 we will concentrate on our direct suppliers (Tier 1), being those with which we have a direct contractual business or legal relationship, and we will request those whose goods and services fall under our identified Priority 1 procurement categories complete a modern slavery self-assessment questionnaire. (See Page 13 non-precious metals)

² The 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.

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

We use the United Nations Guiding Principles on Business and Human Rights to inform our modern slavery risk exposure within our operations and supply chain. We intend to revisit our modern slavery risk identification process during 2024-25 to ascertain the extent to which our operations and supply chain have the potential to cause, contribute to or be directly linked to modern slavery.

Operations

We acknowledge that the precious metals industry operates in jurisdictions with a high prevalence of modern slavery and that there are risks of involvement in modern slavery in our operations.

During the reporting period, all the Mint's operations were based in Australia and we have assessed these risks as relatively low in our own operations. Australia is a jurisdiction with strong regulatory controls and labour protections and a resultant low prevalence of modern slavery³.

Our recruitment and employment practices, remuneration structures and conditions are predominately governed by collectively bargained enterprise agreements and underpinned by the Australian federal industrial relations system and employment legislative instruments.

This is supported by access to training and a range of mechanisms to report concerns about any aspect of our operations. A disclosure may be made internally to a disclosure officer, through our external intermediary service Your Call, or to other external authorities and entities.

We launched a See Something, Say Something campaign in February 2024, as an initiative to create a space where every employee can voice their concerns.

During 2023-24, 22 grievances were received, none of which were related to modern slavery. No actual incidence of modern slavery has been identified to date by the Mint's risk assessment and assurance processes.

Supply chain

Our highest exposure to modern slavery exists in our supply chain, through which we procure a variety of goods and services, and 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.

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

Precious metals

The Perth Mint understands the potential for modern slavery to exist in our supply chains in various forms of exploitation, including trafficking, servitude, child labour, forced labour, debt bondage and deceptive recruiting.

Our business operations are susceptible to the risks associated with modern slavery, from extraction and mining processes through to downstream value-added products and investment activities. The intrinsic value and fungible nature of precious metals means an enhanced level of due diligence is required to maintain supply chain integrity, and to mitigate the risks of modern slavery.

Risks associated with the precious metals industry include:

- Precious metal mining and extraction: In emerging economies, mining operations tend to rely on unskilled labour, which may pose increased human rights and modern slavery risks.
- Precious metal transport: Metal transport, particularly in emerging economies, can result in increased modern slavery risks.
- Precious metal 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.
- Precious metals 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.

The Mint recognises that through offering products and services and engaging suppliers in certain jurisdictions, there is the risk of facilitating criminal activity, human rights abuses, or other unacceptable conduct. Circumstances can change quickly, and in working to reduce and minimise the risk of our supply chains, products and services being misused, we regularly review emerging risks and developments at a country level.

These results are incorporated into the Mint's Jurisdictional Risk Assessment (JRA), which considers risks in relation to our joint AML/CTF Program and Responsible Sourcing Program. The JRA is central to the ongoing due diligence processes and is refreshed at least annually or on senior management's request. A jurisdiction's risk rating is generated by collating and analysing an array of data from multiple sources.

Non-precious metals

We have identified⁴ the following categories of procurement among our non-precious metal supply chain which we will focus on as a priority (Priority 1).

⁴ We use different data sources such as the List of Goods produced by child labour or forced labour by the Bureau of International Labor Affairs ILAB, Global modern slavery index 2023

- Laptops, computers, mobile phones, IT peripheral and collateral hardware equipment for use within our business
- Garments, textiles and uniforms such as personal protective equipment and uniforms for our workforce
- Facilities management
- Trade services including outsourcing of maintenance and repairs
- Transport and logistics (freight and warehousing) for precious metals and other goods procured
- Labour hire and recruitment
- Cleaning services
- Security
- Packaging
- Hospitality including catering
- Diamonds, gemstone and jewellery

We have developed a modern slavery self-assessment questionnaire to assess the risk of the suppliers within the above procurement categories. During 2024-25 we will deploy the self-assessment questionnaire to all new and existing suppliers, with the aim of establishing a risk assessment criterion to tier suppliers based on risk level and defining control actions, including enhanced due diligence.

Managing modern slavery risks

Board oversight

The Perth Mint's corporate governance framework supports effective oversight of all our business operations. The Board is ultimately responsible for identifying material risks and putting in place appropriate control and monitoring systems.

The Audit and Risk Management Committee 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 management in relation to the assessment, monitoring and management of business risk 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 the 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, 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 in identifying the risk of modern slavery and remediating any adverse human rights impacts across our operations, is assigned to the Enterprise Risk Committee, supported by the Chief Financial Officer, who has executive responsibility for the procurement function, and the Chief Operating Officer, who has executive responsibility of our sustainability strategy.

Modern Slavery Working Group

During 2023-24 we performed a self-assessment of the maturity of our approach to managing modern slavery risks. Based on the outcome of the self-assessment, we established an internal modern slavery working group to oversee the development of the roadmap and supporting actions to enhance our processes and controls to manage modern slavery risk within our operations and supply chain. The modern slavery working group comprises members from Procurement, Risk and Compliance, Legal, People and Culture and Sustainability teams, and is chaired by the Chief Operating Officer.

Policies and procedures

Our corporate governance policies and procedures provide the framework of expectations required from our employees and suppliers to ensure human rights are upheld in every business interaction.

Human Rights Policy

Our [Human Rights Policy](#) outlines the Mint's commitment to undertaking responsible business practices and incorporates the principles set out in the United Nations Declaration of Human Rights⁵ and the Guiding Principles on Business and Human Rights⁶, and other international best practice standards. The policy is part of the onboarding process for all employees.

Code of Conduct

Our [Code of Conduct](#) requires all employees, contractors, directors and officers to act transparently, with integrity and in compliance with applicable laws and regulations when carrying out their duties and responsibilities.

Supplier Code of Conduct

Our [Supplier Code of Conduct](#) sets out the expectations for our suppliers in relation to environment, social and governance, including modern slavery.

The Supplier Code of Conduct is incorporated into the terms and conditions that regulate all purchase orders for goods and services. Under our standard terms and conditions, a breach of this code constitutes an event of default, which if unremedied, would give us the right to terminate the supplier's business relationship with the Mint.

In 2023-24, we updated our Supplier Code of Conduct and will be requesting a declaration of commitment and understanding of our expectations in environment, social and governance aspects, including modern slavery when engaging with the Mint.

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 mitigate misuse in our supply chains, including modern slavery and human rights abuses. Our [Responsible Sourcing \(Precious Metals\) Policy](#), along with our updated refinery contracts and customer due diligence processes, strengthens our stance on sustainability performance requirements, including modern slavery.

Risk Management Policy

Our Risk Management Policy and Framework reflects the guidance set out in the ISO 31000 Risk Management standard and assists in assessing which suppliers and customers we do business with. The Mint aims to identify risks across our supply chains and operations and includes consideration of risks as outlined above. The Risk Management Policy enables the Mint to practise sound corporate governance by:

- identifying risks to achieve the outcomes and objectives of the organisation in line with

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)

Risk Management Standard (ISO 31000:2018)

- ensuring effective implementation and continual improvement of risk management plans and controls
- allocating appropriate responsibility for risk management
- monitoring the ongoing effectiveness of the risk management plans and controls.

Anti-Bribery and Corruption Policy

The [Anti-Bribery and Corruption Policy](#) establishes our commitment to opposing all forms of bribery and corruption and provides appropriate limits on giving and receiving donations and gifts.

Whistleblower Policy

Our [Whistleblower Policy](#) encourages all employees, contractors and suppliers to report any material or suspected violations of the Mint's Code of Conduct or any legal or regulatory obligations. This policy also describes how we intend to protect any employee or contractor who discloses or informs the Mint of any such violations.

Training and awareness

To help us detect modern slavery risks across our operations and supply chain, our employees need to have sufficient understanding of modern slavery and our approach to due diligence, risk identification and management. To this end, modern slavery training is required for all employees. The modern slavery training module is current for two years after which employees are required to complete the course again. At 30 June 2024, 97% of our workforce had completed the training and remain valid.

In 2023-24, we included a modern slavery training module as a core component of our procurement team training, and we achieved 100% completion rate among the procurement team. Our directors are also required to complete board-specific modern slavery training. All non-executive directors, including those who are members of the Sustainability and Audit and Risk Management committees have completed the training.

During 2024-25, we will review modern slavery training and ensure adequacy based on roles and responsibilities, including streamlining our general awareness training for all employees and expanding the role-specific training to employees in the People and Culture, Corporate Affairs, Responsible Sourcing and any other relevant teams.

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

Prior to commencing any form of supplier relationship, the Mint completes a risk assessment for the jurisdiction where the organisation is incorporated, as well as the operational jurisdiction of the mine site

or secondary market where the metal is to be sourced. The Mint will not establish relationships with entities operating in certain countries identified as outside our risk appetite.

Following successful completion of JRA, detailed Know Your Customer (KYC) checks are completed, and a due diligence questionnaire is required to be completed by the precious metal supplier. The supplier must also meet conditions in our refining contracts relating to sustainability, including human rights and modern slavery practices.

As per our [Responsible Sourcing \(Precious Metals\) Policy](#), ongoing customer due diligence is carried out periodically, and may include review of KYC data and reissue of our precious metals customer due diligence questionnaire. Suppliers identified as operating in high or very-high risk jurisdictions are subject to regular on-site audits.

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. In 2023-24, three existing high-risk suppliers with mines located in high-risk countries were subject to enhanced due diligence via two on-site assessments and one desktop assessment conducted by an independent consultant.

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

Non-precious metals supplier due diligence

In 2023-24, we created a modern slavery self-assessment questionnaire and incorporated it into our new Source to Contract platform. The platform will be deployed in November 2024. We will request all non-precious metal suppliers who fall under our Priority 1 procurement categories to complete it.

During 2024-25 we intend to develop a risk assessment criterion to tier our non-precious metal suppliers based on the inherent modern slavery risk profile.

Grievance mechanism

The Mint provides grievance mechanisms designed to support and encourage all our employees and supply chain to identify and escalate issues relating to modern slavery violations. This is consistent with our Whistleblower Policy described above.

Reports can be made by anyone, including employees, contractors, suppliers and members of the public. Reports made through the whistleblower process are promptly investigated in an impartial and confidential manner, and the results are reported direct to the Chair of the Sustainability Committee and to the Board.

If a suspected instance of modern slavery is identified within our business or supply chain, we will investigate and respond to concerns raised. If a whistleblower report is made in relation to a supplier's workforce, the allegation is investigated, and where substantiated, the Mint works with the supplier to ensure remediation occurs appropriately and promptly for the benefit of the workforce.

During 2023-24 we received and assessed 22 grievances, none of which were 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 business operations.

Roadmap

During 2023-24 we finalised our three-year roadmap which provides a clear structured path towards improvement. We have outlined specific milestones, actions and responsible to ensure our efforts are aligned and actions are systematically implemented. Our key actions for 2024-25 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. From 2024-25, we will monitor 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
Policy and procedures	Number of whistleblower reports received (internal and external).	N/A
	% of whistleblower reports received that concerned alleged modern slavery.	N/A
Processes and controls	Modern slavery due diligence performed for all suppliers based on the risk profile.	100%
	% of expenditure in procurement Priority 1 categories (non-precious metals).	N/A
People	Modern slavery training completion <ul style="list-style-type: none"> • All employees • Responsible roles • Board 	100%
Suppliers	% Priority 1 suppliers who have completed the modern slavery self-assessment questionnaire	70%
	On-site assessments performed for high-risk suppliers (precious metals).	100%

Over subsequent reporting periods, we will continue to review and enhance these performance indicators and develop further metrics to assess the effectiveness of our actions, in line with continuous improvement.

Looking ahead

We recognise that this is a process of continuous improvement. We will continue to review our policies, standards and procedures, and seek to improve our internal controls.

We will work with our customers and suppliers to ensure they understand our commitment, and assist them to meet the expectations we set, while also learning from them to incorporate improvements into our own journey.

In 2024-25 we will focus on the following activities:

- Review our human rights policy and set of supporting policies and procedures.
- Conduct a risk assessment workshop to review our modern slavery risk exposure.
- Deploy modern slavery self-assessment questionnaire for new suppliers within Priority 1 categories and assess existing key suppliers within Priority 1 procurement categories.
- Review recruitment practices to ensure processes and controls align with human rights expectations.
- Incorporate modern slavery obligations into new and existing contracts and T&Cs.
- Review modern slavery training and ensure adequacy based on roles and responsibilities.
- Establish modern slavery risk assessment criteria based on vulnerable populations, procurement category, industry, geography/location, supply chain model and spend.

We will report our progress against these actions in the 2024-25 Modern Slavery Statement.

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

Mandatory reporting criteria	Section of this statement
Section 16 (a) Identify the reporting entity	About this statement: Page 3 Our structure and operations: Page 8
Section 16 (b) Describe the reporting entity structure, operations, and supply chains.	About this statement: Page 3 About The Perth Mint: Page 8-10
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 12
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 15
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 19
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 3
Section 16 (g) Any other relevant information.	Looking ahead: Page 20