

Background

Modern slavery involves serious exploitation where offenders use coercion, threats or deception to exploit victims and undermine their freedom.

Modern slavery is defined under the Australian Modern Slavery Act 2018 (Cth) (MSA) as serious exploitation including trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services.

AVZ Minerals Limited (AVZ) has a zero-tolerance approach to all forms of modern slavery, including within its supply chain and operations. AVZ is committed to acting transparently, honestly, ethically and with integrity in all its business dealings and relationships.

Purpose

This Modern Slavery Policy (Policy) outlines AVZ's commitment to:

- Compliance with applicable international, national and local legislation and regulations;
- Identify modern slavery risks within our supply chain and business operations; and
- Establish minimum standards for employees and contractors with respect to the identification of modern slavery risks.

Scope

The terms of the document shall apply to all entities within the AVZ Group of Companies including, AVZ Minerals Limited, its subsidiaries, employees and contractors.

Policy

AVZ commits to:

- Developing and implementing processes and procedures to prevent all forms of modern slavery.
- Providing training and awareness to employees, contractors and suppliers about the risks of modern slavery practices.
- Only engaging suppliers and contractors who publicly commit to identifying and preventing modern slavery practices in their supply chain and operations.
- Including within contractor and supplier contracts requirements for compliance with international, national and local modern slavery laws and regulations.
- Regularly reviewing contractors or suppliers' modern slavery prevention practices.
- Reporting and taking other appropriate action if modern slavery practices are discovered in our operations and supply chains.
- Monitoring and measuring the effectiveness of our systems on an ongoing basis, to continuously refine and improve our policies and processes.

- Reporting the action, we has taken to prevent Modern Slavery within our organisational structure, supply chain and operations in accordance with the MSA and other applicable legislation.

Responsibility

The Board is responsible for the review and approval of this Modern Slavery Policy.

All employees are responsible for adhering to this policy and reporting any actual or perceived modern slavery practices.

Document History

Version	Date	Altered by	Approved by	Comments
1	7/6/2022	Company Secretary	Board	Initial Release