



Joint Modern Slavery Statement 2025





Reporting Entity

This Modern Slavery Statement (Statement) is a joint statement relating to **Stanmore Resources Limited** (ACN 131 920 968) and the following individual reporting entities:

- Stanmore Resources Limited ACN 131 920 968
- Stanmore Bowen Coal Pty Ltd ACN 606 241 847
- Stanmore Wotonga Pty Ltd ACN 606 243 770
- Stanmore IP Coal Pty Ltd ACN 606 244 615
- Stanmore IP South Pty Ltd ACN 625 536 094
- Stanmore SMC Holdings Pty Ltd ACN 653 931 223
- Dampier Coal (Queensland) Proprietary Ltd ACN 008 428 180
- Stanmore SMC Pty Ltd ACN 009 713 875

These reporting entities are collectively referred to throughout this Statement as **Stanmore, we** and **our**.

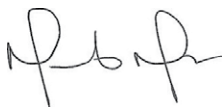
Kerlong Coking Coal Pty Ltd ACN 142 180 890 and MetRes Pty Ltd ACN 621 089 030 have been covered in previous Statements. The Millennium and Mavis Downs mines to which these companies related were in care and maintenance for the reporting period and were not individual reporting entities based on the Act's annual revenue threshold. As such, neither entity is individually included in this report.

The reporting period covered by this Statement is the 2025 calendar year.

Board Approval of this Statement

The Boards of the Stanmore reporting entities (full company details listed directly below) are each constituted by at least one Director of Stanmore Resources Limited.

This Modern Slavery Statement was approved, in accordance with the requirements of the Modern Slavery Act 2018 (Cth), by the Board of Stanmore Resources Limited on 20 June 2026 and is signed by Marcelo Matos, Chief Executive Officer and Executive Director on 22 June 2026.



Marcelo Matos

Chief Executive Officer and Executive Director

22 June 2026





**Quick Reference Guide to where
Reporting Criteria is described in this Statement**

Mandatory Reporting Criteria under the Act – (sub-sections under s.16(1))	Part of this Statement where criteria are described
1, 2, 6 and 7	1
3 and 4	2
5 and 8	3

1. Reporting Entities' Structure, Operations, and Supply Chains

During the reporting period, Stanmore's core operations remained exclusively focused on Australian metallurgical coal mining resource extraction and exploration activities.

These core operations are summarised below:

OPERATING ASSETS

South Walker Creek

South Walker Creek is an open-cut mine 35km west of Nebo in Queensland's Bowen Basin. It has been operating since 1996 and has a mine life exceeding 25 years. The site uses a multi-bench open-cut method with draglines, trucks, and hydraulic excavators. Coal mining and pre-strip activities are undertaken by contractors under a mining services agreement.

Poitrel

Poitrel is an open-cut mine located 35km east of Moranbah, Queensland. Coal production commenced in 2006, and there are sufficient reserves to sustain production well into the next decade. Poitrel is primarily owner-operated with support from labour hire contractors.

Isaac Plains Complex

The open-cut Isaac Plains Complex is located 7km east of Moranbah, Queensland and commenced operations in 2006. Supported by premium processing infrastructure and a dragline, mining has expanded over time to Isaac Plains East. Currently, operations are active at Isaac Downs, with planning and approvals underway to extend the operations into the Isaac Downs Extension Project.

PROJECTS

Isaac Downs Extension

Isaac Downs Extension is an undeveloped open-cut project situated immediately south of the Isaac Downs mine, across the Isaac River. The overall project supports an approximately 20-year extension of the mine life of the Isaac Plains Complex. The project is expected to operate at ~4 million tonnes per annum run-of-mine utilising the existing infrastructure of the Isaac Plains Complex.

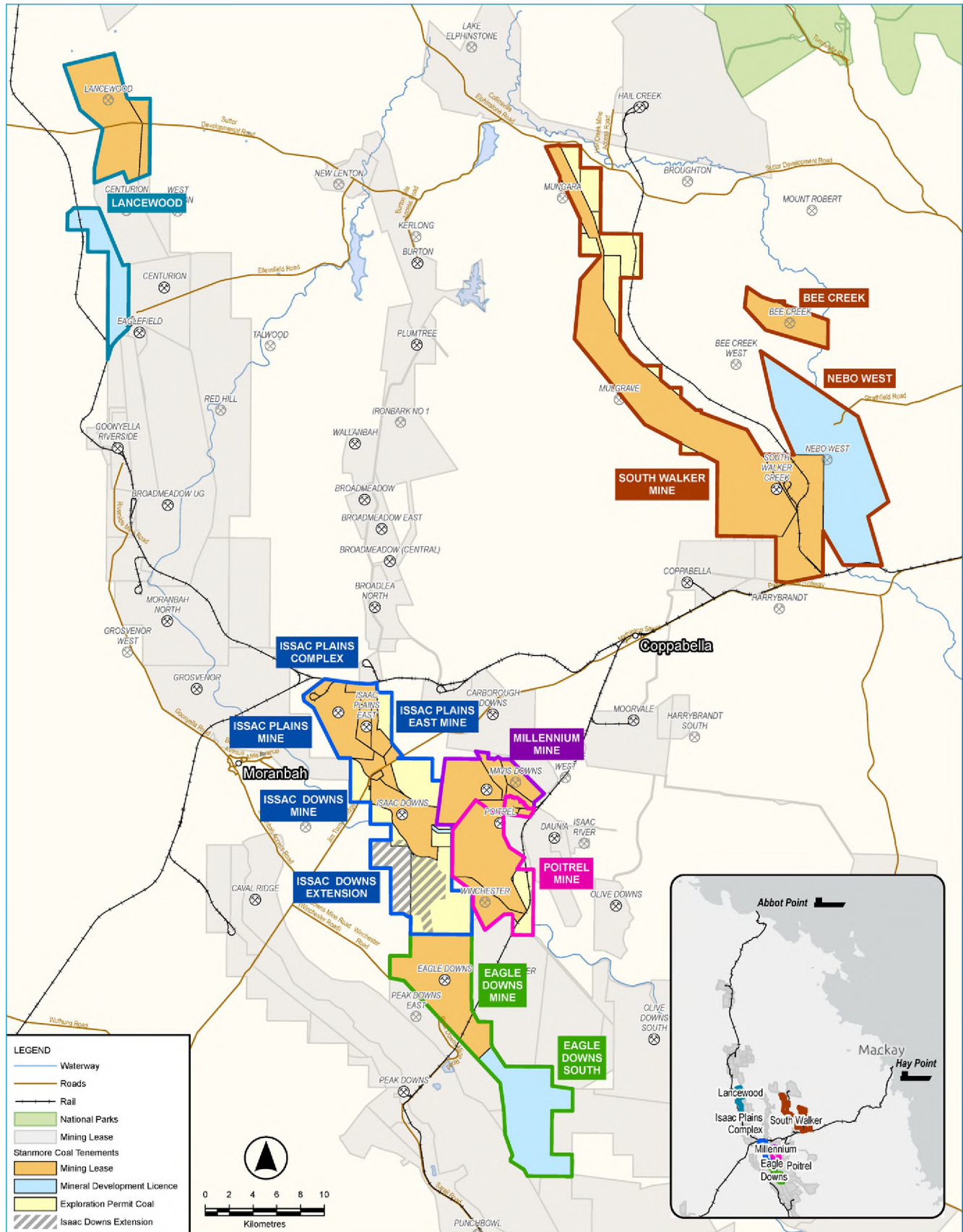
Eagle Downs

Eagle Downs is an underground high-quality, low-volatile hard coking coal development project located approximately 20km from Moranbah, Queensland. Positioned directly south of Stanmore's Isaac Downs Extension and near existing operations in the Bowen Basin, the project is fully permitted with a Mining Lease, Petroleum Lease and key Environmental Approvals.

Lancewood Complex

The Lancewood Complex is a development project located in the Moranbah Coal Measures of Queensland's Bowen Basin. Future exploration drilling and 3D seismic work are planned to align with the project's development strategy and will further define the resource base.

1. Reporting Entities' Structure, Operations, and Supply Chains (continued)



1.1 Our Supply Chains

In the reporting period, Stanmore screened 1,067 individual suppliers (compared with 1,080 suppliers in 2024), representing 100% of Stanmore’s direct suppliers.

Our core procurement activity has remained stable year-on-year. Direct suppliers remain overwhelmingly Australian companies, and represent more than 90% of our total spend value and 98% of individual companies directly engaged. Recurring expenditure is primarily in mining services, fuel, workforce contracting, rail, explosives, port services, and equipment hire.

There was no increase in the number of individual international companies Stanmore engaged as direct suppliers during the reporting period compared to last year. These suppliers continue to represent a relatively small proportion of our overall procurement activity, and have the following consistent characteristics across successive reporting periods:

- Providing products and services in niche categories, including investment, advisory and corporate services, software and data products
- Relatively low total spend (mostly less than \$200,000 in total purchases per supplier, per year).

Stanmore’s acquisition of 31 specialist mining trucks during the reporting period was a significant non-recurring expenditure. These vehicles were manufactured by a leading global manufacturer that is itself a reporting entity under Australia’s *Modern Slavery Act* and the equivalent legislation in the United Kingdom, and is also subject to California’s Transparency in Supply Chains Act.

1.2 Our Workforce

Stanmore’s total workforce comprised 787 employees¹ (95% full time, 3% part time and 1% fixed term) compared to 791 at the end of the previous reporting period. This reflects the stability in our business operations in 2025 and contributes to our low operational risk profile.

Contracted positions at our mine sites continue to comprise a significant and crucial component of our overall workforce and remain an important consideration in our overall modern slavery risk identification, assessment and mitigation. Specific and ongoing actions we implement to address the significant presence of contracted workers in Stanmore’s direct operations are discussed in Part 2 of this Statement.

The following table provides a further snapshot of the proportion of Stanmore team members performing different roles within our business:

Role Type	% of Stanmore’s total employed workforce
Operational & Technical Workforce	53.1%
Professional & Technical Specialists	18.9%
Supervisory & Admin	16.6%
Senior Leadership	9.6%
Executive Leadership	1.4%
Early Career Workforce	0.4%

1 Based on figures at the end of the reporting period – i.e. 31 December 2025

1. Reporting Entities' Structure, Operations, and Supply Chains (continued)

1.3 Corporate Structure, Consultation and Cross-entity Integration

Stanmore's reporting entities are all centrally governed and managed, with a common registered office at Level 32, 12 Creek Street, Brisbane, Queensland. All of Stanmore's owned and controlled entities were consulted in relation to the contents and preparation of this Statement.

Stanmore's majority shareholder is Golden Energy and Resources Pte Ltd (**GEAR**), which is incorporated in Singapore. GEAR's interest in Stanmore is structured through a wholly-owned subsidiary – Golden Investments (Australia) Pte Ltd. Stanmore's ultimate parent company is Star Success Pte Ltd, a company incorporated in the British Virgin Islands.



2. Ongoing Actions in Identifying, Assessing and Addressing Modern Slavery Risk

Stanmore remains dedicated to upholding human rights principles and conducting business with the highest standards of ethics and integrity. We continue to implement, and continuously improve, a comprehensive response to identify, assess and mitigate the risks of forced labour and other modern slavery practices within our operations and supply chains.

We strive to ensure that our business practices align with global human rights standards, reinforcing our responsibility to ethical practices and transparency at every level of the organisation. Our approach to human rights standards is informed by the United Nations Guiding Principles on Business and Human Rights. It reflects internationally recognised human rights and rights at work, including the United Nations International Bill of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, and other ILO Declarations and Conventions relating to labour and employment.

In seeking to prevent and mitigate modern slavery within our operations, we have policies and procedures in place that clearly articulate our expectations and approach regarding modern slavery, including our Modern Slavery Policy, Modern Slavery Multi-Year Action Plan (Multi-Year Action Plan) and Modern Slavery Response Procedure. Our Modern Slavery Policy outlines our commitment to identifying, preventing and addressing modern slavery within our operations and supply chains. Stanmore's Modern Slavery Multi-Year Action Plan outlines the specific steps we are taking to address modern slavery, and our Modern Slavery Response Procedure formalises the approach to be taken if remediation of modern slavery practices is ever required.

No actual or suspected incidences of modern slavery were reported in Stanmore's supply chains or operations during the reporting period.

2.1 Supply Chains

Stanmore continues its long-term practice of subjecting our full annual procurement spend to a comprehensive, multi-tier supply chain risk assessment, utilising the proprietary software and analysis technology of external consultants who specialise in modern slavery and ESG risk issues.² The resulting output from the risk assessment includes a comprehensive breakdown of areas of relatively elevated risk in our complete value chain, down to the tenth (10th) tier, grouped on a sector/ country basis, and broken down into practical categories such as total overall spend and ranked sectoral risk.

Consistent with previous years' assessments, and reflective of the high degree of consistency and overwhelming Australian business focus of our overall procurement activity, our assessed areas of potentially elevated supply chain risk continue to be situated in the deeper tiers of our value chain.

On a sectoral basis, the following industry categories continue to be flagged as significant:

- Crude petroleum and services related to crude oil extraction (specifically diesel fuel, oils and lubricants)
- Australian Other Business Services (including professional consulting, outsourced labour, security and cleaning)
- Australian Construction (including mining, drilling and exploration services)
- Australian hospitality services (including mining camp accommodation)
- Australian textiles (including uniforms and personal protective equipment).

² The supply chain mapping process is underpinned by a balanced, global Multi-Regional Input-Output (MRIIO) dataset, which links supply chain data from 208 countries, and 37,318 unique industry/country combinations. The applied data universe comprises over 35,000 local industries categories, which represents more than 98% of global GDP. The MRIIO is regularly updated and draws from the most comprehensive and credible global data inputs available, including the United Nations' (UN) System of National Accounts; UN COMTRADE databases; Eurostat databases; the Institute of Developing Economies, Japan External Trade Organisation (IDE/JETRO); and official statistical data from many national agencies worldwide, including the Australian Bureau of Statistics.

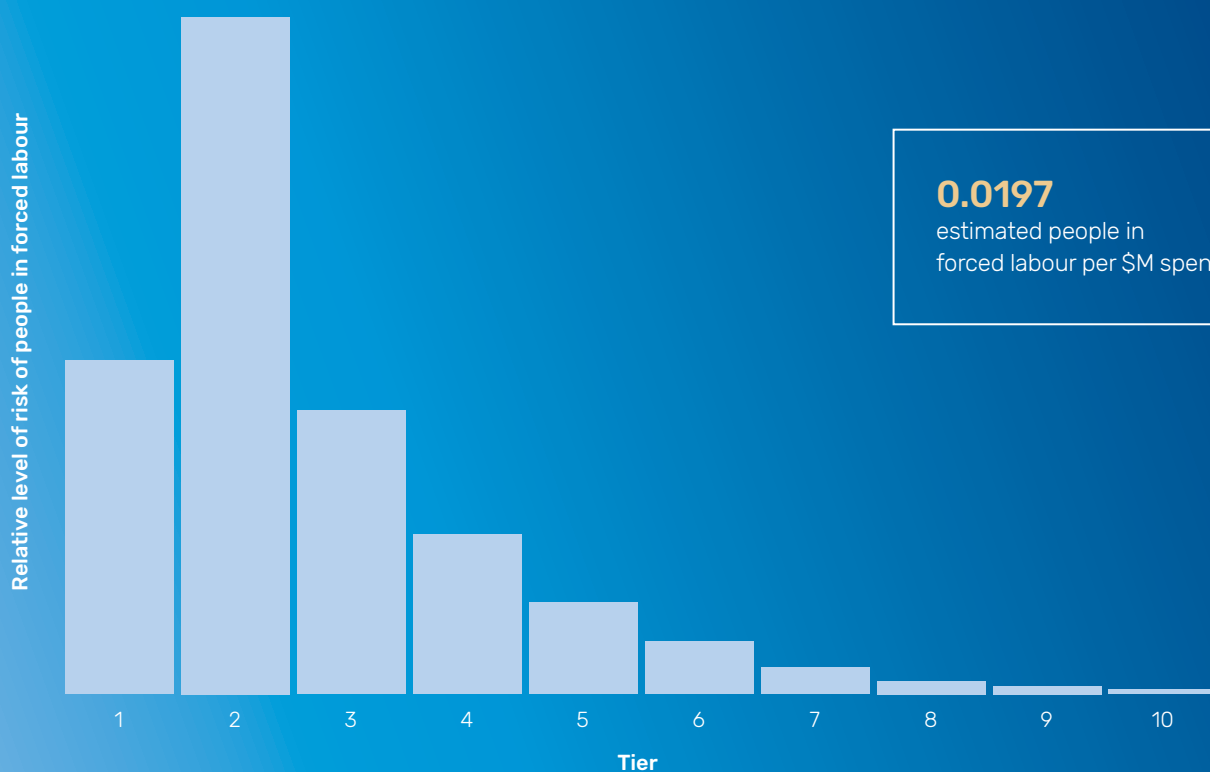
The synthesis of global economic supply chain data is overlaid, via a proprietary algorithm, with the leading research and estimates of modern slavery incidences at the national and industry levels, including the Walk Free Foundation's Global Slavery Index; the International Labour Organisation's Global Estimates of Modern Slavery; official reports published by the United States on International Child Labour, Forced Labour and Human Trafficking, and the consultant's internally developed database of modern slavery risk factors by country and sector.

2. Ongoing Actions in Identifying, Assessing and Addressing Modern Slavery Risk (continued)

Last year's Statement included narrative descriptions explaining key reasons why these sectors entail inherently elevated modern slavery risks. Although we have not repeated those descriptions here, these inherent risk characteristics remain applicable, and we continue to acknowledge the importance of deepening our understanding as to why particular sectors we engage with may entail elevated risks, including at the deeper tiers.

The risk assessment results once again identified the second tier of our overall procurement chain as having, by a considerable margin, the highest concentration of potentially elevated modern slavery risk.

Figure 1: Estimated people in forced labour in Stanmore's entire supply chain per \$M spent



Source: Fairsupply

Further details on how we are seeking to improve our due diligence practices to better understand and mitigate deeper-tier supply chain risk are set out below, where we describe the implementation of our multi-year modern slavery response plan in 2025 (and beyond).

2.2 Operations

In contrast with the highly elevated risks in the global mining sector, Stanmore's entirely Australia-based business has a significantly lower inherent risk profile than companies engaged in overseas mining operations. However, as we have done since the outset of our modern slavery reporting journey, Stanmore continues to recognise and seek to proactively address areas of potentially elevated risk exposure that require our ongoing vigilance and efforts to continuously improve in the Australian context.

The roles that continue to be predominantly filled by our contracted positions remain of a kind that are less susceptible to worker vulnerability, which may otherwise give rise to elevated forced labour risks. Common contracted positions include engineers, mining technicians, specialised tradespeople, trained operators and maintainers.

Our employed workforce, including foreign workers, continues to be covered by written employment contracts. No foreign worker secondments occurred in any position across Stanmore's operations in the reporting period.

To offset and address the challenges for our team members that can arise through the relatively remote location of our mine sites, Stanmore continues to:

- Actively implement our remote housing reimbursement guidelines, which provide employees with security and flexibility by allowing them to be based in proximity to our operating sites with their families. These guidelines set out the eligibility criteria and conditions under which Stanmore will provide financial compensation for relocation and expenses associated with requirements for employees to be present on site
- Provide assistance to other employees with the expenses associated with settling into local communities proximate to our operating sites.

One area of Stanmore's operations identified as requiring greater focus in our modern slavery due diligence relates to mining services construction work. This included implications arising from our use of third-party labour hire companies (which is typical in the industry). Our approach to this issue, including specific due diligence priorities, is described in the following summary of the implementation of our Modern Slavery Multi-Year Action Plan activities in 2025.

2.3 Successful Completion of the First Year of our Multi-Year Action Plan

As we flagged in last year's Statement, 2025 marked the beginning of a new chapter in Stanmore's formal anti-slavery response, being the first full year of implementing our inaugural Multi-Year Action Plan.

Stanmore's Multi-Year Action Plan sets a foundation for ensuring that, through the comprehensive implementation and ongoing monitoring of a range of actions, Stanmore's overall modern slavery response framework will cover the key pillars of Policy and Governance, Due Diligence, Internal Training, Worker Voice and Remedy, External Collaboration, and Reporting and Monitoring Effectiveness.



2. Ongoing Actions in Identifying, Assessing and Addressing Modern Slavery Risk (continued)

This section highlights areas of progress and identifies areas where progress did not fully meet foreshadowed plans.

COMPREHENSIVE SUPPLIER DUE DILIGENCE

Key actions and achievements 2025

-  Updated Procurement Procedure, Vendor Request Form and Vendor Onboarding processes to embed modern slavery requirements
-  Identified priority sectors and supplier groupings for targeted due diligence: construction and labour hire, textiles, parts and consumables, oil and lubricants, and Gas to Electricity project suppliers
-  Completed targeted modern slavery screening of top ten labour hire providers, including independent verification using our external consultant's Spotlight tool
-  Conducted annual Supplier Check-up, focusing on worker accommodation services
-  Supplier Code of Conduct progressed through development
In progress

Planned actions 2026

-  Identify labour hire providers suitable for comprehensive desktop and/or onsite auditing based on 2025 screening results, and determine next steps for ongoing engagement
-  Engage direct suppliers from the annual Supplier Check-up to establish review cycle targets and obtain further insights into second and third-tier supply chain risk
-  Finalise and distribute Supplier Code of Conduct to existing supplier base and incorporate into all new tenders and onboarding packs
-  Develop and implement onboarding document packages for new suppliers, incorporating modern slavery contractual provisions and Supplier Code of Conduct compliance requirements

A foundational step under our Multi-Year Action Plan was to develop a procurement due diligence framework. The framework establishes processes for categorising suppliers according to risk and priority, identifying appropriate due diligence actions, and tracking results. Practical steps towards achieving this have been taken through substantive updates to Stanmore's Procurement Procedure, Supplier Request Form, and supplier onboarding processes and documents. At the time of submitting this Statement, our proposed Supplier Code of Conduct remained under development, but is expected to be finalised and rolled out by the end of 2026. Once finalised and approved, we anticipate that our Supplier Code of Conduct will be widely distributed to our existing supplier base and included in all new tenders and supplier onboarding packs. We also anticipate that a commitment

to adhere to the Supplier Code of Conduct will be a required supplier action, standardised within our existing Procurement Procedure.

To ensure that Stanmore's risk mitigation focus extends beyond single reporting period cycles, another key due diligence focus under the Multi-Year Action Plan was to determine due diligence priorities early in the reporting year, using the following key framework parameters:

- Identifying high-priority supplier groups for proactive risk assessments through our external consultant's individual supplier analysis tool as part of the procurement process
- Selection of a number (3-5) of appropriate due diligence activities for each identified priority supplier or supplier category.

Applying these processes, Stanmore designated priority sectors and supplier groupings in relation to the following:

- Construction — including a specific focus on third-party labour hire companies
- Textiles — specifically, the ongoing supply of uniforms and workwear
- Supplier-specific desktop assessments on Parts and Consumables (including personal protective equipment and electrical equipment), Plant and Labour Hire, Oil and Lubricants
- Key procurement activities relating to our gas-to-electricity project at South Walker Creek.

The Multi-Year Action Plan also calls for comprehensive desktop audits of at least two suppliers within one of the priority areas described above, with individual companies to be selected based on responses to targeted self-assessment questionnaires. Due to continued mining services construction activity in Stanmore's day-to-day operations, we selected labour hire providers as the focus area for this due diligence.

At the time of submitting this Statement, our top ten labour hire providers had completed targeted modern slavery screening questions as part of a supplier refresh program. We conducted a comprehensive in-house review of the responses, along with independent checks using our external consultant's Spotlight tool.

During 2026, we anticipate completion of the following key steps in our focus on labour hire providers, drawing on the detailed results from the screening process:

- Identification of any suitable companies for further comprehensive desktop and/or onsite auditing
- Analyse overall audit (onsite and/or further desktop) results to identify next steps for engaging with selected labour hire companies.

Another due diligence initiative under the Multi-Year Action Plan for designated key suppliers was our Key Suppliers' Modern Slavery Response Annual Check-up (**Supplier Check-up**). The Supplier Check-Up process involves reviewing suppliers' modern slavery risk exposure and mitigation to identify any changes in their adjusted risk rating, and planning next steps for future engagement and due diligence.

For the reporting period, Stanmore selected worker accommodation services as its focus supplier grouping. In 2026, we plan to engage with direct worker accommodation services suppliers to request annual review cycle targets and seek further specific insights into our second and third-tier suppliers.

Despite the overall stability in our year-on-year procurement activity, the new supplier onboarding phase remains an important stage in the supplier engagement lifecycle for modern slavery issues. Accordingly, the Multi-Year Action Plan includes development of:

- Onboarding procedures and document packages for new suppliers, including modern slavery provisions in contracts and compliance with our Supplier Code of Conduct
- Continuing dialogue and consultation with the procurement team to ensure implementation.

TRAINING, CAPACITY-BUILDING AND AWARENESS-RAISING INITIATIVES



Delivered specialised modern slavery training to Board and Executive Leadership, Procurement and Contractor Management Teams, and all onsite contractor personnel.

In partnership with external subject matter experts, Stanmore continued to deliver specialised training on modern slavery issues for:

- Stanmore's Board and Executive Leadership team ensuring a top-down leadership approach
- The Procurement and Contractor Management Teams, focusing on responsible procurement practices and engaging with suppliers
- Training on expectations and issues around modern slavery for all contractor personnel who carry out onsite work (with a practical focus on spotting worker risks).

2. Ongoing Actions in Identifying, Assessing and Addressing Modern Slavery Risk (continued)

SPEAK UP, GRIEVANCE AND REMEDIAL PROCEDURES



Refreshed onsite posters at all operating sites with QR code providing direct access to Speak Up whistleblowing mechanism



Implemented mandatory contractor grievance procedure training prior to site access

As reflected in several key measures and designated focus areas described throughout this Statement, Stanmore recognises the importance of direct engagement with labour hire companies. This priority area extends to ensuring that all individuals in Stanmore's employed and contracted workforce are fully informed about our grievance mechanisms (including our Speak Up program) and remedial framework. This involves both the creation and distribution of targeted information materials.

Through mandatory training before accessing our sites, our objective is to ensure that all contractors are fully aware of grievance procedures at the onboarding stage. Contractors are tracked for compliance using our Contract Lifecycle Management system. Additionally, plain-language posters have been refreshed onsite to include a QR code, which links directly to our Speak Up hotline.

Our remedial action framework (fully implemented in 2024) continues to offer practical guidance for the development and implementation of corrective actions, the primacy of victim protection, respect, and empowerment through the process, and, where appropriate, the pursuit of appropriate restitution.

CONTINUING LEADERSHIP BY STANMORE'S MODERN SLAVERY WORKING GROUP

Having now completed the first full year under Stanmore's Multi-Year Action Plan, our Modern Slavery Working Group remains critical to our continuous improvement approach. The Group remains a comprehensive cross-section of operational and key decision-making positions throughout the business, with representatives from our legal, procurement, site management, and business risk teams.



3. Our Approach to Measuring Effectiveness

Our Multi-Year Action Plan provides the primary internal mechanism by which Stanmore intends to measure both the overall effectiveness of our response and the effectiveness of individual measures. To ensure holistic coverage, any action that we take in response to modern slavery issues continues to be characterised under the key pillars of Policy and Governance, Due Diligence, Internal Training, Worker Voice and Remedy, External Collaboration, and Reporting and Monitoring Effectiveness.

Given the detailed descriptions of actions taken under the Multi-Year Action Plan in Part 2 of this Statement, above, to avoid unnecessary repetition, the following Table contains shorter descriptions than in previous years. It has been incorporated in this year's Statement to ensure appropriate continuity in providing progress updates on specifically foreshadowed actions in last year's Statement.

Planned actions in 2024 Statement	Progress Update / Status
Integration of responsible procurement principles into procurement policies	• Procurement Procedure updated and published. • Supplier Request Form updated and published. • Supplier Onboarding Procedure updated and published. • Supplier Code of Conduct – continuing under development (see Part 2, above)
Supplier onboarding to include modern slavery specific materials	• Training rolled out to contractor personnel with roles that involve physical attendance at Stanmore sites to conduct work.
Deliver annual training and higher engagement for all employees on modern slavery issues	• Strategic prioritisation has seen training on general modern slavery issues focused on onboarding for new employees and onsite contractors. • All employees and contractors received training on our Speak Up hotline and grievance procedure. • Modern slavery posters refreshed at all sites.
Create and finalise a standalone measuring effectiveness framework aligned with the Multi-Year Action Plan's core pillars and planned initiatives	• Measuring effectiveness framework approved. To be implemented in 2026.



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