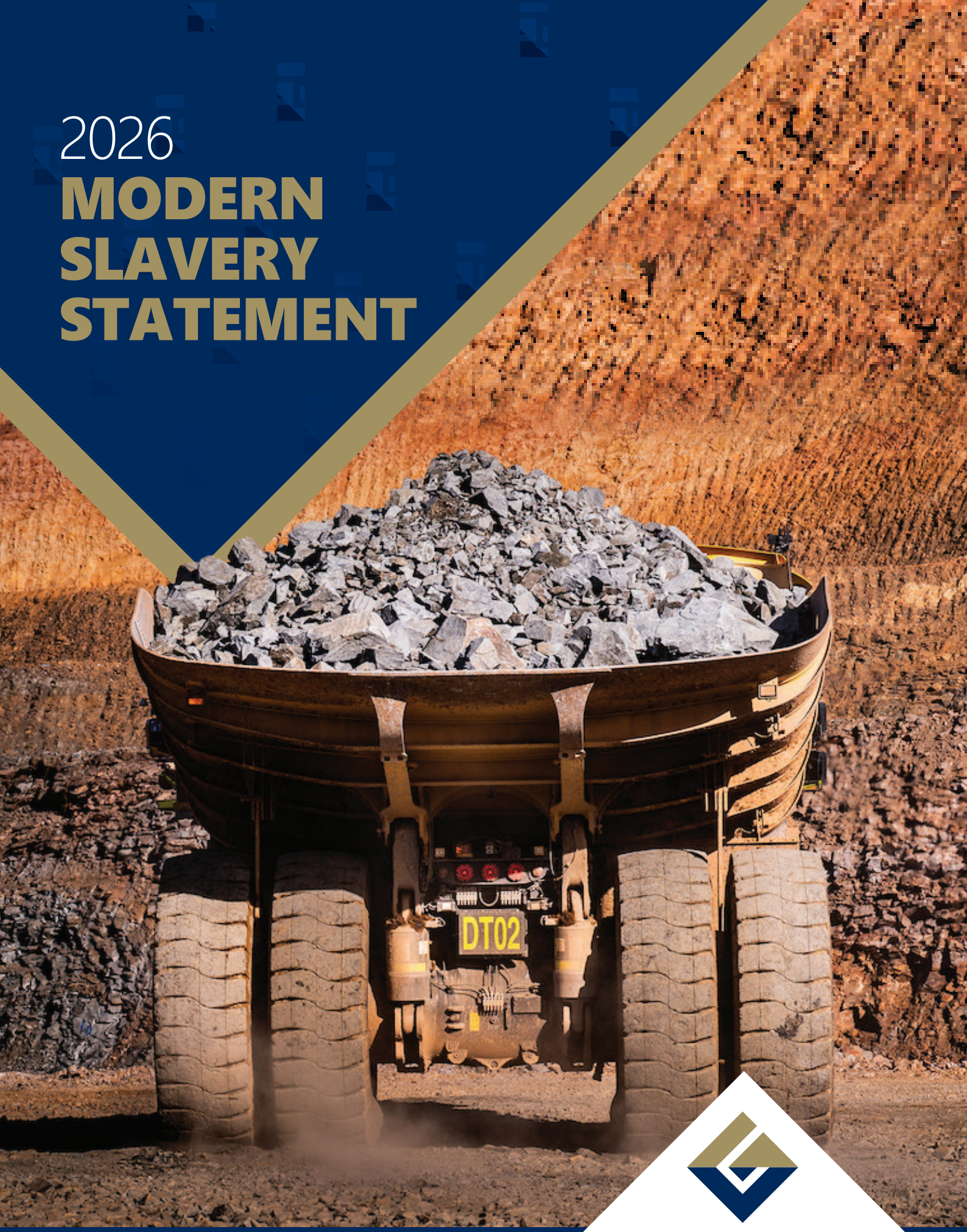
2026

MODERN SLAVERY STATEMENT



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GENESIS
MINERALS LIMITED

ACKNOWLEDGEMENT OF COUNTRY

Genesis Minerals acknowledges the Traditional Owners of the lands on which we work and live and pay our respects to their Elders past and present.

Darlot | Kakarra Part A | Marlinyu Ghoorlie | Nyalpa Pirniku | Whadjuk Noongar

We recognise and respect the continuing connection Aboriginal and Torres Strait Islander peoples have to land, waters, and culture, and acknowledge our responsibility to work respectfully on Country in partnership with Traditional Owners.

Feedback and questions about the Modern Slavery Statement are welcomed and can be sent to communications@genesisminerals.com.au

GENESIS MINERALS LIMITED

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Human rights are a set of fundamental principles, protections and freedoms concerned with equality and fairness for all people, irrespective of their circumstances.

Genesis Minerals is committed to respecting and safeguarding human rights across our operations and supply chain, and to upholding the human rights principles of the UN Global Compact.

We will continue to implement procedures and policies to meet our legal and ethical obligations.

ABOUT THIS STATEMENT

In accordance with section 14(2)(d)(ii) of the *Modern Slavery Act 2018* (Cth) (the **Act**), Genesis provides this Modern Slavery Statement (**Statement**) on its behalf and that of its wholly owned subsidiaries. This Statement covers Genesis' operations and supply chains for the reporting period 1 July 2025 to 30 June 2026.

This is Genesis' third modern slavery statement and details the steps we have taken in the last financial year to assess modern slavery risks within our operations, inclusive of our supply chain, and the actions being taken to help manage these risks.

This Statement has been prepared in accordance with section 14(2)(c) of the Act, being in consultation with each reporting entity (Genesis and each of its subsidiaries) covered by the statement, and all of which share common directors with Genesis. Members of the Senior Leadership Team were consulted during the preparation of this Statement, prior to its submission to the Board of Directors for final review and approval.

The Genesis Group is comprised of:

- Genesis Minerals Limited
- Genesis Minerals (Laverton) Pty Ltd
- Genesis Minerals (Leonora) Pty Ltd
- Genesis Mining Services Pty Ltd
- Ulysses Mining Pty Ltd
- Magnetic Resources NL
- Dacian Gold Mining Pty Ltd
- Mt Morgans WA Mining Pty Ltd
- Laverton Gold Pty Ltd
- Redcliffe Project Pty Ltd
- Bardoc Gold Pty Ltd
- Excelsior Gold Pty Ltd
- Starpart Holdings Pty Ltd
- Spitfire Global Pty Ltd
- Aphrodite Gold Pty Ltd
- GPM Resources Pty Ltd

MANDATORY CRITERIA

The Act provides that a modern slavery statement, in relation to each reporting entity, must address the following mandatory criteria:

Section of the Modern Slavery Act 2018 (Cth)	Criteria	Page
16 (1)(a)	Identify the reporting entity.	**5**
16 (1)(b)	Describe the structure, operations and supply chains of the reporting entity.	**5-11**
16 (1)(c)	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.	**12**
16 (1)(d)	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.	**13-18**
16 (1)(e)	Describe how the reporting entity assesses the effectiveness of such actions.	**19**
16 (1)(f)	describe the process of consultation with: (i) any entities that the reporting entity owns or controls; and (ii) in the case of a reporting entity covered by a statement under section 14 - the entity giving the statement	**5**
16 (1)(g)	include any other information that the reporting entity, or the entity giving the statement, considers relevant.	**N/A**

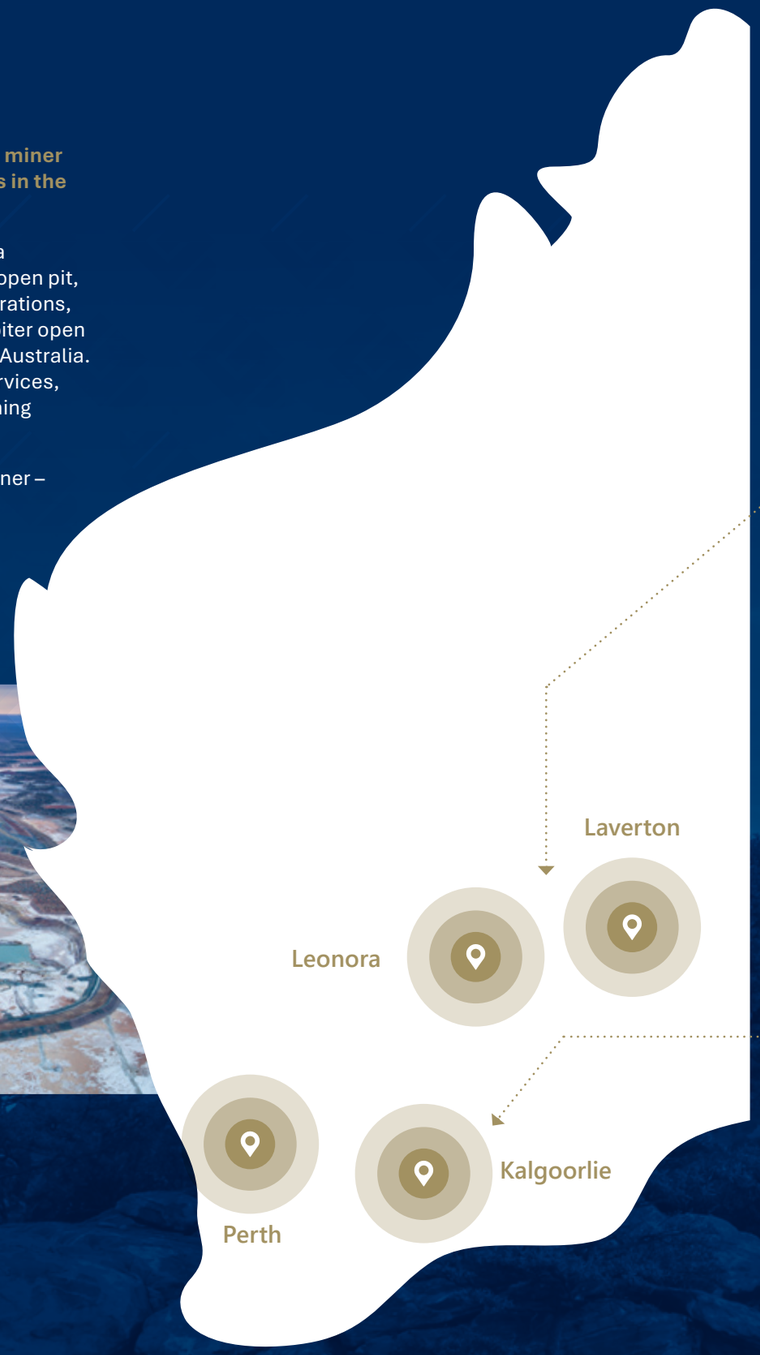
Modern Slavery Statement

ABOUT US

Genesis Minerals is a growing ASX-listed gold miner focused on the Leonora and Laverton districts in the Goldfields region of Western Australia.

Our current operating assets include the Gwalia underground mine and processing facility, Hub open pit, Ulysses underground mine, ABCDK surface operations, Mt Morgans processing facility and adjacent Jupiter open pit. Our head office is located in Perth, Western Australia. Our 100% owned subsidiary, Genesis Mining Services, was established in 2023 to provide in-house mining services at our open pit operations.

Our vision is to be the trusted Australian gold miner – progressive, high quality, +500koz pa.



GENESIS
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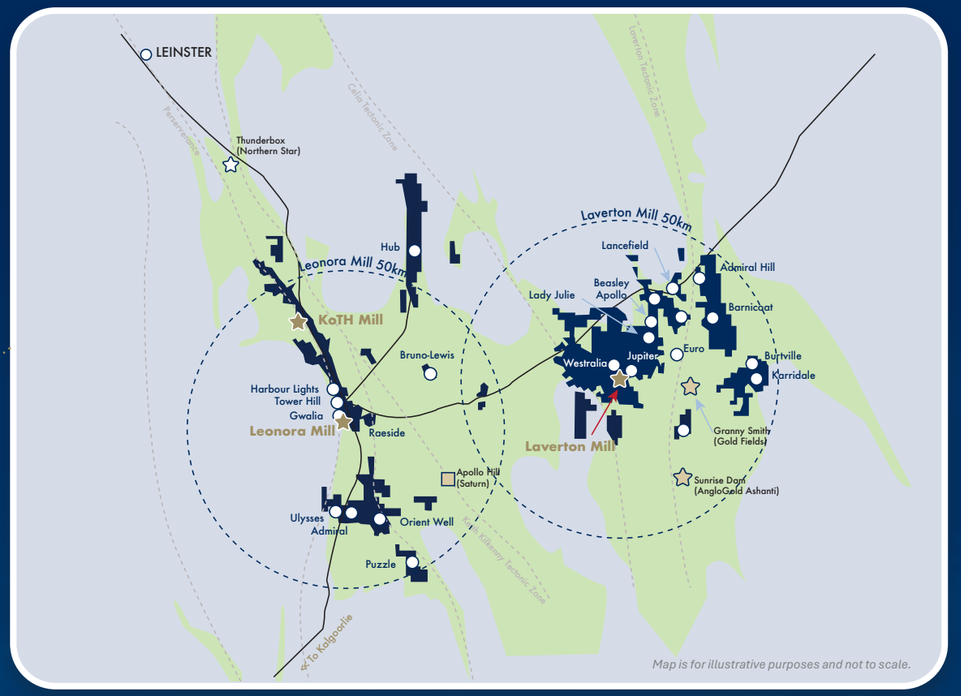
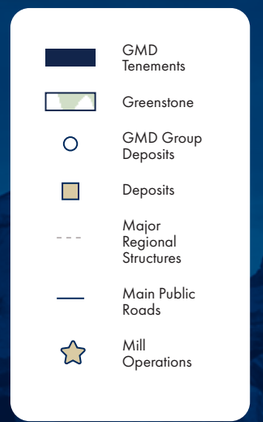
Leonora and Laverton Operations





Kalgoorlie Operations

OUR VALUE CHAIN

Genesis aims to promote sustainable development across our operations and deliver shared value to our stakeholders, including our workforce and suppliers. Our value chain spans exploration, mining, processing, downstream gold refining, and eventual closure and rehabilitation of our mine sites. Our value chain connects our business with a broad network of globalised suppliers and regional contractors.

Exploration and development

We undertake geological surveys and drilling to identify gold deposits and mining potential before any extraction begins.

Mining

We mine ore using open pit and underground mining techniques.

Processing

We process ore at our Leonora and Laverton operations to produce gold doré bars for customers.

Refining and downstream customers

We supply gold doré bars to Australian refineries who refine the bars into high-purity gold bullion for domestic and international markets.

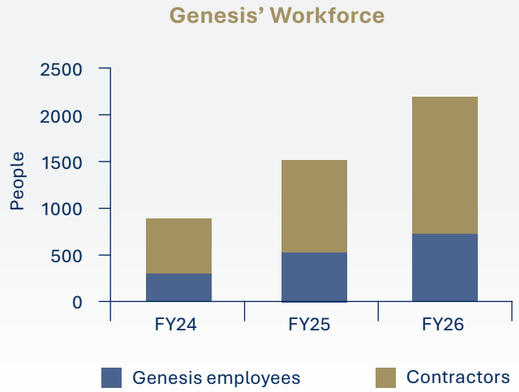
Closure and rehabilitation

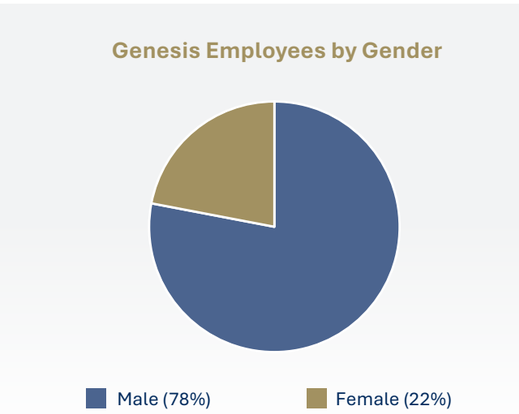
We progressively rehabilitate mine sites throughout the mine life, with final closure activities completed once mining ends. We also manage and rehabilitate legacy sites which are in care and maintenance.

OUR WORKFORCE

As at 30 June 2026, our workforce comprised of 2,413 workers, of which 799 were Genesis employees and 1,614 were contractors. Contractors are primarily mining service providers who supply labour and equipment to our sites.

Of our employees, 99% are full time and 1% are part time or temporary employees. At the end of FY26, our workforce of 799 employees was 78% male and 22% female. Two of our seven Board members are female (29%). Employees who identify as Aboriginal and/or Torres Strait Islander represent 3% of our workforce.





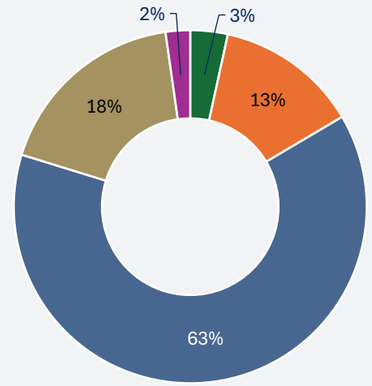
Modern Slavery Statement

OUR SUPPLY CHAIN

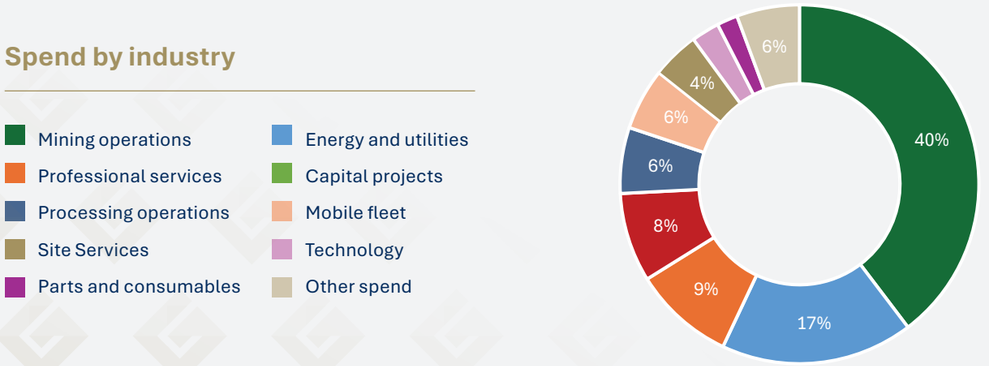
In FY26 the Genesis procurement team coordinated a supply chain of over 1,600 active suppliers. Of these suppliers, 98% are in Australia, however they may also operate in other jurisdictions and source their own goods and services from regions that may have the potential for an increased prevalence of modern slavery.

In FY26 we engaged with 55 suppliers that are local to the Leonora and Laverton townships and 210 suppliers in the nearby city of Kalgoorlie-Boulder. A total of $9.6m was spent with suppliers based in the Leonora and Laverton region, and a total of $49.8m was spent with suppliers based in Kalgoorlie-Boulder. We prioritise local suppliers where possible which provides the opportunity to have closer relationships with suppliers and greater visibility of our supply chain.

Suppliers by location



Spend by industry



Modern Slavery Statement

MODERN SLAVERY RISKS

The Australian mining industry is exposed to modern slavery risks arising from the sector's reliance on a large mobile workforce and suppliers who are connected to regions with weak labour protections. Genesis does not tolerate any form of modern slavery and is committed to identifying, preventing, mitigating and addressing modern slavery risks across its operations and supply chain.

Genesis' modern slavery risks are concentrated within two key areas of the business:

Contracting and labour hire – The risk of modern slavery increases where business models depend heavily on layered contracting and sub-contracting, and where third-party providers play a significant role in the workforce. About 33% of Genesis' workforce is directly employed and 67% is sourced from contractors to provide services such as underground mining, accommodation maintenance, catering, and security. These suppliers are subject to Australian labour laws including minimum wage and workplace protections. Notwithstanding the protections afforded in law, we recognise that employment issues can still arise in domestic labour markets and we continue to monitor for these occurrences.

Supply chain – Our operations rely on raw materials, machinery and equipment sourced from a range of international markets, including some regions with an increased risk for incidents of modern slavery. Specific vulnerabilities include forced labour, child labour, debt bondage, and deceptive recruitment practices, especially in the sourcing of raw materials, equipment and services from high-risk countries. While 98% of our suppliers provide registered business addresses in Australia, as with many mining companies Genesis has limited visibility and influence beyond these Tier 1 (direct) suppliers.

OUR APPROACH AND ACTIONS

We utilise a series of internal processes, engage in transparent supplier relations, and actively promote worker welfare throughout the organisation to mitigate the risk of modern slavery occurring.

BOARD AND EXECUTIVE OVERSIGHT

Genesis' Board of Directors is accountable for ensuring appropriate processes are in place to assess, monitor, identify and manage any modern slavery risks to the business. In FY26 the Board approved the release of Genesis' Human Rights Policy, which sets out our commitment to respecting human rights across our operations and supply chains.

The Risk and Sustainability Committee assists the Board in relation to Genesis' risk management systems and sustainability oversight, including monitoring and review of modern slavery risk. The Risk and Sustainability Committee reviews Genesis' risk-related policies, management systems and framework to ensure these are up-to-date and effective.

The People and Culture Committee oversees and makes recommendations on Genesis' organisational culture, including workplace diversity and inclusion programmes, remuneration framework, and incentives and reward policies. This Committee also ensures that Genesis carries out its obligations in respect to superannuation, retirement benefits and other related benefits and entitlements.

Genesis' Chief Executive Officer has overall executive responsibility for risk within the business, including modern slavery risk. The CEO is supported by the Risk, People and Culture, and Procurement teams who are responsible for the day-to-day delivery of the systems and processes designed to mitigate modern slavery risks.

RISK MANAGEMENT

Genesis' risk management activities are guided by our Risk Management Policy and Risk Management Standard, providing a consistent approach to the assessment, management, and reporting of risks across the business. Our risk management framework is overseen by the Board and supported by the Risk and Sustainability Committee and Senior Leadership Team.

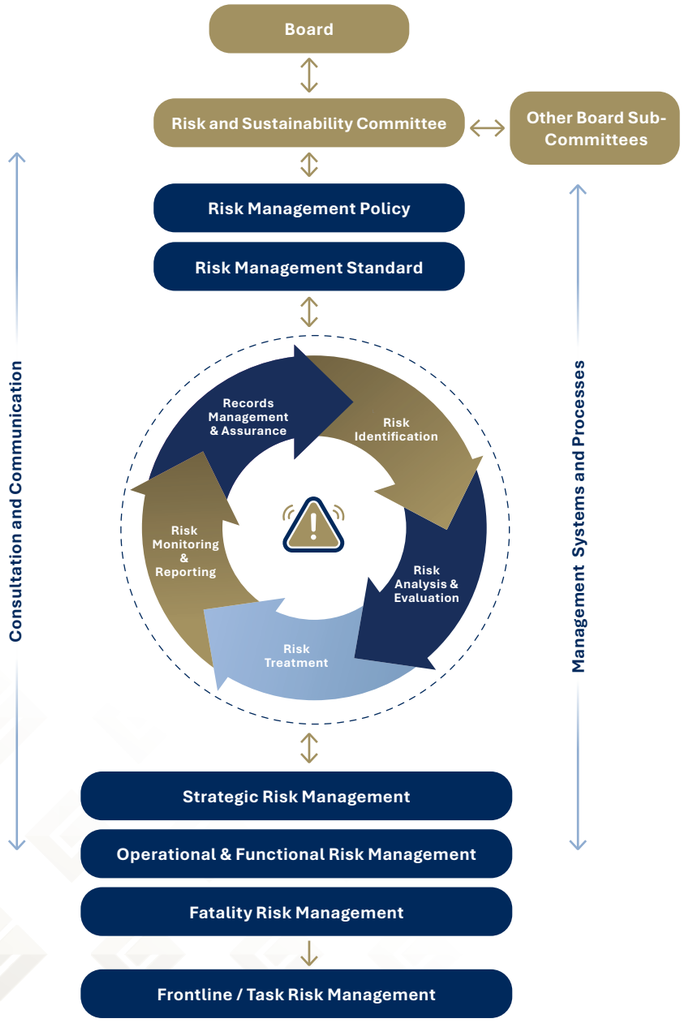
Genesis uses our risk framework to identify, assess and manage modern slavery risks associated with our operations and supply chain. Assessments have found that modern slavery risks associated with our supply chain are largely dependent on the countries of origin, industries and supply chains involved. We focus on these factors to better assess and mitigate potential risks. We periodically update this risk assessment, including if business changes occur that could impact modern slavery risks, such as mergers, acquisitions or supply chain developments.

MODERN SLAVERY WORKING GROUP

Genesis' Modern Slavery Working Group is an internal cross-functional group established to oversee the assessment and mitigation of modern slavery risks across our operations and supply chain. The group is comprised of representatives from Genesis' Procurement, People and Culture, Legal and Sustainability functions. These functions are responsible for systems and processes that manage these areas of the business where modern slavery risks are concentrated.

The Working Group reviews internal processes and practices, emerging trends, case studies, and policy development to improve our ability to effectively identify and manage modern slavery risks. The Working Group is also one of the ways we review the effectiveness and opportunities to improve our approach over time.

Genesis Risk Management Framework



EMPLOYMENT PRACTICES AND LABOUR STANDARDS

Recruitment

Recruitment into the business is managed by Genesis' internal recruitment teams and supplemented by external agencies for specialised roles. Genesis' recruitment processes include clear role descriptions, employment contracts, and verification of work rights.

At the time of onboarding, employees are provided with an information pack that includes a contract and Fair Work Information Statement from the Fair Work Ombudsman, which provides information on employee entitlements and protections in Australia. This includes information on the National Employment Standards, enterprise agreements and protections in the workplace. All Australian employers must legally provide the Fair Work Information Statement to new employees when they start work, therefore this requirement extends to the employees of our Australian contractors through their own legal obligations as employers and our contractual requirements.

Employment terms

Genesis employees are covered by Australia's employment laws that provide strong protections for workers and significantly reduce the risk of modern slavery practices. This is further supported by the Genesis workplace policies on conduct, bullying, harassment and whistleblowing, which aim to maintain a workplace based on fairness and respect.

We aim to remunerate all employees based on their qualifications, skills and experience for the role. Employees covered by an applicable award are paid in accordance with award rates, including provisions for working hours. Non-award employees are paid market rates that are benchmarked as part of our annual remuneration review process. This supports compliance with minimum pay standards and addresses the risk of wage-related exploitation.

Genesis offers flexible working arrangements where feasible, with office-based employees able to access flexible start and finish times, hybrid working, reduced hours or part-time work and unpaid leave. Site-based employees have access to structured rosters designed to balance time on-site with extended breaks at home, along with time-in-lieu and unpaid leave where applicable.

Genesis undertakes an annual gender pay gap analysis in accordance with the Australian Government's Workplace Gender Equality Agency (WGEA) guidelines to identify areas of gender and remuneration imbalance. This data is reported annually to WGEA, along with other metrics related to workforce composition, policies relating to flexible work arrangements, and prevention of harassment and discrimination. The WGEA Employer Public Report is published on the Genesis website. We also offer funded parental leave for all permanent employees who have been with the Company for at least six months. Primary carers are provided with 12 weeks leave at full pay and secondary carers are provided with three weeks leave at full pay.

Training and awareness

Genesis has developed a modern slavery training module which is continuing to be rolled out in the business. The training is targeted towards key roles that are relevant to managing modern slavery risks, including the Procurement, People and Culture, and Senior Leadership teams.

In FY26 we supported our employees through the Women in Mining WA (WIMWA) Mentoring Program, a structured initiative connecting women in the resources sector with experienced industry professionals to advance their skills and career development. Sixteen Genesis employees engaged with the mentoring program this year, supporting our broader efforts to improve gender representation and opportunities for women in the mining industry.

During the last financial year, our employees completed training in the Australian Resources and Energy Employer Association's (AREEA) Appropriate Workplace Behaviours Program. The program builds awareness of legislative requirements and workplace conduct standards, equipping employees and leaders with the knowledge to prevent inappropriate behaviour and foster a safe, respectful workplace culture. In addition, we have developed and implemented Respectful Workplaces training to our sites to reinforce the learnings from the AREEA training.

In FY26 Genesis invested in leadership training for our supervisory and management teams. Our focus has been to strengthen leadership capability to ensure our values-based leadership is visible in all our workplaces.

Early career employees

Early career development is critical to sustaining a skilled workforce for the mining industry. Genesis provides pathways for young people interested in professional and trade roles to enter the sector. In FY26 we expanded our graduate program across eight disciplines enabling structured pathway creation for recently graduated professionals. This two-year program provides graduates with mentorship and on-the-job experience across technical and corporate functions. Further, a formalised student vacation program was established in FY26, offering students the opportunity to gain practical experience across a variety of key disciplines.

We recognise that young workers can face heightened vulnerability to modern slavery risks due to limited work experience and unfamiliarity with their employment rights. Genesis has established processes to support these employees in the early stages of their career. This includes guidance by an internal Early Careers Advisor throughout their respective program who ensures that each graduate is fully supported as they rotate into different teams. Graduate and student feedback is captured to provide insights that inform the continual improvement of the programs.

Apprenticeships for trade roles continued through FY26, with five apprentices commencing employment in the fields of electrical, maintenance and auto electrical.

Employee wellbeing and grievance mechanisms

Genesis maintains multiple channels through which employees can report concerns, including disclosure to People and Culture or their managers. Our Whistleblower Policy provides protection against retaliation and helps to foster an environment where whistleblowers feel safe to raise concerns or report misconduct without fear of discrimination. An internal Grievance Resolution Procedure provides a clear and structured process for addressing and resolving workplace grievances from employees, contractors and visitors.

Employees can confidentially report any concerns or misconduct to their line manager, a member of the Executive Management Team, or a Disclosure Officer (as defined under the Whistleblower Policy). All reports of alleged violations under the Whistleblower Policy are reported to the Board.

A confidential ethics hotline was established in FY26 to provide a secure way for workers who may not be comfortable using internal pathways to report any potential wrongdoing. This third-party provider, “Your Call”, provides 24/7 online, email and phone pathways for employees to report concerns while ensuring confidentiality and protection.

SUPPLIER ENGAGEMENT

We aim to establish procurement practices that reduce the risk of modern slavery in our supply chain, support ethical business practices and create value for local communities.

Onboarding

As part of onboarding new suppliers, Genesis undertakes a review to confirm supplier identity and legitimacy before entering into a commercial relationship. Under our standard Purchase Order Terms and Conditions, suppliers are required to comply with all applicable laws and adhere to wage and working condition requirements under relevant Awards. Suppliers who do not meet these requirements will be asked to address identified issues, where appropriate, Genesis may reconsider or terminate the commercial relationship. These terms and conditions are provided to all suppliers as part of the onboarding process and are made available on Genesis’ website.

Supply chain surveys

In FY24, Genesis conducted a comprehensive review of our supply chain through a self-assessment questionnaire (SAQ) sent to suppliers. The survey was designed to assist Genesis to better understand any potential risks associated with our respective supply chain and work collaboratively with our suppliers to eliminate the practices that involve or contribute to modern slavery. In FY25 we processed and analysed the 336 supplier responses received, which is used to inform future supply chain risk assessments. Additional surveys will be sent out periodically to suppliers that provide goods or services where modern slavery risks are typically elevated.

Supplier grievance mechanisms

Genesis utilises our existing grievance and whistleblower mechanisms to provide a pathway through which supplier concerns can be raised and investigated, including those relating to modern slavery. In accordance with Genesis’ Human Rights Policy, we are committed to investigating and remediating any alleged modern slavery or human rights concerns from suppliers, supporting appropriate remediation where adverse impacts are identified, and ensuring that those raising concerns in good faith are protected from retaliation. Formal and informal communication channels are available to all suppliers to raise grievances in a manner most appropriate to their circumstances. Some suppliers will also have their own grievance mechanisms in addition to what Genesis makes available.

POLICIES AND INTERNAL DOCUMENTS

Genesis maintains a suite of internal policies and procedures which contribute to the management of modern slavery risks within the business.

Genesis Document	Role in managing modern slavery risks
Code of Conduct	The Code of Conduct requires our directors, officers, employees and contractors to act fairly, honestly, transparently, with integrity and in compliance with all material applicable laws and regulations in fulfilling their duties and responsibilities.
Anti-Bribery and Corruption Policy	Prohibits the making and receiving of bribes and improper payments as well as ensuring that appropriate controls are in place. Provides clear guidance that unethical, unlawful and undesirable conduct will not be tolerated by Genesis and that personnel may raise any concerns without fear of reprisal or intimidation.
Purchasing Policy	Establishes that all purchasing activities must be compliant with the Code of Conduct and the Anti-Bribery and Corruption Policy, and that that sustainable benefits, such as environmental, social and local economic factors are considered in purchasing decisions.
Whistleblower Policy	Encourages and facilitates the reporting of violations (or suspected violations) of the Company's Code of Conduct, ASPIRE Values or material legal or regulatory obligations. Outlines the procedure governing the conduct of investigations and the taking of corrective action.
Risk Management Policy	Sets the framework, through which material and emerging risks, including modern slavery risks, are identified, monitored and managed across our operations and workforce.
New Supplier Set Up Procedure	Sets clear expectations that suppliers are required to comply with Genesis' Supplier Code of Conduct and participate in the Modern Slavery SAQ (as described above) as part of the new supplier onboarding process.
Human Rights Policy	This policy affirms Genesis' commitment to respecting internationally recognised human rights and prohibits forced labour, child labour, servitude, human trafficking and other forms of modern slavery.
Contracts Policy (implementation in FY27)	A revised Contracts Policy that sets out the requirements and governance for all Genesis employees when contracting with suppliers that promotes transparent, equitable and competitive purchasing, taking into account safety, environmental and social considerations in the overall assessment.
Supplier Code of Conduct (implementation in FY27)	This will set clear expectations on Genesis' requirement for its suppliers. This document outlines standards of business integrity, human rights including modern slavery as well as health, safety, environment standards each supplier must meet to for continued engagement with Genesis.
Grievance and Resolution Procedure	Provides a clear and structured process for addressing and resolving workplace grievances from employees, contractors and visitors.
Stakeholder Complaint and Grievance Procedure	Establishes a consistent approach for receiving, assessing, investigating, resolving and reporting stakeholder concerns, complaints and grievances across all Genesis' activities.
Recruitment and Onboarding Procedure	Establishes the minimum requirements that the People and Culture team will follow for recruitment, including steps to check working rights and provision of onboarding documentation.

FY27 ACTIONS

In FY27 we will focus on the following actions:

- Implementing the Contracts Policy and Supplier Code of Conduct
- Refreshing our desktop supplier risk assessment to account for business growth and new suppliers
- Completing the rollout of modern slavery training to relevant employees
- Conducting targeted due diligence and supplier questionnaires for elevated-risk procurement categories

ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

Within the context of our broader risk management framework, Genesis assesses the effectiveness of its modern slavery risk management activities through ongoing monitoring, governance oversight, supplier engagement and periodic review of policies, controls and risk assessments. This includes regular reviews of our internal policies, standards and supplier terms to ensure alignment with best practice and regulatory requirements. We assess the risk profile of our suppliers through desktop assessments and surveys and evaluate the responses to inform further action.

The Board and the Risk and Sustainability Committee provide oversight of Genesis' risk-related policies, management systems and framework to ensure these are up-to-date and effective. The Company's internal Modern Slavery Working Group also reviews the effectiveness of internal processes and practices to support continual improvement in managing modern slavery risks.

We conduct employee engagement surveys approximately every two years to monitor employee perceptions of fair treatment and working conditions, helping us identify potential issues within our own workforce. Grievance mechanisms and whistleblower protections are also in place to ensure concerns can be captured and improvements implemented if required, including potential concerns related to labour and modern slavery. Insights gathered through these processes can be used to refine our processes and build capacity across the business and supply chain.

APPROVAL

Genesis is committed to respecting human rights and managing modern slavery risks in accordance with this Statement.

Genesis' Board of Directors authorised and approved the publication of this Statement on 21 October 2026.

Raleigh Finlayson
Executive Chair
21 October 2026

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