



2022 Modern Slavery Statement

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Acknowledgement of Country

OZ Minerals acknowledges the Traditional Owners and custodians of country throughout Australia and their continuing connection to land, waters and community. We pay our respects to the people, the cultures and the elders past, present and emerging. OZ Minerals' Adelaide Office is located on Kaurna land, our Prominent Hill mine is located on Antakirinja Matu-Yankunytjatjara land, our Carrapateena mine is located on Kokatha land and our West Musgrave project is located on Ngaanyatjarra land.

Cautionary statement

This report contains forward-looking statements that relate to our activities, plans and objectives. Actual results may significantly differ from these statements, depending on a variety of factors. By their nature, forward-looking statements involve risk and uncertainty because they relate to events and circumstances that will occur in the future and may be outside OZ Minerals' control. Given these risks and uncertainties, undue reliance should not be placed on forward-looking statements.

On 22 December 2022, OZ Minerals entered into a Scheme Implementation Deed with BHP Lonsdale Investments Pty Ltd ('BHP'), a wholly owned subsidiary of BHP Group Limited, in relation to the proposed acquisition by BHP of all of the issued shares in OZ Minerals by way of scheme of arrangement under the *Corporations Act 2001* (Cth) ('Scheme'). The Scheme meeting is expected to be held in mid-April 2023. For more information refer to our 2022 Annual Report and Sustainability Review.

Disclosure Note

This statement has been prepared as a joint statement pursuant to section 14 of the *Modern Slavery Act 2018* (Cth) (the Act) by OZ Minerals Limited ABN 40 005 482 824 and ACN 005 482 824 and the following reporting entities for the reporting period 1 January 2022 to 31 December 2022:

OZ Minerals Carrapateena Pty Ltd

ABN 94 149 626 255 and ACN 149 626 255

OZ Minerals Prominent Hill Operations Pty Ltd

ABN 63 091 546 691 and ACN 091 546 691

OZ Minerals Services Pty Ltd

ABN 34 629 461 481 and ACN 629 461 481

OZ Minerals Musgrave Operations Pty Ltd

ABN 39 640 213 341 and ACN 640 213 341

OZ Minerals Brazil (Holdings) Pty Ltd

ABN 74 625 407 141 and ACN 625 407 141

OZ Exploration Pty Ltd

ABN 95 137 626 914 and ACN 137 626 914 (together 'OZ Minerals').





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Joint Statement from our Chair and CEO



Rebecca McGrath
Chairman



Andrew Cole
Managing Director and CEO

We are pleased to present our third modern slavery statement which restates our commitment to assessing, addressing and mitigating the risks of modern slavery in our operations and supply chain.

At OZ Minerals, we respect the human rights of all people involved in our operations. We do not tolerate any form of exploitation or modern slavery and are committed to creating value for all Stakeholders. We are also committed to upholding labour and employment laws and regulations in all areas in which we operate.

This Statement outlines the actions we have taken in 2022 to assess modern slavery risks in our operations and supply chain and the practical risk mitigation strategies we have implemented. It builds upon the modern slavery risk management program reported in our two previous statements and commits us to a process of continuous improvement.

We are committed to managing modern slavery risks across our Australian and international Assets and the communities where we work. We understand the importance of supply chain integrity and we are dedicated to conducting business responsibly, sustainably and in a manner that is consistent with the high standards we expect from our Suppliers.

Through The OZWay, which includes our governance framework containing our Global Performance Standards, including the Human Rights Standard, we embed value creation for our six stakeholder groups and set the minimum expectations for our Workforce, which includes major contracting partners. A rolling assurance program identifies gaps.

We take breaches of our Human Rights Standard seriously and will take appropriate steps to address such breaches in accordance with our incident management processes and associated procedures. Our Suppliers are required to self-regulate and publish and adhere to their own modern slavery or human rights policies. We require our highest priority Suppliers to participate in modern slavery risk assessments and take corrective action, if necessary.

We continue to strengthen our modern slavery strategy and strive to ensure any instances of modern slavery or human rights violations are identified and remediated. We will continue to review our procedures to aim for a consistent message and strive to adhere to the highest standards of ethical conduct.

We are progressively lifting the level of awareness of modern slavery risks throughout our value chain. We aim to also lift the level of awareness of modern slavery risks among our stakeholder groups – Workforce, Communities, Shareholders, Governments, Suppliers and Customers (Stakeholders) – to help work together towards reducing instances of modern slavery wherever we do business.

About OZ Minerals

Our Context

OZ Minerals is a global, copper-focused modern mining company based in South Australia with 5,694 workers (including contractors) as at 31 December 2022. We are listed on the Australian Securities Exchange (ASX100) and our growth strategy focuses on creating value for our Stakeholders.

We have an organisational model of Corporate Functions and Assets that are further organised into various teams based on the work we do.

OZ Minerals' Purpose — Going beyond what's possible to make lives better — directly reflects our aspirations for modern slavery risk management, to make the lives of vulnerable workers better. OZ Minerals considers both opportunities and threats within our Risk Framework. You can read more about our purpose on our [website](#). We aim to create value for all our Stakeholders, and measure our progress against key performance indicators, including:

- › total shareholder return
- › regional contribution
- › social and environmental performance
- › workforce satisfaction
- › Supplier approval.

Our [2022 Annual Report & Sustainability Review](#) provides more detail on our Stakeholder Value Creation Metrics.

We own and operate underground mining and processing facilities in Australia and Brazil. We also have a pipeline of earn-in agreements with experienced exploration companies in Australia and internationally to create organic growth opportunities.

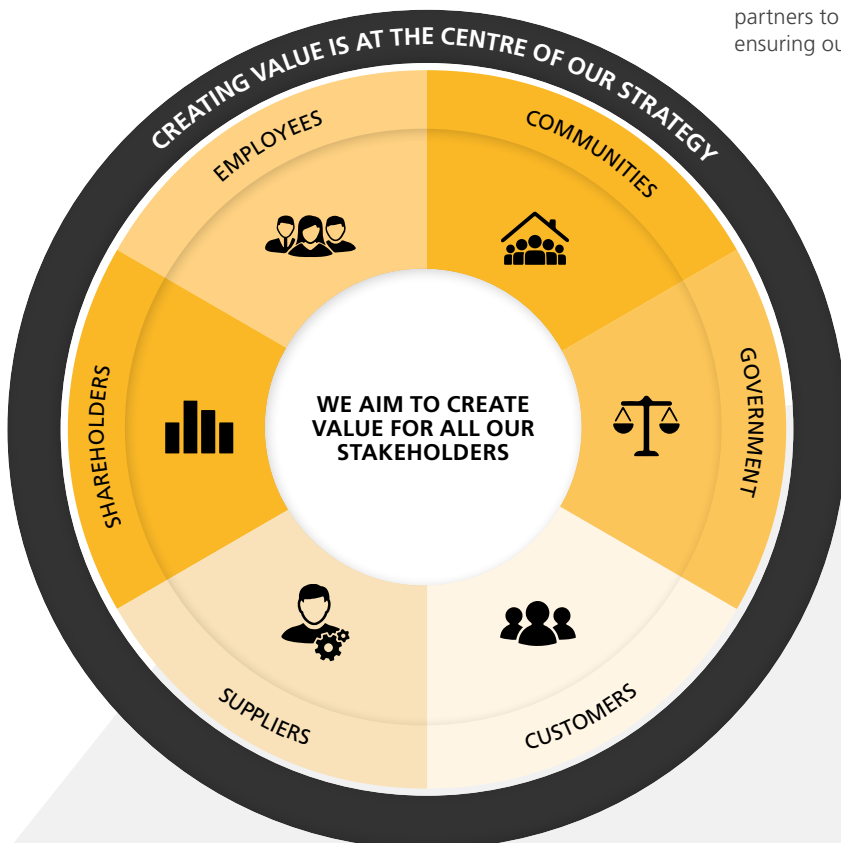
We recognise that modern slavery is a global issue that businesses must address and strive to prevent. OZ Minerals expects that our Workforce and Suppliers will not tolerate any adverse impacts on human rights within our Assets or supply chains, including incidents of modern slavery. We acknowledge that slavery has the potential to exist within our supply chain in various forms, including:

- › forced labour
- › child labour
- › debt bondage
- › human trafficking
- › abuse of requirements for a minimum living wage
- › discriminatory employment practices.

Modern slavery is a complex issue and we continue to strengthen our approach to identify, assess, address and mitigate human rights risks, including modern slavery, as part of our Human Rights Performance Standard (ozminerals.com/sustainability/performance-standards). Our Global Performance Standards are informed by globally-recognised declarations, principles and goals, including:

- › Universal Declaration of Human Rights
- › United Nations Guiding Principles on Business and Human Rights
- › UN Voluntary Principles on Security and Human Rights
- › United Nations Sustainable Development Goals.

We consider that the risk of OZ Minerals directly causing modern slavery is low. However, we recognise that we could contribute to it indirectly through joint ventures and Supplier partnerships. Our focus has therefore been on working with our Suppliers and joint venture partners to assess and address our modern slavery risks, while ensuring our operational risk management processes are robust.



Our purpose:

**Going beyond
what's possible
to make lives
better**

Highlights

2022 Modern Slavery Risk Management Initiatives

In 2022, we continued to raise awareness about modern slavery risks among key internal Stakeholders including our Board and Executive, employees and contractors. We developed an internal modern slavery eLearning course which has become part of our employee induction training. We developed a bespoke modern slavery eLearning module for our Suppliers, which was rolled out to close to 60 people working for 30 of our highest priority Suppliers in 2022 (who together account for \$820 million, or 43 per cent, of our total global procurement spend).

We worked closely with our Supplier relationship managers on engagement and to ensure corrective action plans are understood and implemented in a timely manner. To better educate our Suppliers about modern slavery risk management (and other Environmental, Social and Governance issues), we sent a letter to our Suppliers outlining our commitment to environmental and social sustainability, including modern slavery risk management, and highlighting our expectation of Suppliers in this area.

We carried out our modern slavery operational gap analysis again to evaluate progress and measure our modern slavery governance maturity. We updated our Supplier risk prioritisation dashboard for our 2022 procurement spend which identified a 36 per cent reduction in potentially high risk spend as a result of the supplier due diligence initiatives undertaken in 2021.

Our Carrapateena Asset introduced a Human Rights Management Plan Management Plan in 2022 as part of our Human Rights Standard which included a Modern Slavery Management Plan. The Modern Slavery Management Plan outlined the Company's legislative requirements under the Modern Slavery Act, actions the Asset is taking to prevent exposure to modern slavery and human rights risks and how the Asset will respond in the event of an incident of modern slavery occurring. Other Assets in the Group continue to develop their Human Rights Management Plans in accordance with the OZ Minerals Human Rights Performance Standard.

We will continue to monitor the effectiveness of critical controls to manage modern slavery and other human rights risks across our operations and supply chain.

While our commitment to modern slavery risk management remains high across all our operations, our modern slavery initiatives have been resequenced due to current corporate activity. Nevertheless, we continue to recognise modern slavery as a material risk and we are committed to continuous improvement in the way we understand and respond to our modern slavery risks.



Reporting Criteria 1 & 2

Our Organisational Structure

Our devolved operating model has a structure of Corporate Functions and Assets, which are further organised into various teams based on the work we do. Our Corporate Functions focus on developing our Strategy, our growth, key Stakeholder relations, and governance. Our Assets are the sites within a specific geographical area (e.g. Carrapateena).

In our devolved model, our Corporate Functions and Assets are empowered to make timely, value-creating decisions within our risk appetite, and this is reflected in the delegated authorities written into our Global Process Standards. A suite of Global Performance Standards provides the minimum expected level of performance with the opportunity for Assets to make further decisions based on their context and circumstances.

The OZWay

The OZWay is a model that explains how all the parts of OZ Minerals fit together. We use The OZWay to help us think about our business and the broader environment we operate in.

Our Strategy, which puts value creation for Stakeholders at the centre of all we do, sits within The OZWay and supports the achievement of our Purpose.

How We Work Together (HWWT) underpins The OZWay. HWWT is a set of principles and behaviours we want our people to display, which helps create OZ Minerals' unique culture.

Our Board and Management Structure

Our management structure provides clear accountabilities, lean business processes and focused reporting to enable our activities to be carried out in accordance with our risk appetite and Strategy and are conducted in an integrated financially, environmentally and socially responsible way.

Our Board oversees the management of the Company. Our Board has adopted a Board charter that sets out its roles and responsibilities, including setting the Company's goals and objectives, reviewing and

monitoring the Company's material risks and its system of internal compliance and controls, setting an appropriate corporate governance framework and determining broad policy issues for the Company. Our Board also ensures that specific authority and responsibilities have been delegated to the Company's CEO and that the overall strategy is aimed at delivering value for our six Stakeholder groups.

Our Board currently comprises seven directors – one executive director and six non-executive directors. The executive director is Managing Director and Chief Executive Officer, Andrew Cole. Our Board has a unitary structure. All non-executive directors, including the Chairman, are independent.

Four standing committees assist our Board to discharge its responsibilities:

- › **Audit Committee** – Assists our Board with financial reporting and disclosure processes, internal financial controls, funding, financial risk management, and oversight of the internal control and risk management system's effectiveness.
- › **People & Remuneration Committee** – Assists our Board with the remuneration of directors, executives and Workforce, succession planning, establishing and monitoring of the Workforce Value Creation Policy, as well as overseeing risks and activities relating to people performance management, Company culture, capacity and capability, and diversity and inclusion.
- › **Sustainability Committee** – Assists our Board with safety, health, environment and community (SHE&C) matters including climate change, human rights and cultural heritage, reporting and monitoring of risks (including modern slavery) and activities relating to SHE&C and its requirements for internal notification, investigation, reporting and continuous improvement.
- › **Nomination Committee** – Assists our Board with Board composition, renewal, selection and appointment, succession planning and performance and evaluation.

CASE STUDY 1

MODERN SLAVERY INTERNAL eLEARNING COURSE

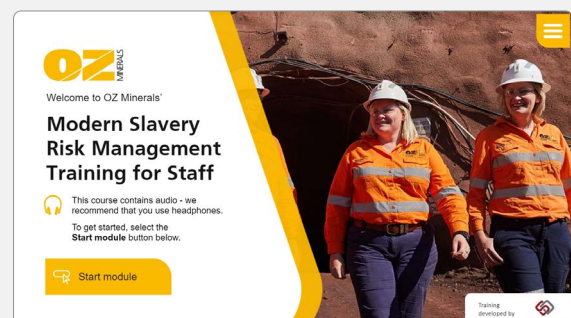
Engaging and educating our people is an important component of our Modern Slavery Strategic Plan and risk management approach. In 2022, we continued to raise awareness of the issue to lift its profile across OZ Minerals and draw attention to its relevance to our business.

Working with an external provider, we developed a bespoke 20-minute eLearning course, which includes the following topics:

- › forms and prevalence of modern slavery globally
- › modern slavery legislation
- › sources of modern slavery risk
- › managing risk in our business
- › responding to instances of modern slavery.

The course is highly interactive and engaging. It is professionally voiced over, and includes knowledge checks for each topic and a quiz at the end. Learners must score 100% in the quiz to pass the course.

Links to relevant internal Codes and Standards as well as our online Stopline (disclosure line) are included throughout the training. The course also includes links to external websites and additional eLearning modules.



OZ Minerals' Management Team

Management is responsible for implementing management systems across the business. They are also responsible for assuring the application and effectiveness of these systems through OZ Minerals' four lines of defence outlined in the Audit and Assurance Governance Framework. Training and competency are part of the continuous improvement process and are detailed in the Performance Standards. Refer to the OZ Minerals [website](#) for further information on our Board and Management Team.



Our Governance Framework

Our Code of Conduct outlines what is expected of everyone who works for OZ Minerals. It is designed to ensure that everything we do creates value for our Stakeholders and that business is conducted with honesty and integrity. Governance is more than compliance. It is essential for our sustainability objectives, to meet the interests and expectations of Stakeholders, and to foster effective and responsible decision making. Our Governance Framework, The OZWay, supported by a healthy corporate culture, helps us to deliver our strategy, control risks and assure compliance. We are committed to doing business with high corporate governance standards and creating and delivering value across our six Stakeholders.

The OZWay is the governance framework for OZ Minerals. We have a suite of Global Performance Standards, Process Standards and Specifications that set the minimum mandatory requirements and outline the authority delegated to different roles across the Company.

Within this framework, our Risk Process Standard and our Global Performance Standards primarily define Corporate and Asset-level accountabilities to identify, assess, address and review modern slavery risks within OZ Minerals and our entire value chain.

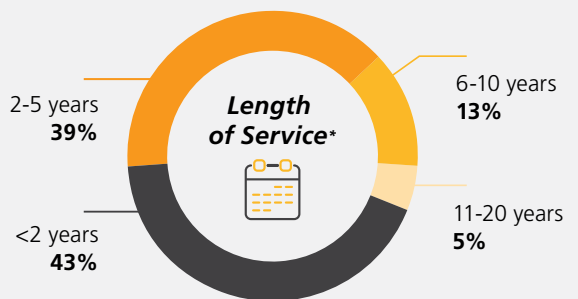
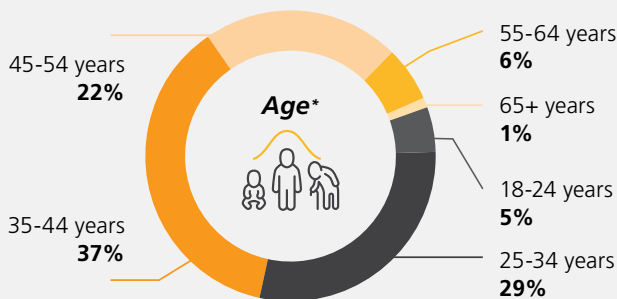
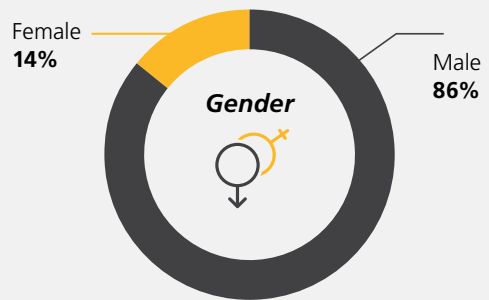
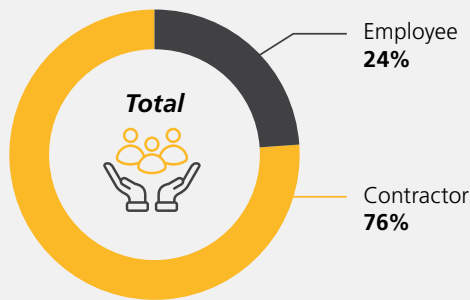
The OZ Minerals governance system is anchored by risk management. We assess the impacts on each of our stakeholder groups and structure the risk management system around them. Regular governance system reviews ensure our Global Process Standards, and Global Performance Standards and specifications reflect changing regulatory requirements and societal expectations. More information on our governance framework can be found in our [2022 Corporate Governance Statement](#).

Our People

As at 31 December 2022, our direct Workforce consisted of 1,376 employees, most of whom are based in Australia and Brazil. 76 per cent of our employees are men and 24 per cent are women. Three per cent are First Nations Peoples. Our contingent workforce of 4,318 people are also afforded the same protection as our direct workforce. Amongst our contingent workforces, we have 88 per cent men and 12 per cent women. As at 31 December 2022, just over three quarters (78 per cent) of all workers (direct employees and contingent workforce) were located in Australia.

While our Board has an equal number of men and women directors, and our Executive Leadership Team is more than 50 per cent women, our total leadership team is comprised of 75 per cent men and 23 per cent women. In 2022, OZ Minerals was ranked #1 in industry by the Workplace Gender Equality Agency for gender pay equity.

Global Workforce base



*Data available for employees only

Our Operations

Australia

OZ Minerals owns and operates the copper–gold mines at Prominent Hill and Carrapateena in South Australia. We also own the West Musgrave copper–nickel Project in Western Australia, which is in construction.

Brazil

We own and operate the Carajás East Hub which includes the Pedra Branca copper–gold mine in the State of Pará.

Exploration

We have a pipeline of earn-in agreements with experienced exploration companies in Australia and internationally including Brazil, Peru and Sweden.

Company Snapshot

● Copper ● Gold ● Nickel

WHY OZ MINERALS

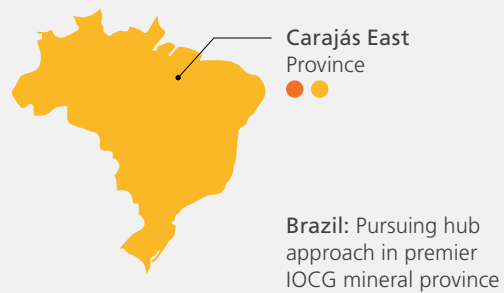
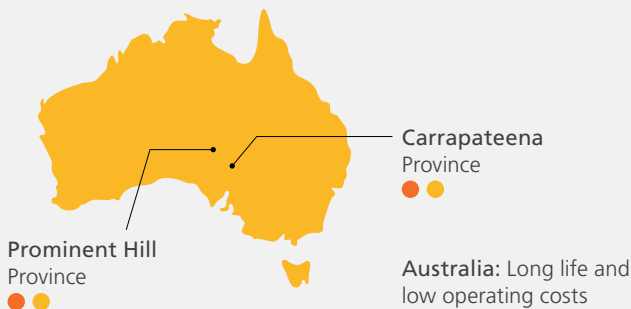
Purpose-driven organisation creating value for Stakeholders enabled by Company culture

Copper-focused, long life, low operating cost Assets

Organic pipeline offers long-term growth potential

Development execution, consistent operational performance, balance sheet and management team

OPERATIONS



DEVELOPMENT OR STUDY

- ● West Musgrave Province
- ● Carrapateena Block Cave Expansion
- ● Carajás West Province (Pantera)
- ● Prominent Hill Shaft Expansion
- ● Carajás East Province (Pedra Branca, Santa Lucia)
- Gurupi Province (CentroGold)

GLOBAL EXPLORATION – 18 PROJECTS | AUSTRALIA | BRAZIL | SWEDEN | PERU



Our Supply Chain

The mining industry has complex supply chains. Our supply chain activities have global reach and cover the full life cycle of the mine from exploration through to post-closure and include the procurement of goods (for example equipment and bulk commodities); operational and technical services (for example transportation and logistics); and administrative and support activities.

Figure 1: Our Global Supply Chain

	2022	2021
Total global spend 2022	~\$1.9 billion	~\$1.4 billion
Per cent total global spend by Asset country	Australia 96% Brazil 4%	Australia 95% Brazil 5%
Per cent total global spend with Suppliers located in Australia / Brazil / Rest of the World	Australia 90% Brazil 6% Rest of the World 4%	Australia 95% Brazil 3% Rest of the World 2%
Total Suppliers	2,769	1,597
Number of Supplier countries (including Australia and Brazil)	22	23

How much we spend

In 2022, we paid circa \$1.9 billion globally (our total global spend) to over 2,700 direct Suppliers for goods and services that support our Australian and Brazilian Assets, offices and exploration teams. Our global supply chain is summarised in Figure 1 including the percentage of total global spend, number of Suppliers and major goods and services procured in each country.

96 per cent of our total global spend supported the operation of our Australian Assets and four per cent supports our Brazil Asset.

Where all else is equal, we prioritise local, land-connected and First Nations Suppliers in the countries in which we operate, enabling our procurement spend to support local businesses, create jobs and encourage community development opportunities. Whilst 90 per cent of our total global spend was with Tier 1 (direct) Suppliers based in Australia, we acknowledge that these Suppliers may source the goods and services we use from countries that are higher risk for modern slavery and that there may be significant risk in our Tier 2 (indirect) supply chain.

What we buy

We purchase over 30 major categories of goods and services to support our Australian and Brazilian Assets. Twelve categories of goods and services that account for approximately 95 per cent of our total global spend are listed in Table 1.

Table 1: Major categories of goods and services

 MINING, ENGINEERING AND CONSTRUCTION SERVICES	 BUILDING AND CONSTRUCTION MATERIALS
 ENGINEERING MATERIALS, PARTS AND CONSUMABLES	 ICT AND ELECTRONIC EQUIPMENT, COMPONENTS AND SUPPLIES
 FUEL, OIL AND LUBRICANTS	 UTILITIES
 FLEET CONSUMABLES AND MAINTENANCE	 PLANT AND EQUIPMENT (P&E), COMPONENTS AND ACCESSORIES
 PROFESSIONAL SERVICES AND CONSULTING	 FOOD AND CAMP SUPPLIES AND SERVICES
 PROPERTY MANAGEMENT SERVICES	 TRANSPORT AND LAND LOGISTICS SERVICES

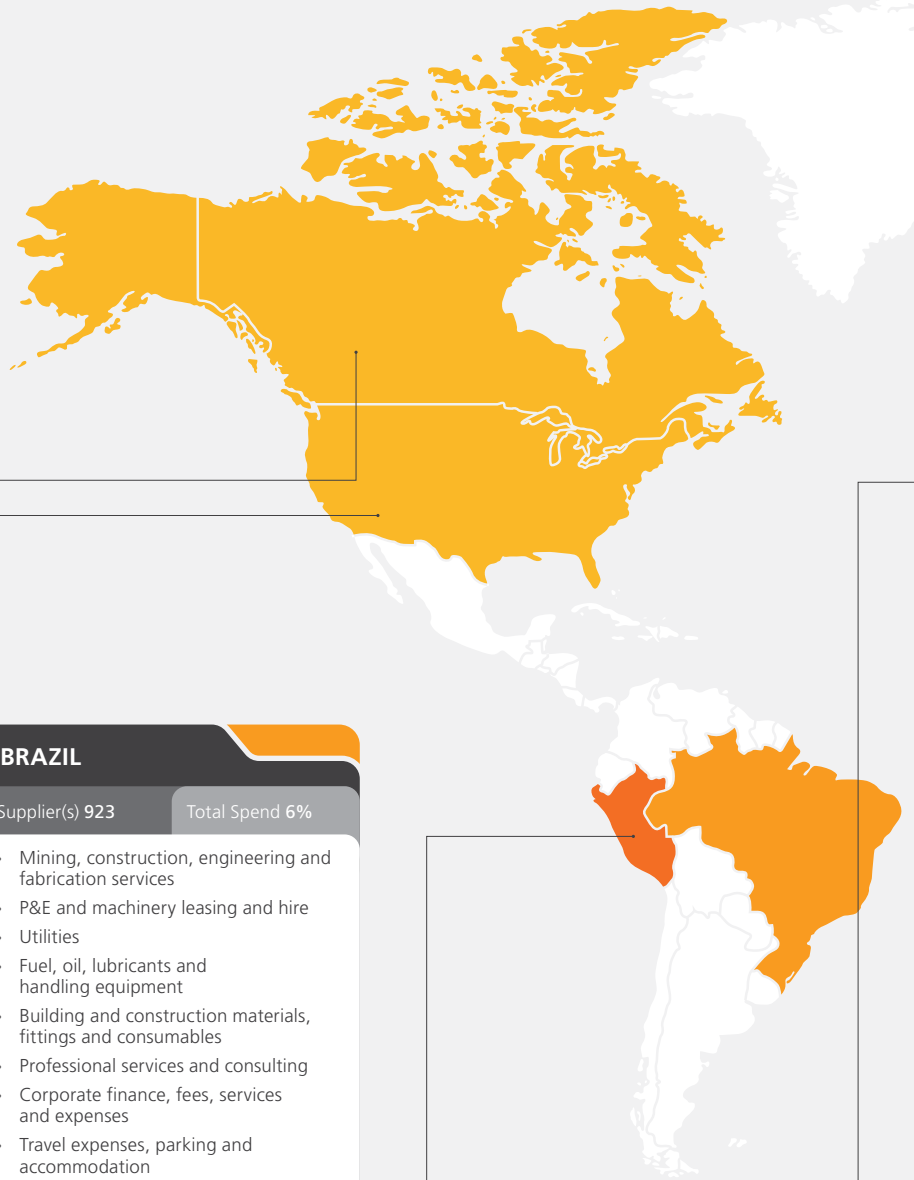
Where we buy it

The following map provides an overview of the geographic locations of our Suppliers, number of Suppliers, percentage of total spend in each country and the main categories of goods and services procured. The map provides an indication of modern slavery risk in each country based on the country risk rating tool developed by our external modern slavery advisors.

Approximately four per cent of our total global spend during 2022 was with Tier 1 (direct) Suppliers in 22 countries where we do not have any operations: Bermuda, Bolivia, Canada, China, Germany, Hong Kong (SAR), Israel, Italy, Jamaica, Malaysia, Netherlands, New Zealand, Peru, Philippines, Singapore, South Africa, Spain, Sweden, Switzerland, Taiwan, United Kingdom and the United States.

Countries where we spent more than A\$50,000 (all Suppliers) are listed in Figure 1 with 90 per cent of our total global spend with Suppliers located in Australia. Countries not listed on the map with spend between A\$1,000 and A\$49,000 include Bermuda, Bolivia, Hong Kong (SAR), Italy, Jamaica, Malaysia, New Zealand and Taiwan.

Supply chain map



UNITED KINGDOM

Supplier(s) 16 Total Spend <1%

- > ICT Software, networking and support services
- > Professional services and consulting
- > Warehouse, materials handling and logistics services

SWEDEN

Supplier(s) 4 Total Spend <1%

- > Professional services and consulting
- > Mining, construction, engineering and fabrication services

CANADA

Supplier(s) 20 Total Spend <1%

- > ICT and electronic equipment, components and supplies
- > Warehouse, materials handling and logistics services
- > Building and construction materials, fittings and consumables
- > ICT Software, networking and support services
- > Mining, construction, engineering and fabrication services
- > P&E, machinery, components and accessories

BRAZIL

Supplier(s) 923 Total Spend 6%

- > Mining, construction, engineering and fabrication services
- > P&E and machinery leasing and hire
- > Utilities
- > Fuel, oil, lubricants and handling equipment
- > Building and construction materials, fittings and consumables
- > Professional services and consulting
- > Corporate finance, fees, services and expenses
- > Travel expenses, parking and accommodation
- > Property / land maintenance and security services

UNITED STATES

Supplier(s) 32 Total Spend <1%

- > Engineering materials, parts and consumables
- > Professional services and consulting
- > Utilities
- > Corporate finance, fees, services and expenses
- > Building and construction materials, fittings and consumables
- > ICT and electronic equipment, components and supplies
- > Mining, construction, engineering and fabrication services
- > Warehouse, materials handling and logistics services

PERU

Supplier(s) 9 Total Spend <1%

- > Professional services and consulting
- > Mining, construction, engineering and fabrication services

SPAIN

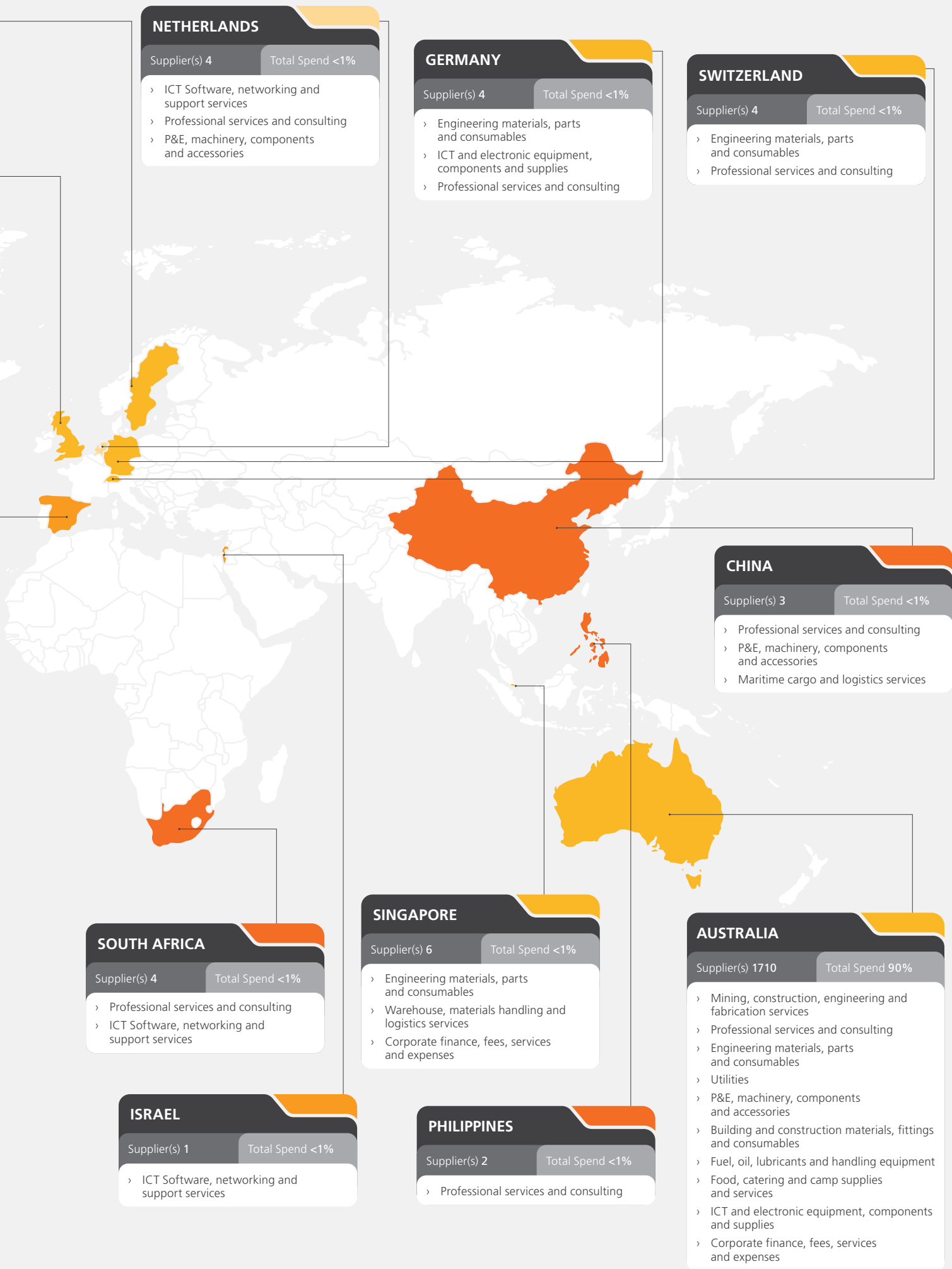
Supplier(s) 2 Total Spend <1%

- > Professional services and consulting
- > P&E, machinery, components and accessories

© SD Strategies Modern Slavery Country Risk Index



Notes:
 – Represents 99% of our Total Global Spend with Tier 1 Suppliers where total country spend is greater than \$50,000.
 – Top ten goods and service categories by spend only



Reporting Criteria 3

Modern slavery risks in operations and supply chain

Overview

Our focus in 2022 continued to be on enhancing our understanding of modern slavery risks in our operations and supply chain, and working collaboratively with our highest risk Tier 1 (direct) Suppliers across Australia and in Brazil.



Identifying operational risk

With the support of our external advisors, SD Strategies, we updated our modern slavery gap analysis with a working group comprised of representatives from across our Australian Assets, corporate office and exploration. The gap analysis helped us identify improvements made over the past 12 months and areas we still need to strengthen. Results of the gap analysis are included over the page.

Identifying supply chain risk

We updated our Supplier prioritisation dashboard using 2022 procurement data. We assessed and prioritised our Tier 1 (direct) Suppliers against four internationally recognised modern slavery risk indicators:

- › geography or the country of origin of the good or service
- › industry sector associated with the manufacture or delivery of goods or services
- › commodity or raw material used in the good
- › labour risk such as women and girls, child labour, migrants etc.

We took the results of our 2021 Supplier deep dive assessments and ongoing due diligence program into account in mapping our highest risk Suppliers for 2022.

Operational Risks

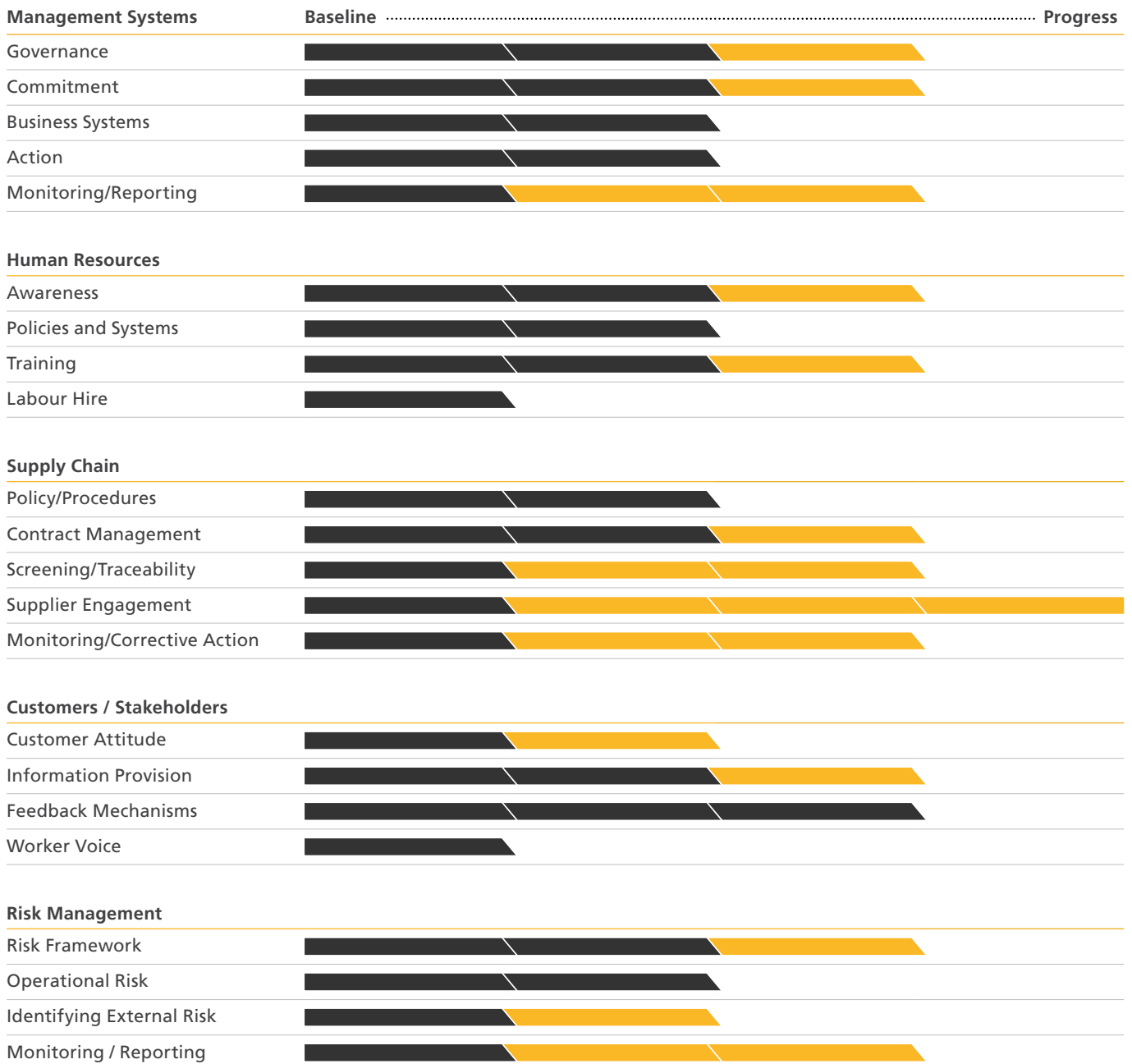
Modern Slavery gap analysis

At the end of the 2022 reporting year, we undertook a follow-up modern slavery gap analysis to identify our governance maturity specific to modern slavery. The gap analysis documented our progress across five key business areas:

- › management systems
- › human resources and recruitment
- › procurement and supply chain
- › risk management
- › Customers and Stakeholders.

The results of our 2021 and 2022 operational modern slavery gap analyses are presented on the following chart. The yellow bars highlight improvements made across the various categories in 2022.

While we are pleased with our progress, we acknowledge that we still have work to do, particularly around Stakeholder/Supplier engagement and exploring opportunities for worker reporting platforms where contract/labour hire workers (and supply chain workers) may be exposed to increased risk.



The results of the 2022 gap analysis (undertaken at the end of our reporting year by SD Strategies) is informing the actions for our Modern Slavery Strategic Plan.

Supply Chain Risks

High level findings

- › Approximately one-third of our procurement spend has potential risks for modern slavery.
- › Our five highest risk goods and service categories by spend are:
 - › mining, engineering and construction services
 - › engineering materials, parts and consumables
 - › plant and equipment, components and accessories
 - › fuel, oil and lubricants
 - › food, catering and camp supplies and services.
- › Our main source of risk lies in goods and services manufactured or located in countries ranked as high risk for modern slavery.

Supply chain overview

Data analysis: Summary

Total Spend analysed	\$1.9 billion
Total Suppliers analysed	2,151
Supplier Spend range analysed (largest to smallest)	\$496,000,000 - \$500
Number of spend categories (goods and services)	31

Procurement teams within our Assets, supported by external experts, analysed \$1.9 billion of procurement data for potential modern slavery risk against four internationally recognised risk indicators:

- › **Geographic location** – Based on estimated in-country prevalence of modern slavery determined by a custom risk index developed by the external experts engaged to support our program. While we predominantly use Australian Suppliers, we recognise that our goods and services may come from countries other than those of Suppliers' headquarters which may have elevated risk of poor labour standards and modern slavery.
- › **Industry sector** – Specific industry sectors (for example manufacturing, ICT, construction etc.) deemed as high risk in international and national guidance documentation.
- › **Commodity / product** – Specific products and commodities deemed as high risk by the US Department of Labor's 2018 *List of Goods Produced by Child and Forced Labor*, the Global Slavery Index (GSI) and other international guidance materials.
- › **Workforce profile** – In undertaking our Supplier analysis, we considered the type of labour involved in the production of our goods and services, particularly where children, low skilled, vulnerable or migrant labour is used.

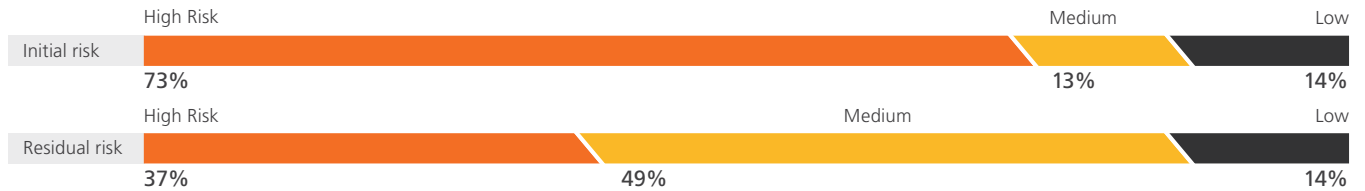
Important note: As in 2021, our focus in 2022 was on better understanding and quantifying risks posed by higher spend Tier 1 (direct) Suppliers, taking into account the Supplier due diligence undertaken in 2021. We recognise that there may be risk amongst our lower spend Tier 1 (direct) Suppliers not captured by our due diligence program, and in our extended supply chain. These important considerations will be addressed in future risk assessments undertaken directly across our Assets.



Risk by total spend (global)

Analysis of just over \$1.9 billion of spend across our Australian and Brazil Assets initially identified nearly three quarters or 73 per cent of total global spend as potentially high risk for modern slavery. This is largely due to our significant spend on potentially high-risk goods and services such as mining, engineering and construction, fuel and plant and equipment.

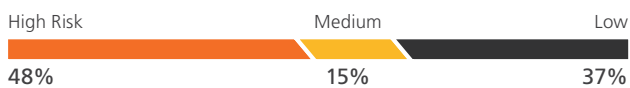
Risk as % Total Spend



Following additional due diligence conducted on twenty-three of our highest spend and potentially highest risk Suppliers (see case study 3), our high risk spend reduced by over one-third of total global spend to 37 per cent. The percentage of medium risk spend increased from 13 per cent to 49 per cent and there was no increase in percentage of low risk spend which remained at 14 per cent of total global spend.

This outcome demonstrates the effectiveness of our enhanced Supplier due diligence program, which involves Supplier self-assessment questionnaires, risk based reporting, engagement and training.

Risk by Supplier



Analysis of Suppliers indicates that just under half, or 48 per cent, of the Suppliers to our Australian and Brazilian Assets are potentially a high risk for modern slavery. These findings are consistent with our 2021 statement (refer to Page 21, [OZ Minerals 2021 Modern Slavery Statement](#)).

While many of our direct Suppliers based in Australia may pose a lower risk for modern slavery, the goods and services they supply are sourced from countries with a higher risk for modern slavery. Our spend with Tier 1 (direct) Suppliers located in higher risk countries for modern slavery such as Brazil, China, Peru and South Africa is relatively low (see supply chain map on pages 10 and 11).

We will continue to gather data on the provenance of raw materials used in the products we procure, particularly those used by our Brazilian Asset. This will enable us to gain a better understanding of potential risk in our extended supply chain both in Australia and internationally, prioritise the engagement of higher-risk Suppliers and take appropriate action to manage modern slavery and other human rights risks.

Risk by category



Based on the four risk factors outlined on page 14, over two-thirds of the goods and services we procure from our Tier 1 (direct) Suppliers are deemed as potentially high risk for modern slavery.

During 2022, our highest risk categories by overall spend include:

- > mining, engineering and construction services
- > engineering materials, parts and consumables
- > plant and equipment, components and accessories
- > building and construction materials, fitting and consumables
- > fuel, oil and lubricants
- > camp supplies and services.

These six categories accounted for 91 per cent of our high risk residual spend.

Higher levels of modern slavery risk associated with these spend categories are due to the industry sectors involved. For example: manufacturing, refining, and accommodation and commodities such as steel, electronic components and food.

CASE STUDY 2

RESPONDING TO THE RISK OF MODERN SLAVERY IN OUR SUPPLY CHAIN: ANSELL GLOVES

Through media reports in late 2022, our Prominent Hill Asset procurement team (and broader Workforce) was made aware of potential modern slavery impacts associated with the manufacture of Ansell gloves in Malaysia. At the Group level, we contacted our PPE Supplier, who confirmed the supply of Ansell branded reusable gloves to Prominent Hill. As per our draft Modern Slavery Incident Response Plan, we notified our Head of Legal and Head of Assurance to investigate and advise on next steps.

A Significant Incident was raised and correspondence issued to our PPE Supplier requesting information on their efforts to identify and mitigate impacts of modern slavery, as per the requirements outlined in our Terms and Conditions for Provision of Supply. We further requested information about how our Supplier was responding to the Ansell issue and any follow-up mitigation actions proposed. Our Supplier advised that they had switched to an alternate brand.

Our Supplier also forwarded correspondence received from Ansell, advising that Ansell was no longer using its third-party Supplier, Brightway Group, and outlining steps Ansell was taking to advance its own modern slavery, labour rights and due diligence systems and the implementation of its Labour Standards Management Framework and Supplier Management Framework.

Reporting Criteria 4

Actions taken to assess and address modern slavery risk

The following actions were completed in this reporting period.

Modern Slavery Working Group

While our Modern Slavery Working Group members changed quite significantly during 2022, we maintained a core team of people representing corporate, exploration and our Assets who were able to lead discussions and maintain the momentum of our Modern Slavery program. Our working group continues to lead our modern slavery risk management program and implement our Modern Slavery Strategic Plan and roadmap.

Modern Slavery Gap Analysis and Action Planning

At the end of the 2022 reporting year, we undertook a follow-up modern slavery gap analysis to identify our governance maturity specific to modern slavery and help to identify ongoing improvement opportunities. Results of our gap analysis are included under reporting Criteria 3.

Employee Training

To ensure a high level of understanding of the risks of modern slavery in our supply chains and in our business, we continued to provide training to our employees.

Our Global Performance Standards require all Assets to provide Human Rights awareness-raising to its employees, contractors and visitors, appropriate to the local context. Our online modern slavery training, which includes guidance around forced labour, has been mandatory for all employees at OZ Minerals since 2020. As of December 2022, 76.44 per cent of all employees had completed the training. We understand the need to build capacity amongst our own employees as well as Suppliers on the importance of meeting these standards.



Twenty-one employees within our Carrapateena Asset were invited to complete three 10-minute modern slavery eLearning modules: Modern Slavery in the Workplace, Supply Chain Red Flags and Importing Risk - available on the SD Strategies Know Slavery Learning Management System (LMS).

In late 2022, our Modern Slavery Working Group worked closely with our external modern slavery advisors to develop a bespoke modern slavery eLearning course for our broader Workforce. The 20-minute module includes information on modern slavery risks globally, the legislative landscape, our specific business and supply chain risks and how our Workforce should respond to instances of modern slavery identified in our operations or supply chains (in Australia and internationally). The course, which has been rolled out to the Workforce in 2023, links to our internal documents, our Speak Up process and external resources (see case study 1).

Contract Procedure – Carrapateena

In late 2022, the Commercial & Business Team at our Carrapateena Asset issued a new procedure to provide guidance to relevant members of the Workforce on the specific monitoring, audit and record keeping requirements for contracts at Carrapateena. The procedure includes the requirement for Contract Leads to undertake an annual review of contracts and recommend an audit strategy regarding contractors' human rights performance. The audit strategy may involve a deep or shallow dive on the performance of the selected contractors as to their performance against human rights (including modern slavery) requirements, conducted by an independent consultant, or may require Contract Administrators to issue questionnaires to contractors to ascertain contractor's level of compliance.

In addition to this, the Superintendent – People will conduct an annual review of contracts relating to the engagement of contingent team members and will recommend an audit strategy with a specific focus on compliance with workplace laws. The audit strategy may involve an audit of the contractor's records regarding rates of pay and payment of superannuation.

“ The training was professionally put together and informative. The length was good in terms of covering the most pertinent information but not too long to be onerous. I was more than happy to do it.”

OZ Minerals Supplier 2022

Assessing Risk in Exploration Projects

To specifically evaluate modern slavery risk in international upstream projects, our Exploration Team developed and implemented a modern slavery risk assessment tool and risk rating matrix for engaging Suppliers or local communities in our exploration projects. The tool has been integrated into Exploration's digital SHEC (Safety, Health, Environment and Community) system (see case study 5).

Supplier Engagement

In October 2022, our CEO sent emails to more than 1,600 Suppliers outlining our commitment to modern slavery risk management and responsible value chains. The letter (see Addendum on page 22) encouraged our Suppliers to read our 2021 Modern Slavery Statement (link provided in letter) and understand our [Global Performance Standards](#) relating to human rights and sustainability across our value chain. The letter highlighted OZ Minerals' desire to work collaboratively with our Suppliers to lift our collective capacity to advance human rights every day and make lives better.

Supplier Training

To further engage and educate our highest priority Suppliers in modern slavery risk management, we invited 30 Suppliers from different industry sectors to complete our bespoke Supplier Modern Slavery eLearning course. Many of these Suppliers completed our modern slavery self-assessment questionnaire in 2021 and had expressed interest in further information and training on modern slavery risk management. The Supplier module was made available on the SD Strategies Know Slavery LMS and invitations were sent to relevant Supplier representatives. The training includes knowledge checks and quiz questions and Suppliers must score 100 per cent in the quiz to pass the course and receive a Certificate of Training.

Supplier Due Diligence and Corrective Action Planning

In 2021, we invited our 31 highest priority Australian Suppliers (covering 60 per cent of our high-risk procurement spend) and four priority Brazilian Suppliers (covering 52 per cent of our high risk spend) to participate in a self-assessment modern slavery questionnaire (see case study 5 in our 2021 Modern Slavery Statement).

In 2022, working with an external consultant, we continued to train our supplier relationship managers to engage Suppliers in the corrective action planning process. Through this, we are furthering our in-house capability to develop and implement Supplier corrective action planning processes into the future. In 2023, it is our intent to work with 10 Australian-based Suppliers and two Brazilian-based Suppliers with high residual risk ratings to review and implement priority corrective actions.

As a result of the Suppliers self-assessment questionnaire process, our potentially high risk spend was reduced by 36 per cent from 2021 to 2022 – from 73 per cent high risk spend in 2021 to 37 per cent high risk spend in 2022 (see case study 3).

Remediation

OZ Minerals is committed to conducting business honestly and with integrity.

Our Code of Conduct outlines what is expected of everyone who works for or on behalf of OZ Minerals including Directors, officers, employees, contingent team members, contracting partners and Suppliers.

It is designed to ensure that everything the Company does creates value for its Stakeholders and the Company's business is conducted with honesty and integrity so the Company can achieve its purpose of 'going beyond what's possible to make lives better'. The Code of Conduct addresses issues such as professional behaviour and fair dealing; safety, health and wellbeing performance; and social and environmental performance, including human rights and modern slavery. The Code of Conduct is available to all members of the Company's Workforce, who are made aware of the Code of Conduct initially during induction and then through regular refresher training.

Our Speak Up materials and Process Standard encourages people to speak up if they become aware of potential misconduct, without being subject to victimisation, harassment or discriminatory treatment and to have such concerns properly investigated and treated confidentially.

They provide a mechanism for anyone to report information about potential misconduct. The Board receives a summary report on matters raised under the Speak Up materials on a quarterly basis.

In addition, the Sustainability Committee receives reports on any Speak Up reports which are within its oversight, including modern slavery and human rights breaches.

Our Code of Conduct and Speak Up materials are reviewed regularly, with changes recommended to the Board for approval. Breaches of the Code of Conduct and Speak Up materials are taken seriously and may be reported using the Company's Speak Up program. Material breaches of the Code of Conduct are reported to the Board.

We endeavour to identify systemic problems and root causes of violations to make sure there are no re-occurrences of adverse human rights impacts, such as modern slavery.

We received no complaints relating to modern slavery through our Speak Up processes in 2022.



Modern Slavery Strategic Plan and Roadmap

This reporting year was ultimately dominated by BHP's proposal to acquire OZ Minerals by way of a scheme of arrangement. BHP's interest in OZ Minerals is testament to our quality, long life Assets in quality jurisdictions and, importantly, the agile culture of innovation, collaboration and inclusion we are creating.

Given the proposed BHP acquisition is in progress (the scheme meeting is expected to be held on 13 April 2023) this Statement focuses primarily on the actions taken during 2022 with a commitment to ongoing improvement in 2023.

We remain committed to ensuring continued modern slavery risk management and due diligence across all our operations, in line with the five key goals documented in our modern slavery strategic plan:

1. Effectively integrate modern slavery risk management into Company-wide risk management processes
2. Continue to implement Supplier/contractor due diligence programs
3. Enhance internal awareness of modern slavery risk management
4. Implement effective feedback mechanisms and modern slavery incident response and remediation strategies
5. Continue to engage our communities and external Stakeholders on modern slavery risk management

CASE STUDY 3

ASSESSMENT OF RESIDUAL RISK

We continued to engage our highest priority Suppliers and undertake enhanced due diligence for modern slavery risk in our supply chain. Our 2022 program built on shallow and deep dive risk assessments of 23 potentially high risk Suppliers completed in late 2021 (see case study 5, Page 25, [OZ Minerals Modern Slavery Statement 2021](#)). Goods and services procured from Suppliers surveyed included mining, building and construction services, plant and equipment, camp services, and transport, warehousing and logistics.

Our enhanced Supplier due diligence and engagement program consisted of:

- › direct engagement of Suppliers
- › a Supplier self-assessment questionnaire (SAQ) (including up to 50 questions for our potentially highest risk Suppliers)
- › review of Supplier documentation including policies, codes of conduct, training materials, employment contracts, procurement processes etc.
- › delivery of modern slavery online training to Supplier representatives
- › implementation of corrective action plans
- › monitoring for reports of modern slavery incidents.

Following implementation of due diligence and engagement processes and review of SAQ responses and documentation provided by our 23 priority Suppliers, risk ratings for 12 of the 23 Suppliers reduced from potentially high risk to medium risk. 11 Suppliers had a residual risk rating of high and we continue to work with these Suppliers to ensure corrective actions are effectively implemented.

	Initial Risk Assessment 2021	Residual Risk Assessment 2022
No. High Risk Suppliers	23	11
High Risk Spend	\$777 million	\$86 million

*Due diligence processes were only undertaken with potentially high-risk Suppliers

While the initial risk assessment of our total global spend identified 73 per cent of spend as potentially high risk for modern slavery, Supplier engagement and due diligence (including SAQs and document review) resulted in a 36 per cent reduction in total global spend classified as potentially high risk in 2022. Suppliers were assessed for effectiveness of controls they had in place across either three or five areas of operations (reflecting shallow or deep dive assessments) and were provided with an effectiveness score. Where Suppliers scored 'ineffective' across two or more categories, a high risk rating was issued. In some cases, ineffective responses reflected a lack of documentary evidence or supporting documentation. Corrective action plans include requests for Supplier to provide additional documentation.

Reporting Criteria 5

Effectiveness Assessment

As reported in our 2021 Statement, we have established a continuous improvement process to develop our internal capabilities and iteratively improve our systems and processes. During 2022, we commenced implementing a review process to track our modern slavery risk management journey so that we can make sure we are making tangible progress towards our goals. This review process reflects our corporate governance framework. Modern slavery has been assessed as a Tier 1 risk for the Company and as such is overseen by the highest levels of our governance system.

Annual Review – Board

Our annual Modern Slavery Statement is approved and signed off by the Board as per mandatory reporting requirements. The Board sets the Company's risk appetite and oversees the management framework and effectiveness of the systems of internal control and risk management. It also reviews and monitors the material risks of the Company. Reporting of material risks to the Board includes an overview of Company risks, a summary of key changes to the risk profile, critical control updates, and the actions implemented to reduce the level of uncertainty and improve the manageability of risks. The Board requires the CEO and Executive Leadership Team (ELT) to implement a system of controls for identifying, assessing, managing, and reporting risks in line with the risk management framework.

Board Sustainability Committee

Modern slavery risk management progress, issues and achievements are reviewed by the Sustainability Committee as part of the compliance update. The Sustainability Committee assists the Board in the effective discharge of its responsibilities as they relate to sustainability, primarily in the areas of safety, health, environment and community including human rights and cultural heritage, as well as the oversight of risks relating to those issues.

Working Group and ELT

Modern slavery progress is reviewed by our Working Group members and our ELT. The ELT is responsible for the effective implementation of the risk management framework and system of control for identifying, assessing, managing, and reporting risk across the Company. The ELT reviews, then the CEO approves, the risk profile for the organisation and ensures Assets and Corporate Functions embed risk management process and practice into everyday business systems and processes.

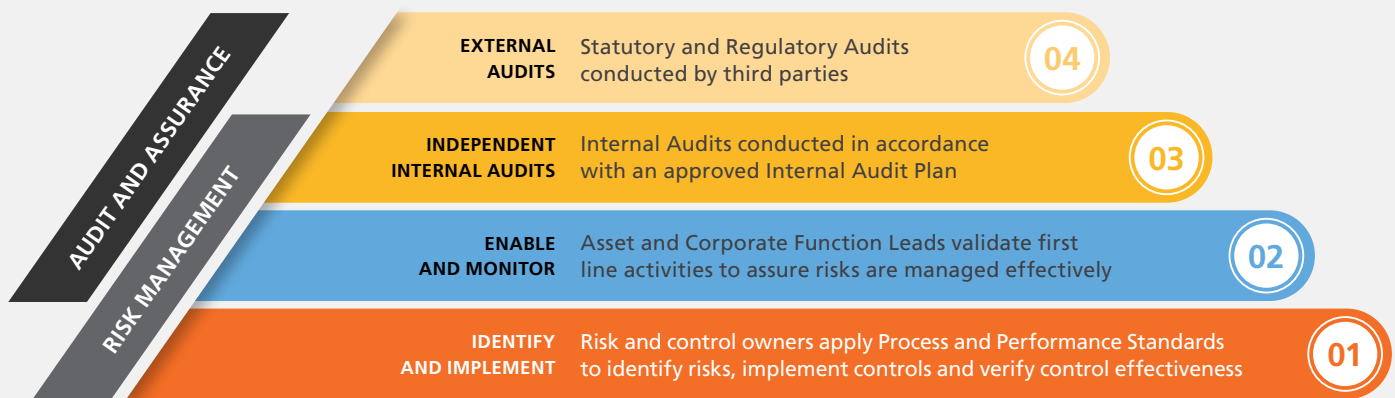
Management is responsible for assuring the application and effectiveness of these systems through OZ Minerals' four lines of defence Audit and Assurance Governance Framework:

1. Identify and implement
2. Enable and monitor
3. Independent internal audits
4. External audits

Corporate Risk Function

The Corporate Risk Function supports and coordinates the implementation of the risk management framework, ensures risk management is embedded into core business processes, and builds risk management capability and a risk-aware culture across the business. The Corporate Risk Function oversees OZ Minerals' Risk Management Framework and develops, governs, supports, and reports on the effective implementation of risk management to the ELT, the Board, and its Committees.

OZ Minerals operates a four-level line of defence in risk management governance model



The First Line of Defence

– Identify and Implement

Global Process Standards define the approval escalations between the Board, CEO, Assets and Corporate Functions based on risk. The Risk Management Process Standard outlines the mandated process for escalation and the roles of organisational authority levels in risk reduction. Risk responsibility for identifying, assessing, managing, and reporting resides with all employees who are responsible for considering risks when making key decisions, implementing controls and monitoring risks during their activities.

The Second Line of Defence

– Enable and Monitor

The senior leadership of the Assets and Corporate Functions ensure compliance with the minimum controls in OZ Minerals' Global Performance and Process Standards and provide subject matter expertise and insights to support the delivery of the standards.

The Third Line of Defence

– Independent Internal Audits

All Global Process and Performance Standards are subject to the Audit and Assurance Process Standard, where compliance against the Standard and opportunities for improvement are monitored by the Corporate Audit Function in addition to the self-assurance activities undertaken by the Assets and Corporate Functions themselves. The Internal Audit and Assurance Function provides independent assurance over the governance, compliance and internal control system and processes across the business.

The Fourth Line of Defence

– External Audits

External Audit provides an independent assurance that the internal control system is adequate, and that OZ Minerals' operations comply with the minimum requirements of relevant regulatory, legislative, and associated standards.

Effectiveness Indicators 2022

In 2022 we assessed the effectiveness of our actions against the following measures:

Focus area	Example activity	Effectiveness Assessment
Risk and Governance	<ul style="list-style-type: none"> Board and ELT engagement Update gap analysis 	<ul style="list-style-type: none"> Regular oversight on progress against Modern Slavery Strategic Plan by the Working Group and legal/compliance function Reports to Executive and Board committees Review of governance maturity rating and number of actions successfully implemented
Procurement and Supply Chain	<ul style="list-style-type: none"> Supplier risk prioritisation Supplier engagement and bespoke training Review and implementation of Corrective Action Plans Updated Asset-based contract procedures 	<ul style="list-style-type: none"> Update of Supplier risk profile year on year Number of Suppliers completing modern slavery training course Building greater understanding of potential modern slavery risks in our supply chain Percentage of Supplier corrective actions effectively addressed Number of Supplier audits undertaken
Awareness and Training	<ul style="list-style-type: none"> Development of bespoke internal modern slavery training course Awareness raising communications 	<ul style="list-style-type: none"> Percentage of Workforce completing modern slavery training Increased awareness and training across Workforce
Grievance and Reporting	<ul style="list-style-type: none"> Updated Crisis Management Plan to specifically include modern slavery Promote Speak Up Process on website, internal communications, Supplier and Workforce training <p>Follow up on reported modern slavery incidents in supply chain (see case study 2)</p>	<ul style="list-style-type: none"> Modern slavery specific crisis example and briefing inserted into appropriate Role Cards for Crisis Management Team members Review of number of issues raised and per cent issues effectively addressed Internal Workforce, Suppliers and business partners aware of Speak Up process with quarterly reports to the Board and Board Committees Successful engagement of selected high risk Suppliers and implementation of remediation as required

Continuous Improvement

Addressing modern slavery risk is complex and challenging. In 2022 we continued to build on our understanding of our operational and supply chain risks, engaging our Workforce and documenting our modern slavery action plans and roadmap.

Despite the re-sequencing in 2022, the Modern Slavery Working Group continued to strive our Modern Slavery Working Group continued to strive for continuous improvement and endeavoured to integrate modern slavery risk management into all aspects of our operations and purchasing decisions.

We expect our approach to evolve over time as we and the business community learn more about the risks and impacts of modern slavery globally.

CASE STUDY 4

WORKING WITH SUPPLIERS TO IMPLEMENT CORRECTIVE ACTION PLANS

The findings and recommendations included in the Supplier risk-based reports informed the development of Supplier Corrective Action Plans (CAPs). A total of 139 corrective actions were identified across 10 Australian Suppliers, with 122 of these considered higher priority actions. Our Modern Slavery Stakeholder leads worked closely with our internal Supplier relationship managers to engage Suppliers on the outcomes of the Self-assessment Questionnaire (SAQ) process and run Supplier corrective action plan meetings.

Working collaboratively with our Supplier relationship managers agreed on timeframes and approaches for CAP implementations that were acceptable to both OZ Minerals and to our Suppliers. Corrective actions included requirements for provision of additional information (such as audit reports, employment contracts, training records etc.) as well as policies and procedures where Suppliers were unable to substantiate claims made in their SAQ responses.

Feedback from Suppliers on the SAQ and CAPs process has been positive. Many suppliers regarded the process as a value add, stating that the SAQ acted as a mini gap analysis enabling them to review their own governance structures.

Follow up meetings are scheduled for 2023 to review CAP progress.

Our Brazil team continues to work with the two of the three Suppliers assessed in 2021 (one supplier is no longer used). A total of 33 corrective actions were identified, with 28 of these considered priority actions.

Modern Slavery Supplier Assessment		Results and Recommendations	
<p>Survey responses and supporting documents provided by XXX were assessed across three areas of operation (divided into Sections for the purposes of reporting). An effectiveness level was determined for each section according to definitions provided in Attachment A.</p>			
Section	Ranking	Section	Ranking
Operations, Workforce and Remedy	Partially Effective	Governance and Due Diligence	Ineffective
		Risk Management	Ineffective
<p>XXX's overall risk ranking for modern slavery is HIGH. The following recommendations are provided for OZMs consideration.</p>			

Reporting Criteria 6

Process of consultation with entities owned or controlled

OZ Minerals consulted with the other reporting entities covered by this Statement and together we consulted with the entities we own or control. Our governance framework outlined above applies across the Company and its application was part of the consultation. We also communicated with Suppliers to better understand their awareness and management of potential modern slavery risks.

This Statement was also circulated to the Executive Team for comment prior to being considered by the Board of OZ Minerals for review and approval.

This Statement was approved by the Board of OZ Minerals Limited on behalf of itself and each of the reporting entities on 5 April 2023. The Statement is reviewed and updated by the Board annually.



Rebecca McGrath
Chairman
5 April 2023



Andrew Cole
Managing Director and CEO
5 April 2023

CASE STUDY 5

MODERN SLAVERY RISK TOOL

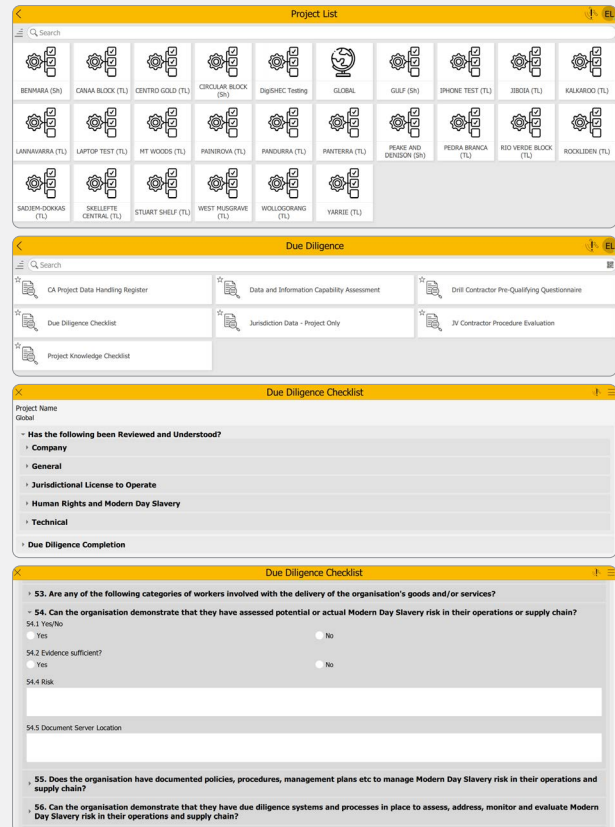
Mining exploration projects can present a higher risk of modern slavery due to their locations in higher risk countries, remoteness or isolation of exploration sites, use of base skilled labour and association with local JV partners (including sourcing local workers).

Our Exploration Team is currently working on several upstream projects in Australia, Latin America and Europe. Modern slavery risks in Latin America are well documented and may increase when using local Suppliers, material providers and service contracts (for example, drilling crews).

To specifically evaluate modern slavery risk in international upstream projects, our Exploration Team has developed and implemented a modern slavery risk assessment tool and risk rating matrix for engaging Suppliers or local communities in our exploration projects.

The tool has been integrated into Exploration’s digital SHEC (Safety, Health, Environment and Community) system and project managers within the team are completing training to identify potential issues, spot the signs of modern slavery and take appropriate action to manage and mitigate risk.

Other areas of the business are reviewing the online system for potential implementation across broader business operations.



The screenshots show the following components of the tool:

- Project List:** A grid of project cards with icons and names such as BENMARA (SA), CANA BLOCK (TL), CENTRO GOLD (TL), CIRCULAR BLOCK (SA), DigisHEC Testing, GLOBAL, GULF (SA), INHONE TEST (TL), JIBRA (TL), KALKERDÖ (TL), LANAVARRA (TL), LAPTOP TEST (TL), MT WOODS (TL), PANIROVA (TL), PANDOURA (TL), PANTERRA (TL), PEASE AND DENISON (SA), PEDRA BRANCA (TL), RIO VERDE BLOCK (TL), ROOKLDEN (TL), SADIENCONKAS (TL), SKELLETTE CENTRAL (TL), STUART SHELF (TL), WEST PASSADORE (TL), WOLOLOKONG (TL), and YARRIE (TL).
- Due Diligence:** A list of assessment categories including CA Project Data Handling Register, Data and Information Capability Assessment, Drill Contractor Pre-Qualifying Questionnaire, Due Diligence Checklist, Jurisdiction Data - Project Only, and JV Contractor Procedure Evaluation.
- Due Diligence Checklist:** A detailed checklist for a specific project (Project Name: Global) with sections for Company, General, Jurisdictional License to Operate, Human Rights and Modern Day Slavery, Technical, and Due Diligence Completion.
- Question 53:** A specific question: "53. Are any of the following categories of workers involved with the delivery of the organisation's goods and/or services?" followed by question 54: "54. Can the organisation demonstrate that they have assessed potential or actual Modern Day Slavery risk in their operations or supply chain?" with Yes/No radio buttons.
- Question 54.2:** "54.2 Evidence sufficient?" with Yes/No radio buttons.
- Question 54.4:** "54.4 Risk" with a text input field.
- Question 54.5:** "54.5 Document Server Location" with a text input field.
- Question 55:** "55. Does the organisation have documented policies, procedures, management plans etc to manage Modern Day Slavery risk in their operations and supply chain?"
- Question 56:** "56. Can the organisation demonstrate that they have due diligence systems and processes in place to assess, address, monitor and evaluate Modern Day Slavery risk in their operations and supply chain?"

A modern mining company



Dear CEO

Modern slavery and responsible value chains

Creating value for our stakeholders is at the centre of [OZ Minerals' Strategy](#) – Shareholders, Governments, Communities, Employees, Suppliers, and Customers. How we work with you our Suppliers is key to enabling value creation as a modern mining company and achieving our Purpose, **going beyond what's possible to make lives better.**

An area of increasing focus for us and our stakeholders is modern slavery and responsible value chains, and we are writing today to communicate our focus and our need for your support in the future.

OZ Minerals recognises that modern slavery is a global issue. We understand it is complex and requires partnership and transparency to mitigate both its threats and opportunities. We are seeking to address modern slavery through our commitments to the [UN Sustainable Development Goals](#), and by embedding human rights in the [OZWay](#), our [performance standards](#) and contractual requirements of doing business with OZ Minerals.

Our ask, now and in the future

I encourage you to read our [Oz Minerals 2021 Modern Slavery Statement](#) and understand our [performance standards](#) relating to human rights and sustainability across our value chains.

As part of our 2022 Modern Slavery commitments, we are developing further modern slavery capability updates to share with you later this year which will support enhancing our collective modern slavery due diligence programs and identify how we can identify opportunities to learn, share and seek to solve this challenge together.

By openly collaborating and working together, I believe we lift our collective capacity to advance human rights every day and **make lives better.**

A handwritten signature in black ink, appearing to read 'Andrew Cole'.

Andrew Cole

Managing Director and CEO

Adelaide

4th October 2022

Statement Annexure

Mandatory criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act:

Mandatory criteria	Page number/s
a) Identify the reporting entity.	2
b) Describe the reporting entity's structure, operations and supply chains.	5-11
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	16-18
e) Describe how the reporting entity assesses the effectiveness of these actions.	19-20
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	21
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.	3-4





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