

## **MODERN SLAVERY STATEMENT**

This is Hawsons Iron Limited's (Hawsons or **HIO**) first modern slavery statement pursuant to the Modern Slavery Act 2018 (Cth) and is for reporting period 1 July 2022 to 30 June 2023. Hawsons are committed to a supply chain which minimises the risk of exposure to modern slavery.

This statement was approved by the Board of Hawsons on 20 September 2022.

This statement sets out actions of the reporting entities will take to address modern slavery and human trafficking risks in our business and supply chains.

The Hawsons team does not currently meet the organisational size threshold for compulsory Modern Slavery Statement to Australia Border Force but has chosen to voluntarily disclose its Modern Slavery risks as part of best practice and aligning with its ESG (Environmental, Social and Governance) goals.

### **1. Overview**

Hawsons is an Australian company with its project located 60km south-west of Broken Hill in New South Wales, with a head office based in Brisbane, Queensland. Hawsons currently has 100% ownership in the Hawsons Iron Project which is capable of producing the world's highest grade iron product (70% Fe), as well as other magnetite interests in the emerging Braemar Iron Province. The Hawsons mission is to sustainably produce the world's highest quality, purest iron ore product with a vision of being the positive change in industry, by using its unique natural resource to create a more sustainable future.

### **2. Operations, Structure and Supply Chains**

Hawsons is a Brisbane based mining company with a majority interest in the Hawsons Iron Project, currently undertaking a Bankable Feasibility Study (BFS).

Major operations of Hawsons include

- Bankable Feasibility Study
- Drilling
- Environmental Works

- Stakeholder Engagement
- Management and administration
- Engineering and design
- Project management
- Mine development

Hawsons supply chain can be broken down into the following categories:

- Specialist service providers
- Equipment providers (trucks, excavators, drill riggs etc)
- Maintenance providers (electricians, mechanics etc)
- ICT services
- Office / safety equipment suppliers
- Freight and logistics
- Consultants (Environmental, marketing, engineers, surveyors, laboratories)
- Utilities (Gas, power, internet, phone)

The nature of the above supply chains will vary depending on the nature of products or services provided. Some of the equipment providers are large, global suppliers, while other local supply arrangements with small or medium businesses close to our mining operations.

### **3. Modern Slavery Risks**

Hawsons has minimal risk of exposure to modern slavery as its corporate office and operations are only in Australia. Hawsons has identified the following risks of modern slavery in our operations as follows;

Labour Risks – through the engagement of labour, such as temporary or contractor labour hire. The risk that these workers may be exposed to modern slavery through non-compliance of labour laws.

Procurement Supply Chain Risks – The engagement of local or international suppliers that may obtain products or services from sources where labour laws are not followed.

#### **4. Actions Undertaken by Hawsons Iron Limited to assess and address risks**

Hawsons is addressing the above risks with the following actions:

Labour risks – Ongoing engagement with labour hire /contractor suppliers to ensure they also follow labour laws and have modern slavery practises in place. All employees are to be inducted and made aware of relevant employment policies (Code of Conduct, Whistle-blower, Anti-bribery and corruption, Diversity, Human Rights, Health & Safety, Statement of Values and Risk Management Policies).

Procurement supply chain risks – Ongoing supplier screening processes, including the introduction of a Supplier Code of Conduct which includes a section on Modern Slavery. We ask all suppliers to ensure they have read and are willing to align to our Supplier Code of Conduct.

Modern slavery awareness training – our staff will undergo training that helps employees understand what modern slavery is, and what to do if they suspect an instance of modern slavery arises in our supply chain.

Hawsons recruitment, diversity and inclusion and remuneration policies support our efforts to combat modern slavery by ensuring our processes for employment are fair and equitable and in line with Australian labour laws.

#### **5. Assessment of effectiveness of risk mitigation and remediation strategies**

To date, Hawsons has not had any known breaches of modern slavery, nor have any risks been flagged during our risk assessment and supplier screening process. Most of Hawsons supply chain is based in Australia, and these suppliers must therefore adhere to Australia's labour laws.

For the suppliers that procure from overseas there is potential for modern slavery. In these cases, Hawsons will focus on its key suppliers by requesting their compliance with Hawsons Supplier Code of Conduct.

## **6. Future commitments to reducing Modern Slavery Risks**

Hawsons commits to the following actions to further reduce the risk of Modern Slavery;

- Register with the Australian Border Force and sign up to submitting our Modern Slavery Statement.
- Submission of a Modern Slavery statement each reporting period to the Australia Border Force.
- Ongoing training and awareness.
- Regular review and risk assessment of our supply chain.
- Continuing supplier engagement to ensure our suppliers are meeting our Code of Conduct.

This statement was approved by the Hawsons Iron Limited's Board as principal governing body.

End

20 September 2022