

Modern Slavery Statement

1. Introduction

Hawsons Iron Limited (**Hawsons**) recognises modern slavery is an insidious, complex and multi-faceted problem which includes:

- human trafficking;
- slavery;
- servitude;
- forced labour;
- debt bondage;
- forced marriage; and
- any situation where children are subjected to forced or dangerous labour, slavery or similar practices.

In this Policy, modern slavery has the same meaning as in section 4 of the Australian Modern Slavery Act 2018 (Cth) (the '**Act**'), and includes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom.

2. Compliance with the Policy

The achievement of this policy is a collective business responsibility of everyone that works with and for Hawsons' business and suppliers to ensure Hawsons is compliant with the requirements of the Act and other relevant legislation.

Any Hawsons director, officer, executive, manager, employee or contractor (each, '**Hawsons Personnel**') that fails to comply with this Policy may face disciplinary action, up to and including termination of employment in accordance with Hawsons' Code of Conduct.

3. Hawsons Commitment

Hawsons acknowledges its responsibility to identify and address modern slavery in its operations and supply chains and is fully committed to complying with its obligations under the Act and other applicable laws in any jurisdiction where Hawsons conducts business.

Hawsons is committed to developing and maintaining systems and processes to detect and reduce the risk of modern slavery in Hawsons' supply chain.

3.1 Operations and Employees

Hawsons prohibits the use of all forms of modern slavery in its operations and requires each person working for Hawsons' to respect and work to uphold human rights. All Hawsons Personnel are required to:

- Comply with all applicable modern slavery laws and regulations, including but not limited to the Act and any other applicable modern slavery laws in any jurisdiction where Hawsons conducts business;
- Assist the Company to proactively identify, assess, mitigate and remediate modern slavery risks and impacts in Hawsons' business operations and supply chains; and
- Communicate obligations under this Policy, the Act, and any related legislation and documents to all employees, business partners, contractors, suppliers and other associates as relevant.

3.2 Supply Chains

We require that our suppliers, contractors, consultants, joint venture partners and business partners

follow the same high standards as we do. Suppliers must not engage in any form of modern slavery and must adhere to all applicable laws in the jurisdictions in which they operate.

Hawsons will develop and maintain systems and processes to reduce the risk of modern slavery in Hawsons' supply chain. Such systems and processes may include:

- amending supply contracts as appropriate to require compliance with modern slavery laws;
- creating verifiable supplier corrective action plans;
- performing ongoing monitoring and reporting against supplier compliance;
- providing training to procurement team members;
- regularly reviewing modern slavery risks in our supply chain;
- working with higher risk suppliers to build awareness of modern slavery requirements and develop skills to identify modern slavery risks within suppliers' operations and supply chain; and
- terminating supplier relationships where the supplier fails to satisfy Hawsons that the supplier shares Hawsons' commitment and has taken appropriate steps to combat modern slavery in the supplier's business.

Concerns about any of our suppliers can be reported to the Company Secretary.

4 Reporting

Preventing modern slavery in Hawsons' operations is everyone's responsibility. If employees become aware of incidents of modern slavery, or any breach of this policy, they must report these incidents as soon as possible.

Hawsons is committed to fairly, efficiently and confidentially following up on any allegations of modern slavery in Hawsons' operations or supply chains.

All Hawsons Personnel are encouraged to promptly report any actual or suspected instances of modern slavery. A person seeking to make a report can do so through one of the following means:

- an email or phone call to the Whistleblower Officer; or
- an email or phone call to a member of the Board.

Further details on Hawsons' Whistleblowing Policy is available on Hawsons' website.

Approved by the Board

Date: 25 February 2025