



**Modern Slavery Statement**

Reporting Period June 2020

## Introduction

Modern slavery describes situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. It encompasses slavery, servitude, forced labour, forced marriage, debt bondage, child labour, human trafficking, deceptive recruiting for labour or services and the worst forms of child labour. The United Nations and Walk Free Foundation estimate that in 2016 there were approximately 40 million victims of modern slavery around the world.<sup>1</sup>

Freedom from slavery is a fundamental human right. Respecting human rights is central to Regis' sustainability approach and reflected in our purpose of creating value for our people, our communities and our shareholders by mining safely and responsibly.

Our values of respect, integrity, teamwork, ownership and courage provide our Board, employees and suppliers with clear guidance on the way we work, the way we treat each other and the standards we uphold in order to achieve the Company's purpose, including our corporate responsibilities with respect to modern slavery.



This Modern Slavery Statement is published in compliance with the *Modern Slavery Act 2018* (Cth) and outlines Regis' progress towards, and ongoing commitment to, identifying and addressing modern slavery risks within our operations and supply chain.

## Structure and Operations

Regis Resources Ltd (ASX: RRL) is a publicly listed gold production and exploration company. The Company is a purely Australian gold miner with its head office in Perth and operations at

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<sup>1</sup> The Global Slavery Index, Walk Free Foundation, 2018

the Duketon Gold Project in the North Eastern Goldfields of Western Australia and the McPhillamys Gold Project in the Central Western Region of New South Wales.

The 100% owned Duketon Gold Project is comprised of open pit and underground mines, 3 processing plants and Fly-in-Fly-Out workforce accommodation within a project area which covers approximately 3,000km<sup>2</sup>. Regis is also carrying out broad ranging exploration activities at Duketon to discover additional resources.

Regis is also progressing its 100% owned McPhillamys Gold Project, a proposed largescale open pit gold mine which is the subject of a Definitive Feasibility Study and awaiting a decision from the New South Wales government on its State Significant Development Application and Environmental Impact Statement.

Regis holds a 100% shareholding in, and is the ultimate Australian parent entity of, Duketon Resources Pty Ltd and LFB Resources NL which undertake exploration and evaluation expenditure for the Duketon Gold Project and McPhillamys Gold Project respectively. Wholly owned subsidiaries, Artane Minerals NL and Rosemount Gold Mines Pty Ltd, do not currently undertake any substantive operational function within the group.

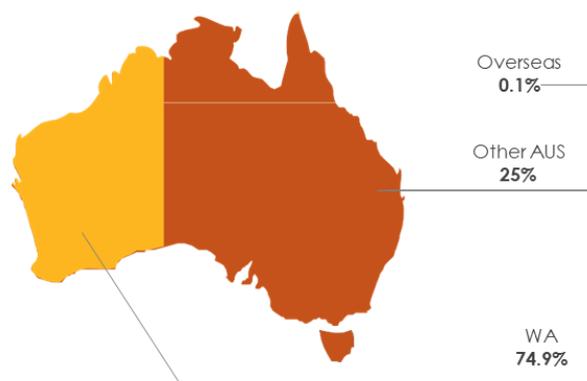
Regis employs a skilled and experienced workforce in Western Australia and New South Wales. At the end of the 2019/20 financial year, the Company employed 367 full-time, part-time and casual employees.

## Supply Chain

Regis has approximately 2500 registered suppliers. In the 2019/20 financial year, the Company had a total procurement expenditure of ~\$500 million. Regis' commitment to procuring goods and services from local and regional suppliers is reflected in its procurement sources with 74.9% of the company's procurement spend coming from Western Australia based suppliers and a further 25% of goods and services supplied by businesses located in other Australian states including New South Wales where the McPhillamys' project is located.

During the 2019/20 financial year, only 0.1% of Regis' procurement spend was paid directly to international suppliers.

Procurement for 2019/20



\* Based on the state or jurisdiction in which each of Regis' suppliers are domiciled.

Regis's supply chain expenditure covers the full life cycle of the mine and comprises the following key categories of goods and services:

- Exploration and evaluation – contractors, drilling equipment;
- Mining and processing operations – mining and earthmoving contractors, power supply, explosives, reagents and maintenance services;
- Project development – environmental permits, approvals, engineering and construction;
- Transportation and logistics – personnel and goods transportation;
- Administrative and camp services – fuel, health, safety and environment services/materials/consumables, accommodation, catering, clothing and footwear, cleaning and repairs.

### **Risk of modern slavery in operations and supply chain**

As the Company's operations are entirely Australian based and 99.9% of the procurement spend is paid to Australian suppliers, the risk of modern slavery being present in the operations and direct tier 1 Australian supply chain is considered to be low.<sup>2</sup>

However, given the extent of modern slavery and the interconnected nature of global supply chains, the Company recognises the importance of understanding risks in our supply chain beyond Australian suppliers with whom we have a direct contractual relationship. Regis understands that modern slavery risks may exist deep within a supply chain. Regis is committed to being vigilant in its efforts to identify and address modern slavery within its business so that its purchasing decisions can have a positive impact to reduce the prevalence of modern slavery.

### **Steps Taken to Address Modern Slavery Risks**

#### ***Governance and Risk Management***

In keeping with its commitment to the continuous improvement of its corporate governance structure, the Regis Board in 2019/20 undertook a restructure of its Board committees. As part of the re-structure, the Board established a Risk, Safety, Environment and Community Committee with specific responsibilities for:

- assessing whether modern slavery and human rights risks arising from and related to the Company's operations have been appropriately identified and controlled with effective action plans; and
- ensuring action plans are implemented so that the Company is compliant and being operated to industry standards or better.

The establishment of the Risk, Safety, Environment and Community Committee enhances the ability of the Board to monitor performance, risk management, business improvement and compliance with respect to human rights and modern slavery.

Within the executive, the Company Secretary is responsible for modern slavery compliance and engaging with internal stakeholders that have key accountabilities for implementation of modern slavery actions across legal, risk, procurement and sustainability.

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<sup>2</sup> The Modern Slavery Index, Walk Free Foundation, 2018

### ***Modern Slavery Benchmark Assessment***

With the assistance of KPMG, the Company completed a self-assessment of its operations and supply chain for the 2019/20 financial year to benchmark its modern slavery response against international good practice in human rights due diligence. The assessment is informed by and aligns with, the UN Guiding Principles on Business and Human Rights (Guiding Principles) and other international standards. The self-assessment report made a number of recommendations with respect to policy implementation, risk assessment, supplier engagement and monitoring which have been incorporated into the Company's modern slavery action plan for the next financial year and beyond.

### ***Supply Chain Management***

During the 2019/20 financial year, Regis commenced a broad review of its procurement practices with the purpose of improving supply chain management. As part of this process, the Company's new supplier onboarding process was enhanced to add modern slavery requirements. The general terms and conditions for suppliers now include a modern slavery clause which addresses the Company's expectation for how suppliers will assess and manage modern slavery risks. Some contracts with existing suppliers have also been reviewed to incorporate requirements to adhere to the Company's standards relating to ethical supply chain management, including modern slavery.

As the review of the Company's procurement practices evolves over the next financial year, the Company will continue to make improvements to its supply chain management by integrating modern slavery risk management processes.

### ***Workforce***

While the risk of modern slavery existing within Regis' workforce is considered to be very low, Regis is committed to ensuring the human rights of its workforce are protected. Regis aims to source and retain the best available human talent to ensure business growth and performance for its Australian operations. Regis seeks to create an inclusive workplace by ensuring employment practices do not discriminate on gender, age, nationality, race, religious beliefs, cultural background or sexuality. Regis maintains a suite of policies to ensure the health, safety and wellbeing of its workforce.

During the reporting period, Regis also implemented contemporary procedures and practices to improve its recruitment approaches and completed a remuneration audit against award rates and a banding exercise to ensure the Company is competitively placed in the market.

### **Modern Slavery Action Plan for 2020/21 Financial Year**

#### ***Updating Policies and Procedures***

An ongoing focus for Regis is to review its policies and procedures to embed a clear policy framework for an effective modern slavery response. In the upcoming financial year, Regis plans to update its Code of Business Conduct to communicate the Company's expectations for the conduct of its directors, officers, employees and suppliers with regard to minimising modern slavery risk within its operations and supply chain.

### ***Supply Chain Management***

The Company's approach to supplier risk management aligns with the due diligence principles set out in the Guiding Principles. The Guiding Principles are the global standard for preventing and addressing adverse impacts on human rights by business.

During the next reporting period, Regis will undertake a high-level modern slavery risk assessment of first tier suppliers to identify high risk suppliers on the basis of spend, geographic location, business sector and type of product. Regis plans to engage with suppliers identified as high risk to better understand their modern slavery exposure and management practices. Through supplier engagement, Regis will also be able to track the effectiveness of the modern slavery risk assessment and identify the need for enhanced screening.

Regis will also continue to roll out its updated general terms and conditions, (incorporating modern slavery obligations) to new and existing suppliers.

### ***Training***

Regis will provide training to internal stakeholders across legal, risk and procurement that have key accountabilities for identifying modern slavery risks and implementation of modern slavery actions.

### **Consultation with Entities Owned or Controlled by Regis**

Regis has a common company secretary with all its subsidiaries so all Regis controlled companies have been consulted during the process of preparing this statement.

### **Conclusion**

Regis is confident the actions outlined above represent meaningful progress towards assessing and addressing modern slavery risks that may exist within the Company's operations and supply chain. The Company will continue to engage with those working for or on behalf of the Company to measure the effectiveness of the actions it has taken to reduce the risk of modern slavery.

Regis appreciates its modern slavery response will evolve over time and is committed to continual improvement to ensure the Company plays a meaningful role in tackling this complex global issue. Regis looks forward to reporting on its progress in future modern slavery statements.

This statement was approved by the Regis Board on 24 February 2021.



### **Jim Beyer**

Managing Director and Chief Executive Officer  
Regis Resources Limited