

Modern Slavery Policy

Last updated: 24 March 2022

Our Commitment

- ◆ Australian Strategic Materials (ASM) commits to acting ethically, with integrity in all our business dealings and relationships.
- ◆ We commit to implementing and enforcing effective systems and controls to minimise the risk of modern slavery taking place anywhere in our business or in any of our supply chains.

Our Principles

We will:

- ◆ Include as part of our contracting processes, specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery, servitude, or debt bondage, whether adults or children.
- ◆ Expect our contractors, suppliers, and other business partners, to hold their own supply chains to the same high standards.
- ◆ Not tolerate parties engaging in or condoning the use of slavery. Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may also terminate our relationship with other individuals and organisations working on our behalf if they breach this policy. However, ASM's preference for remedy is to work with those parties to cease the use of slavery.
- ◆ Prepare and release a modern slavery statement which complies with ASM's disclosure obligations under Australian modern slavery legislation.

Everyone's Responsibility

Australian Strategic Materials expects all employees, contractors, suppliers, and customers to adhere to this policy.

Australian Strategic Materials will not allow any form of retaliation, discrimination, harassment, or intimidation against anyone who decides to Speak-Up under this Policy, or on any other occasion when they feel it is necessary.

At Australian Strategic Materials we foster a culture of corporate compliance, ethical behaviour, and good corporate governance. This reflects our values of Integrity, Effectiveness, Sustainability, Professionalism, Transparency, Safety and Wellbeing.