



LEGEND

People & Culture

STATEMENT OF POLICY AND PROCEDURE

MODERN SLAVERY POLICY

This Modern Slavery Policy sets forth Legend Corporation Pty Ltd's ('Legend') commitment to preventing modern slavery, forced labour, and human trafficking in our operations and supply chains. This policy aligns with our values of Accountability, Teamwork, Integrity, Respect, and Excellence and supports our Responsible Procurement Policy to promote ethical and responsible business practices throughout our supply chain.

This policy applies to all Legend Corporation employees, contractors, suppliers, and business partners, encompassing all operations, procurement activities, and supplier interactions.

Commitment to Combat Modern Slavery

Legend is committed to identifying, preventing, and addressing risks of modern slavery and human rights abuses. Our approach follows international standards, including the United Nations Guiding Principles on Business and Human Rights and key International Labour Organization (ILO) Conventions, including:

- ILO Convention 29 (Forced Labour)
- ILO Convention 105 (Abolition of Forced Labour)
- ILO Convention 138 (Minimum Age for Employment)
- ILO Convention 182 (Worst Forms of Child Labour)

Respect for Human Rights

Legend Corporation is committed to upholding human rights in all business practices and requiring the same from our suppliers. We strive to ensure that all workers in our supply chains are treated with dignity and fairness, free from coercion, discrimination, and exploitation. Specifically:

- Prohibition of Forced Labour and Human Trafficking. We strictly prohibit any form of forced, bonded, or involuntary labour, as well as human trafficking.
- Elimination of Child Labour. We do not engage or support suppliers who employ child labour in violation of international standards and Australian law.
- Non-Discrimination. We promote equal opportunities and reject any form of discrimination in recruitment, employment, and working conditions.

Supplier Code of Conduct

Legend Corporation's Supplier Code of Conduct establishes mandatory expectations for our suppliers in relation to ethical labour practices, health and safety, environmental responsibility, and anti-corruption measures. Suppliers must acknowledge and comply with these standards, including provisions prohibiting



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forced and child labour. We reserve the right to terminate relationships with suppliers found to be in breach of these requirements.

Due Diligence and Risk Assessment

Legend Corporation employs a structured risk assessment process to evaluate modern slavery risks within our supply chain, especially for high-risk countries or sectors. This includes:

- Conducting supplier assessments and audits to monitor compliance with our standards.
- Engaging in third-party reviews and assessments to enhance transparency in supply chain practices.
- Reviewing and updating risk assessments periodically to respond to emerging risks.

Supplier Selection and Engagement

Suppliers are selected based not only on quality and cost but also on their commitment to ethical labour practices and modern slavery compliance. All suppliers undergo an assessment of their human rights policies and practices, which include evaluations of their stance on modern slavery, child labour, and working conditions.

Training and Awareness

To strengthen our commitment to ethical practices, Legend Corporation provides regular training for employees, especially those in procurement, on identifying and preventing modern slavery risks.

Reporting and Grievance Mechanism

We maintain a confidential reporting channel for employees, suppliers, and stakeholders to report any suspected modern slavery or human rights violations. This channel ensures anonymity and protects whistleblowers from retaliation. All grievances related to modern slavery are thoroughly investigated, with appropriate actions taken to address substantiated cases.

Remediation Process

In cases where modern slavery or human rights abuses are identified, Legend Corporation is committed to working with suppliers to establish a remediation plan. Our approach prioritises improvement over termination to promote sustainable change. However, in instances where a supplier demonstrates unwillingness or fails to make necessary changes, we may choose to end the business relationship.

Monitoring and Evaluation

Legend Corporation conducts regular reviews of this policy and its implementation to ensure effectiveness and continuous improvement. Supplier compliance is also monitored through audits and assessments, with



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results reported annually. This proactive monitoring ensures that we uphold high standards and remain responsive to evolving ethical requirements in the global market.

This policy reflects Legend Corporation's dedication to preventing modern slavery, supporting responsible procurement practices, and promoting human rights across all levels of our business and supply chain.