

The Resourceco logo features the word "RESOURCECO" in a bold, white, sans-serif font. A red circular arrow graphic is positioned behind the letters "O" and "C", curving around them.

RESOURCECO

The text "MODERN SLAVERY" is written in a large, white, sans-serif font. A white horizontal line is positioned above the text, and a white right-angle bracket is positioned to the right of the text.

— MODERN SLAVERY —

STATEMENT FY21

The WRAP logo consists of a red square containing a white stylized arrow pointing to the left, followed by the word "WRAP" in a bold, black, sans-serif font with a registered trademark symbol.

WRAP[®]

— INTRODUCTION ↵

This modern slavery statement is made in accordance with the *Modern Slavery Act 2018* (Cth) (**Act**). The statement describes the steps that have been taken by ResourceCo Holdings Pty Ltd ACN 107 343 288 (**ResourceCo**) on behalf of all the entities that it controls (**ResourceCo Group**) during the financial year ended 30 June 2021 to identify, address and mitigate potential modern slavery risks in ResourceCo's operations and supply chains.

— REPORTING ENTITY ↵

Reporting Entity: ResourceCo Holdings Pty Ltd ACN 107 343 288

Head Office: Level 1, 162 Fullarton Road Rose Park, SA 5067

Website: www.resourceco.com.au

— ABOUT US —

ResourceCo is a global leader in the recovery and re-manufacturing of primary resources, extracting maximum value from materials otherwise destined for landfill.

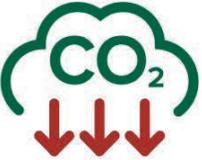
ResourceCo is a recognised pioneer in the resource recovery sector, with operations spanning Australia and South-East Asia. We have remained at the forefront of established and emerging markets for recovered materials since the 1990s and are strongly positioned to play a leading role in the global expansion of the resource recovery sector.

We work with governments, communities, and multinational companies to progress the circular economy and preserve natural resources for a sustainable future.

In all our business dealings, we understand the importance of respecting and improving human rights as fundamental to how we deliver for our customers, suppliers, staff and the broader community.

— WE ARE —

We are a leader and dedicated business focusing on the circular economy by recycling & repurposing material otherwise destined for landfill.

<p>30 YEARS EXPERIENCE</p> <p>We are in the business of resource recovery using innovative solutions to transform waste into usable products.</p>	<p>60 MILLION TONNES</p> <p>OF MATERIALS RE-PURPOSED</p> 	<p>CARBON ABATEMENT</p> <p>We are one of the largest contributors to carbon abatement in Australia.</p> 	<p>2 MILLION TONNES</p> <p>We have produced over 2 million tonnes of carbon abatement to date - this is equivalent to taking 450,000 cars off the road.</p> 
<p>ERF</p> <p>We were one of the first companies to be registered under the Federal Government's Emission Reduction Fund (ERF).</p> 	<p>850+ WORKERS</p> <p>Work in a safe environment with a focus on Health and Safety. We are committed to playing our part as a responsible company, providing a safer and better environment for communities.</p> 	<p><u>As a global leader in waste & recycling, we are committed to support the UNSDGs.</u></p> 	

— OUR VISION AND VALUES ↵

Our values are at the cornerstone of our business, supporting the vision, shaping the culture and reflecting our purpose & beliefs.

OUR VISION

Excel in resource recovery and commercial performance by using innovative technology to transform waste into usable products.

OUR VALUES



SUSTAINABLE

We are in the business of resource recovery - transforming waste into usable products. We are focused on preserving the planet's limited resources, both for today and future generations.



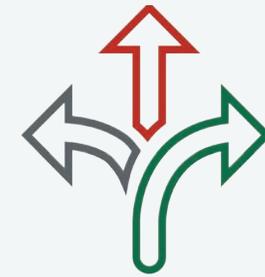
COMMITTED

We are committed to consistently delivering on our brand promise and going the extra mile to get the job done, ensuring we leave a positive legacy.



CREATIVE

Creativity is part of our DNA, embedded in the actions of our Executive, employees and business partners. We challenge the way we operate to drive progress towards a circular economy.



AGILE

We are dynamic and responsive, acting with speed & nimbleness in providing innovative solutions for our customers and stakeholders.

— A MESSAGE FROM THE MANAGING DIRECTOR

ResourceCo is committed to maintaining and promoting high levels of labour standard whilst respecting human rights across our business pillars. People are central to our business with over 850 being a part of our workforce across our business footprint in Australasia. ResourceCo has a well-established strong governance structure and values the rights of all our people, our business partners along our supply chains and the communities within which we operate.

ResourceCo is a global leader in waste recycling and works with stakeholders across the world. As such, we are conscious of potential risks across our global supply chains. We have continued to invest in our people, processes, and systems to further improve governance and controls to ensure we are effectively managing any potential risks.

As a global leader we are a dedicated business driving progress towards a circular economy by recycling and repurposing material otherwise destined for landfill. Our focus on sustainability and driving 'Sustainability Transformation' remains an integral part of our business.



Simon Brown
Managing Director

The year 2021 has been a challenging one for the entire world as we continue to battle the COVID-19 pandemic. Throughout the pandemic we have maintained strong supplier relationships and fostered open communication with them about any potential COVID-19 risks.

Our report this year focuses on how we have established sophisticated systems with enhanced processes to set us up for the future to further promote greater awareness amongst our staff and suppliers on this global issue.

Whilst upholding the United Nations Guiding Principles on business and human rights, protecting the human rights of all those who we employ and work with has always been a key priority.

The ResourceCo Board remains committed to continue our business practices across all our business pillars, in the most ethical, sustainable, and responsible manner to reduce any potential risks for a better tomorrow.

— WHAT IS MODERN SLAVERY

Modern slavery refers to situations of serious exploitation, in which coercion, threats or deception are used to exploit victims and deprive them of their rights and freedoms. Practices that constitute modern slavery can include human trafficking, slavery, servitude, forced labour, deceptive recruiting for labour or services, debt bondage, forced marriage and the worst forms of child labour.

Certain risks can also give rise to an increased likelihood of modern slavery, such as risky business models, operating contexts, geographical location, industries and the nature of the work.

RESOURCECO'S MODERN SLAVERY POSITION STATEMENT

ResourceCo is fully committed to operating responsibly and adhering to the highest ethical standards across our business.

ResourceCo will not accept the existence of any form of modern slavery in or in connection with our business. We recognise our responsibility to work with stakeholders across our operations and supply chains including suppliers, subcontractors and contractors to understand, identify and mitigate any modern slavery risks arising in our operations and supply chains.

ResourceCo is committed to promoting good labour standards and protecting human rights in our own operations and throughout our supply chains and is determined to play our part in working towards eradication of modern slavery.

KEY INITIATIVES FY21



PARTNERSHIP

Partnering with a third party expert to provide guidance, assistance and advice



SUPPLY CHAIN MAPPING

Developing a robust understanding of our direct suppliers



RISK MATRIXING

Scoping risk in our operations and supply chains to take a targeted risk based approach to due diligence



SUPPLIER PLATFORM

Launching a "Know Your Supplier" Platform to systematically mitigate and track risks of suppliers



DUE DILIGENCE

Expanding our due diligence framework on our suppliers

— OUR STRUCTURE —

ResourceCo Holdings Pty Ltd is a private company. It is the parent company of a group of controlled entities which operate in the resource recovery, waste management, remanufacturing of waste, energy, and mining sectors. Whilst ResourceCo Holdings Pty Ltd is a reporting entity under the Act, none of its subsidiaries are separately reporting entities. Most of ResourceCo's controlled entities are centrally managed from ResourceCo's head office at 162 Fullarton Road Rose Park, South Australia.

ResourceCo is committed to maintaining and improving systems and processes to avoid complicity in modern slavery or human rights violations related to our own operations, our supply chains, and our services.



ResourceCo workforce also includes casual employees at each site - those numbers are not included in this map.

— OUR OPERATIONS

OUR BUSINESS PILLARS

ResourceCo key operating entities and operations are as follows:

TYRE RECYCLING

Tyrecycle is Australia's leader in tyre recycling, with a national network of collection and processing capabilities. Tyrecycle collects and recycles end-of-life tyres and conveyor belts to deliver strong environmental and economic outcomes. Tyrecycle exports Tyre Derived Fuel (TDF) as a finished product for use in sophisticated, high-energy manufacturing environments and power plants overseas. Tyrecycle has 7 dedicated tyre processing plants across Australia.

RECYCLING & WASTE

ResourceCo collects and processes Construction & Demolition (C&D) waste materials consisting of asphalt, concrete, bricks and rubble. This waste is then used to manufacture a range of recycled aggregates and recycled asphalt products. Recycling C&D material conserves resources by extending the life of quarries and offering a full lifecycle of materials from demolition through to resupply to site for construction carbon benefits.

Southern Waste provides specialised treatment and final disposal options for non-recyclable waste materials.

MATERIAL SOLUTIONS

ResourceCo Material Solutions adds value to otherwise discarded materials by capturing and repurposing construction waste, soils, and excavated materials to create new bulk fill solutions, asphalt products and aggregates. The business delivers complete material supply, transport and disposal solutions for site remediation, rehabilitation and development projects with a full chain of custody.

ENERGY

ResourceCo's energy business accepts C&D and Commercial & Industrial waste streams otherwise destined for landfill and remanufactures the waste into Process Engineered Fuel (PEF). The PEF is used as a fuel source by cement kilns locally and internationally. Our Asian operations ensure non-recyclable waste streams contribute to significant reductions in coal use and subsequent carbon emissions.

SHARED SERVICES

Shared Services business provides strategic direction and support to the ResourceCo Group including finance, treasury, strategy, human resources, and corporate development functions.

— OUR SUPPLY CHAINS ↴

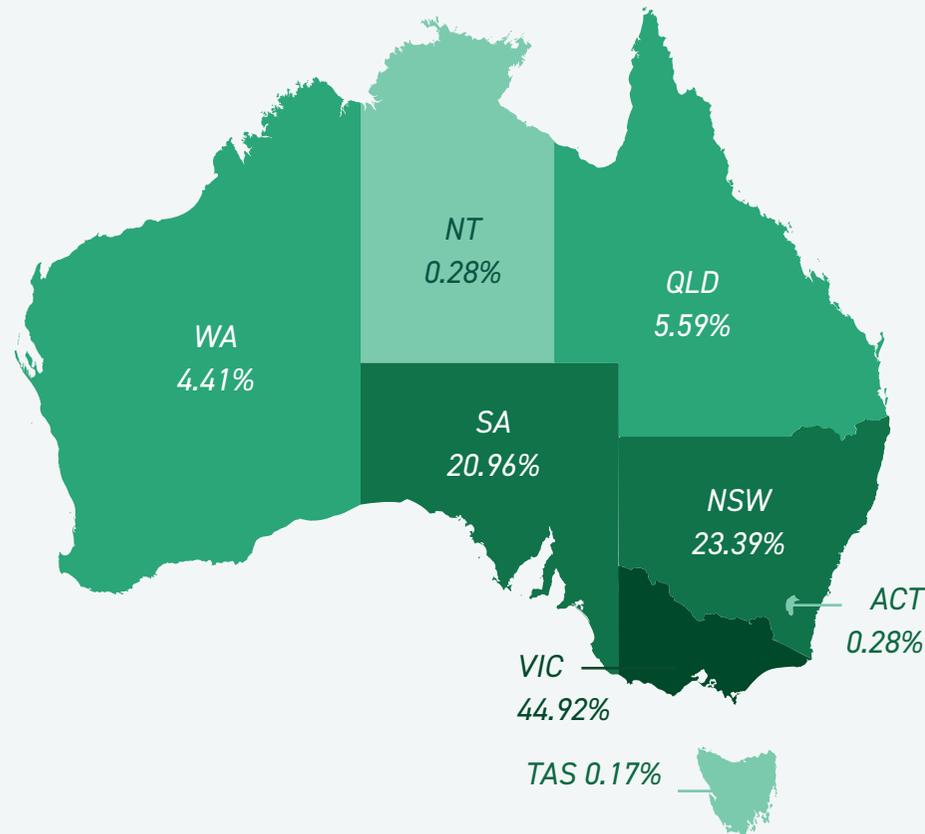
In FY21, ResourceCo had a spend of approximately AUD \$230M across more than 1,800 suppliers. Of the suppliers active in FY21, 98% were based in Australia and 2% were international, supplying a diverse range of goods and services.

A summary of ResourceCo's key supply chains is set out below.

LOGISTICS	CLEANING AND MAINTENANCE	CONSTRUCTION AND SUPPLIES	UTILITIES	PROFESSIONAL AND ADMIN SERVICES
<p>Logistics is a significant component of ResourceCo's supply chain. ResourceCo engages with third parties for the provision of waste for recycling/resource recovery. Third party suppliers are also involved in the management and disposal of by-products. Further, ResourceCo engages contractors and labour hire to provide its services, particularly freight and transport services.</p>	<p>ResourceCo engages third parties for the provision of cleaning and maintenance services including plant and equipment servicing, site maintenance and office cleaning services. Within this area, various services relate to ensuring compliance with work health safety obligations.</p>	<p>ResourceCo engages third parties to supply critical plant and equipment and industrial supplies. ResourceCo also engages with various third parties relating to the excavation, building and construction of new plants and facilities. This includes the various inputs into the redevelopment and ownership/leasing of new resource recovery facilities.</p>	<p>ResourceCo retains various service providers across its business footprint to provide utilities including electricity, water, and telecommunications services.</p>	<p>ResourceCo retains various consultants to provide environmental, planning, property, marketing, insurance, IT, legal, financial and other professional services. ResourceCo also obtains office supplies, uniforms, PPE and consumables.</p>

LOCATIONS OF TIER 1 SUPPLIERS BY VOLUME

The following sets out a summary of the locations of our tier one suppliers and where they operate, including the type of goods and services they provide.



Logistics

Victoria	61%
New South Wales	19%
South Australia	9%
Western Australia	5%
Queensland	4%
Northern Territory	1%



Cleaning and Maintenance

New South Wales	37%
South Australia	31%
Victoria	22%
Western Australia	6%
Queensland	4%



Construction and Supplies

Victoria	44%
New South Wales	25%
South Australia	20%
Queensland	6%
Western Australia	3%
Tasmania	1%
Northern Territory	1%



Utilities

South Australia	26%
Victoria	26%
New South Wales	21%
Western Australia	21%
Queensland	6%



Professional and Admin Services

South Australia	31%
Victoria	29%
New South Wales	27%
Queensland	7%
Western Australia	4%
Northern Territory	1%
Australian Capital Territory	1%



Other

Victoria	83%
South Australia	13%
New South Wales	4%

Note, 2% of ResourceCo's tier 1 suppliers are located outside of Australia in the following locations; Austria, Finland, France, Germany, India, Japan, South Korea, Malaysia, New Zealand, Philippines, Singapore, Sweden, Thailand, United Arab Emirates, United States, Vietnam

— OUR RISKS

ResourceCo recognises that modern slavery is a complex, global issue. There are several factors that can contribute to modern slavery, including high risk geographical locations, vulnerable populations and high risk products and services. ResourceCo is aware that modern slavery can also be linked to other issues including bribery and corruption, fraud, serious and organised crime, and money laundering.

To assist ResourceCo in our assessment of identifying risks in our operations and supply chains, ResourceCo engaged an independent third party to provide a framework for our risk assessment process. Through our collaboration with this third party and our own investigations, ResourceCo has assessed the areas of risk in our operations and supply chains.

OPERATIONAL RISKS

AUSTRALIAN OPERATIONAL RISKS

ResourceCo's operations are located predominantly in Australia, with operating entities in South Australia, Victoria, New South Wales, Queensland and Western Australia. As these entities are centrally managed by ResourceCo, we consider the risk of modern slavery practices within ResourceCo's Australian operations to be low.

We endeavour to build a diverse, engaged and high performance workforce at ResourceCo. As such, ResourceCo is committed to creating a positive and respectful work environment for all of our employees. To achieve this, ResourceCo ensures:

- all employees are paid in accordance with Australian laws and requirements;
- our facilities and sites are in line with Australian work, health and safety laws; and
- all employees have access to mechanisms to confidentially and/or anonymously report any concerns, issues or potential breaches of ResourceCo policies.

Further, specific training has been undertaken to ensure employees are aware of modern slavery and how to report actual or suspected modern slavery practices.

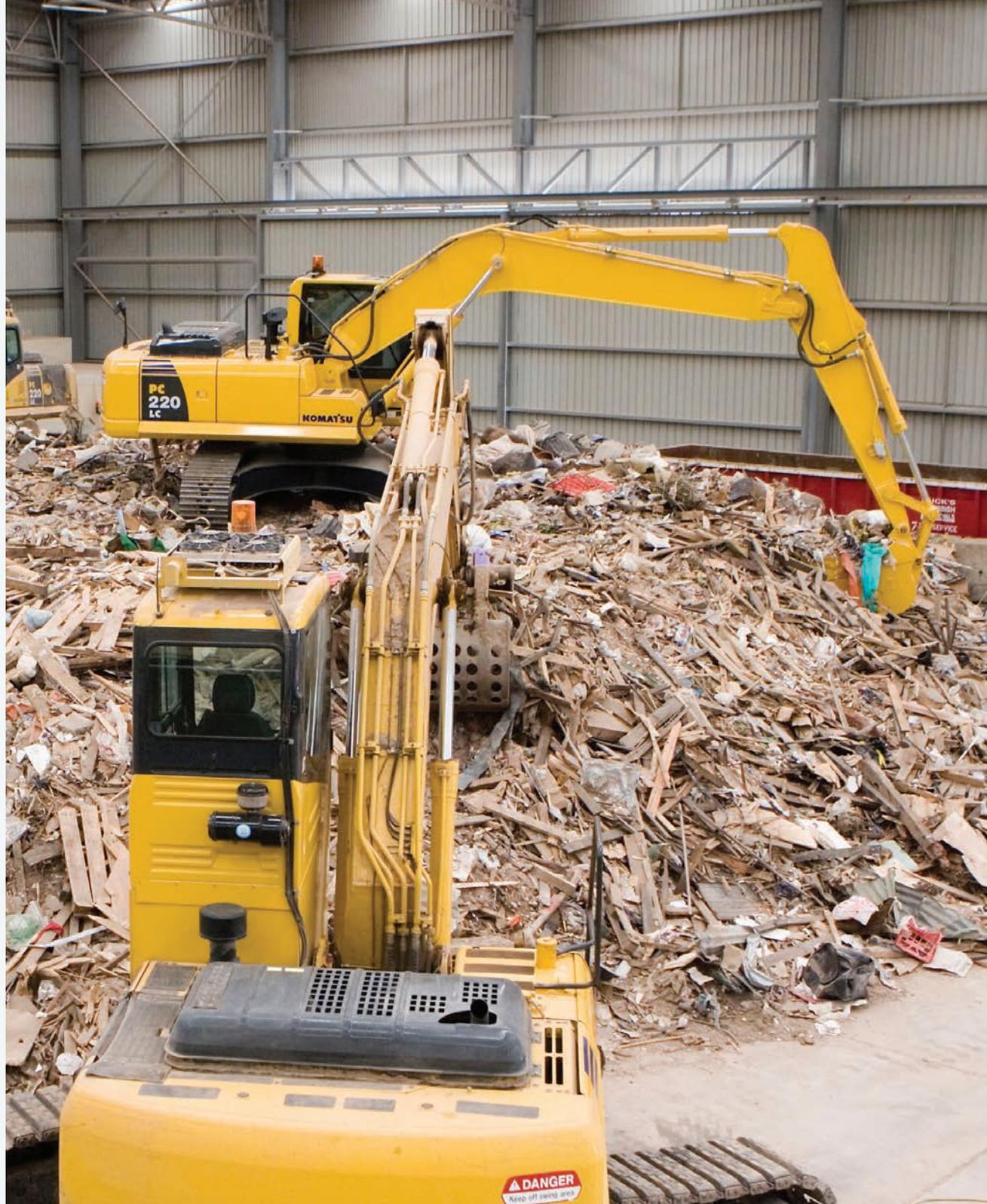
The Global Slavery Index (GSI) categorises Australia as low risk for modern slavery. Given the low risk profile, and the policies and procedures in place within ResourceCo's Australian operations, ResourceCo identifies the risk of modern slavery practices in our operations low.

ASIAN OPERATIONAL RISKS

As a leader in resource recovery and alternative fuels, the company has over the years expanded its processed engineered fuel (PEF) capacity in Asia to ensure non-recyclable waste streams contribute to significant reductions in coal use and subsequent carbon emissions. In addition to operating a resource recovery facility in Ipoh, Malaysia, ResourceCo's Asian operations provides sales and marketing functions for products generated by Cleanaway ResourceCo and Tyrecycle.

With our Asian operations being recently consolidated within the ResourceCo Holdings group, the focus for this statement has been a consideration of our Malaysian operations.

While there are inherent risks in operating in Asia, ResourceCo has strong governance systems in place to safeguard against modern slavery practices occurring in our overseas operations. As our operations in Asia remain under the direct control of ResourceCo, the internal policies and procedures described above continue to apply and function within these entities. ResourceCo will continue to monitor the effectiveness of our governance systems.



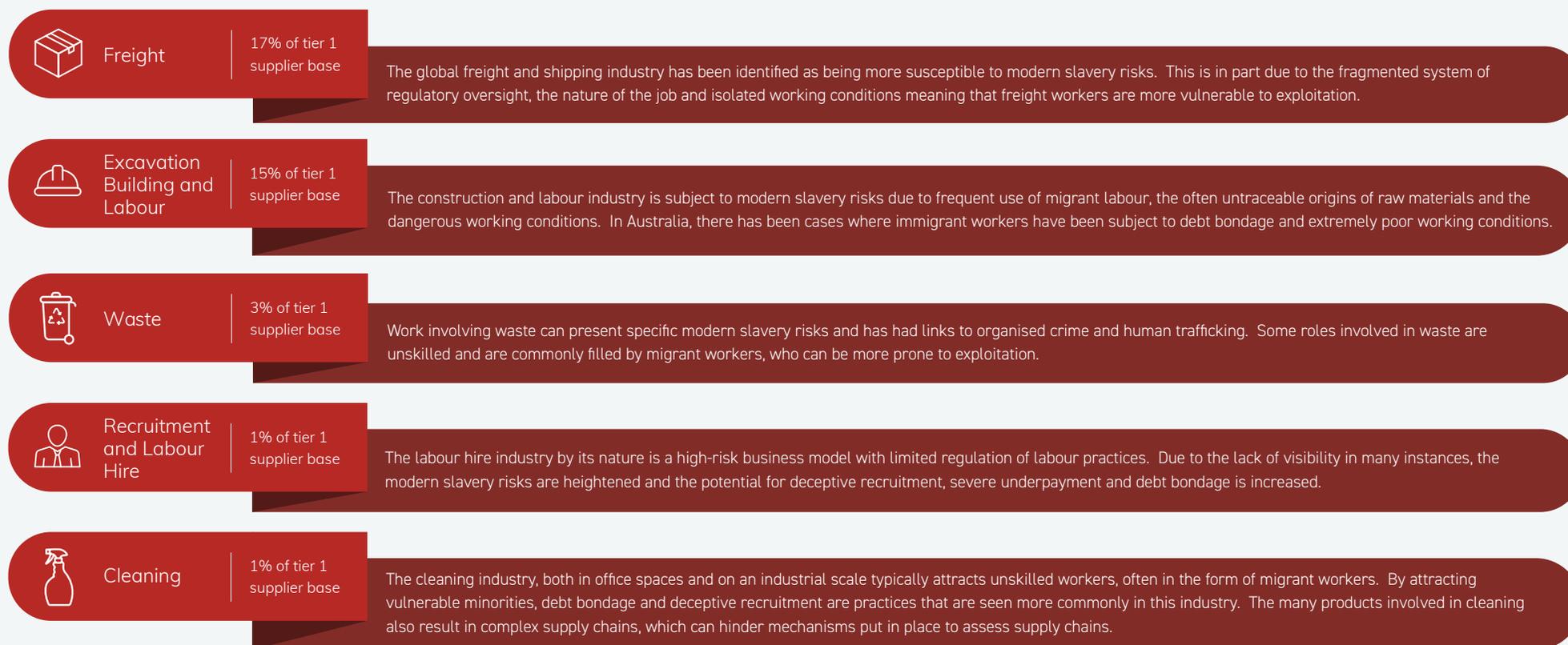
SUPPLY CHAIN RISKS

ResourceCo offers a range of services in the waste recycling, resource recovery, construction, demolition and rehabilitation, energy and mining sectors. This, coupled with our engagement with governments, communities, and multinational companies, means our supply chains can be complex and extensive.

ResourceCo understands that modern slavery risks can present based on various factors including entity risk, product and service risk and geographical risk.

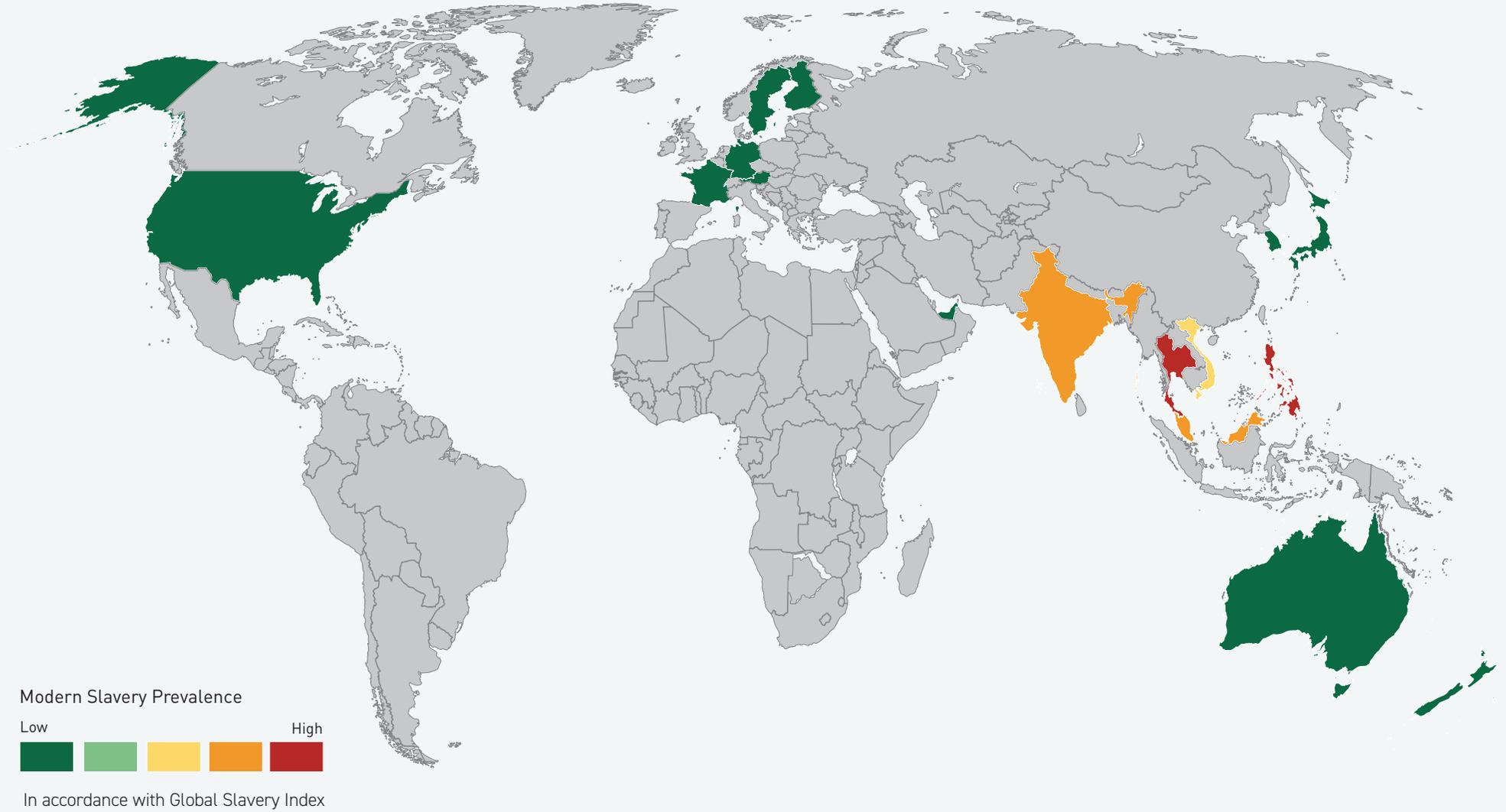
GOODS, PRODUCT AND SERVICE RISK

Certain goods, products and services carry a higher risk profile of modern slavery practices. Below we summarise goods and services that carry higher risk profiles in our supply chains. Particular analysis on such risks are set out below.



LOCATIONS OF TIER 1 SUPPLIERS BY RISK

A summary of our tier 1 suppliers and their locations with corresponding geographic risk profile is set out below.



APPROACH AND ASSESSMENT TO RISK

OPERATIONS AND SUPPLY CHAINS

In our assessment of risk in our operations and supply chains, we have adopted the United Nations Guiding Principles approach and assessed how we may cause, contribute to, or be directly linked to modern slavery.

CAUSE

We consider the risk of ResourceCo causing modern slavery as low, given our governance structure and oversight of our operations. ResourceCo will continue to monitor the effectiveness of our governance structures in Asia.

DIRECTLY LINKED TO

ResourceCo may be inadvertently linked to modern slavery through its suppliers or entities that ResourceCo does not have a direct business relationship with and less visibility deeper in our supply chains. Investigations will continue in the next reporting period, particularly relating to our Asian supply chains.

CONTRIBUTE TO

ResourceCo continues to maintain realistic delivery timeframes for our suppliers, pre-empt any potential shortages on goods and services where possible, and set appropriate cost structures to avoid any undue pressure on our suppliers. Whilst we endeavour to mitigate the risk of contributing to modern slavery through our procurement procedures, we understand that inadvertent acts may have this effect unintentionally. The extent to which ResourceCo could inadvertently contribute to modern slavery will be investigated further in the next reporting period as our due diligence actions develop.

— MANAGING RISKS —

ACTIONS TO ADDRESS RISKS

ResourceCo has taken significant action to expand our actions implemented in our first reporting period to assess, mitigate and address potential risks of modern slavery practices in our operations and supply chains in our second reporting period as set out below.

OUR COMPLIANCE FRAMEWORK

PARTNERING WITH A THIRD PARTY

In line with our no tolerance approach to modern slavery, ResourceCo has collaborated with a third party to provide overall guidance and expand our modern slavery compliance framework.

The third party has assisted ResourceCo with launching its Supplier Platform, reviewing policies and providing strategic advice.



SUPPLIER PLATFORM

As part of our commitment to assess, manage and mitigate modern slavery risks in our operations and supply chains, in the reporting period ResourceCo undertook a significant action of launching a Supplier Platform (Platform).

The Platform allows us to internally manage our relationships with suppliers and establish a database that provides key data points about suppliers. In addition to maintaining key information about our suppliers and their operations, the Platform allows ResourceCo to measure and track risks that all our suppliers present. These risks can be measured on an individual level but can also be assessed across different industries and locations.

Although we only launched the Platform in this reporting period, it has already provided significant benefits to our risk classification and tracking of our suppliers. It has enabled ResourceCo to develop risk profiles across all suppliers, as well as to store and maintain current information about our suppliers based on the most recent due diligence that has been conducted.

Part of the key benefit of the Platform has been the implementation of a 6-stage workflow, which means that all our suppliers sit in a stage that clearly indicates the level of due diligence that has been conducted and details where further action is required. This streamlined approach allows us to focus on the suppliers that present the most immediate risk and ensure that all suppliers are reported on and assessed for potential modern slavery risks. Automations behind the Platform include issuing of questionnaires, risk scoring responses, issuing supplier training and tracking of remediation.



POLICIES, PROCEDURES AND TRAINING

MODERN SLAVERY POLICY

As indicated in our inaugural statement, one of our focus areas for this reporting period was to imbed our modern slavery policy. We are proud to say that we have achieved this goal, and have also expanded upon the internal training aspect that is discussed in more detail below. This policy sets out ResourceCo's no tolerance approach to modern slavery, and sets out our commitment to prevent instances of modern slavery in our organisation and supply chains.

The modern slavery policy is drafted to address conduct not just by our employees, but by all parties involved with ResourceCo. It also provides key information to employees and suppliers about how they can report suspected or actual instance of modern slavery.

WHISTLEBLOWER POLICY

The broad policy and procedure review conducted as part of our internal evaluation of our modern slavery approach incorporated a review of our whistleblower policy. By allowing both internal and external reporting of modern slavery risks linked to ResourceCo by employees, contractors and suppliers it allows us to build a more transparent and robust reporting framework.



TRAINING

In order to establish an effective modern slavery framework, it is essential for employees to understand what modern slavery is, the seriousness of modern slavery, and ResourceCo's position that modern slavery is not tolerated in our organisation or supply chains.

To educate our employees, an interactive modern slavery training module was developed and rolled out across the ResourceCo Group. The modern slavery training module sets out what modern slavery is, how to identify it and how to report it in instances where it is suspected or found. The training also outlined some scenarios that illustrated modern slavery risks, and required employees to show an understanding of these risks prior to the completion of the module.

This training was completed with positive feedback from many of the recipients.



SUPPLIER DUE DILIGENCE

In the reporting period ResourceCo took significant action to enhance its approach to due diligence. ResourceCo laid the foundation for a multi-faceted approach to due diligence, described in detail below.

INDEPENDENT SCREENINGS

To build risk profiles of suppliers in our supply chains, a starting point was to conduct a risk assessment of all tier one suppliers, not just those with the highest spend.

On this basis, ResourceCo built in a screening process using a third party system that collates public information from over 2,500 sources, and screens against 29 different risk areas, including modern slavery.

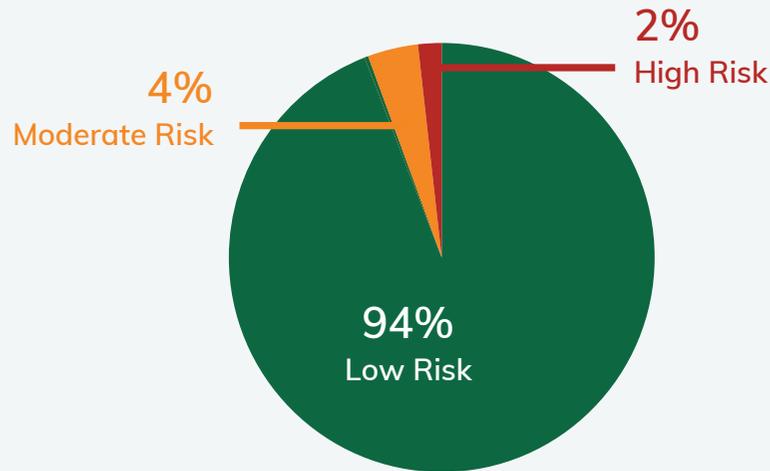
ResourceCo targets higher risk suppliers for further due diligence. In addition, we did not want to limit this preliminary assessment to modern slavery, as ResourceCo is aware that risks of other contraventions (for example bribery and corruption, money laundering or fraud) can also be indicators of modern slavery.

SCREENING RISK AREAS

INTEGRITY RISKS	Corruption and bribery, serious and organised crime, terror, anti-competitive behaviour, government connections, fraud, money laundering, tax non-compliance and sanctions and restrictions
ENVIRONMENT, SOCIAL AND GOVERNANCE RISKS	Modern slavery, health and safety, human rights, animal welfare, sales and marketing practices environmental degradation, employment practices, governance and management and regulatory enforcement
DATA AND CYBER RISKS	Intellectual property, personal data privacy and data security
OPERATIONAL AND QUALITY RISKS	Industry presence, product and service quality, operational quality and business continuity
IDENTITY RISKS	Transparency and source of wealth
FINANCIAL RISKS	Financial stability and financial irregularities

Through this screening process, 94% of ResourceCo's direct suppliers presented no results or unrelated/low risk results. ResourceCo found that just 2% of our supplier base presented results that we indicated to be high risk, and the other 4% of our supplier presented results that indicated a moderate risk.

SCREENING RESULTS



RISK MATRIX

ResourceCo recognises that the independent screenings are an important base line to form an understanding of where immediate risks may lie across our supplier base. To form the basis of a robust framework, ResourceCo also introduced a process to risk matrix suppliers, identifying suppliers as either high, moderate or low risk for further due diligence. Factors including operating location, industry, size and manner of operations forms the basis of the risk matrix.

Combining results from the independent screening and risk matrix of suppliers forms the basis of a risk profile of a supplier.

SUPPLIER SELF ASSESSMENT QUESTIONNAIRE

ResourceCo considers that an effective measure to identify, consider and address modern slavery risks in its supply chains is to work collaboratively with our suppliers.

During the reporting period, ResourceCo developed a supplier-self assessment questionnaire to provide suppliers with an opportunity to tell us more information about their organisation and how they operate. Questions focus on measures that the supplier is taking to assess and address modern slavery risks within their own operations and supply chains. The self-assessment questionnaire also includes broader questions around sourcing of materials, plans for improvement and targeted questions regarding policies and procedures in place to address modern slavery risks.

In the reporting period we commenced issuing self-assessment questionnaires manually. However, with the launch of the Platform, we automated issuing the self-assessment questionnaire and risk profiling suppliers. In the next reporting period we will report on our data set.

REMEDIATION

COMMUNICATION

In the reporting period ResourceCo did not identify any instances of modern slavery in our supply chains, however we are early in rolling out our compliance framework. From due diligence conducted to date, it is evident that a number of our direct suppliers do not have adequate systems or policies in place to identify modern slavery practices.

ResourceCo considers that maintaining open communications with our suppliers will help our suppliers to identify any actual or suspected risks of modern slavery.

CASE STUDY

ResourceCo engages a supplier that operates as a mechanic and provides several products and services to ResourceCo as part of our fleet management services. Due to the nature of this supplier's operations, this supplier was identified for additional due diligence.

We issued a questionnaire to this supplier in which we specifically asked about audits and other measures taken by the supplier to manage its supply chains. The response to these questions indicated that this supplier conducted audits to ensure that machinery and workshop consumables were being operated to the required standard. In addition, the responses indicated that all workers were remunerated appropriately and that products were not sourced from high risk regions.





— MEASURING EFFECTIVENESS —

Whilst ResourceCo is proud of the steps that we took during the reporting period, we identified areas for improvement.

ResourceCo identified that we required a system to track risk profiles, remediation and streamline due diligence actions.

This led to the establishment and implementation of the Platform, which has already resulted in a more targeted risk-based approach and has led to better response rates and more transparent communication with our suppliers. At the time of writing this statement, our revamped self-assessment questionnaire that has been issued via the Platform has received significantly improved response rates and has allowed ResourceCo to track the risk profiles of our suppliers more effectively on an individual and holistic basis.

In the next reporting period ResourceCo plans to expand our processes to measure the effectiveness of our actions by implementing an annual audit, covering matters such as compliance with our modern slavery policy.

— CONSULTATION 7

This modern slavery statement has been lodged by ResourceCo Holdings Pty Ltd ACN 107 343 288 on behalf of the ResourceCo Group.

As the Reporting Entity, ResourceCo Holdings controls and governs the entities that form the ResourceCo Group. This statement represents a ResourceCo Group response. Key stakeholders were involved across all the entities in the ResourceCo Group, including executives and management groups. The legal team drives the modern slavery compliance framework and construction of this statement.

Throughout the reporting period, collaboration and consultation was undertaken across the ResourceCo Group, to ensure the business was engaged with processes and systems introduced.

Despite operating across several entities and in multiple countries, we are proud that the key initiatives and modern slavery compliance frameworks have been implemented across all of our entities.

In addition, general oversight over the collaboration process has been maintained by the Board.

On this basis, consultation by the entities in the ResourceCo Group was extensive.



— INVESTING IN THE FUTURE ↴

ResourceCo is proud of the significant steps it has taken in the FY21 year, which provide a strong foundation for readily identifying and managing modern slavery risks in its supply chains. As ResourceCo embarks on a period of growth, the investment made in FY21 in engaging a third party provider to develop and customise a supplier platform will mean that ResourceCo's systems are capable of adapting and responding as ResourceCo's operations and supply chains evolve. This will enable ResourceCo to continue to deliver upon its modern slavery commitments.

ResourceCo is aiming to build upon this work in FY22, focusing on:

- **Embedding the supplier platform and rolling out modern slavery training to our supplier base**

ResourceCo recognises that delivering upon its modern slavery commitments will require it to partner more closely with its suppliers. This means working to assist our suppliers build up their knowledge, awareness and capability in identifying and managing modern slavery risks.

- **Implementing processes to undertake greater due diligence and auditing of ResourceCo and its suppliers' modern slavery risk management systems**

ResourceCo recognises that systems are only so good as they are utilised. This means that in FY22, ResourceCo will take greater steps to monitor and assess its modern slavery risk management processes and develop a process of auditing suppliers to ensure that they are meeting their commitments too.

- **Further investigating the potential for modern slavery in our Asian supply chains**

We understand that our Asian suppliers geographically pose increased risk to modern slavery practices. ResourceCo will focus due diligence on these supply chains and strengthen our knowledge on the potential for risks across such supply chains.

ResourceCo will report on the United Nations Global Compact (UNGC) principles in FY22 through its Sustainability Report, further embedding global guidelines.

This statement was approved by the Board of ResourceCo Holdings Pty Ltd in their capacity as principal governing body of ResourceCo and its subsidiaries on 22 December 2021.



Andrew Poulter
Chairman

On behalf of the board

ACT REFERENCE	REQUIREMENT	RESOURCECO MODERN SLAVERY STATEMENT REFERENCE	PAGE NO.
16 A	Mandatory Criteria One: Identify the reporting entity	Reporting Entity	Page 2
16 B	Mandatory Criteria Two: Describe its structure, operations and supply chains.	Our Structure Our Operations Our Supply Chain	Page 7 Page 8 Page 9
16 C	Mandatory Criterion Three: Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	Our Risks	Page 11
16 D	Mandatory Criterion Four: Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	Managing Risks	Page 16
16 E	Mandatory Criterion Five: Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	Measuring Effectiveness	Page 23
16 F	Mandatory Criterion Six: Describe the process of consultation with any entities the reporting entity owns or controls	Consultation	Page 24
16 G	Mandatory Criterion Seven: Any other relevant information	Investing in the Future	Page 25