



Supplier Code of Conduct

POL - Evolution Policy

Evolution's Sustainability Principles, values and supporting behaviours guide how we work every day. Our four values of Safety, Excellence, Accountability and Respect support us in achieving our vision –Inspired people creating Australia's premier global gold company.

Evolution Mining Limited (Evolution) is committed to providing a healthy, safe, and sustainable workplace while striving to achieve an injury free work environment for all workers. We partner with our communities and commit to leaving a positive legacy, so our communities are better off overall for Evolution having been there.

Suppliers play a key role in helping to deliver our strategy, and Evolution expects suppliers to align with our values and behaviours. Suppliers are required to be accountable for their actions and commit to ensuring that all their supply chains which support the manufacturing, transport and installation of goods and services into our business are regularly reviewed, respect internationally recognised labour standards and human rights obligations, maintain sound business ethics and adopt principles of sustainability.

As a supplier to Evolution, you shall conduct business in alignment with the following:

1 Health and safety

- Provide a physically and psychologically safe environment through the promotion of a workplace which supports the health, wellbeing and dignity of an inclusive workforce.
- Support a culture of safe work habits, including supply of legislatively compliant and fit for purpose protective clothing and equipment, plant, processes, products and tools, and maintain procedures and training to ensure personnel are appropriately qualified and skilled to carry out their duties safely.
- Maintain records and notify reportable incidents.
- Deliver continual improvement through preventative measures including safety interactions and audits, review and reporting of incidents, and maintenance and review of applicable statutory requirements.

2 Human rights

- Respect internationally recognised human rights in line with the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights.
- Engage a workforce that is free from any form of enslavement or other means of coercion, including any type of forced, bonded or involuntary labour or any other form of modern slavery.
- Do not engage in or support any type of child labour and comply with minimum employment age limits defined by legislation or international conventions including the International Labor Organisation (ILO) Convention 138.
- Comply with relevant laws regarding providing fair remuneration and humane working conditions, including:
 - Laws regulating local wages, overtime compensation, and legally mandated benefits; and
 - Ensuring that workers are not required to work excessive working hours per week, including overtime and have the option of adequate days off.
- Respect the right of workers to freedom of association and collective bargaining, including the right to form and join trade unions or other work associations of their own choosing without harassment, interference or retaliation.

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- Treat people with respect, without harassment, sexual harassment, bullying or discrimination, and comply with all laws in the collection, use and protection of personal information.
- Ensure the requirements outlined above are extended to third parties and workers you engage as part of the supply chains that provide components, raw materials, labour or services to your business.

3 Community engagement

- Consider the community impacts of your business. Listen to and communicate regularly with all stakeholders, respecting their backgrounds and beliefs, and strive to achieve mutually beneficial outcomes.
- Seek out opportunities to support, foster and build capacity in our host communities as part of how you do business with our regional operations, including First Nations and Indigenous communities.

4 Environmental performance

- Strive to identify opportunities to reduce environmental footprint by effectively managing energy and water, reducing waste, reusing and recycling materials, and identifying opportunities to positively contribute to Evolution's carbon emission targets of 30% reduction by 2030 and net zero emissions by 2050.
- Consider environmental risks in supply chains that are associated with how you do business. Keep stakeholders informed of risks and their management and plans for dealing with any potential incident.
- Maintain and review environmental obligations and educate and train the workforce to build a culture of awareness and enable them to work sustainably.
- Maintain records and notify reportable incidents.

5 Governance and compliance

- Comply with all laws and regulations associated with the sourcing, manufacturing, storage, transportation and supply of products and services to Evolution's operations, including Chain of Responsibility.
- Educate and train the workforce to display and maintain a high degree of ethics including conflicts of interest disclosure.
- Identify and refrain from business practices that may involve bribery, corruption, or facilitation payments, or that could result in reputational damage to Evolution.
- Provide a mechanism for workforce to readily report incidents, including misconduct or violations and processes to address reported incidents without fear of retribution.

6 Business practices

- Communicate openly with Evolution's business, providing information that is timely, accurate and fit for purpose.
- Maintain accurate records and statistics to support invoicing, contract management, regulatory reporting requirements and any legislative obligations.
- Ensure that all third-party suppliers and service providers involved in your supply chain are made aware of Evolution's Code of Conduct. Their compliance with these standards forms part of your contractual obligations to Evolution.
- Commit to working with Evolution to undertake reviews of your business products and operations, including supply chain as may be requested from time to time.
- Maintain a strong degree of confidentiality and protect third party property rights and intellectual property throughout your business dealings.
- Be prepared through adequate emergency response and crisis management plans and mitigation measures to ensure continuity of normal business operations.

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