

Modern Slavery Policy

Document Number: ZE-ALL-CM-NA-POL-000004

Revision Number: 0

Zenith Energy and its subsidiaries are committed to conducting all its business activities fairly, honestly with integrity, and in compliance with all applicable laws, acts, and regulations. Our Board, Management and Employees are dedicated to high ethical standards and recognise and support Zenith's commitment to compliance with these standards.


Zenith supports the eradication of Modern Slavery and are committed to taking all reasonable steps to identify, assess, address risks and train employees to increase awareness of Modern Slavery in our operations.

As such, we are committed to:

- Complying with the requirements of the *Modern Slavery Act 2018 (Cth)*
- Supporting the eradication of Modern Slavery
- Taking steps to identify, assess, address risks of Modern Slavery in our Operations and Supply chain.
- Train employees to increase awareness of Modern Slavery in our Operations or Supply Chain and how to report and action.

To achieve this, Zenith will:

- Identify Risks in Supply chain and operations.
- Establish due diligence processes in relation to the ages of all people employed by Zenith and its operations in high-risk countries which have not signed the UN Declaration of Human Rights
- Analyse existing supplier spending using the Supplier Tiering Tool
- Apply protocols to the standard procurement sourcing process for new suppliers and high-risk existing suppliers. Potential risks will be investigated and actioned.
- Train selected employees and contractors to increase awareness of modern slavery risks within the Zenith supply chains.
- Encourage employees and suppliers to report risks of Modern Slavery practices within Zeniths supply chains.
- Provide information on the Zenith Whistle Blower Hotline, a site contact, or other appropriate mechanisms for reporting potential issues at all Zenith Sites

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Issue Date:	Modern Slavery Policy	Review Due Date:	
23/11/2022	All	01/05/2026	