

Modern Slavery Policy

Introduction

CR recognises modern slavery to be an emerging global issue and commits to the respect for human rights and rejection of all forms of modern slavery throughout our value chain.

Our commitment to respecting and supporting human rights is aligned to the UN Guiding Principles on Business and Human Rights. Our Values of Integrity and Respect empower us to 'do the right thing', which in this case means working collaboratively to eradicate the many forms of modern slavery – such as forced labour or child labour - that exist.

Definition

The Modern Slavery Act 2018 (the Act) defines modern slavery as including eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour. The worst forms of child labour mean situations where children are subjected to slavery or similar practices or engaged in hazardous work.

Policy Purpose

The purpose of this policy is to:

- prevent, detect, and act as a guide to proactively respond with mitigation controls against the modern slavery risks occurring within the CR value chain.
- ensure compliance with the Modern Slavery Act 2018.
- show our strong commitment to only engaging with business partners who reject modern slavery and show full compliance with this policy as well as the Act.

Scope

This policy applies to CR's operations globally and consistent with Epiroc's requirements, including all legal entities worldwide owned or controlled by CR, and all entities throughout our supply chain including our supplying partners, contractors, and vendors.

Policy Statement

CR sets the following basic provisions as a part of this policy:

- We have a zero-tolerance approach to all forms of modern slavery as per the definition in any part of our business or supply chains.
- We shall periodically assess modern slavery risks within our operations and supply chains, as well as wider industry, sector, and geographic risks of the malpractice.

- We shall put appropriate systems, policies, and procedures in place to ensure there is no existence of modern slavery and mitigate modern slavery risks throughout our value chain.
- We shall employ adequate due diligence to not only assess new suppliers, but also periodically assess our existing suppliers.

Supporting Documentation and Procedures

The Modern Slavery Policy is supported by the following:

- **Supplier Code of Conduct:** We shall require all suppliers and contractors to adhere to our Supplier Code of Conduct (SCOC), which is aligned with the United Nations (UN) Global Compact ten universally accepted principles, Responsible Business Alliance (RBA) Code of Conduct, and other internationally recognised standards with sections on modern slavery. We also expect our suppliers to communicate SCOC to related entities, suppliers and subcontractors who support them in supplying to CR, so that they are aware of, understand and comply with the SCOC too.
- **Supplier Agreement:** Our Supply Agreement includes additional compliance clauses around Supplier Code of Conduct, Anti-Corruption Laws, and Anti-Slavery Laws.
- **3rd Party Audits:** We shall use 3rd party supplier audits as a measure of due diligence to ensure ongoing monitoring and compliance to this policy during the time of our relationship with our suppliers.
- **Training and Awareness:** Our compliance training approach ensures all employees are aware of their obligations under our compliance policies, including the Modern Slavery Policy and it acts as an essential component and KPI of our overall risk management.
- **Grievance Mechanism and Whistle-blower Hotline:** We encourage everyone to speak up and act if they have any concerns about unethical, illegal, or improper behavior through the processes documented in the CR Grievance Procedure. Confidential and anonymous reporting is handled through our Whistle-blower Hotline independently managed by the Human Resources Department.
- **Continuous Improvement:** We shall review and improve this policy and our procedures on a regular basis to ensure that they remain effective in preventing modern slavery.



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