

# Anti-Slavery Policy

## 1. Introduction

Denison is committed to maintaining a high standard of integrity, investor confidence and good corporate governance.

As part of this undertaking, we are committed to supporting and respecting the protection of internationally proclaimed human rights.

We understand that modern slavery and human trafficking can occur in many forms and are committed to operating responsibly and ensuring we have robust standards and processes to minimise and address modern slavery risks.

Our Anti-Slavery Policy (Policy) forms part of Denison's risk management framework, which includes Denison's Enterprise Risk Management Policy, Denison's Risk Appetite Statement and other associated risk and compliance policies.

## 2. Definition of Modern Slavery

The *Australian Modern Slavery Act 2018* (Cth) (the MSA) 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 means situations where children are subjected to slavery or similar practices, or engaged in hazardous work.

## 3. Scope

This Policy applies to all employees, directors and officers. Denison also expects its service providers, suppliers and contractors to share our commitment to act lawfully and ethically and to work to ensure that modern slavery is not taking place within its organisation or within its supply chain.

You must ensure that you read, understand and comply with this Policy.

All employees are required to avoid any activity that might lead to or suggest a breach of this Policy.

## 4. Our Approach

Denison is committed to identifying and addressing modern slavery risks within its direct control. Denison will implement a modern slavery management framework based on a 'fit-for-purpose' approach having regard to the nature of its operations and the limited risk of modern slavery in its supply chain.

This approach takes the form of:

- Conducting annual due diligence on modern slavery risks in our business operations and supply chain;
- Carrying out an assessment of new suppliers in relation to modern slavery risks;
- Seeking to obtain annual MSA certification or other assurance by any suppliers deemed to have a 'higher' modern slavery risk;

- Including specific language in all new contracts for goods and services warranting MSA compliance (at the time of entering into the contract and for the duration of the contract term) (**MSA Warranty**);
- Conducting periodically a comprehensive review of employment conditions to ensure they meet, or exceed, all requirements under Federal and State laws; and
- Carrying out staff awareness and training.

## 5. Reporting

Denison will establish appropriate mechanisms for internal and external reporting.

Every year that Denison meets the definition of a “reporting entity” pursuant to the MSA, Denison will prepare and publish a modern slavery statement consistent with the requirements of the MSA.

## 6. How to Raise a Concern

Under the Code of Conduct, all Denison employees have a responsibility to help detect, prevent and report instances of any suspicious activity or wrongdoing in connection with Denison’s business. Denison is committed to ensuring that all employees have a safe, reliable and confidential way of reporting any suspicious activity. You are encouraged to raise concerns with your manager and/or the Compliance Officer.

If you are not comfortable, for any reason, with speaking directly to your manager, Denison has a *Whistleblower Protection Policy* which affords certain protections against reprisal, harassment or demotion for making the report, and provides anonymous hotlines to report wrongdoing.

## 7. Monitoring and Review

Internal control systems and procedures will be subject to regular audits and reviews to provide assurance that they are effective in identifying areas of risk. There may also be independent reviews undertaken from time to time by Denison Internal or External Auditors.

This Policy will be reviewed periodically.

## 8. Training

Denison implements a mandatory Code of Conduct training for new starters, and mandatory annual Code of Conduct refresher training, which includes this Policy.

VER*	Approved By	Approval Date
0	Board	23/10/23

**Application: This policy applies to the companies of the Denison Group, including Denison Gas Limited and its subsidiaries Denison Gas (Queensland) Pty Ltd, Denison Renewables Pty Ltd and Denison Petroleum Services Pty Ltd.**