



**NEW HOPE**  
**GROUP**

**Modern Slavery Statement**  
**2020 Reporting Year**

# NEW HOPE GROUP MODERN SLAVERY STATEMENT 2020

## Introduction

Forms of modern slavery, such as forced labour, child labour, debt bondage, servitude, human trafficking and deceptive recruiting for labour or services are a violation of human rights, are against the law, and are completely at odds with New Hope's Core Values.

New Hope is committed to taking the issue of modern slavery seriously, including by identifying, assessing and mitigating modern slavery risks in our operations and supply chains, by being compliant with all modern slavery legislation, and by using our commercial leverage to reduce and contribute towards the elimination of modern slavery.



## Identification of Reporting Entities

This is the first modern slavery statement for New Hope Corporation Limited ABN 38 010 653 844 and its subsidiary reporting entities (**New Hope**).

Dexplan Pty Ltd ABN 48 607 185 339, New Hope Bengalla Pty Ltd ABN 33 607 197 811, New Acland Coal Pty Ltd ABN 90 081 022 380, Jeebroopilly Collieries Pty Ltd ABN 88 010 319 954 and New Hope Coal Marketing Pty Ltd ABN 13 136 073 722 are the subsidiaries of New Hope Corporation Limited that qualify as reporting entities for the purposes of the Modern Slavery Act. This is a joint statement for New Hope Corporation Limited and those entities.

This statement covers the reporting period from 1 August 2019 to 31 July 2020.

## **New Hope's structure, operations and supply chains**

New Hope is an ASX-listed diversified energy company with approximately 850 total employees (including those employed in our joint venture operations). We are headquartered in Brisbane, Queensland.

### **Operations**

Our operations include:

- The Bengalla mine, which is a thermal coal mine located near Muswellbrook in the Hunter Valley, New South Wales. The Bengalla mine is operated on behalf of a joint venture in which New Hope (through its subsidiary New Hope Bengalla Pty Ltd) holds an 80% participating interest.
- The New Acland mine, which is a thermal coal mine located near Oakey in southern Queensland.
- Petroleum exploration and production activities by our wholly owned subsidiary, Bridgeport Energy. Bridgeport's headquarters are in Sydney, with its operations largely in southwestern Queensland.
- A bulk handling operation at the port of Brisbane, operated by our subsidiary Queensland Bulk Handling.
- Farming operations around our mine sites operated by our subsidiaries, Acland Pastoral Company and Bengalla Pastoral Company.

Aside from a small marketing office located in Japan, all of New Hope's

workforce and operations are located within Australia.

Both the Bengalla and New Acland mines are noteworthy for having a permanent workforce that lives in the communities near the mine site.

### **Supply Chains**

In broad terms, New Hope's procurement expenditure is dominated by the sourcing of:

- diesel fuel;
- mining equipment, parts and tyres;
- port and rail access; and
- mining explosives,

**(Major Procurement Items).**

A smaller percentage of overall expenditure is applied to the sourcing of a multitude of other goods and services relevant to our activities.

These include supply of consumables, logistics, utilities, labour hire, cleaning, consultancy and technical services

**(Minor Procurement Items).**

### **Risks of modern slavery in operations and supply chains**

New Hope's operations are carried out entirely within Australia. All New Hope employees are engaged on terms and conditions which comply with Australian laws and are free to join and be represented by unions.

The Major Procurement Items mentioned in the previous section are procured from a small number of relatively large suppliers. All of these

suppliers are Australian entities, although some form part of larger multinational groups. For the most part, these organisations have sophisticated supply chain policies and procedures in place. However, these organisations tend to have long supply chains in multiple countries, and we acknowledge that modern slavery risks can be present further down these supply chains. We expect increasing visibility into the actions taken by these suppliers as they move to report in accordance with the requirements of the Modern Slavery Act.

The Minor Procurement Items mentioned in the previous section are procured from a large number (many hundreds) of different suppliers which range from large organisations to small family businesses. We take pride in the fact that many of these suppliers are local providers based close to our operations. In general, these suppliers operate wholly within Australia under Australian laws, and do not tend to have as extensive supply chains as the suppliers of Major Procurement Items.

### **Actions taken by New Hope during the reporting period.**

The following were among the activities undertaken New Hope during the reporting period in support of its modern slavery commitments:

#### **Modern Slavery Policy Statement**

New Hope's board approved a Modern Slavery Policy Statement that sets our commitment to addressing modern slavery, our expectations of suppliers,

employees and business partners, and procedures for reporting instances of modern slavery. The Modern Slavery Policy Statement is made available to external stakeholders on New Hope's website.

#### **Working Group**

A cross-functional working group met regularly to facilitate New Hope's activities in response to modern slavery reporting requirements. The working group comprised representatives from the legal, company secretary, procurement and finance teams.

#### **Supply chain mapping**

An external provider was engaged to conduct a risk assessment on New Hope's supply chains. The risk assessment looked at risk based on industry sector categorisation to indicate areas of potential modern slavery risk throughout the full scope of our supply chains and operations. This initial risk assessment will provide direction and areas of focus for future due diligence and remediation activities.

#### **Template updates**

New Hope's procurement contract templates and purchase order terms were updated to require written assurances and other undertakings from suppliers in relation to modern slavery and labour practices. These include representations that employees will be engaged in accordance with all relevant legal requirements and awards, and that neither the supplier nor its immediate suppliers have engaged in illegal slavery-like offences.

## Training

New Hope provided modern slavery awareness training for its executives and selected employees. The training included modules on the nature of modern slavery and requirements under the Modern Slavery Act, New Hope's modern slavery risk profile, and steps to address modern slavery risks.

More specialised training was provided for New Hope's procurement team. This included modules on the indicators of modern slavery to be aware of when conducting an on-site audit, reporting modern slavery risks, and appropriate engagement of new suppliers in high-risk industries and categories.

Training staff at all levels of our organisation helps the company address the risk of modern slavery and ensure that we have the capacity to conduct remediation when required.

### COVID-19 impact

Throughout the COVID-19 pandemic New Hope made responsible and measured decisions to protect the ongoing health and wellbeing of team members and successfully minimised the threat of COVID-19 entering a New Hope site. To date New Hope has had no cases of COVID-19 at any of its sites. Border closures affected movement of some personnel, however the largely local workforce at our sites meant that overall disruption was minimised.

## Measuring effectiveness

Following the actions which were carried out in our first reporting year, we have begun our 2020-2021 reporting year with greater levels of awareness within our business of the nature and risks of modern slavery. We will continue to build on this awareness in 2021 as we move to systemise our processes around the identification and mitigation of modern slavery risks. Our actions will be guided by our Policy Statement and by a 3-year plan which will provide a framework for delivering outcomes and measuring effectiveness.

### Progress snapshot

Raising awareness through staff training and board briefings.	✓
Policy Statement and template updates.	✓
High-level supply chain risk assessment.	✓
Working group oversight and monitoring.	✓
Specific due diligence on high-risk and new suppliers.	Ongoing

As at the early stages of the 2020-2021 reporting year, we have observed a heightened awareness of modern slavery issues within our key suppliers and many of our larger suppliers have now published their own Modern Slavery Statements.

As part of the actions that New Hope is undertaking in its second reporting year, we have carried out audits upon a selection of suppliers which we will report on in our next modern slavery statement.

## Process of consultation with subsidiaries

The majority of New Hope entities operate under common policies, processes and branding with the parent company.

The New Hope Chief Executive Officer sits on the board of each subsidiary, including subsidiaries that are operated with joint venture partners. The majority of subsidiaries also have a common company secretary. Accordingly, there is substantial common oversight of subsidiary activities.

A small number of subsidiaries (including Bridgeport Energy and Queensland Bulk Handling) operate under different branding and in sectors other than New Hope's core mining business (including in agriculture, petroleum and port handling).

Together with other New Hope employees, representatives from these businesses were included in the modern slavery awareness training which was provided during the year.

## Oversight and approval of this statement

The New Hope board maintains direct oversight of modern slavery risks through its corporate risk management process and is assisted in this by New Hope's audit and risk committee.

Responsibility is delegated to management for the identification and ongoing management of the risks of modern slavery. This function has been performed during the reporting period by the Modern Slavery Working Group.

This statement has been approved by the New Hope Corporation Limited Board, which is the principal governing body for the reporting entities named in this statement for the purposes of the Modern Slavery Act.

Signed,



**Ian Williams**

Director and Chairman of Audit and Risk Committee

This statement was approved by the board of New Hope Corporation Limited on 10 December 2020.