

# MODERN SLAVERY STATEMENT



## ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT

The Modern Slavery Act 2015 requires any commercial organisation in any sector, which supplies goods or services, and carries on a business or part of a business in the United Kingdom, and is above a specified total turnover, to produce and publish an annual slavery and human trafficking statement.

Critical Mineral Resources Plc ("CMR") currently has an annual turnover of less than the amount prescribed by regulations made by the Secretary of State of £36 million to require an antislavery policy but feel the creation of an antislavery statement demonstrates our commitment to understanding modern slavery risks and ensuring that there is no modern slavery in our own business and supply chains. This statement sets out the steps that CMR has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. CMR is committed to the prevention of the use of forced labour and has a zero tolerance policy for human trafficking and slavery.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. CMR has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically, with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

This statement applies to all persons working for CMR or on our behalf in any capacity, including employees at all levels, directors, office staff, advisers, contractors, third-party representatives and business partners.

## RESPONSIBILITIES

The board of directors have overall responsibility for ensuring this statement complies with our legal and ethical obligations, and that all those under our control comply with it. The CEO has primary and day-to-day responsibility for implementing this statement, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

## OUR BUSINESS

CMR is a standard listed exploration and development company focused on clean energy commodities. It has no ultimate owner or controlling shareholders. It is situated in the UK and currently has operations in Morocco where it employs 2 and 3 people respectively.

## OUR POLICIES

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Anti-slavery statement. This statement sets out the organisation's stance on modern slavery.
- Anti-corruption and bribery policy. This policy explains the manner in which we conduct all of our business in an honest and ethical manner.
- Code of conduct policy. This code explains how business is conducted in a professional, strictly honest, ethical and impartial manner.
- Whistleblowing policy. CMR encourages all of its employees to report any concerns related to the activities of the group. CMR will ensure that any matter raised under this procedure will be investigated thoroughly, promptly and confidentially, and the outcome of the investigation reported back to the individual who raised the issue. Additionally, CMR will ensure that no one will be victimised for raising a matter under this procedure.

The logo for Critical Mineral Resources (CMR) is displayed in white, bold, sans-serif capital letters against a solid blue background. The logo is positioned in the upper right quadrant of the page. The background of the entire page features a large, stylized image of a wind turbine, with the tower and nacelle in blue and the blades in white, set against a white background on the left and a blue background on the right.

CMR

## OUR SUPPLIERS

We will undertake high-level risk assessment of our contracts, identifying where supply chains extend into sectors and territories that are high risk in terms of the potential presence of slavery and human trafficking. CMR will ask suppliers identified as high risk to provide assurances that they have undertaken appropriate due diligence in ensuring that there is no slavery or human trafficking within the supply chains that serve their contract with CMR.

We expect our suppliers and other companies we engage with to ensure their goods, materials and labour-related supply chains are:

- Fully compliant with the Modern Slavery Act 2015.
- Transparent, accountable and auditable.
- Free from ethical ambiguities.

## OUR SUPPLIERS & RISKS

CMR will operate a supplier policy and maintain a preferred supplier list which is reviewed annually. We will conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that a particular organisation have never been convicted of offences relating to modern slavery. Our anti-slavery statement forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business.
- They hold their own suppliers to account over modern slavery.
- CMR will identify and assess potential risk areas in our supply chains.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chains and business, CMR will provide the necessary training to all relevant employees.

## **OUR INITIATIVES**

- Requiring staff to complete training on modern slavery.
- Developing a system for supply chain verification.
- Reviewing existing supply chains.

## **OUR PERFORMANCE INDICATORS**

CMR will use the following key performance indicators to measure how effective it is in ensuring that slavery and human trafficking is not taking place in any part of its business or supply chain:

- Completion of necessary training of the policy by all relevant staff
- Communication of the policy to suppliers (through negotiations and confirmed within contracts)
- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

## **FURTHER STEPS**

This statement will be reviewed annually by Charlie Long, CEO to ensure compliance.

This statement is made pursuant to section 54(1) of the Act and constitutes the CMR's antislavery and human trafficking statement for the financial year ended 31 December 2023.

For further information, please contact:

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