



MITSUI E&P AUSTRALIA

## Modern Slavery Statement 2024



## DISCLAIMER

This document is a joint Modern Slavery Statement (**Statement**) in relation to the reporting period from 1 January 2024 to 31 December 2024. This Statement is made by Mitsui E&P Australia Holdings Pty Ltd (ACN 077 897 440) (**MEPAU**) in accordance with the requirements of the *Modern Slavery Act 2018* (Cth) (**Act**). The Statement reflects the activities of MEPAU, any entities owned or controlled by MEPAU and MEPAU-operated joint ventures.

MEPAU has prepared this Statement based on information available to it at the time of preparation.

This Statement contains forward-looking statements relating to MEPAU's policies and practices with respect to modern slavery risk management, including statements of current intention and expectation and statements of opinion. Except as required by applicable laws or regulations, MEPAU does not undertake to publicly update or review any forward-looking statements.

In this Statement, unless otherwise stated, references to MEPAU, the MEPAU Group, or similar expressions refer to MEPAU, its subsidiaries, its controlled entities and MEPAU-operated joint ventures. This Statement does not cover our non-controlled entities or non-operated joint ventures. References to 'operations' may include aspects of joint ventures that are not operated by MEPAU and should be read in this context.

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## MESSAGE FROM THE CEO

As the CEO of Mitsui E&P Australia Holdings Pty Ltd, I am proud to present our Modern Slavery Statement for 2024. This Statement outlines our ongoing commitment to reducing the risk of modern slavery in our business and supply chains.

The term modern slavery is used to refer to serious exploitative practices including trafficking in persons, slavery, servitude, forced labour, debt bondage, deceptive recruiting for labour or services, forced marriage and the worst forms of child labour.

We believe that it is our responsibility to conduct our business in a manner that respects human rights and does not involve modern slavery practices, and our business policies and procedures reflect this belief. We are committed to continuously improving our policies and processes to ensure that we are doing our part in the global effort to combat modern slavery.

We understand that modern slavery is a complex and multifaceted issue, and therefore we adopt a pro-active approach to identify and mitigate potential modern slavery risks. This includes implementing and improving our due diligence processes and providing training and resources to our employees.

We are proud to share our Modern Slavery Statement for 2024, which outlines the steps that we have taken, and that we plan to take in the future, to prevent any modern slavery in our business and its supply chains.



**Ken Yamamura**  
**Chief Executive Officer**  
**Mitsui E&P Australia Holdings Pty Ltd**



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**Ken Yamamura**

Managing Director & CEO

*This statement was approved by the Board of Directors of Mitsui E&P Australia Holdings Pty Ltd, in its capacity as the principal governing body of the MEPAU Group, on 26 June 2025.*

## MODERN SLAVERY STATEMENT 2024

This Statement is MEPAU's fifth in response to the *Modern Slavery Act 2018* (Cth) (**Act**). This Statement describes MEPAU's actions and measures taken to reduce the risk of modern slavery being enabled or supported through our business activities in 2024.

The submitting entity is Mitsui E&P Australia Holdings Pty Ltd (ACN 077 897 440) (**MEPAU**) as the parent company of the entities listed in Appendix A (**MEPAU Group**), each of which are considered reporting entities in addition to MEPAU for the purposes of the Act. MEPAU's registered office is Level 8 Alluvion, 58 Mounts Bay Road, Perth, Western Australia. MEPAU has policies, procedures, systems and processes that it follows and that are applied consistently to all entities in the MEPAU Group.

The Global Slavery Index (**GSI**) 2023<sup>1</sup>, produced by the human rights group Walk Free, provides national estimates of modern slavery for 160 countries. The report reveals that an estimated 50 million people were living in modern slavery on any given day in 2021, an increase of 10 million people since 2016.

The GSI report further reveals that the 10 countries with the highest prevalence of modern slavery are North Korea, Eritrea, Mauritania, Saudi Arabia, Türkiye, Tajikistan, United Arab Emirates, Russia, Afghanistan, and Kuwait. Six G20 nations are among the countries with the largest number of people in modern slavery, including India (11 million), China (5.8 million), Russia (1.9 million), Indonesia (1.8 million), Türkiye (1.3 million) and the United States (1.1 million).

The report also highlights the role of G20 nations in fuelling the use of forced labour within global supply chains, including state-imposed forced labour. The G20 nations account for over half of all people living in modern slavery and import US\$468 billion of at-risk products annually.

It is essential for everyone to be aware of, and take action to combat, modern slavery and MEPAU believes that working together, we can make a difference.

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<sup>1</sup> [Global Slavery Index | Walk Free](https://www.walkfree.org/global-slavery-index/) - <https://www.walkfree.org/global-slavery-index/>



## ABOUT MEPAU

**Mission:** Commit to a reliable, affordable and sustainable energy supply and lead the energy transition with low carbon solutions.

**Vision:** Be a leader in cleaner energy solutions, consistently demonstrating operational excellence, safety performance and our commitment to the communities in which we operate.

**Values:** Safety, Integrity, Collaboration, Innovation and Excellence.

## VALUES

### Safety

Safety takes precedence in everything we do.

### Integrity

We act in an honest and ethical manner, holding ourselves accountable for doing what we say that we will do. We are trustworthy, dependable and respectful to our colleagues and stakeholders alike.

### Collaboration

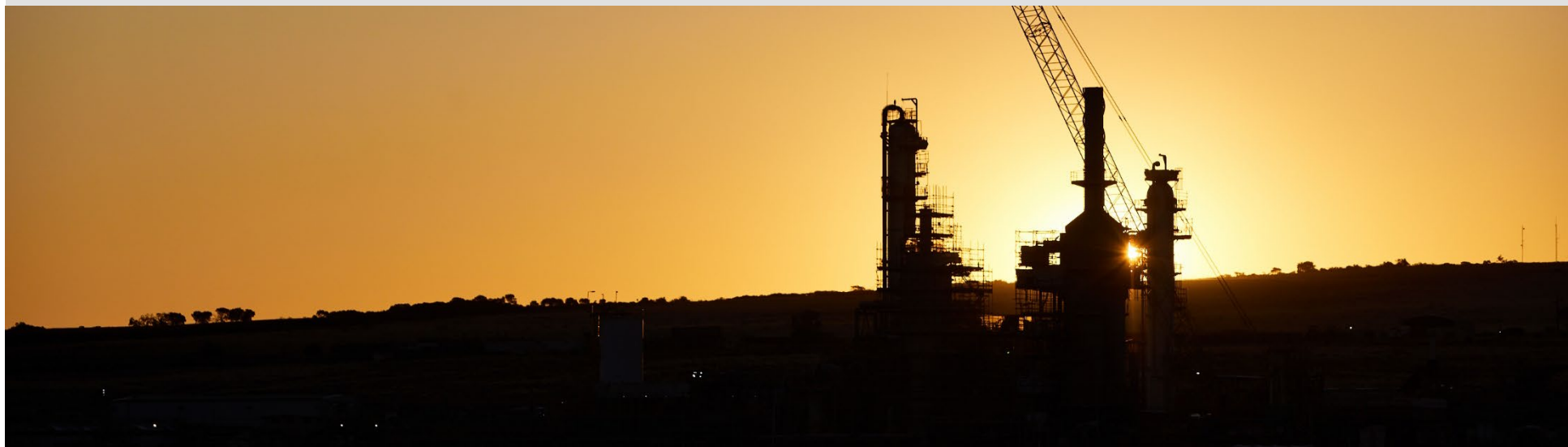
We embrace diversity and open mindedness, recognising that partnering with our colleagues and stakeholders achieves the best outcomes. Together, we acknowledge and celebrate success.

### Innovation

We challenge ourselves to be creative and innovative, generating value adding solutions through flexible thinking and open communication. We are courageous in our thinking and accept new ideas as opportunities to learn.

### Excellence

We strive for excellence in all that we do. We commit to delivering the highest standards in our technical and environmental solutions for the benefit of our people, stakeholders, Traditional Custodians, and the communities in which we work.



**STRUCTURE**

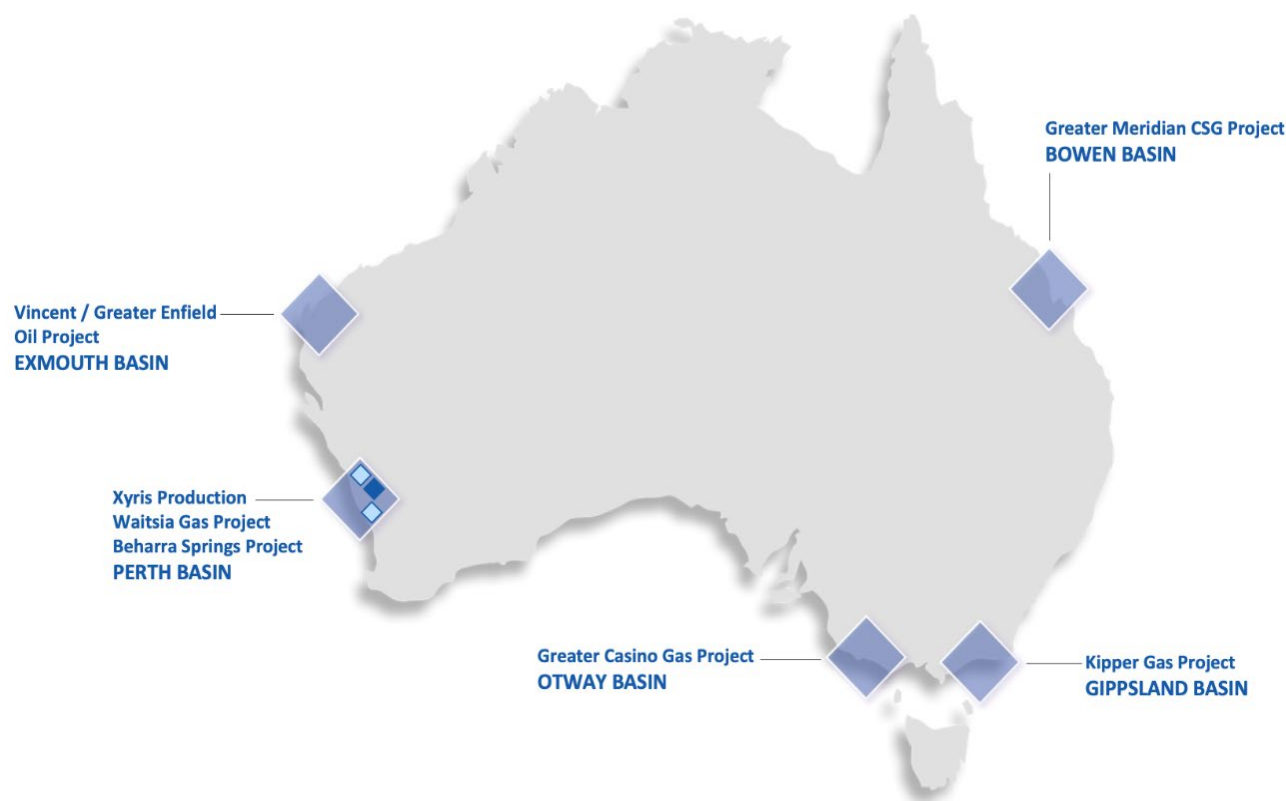
MEPAU is wholly owned by Mitsui & Co., Ltd. (**Mitsui Tokyo**) which is a global conglomerate with multiple businesses operating across different industries in the one corporate group. Mitsui Tokyo operates businesses through 124 offices and affiliates in 62 countries or regions around the world with approximately 56,500 employees globally.

MEPAU is a Western Australian based energy explorer and producer, and is the operator of the Waitsia Gas Field with two gas-producing facilities in the Mid-West region of Western Australia (one in production and one in development), as well as non-operated interests in a number of energy assets around Australia. In addition, and as part of MEPAU’s business expansion into new low carbon operations, MEPAU is developing carbon farming projects (through its Outback Carbon subsidiary) and carbon capture & storage developments (via the Cygnus Hub in the Mid-West).

MEPAU has approximately 203 employees in its Perth office.

<b>132</b> Permanent Full Time Employees	<b>11</b> Permanent Part Time Employees	<b>60</b> Fixed Term (Full Time and Part Time) Employees
		

## OPERATIONS<sup>2</sup>



## OPERATED JOINT VENTURES

### The Waitsia Gas Project

The Waitsia Gas Field is a conventional onshore gas field located in the Perth Basin of Western Australia. The Waitsia Gas Project encompasses the producing Xyris Production Facility, the Waitsia Gas Plant (currently under construction), and numerous wells and gathering systems of flowlines and hubs to convey extracted gas. The project is located approximately 16km southeast of Dongara, Western Australia and is operated by MEPAU.

The Waitsia Gas Project is a joint venture with Beach Energy Limited, which holds a 50% interest.

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<sup>2</sup> This map includes MEPAU's controlled entities and MEPAU-operated joint ventures which are covered by this Statement. This map also includes MEPAU's non-operated joint ventures which are not covered by this Statement. For further information on this map see page 10.

## NON-OPERATED JOINT VENTURES

Project	Location	Ownership	Operator	Activity
<b>Beharra Springs</b>	Perth Basin, Western Australia	MEPAU 50% Beach Energy 50%	Beach Energy	Gas processing facility
<b>Vincent Greater Enfield Oil</b>	North West Cape, Western Australia	MEPAU 40% Woodside Energy 60%	Woodside Energy	Crude oil floating production storage and offloading facility
<b>Kipper Gas Field</b>	Gippsland Basin, Victoria	MEPAU 35% ExxonMobil 32.5% Woodside Energy 32.5%	ExxonMobil	Conventional gas, condensate and LPG production facility
<b>Greater Casino (Casino, Henry and Netherby Fields)</b>	Otway Basin, Victoria	MEPAU 50% Cooper Energy 50%	Cooper Energy	Gas and gas liquid
<b>Meridian Gas</b>	Bowen Basin, Queensland	MEPAU 49% WestSide 51%	WestSide	Gas compression and pipeline

For more information on MEPAU, please refer to: <https://mepau.com.au/about-us/>

## SUPPLY CHAINS

As an energy explorer & producer and a low-carbon solutions provider, MEPAU's supply chain includes companies involved with petroleum-related and agriculture-related engineering, drilling, construction and technical services, general logistics and transportation, specialist consultancies and labour and corporate services.

To develop MEPAU's projects and facilitate its operations and product sales, MEPAU procures a wide range of products and services including:

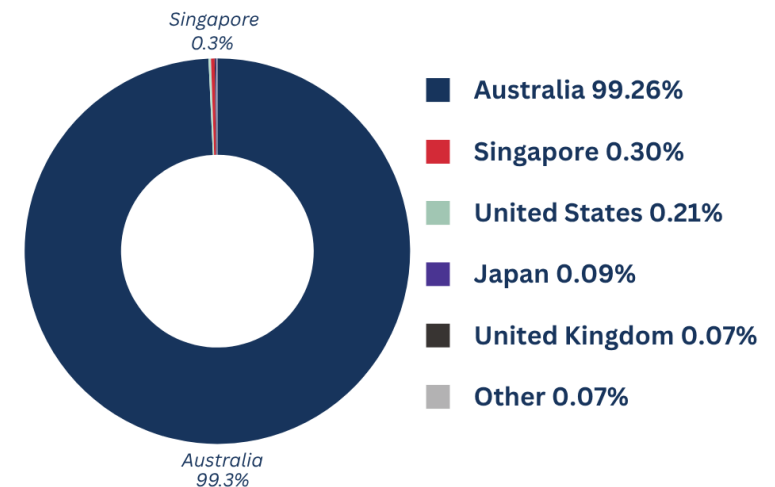
- Drilling, process and development equipment and services, including wellhead and wellsite equipment and services.
- Engineering, construction, operation & maintenance (O&M) and associated technical services.
- Logistical and transportation services.
- Site equipment, management and maintenance services, support services, and civil and construction equipment and services.
- Energy, utilities and consumables.
- Labour and corporate services including information technology, accounting, legal, government relations and administrative services.

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### FY24 supplier spend

In 2024, MEPAU had 1013 active suppliers and a total of A\$618.53 million in procurement expenditure.

### Supplier spend by geography



## MODERN SLAVERY RISK ASSESSMENT

### HUMAN RIGHTS RISK MAPPING

MEPAU is a wholly owned subsidiary of Mitsui & Co., Ltd. (**Mitsui Tokyo**), and an affiliate of Mitsui & Co. (Australia) Ltd (**MCA**). Both Mitsui Tokyo and MCA are committed to upholding modern slavery legislation. MCA has published its own statement under the Act, and Mitsui Tokyo has published its own statement under the UK Modern Slavery Act each year since 2016.

As the parent entity for the entire Mitsui global group, Mitsui Tokyo assesses its global supply chains for modern slavery risk using human rights risk mapping, together with advice from and consultation with independent experts. This assessment includes MEPAU as a wholly owned subsidiary, and was based on leading international human rights risk indicators and other tools such as the *"List of Goods Produced by Child Labor or Forced Labor"* of the Bureau of International Labor Affairs, and the *"Global Map of Environmental and Social Risks in Agro-Commodity Production"* of the International Finance Corporation, placing emphasis on the core labour standards identified by the International Labour Organization.

**None of the existing suppliers of MEPAU have been identified in this process as high risk.**

### ASSESSMENT

MEPAU's supply base is diverse, including small and medium-sized businesses as well as multinational corporations and some of MEPAU's affiliate companies. Many of MEPAU's direct suppliers have their own extensive supply chains, connecting MEPAU with businesses worldwide.

To minimise the risk of modern slavery in MEPAU's supply chains, internal processes have been put in place to ensure that only appropriate suppliers who can meet expected standards are contracted.

#### Globally

Mitsui Tokyo last conducted human rights risk mapping in 2020, examining 3,128 transactions conducted by head office and 7,820 transactions conducted by its overseas offices, with this assessment considering a wide range of human rights issues including modern slavery risks. Mitsui Tokyo also sought advice from, and consulted with, suitable independent experts.

Through this process, none of the existing suppliers of MEPAU were identified in any of the high-risk combinations.

#### Locally

As part of MEPAU's usual procurement activities, and in accordance with MEPAU's internal policies and processes, MEPAU undertakes varying levels of due diligence on proposed suppliers to ensure that these suppliers have responsible supply chain policies and suitable modern slavery and human rights positions.

In addition, when contracting with a supplier, MEPAU enshrines these expectations into its standard contract terms.

## ACTIONS TO ADDRESS MODERN SLAVERY RISKS

### POLICIES AND MONITORING FRAMEWORK

MEPAU's Business Conduct Standard (**Standard**) is regularly reviewed and published to all staff, and it obliges MEPAU's staff and contractors to conduct business in a manner that is honest and ethical, and that respects human rights and does not involve any modern slavery practices. The Standard prohibits discrimination based on any protected attribute under the law.

The Standard is MEPAU's principal code of conduct for its employees and contractors, who are expected to adhere to the Standard throughout their employment or engagement. MEPAU regularly reinforces this expectation, with all employees being obliged to annually review and individually acknowledge the Standard, and with an annual 'With Integrity' month, which is a Mitsui & Co., Ltd global event that promotes and educates all staff about fair and ethical dealing in all business activities.

MEPAU also encourages its staff and contractors to freely 'speak up' if they have any concerns in this regard, and MEPAU ensures that anyone is supported in doing this with a detailed and publicly available Whistleblower Policy, with multiple reporting routes (including anonymous and independent routes).



## ACTIONS TAKEN

For the period from 1 January to 31 December 2024:

- **Compliance Committee** - In collaboration with MCA and other related Australian entities, a compliance committee meeting was held to discuss the effectiveness and future direction of governance and compliance matters, including modern slavery risk assessment and monitoring, and enhanced staff training.
- **Head office reporting and audit** - MEPAU reports to the Mitsui Tokyo head office on the status of compliance system management and operation and the status of compliance promotion efforts as part of the global group's operational rules entitled 'Guidelines for Developing Compliance Structures at Affiliated Companies'. In addition, MEPAU is internally audited in detail every four years by its Tokyo head office audit division, including extensive review of MEPAU's compliance processes and continuous improvement approach, including modern slavery risk management.
- **Implementation of a Sustainable Procurement Policy** – MEPAU has implemented a Sustainable Procurement Policy which sets out expectations for suppliers (and sub-suppliers) to prevent and eliminate modern slavery, as well as intentions to audit, monitor and if necessary, terminate business transactions in case of continued non-compliance.
- **Enforcement of the Sustainable Procurement Policy** – MEPAU makes its Sustainable Procurement Policy available to all new suppliers and service providers. The policy focuses on respect for international standards and respect for human rights, and if there is a violation of the policy that causes adverse human rights impacts, MEPAU will work with suppliers and services provides to remediate such impacts through appropriate processes.
- **Business Conduct Standard reminders and e-learning** – MEPAU's e-learning modules cover a broad range of compliance issues, and include a module dedicated to educating its workforce on the risks of modern slavery in the context of the Mitsui Tokyo global business model. This e-learning course is compulsory for all MEPAU employees.

## ASSESSING EFFECTIVENESS AND LOOKING AHEAD

MEPAU recognises that the risks of modern slavery are complex and evolving. Assessing the effectiveness of its risk management and monitoring processes can be challenging due to the complexity of international supply chains and the potential for many of the risks to exist deep down the supply chain, where MEPAU's oversight and influence is much more limited.

MEPAU assesses its effectiveness in identifying and managing modern slavery and human rights risks by engaging with suppliers, utilising and continually improving its internal governance and risk management processes, and reviewing and monitoring its compliance reporting.

At the date of this Modern Slavery Statement for 2024, no allegations of modern slavery within the MEPAU Group or in any of MEPAU's suppliers (at any tier) have been reported through any of MEPAU's compliance reporting routes, however MEPAU does not take this to mean that its systems and processes are adequate. MEPAU undertakes to continuously review these systems and processes to reduce the risk of modern slavery within its supply chains, and to ensure that the protocols in place to detect or identify actual or potential risks or non-compliances are appropriate.

Moving ahead MEPAU plans to:

- further update MEPAU's newly implemented procurement system to broaden the use of supplier assessment and on-boarding tools to assist with improved supplier due diligence;
- continue identifying themes and activities for MEPAU to improve its approach to combatting modern slavery; and
- implement a framework in line with Mitsui Tokyo's global compliance processes to further assess and monitor modern slavery risks in MEPAU's supply chain.





## GOVERNANCE & CONSULTATION FOR THIS REPORT

MEPAU's corporate governance and risk management frameworks, including the internal policies, standards, procedures and tools through which modern slavery risks are assessed and managed, are overseen by MEPAU's Board of Directors and are applied across all of the entities in the MEPAU Group. Prior to being put to the Board of Directors for review and approval, this Statement was prepared in consultation with MEPAU's controlled entities (including the reporting entities) and relevant representatives and groups within the business including contracts and procurement, supply chain, external affairs, legal and operational teams.

## **APPENDIX A – LIST OF AUSTRALIAN REPORTING ENTITIES IN THE MEPAU GROUP**

**Mitsui E&P Australia Pty Ltd**

**MEPAU A Pty Ltd**

**MEPAU Athena Gas Processing Pty Ltd**

**AWE Overseas Pty Limited**

**AWE Offshore Pty Limited**

**MEPAU Finance Pty Ltd**

**MEPAU Australia Pty Ltd**

**MEPAU Perth Basin Pty Ltd**

**Outback Carbon Pty Ltd**

**MEPAU Beharra Springs Pty Ltd**

**MEPAU Project Pty Ltd**

**AWE Energy Holdings Pty Ltd**

**MEPAU (WA) Invest. Co. Pty Ltd**

**AWE (Bass Gas) Pty Ltd**

**AWE Petroleum Pty Ltd**

**MEPAU Otway Basin Pty Ltd**

**MEPAU P2P Pty Ltd**

