



IMDEXTM

Forced Labour & Child Labour Report

Imdex Canada Limited

Financial Year 2023



Our purpose as a leading global mining-tech company is to efficiently and sustainably unlock the earth's value.

We are uniquely positioned to enable clients to find, define and mine orebodies with precision, confidence and at speed.

About This Report

This Forced Labour & Child Labour Report (Report) has been prepared by Imdex Canada Limited to meet the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act) for the financial year ending 30 June 2023 (FY23).

Imdex Canada Limited is a Canadian company owned by Imdex Limited (IMDEX), a publicly listed company on the Australian Securities Exchange. The IMDEX group includes companies across Asia-Pacific, North America, South America, Europe and Africa.

Imdex Canada Limited is the product of an amalgamation on January 1, 2024 of four Canadian companies owned by IMDEX:

1. Reflex Instruments North America Limited (OCN 1902013)
2. Devico Canada Inc. (OCN 2598072)
3. SurveyTECH Instruments & Services Inc. (OCN 2516044)
4. TECH Directional Services Inc. (OCN 5011009)

Unless otherwise stated, references to 'the IMDEX group', 'we', 'us' and 'our' refer to the broader Imdex Limited group of companies which includes Imdex Canada Limited. References to 'Imdex Canada' refer to Imdex Canada Limited and its predecessor entities (1-4 above) only.

References to a year are to the financial year ended 30 June 2023 and references to dollar figures are in CAD currency unless otherwise stated. This Report forms part of our annual reporting suite, which includes our Corporate Governance Statement and FY23 Annual Report and Sustainability Report.

IMDEX reports on related topics in Australia, Norway and Canada. The terminology used varies across these jurisdictions. Any reference to the terms 'modern slavery', 'forced labour' and 'child labour' refer to a common area of risk exposure which includes forced labour, child labour, modern-day slavery, human trafficking, and all other comparable forms of human rights violations.



The reporting suite is available on our website at

Corporate Governance Statement

<https://www.imdex.com/about/corporate-governance-statement-51c6b46efdb56c8e2a6619509c495da7>

FY23 Annual Report and Sustainability Report

<https://www.imdex.com/investor/2023-annual-report>

Approval

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Paul House

Director, Imdex Canada Limited

Managing Director & Chief Executive Officer, IMDEX Limited

I have the authority to bind Imdex Canada Limited.



October 14, 2024



Feedback and Further Information

We value all feedback. Please forward any comments or requests regarding this Report to legal@imdexlimited.com



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BUSINESS OVERVIEW

Operations

IMDEX is a leading global mining-tech company that enables drilling contractors and resource companies to find, mine and define orebodies with precision, confidence and at speed.

Our product offering includes a broad range of drilling optimisation products, rock knowledge sensors and real-time data and analytics. This offering is commodity agnostic and can be applied across the mining value chain. In February 2023 we extended our product offering with the acquisition of Devico, which included the Canadian companies Devico Canada, SurveyTECH Instruments & Services and TECH Directional.

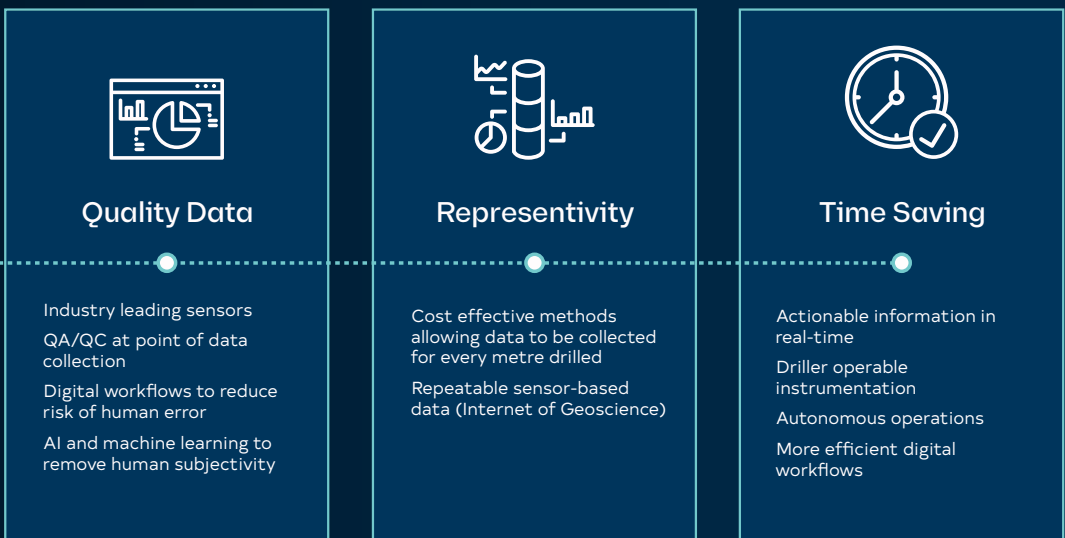
We partner with drilling contractors and resource companies to provide integrated solutions that unlock real value and provide timely critical insights.

BUSINESS OVERVIEW

Our Customer Value Proposition

The key to delivering value to our customers is to provide high quality data in real-time, facilitating improved decision-making opportunities and safer operating environments.

Timely Information for Critical Decision Making



Our Integrated Solutions

Our integrated solutions fall into three key categories: **Drilling Optimisation Products, Rock Knowledge Sensors, and Real-time Data & Analytics.**

We focus on delivering comprehensive solutions that combine products and services from these categories, maximising productivity and value for our customers.



Drilling Optimisation Products

A suite of products that enhance drilling **productivity** while improving **safety** and the impact on the **environment**:

- Drilling fluids
- Solids removal units
- Rig alignment technologies
- Directional drilling technologies



Rock Knowledge Sensors

Best-in-class sensors that **originate critical data** on the four elements of rock knowledge: location, grade, mineralogy, and texture. The combined offering provides customers greater choice and the ability to match the right sensors to the right geological programme:

- Down hole survey sensors
- Core orientation sensors
- Gamma logging sensors
- Structural orientation sensors



Real-Time Data & Analytics

A secure cloud platform and market leading geoscience analytical software to **enrich data** and enable real-time decisions to be made further upstream:

- Drilling analytics software
- Cloud-based data collection and validation platform
- Advanced reporting software
- Geoscience analytics software
- Interpretive mineralogy software
- 3D visualisation software

Our Established Global Business

Our global presence is unrivalled. This presence provides a compelling opportunity to embed real value for customers and maximise revenue and earnings for IMDEX.

During FY23 we supported customers in more than 100 countries. We have 22 IMDEX facilities, together with warehouses and calibration centres in key mining regions of the world. Our Head Office is located in Balcatta, Western Australia.

The integration of Devico provides an additional 4 facilities, including a world-class R&D and manufacturing facility in Trondheim, Norway. This facility and its team of engineers, complement our existing capabilities in California and Australia.

Devico significantly strengthens our core business and global presence, particularly in Europe.



Our Customers and Industry Partners

Our long-standing and broad customer base includes major drilling contractors and resource companies within the global minerals industry. We are building a collaborative ecosystem, partnering with customers to optimise orebodies and promote responsible resource stewardship.

Operating in all
key mining
regions
of the world

Sales in
100+
COUNTRIES

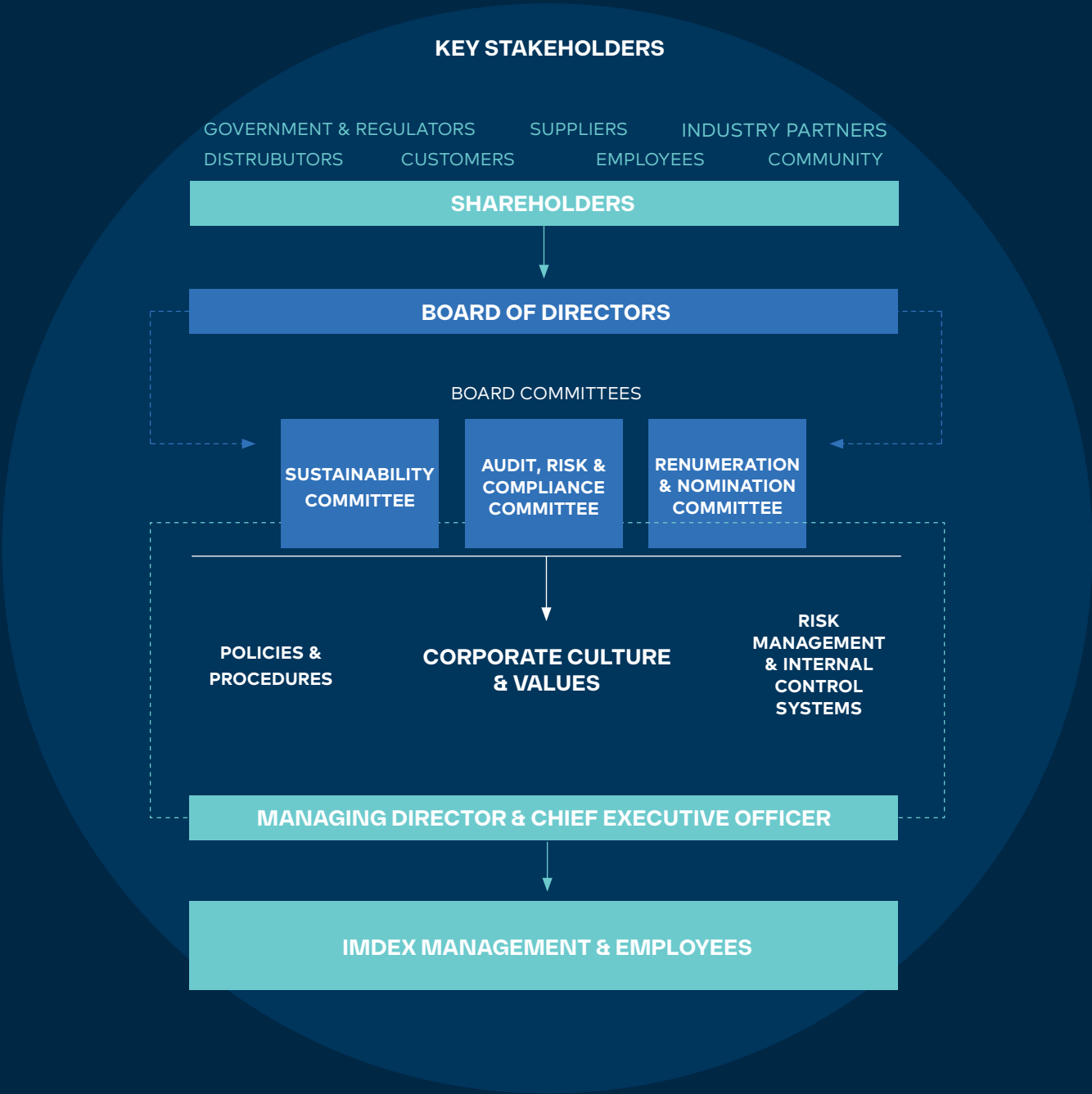
Collaborating
with drilling
contractors
and resource
companies

“ Our truly global footprint limits geographic risk and provides greater diversity and industry insights

Shaun Southwell, Chief Operating Officer

Stakeholders

We are committed to providing our stakeholders with transparent and timely engagement to enhance and support their experience with our products and business globally.



Supply Chain

The IMDEX group operates a complex global supply chain to meet the demands of our diverse product range. We procure raw materials, components and services, and deliver finished products and comprehensive business support. Our supply chains span Asia-Pacific, the Americas, Europe, and Africa.

Imdex Canada leverages the IMDEX global supply chain to support delivery of survey instruments, drilling fluids, software and directional drilling solutions to the Canadian market.

Our supply chain covers the following critical areas to ensure continued success:

- Sourcing raw materials and technical components for our manufacturing operations.
- Manufacturing drilling optimisation products, directional drilling equipment and rock knowledge sensors.
- Supporting development and maintenance of software.
- Rapid prototyping for engineering and R&D purposes.
- Efficient distribution and logistics to ensure fast response to client needs.
- Global service centres providing essential client support.



Our Supplier Code of Conduct available on our website at:

<https://www.imdex.com/getmedia/601ccd90-03bc-43a8-922e-d84a6b1aa2a8/UD-IMDEX-Supplier-Code-of-Conduct.pdf>



DANGER
DO NOT OPERATE
OR REPAIR MACHINERY
UNLESS YOU ARE
A QUALIFIED OPERATOR

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Allied
FORKLIFTS
SALES - SERVICE - HIRE
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MANAGING OUR FORCED LABOUR & CHILD LABOUR RISKS

Our Risk Management Approach

Identified risks are managed in line with our IMDEX policies and procedures, following the risk framework established by our Board and Executive Committee

Upholding IMDEX's policies is a collective responsibility, including directors, officers, contractors, and employees. Our Chief Executive Officer is accountable to the board for overseeing all matters related to company policies. We ensure awareness of these policies through training sessions and regular communications from the IMDEX Legal Team and Risk & Compliance Team.

POLICY	APPLICATION TO FORCED LABOUR & CHILD LABOUR	IMPLEMENTATION OF IMDEX POLICY
IMDEX Code of Conduct	Ensures employee awareness and commitment to respecting human rights and zero tolerance for forced labour and child labour.	Employees complete a formal online training module through IMDEX Academy, with periodic refresher training.
Supplier Code of Conduct	Ensures supplier awareness and commitment to zero-tolerance for forced labour and child labour in the supply chain.	Suppliers are asked to review and confirm their commitment to the Code of Conduct through onboarding processes.
Risk Management Policy	Establishes the risk management framework to be used within IMDEX to identify, manage and report on risk (including forced labour, child labour and supplier risks).	This policy is implemented through an internal risk management standard, systems, and support from the IMDEX Risk & Compliance Team.
Compliance Policy	Communicates the importance of compliance to our workforce and establishes the expectation to comply with relevant laws (which includes laws relevant to forced labour and child labour).	This policy is communicated through training sessions and routine communications from the IMDEX Legal Team and Risk & Compliance Team.
Sustainability Policy	Establishes the commitment of IMDEX to corporate social responsibility and sets goals for improving sustainability.	This policy is communicated via our company website and Sustainability Reports.
Speak Up Policy	Establishes the procedures and processes through which confidential and anonymous reports of misconduct (such as forced labour and child labour) can be made.	This policy is communicated through training sessions and routine communications from the IMDEX Legal Team and Risk & Compliance Team.



Addressing Our Workforce Risk

Our workforce is largely employed in roles and locations with inherently low forced labour and child labour risk.

Most IMDEX group roles are filled by highly skilled professionals such as engineers, software developers, technicians, sales, human resources, and accounting. These roles are predominantly situated in areas with inherently low forced labour and child labour risk such as Australia, Canada, the United States, Chile and Europe.

Our acquisition of Devico has expanded our global workforce into additional jurisdictions IMDEX was not previously operating in, and incorporates a broader level of international deployment supporting our direction core drilling activities. This service is resourced internally using skilled labour and operates in accordance with the relevant labour laws and conditions.

We are committed to transparent and ethical workforce management practices, prioritising a safe work environment and the welfare of our people. We establish standards for lawful and ethical recruitment, employment, and management of both employees and contractors. Our Human Resource Business Partners are integrated into all operations globally to support our workforce and ensure compliance with these standards.

Imdex Canada employs approximately 60 Canadians in sales, services and business support roles.

The following controls are used to mitigate the risk of forced labour and child labour in our workforce:

- **Recruitment processes follow documented policies and procedures** which comply with local laws. Oversight is provided by our Human Resources Team.
- **Candidates under the legal working age** (identified by the relevant local standard) are not considered for employment, traineeships or internships. All candidates are required to provide proof of identity which includes proof of age.
- **Written contracts** are provided for workers in a language they understand describing their wages, hours of work, and conditions of employment.
- **We do not retain worker identity documents or impose penalties** which could prevent workers from leaving their employment.
- **We do not charge internal fees or withhold wages** other than in compliance with local taxation and worker entitlements legislation.
- **Wages are based on benchmarks** for worker roles and industries and are regularly reviewed. Relevant local legislative minimum wages are met or exceeded.
- **Grievances can be raised** by workers with their line manager, an IMDEX Human Resources Team representative, or anonymously using our IMDEX Speak-Up platform.
- **Where conditions do not meet minimum standards**, appropriate action is taken, including disciplinary action, or reporting to local authorities (where appropriate) if misconduct is identified.
- **The IMDEX Code of Conduct** sets a binding standard of behaviour which all directors, officers, managers, employees, and internal contractors must follow.



Our policies are available on our website at:
<https://www.imdex.com/about/corporate-governance>

Addressing Our Supply Chain Risk

The IMDEX group sources components and materials from around the world to develop and manufacture our products in world-class facilities in Australia, the Americas, Africa and Europe.

Our manufacturing supply chain is centralised to ensure effective and efficient production of IMDEX products. For example:

- Rock knowledge sensors are manufactured by IMDEX businesses in Australia, the Americas and Europe.
- Drilling optimisation and directional drilling equipment is manufactured by IMDEX businesses in Australia and Europe.
- Drilling optimisation fluids and chemical products are manufactured, blended or packaged by IMDEX businesses in Australia, the Americas, Europe and South Africa.

Components and raw materials are sourced from a combination of IMDEX subsidiaries and external suppliers. We have potential exposure to risk through external supply chains which may be affected by modern slavery, forced labour or child labour in the production or delivery of raw materials and components. There may also be potential exposure in our non-manufacturing activities through external suppliers of goods and services, such as IT equipment, personal protective equipment and uniforms, and cleaning services.

Our supply chain risk management approach follows guidance material published by the United Nations and reputable human rights groups and is overseen at an executive leadership level by our Chief Operating Officer. We identify and monitor suppliers that are potentially high risk due to country and category risk factors. Some areas of potential exposure are shown opposite.

Imdex Canada leverages the IMDEX global supply chain risk management framework to ensure that the risks of forced labour and child labour are effectively managed.



IMDEX POTENTIAL EXPOSURE TO FORCED LABOUR & CHILD LABOUR RISKS

Agricultural commodities & primary industry

Some of our drilling optimisation products are manufactured using agricultural and primary industry products, such as xanthan gum and vegetable oils.

Less than 2% of our global supply chain spend was with Tier 1* suppliers in this category in potentially high-risk countries in East and South Asia.

Imdex Canada mainly procures drilling optimisation products from IMDEX sister companies or from local suppliers in Canada and the United States.

Electronic components

Our rock knowledge and mining technology sensors contain electronic components.

Less than 1% of our global supply chain spend was with Tier 1* suppliers in this category in potentially high-risk countries in East and Southeast Asia.

Imdex Canada procures sensors from IMDEX sister companies in Australia, the United States and Norway.

Mineral resources & extractive Industries

Some of our drilling optimisation products use raw materials from extractive industries, such as bentonite.

Less than 1% of our global supply chain spend was with

Tier 1* suppliers in this category in potentially high-risk countries in South and Southeast Asia.

Imdex Canada mainly procures drilling optimisation products from IMDEX sister companies or from local suppliers in Canada and the United States.

Processing facilities for metals & waste

Some of our drilling optimisation and directional drilling equipment contains processed metals such as bearings. Manufacturing and operational activities produce waste.

IMDEX did not have any Tier 1* suppliers in this category in FY23 in high-risk countries.

Imdex Canada procures drilling optimisation equipment from IMDEX sister companies in Australia and Norway.

Cotton, textiles and derivatives

Some of our drilling optimisation products use raw materials which are derived from cotton.

IMDEX did not have any Tier 1* suppliers in this category in FY23 in high-risk countries.

Imdex Canada mainly procures drilling optimisation products from IMDEX sister companies or from local suppliers in Canada and the United States.

Cleaning, security and unskilled services

Some of the unskilled support services we use may be prone to modern slavery in higher risk countries.

IMDEX did not have any Tier 1* suppliers in this category in FY23 in high-risk countries.

Imdex Canada procures cleaning, security and similar services from local Canadian providers.

*Tier 1 suppliers are direct suppliers of goods and services to IMDEX.

The identification of potential supplier risks is an integral part of our onboarding process and is managed by our supply chain teams.

Our Supplier Code of Conduct clearly outlines our minimum expectations for suppliers, their subsidiaries, and subcontractors. This code aligns with company values and firmly establishes our zero-tolerance position towards forced labour and child labour.

Accountability for overseeing all IMDEX Policies, including forced labour and child labour risk management, rests with our Chief Executive Officer, who reports to the Board. The Risk, Audit, and Compliance Committee oversee all aspects of risk management.

Imdex Canada leverages the supply chain risk management controls applied by the IMDEX group. Imdex Canada sources most products from IMDEX sister companies in Australia, the United States and Norway. Any local Canadian suppliers are managed in accordance with the IMDEX group risk management framework.

The following controls are used to mitigate the risk of forced labour and child labour in the supply chain:

- **Procurement follows documented procedures** and is carried out in accordance with the IMDEX Code of Conduct. Our Supply Chain Teams complete Code of Conduct training.
- **Supplier prequalification and onboarding processes** are used to evaluate new suppliers, including in relation to forced labour and child labour indicators.
- **Due diligence** is done on a targeted basis depending on risk factors such as country and supply category. Third-party screening tools are used as appropriate to assess relevant risk factors.
- **Prospective suppliers may be audited** where due diligence identifies a significant risk of forced labour and child labour exposure.
- **Supplier performance and compliance with our standards** (including in relation to modern slavery) is monitored by members of our Supply Chain Team.
- **Any employee can report suspected forced labour and child labour relating to a supplier** to their line manager, an IMDEX Legal Team representative, or confidentially using the IMDEX Speak-Up platform.
- **The IMDEX Supplier Code of Conduct** sets a binding standard of behaviour which all suppliers are expected to follow. Suppliers are required to observe IMDEX's zero-tolerance position on forced labour and child labour. IMDEX does not currently require that direct suppliers provide certification that materials supplied comply with local laws on forced labour and child labour.

Training

IMDEX provides regular training to ensure that team members understand how to prevent and detect forced labour and child labour within our operations or supply chain.

IMDEX uses an online training platform to train team members. The training content is maintained by an external provider and covers modern slavery, forced labour, child labour, and similar forms of human rights violations.

Trainees are selected from roles that involve procurement, purchasing, and supplier management. Approximately 40 trainees across the IMDEX group have completed this training, including the key Imdex Canada personnel in supply chain roles.

Remediation

IMDEX maintains a robust grievance reporting system to flag and investigate potential non-compliance or misconduct, including forced labour or child labour incidents.

Reports can be made by victims or their representatives (such as civil society organisations) through various channels including line managers, Human Resources Business Partners, regional and global Supply Chain Teams, the Executive Committee (XCO), or IMDEX Legal Team. Confidential and anonymous reporting is facilitated through the IMDEX Speak-Up online portal, which is accessible to all employees, their families, and suppliers and their extended workforce. IMDEX ensures the confidentiality of reports and prohibits reprisals or victimisation.

During FY23 no reports related to forced labour and child labour were received, nor were any identified through audits or performance monitoring. If a complaint were received, it would be referred to the IMDEX Legal Team for investigation. Efforts would also be made to support and protect suspected victims, including any appropriate measures to remediate the loss of income to the most vulnerable families that results from steps taken to manage a potential or actual incident of forced labour child labour. Substantiated forced labour or child labour complaints would trigger remediation in line with the UN Guiding Principles on Business and Human Rights. This would include notification of relevant authorities (if appropriate) if a breach of the law was suspected.





FOCUS AREAS

FY23 Key Achievements

In FY23 we progressed with continuous improvement of forced labour and child labour risk controls, including completing the commitments made in our Australian FY23 Modern Slavery Statement for the IMDEX group.

These included:

- Completion of initial testing of the updated supplier evaluation workflow and strengthening of third-party due diligence capabilities;
- Updating of our modern slavery risk assessment processes, enabling us to clearly identify higher risk areas within our operations; and
- Delivering modern slavery awareness training to a core group within the supply chain teams.



EFFECTIVENESS AND CONSULTATION

EFFECTIVENESS AND CONSULTATION

How We Assess Effectiveness

Our Risk Management Policy emphasises the importance of control effectiveness in mitigating potential risks.

Controls are implemented by frontline management and monitored by senior management and XCO. The ESG and Audit, Risk and Compliance Committees further oversee the effectiveness of our forced labour and child labour control measures.

This monitoring is complemented in supply chain by targeted audits on specific suppliers to ensure they meet our requirements. Our Speak-Up mechanism encourages feedback from workers and suppliers, helping us to gauge control effectiveness and identify areas in our supply chain for improvement.

How We Consult with Owned and Controlled Entities

This Statement has been prepared by Imdex Canada in consultation with all relevant companies from the broader IMDEX group. The following methods of consultation were used:

- Our Risk & Compliance Team worked with stakeholders from relevant business units to collect and validate information.
- Our regional Human Resources Business Partners provided inputs on the risk exposure and risk controls within our workforce.
- Our regional and global Supply Chain Teams provided inputs on the risk exposure and risk controls within our supply chain.
- Our General Manager and senior management for reviewed and contributed to this Statement.
- Our Directors and Officers reviewed and endorsed this Statement.

ANNEX A

Compliance with legislation

The IMDEX group publishes reporting on forced labour and child labour risk management in three jurisdictions:

- Imdex Limited publishes an Australian Modern Slavery Statement for the IMDEX group (including Imdex Canada).
- Devico AS publishes a Norwegian Transparency Act Report (which includes the supply chain for Devico products supplied to Imdex Canada).
- This report is published for Imdex Canada in respect of Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

The table below shows how the contents of this report align to the Canadian Act.

FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT (S.C. 2023, C. 9)		RELEVANT HEADINGS	PAGES
s11(3)(a)	Describes the structure, operations and supply chain of the reporting entity	Business Overview	8-13
s11(3)(c)	Describes the parts of its business and supply chains that carry a risk of forced labour or child labour being used	Managing our Forced Labour and Child Labour Risks	17-23
s11(3)(b)	Describes the policies and due diligence processes in relation to forced labour and child labour	Managing our Forced Labour and Child Labour Risks	15-21
s11(3)(c)	Describes the steps taken to assess the risk of forced labour or child labour being used	Managing our Forced Labour and Child Labour Risks	15-21
s11(3)(d)	Describes any measures taken to remediate any forced labour or child labour	Managing our Forced Labour and Child Labour Risks	15-21
s11(3)(e)	Describes any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains	Managing our Forced Labour and Child Labour Risks	21
s11(3)(g)	Describe how the reporting entity assesses the effectiveness of actions taken to assess the risk of forced labour or child labour being used	Effectiveness and Consultation	25
s11(3)(f)	Describes the process of consultation with any entities that the reporting entity owns or controls	Effectiveness and Consultation	25
s11(4) & (5)	Is approved by the governing body of the entity evidenced by a statement that sets out approval pursuant to s11(4)(a) and has the signature of one of the members of the governing body of the entity that approved the report	About this statement	4





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