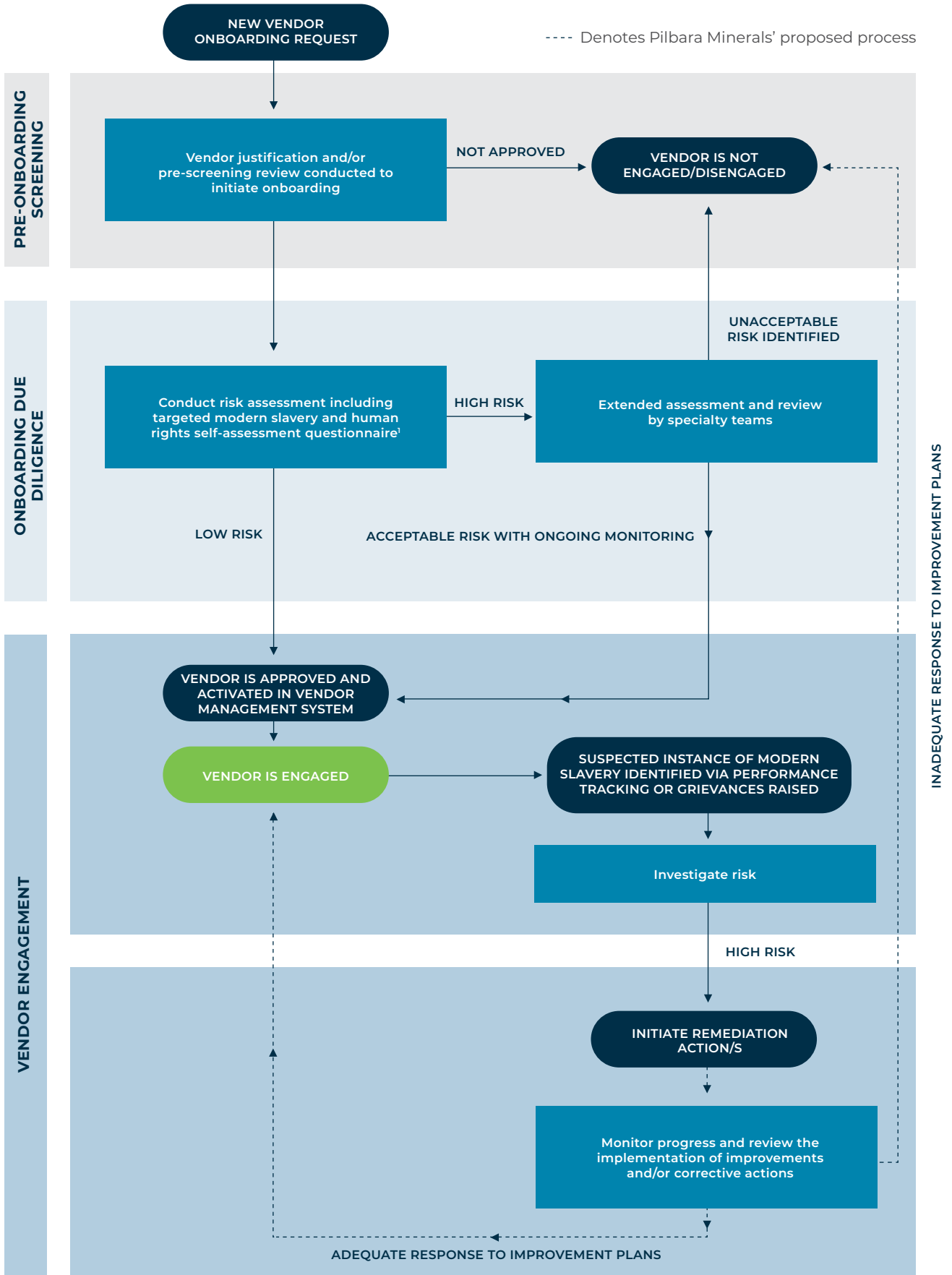


PILBARA MINERALS' SUPPLIER ONBOARDING AND STAGES OF MODERN SLAVERY REVIEW



1. Applies to all suppliers, excluding sole traders. Encompasses, but not limited to, considerations of no child labour, no forced labour, respectful treatment of employees including rights to freedom of association, collective bargaining, social and environmental performance and compliance, presence of vulnerable workers, employment conditions and screening of activity or planned activity in conflict-affected and/or high-risk areas.