

ENVIRONMENT, SOCIAL AND GOVERNANCE POLICY



1 INTRODUCTION AND PURPOSE

The Company commits to operate its business in line with the core principles of environmental protection, social considerations and good governance (**ESG**) into all aspects of its decision making. The Company acknowledges that it has a role to play in protecting the natural environment, reducing global greenhouse gas emissions and to improving people's lives now and for generations to come.

This ESG policy (**Policy**) seeks to regulate and provide guidance to the Board on the Company's activities to minimise adverse workforce, community and environmental impacts and ensure the Company conducts its operations sustainably. The Company has delegated responsibility for management and oversight of this Policy to the Board of Directors.

The ESG performance of the Company is paramount to ensure that the Company is able to grow and succeed sustainably. The purpose of the Policy is to ensure that the Company is able to recognise, administer and maintain its legal and other obligations associated with ESG to all stakeholders who are directly or indirectly impacted by the activities of the Company (**Purpose**). The Company is committed to managing its activities to minimise any adverse workforce, community and environmental impacts.

This Policy applies to the Company and its Directors, Officers, Employees, secondees, and other individuals or entities that are effectively controlled by the Company (**Personnel**).

2 ENVIRONMENT

2.1 General

The Company commits to the following in order to achieve the Purpose in relation to environmental matters:

- a) identifying, mitigating, managing and reporting on material environmental impacts associated with its activities;
- b) planning and implementing strategies to effectively manage environmental impacts such as greenhouse gas emissions (GGE), water management and waste reduction with the focus on managing the Company's environmental footprint;
- c) where relevant, minimising impact to natural systems and associated biodiversity in areas where the Company operates;
- d) using resources such as water and energy efficiently to maximise value of available resources;
- e) ensuring mine closure and environmental rehabilitation is incorporated into the life cycle of Company's operations to minimise the long term environmental footprint;
- f) encouraging environmentally responsible actions and behaviours including supporting the use of materials that are safe, recycled or reused;
- g) informing employees, customers and suppliers about this Policy and require compliance with such expectations as well as considering environmental performance of potential suppliers in decision-making;
- h) striving to improve environmental performance based on defined objectives and targets for monitoring, measuring and reporting performance; and
- i) reporting openly, honestly and in a timely manner to stakeholders on the Company's environmental and sustainability performance.

2.2 Closure and ecosystem services

The Company will:



- a) consult and partner with stakeholders to identify post mine land use that potentially delivers a sustainable environmental value;
- b) be proactive in considering the effect of changed climatic conditions;
- c) be responsible stewards and restore ecological values (as far as practicable) and leave a safe and stable landform; and
- d) actively manage water as a precious resource through every stage of the mine life.

2.3 Biodiversity and rehabilitation

The Company will:

- a) commit not to mine or explore in world heritage sites;
- b) actively ensure that key biodiversity values are managed; and
- c) follow the mitigation hierarchy to first avoid, minimise and rehabilitate, where appropriate.

2.4 Circular economy and waste

The Company will:

- a) seek innovative opportunities to grow its business by, increasing resource efficiency while regenerating nature;
- b) commit to managing hazardous substances responsibly throughout storage, handling, use and disposal; and
- c) enter into partnerships with customers, governments and other stakeholders to support transparency and chain of custody standards aimed at delivering sustainable resources throughout the Company's supply chain.

2.5 Air, soil and water pollutants

The Company will:

- a) manage pollutants within legal limits and aims to remove workers from exposure where possible through effective work design;
- b) commit to taking appropriate steps to manage the greenhouse gas emissions associated with its activities; and
- c) commit to adopt more stringent standards to protect workers' and communities' health and safety where the science outpaces the law.

2.6 Climate change

The Company will:

- a) take action to appropriately identify and manage climate change risks and opportunities;
- b) seek opportunities to better understand GGE in its operations;
- c) as appropriate, seek to increase the transparency of the Company's climate change reporting of performance metrics and targets;
- d) seek to ensure that measuring, reporting and verification processes are robust across all operating sites;
- e) pro-actively assess options to increase the use of renewable power and lower emission energy technologies to reduce the Company's GGE intensity;
- f) focus on opportunities to improve energy efficiency to reduce energy used and reduce direct mining costs; and
- g) continue to assess climate change scenarios and projected future energy prices in medium- and long-term analysis to ensure that the cost of carbon informs business decision.

3 SOCIAL

3.1 General

The Company commits to the following in order to achieve the Purpose in relation to social matters:

- a) provide and maintain a safe workplace so that its employees, contractors and visitors go home safe and well;
- b) identify and manage risks, impacts and opportunities within our operations and host communities;
- c) be responsible stewards of the commodities the Company extracts and the natural resources used while promoting environmental, social and economic benefits;
- d) create shared value with the Company's stakeholders and deliver sustainable and long-term benefits in a manner that respects the communities in which the Company operates;
- e) respect and promote human rights and will not engage in or condone forced or compulsory labour or other forms of modern slavery and will work to ensure these are not present in the Company's supply chain;
- f) recognise and honour the cultural heritage, customs and traditions of all indigenous peoples effected by the Company's activities; and
- g) uphold ethical business practices and comply with all legal requirements in all jurisdictions in which the Company operates.

3.2 Labour rights

The Company:

- a) supports the principles outlined in the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work and other ILO core conventions;
- b) supports the right to collective bargaining and seeks to develop respectful relationships with employees;
- c) has outlined its requirements for the workplace to be free from discrimination, including harassment and sexual harassment in its Code of Conduct; and
- d) commits to training its employees so that they have up-to-date skills, even in the face of changing technology.

3.3 Indigenous people

The Company:

- a) will seek to obtain Free, Prior and Informed Consent through its agreement-making processes in line with the United Nations Declaration on the Rights of Indigenous Peoples;
- b) respects and will continue to meet the commitments laid out in the Native Title agreements in place; and
- c) seeks to build long-term and mutually beneficial outcomes with communities that are impacted by its operations and to understand, respect and ensure the needs, rights and cultures are recognised and addressed.

3.4 Human rights

The Company:

- a) respects human rights in line with the United Nations Guiding Principles on Business and Human Rights at every stage of the mining process; and
- b) recognises that its commitment to human rights extends beyond its operations and into its supply chain and will continue to actively engage with suppliers and customers to mitigate human rights risks.

4 GOVERNANCE

The Company commits to the following in order to achieve the Purpose in relation to governance matters:

- a) implementing a systemic approach to ESG risk management;
- b) complying with all relevant laws and regulations and applying responsible industry standards where laws do not exist;
- c) setting, measuring and reviewing objectives and targets that will drive continuous improvements in the Company's ESG performance;
- d) incorporating ESG considerations into the Company's business planning and decision making processes;
- e) including ESG requirements when designing, purchasing, constructing and modifying equipment and facilities;

- f) Maintaining a culture in which stakeholders are aware of their ESG obligations;
- g) Take a collaborative and proactive approach with the Company's stakeholders; and
- h) Requiring directors, contractors and employees to comply with the Company's ESG Policy expectations in a mutually beneficial manner.

5 COMPLIANCE AND UPDATES

Any material failure to comply with this Policy will be reported by relevant stakeholders to the Board.

The Board will monitor the content, effectiveness and implementation of this Policy and may undertake independent reviews of the effectiveness of the Policy. If there are any deficiencies in the Policy, the Company will move to improve and update the Policy expeditiously.

Any key stakeholders of the Company, including any Personnel, may provide suggestions to the Board on how the Policy can be improved.