

ESG & Sustainability Policy

1. Our commitment

Company is committed to conducting its business activities in a responsible and sustainable manner, to produce socially and environmentally resilient outcomes which create long-term value for our people, clients, communities and supply chain.

We recognize the importance of environmental, social, and governance (ESG) factors and are committed to embedding ESG into every corporate, development and operational aspect of our business.

We believe that effective identification and management of ESG related risks and opportunities will maximise the benefits we deliver to our stakeholders and the broader community.

We are committed to maintaining honest and transparent reporting to our stakeholders and will initially be using the Minerals Council of Australia's (MCA) Towards Sustainable Mining (TSM) initiative to guide our performance and progress against an internationally recognised reporting standard.

2. Our approach

We will continually improve our processes and practices year-on-year to support the elimination of modern slavery within our global operations and supply chains.

3. Scope

This ESG and Sustainability Policy applies to our corporate offices, projects and operating sites. We expect that all our business partners will comply with all laws and regulations, and we are committed to working with our suppliers and contractors to advance their ability to make a positive contribution to the broader community.

4. Environmental Factors

We are committed to conducting our business activities in a way that minimises any negative impact on the environment.

Our Environmental Sustainability Policy establishes the framework under which we will implement a program of environmental management activities across our operating sites. In summary we are committed to:

- Actively managing our impact on the broader environment;
- Investigating opportunities to reduce our energy, carbon, water and waste footprint in our operations and across our global supply chain;
- Consideration of the health of the natural environment surrounding our operations, with particular attention to native fauna and flora;
- Establishing procurement processes which value sustainable products and services; and
- Developing our approach to climate change with a clear objective of reducing our emissions and becoming net-zero over time.

5. Social Factors

We are committed to the conduct of our business activities in a socially responsible manner.

Our Equal Opportunity and Diversity Policy and our Code of Conduct outline our approach to social responsibility, an essential factor in achieving financial and operational success. Our goals include:

- Developing and maintaining a strong culture of health and safety awareness across our employees;
 - Achievement of high levels of local employment including through the engagement of local suppliers and service providers;
 - Maintaining a positive impact on the local community;
 - Promoting diversity and equal opportunity across both our operations and those of our supply chain;
- and
- Demonstrating a deep understanding of and respect for the rights, cultural heritage and traditional lands of indigenous people.

6. Governance Factors

We conduct our business activities with honesty, integrity and high ethical standards.

We have established and adopted best practise values and standards to guide our board, management, employees, contractors and agents in their conduct and business relationships.

In alignment with our Code of Conduct and related corporate governance policies, we are committed to:

- Ensuring a high level of ethical behaviour across our procurement activities, including promoting respect for human rights across our supply chain;
 - Implementing and maintaining an active risk and compliance awareness and management program across all of our business activities;
 - Establishing a process for measuring, tracking and analysing our social and environmental performance;
- and
- Regular communication on our ESG performance to regulators and stakeholders.

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