

SUSTAINABILITY POLICY

The Company recognises that sustainable business practices are essential for our ongoing success. We strive to ensure that our activities are financially profitable, technically appropriate, environmentally sound and socially responsible.

As a minimum, we will meet applicable legal requirements in our host countries, the PanAust Sustainability Standards and commitments including the MCA's Enduring Value Framework, the ICMM Sustainable Development Framework, the Voluntary Principles on Security and Human Rights and be consistent with the Universal Declaration of Human Rights.

Consistent with our Vision and Values the company is committed to:

- Preventing workplace injuries and ill health (zero harm objective).
- Respecting the culture, heritage values and environment that local communities and indigenous peoples may rely on.
- Preventing or minimising pollution by promoting efficient use of natural resources; reusing and recycling waste; minimising release of contaminated emissions and progressively rehabilitating land.
- Providing a lasting impact on our local communities by improving their socio-economic wellbeing through employment and training opportunities, and supporting long term development, based on host community needs, host country plans and the UN Sustainable Development Goals.
- Applying ethical business practices and governance standards as an integral part of our planning and decision making.

The company is committed to continually improving our sustainability performance by:

- Applying systematic approaches to identifying, prioritising and managing material sustainability risks and opportunities throughout the entire business lifecycle.
- Setting continuous improvement objectives and targets and measuring and reporting performance.
- Promoting a proactive and positive safety culture based on visible safety leadership and personal accountability for self and others.
- Building core competences across the company to mitigate and manage material sustainability risks and opportunities for the business.
- Engaging in fair, honest and transparent dealings with internal and external stakeholders through open two way communication to consider each others' needs and concerns.
- Verifying our progress through internal and external auditing.
- Including sustainability performance in appraisal of staff and contractors.
- Providing oversight of sustainability measures, systems and processes through the Company's Governance Committee.
- Reporting publically on our sustainability performance.



Adrian Bell

Executive General Manager - Support Services



Dr Fred Hess

Managing Director

06.04.2018