

EESG POLICY

1. GENERAL PURPOSE AND PRINCIPLES

- (a) The Group accepts that its long-term success demands the integration of responsible stewardship, sustainability and social benefit into all aspects of its business and operations.
- (b) Enhanced economic, environmental, social and governance (“**EESG**”) performance:
 - (i) strongly correlates with the creation of value for the Group’s shareholders and other stakeholders;
 - (ii) contributes towards sustainable development and the Group serving as a responsible steward in making a positive and constructive impact on the communities where it operates; and
 - (iii) is a core attribute of the Group’s values and approach.
- (c) Transparency and disclosure relating to EESG performance are key priorities and strong indicators of the Group’s commitment to best practices in corporate governance.
- (d) Creating a more socially responsible and sustainable business is a continuous journey and benchmarking the Group’s performance against globally recognised and accredited standards helps to assure it is on the right path.
- (e) The Group is committed to developing, maintaining and improving standards and practices to reasonably meet its stated EESG commitment.

2. EVERYONE’S RESPONSIBILITY

- (a) Acceptance of the Group’s EESG approach as described in “General Purpose and Principles” above is the responsibility of everyone i.e.;
 - (i) every person who works for, contracts with or does business with the Group (“**Personnel**”);
 - (ii) the Group, by dedicating appropriate human, financial and managerial resources to achieving the Group’s EESG related outcomes.
- (b) Acceptance by Personnel of that responsibility is a fundamental term of their engagement with the Group.
- (c) Implementation of this policy is the primary responsibility of management, facilitated by the Company Secretary reporting to the CEO, under the governance oversight of the Board.

3. OBJECTIVES AND TARGETS

- (a) The Group will develop, adopt and apply more specific EESG related policies and will set objectives and targets with the aim of reducing:
- (i) the likelihood; and
 - (ii) the consequences,
- of EESG related risks and to better achieve the General Purpose and Principles.
- (b) The Group will benchmark its EESG related status against globally recognised standards such as GRI and/or Taskforce on Climate Change Financial Disclosure (or similar) with a view to continuous improvement of EESG performance outcomes and will communicate with and account to its shareholders and other stakeholders as to that benchmarking.

4. CONTRACTORS AND SUBCONTRACTORS

Contractors to the Group, and their subcontractors and employees, are expected to respect the Group's EESG related approach and practices developed in the terms of this policy.

5. SPECIFIC EESG MATTERS

The Group commits:

- (a) **(Legislative and regulatory compliance)** to complying with all applicable legislative and regulatory requirements.
- (b) **(Management Plans)** to preparing EESG related management plans, as appropriate, for each relevant domain where the Group undertakes its business.
- (c) **(Risks)** to:
- performing risk assessments to identify relevant EESG risks associated with its operations and strategies;
 - implementing control and/or risk mitigation initiatives to reasonably address such risks.
- (d) **(Education and Training)** to continuing EESG awareness, education and training programs and to build the capability of Personnel to appropriately consider EESG related matters as part of their roles and responsibilities.
- (e) **(Reporting)** to encouraging Personnel reporting to relevant officers within the Group (with responsibility for EESG related concerns) to facilitate the delivery of the aims and objectives of this policy.
- (f) **(Monitoring and Evaluation)** to monitoring and evaluating of Group policies/practices, and their implementation, to achieve the aims and objectives of this policy with a view to continuous improvement of the Group's EESG related outcomes.

- (g) (**Budgetary Business Planning support**) to appropriating sufficient budgetary and business planning support and resources to achieving the principles and purpose of this policy.
- (h) (**Accountability**) to transparently accounting to its shareholders and other stakeholders, its EESG related performance in the terms of this policy.

6. POLICY REVIEW

This policy will be the subject of periodic review (and as appropriate recommended revision) by management, reporting to and for consideration by the Board, to ensure the policy at least meets contemporary industry standards and practices as well as the delivery of the policy's principles and purpose.

7. OTHER RELATED POLICIES OF THE COMPANY

- Environmental Policy
- Workplace Health and Safety Policy
- Whistleblower Policy
- Bribery and Corruption Policy
- Modern Slavery Policy
- Diversity Policy
- Remuneration Policy
- Group Code of Conduct/Values
- Risk Management Policy
- Policy concerning communications with shareholders, security holders and other stakeholders

(refer to Corporate Governance Charter)