



Sustainability Policy

1. Purpose

This Sustainability Policy has been adopted by the Board in order to set out how the Company is committed to contributing to a sustainable future through responsible operations and ethical business practices that deliver economic returns and create shared value in our communities.

We recognise our critical role in enabling a sustainable energy future as well as the impact of our operations and supply chains.

This Policy applies to all directors, officers, employees and consultants of the Company and its subsidiaries. The Company will, where appropriate, also make consultants, contractors and other business partners aware of the objectives as set out in this Policy.

2. Company Commitment

The Company commits to the objectives and guidance principles of this Policy and will:

- apply systems thinking, agility and continual learning to respond to innovation in sustainable technology.
- actively collaborate and partner with key stakeholders to understand global trends and playing a key advocacy role in the world's ambition towards net zero.
- build trusting relationships with stakeholders through open, consistent and proactive engagement, working collaboratively with indigenous peoples and respecting their rights and connection to country.
- identify opportunities to create shared value in our communities, including our contractors and suppliers.
- comply with all applicable legal and statutory requirements as a minimum.
- embed our sustainability commitments into our business strategy, culture, business and daily operations.
- maintain effective governance, accountability and oversight of sustainability management and performance.
- recognise the interdependence of environmental, social and governance issues in achieving sustainable outcomes.
- undertake materiality assessments by engaging with stakeholders to identify and assess our most significant impacts on the economy, environment and community.

- proactively monitor, manage and improve performance within material topics as it relates to our operations and sustainability-related risks and opportunities across our value chain.
- identify, evaluate and manage sustainability risks, integrated into our Company risk management and in line with our Risk Management Policy and develop appropriate mitigation measures.
- improve our performance through investment in training, awareness, systems, tools and assurance.
- continuously disclose efforts to integrate the UN Global Compact Ten Principles.

This Policy works in conjunction with all other Company policies and is to be supported by implementation procedures and frameworks at the operational level.


3. Non-Compliance

All instances of non-compliance with this Policy are treated seriously by the Company and may result in the Company taking disciplinary action, including dismissal or removal of the person(s) concerned.

4. Review of Policy

The Board will review this Sustainability Policy at least annually, and update as required.

This version of Sustainability Policy was reviewed on 31 May 2025.



Jason Becker
31-5-25