





ESG Progress Summary and Targets


FY21 – FY23


February 2023



FY21 ACTIVITIES	FY22 ACTIVITIES	FY23 TARGETS
 <h2 style="text-align: center;">RESPECTING AND PROTECTING</h2>		
<p>Workplace Health and Safety</p> <ul style="list-style-type: none"> Achieved zero injuries 	<p>Workplace Health and Safety</p> <ul style="list-style-type: none"> Appointed Work Health and Safety Manager Achieved zero injuries Construction Risk Assessment (CRA) undertaken First sampling of noise, dust, silica, hazardous materials at Kathleen Valley Updated tender process for contractors to disclose health and safety performance 	<p>Workplace Health and Safety</p> <ul style="list-style-type: none"> Implement formal Work Health and Safety Management System (WHSMS) Build safety behaviour observations into formal KPIs Finalise incident reporting and investigation procedure Develop a full suite of safety procedures including: <ul style="list-style-type: none"> Injury management procedure Change management procedure Contractor management plan Communication and consultation procedure Instigate onsite medical personnel Implement Employment Assistance Program (EAP) Establish formal onsite safety committee Launch formal program to promote positive safety behaviours <p>Working at Liontown</p> <ul style="list-style-type: none"> Carry out gap analysis of our internal human resource procedures and implement a corrective action plan Executive Management team exercise to align employee value proposition and culture
 <h2 style="text-align: center;">DEVELOPING NATURAL RESOURCES RESPONSIBLY</h2>		
<p><u>Decarbonisation</u></p> <p>Climate Strategy</p> <ul style="list-style-type: none"> Established a Climate Strategy Roadmap with a net-zero by 2034 ambition underpinned by a minimum of 60% renewable power at mine commencement in 2024 	<p>Energy and emissions:</p> <ul style="list-style-type: none"> Implemented decarbonisation pathway with an initial focus on Scope 1 and Scope 2 emissions TCFD climate risks and opportunities analysis initiated 	<p>Energy and emissions:</p> <ul style="list-style-type: none"> Award contract for the supply of power for currently the largest off-grid wind-solar-battery storage hybrid power station for an Australian mining project Publication of ESG roadmap and detailed pathway mapping to net-zero by 2034



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<p><u>Environment</u></p>	<p>Water</p> <ul style="list-style-type: none"> Progressed groundwater exploration at Kathleen Valley Commenced groundwater operating strategy Incorporated polishing plant at the Kathleen Valley accommodation village wastewater treatment plant to enhance effluent treatment <p>Waste</p> <ul style="list-style-type: none"> Commissioned geochemical characterisation of tailings samples Developed a Wastewater Management Plan Compiled a Hazardous Materials Management Plan 	<p>Water</p> <ul style="list-style-type: none"> Complete Water Management Plan Undertake water risk assessment Complete groundwater operating strategy Develop Catchment Management Plan Undertake additional vegetation health study of Jones Creek Investigate alternative recycling opportunities for wastewater effluent Develop Tailings Storage Facility (TSF) Guidelines and Construction Management Plan <p>Waste</p> <ul style="list-style-type: none"> Compile a TSF construction manual Conduct a formal assessment of anticipated waste streams and volumes Implement waste management requirements in mining fleet supplier contracts
<p><u>Biodiversity</u></p> <ul style="list-style-type: none"> Commissioned targeted habitat assessment and survey for Black-Flanked Rock Wallaby (<i>Petrogala lateralis lateralis</i>) 	<ul style="list-style-type: none"> Engaged Tjiwarl AC to undertake cultural ecological knowledge assessment Baseline fauna surveys undertaken at Jones Creek by Tjiwarl Commissioned pilot subterranean fauna desktop assessment and survey Developed environmental permit procedures to safeguard biodiversity and cultural heritage within clearing and construction activities 	<ul style="list-style-type: none"> Conduct further baseline environmental monitoring Undertake seed collection of priority flora Identification of sandalwood and facilitation of sandalwood collection prior to clearing Complete weed mapping survey Undertake a significant flora survey Finalise Biodiversity Management Plan
<div style="display: flex; align-items: center;">  <h2 style="margin: 0;">CREATING SOCIAL AND ECONOMIC VALUE</h2> </div>		
	<p>Tjiwarl collaboration:</p> <ul style="list-style-type: none"> Native Title Agreement (NTA) signed with Tjiwarl Native Title Holders Implemented Cultural Heritage Management Plan Actively supplied list of contracting opportunities to Tjiwarl AC 	<p>Tjiwarl collaboration:</p> <ul style="list-style-type: none"> Formalise NTA roadmap Commence development of an Aboriginal Employment and Contracting Plan

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 <h2 style="text-align: center;">OPERATING WITH INTEGRITY</h2>		
<ul style="list-style-type: none"> • Published inaugural ESG Report • Published inaugural Climate Change Policy • Significant updates to Environmental Policy • Published inaugural Aboriginal Engagement Policy 	<ul style="list-style-type: none"> • Appointed ESG Manager • Commenced self-assessment against draft Initiative for Responsible Mining Assurance (IRMA) Ready Standard • Updated Board Skills Matrix to include ESG strategy • Conducted a comprehensive review of charters and policies through an ESG lens • Appointed Jennier Morris as a non-executive Director – first female board appointment 	<ul style="list-style-type: none"> • Establish a Sustainability and Risk Committee • Update the following charters and policies with clear ESG commitments <ul style="list-style-type: none"> ○ Board Charter ○ Audit Committee Charter ○ Risk Committee Charter ○ Code of Conduct ○ Risk Management Policy • Publish a Human Rights Policy • Commence work on creating a Sustainably Procurement Policy • Publish a formal conflict resolution procedure





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