

AIC MINES LIMITED

ACN 060 156 452

SUSTAINABILITY POLICY

Our culture is based on responsibility, efficiency and transparency.

We recognise that our work can have an impact on the environment and communities within which we operate. We care about our performance in relation to environmental protection and human rights. We minimise waste in all our activities. We support local community development.

We strive to achieve our goals and targets by encouraging excellence, creative thinking, efficiency and positive change.

We value open relationships and communication based on integrity, cooperation, openness, listening and trust, with our people, our stakeholders and the communities in which we operate.

Consistent with our values, we are committed to:

- identifying and mitigating health and safety risks to our workforce and the communities in or near which we operate;
- creating a diverse and inclusive workplace where everyone feels safe, valued and supported;
- respecting the cultural heritage, customs and traditions of the Traditional Owners of the land on which we operate and we will work to build cultural awareness and stronger relationships with the Traditional Owners;
- supporting the development of the local, regional and broader communities in or near which we operate to generate economic benefits and advance reconciliation;
- the responsible development and use of natural resources, including water, and the effective management of mining waste in a long-term environmentally responsible way;
- contributing to a low-carbon future by identifying opportunities for more efficient use of energy, minimising emissions and putting systems in place to reuse, repair and recycle materials;
- conserving biodiversity by implementing integrated approaches to resource development and environmental management in areas affected by our operations;
- respectful engagement, and active communication, with community and other stakeholders regarding our business activities and potential impacts on the community, seeking honest and open relationships built on integrity, cooperation, openness, listening and trust;
- respecting and protecting the human rights of our employees, contractors, suppliers and community members; and
- robust governance, ethical business practices and transparency through public reporting and compliance with applicable laws and regulations.

The commitments defined in this Policy are integrated into our business planning and decision making processes.

Issue Date:	13/12/2021
Owner:	Managing Director
Approver:	The Board