

# Sustainability Policy

Date	Changed	Approved
14 February 2025	Original adoption	Board

# Sustainability Policy

Hillgrove Resources is dedicated to creating shared value for all our stakeholders while achieving sustainable practices that minimise environmental impact, reduce greenhouse gas emissions, support social well-being, and promote economic viability.

## OUR COMMITMENT TO SUSTAINABILITY INCLUDES:

- ▶ Actively engaging with **Local Communities** to address their concerns and share benefits
- ▶ Prioritising the **Health and Safety** of employees, contractors, and local communities
- ▶ Maintaining **Stewardship** in **Land Disturbance** and rehabilitating disturbed areas for post-mining use
- ▶ Implementing **Water Management** practices to protect local water sources from depletion or contamination
- ▶ Responsibly managing **Waste Material** to minimise environmental harm
- ▶ Conducting operations in a manner that preserves local **Ecosystems and Biodiversity**
- ▶ Acknowledging and respecting **Indigenous Rights** and **Cultural Heritage** in our interactions
- ▶ Upholding **Transparency, Integrity, and Ethical Practices** in all business dealings
- ▶ Contributing to the **Local Economy** through employment, skills development, and procurement from local suppliers
- ▶ **Innovating** for a more sustainable future

## KEY COMMITMENTS

- ▶ We measure and report our **Environmental Impact, Climate Change Initiatives** and **Health and Safety Performance**
- ▶ Provide **Training and Resources** to employees to support **Sustainable Practices**
- ▶ **Collaborate** with suppliers to **Ensure Compliance** with our **Sustainability Standards**
- ▶ **Engage Stakeholders** in discussions about our sustainability efforts and progress
- ▶ **Continuously Evaluate** and **Improve** our **Sustainability Initiatives**

The implementation and monitoring of this policy will be overseen by the Hillgrove Audit & Risk Committee.

**R (Bob) Fulker**

Managing Director and CEO – Hillgrove Resources