

# 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, Health and Safety Performance, and Social 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**

MD & CEO Hillgrove Resources