

## Policy

# Sustainability

22 October 2025

At 29Metals, we believe that Sustainability & ESG must be part of everything we do, not just something we do.

*Our Approach to Sustainability & ESG* comprises three core dimensions; safe and inclusive workplace; responsible environmental stewardship (including action on climate change); and partnering with stakeholders. These dimensions are underpinned by our Values, responsible and ethical business practices, and continuous improvement.

Consistent with our Values and the expectations of the community and our other stakeholders, 29Metals is committed to:

- the priority of the health, safety and wellbeing (including mental health) of our workforce and the communities in or near which we conduct our business;
- promoting an inclusive environment where everyone feels safe, valued and supported;
- respecting and protecting the human rights of our employees, contractors, suppliers and community members;
- developing and maintaining systems of robust governance and ethical business practices;
- applying our risk management framework to manage our sustainability risks and opportunities;
- reporting publicly on our performance and the sustainability risks in our business, including identifying priorities for sustainability performance and reporting against those priorities;
- ensuring that our decisions are informed by robust sustainability data;
- promoting a culture of continuous improvement across all aspects of sustainability; and
- complying with applicable legal and regulatory requirements as a minimum standard.

This policy will be reviewed every two years to ensure that it remains relevant and appropriate to our business activities, industry standards and the expectations of our stakeholders.

### Document Control

Document Owner	Chief Executive Officer
Review Committee	Sustainability Committee
Approval Authority	Board of Directors