



# **Sustainability Policy Statement**

**Aeris Resources Limited**

**As at 1/6/2023**

**At Aeris Resources, we acknowledge that mining can have a significant impact on the environment and communities in which we operate. As a responsible corporate citizen, we are committed to conducting our operations in a manner that minimises our impact on the environment, promotes the well-being of our employees and local communities and ensures the long-term sustainability and continuity of our business.**

To ensure we operate sustainably and profitably, we will adopt and implement a coordinated approach to sustainability, supported by robust systems and processes. Our approach is founded on not only ensuring legislative compliance, but also seeking to set and transparently report on objectives and targets to continually improve environmental and stakeholder outcomes.

Our approach to operating sustainably to create and protect value for stakeholders is underpinned by the overarching principle of *'good for business, good for others'*.

Our core sustainability principals are:

1. Identify, analyse and manage sustainability-related risks and opportunities through application of our Risk Management Framework.
2. Integrate management planning for the sustainability-related risks and opportunities into the company strategic and business planning cycle.
3. Engage with our stakeholders in a respectful, open and honest manner, in all cases upholding ethical business practices and complying with all applicable legal requirements.
4. Engage with Indigenous Peoples to develop and strengthen relationships. We will consult with Indigenous Peoples on how to manage the impacts of our operations on Indigenous cultural heritage, in accordance with agreed plans and arrangements.
5. Through the attraction and retention of the "right people" and creating a safe and respectful working environment we will build a workforce that represents the communities in which we operate and provides a platform for our people to do their best.
6. Contribute to the conservation of biodiversity by implementing integrated approaches to land use planning and environmental management in areas affected by our operations.
7. Monitor the regulatory and policy landscape relating to sustainability to implement processes to comply with requirements as they arise.
8. Establish processes to identify opportunities to improve energy and water efficiency, reduce waste, reduce and manage emissions and where practicable, embracing clean energy technologies.
9. Promote awareness of sustainability and sustainable practices to strengthen capabilities and skillset within our workforce.

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Having regard to the industry in which we operate, the geographic locations of our operations, and our stakeholders, we will assess and periodically review the actual and potential impacts of our operations over various time horizons. This will facilitate the prioritisation of the topics that are material to the enterprise value of Aeris and its impact on the economy, environment and people and leaving a positive legacy for future generations.

Integrating our principles and our approach to sustainable development into our strategic objectives and targets will enable us to deliver positive economic, environmental and social outcomes whilst also producing and providing minerals critical to a world transitioning to a renewable future.

This Policy works in conjunction with all other Aeris Policies and is supported by implementation frameworks at the operating level.



**Andre Labuschagne**  
Executive Chairman

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