

Safety, Health & Sustainability Policy

Last updated: 24 March 2022

Our Commitment

Australian Strategic Materials (ASM) commits to caring for our staff, contractors, suppliers and customers, people in the communities in which we operate, our supply chains and those who may be impacted by our activities.

Our goal is to make a positive contribution and be a trusted employer and partner.

Our Principles

Australian Strategic Materials will comply with all legal and regulatory requirements.

This policy must be read in conjunction with our **Human Rights Policy** available on the ASM website (asm-au.com).

Safety, Health and Wellbeing

We will:

- ◆ Build a culture of shared trust which enables knowledge flow and alignment within our teams on responsibility for safety and wellbeing;
- ◆ Embed our safety values and behaviours in our leaders so that they lead by example and demonstrate our values and visible leadership;
- ◆ Establish effective and safe equipment, processes and systems so that people can work without harm;
- ◆ Provide necessary training and mentor of positive safety behaviors for all employees so they can do their job safely;
- ◆ Identify and manage risk using the risk management processes in our business and operational decision making; and
- ◆ Prepare for, and respond to, emergencies.

Environment and Community

We will:

- ◆ Strive to conserve biodiversity and natural resources, including water;
- ◆ Work to prevent pollution, and reduce emissions and effluents;
- ◆ Reduce mineral waste whenever possible and manage tailings' facilities in line with the Global Industry Standard on Tailings Management;

- ◆ Focus on innovative design, management systems and processes, and continuous improvement practices to reduce, reuse, or recycle waste;
- ◆ Apply the mitigation hierarchy during planning, and where impact is unavoidable, rehabilitate where we have been;
- ◆ Identify stakeholder groups including local communities, Indigenous Peoples and marginalised or vulnerable groups, and consult in appropriate ways to encourage representation and participation;
- ◆ Seek opportunities to support the socio-economic development of Indigenous people; and
- ◆ Design, implement, manage, and measure community investment and development programs suited to the local contexts in which we operate.

Climate Change

We will:

- ◆ Identify, assess, manage and report on, risks and opportunities associated with climate change, including transition and physical risk.
- ◆ Seek to reduce greenhouse gas emissions and manage our lands for carbon offsetting as we transition to net zero carbon by 2050.

Reporting

We will:

- ◆ Track the effectiveness of this Policy, continually improve our approach, and report transparently on progress.

Everyone's Responsibility

Australian Strategic Materials' expects all employees, contractors, suppliers, and customers to adhere to this policy.

Australian Strategic Materials will not allow any form of retaliation, discrimination, harassment, or intimidation against anyone who decides to Speak Up under this Policy, or on any other occasion when they feel it is necessary.

At Australian Strategic Materials we foster a culture of corporate compliance, ethical behaviour, and good corporate governance. This reflects our values of Integrity, Effectiveness, Sustainability, Professionalism, Transparency, Safety and Wellbeing.