



Environmental, Social and Governance Policy

Approved by the Board with effect from 19 April 2021

1. Introduction

- 1.1 OreCorp Limited (the **Company**, and with its controlled entities, the **Group**) instils and reinforces a culture across the Company and the Group of acting lawfully, ethically and responsibly.
- 1.2 The Company adopts business strategies and engages in activities that meet the needs of the Company and its stakeholders while protecting, supporting and enhancing ethical corporate growth.

2. Scope

This Policy applies to all directors, senior executives and employees of the Company and the Group (**Employees**). This Policy sets out the minimum standards to which all Employees of the Group must adhere to at all times.

3. Policy

- 3.1 The Company is committed to:
 - (a) creating lasting benefits for all stakeholders through an integrated approach to safety, environmental, social and economic aspects of the business;
 - (b) educating its workforce to recognise and embrace the role and benefits of sustainability and cultural importance in business;
 - (c) instilling a strong safety culture in the business ensuring the health, safety and well-being of its employees, contractors and stakeholders;
 - (d) developing and nurturing working relationships with stakeholders and the communities in the areas in which it operates;
 - (e) encouraging local community participation in our activities through training, employment and business opportunities and collaborating with the local community to promote cultural awareness and understanding;
 - (f) acting responsibly to protect the environment in which it operates, meeting or exceeding applicable legal requirements;

- (g) preventing or minimising the impact of its activities on the environment and cultural heritage and promoting the efficient use of natural resources;
- (h) identifying the risks and opportunities in its activities and adopting processes for mitigation and continuous improvement; and
- (i) treating all employees, contractors and others involved with its activities fairly, with respect and with dignity.

4. Review

This policy shall be reviewed regularly and at least annually by the Board to ensure that it is operating effectively and ascertain whether changes are required.

5. Related documents

- 5.1 Statement of Vision, Mission and Values.
- 5.2 Anti-Bribery and Anti-Corruption Policy
- 5.3 Securities Trading Policy
- 5.4 Whistleblower Policy
- 5.5 Health, Safety and Security Policy
- 5.6 Diversity Policy