

Environmental, Social and Governance Policy

Approved by the Board with effect from 9 March 2023

1. Purpose

- 1.1 OreCorp Limited (**Company**) and its subsidiaries, including Sotta Mining Corporation Limited (collectively, the **Group**) are committed to establishing effective environmental, social, and governance (**ESG**) measures to create a responsible mining operation with a robust social licence to operate.

2. Scope

- 2.1 This Policy applies to all directors, senior management, employees, contractors and supply chain partners of the Company.

3. Policy Commitments

3.1 Environment

- (a) Act to protect the environment in which it operates, meeting or exceeding applicable legal requirements
- (b) Responsibly manage hazardous and non-hazardous waste and materials to mitigate or eliminate the risk of threats to human rights, health, safety, the environment and local communities
- (c) Work to prevent negative impacts on water quantity and quality by implementing effective mitigation and management strategies
- (d) Ensure that optimal energy efficiency and a focus on reducing greenhouse gas emissions is a key consideration throughout all stages of mine development and operations
- (e) Protect biodiversity in an effort to minimise loss
- (f) Minimise negative impacts on air quality, noise and vibration
- (g) Implement appropriate management plans and protocols to reduce environmental risk

3.2 Social

- (a) Ensure that human rights are respected and upheld in the workplace, local communities and throughout the Group's supply chain

- (b) Instil a strong safety culture throughout the business ensuring the health, safety and well-being of its employees, contractors and local communities
- (c) Treat all employees, contractors, supply chain partners, local communities, and other stakeholders fairly, with respect and with dignity
- (d) Strive to avoid negative social impacts that affect local communities
- (e) Implement appropriate compensatory measures, resettlement action plans (RAPs) and livelihood restoration plans (LRPs) that comply with good international industry best practice (GIIP)
- (f) Always engage with local communities in a meaningful and trustworthy manner
- (g) Encourage local community participation in Group activities through training, employment and business opportunities and collaborate with the local communities to promote cultural awareness and understanding

3.3 Governance

- (a) Identify risks and opportunities in its activities and adopt processes for mitigation and continuous improvement across all aspects of the business
- (b) Implement strong governance mechanisms to mitigate or minimise negative environmental and social impacts
- (c) Administer corporate governance mechanisms as required by law

4. Policy Communication

- 4.1 The Company will communicate this Policy to all directors, senior management, employees, contractors and supply chain partners.

5. Transparency and Reporting

- 5.1 The Company will report its ESG related information in an annual Sustainability Report prepared in accordance with the Global Reporting Initiative (GRI) Standards and other relevant standards as determined from time to time.

6. Responsibilities

- 6.1 The Board is responsible for providing the strategic direction on ESG. Implementation of this Policy is the responsibility of senior management.



7. Review

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