

ENVIRONMENT AND COMMUNITY POLICY

De Grey Mining Limited ("De Grey") is committed to operating ethically, sustainably, and in accordance with best governance practices in the areas of environment and community. This policy sets out our commitments to our environment and community responsibilities.

We believe that responsible environment and community management is integral to our success and sustainability, ensuring we positively impact the regions where we operate.

Our Commitment

With respect to our responsibilities, we will:

- assess and manage the environment and community risks associated with our activities;
- strive for continual improvement in our environmental and community performance by obtaining and following the best available advice;
- monitor, measure and report on our environmental and community performance;
- implement measures to prevent, minimise and mitigate the impact our operations have on the environment and community;
- use resources efficiently, in particular energy, water and land;
- acknowledge and respect the rights, interests, customs, culture and values of Indigenous peoples and communities where we operate;
- engage early and meaningfully with communities where we operate to build and maintain constructive relationships based on trust and respect;
- seek to make a positive difference to the social and economic development of the areas in which we operate;
- comply with all applicable legislative requirements, which we recognise as the minimum standard;
- set clear, achievable and measurable performance targets and provide the resources needed to meet these targets; and
- provide the necessary training to our people to fulfil their responsibilities as outlined in this policy.

De Grey's Board of Directors and Executive Management Team are committed to ensuring that appropriate and relevant management strategies are implemented and resourced to meet our commitments under this policy.



Glenn Jardine
Managing Director

Date: 22/08/24