

# Sustainability Policy



Our Sustainability Policy reflects the belief that by prioritising the health and safety of our people, creating a diverse and highly skilled workforce, respecting and embracing the communities in which we operate and having the highest regard for our environment, we create a sustainable business and future.

**Sustainable business practice promotes long term value, manages risk and prosperity and extends to the full set of stakeholders. Sustainable business is good business.**

## To achieve this Sustainability vision, we commit:

- + To comply with relevant legislation, regulation, permits, standards and codes – as a minimum.
- + To implement sustainability considerations into all our business decisions.
- + To pursue innovation and challenge industry norms that constantly drive sustainable business practices.
- + To acknowledge the reality of climate change.
- + To recognise that mine closure is an essential part of our shared future.

## Our Sustainability Policy is underpinned by living our match winning qualities everyday and every way, by:

- + Producing the raw materials essential for a low carbon future.
- + Preparing for and managing physical climate risks through business resilience.
- + Seeking to continually reduce our carbon footprint, minimising emissions and waste.
- + Pursuing a digitalisation and paperless agenda wherever possible across the business.
- + Incorporating rehabilitation and mine closure planning into business modelling and plans – this is our commitment to future generations.
- + Tracking and reporting waste and emissions transparently and accurately with robust governance systems, practices and 3rd party auditing.
- + Being responsible stewards of land and maximising the harmonious operation of mining and farming land use.

## Winning and successful implementation of this policy looks like:

- + The absolute commitment by all involved in our business to sustainable business practices across the value chain.
- + Fitzroy positively impacting the lives of people who benefit from the products we produce.
- + Leadership being visible, passionate and accountable champions for sustainability.
- + The Fitzroy business having a strong purpose, is competitive, resilient and agile... and ultimately long-term sustainability.

Richard Livingstone-Blevins  
CEO

