

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.