

ASX Release
5 June 2020

Highfield Resources Sustainability Report

Highfield Resources (ASX:HFR) (“Highfield” or “the Company”) is pleased to present its latest Sustainability Report (“Report”).

The 2019 Report, the fifth issued by the Company, includes the activities of both Highfield and its Spanish subsidiary, Geoalcali S.L.U. (“Geoalcali”, together the “Group”), and provides a detailed overview on the Group’s Environmental, Social and Governance (“ESG”) activities over the past 12 months, up until 31 December 2019.

2019 Performance Highlights

- The successful award of the DIA (the key environmental permit) from the Ministry for Ecological Transition confirms the high environmental standards of the Muga Project.
- Health, Safety and Environmental management remains at the forefront of the Group’s operating activity protocols. Zero environmental incidents recorded for the sixth consecutive year.
- Commensurate with its commitment to stakeholder engagement, zero grievances were raised from local communities, who remain overwhelmingly in support of Muga.
- Through its Foundation, Geoalcali continued supporting local initiatives with a special focus on Quality Education, Social Integration, Sustainable Communities and Protection of the Environment.

The Report, which is prepared in accordance with Global Reporting Initiative (“GRI”) Standards, outlines the Group’s sustainability framework and the key steps being implemented to ensure that its future operational performance will meet the high ESG standards currently in place.

Further to its inclusion in our 2019 Annual Report, the Report has been updated and expanded to reflect the recent successful admission of Geoalcali as a signatory to the highly regarded United Nations (“UN”) Global Compact.

In addition to providing greater transparency on the Group’s performance, the 2019 Report also reflects the integration of the UN’s Sustainability Development Goals (“SDG”) into its corporate sustainability strategy and subsequent reporting, by using the Business Reporting on SDGs guideline developed by the GRI and the Global Compact. Geoalcali commits to align its operations with the Ten Principles of the UN Global Compact, and to adopt the required measures that support the UN’s SDG.

Highfield Resources Chairman and Acting CEO Richard Crookes said: *“I am delighted to present our fifth Sustainability Report, which demonstrates our continued focus on operating at the highest ESG standards.*

The commitments and achievements highlighted within our 2019 Sustainability Report have been a key component of our success in building strong relationships with our local stakeholders. Geoalcali being admitted as a signatory to the United Nations Global Compact underlines our continued commitment to the Ten Principles that will continue to shape our approach in adherence to the Sustainable Development Goals of the United Nations.”

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Please find the 2019 Sustainability Report attached below.

This announcement has been authorised for release by the Directors of Highfield Resources Limited.

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Sustainability Report

2019

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COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



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Letter from the Chairman and Acting CEO

Dear Readers,

This is the Group's fifth annual report on Sustainability.

Today, our team is more united than ever and I would like to believe that one of the aspects key to the development of the Muga Project has been to instil in the whole team a strong commitment to our CREA core values, being Commitment, Respect, Excellence and Attitude. I am a strong advocate of the concept that navigating as a team with clearly articulated corporate values is the foundation for success of any business. I am convinced that our values have contributed to the development of a strong and effective team, with an unwavering commitment to high ethical, safety, social and environmental standards, capable of facing the challenges that will undoubtedly confront us in the future.

Today the world is changing rapidly, accelerated by the impacts of climate change. The whole world faces greater challenges to sustain our current environment, to turn back the clock on the negative impacts to date and to contribute to a sustainable world for future generations. Mining projects of the magnitude of Muga must be examined, implemented and monitored with the utmost rigour as we have done at Highfield. I am extremely proud of the achievements made by the team to date culminating in early June 2019 with the announcement of the DIA award, the major environmental permit for the Muga Project. This tremendous outcome was the result of years of dedicated and professional work by the Highfield and Geoalcali team and our consultants. This result is a demonstration of the Group's unwavering commitment to the highest environmental and social standards. I never had any doubt that it would be achieved, nor do I have any doubt that we will obtain the Mining Concessions and construction permits, it is only a matter of time.

It is appropriate to consider the Company's stance in respect of the UN's Sustainable Development Goals which seek to encourage measures to build a sustainable world. This year, our Company has once again worked towards this vision by committing to implement a large project with integrated initiatives that contribute to those objectives, with special emphasis on our social and natural environment. This report sets out these initiatives and highlights those that we have developed internally through our Living Values programme to embed our corporate values in our daily work. It also highlights our actions within the community, including information events such as the Open Doors event which attracted more than 400 people with whom we had the opportunity to interact and reaffirm our conviction to develop a project that respects our communities. In addition, our Foundation continued to support initiatives which contribute to the well-being and development of our nearby communities. Also noteworthy, have been our efforts to raise awareness within our team, communities, suppliers and people in the industry regarding the importance of health and safety and to this end we organised presentations by the Central Mining Rescue Brigade, as well as school competitions under the heading of Safety Belongs to Everyone, But It Is My Responsibility.

This year the Company was a major player in the Navarra Government's MinerÉtica initiative, a joint initiative with local mining industry that was undertaken to raise awareness about the importance of the sector and the reality of the strategic importance of projects such as Muga Mine at local, regional and national levels, especially when they are being developed under the highest standards of protection of the environment and the community. I am confident that Muga

Mine will be an international example of modern mining at the forefront of sustainability.

The fertiliser industry, of which Muga will be a part, helps us to achieve the ecological transition that our planet needs. As a future potash producer, I would like to share statements from the International Fertilizer Association, that “the use of fertilisers, firstly, contributes to the forestallment of deforestation, as they allow for increased productivity on arable land. Secondly, they also increase the carbon sequestration potential of agricultural soils by contributing to the buildup of soil organic matter. In fact, 89% of the potential for mitigation in the future of agriculture is based on the carbon sequestration of the soil. Carbon sequestration in cultivated soils can be increased by adding organic and mineral nutrients, on the one hand, but they can also optimise the use of soil, leaving space to increase biomass production”. From a global perspective, potash is a great mineral ally in the battle against climate change.



Richard Crookes

Chairman and Acting Chief Executive Officer





About this Report



This is our fifth Sustainability Report which comprises all sustainable activities carried out during 2019 by Highfield Resources Limited (the “Company” or “Highfield” or “Highfield Resources”) and its Spanish subsidiary Geoalcali SLU (“Geoalcali”), together “the Group”.

This Sustainability Report 2019 has been prepared in accordance with the GRI Standards: Core option. GRI is an international independent organisation that helps businesses, governments and other organisations understand and communicate the impact of business on critical sustainability issues such as climate change, human rights, corruption and many others. This year the Group also continued with the integration of the Sustainability Development Goals (“SDGs”) into its corporate reporting by using the Business Reporting on SDGs Guideline developed by GRI. In addition since becoming a signatory member of the United Nations Global Compact we have also incorporated the Basic Guide Communication on Progress of United Nations Global Compact.

These international guidelines are the most widely adopted frameworks and contribute to the Group's commitment to transparency and accountability. We want to preserve our high standards in sustainability performance. This will require effort in all areas of the Group's activities, and will include adopting international frameworks which provide a universal language for corporate responsibility for all businesses regardless of size, complexity or location.

We firmly believe that adopting these guidelines will help us assess, define, implement, measure and communicate our sustainability strategy and will contribute to the Group's long-term success.

Sustainability reports offer an opportunity for our stakeholders to review the Group's performance and to contact us with suggestions or comments on the content in the report. Development, implementation and disclosure of responsible corporate practices are the key to our business. This report outlines our Sustainability Focus and our Performance Highlights which describe the main actions that have been undertaken in the following areas: Our Business, Our Environment, Our People, and Our Community, because that is how the Group articulates its Sustainability Framework.

For further information visit:

<https://www.highfieldresources.com.au/sustainability-reports/>

Or contact:

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Sustainability Focus

“As the Chairman of the Board of Directors of Highfield Resources, I believe our duty to shareholders is to protect their investment from any potential downside risk both over the short and long-term time horizons. The best way to achieve this is to understand and manage not only technical, financial and external risk, but increasingly ESG factors, as an integrated part of the strategy and management of the Company. The overall aim is to protect and enhance project commercial value by achieving positive political and stakeholder outcomes, within a robust governance framework”

Richard Crookes

Chairman, Highfield Resources



Our Journey for Sustainability

The Group understands that the implementation of corporate sustainability strategies is critical for business success. Since its inception, the Group has implemented Environmental, Social and Governance factors by adopting a broad view of issues and impacts in order to be able to address every aspect that is key for a successful outcome.

In order to understand where sustainability efforts should be concentrated, the Group undertakes internal and external analysis to identify those issues that have the biggest impact and are most relevant to the business and to stakeholders. The Group has engaged actively with its stakeholders and keeps innovating via different communication channels to maintain a constant dialogue.

Identifying key environmental, social and governance issues through engagement methods for each stakeholder group has helped the Group define commitments and goals in order to drive the Company's efforts towards minimising negative impacts and at the same time seize opportunities to maximise benefits.

These commitments and goal setting are backed up by specific systems and detailed processes that are monitored and tracked to allow the Group to detect areas for improvement.

This is summarised in the graphic on the next page, where the Group's vision and core values form the centre of our strategy. The Group divides its sustainable focus in four main areas: Our Business, Our Environment, Our People and Our Community – these combined, form our Sustainability Framework.



Sustainability Framework



Vision and Values

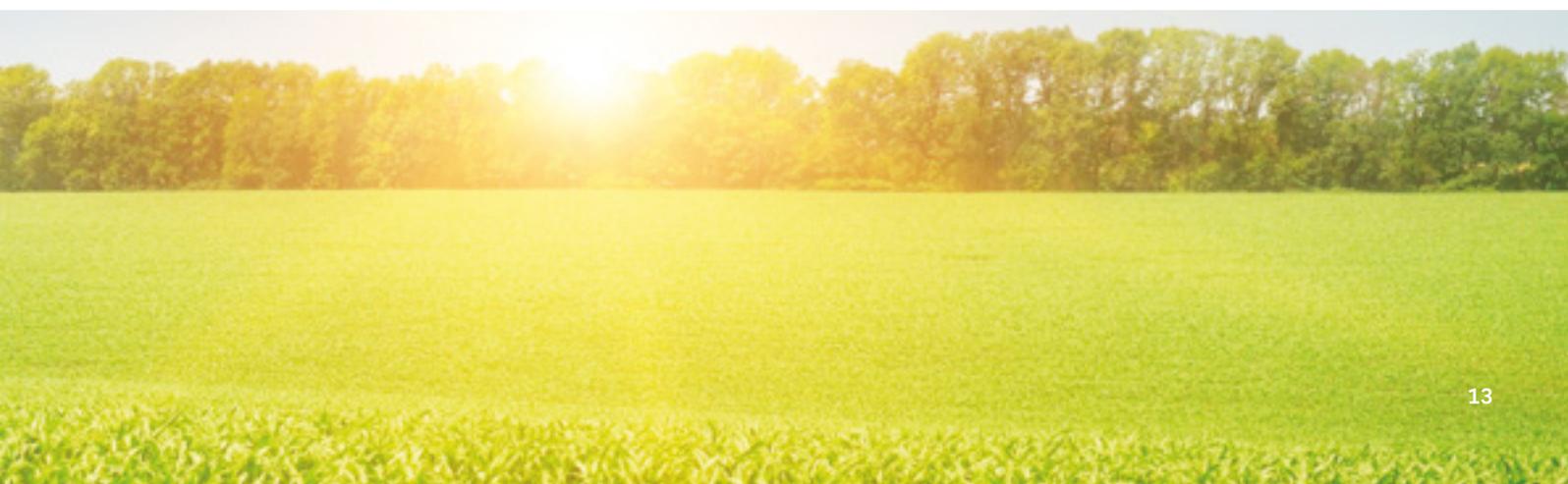
The Group's vision is ***"to build a successful, sustainable, potash business with respect for stakeholders and the environment"***.

The vision of the Company is encompassed by its core values CREA ***Commitment, Respect, Excellence, and Attitude*** which lay the foundations of the eight principles of our ***sustainable roadmap*** outlined below:



Compromiso Respeto Excelencia Actitud
CREA
Commitment Respect Excellence Attitude

<p>1.</p> <p>Integrate an ethical management that considers risk analysis to guarantee the best results for our stakeholders</p>	<p>2.</p> <p>Adopt best practices in health and safety with the aim of guaranteeing the protection of our employees and our communities</p>	<p>3.</p> <p>Ensure the best environmental results, optimising energy use and the responsible management of resources</p>	<p>4.</p> <p>Encourage the participation and communication of our communities to ensure that their expectations and needs are considered</p>
<p>5.</p> <p>Uphold the principles of diversity to ensure that equality is part of our corporate culture</p>	<p>6.</p> <p>Look for continuous improvement through measurement mechanisms with the aim of achieving excellence in all our activities</p>	<p>7.</p> <p>Always act with integrity, honesty and equanimity with all our stakeholders</p>	<p>8.</p> <p>Adopt an approach that is consistent with our vision and corporate values in our decision-making processes, as the main drivers to generate value and a sustainable outcome</p>





Sustainability Mapping



Stakeholders Process

The Group has several mechanisms in place to communicate with its stakeholders and will continue to do so throughout the life of the Project. At this early stage of the Project, regular consultation is essential to ensure that requirements are agreed upon, and a delivery solution is negotiated that

is acceptable to the majority of stakeholders, especially local communities. The information received and the media monitoring of our activities form the basis of our stakeholder plan refinement and will contribute to continuous improvement of our stakeholder engagement.

Material Topics Identified



Business Development



Environmental Topics



Safety Issues



Sustainable Approach

1 Receipt of necessary permits

6 Water management

2 Ensure employee health and safety

10 Community involvement

3 Anti-corruption measures

8 Waste management

5 Prioritise health and safety in the community

4 Wealth creation

9 Restoration of the area

7 Generation of quality employment

Materiality Matrix

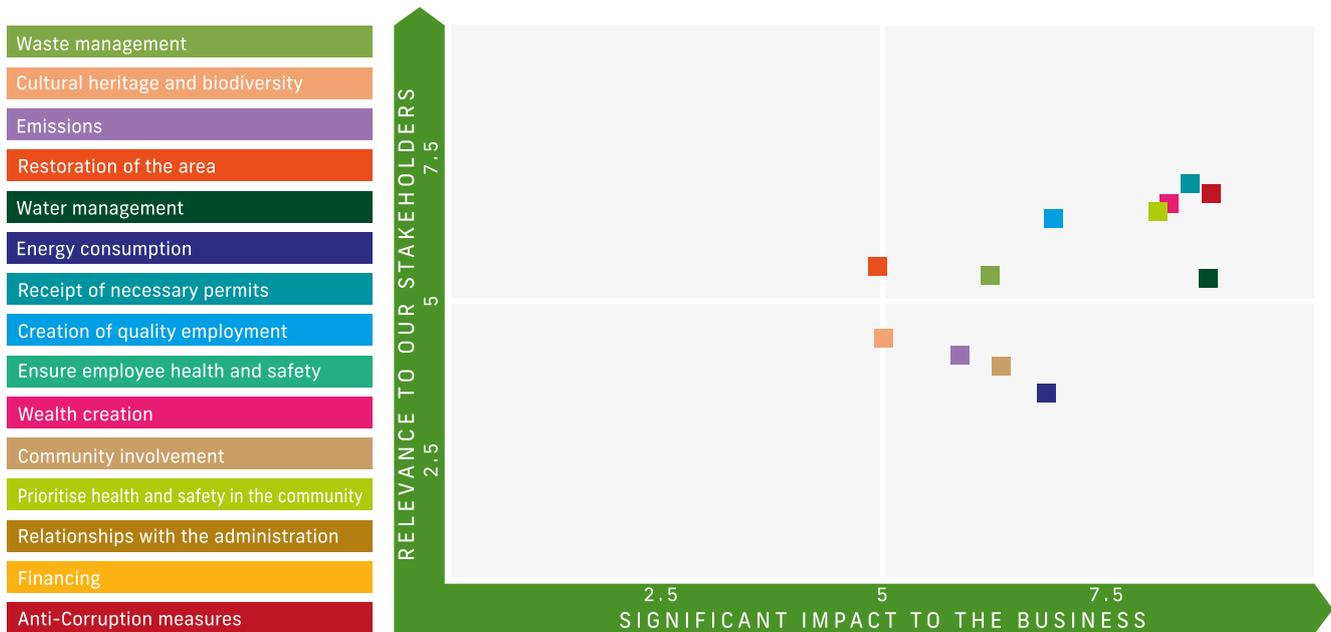
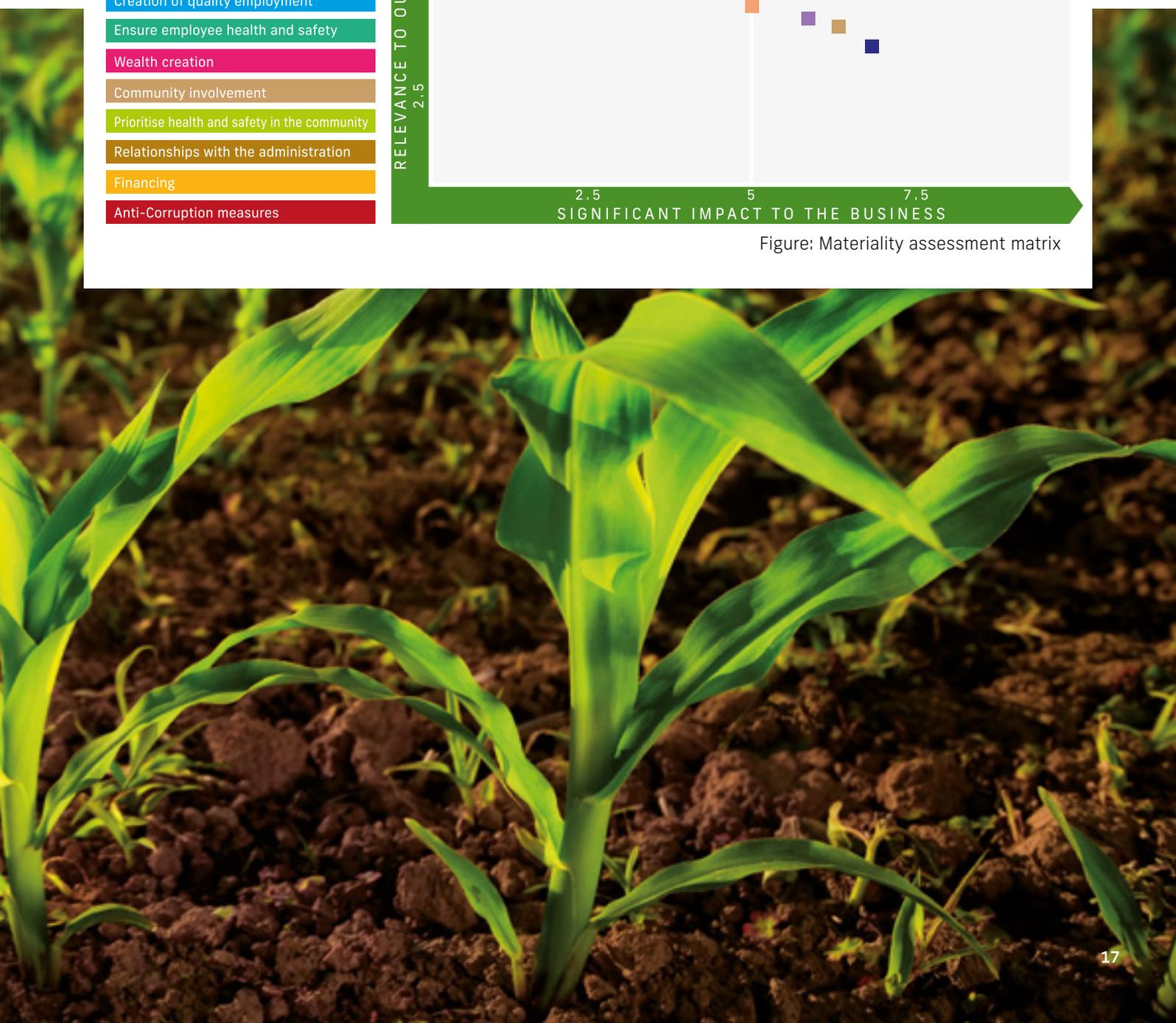


Figure: Materiality assessment matrix



Stakeholder Type	How	Frequency	Material Topics
Local Communities	Physical suggestion boxes located in the communities involved in the Project	Monthly	4 7 10
Local Communities	Online access through the "We want to listen to you" tab for suggestions, consultations and questions from citizens and residents of the area	Daily	1 4 6 7 8
Local Communities	Events and forums	Twice a year	1 4 6 7 8
Local Communities	Monitoring Press	Daily	3 5 6 8
Town Councils	Official application process	Weekly	1 6 8
Town Councils	Regular meetings	Monthly	1 4
Town Councils	Physical suggestion boxes located in the communities involved in the Project	Monthly	10
Suppliers	Directly involvement with relevant department	Daily	1 4 7
Government Organisations	Official application process and regulatory affairs	Weekly	5 8 9
Non-Governmental Organisations and Local Organisations	Online access through the "We want to listen to you" tab for suggestions, consultations and questions from citizens and residents of the area	Daily	1
Non-Governmental Organisations and Local Organisations	Information events	Twice a year	5 6 8 10
Non-Governmental Organisations and Local Organisations	Monitoring press	Daily	1 3 5 8
Local Organisations	Regular meetings	Quarterly	4 7
Investors	Interaction with Investor Relations Department and senior management	Weekly	1



Goal Setting, Monitoring and Disclosing

The Group continues monitoring its performance with regards to the Specific Goals that were set to support the Company’s Strategic Objectives established in 2017. An improvement from previous reporting is that the Specific

Goals have been simplified and categorised under the Company’s sustainable framework dimensions: Our Business, Our Environment, our People and Our Community.

Strategic Objective		Specific Goals			Material Topics	Dimensions	
1	<p>To secure all necessary environmental, construction and operating permits</p> <p>Progress </p>	<p>Ministerial approval of Environmental Permit "DIA"</p> <p>Geoalcali successfully received approval in June 2019</p> <p></p>	<p>Ministerial approval of the Mining Concession</p> <p>Geoalcali is working closely with the Authorities who have confirmed the high quality of documentation submitted in March 2020</p> <p></p>	<p>Approval of all construction and other permits required</p> <p>Geoalcali is advancing in all other permitting that is required</p> <p></p>	①	Our Business	
2	<p>To build and to successfully operate the first phase of the Muga Mine (0.5 Mtpa MOP)</p> <p>Progress </p>	<p>Continue with the improving and refining of the Project</p> <p>Muga Project enhancements included as part of the environmental permitting requirements post DIA award</p> <p></p>			② ④ ⑤ ⑥ ⑦ ⑧	Our Business Our Environment	
3	<p>To develop the plans and financing for the second phase of the Muga Mine (to 1 Mtpa MOP)</p> <p>Progress </p>	<p>Continuing with the development of the financing strategy</p> <p>The Company continues to analyse the best options for funding the Project</p> <p></p>			④ ⑦ ⑩	Our Business	
4	<p>To build, operate and maintain a high level of workplace health and safety</p> <p>Progress </p>	<p>Building a strong safety culture</p> <p>The Group increased H&S training and awareness campaigns for staff and other stakeholders</p> <p></p>	<p>Enhancements of safety protocols</p> <p>The Group continues to implement improvements in its safety procedures</p> <p></p>			② ⑤	Our People Our Community
5	<p>To conduct our business with regard to all environmental regulations and best practice</p> <p>Progress </p>	<p>Strive for best environmental outcomes in the design of Muga Project</p> <p>The Group has included environmental improvements to the Project</p> <p></p>	<p>Generate environmental consciousness among our staff</p> <p>The Group continues working to raise awareness about environmental and sustainability matters</p> <p></p>	<p>Minimise potential environmental impacts</p> <p>The Group continues to implement improvements in its environmental management programme and has reported zero accidents or incidents</p> <p></p>	⑥ ⑧ ⑨	Our Environment Our People	
6	<p>To work diligently with the various communities close to the mine to optimise our social performance and thereby secure and maintain support for Our Project</p> <p>Progress </p>	<p>Increase dialogue and interaction with the host communities</p> <p>Geoalcali increased number of attendees and positive feedback in information sessions</p> <p></p>	<p>Efficient involvement in communities initiatives</p> <p>Geoalcali continues working actively with the communities in key projects to promote sustainable communities</p> <p></p>			③ ⑤ ⑥ ⑦ ⑧ ⑩	Our Community

	Strategic Objective	Specific Goals		Material Topics	Dimensions
7	<p>To work with the various government departments and regulators in a transparent and engaging manner to secure their trust and enable them to supervise our activities appropriately</p> <p>Progress </p>	<p>The Company will continue to work diligently with the Authorities in all project phases</p> <p>Geoalcali obtained key environmental approval DIA.</p> <p></p>		<p>② ③</p> <p>⑤ ⑥</p> <p>⑧ ⑨</p> <p>⑩</p>	<p>Our Business</p> <p>Our Community</p> <p>Our Environment</p>
8	<p>To secure all necessary funding for the first phase of the Muga Project and have plans and commitments in place for the implementation of the second phase</p> <p>Progress </p>	<p>Continuing with the development of the financing strategy</p> <p>The Company continues to analyse the best options for funding the project</p> <p></p>		<p>④ ⑩</p>	<p>Our Business</p>
9	<p>To comply fully with all pertinent legislation</p> <p>Progress </p>	<p>Improve understanding of, and preparation in respect of, applicable legal requirements</p> <p>The Company has increased its efforts by engaging with external expert consultants for each phase of the permitting process.</p> <p></p>		<p>② ③</p> <p>⑤ ⑥</p> <p>⑧ ⑨</p>	<p>Our Business</p> <p>Our Environment</p>
10	<p>To develop plans and studies for the potential implementation of future projects within the Group's current tenement holding</p> <p>Progress </p>	<p>The Group continues investigating the upside potential of Muga and other tenement areas</p> <p>Optimisation of tenement holding continues</p> <p></p>		<p>① ④</p> <p>⑦ ⑩</p>	<p>Our Business</p>
11	<p>To become the Employer of choice within our sector and environment</p> <p>Progress </p>	<p>Uphold high ethical standards in the workforce</p> <p>Increased awareness initiatives to reinforce the Company's core values CREA</p> <p></p>	<p>Create a positive work environment</p> <p>The Group continues to promote healthy habits, diversity and inclusion through various staff initiatives</p> <p></p>	<p>② ③</p> <p>④ ⑦</p> <p>⑩</p>	<p>Our People</p> <p>Our Community</p>
12	<p>To return value to our shareholders</p> <p>Progress </p>	<p>Optimised Project financials</p> <p>The Group continues optimising the Project to build a more sustainable business</p> <p></p>	<p>Strong ESG focus to add long-term value</p> <p>The Group continues to integrate ESG factors across all departments policies and procedures</p> <p></p>	<p>④</p>	<p>Our Business</p> <p>Our Environment</p> <p>Our People</p> <p>Our Community</p>

We have incorporated international sustainability guidelines that help us assess and measure our performance and that have been aligned in accordance with our strategic goals. The Group also supports and seeks to actively contribute to the achievement of the SDGs. Geoalcali has been admitted as a signatory to the United Nations Global Compact on March 2020.

Therefore, this report includes the section Communication on Progress (COP) in order to comply with Global Compact guidelines.

As a summary, the following graphic shows how the Group has integrated its strategic objectives, aligning them with the identified material topics resulting from the stakeholder engagement process and its impact on the SDGs.

Strategic Objective	Material Aspect	Environmental SDGs					
		7 AFFORDABLE AND CLEAN ENERGY	13 CLIMATE ACTION	6 CLEAN WATER AND SANITATION	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	14 LIFE BELOW WATER	15 LIFE ON LAND
1 To secure all necessary environmental, construction and operating permits	①				●		
2 To build and to successfully operate the first phase of the Muga Mine (0.5 Mtpa MOP)	② ④ ⑤ ⑥ ⑦ ⑧	●	●	●	●		●
3 To develop the plans and financing for the second stage of the Muga Mine (to 1 Mtpa MOP)	④ ⑦ ⑩		●				●
4 To build, operate and maintain a high level of workplace health and safety	② ⑤	●					
5 To conduct our business with regard to all environmental regulations and best practice	⑥ ⑧ ⑨		●	●			●
6 To work diligently with the various communities close to the mine to optimise our social performance and thereby secure and maintain support for our Project	③ ⑤ ⑥ ⑦ ⑧ ⑩	●	●	●			●
7 To work with the various government departments and regulators in a transparent and engaging manner to secure their trust and enable them to supervise our activities appropriately	② ③ ⑤ ⑥ ⑧ ⑨ ⑩	●	●	●			●
8 To secure all necessary funding for the first phase of the Muga Project and have plans and commitments in place for the implementation of the second phase	④ ⑩		●				●
9 To comply fully with all pertinent legislation	② ③ ⑤ ⑥ ⑧ ⑨	●	●	●			●
10 To develop plans and studies for the potential implementation of future projects within the Group's current tenement holding	① ④ ⑦ ⑩		●		●		●
11 To become the Employer of Choice within our sector and environment	② ③ ④ ⑦ ⑩		●				●
12 To return value to our shareholders	④						

Employee / Worker SDGs						Community / Society SDGs				
1 NO POVERTY	4 QUALITY EDUCATION	8 DECENT WORK AND ECONOMIC GROWTH	5 GENDER EQUALITY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
		●						●	●	●
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Performance Highlights

Our Business

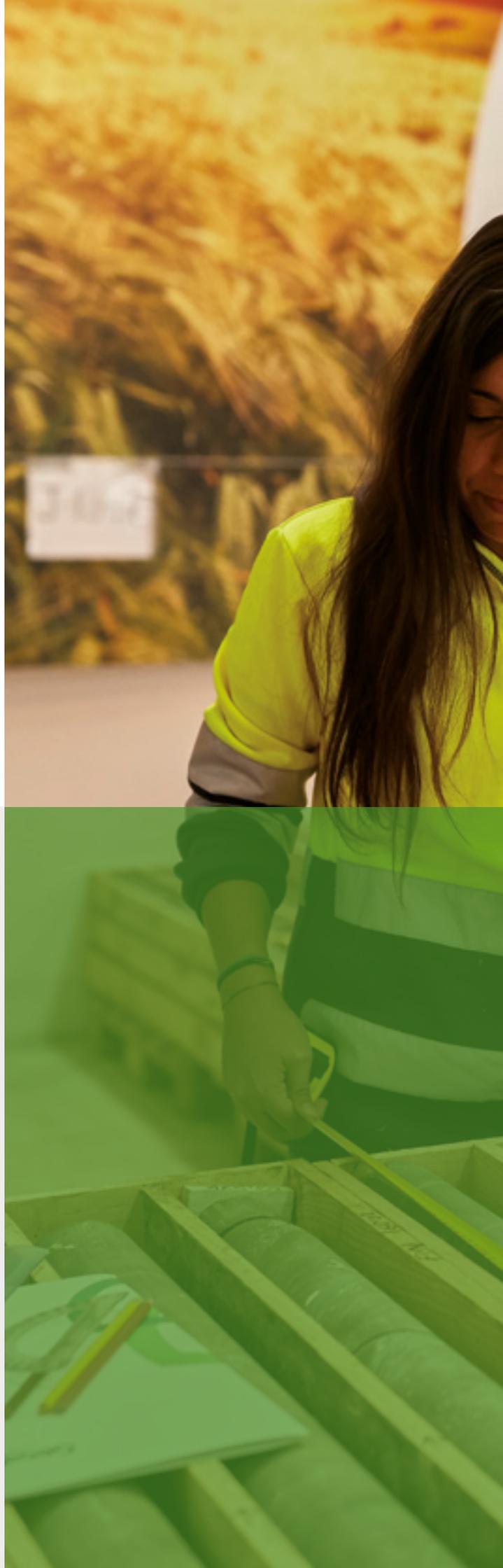
DIA Award Confirms High Environmental Standards of Muga Project

Geoalcali received its environmental permit approval (DIA) in June 2019. This is one of the Company's greatest achievements after a comprehensive and rigorous process that involved a vast number of stakeholders and entities which analysed the Project, evaluating environmental aspects and their impact in order to determine its compatibility with the environment. All entities and stakeholders had the opportunity to put forward suggestions and the Project has incorporated optimised measures as a result of this process.

Muga Project Enhancements Enable a More Sustainable Project

The Company continued working on the optimisation of the operations by bringing forward the scheduled commencement of the backfilling process to enhance residue management. This has resulted in the reclassification of costs for the backfilling equipment from sustaining capital to up-front capital. In addition, improvements in the process plant equipment were incorporated, as well as significant improvements in recovery, bringing forward production of commercial vacuum salt, and earlier commencement of residue management and treatment of by-products. As a result, the Muga Project will start treating waste at a very early stage and the by-product management and commercial plan will increase the Project profitability.

These technical enhancements deliver a number of value adding and improved environmental outcomes and achieve improved compliance with the DIA environmental permit issued by the Ministry for Ecological Transition (Ministerio para la Transición Ecológica, or "MITECO").





Continuing the Development of a Sustainable Potash Business

During this year the Company continued making progress as outlined below:

- Completion of metallurgical test work and process plant design resulting in a recovery increase to over 90% meaning the operation will be much more efficient;
- The Company signed a Non-binding Memorandum of Understanding (MOU) with Ameropa AG for the sale of up to 250,000 tonnes of MOP per annum from the Muga Potash Mine;
- Continued exploration work on our Vipasca area of interest with encouraging results;
- Muga Project updated to incorporate DIA environmental enhancements that included revised capital costs, operating costs and estimated financial outcomes resulting in significantly improved Project economics;
- Award of a number of detailed design and construction packages;
- Continued advancing the Mining Concession and the construction permits processes which are the next permits necessary to progress the Project into the construction phase; and
- Continued our strong focus on ESG by engaging with multiple stakeholders to maintain continuous communications and address in an ethical manner, any area of concern.

This work ensures that the Company will be prepared for the next steps of the Muga Project development.

Strong Governance

The Board of Directors of Highfield Resources has established high standards for the Company's employees, officers and directors. It is the duty of the Board of Directors to oversee the management of the Company's business and to ensure the Group as a whole and the Group's representatives behave in a manner that aligns with the Company's high standard of corporate and social responsibilities.

The Group periodically reviews its procedures and policies and implements changes to ensure high ethical standards are met. This year the Code of Business Conduct and Ethics included enhancements in the Whistleblower Policy and the Continuous Disclosure Policy.

The Group publishes its corporate governance policies, Code of Business Conduct and Ethics and its Board and committee charters on Highfield's website at <https://www.highfieldresources.com.au/corporate-governance/>





Core Focus on ESG

The Group understands that focusing on ESG is a driver of long-term performance and value.

It is also a key risk management tool which the Group uses to define its business strategy by assessing material aspects to all stakeholders in order to implement preventative measures and mitigation strategies.

The Group also considers that international, regional, and local ESG guidelines as well as international norms integrated in its management system enable a sustainable outcome in its daily operations.

The Group is aligned with the following standards:

- ISO 9001 Quality Management
- ISO 14001 Environmental Management
- UNE 22480 Sustainable Mining Management
- OHSAS 18001 Health and Safety Management
- ISO 26000 Stakeholder Management
- IFC and Equator Principles
- Ten Principles of the United Nations and SDGs

Recognitions and Awards

InnovaRSE Certificate

Receipt of the Reporting Award as a result of our efforts in implementing sustainable management.



RSA 2020 Certificate

Aragón Social Responsibility Seal for the fourth consecutive year.



Bonus 2018

Geocali received the Bonus 2018, a health and safety recognition for having a low accident rate.



Industrial Foundation of Navarra Award

The Human Resources Department of Geocali received a recognition award by the Industrial Foundation of Navarra for sharing their best practices in order to achieve a 'stronger and more competitive' industrial community.



Reconcilia

Seal, for being an inclusive company.



#PorElClima

Geocali is also part of this initiative designed to fight global warming.



Association of Foundations of Navarra Award

Award by the Association of Foundations of Navarra in the Culture Category for the Project Roman Heritage as a Tourist and Development Resource in Liédena, a tourism and cultural initiative aimed at discovering and publicising the wealth of the Roman heritage that surrounds the local area of Navarra and that, at the same time, culturally links the people with their neighbours from nearby Aragonese towns.



Partnerships for the SDGs and Strengthen Industry Relationships

During this year Geocalci joined other mining companies, mining associations and the Mines Department of the Government of Navarra to raise awareness of how responsible mining and minerals help us achieve a more sustainable world, by launching the MinerÉtica forum.

MinerÉtica was part of the celebration of European Minerals Day, a European initiative to bring the minerals world closer to society. As well as distribution of information materials in Navarra, exhibitions, workshops, visits to mining activities and conferences have been programmed.

Among the activities included in the forum was the inauguration of the Company's mineral exhibition "Essential Minerals for a Sustainable Future" in which people had the opportunity to learn about the Sustainability Development Goals and how they relate to the mineral resource industry.

"Essential Minerals for a Sustainable Future" was displayed in the Environmental Education Museum of Pamplona (Museo de Educación Ambiental de Pamplona). Numerous organisations and institutions throughout Spain have shown interest in showcasing this exhibit, which emphasises the importance of minerals in our daily lives and the value of sustainability as the cornerstone of mining today.

The inauguration event included a conference on the use of minerals in daily life delivered by Esther Lasheras, chemistry professor and head of the rock and mineral collection of the Science Museum of the University of Navarre.

A mineral workshop also took place at the Environmental Education Museum, as part of the MinerÉtica forum activities. Visitors were able to learn to differentiate some of the most used minerals, their main properties and to find out in which products they are used, in a fun and educational way.

Geocalci also participated in the Social Innovation forum, organised by Más Humano Foundation, La Caixa Foundation and Caja Navarra Foundation. The Social innovation objective is a "speed dating" event between companies and social associations to seek partnerships with the aim of support the SDGs focused on reducing inequalities and gender equality, among others.



"Essential Minerals for a Sustainable Future" exhibit at Environmental Education Museum



Esther Lasheras with MinerÉtica organisers



Students during minerals workshop in MinerÉtica



Participation in Forums

Mining Metals Hall (MMH) Seville 2019

At this international event in Sevilla, Sheila Maqueda, Geoalcali’s technical engineer of mines, presented the Design and Planning of the Muga Mine, during the technical sessions organised by Cominroc, in a seminar entitled “Overview of the industrial minerals sector”. Geoalcali’s Director of External Relations, Ricardo Pérez Merino, also participated as a speaker at a roundtable dedicated to mining and investment policies to discuss the social aspects of the Project.

The MMH brought together more than 800 delegates, about 150 exhibitors, 70 speakers and around 6,000 visitors.



Navarra with a Future

Navarra with a Future is an intergenerational, intersectoral and inclusive forum that seeks to present jobs of the future, that are already a reality in the most innovative companies of Navarre, Spain and across the world. Javier Olloqui, Director of Human Resources of Geoalcali, participated in a one-on-one talk about employment opportunities.

Geoalcali also hosted an exhibit area for the Muga Project, which will help address the problem of depopulation in its local communities.

The Company also attended the following conferences:

121 Mining	Hong Kong
121 Mining	London
IFA	Montreal
Argus Fertilizer Conference	Malta
IMARC	Melbourne
121 Mining	Sydney
Mines and Money	London
Mining Journal Select	London

University Engagement

Seminar on Industrial Minerals of Aindex (a Spanish mining association)

Geoalcali contributed with a presentation titled 'The Social Factor in the Muga Project' to share its experience in CSR with mining engineering students of the Universidad Politécnica de Madrid. This educational forum aims to bring mining companies experiences to students throughout the different stages of the mining value chain.

Organisation of I Sustainability Forum with the Universidad de Navarra

The Company also worked collaboratively with the Universidad de Navarra in the organisation of "Mazingira" the I Sustainability Forum in which members of the World Business Council for Sustainable Development among other sustainability leaders shared their vision about future trends with students, mining professionals and business representatives.

Internship Programmes

The Company also participates in the internship programme of the Universidad de Navarra by offering an internship position within its communications department.

Memberships

The Group continues to be a member of:

- CONFEDEM – The Spanish mining confederation;
- AEMA - an association of mining businessmen of Aragón;
- AEMINA – an association of mining companies of Navarra;
- ASBA - The business association of Australia in Spain;
- PDAC - Prospectors and Developers Association of Canada;
- IFA - International Fertilizer Association;
- Navarra Chamber of Commerce, an association of Navarran companies;
- AINDEX - a Spanish mining association;
- ANEFA - a Navarra mining association; and
- FIN – The Industrial Foundation of Navarra is a non-profit organisation created by the Official College of Industrial Engineers of Navarra and the Association of Industrial Engineers of Navarra

The Geoalcali Foundation continued to be a member of Association of Foundations of Navarra. This association is comprised of the main non-profit associations in Navarra, both public and private.

As a Group we are continuously looking for ways to partner with companies, universities, organisations and other entities with a special focus on the sustainable development of our business.

Our Business – SDGs Contribution

Our Business

Key Performance Highlights

- DIA Award Confirms High Environmental Standards of Muga Project
- Muga Project Enhancements Enable a More Sustainable Project
- Continuing the Development of a Sustainable Potash Business
- Strong Governance
- Recognitions and Awards
- Partnerships for the SDGs and Strengthen Industry Relationships

SDG impact



Positive Impact

The Muga Mine will operate in a highly depopulated region where socio-economic development is perceived as a key solution to address this issue. Muga Mine will contribute to the socio-economic development of the region with the creation of approximately 800 quality jobs. Muga Mine will bring not only the direct benefit of the generation of employment, but also indirect benefits via taxes raised, social programmes, and business development opportunities within the local communities in a sustainable manner.

Therefore, from a very early stage, the Group has applied international, national, regional, and sectorial principles in order to integrate ESG (Environmental, Social and Governance) factors into the Company’s strategy. This includes adherence to regional CRS programmes, contributing to SDGs partnership initiatives, and constant alignment of the Group’s policies and procedures with the aim of building a project that will serve as a reference in sustainable mining. The best way to achieve this is to understand and manage not only technical, financial, and external risk, but increasingly ESG factors, as an integrated part of the strategy and management of the Company within a robust governance framework.



Mitigation Strategy

Mining projects, like Muga, have an impact on the environment. Bearing this in mind and as part of our commitment to build a sustainable business the Company continued working on the optimisation of the Project as well as introducing improvements in its operations.

These technical enhancements deliver a number of value adding and improved environmental outcomes and achieve improved compliance with the DIA environmental permit issued by MITECO. Muga Mine is being developed under European, Spanish and regional legislation which is rigorous and comprehensive, setting high standards for Muga and the mining industry.



Our Environment

Enhancing our Environmental Consciousness

Staff training and awareness campaigns are fundamental so that our actions are carried out under environmental protection criteria, and that these criteria are also transferred to the appropriate external suppliers and consultants.

One of the measures implemented was the installation of organic waste collection on a voluntary basis, before being legally required. This measure was implemented both in Geocali's main office and in the Company's core sheds in Beriain and Sangüesa.

In addition, and with the aim of reducing our plastic consumption, a policy of ceasing to purchase single-use plastic utensils was established.

Training plays a very important role, focusing efforts on the avoidance of waste generation and secondly, on its recycling.



Staff Awareness Campaigns

Talks and Events	Internal Communications
Waste Management Strategy at Muga Mine.	7 communications in intranet
"World Environmental Day", focusing on the problem of air pollution.	3 awareness posters
<p>A week long "Challenge to reduce air pollution" in which all workers proposed daily actions throughout the week, in order to raise awareness and make those actions become habits.</p>	
<p>Awareness event about Climate Change given by an external guest expert in meteorology who presents meteorological information on radio and in newspapers and magazines, as a speaker in events for National Geographic and the University of Barcelona and by presenting weather information in El País Digital, Telemadrid and TVE programme "Aquí la Tierra". We learned the differences between climate and meteorology, and what Climate Change means, and discusses the impact of human activity as a factor in increasing natural climate change.</p>	



Effective Environmental Management

Prior to the commencement of each field work programme, whatever its purpose or dimensions, the Geoalcali's Environmental Department carries out, based on updated official cartography, an environmental evaluation to detect which natural elements could be affected in order to mitigate any potential negative impact.

With regard to mining exploration drilling activities, a preventive measure has been the implementation of watertight containers at the drilling site for the temporary storage of water and drilling muds until they are removed, acting as a reservoir to contain potential excess rainwater.

During drilling activities, platforms are prepared with waterproof sheets that allow for the collection of any accidental spill of oils or saline water without these reaching the ground or ground water.

In addition, the earth extracted for the preparation of the site and for the excavation of the ponds is used to build a barrier under the ponds that will act as a protection barrier against liquid spills.

All waste generated during the design phase and exploration activities are managed in accordance with the legislation and delivered to authorised and official waste management entities.

In the office and in its core sheds, organic waste is already being managed. Although this is not yet a legal obligation in Navarra, it is a commitment to good environmental practices.

Protocols in the event of an environmental accident

Geoalcali is committed to the prevention of environmental accidents, by implementing preventive measures to minimise the environmental impact in all the Muga Project phases as well as in its headquarter office and field work during exploration activities.

However, in the event of an environmental accident, Geoalcali has established a protocol that describes the steps to be taken (Contain, Warn and Remedy) and a directory of contacts required for each situation.



Intensified Environmental Protection Measures in Muga Project

The Group understands that environmental protection is a fundamental pillar on which its entire business is based, not only in terms of minimising any potentially negative impacts of its industrial activity, but also in terms of conserving the natural environment on which it is built and its surroundings.

Geocalci understands that the protection of the ecosystems and habitats in which animal and plant species live requires

that its actions should go beyond the immediate vicinity of its facilities. It is therefore committed to the development of several initiatives that, together with the international SEO/Bird Life organisation, will be carried out in the area of the mine as well as more widely within the communities of interest from the start of the construction phase and will be maintained throughout the life of the mine.



Monitoring and controls

In 2019, the Muga Mine Environmental Monitoring Programme was updated according to the requirements included in the DIA. The monitoring programme establishes an exhaustive control over potentially contaminating factors, the form of measurement, the parameters measured, and the maximum thresholds established. It also serves to verify the effectiveness of the preventive actions adopted and, where necessary, to improve them or establish new measures.



Water management

The Muga Mine Water Management System, designed under the principle of non-contamination of the water environment, has also been updated. The construction plan for the ramps now includes specific waterproofing using the jet-grouting technique to reduce drainage and therefore the volume of water stored in the ponds.

The process plant is designed to use water of variable salt concentration and to recirculate the process water in such a way as to minimise the use of water.

During this year, a local company specialising in hydrogeology has optimised the design of the water environment control network, which includes surface and groundwater control points in the area of the Muga process plant, downstream and area of the potash deposit. This network provides information to detect any variation in the qualitative and quantitative parameters of the water, ensuring appropriate measures can be carried out as may be necessary.



Waste management

During the year the Mining Waste Management Plan has been updated and incorporated into the Restoration Plan, as required by the DIA. The salt waste volumes on surface during the production phase will be lower and will be completely removed during the final restoration of the mine, with no waste remaining on the surface after the dismantling and restoration process is finalised.

Environmental Performance in Numbers

The Group has a firm commitment to reducing its environmental impact. Therefore, a set of indicators and mechanisms are in place to monitor the Company's performance during mining drilling activities.

These indicators monitor material aspects that have been assessed by the Company's Materiality Matrix described on page 17. Some material aspects are not monitored because the Company is currently not in mining operations.

The Company currently monitors:

- Environmental accidents and incidents;
- Environmental awareness campaigns;
- Water usage in exploration activities;
- Amount of soil disturbed and subsequently rehabilitated;
- Use of toxic substances in exploration activities;
- Energy consumption in workplaces, vehicles and exploration drilling works;
- Drilling muds generated in mining exploration work;
- Non-hazardous waste generated in mining research work; and
- Hazardous waste generated in mining research work.



Environmental accidents

0

ENVIRONMENTAL INCIDENTS

The Company has achieved, for its sixth consecutive year, a performance of zero environmental accidents.

Environmental accidents

Since 2018, Geocalci has measured the effectiveness of its detection of hazards that could result in environmental incidents, before drilling activities occur.

The best outcome in environmental management is the detection of potential environmental hazards before they cause an environmental impact.

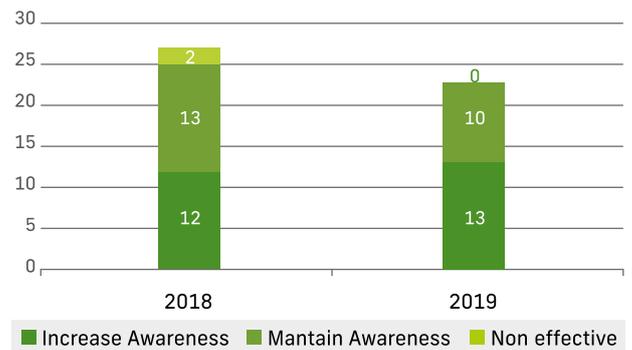
In the two years since monitoring began, 14 potential hazards of different degrees related to drilling activities have been registered and resolved, avoiding a potential environmental incident or accident.



Environmental Awareness Campaigns

Geocalci continues to carry out environmental awareness campaigns for staff. These campaigns cause a positive impact resulting in increased consciousness year after year towards environmental preservation and protection.

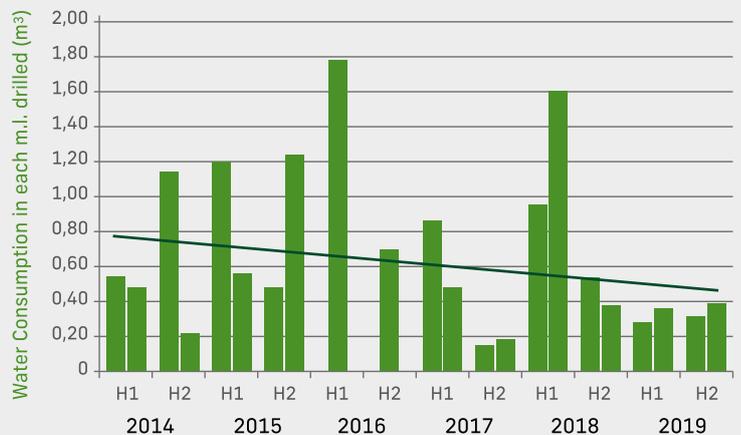
Environmental Awareness Campaigns to Staff



Water Management

The Group maintains its commitment to minimise the use of water during its drilling works. The water usage varies according to a number of factors including geological and hydrogeological characteristics of the terrain, the diameter of the borehole, the drilling depth, and whether or not hydrogeological characterisation tests are conducted. Our monitoring systems show that the water consumption trend shows a slight decrease over the years due to the reuse of brine, an optimisation to reduce water consumption, as shown in the graph.

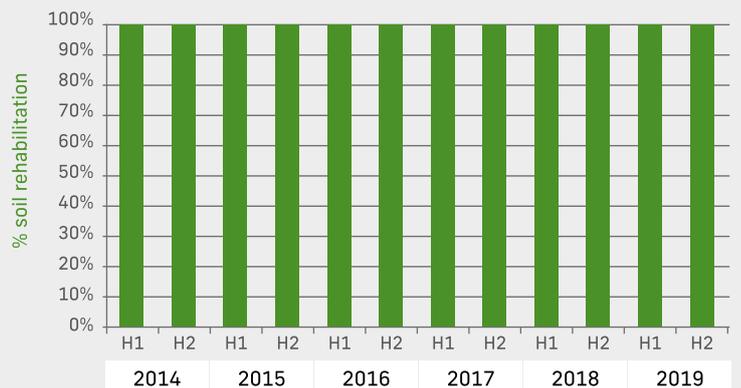
Water Consumption



Soil Rehabilitation

The appropriate restoration after drilling activities continues to be satisfactory with 100% of each area restored in accordance with the legislation.

Soil Rehabilitation



Energy Consumption

Energy consumption is measured as the sum of the energy sources used, both in the work centres (from the electricity grid) and in the use of fuel by vehicles and contractor drilling machines. These consumptions are currently low, as construction of the Muga Mine has not yet started, and

are expected to increase in the construction and operations phase. Control of consumption and atmospheric emissions will be maintained and managed under the principle of energy efficiency and minimization of environmental impacts.

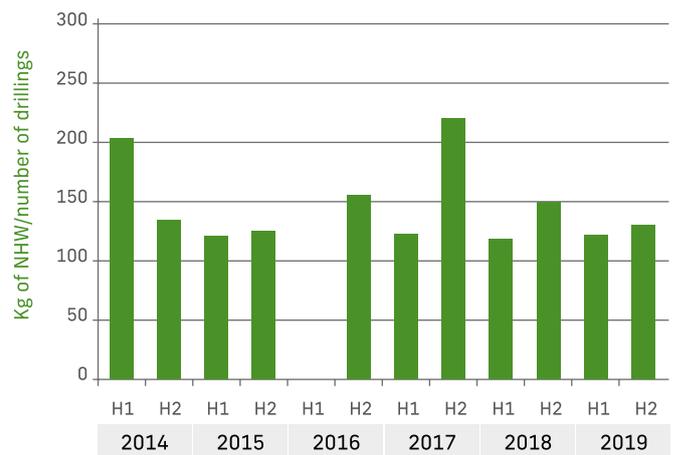
Waste Management

All waste generated in the corporate offices and drilling activities is managed in accordance with the legislation and managed by authorised external entities.

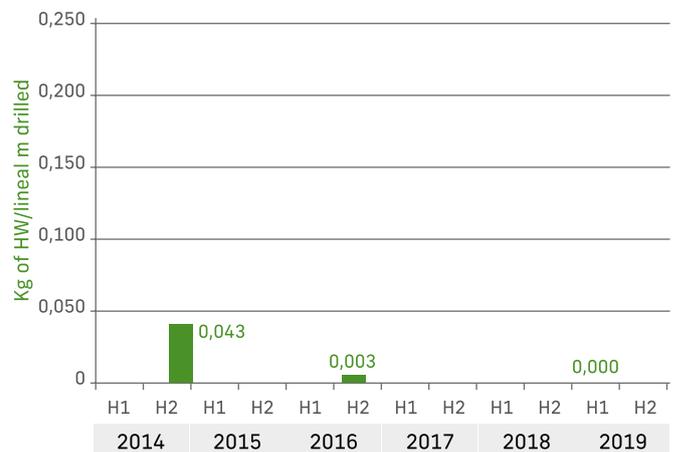
In the office and core sheds, organic waste is already being managed, as a commitment to good environmental practice, although this type of recycling is not yet mandatory. Training staff is critical in order to decrease generation of waste and improve its recycling.

Geocalci carries out strict control of waste inventory describing the type of waste and how it is managed and a register in which the quantities generated and their delivery to an authorised waste manager are recorded. All the waste generated is managed by authorised managers, who are responsible for transporting and managing to the final destination which is recycling or disposal in appropriate landfill. The chart below shows the amount of hazardous and non-hazardous wastes and drilling muds generated during drilling activities. The generation of hazardous waste is variable and very low, depending on the drilling campaigns. The waste is a mixture of cutting oil and degreaser (used to cut core samples for analysis in an accredited laboratory) that is stored in the area set aside for the storage of hazardous waste until it is removed and managed by an authorised waste manager. The drilling mud generation indicator is measured by weight in tonnes per 100 metres of drilling. As with water consumption noted above, its generation per linear metre drilled depends on several variables, both geological and technical. Plastics from HDPE sacks and sheets from ponds built to store borehole water are part of the quantified non-hazardous waste. This indicator is more stable as it depends directly on the number of holes and thus on the number of ponds built.

Generation of Non-Hazardous Waste ("NHW")



Generation of Hazardous Waste ("HW")



Our Environment – SDGs Contribution

Our Environment	Key Performance Highlights
	Key Performance Highlights
	Enhancing our Environmental Consciousness
	Staff Awareness Campaigns
	Effective Environmental Management
	Intensified Environmental Protection Measures in the Muga Project

Positive Impact	SDG Impact
	
	<p>Environmental and sustainability criteria are taken into account in the selection of any supplier. This includes drilling activities, project design, construction, and operations.</p> <p>The Company's corporate values include maintaining a high level of environmental awareness and respect for the environment. To this end, several annual awareness campaigns are carried out as well as various environmental protection and pollution prevention initiatives in corporate offices, core sheds and during drilling and other exploration works, to improve our environmental performance and culture.</p> <p>Environmental management applied to the Muga Project by the Company is fundamental to achieving the highest standards of sustainable performance. Muga will leave no salt waste [or other] residue after the end of the mine's production activities, setting a benchmark for global potash operations. Instead it will minimise waste by processing part of these residues into commercial products for sale and reusing the remainder as underground backfill. In addition, it will minimise waste generation, including by reducing the consumption of products that generate waste or other type of contamination, and will maximise reuse of materials wherever possible.</p> <p>In addition, energy efficiency and water management are key to the Project design, which, together with a wide range of preventive and corrective measures and a comprehensive Environmental Monitoring Programme, will allow mining operations to be carried out in accordance with the highest environmental protection standards.</p> <p>The innovation applied to the backfilling process entails the custom design of equipment and processes through technical innovation resulting in the improvement of the environmental outcome.</p> <p>The Company has extensive knowledge of the environment in which the Muga Mine will be built, which will be continuously monitored by specialised internal teams and environmental conservation organisations in compliance with the Environmental Monitoring Programme which is supervised by the Government.</p> <p>Prior to all drilling activities, an environmental assessment is carried out to prevent negative impacts on the natural environment and cultural heritage.</p>
	Mitigation Strategy
	
	<p>The environmental footprint of Muga Mine has been evaluated in a rigorous permitting process resulting in the DIA award. The DIA established a list of recommendations that have been incorporated into the Project. In addition, the Company is continuously working on the optimisation of the Project, with mitigation and compensation strategies that will be implemented in the future with the aim to reduce its carbon footprint as much as possible.</p>

Our Community

Reinforcing our Community Engagement

After the DIA award, in July 2019 the Company hosted an information session in Javier, welcoming 13 mayors and 17 other representatives from our local communities, as well as five members of public institutions. The feedback collected during the event indicated that 97% of the attendees support the Project. Topics dealt with included water management, traffic and environmental monitoring. The Company had the opportunity to explain these topics as well as other queries around employment and community opportunities. The feedback collected from the community representatives was used to design an information event for others in the community.

Later, in September 2019, the Company hosted a two-day Open Doors information event. The Company welcomed around 400 visitors from nearby communities. The attendees included people from local schools, retired persons clubs, local companies, local and regional suppliers, local citizens, mayors, government representatives and ecologists.

During the year the Company increased community participation as well as positive feedback as indicated in the chart below.

	2016		2017		2018		2019	
	H1	H2	H1	H2	H1	H2	H1	H2
In favour	4	0	16	54	73	31	17	97
Not in favour	0	0	1	4	1	2	0	1
No opinion but more info requested	0	0	3	25	4	5	0	7



Zero grievances from local communities

Grievance Mechanism

Exploration activities may cause issues related to land access, environmental disturbances or potential impacts on cultural heritage or sacred sites. Therefore, Geoalcali has set up a formal grievance procedure making available, through notices in the local town councils and at drilling sites, a formal channel to address any complaint or concern. Geoalcali treats any such communications very seriously and keeps track of the commitments it has made in response to ensure proper stakeholder engagement.

The Company has also installed suggestions boxes in local town halls to ensure communications with local residents that do not have access to online channels.

Depopulation

Geoalcali participated in a Depopulation theme radio programme, to discuss this issue of great relevance for the local communities of Muga. The programme involved local mayors, local businessmen, government and university experts who addressed the issue with the aim of raising awareness and speeding up solutions. The conclusion was that employment opportunities, such as those that Muga will bring to the community, are a key factor, but that other socio-economic and technical developments are necessary to ensure existing residents and newcomers remain committed to the area for the long term. The broadcast had around 37,000 local listeners.

Also, it is worth noting that Cederna Garalur (the rural development organisation of Sangüesa) expressed its gratitude to Geoalcali as a company which demonstrates a spirit of continuous collaboration.



Depopulation Radio Programme at Sos del Rey Católico Town Hall



Supporting the Communities' Initiatives



Quality education

Donation of sound equipment to the Luis Gil Public School

February 2019

The Association of Fathers and Mothers of the Luis Gil School, carrying out the idea of the school's management of providing the centre with sound equipment for the subjects of physical education, psychomotor skills, dance and body expression, conveyed this idea to the Geoalcali Foundation which supported the initiative. This initiative will aid in improving the development of classes and increase the number of activities carried out by the centre.

The Luis Gil Public School of Sangüesa is a regional centre that welcomes students not only from Sangüesa but also from nearby towns including Liédena, Yesa, Eslava, Gallipienzo, Javier, Aibar and Cáseda. Subsequently, most of the students continue their studies at the Sangüesa Institute and the IES Sierra de Leyre.

Through our Foundation, the Company continued supporting local initiatives with a special focus on Quality Education, Social Integration, Sustainable Communities and Protection of the Environment.

Donation of Digital white board to the Isidoro Gil de Jaz Public School

February 2019

The Geoalcali Foundation contributed to the acquisition of a digital white board for the Isidoro Gil de Jaz Public School of Sos del Rey Católico.

The Isidoro Gil de Jaz School is located in the municipality of Sos del Rey Católico in the northwest region of the province of Zaragoza in Aragón. This area is called Altas Cinco Villas and is very close to the border with Navarra and is currently one of the most depopulated regions in Spain.



School transport service in Undués de Lerda September 2019

The Geoalcali Foundation maintained its support for the transportation service for children in the town of Undués de Lerda who study at the Sangüesa Institute, thus improving the quality of life of residents and helping working parents with children who need to travel to school.

The service is also open to all residents of the town, especially those of older age, in order to facilitate their daily transportation needs.

Located at an altitude of 633 meters, with just over 50 registered residents, Undués de Lerda continues fighting tirelessly against depopulation, a great peril that afflicts most of the towns and villages of the region.

Donation of school supplies for the Babyteca October 2019

The Geoalcali Foundation understands that the integration of rural women into the workforce is a fundamental pillar for sustainable development in the region. Therefore, it continues to actively support the maintenance of the Babyteca facilities of Sos del Rey Católico, by contributing part of the costs of the school supplies which are needed to provide a proper service.

The Babyteca of Sos welcomes children everyday between the ages of 0 and 3 years old. There is no other service provided in the region for this age range. With 400 residents and a notably aged population, Sos seeks to maintain its own service in order to attract young families to the town.





Social integration

Sponsorship of the Conference on the Hospital Order of Saint John of Jerusalem

September 2019

The Geoalcali Foundation supported this conference which focused on the era of splendour of the Order, its beneficial work and its military activities.

This conference was organised by the City Council of Castiliscar, the Association of Friends of the Museum of the Order of Saint John of Jerusalem, and the Castiliscar "Encomienda", historic association and was hosted by the president of the Royal Academy of Fine Arts of San Luis, Domingo Buesa.

The conference, whose attendance provided university credits to the students, featured several presentations given by experts and was inaugurated and closed, respectively, by the University and Culture Council of the Government of Aragón. This type of activity raises awareness of Aragonese heritage, as well as attracting tourism and students to a region with highly depopulation rates.

Sponsorship of the Project Convivium Yesa

August 2019

In an effort to support local traditions and healthy habits, the Geoalcali Foundation worked jointly on the organisation of training activities aimed at prevention of disease and bad health and promotion of equality, creativity and imagination in the town of Yesa.

The Convivium Yesa, named after the town that gives its name to the reservoir located between Navarra and Aragon, offers activities such as the restoration of utensils with great tradition and reception such as the Zezenzusco or "Torico de Fuego", a metal framework in the shape of a bull, on whose spine a frame with pyrotechnic elements is placed and in front of which children and adults run, usually during the celebration of local festivities.

Financial support to the VII Edition of the Roman Festival

October 2019

The Geoalcali Foundation, in its commitment to boost cultural assets in the local communities, supported the City Council of Liédena in the dissemination of its Roman heritage, including guided visits to the Museum of Santa Criz de Eslava and the Musas de Orellano.

During its Roman Festival event, Liédena and its Roman villa were transformed into a stage for theatre, music, artisans, and street entertainment in a Roman ambience setting.





Sustainable Communities

Donation of exercise equipment to the elderly May 2019

With the help of the Geocalci Foundation, the Liédena City Council started a series of activities during the year aimed at the physical wellbeing and health care of its residents.

The Geocalci Foundation contributed to the acquisition of exercise equipment suitable for the elderly of the town.

Workshops on memory and how to age in a healthy way, as well as zumba or yoga classes, make up the majority of the activities offered and promoted by the Liédena town hall.

Financial support to build a playground in Rocafort May 2019

The Geocalci Foundation has contributed to the construction of a small playground where children can enjoy their free time, with modern swings and a slide, on a rubber floor which creates a safe environment for games and entertainment in this small village in the surroundings of Sangüesa.





Protection of the Environment

Sponsorship of the Juan Migueliz Leyre Trail Race in aid of the reclamation of local trails

October 2019

The Geoalcali Foundation collaborated with the Trotecuto Mountain Club in the recovery of two trails, which in addition to being used in the Juan Migueliz Leyre Mountain Trail sports event, will be kept clear and marked for the use and enjoyment of neighbours and tourists throughout the year.

The sporting event is organised by the Trotecuto Mountain Club, and takes place in a privileged landscape and cultural environment, as it runs through enclaves such as the Sierra de Leyre, the Foz de Arbayun and the Yesa Reservoir. With a start and finish at the Monastery of Leyre, it goes through places such as the Cañada Real de los Roncaleses, Paso del Oso and the top of Arangoiti, among others. This is one of the most popular events that bring together most of the communities of interest of Muga Mine.



Volunteer Programme: I Commit (Me Comprometo)

The Group considers that fostering good relations with the community is one of the key elements to the success of its business project, but it is also aware that participating in experiences that involve helping others has a positive impact on the personal growth of each staff member. For this reason, as part of its social responsibility policy, this initiative is not only part of a purely philanthropic activity but also an initiative that generates shared value for the employee, the Company and the community. The programme was launched in December 2019 with several initiatives available to all staff throughout the year.



Community Day

Employees from Geocalci and Bovis, the Company's project management partner for the Muga Mine, volunteered in the decoration of a Christmas Tree of Undués de Lerda access roundabout and donated articles for the Social Services entity of Cinco Villas region of Aragón.

Community Engagement in Numbers

Attendance to public information events in the community has increased

Open Doors	Attenders
2017	200
2019	400

Periodic bulletin Newsletter subscribers have increased

Year	Newsletter Subscribers
2017	2827
2019	3734



100 %

queries have been responded to



Zero grievances

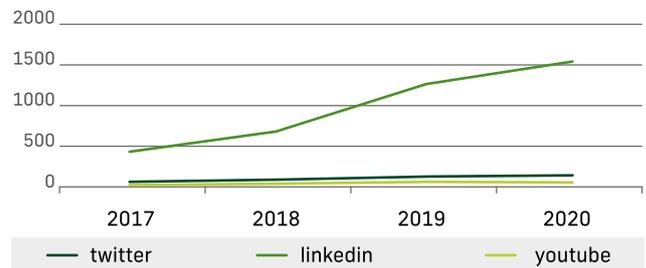
received



Social Media Engagement has increased

+1,500

followers



Our Community – SDGs Contribution

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Our Community</p>	<p>Key Performance Highlights</p>
	<p>Reinforcing our Community Engagement</p>
	<p>Zero Grievances from Local Communities</p> <p>Supporting the Communities' Initiatives</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Positive Impact</p>	<p>SDG Impact</p> 
	<p>The Group is aware that in order to obtain and maintain social acceptance of its Project, it is crucial to establish communication mechanisms to listen to the communities' concerns. Engaging with the communities provides the relevant information to understand what is critical or material for them and address those issues by committing to rational solutions that are broadly accepted by our local stakeholders. These issues are social concerns that can easily relate to several SDGs which the Company considers critical in terms of contributing positively to the development of a mining project in a responsible manner. The rationale behind the creation of the Geoalcali Foundation is to actively contribute to sustainable initiatives to enhance the Muga communities' well-being. The Foundation's strategy and governance protocols explicitly align with SDGs 4, 10, 11, 13 and also contribute positively to other SDGs.</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Mitigation Strategy</p>	 <p>One of the key issues mining projects address in social terms, is the socio-economical dependency generated by a mine. Geoalcali is conscious of this issue and its social responsibility policy is therefore focusing on projects that will generate independent benefits not only in parallel with the mining activity, but also after the mine has ceased operations.</p>



Our People

Upholding Highest Standards in Ethical Performance in the Workplace

During the year the Company launched its “Living Values” programme with the objective that our core values of Commitment, Respect, Excellence and Attitude will become ever more present in the daily work of all staff members, as guiding principles in their decisions and actions.

All members of the staff were divided into groups and tasked to prepare different activities to raise awareness on how each of the values should be incorporated in our daily work. These activities included hosting talks by inspirational speakers that are living examples of each of these values:

COMMITMENT	Jesus Cia, founder of Josenea, an organic producer located in the Muga area that employs workers at risk of social exclusion with the aim of reincorporating them into the workforce.
RESPECT	Alberto Undiano, a famous Spanish football referee that is publicly acknowledged for his self-control and respectful attitude under stressful situations even in the highest profile matches.
EXCELLENCE	Maidar Esparza, is a former Olympic gymnast who faced demanding training from a very young age which successfully led her to the Olympic games with the Spanish national team.
ATTITUDE	David Ruiz and Daniel Oteiza, local firemen helped us understand the importance of maintaining a positive attitude even in the most dangerous and demanding situations.

The programme also included a team building day during which staff members put into practice the CREA values by interacting with team members in outdoor and indoor activities.

The experiences and learnings from the Living Values programme have been included as part of the Company's annual employee performance review, reflecting the importance of the values in everything we do.



Striving for Excellence in Work-Life Balance and Diversity Inclusion

The Association of Women Entrepreneurs and Managers of Navarra (AMEDNA) held a working session in November 2019 to exchange good practices in the field of work-life balance. Geoalcali was chosen as a "Good Practice Example". Estibaliz García, from the Human Resources department, was the guest speaker who explained the policies implemented by Geoalcali to 17 companies and entities of Navarra, including the Regional Government.



Geoalcali is aware of the importance of diversity inclusion. Several activities were undertaken to raise awareness during International Women's Day, notably hosting a video conference talk by Anna Tudela, former Vice President of Diversity, Regulatory Affairs and Corporate Secretary of GoldCorp, a large Canadian gold producer and an active role model in the defence of good corporate governance practices, especially in diversity issues.

The Company also contributed to #MiningTogether initiative, a three-month video storytelling campaign, sponsored by Anglo American and De Beers Group to promote gender equality and inclusion in the mining sector.

The Company is committed to implement initiatives to attract and retain female talent which currently represents 37% of the staff.

Number of Employees

Year	Female	Male
2019	13	22
2018	12	21

Employee Hire and Turnover

Two employees left the Company (1 male and 2 female) and 5 people have joined over 2019 (3 female and 2 male).

"I have a very strong belief that the more balanced the gender ratio, the better the conversations we have and the better decisions we make as a team."

Richard Crookes
Chairman, Highfield Resources

A Healthier Workplace

As part of integrating our core values CREA in our daily work, the Company has implemented a Healthy Living programme, making fresh fruit available in the office and providing mindfulness sessions to encourage healthy life habits for a healthy workplace.

The Company also supports employees who have sporting hobbies by sponsoring contests and races with a special focus on those sport events that are held in the communities near Muga.

An example is the "Javierada" pilgrimage, a popular Navarran tradition that is celebrated every year by participants trekking or cycling to the village of Javier. A group of Geoalcali staff took part in this initiative that is part of the cultural heritage of this region in Spain.

The Company has in place an Employee Benefit Programme that gives access to an extensive health insurance plan at a beneficial rate.

Building a Strong Safety Culture

Health and safety at work are a top priority, as well as a legal and social obligation. The Group is aware that taking its health and safety obligations seriously and promoting best practice in these aspects, at all levels, is not only key to preventing injuries but also contributes to the development of a responsible and healthier society.

As part of the celebration of the World Day for Safety and Health at Work, Geocalci invited the Central Mining Rescue Brigade of Asturias, a prestigious rescue group with 107 years' experience, to address its employees.

The event, under the heading of Safety Belongs to Everyone, But It Is My Responsibility, was attended by all the Geocalci staff, as well as by former potash miners of Navarra from the Santa Bárbara Brotherhood in Beriain, members of the Navarra Civil Guard Command, mining technicians from the Government of Navarra, other mining and related companies, representatives from AEMINA (Business Association of Miners in Navarra), as well as representatives from municipalities close to the Muga Mine Project.

The event highlighted the importance of the experience and knowledge accumulated by the Central Mining Rescue Brigade of Asturias, and the selflessness and social commitment of this professional body.

The Company is also making efforts to promote a health and safety culture in the Muga communities. Several talks in local schools were organised in order to engage with the future generations.

The Company and the Geocalci Foundation also organised a Health and Safety contest titled "Are you Safe?" where all schools in the region entered in a competition to design a Health and Safety Awareness campaign. The winning school received financial support to invest in preventative measures to guarantee safe conditions in their facilities. Promoting a Health and Safety culture in our local communities is not only key to prevent injuries and illnesses, but it also contributes to the development of a more conscious and healthier society for everyone.



Mining Rescue Brigade of Asturias visits Geocalci



Health and Safety Manager, Pelayo Iglesias, in the local school of Sangüesa.



Sangüesa students participated in the Company's contest "Are you safe?"



H&S Training

10 Hours training

for new employees on H&S manual
(2hrs. 5 employees)

+ 3 Hours training

in H&S manual for fieldwork works to one employee

Safe driving course (Tecdrive)

8HRS. 13 EMPLOYEES



First Aid Course (Mutua Navarra)

2HRS. 5 EMPLOYEES

Programme for the improvement of the preventive culture based on "Human and Organisational Performance (HOP)" delivered by Prevencontrol.

Several modules:

1. Leadership management	11hrs. 16 Employees
2. Awareness middle management	3hrs. 11 Employees
3. Workers' awareness	6hrs. 15 Employees
4. Workshop HOP	3hrs. 9 Employees
5. Operational learning workshop	6hrs. 7 Employees
6. Workshop "design thinking"	3hrs. 6 Employees

ZERO ACCIDENTS*

*Two minor incidents were registered of employees that were either travelling to or from work

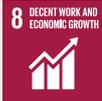
A step further in Health and Safety management

During 2019, Geoalcali engaged Audinor, a specialised health and safety auditor with the aim of ensuring that all health and safety management systems and protocols are being considered. This audit was a voluntary measure the Company established in order to achieve best practices in an area which is key for the Company's success today and in the future.

The audit analysed both the procedures and systems in place today and also assessed areas of improvements in the future protocols that will be put in place in the next phases of the development of Muga.

Our People – SDGs Contribution

Our People	Key Performance Highlights
	Upholding Highest Standards in Ethical Performance in the Workplace
	Striving for Excellence in Work-Life Balance and Diversity Inclusion
	A Healthier Workplace
	Building a Strong Safety Culture
A Step Further in Health and Safety Management	

Positive Impact	SDG Impact
	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>3 GOOD HEALTH AND WELL-BEING</p> </div> <div style="text-align: center;">  <p>5 GENDER EQUALITY</p> </div> <div style="text-align: center;">  <p>8 DECENT WORK AND ECONOMIC GROWTH</p> </div> <div style="text-align: center;">  <p>17 PARTNERSHIPS FOR THE GOALS</p> </div> </div> <p>In order to achieve a higher productivity, efficiency and high standards of safety, environmental and social performance, the Group has implemented key initiatives to promote its core values CREA, which are values that are aligned with the philosophy of the SDGs. The Company contributes actively to the promotion of diversity, inclusion, work-life balance and healthy habits through different initiatives with the aim of developing a “best-work environment” and the Company thereby becoming a preferred employer of choice and talent retainer.</p>

Mitigation Strategy	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>6 CLEAN WATER AND SANITATION</p> </div> <div style="text-align: center;">  <p>7 AFFORDABLE AND CLEAN ENERGY</p> </div> <div style="text-align: center;">  <p>13 CLIMATE ACTION</p> </div> <div style="text-align: center;">  <p>15 LIFE ON LAND</p> </div> </div> <p>The Company is aware that mines can often present different hazards than other regular industrial activity. In order to minimise and contribute to a safe environment, the Group has put in place various initiatives for both employees and leaders, to place safety as a priority in all activities. This includes simple initiatives such as safety topics in all the Company’s meetings, awareness campaigns, staff training, but it also includes initiatives to raise awareness on safety in the Muga communities and society.</p> <p>The Company also upholds diversity as a key ingredient for driving success. Mining is typically a male industry and Geoalcali is contributing to female empowerment by participating in external and internal programmes to raise awareness on diversity matters.</p>
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The Group

Highfield Resources Limited

Highfield Resources Limited is a potash company listed on the Australian Securities Exchange ("ASX") in 2012. Through its wholly owned Spanish subsidiary Geocalci S.L.U., it has a 100% interest in three tenement areas located in Spain. Highfield's Muga-Vipasca, Pintanos, and Sierra del Perdón potash tenement areas are located in the Ebro potash producing basin in Northern Spain, covering an area of around 277km².

The Company's flagship Muga Project, in the Muga-Vipasca tenement area is the most advanced. Muga received a positive environmental permit in 2019. Following this milestone, Highfield has now submitted the required Mining Concession documentation and is continuing to work on the relevant construction permits necessary to take the Project into the construction phase.

Given the location and nature of the deposits, the main competitive advantages of the Muga Project are:

- The proximity to key markets, located in a potash consuming region with good access to large Brazilian, North African and US Markets, driving high margins;
- The deposits are at a relatively shallow depth suitable for conventional underground mining (room and pillar) with a decline access;
- Access to first class infrastructure with a direct connection to national electricity grid and close to ports and access to road systems;
- Experienced management team located in Spain and Board with extensive mining delivery experience;
- Robust financials with strong IRR, based on extensive optimisation with industry leading consultants; and
- Strong environmental credentials and strong support from the local communities.



Geoalcali S.L.U.

Geoalcali S.L.U., Highfield Resources' 100% subsidiary, was incorporated in 2011 with national and international capital, with the mission of developing a potash business. Geoalcali S.L.U. is a Spanish mining company that has continued exploring the potash deposits after discovering historical evidence of the location of these types of deposits in the Ebro Basin. Geoalcali S.L.U. is composed of a variety of professionals, including experts in mining and geology, environmental technicians, administration staff and field operators. Its team has the experience and commitment to carry out a project that can serve as an example of sustainable mining development.

For further information visit:

www.geoalcali.com and www.highfieldresources.com.au



Corporate Directory

Directors

Richard Crookes – Chairman
Peter Albert – CEO until January 2020*
Pauline Carr – Independent Non Executive Director
Roger Davey – Independent Non-Executive Director
Jim Dietz – Independent Non Executive Director
Brian Jamieson – Non-Executive Director
Isaac Querub – Independent Non-Executive Director
Donald Stephens – Company Secretary

Registered Office

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KENT TOWN SA 5071
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31002 PAMPLONA
Spain

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Facsimile: +34 948 050 578

Share Registry

Advance Share Registry Pty Ltd
110 Stirling Highway
NEDLANDS WA 6009

Telephone: +61 8 9389 8033

Facsimile: +61 8 9389 7871

Securities Exchange Listing

Highfield Resources Limited shares are listed on the Australian Securities Exchange, the home branch being Perth, Western Australia

ASX code: HFR

Note: Highfield Resources announced its new CEO, Mr. Ignacio Salazar, on ASX release 20 April 2020.





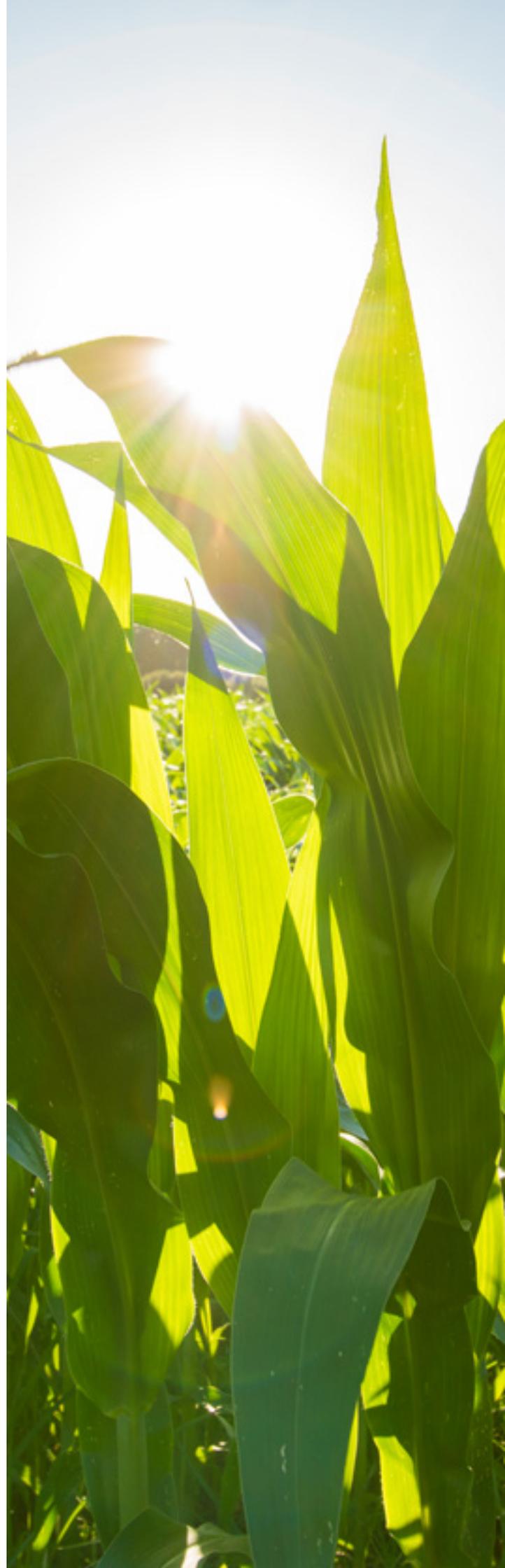
Communication on Progress Report

Geoalcali continues to make efforts in strengthening its commitment to ESG best practices, becoming the first Spanish junior mining company to join the United Nations Global Compact, the largest corporate sustainability initiative in the world that brings together more than 13,500 signatory entities and is present in over 165 countries. Geoalcali joined in March 2020 and has decided to voluntarily include its Communication on Progress report for 2019.



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



Period covered From: 1 JANUARY 2019 To: 31 DECEMBER 2019

Statement of Continued Support by Chairman of Highfield Resources Limited (Parent Company of Geocalci S.L.U.)

June 05 2020

To our stakeholders:

I am pleased to confirm that Geocalci S.L.U. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Richard Crookes

Chairman, Highfield Resources Limited.

Human Rights

Human Rights Principles	Implementation	Measurement of Outcomes
<p>Assessment, Policy and Goals</p> <p>The Code of Business Conduct and Ethics (“Code”) establishes policies aimed at ensuring the values of the Company are aligned with the principles of the Global Compact, the ILO (International Labour Organisation) and International Mining Council and Metals and it is published on our website to make sure our position is clear for all our suppliers, employees and consultants.</p> <p>The Code includes specific policies such as a Human Rights Policy, A Whistleblower Protection Policy, a Diversity Policy and a Corporate Social Responsibility Policy that set the ethical behaviour standards expected of employees, suppliers and consultants.</p>	<p>Grievance Mechanisms</p> <p>Local Communities:</p> <p>The Company’s current exploration phase could give rise to typical grievances related to land access, environmental disturbances or potential impacts on cultural heritage or sacred sites. Therefore, Geocali has set up a formal grievance procedure making available, through notices in local towns councils and at drilling sites, a formal channel to address any complaint or concern, Geocali manages these communications and keeps track of commitments made to ensure proper stakeholder engagement.</p> <p>The Company has also installed suggestions boxes on local town halls to receive communications from residents that do not have access to internet or online channels.</p> <p>Internal Mechanisms:</p> <p>The Company also has a formal grievance procedure to ensure all staff members have an anonymous and/or direct channel to submit formal complaints.</p> <p>Revision and Communication of the Code</p> <p>During the year, the Company revised its Code, in both English and Spanish, to ensure it remains clear and up to date. If changes occur, these are communicated to staff in formal weekly meetings.</p>	<p>Grievance Mechanisms</p> <p>Local Communities:</p> <p>No formal complaints raised. The Company registers and keeps track of all communication with local stakeholder. More information in section “Our Community” on page 45.</p> <p>Internal Mechanisms:</p> <p>The Company registered 1 recommendation which was a suggestion, submitted anonymously, regarding a recent teambuilding experience with a recommendation for any future teambuilding exercises.</p> <p>Revision and Communication of the Code</p> <p>During the year, the Company introduced minor adjustments to the Whistleblower Protection Policy and Continuous Disclosure Policy based on the Australian Securities Exchange Corporate Governance Council’s “Principles of Good Corporate Governance and Best Practice Recommendations” with 2019 Amendments (4th Edition).</p>

Labour

Labour Principles	Implementation	Measurement of Outcomes
<p>Assessment, Policy and Goals</p> <p>The Code includes specific policies such as a Labour Policy, a Diversity Policy, a Health and Safety Policy, a Whistleblower Protection Policy, and a Remuneration Policy to ensure that all our activities respect the rights of our staff and set the ethical behaviour standards expected of all staff, senior management and Board members.</p>	<p>Grievance Mechanisms</p> <p>Internal Mechanisms:</p> <p>The Company has a formal grievance procedure to ensure all staff members have an anonymous and/or direct channel to submit formal complaints.</p> <p>Health and Safety</p> <p>During this year, the Company continued its efforts in implementing a strong health and safety culture by carrying out training programmes, awareness initiatives, and a strong internal communication strategy to integrate healthy topics into daily activities.</p> <p>Staff Well-Being</p> <p>The Company continued its Healthy Living programme to promote healthy habits. During the year the Company launched a programme for all employees to promote its core values CREA with the aim of further embedding the Company's culture. This programme seeks to embed ethical behaviours in daily activities to generate a cohesive values driven work-force</p>	<p>Grievance Mechanisms</p> <p>Internal Mechanisms:</p> <p>The Company has a formal committee to address these complaints.</p> <p>Health and Safety</p> <p>Performance on health and safety topics are disclosed in page 56 of this report.</p> <p>Staff Well-Being</p> <p>Performance on staff well-being can be found in section "Our People" in page 55 of this report.</p>

Environment

Environmental Principles	Implementation	Measurement of Outcomes
<p>Assessment, Policy and Goals</p> <p>The Code includes specific policies such as an Environmental and Social Management Policy and Corporate Social Responsibility to promote environmentally friendly and socially committed practices to ensure we are accepted and welcomed within the communities in which we operate.</p>	<p>Awareness Campaigns</p> <p>Several campaigns have been communicated to staff with the aim of raising awareness of the importance of minimising our environmental and social impact and striving for continual improvement in respect of our environmental and social management performance. These measures include performance indicators to monitor our environmental impact with the aim of establishing protective and mitigation measures.</p> <p>Environmental Management</p> <p>The Company continuously incorporates improvement measures that not only meet legal requirements but also go beyond our goal of developing a sustainable project.</p>	<p>Awareness Campaigns</p> <p>Performance on environmental topics are disclosed on page 37 of this report.</p> <p>Environmental Management</p> <p>Performance on environmental topics are disclosed on page 36 of this report.</p>



Anti-Corruption

Anti-Corruption Principles	Implementation	Measurement of Outcomes
<p>Assessment, Policy and Goals</p> <p>The Code includes specific policies such as an Anti-Bribery and Corruption Policy, Procurement Policy, and a Whistleblower Protection Policy to conduct business with integrity and endeavour to have the highest anti-bribery and anti-corruption standards.</p>	<p>Procurement Practices</p> <p>The Company has in place a Procurement policy and procedure to ensure a transparent tendering and awarding process of all services and products acquired by the Company. The procedure includes protocols to ensure that all our goods and services are procured in an ethical manner, to achieve the optimum balance of price and quality and minimise risk.</p> <p>Whistleblower Protection</p> <p>The Company has in place a procedure to ensure protection and support the dignity, well being, career and good name of anyone reporting wrongdoing.</p>	<p>Procurement Practices</p> <p>No negative reports have been identified with regards to unethical procurement practices.</p> <p>Whistleblower Protection</p> <p>No reports have been notified.</p>





GRI Index

GRI Standard	COP1/ SDG2	Disclosure	Page number(s) and/ or URL(s)	Omission
GRI 101 : Foundation 2016				
General Disclosures				
GRI 102: General Disclosures 2016		102-1 Name of the organization	Page 62	Reported
		102-2 Activities, brands, products and services	Page 62	Reported
		102-3 Location of headquarters	Page 62	Reported
		102-4 Location of operations	Page 62	Reported
		102-5 Ownership and legal form	Page 62	Reported
		102-6 Markets served	None of Highfield projects are currently under production. The Company does not serve any market with product or service	None of Highfield projects are currently under production. The Company does not serve any market with product or service
		102-7 Scale of the organization	Page 62	Reported
		102-8 Information on employees and other workers	Page 55	Reported
		102-9 Supply chain	None of Highfield projects are currently under production. The Company does not serve any market with product or service	None of Highfield projects are currently under production. The Company does not serve any market with product or service
		102-10 Significant changes to the organization and its supply chain	None of Highfield projects are currently under production. The Company does not serve any market with product or service	None of Highfield projects are currently under production. The Company does not serve any market with product or service
		102-11 Precautionary Principle or approach	Pages 28 - 29	Reported
	ALL SDG	102-12 External initiatives	Pages 30 - 33 and 44 - 51	Reported
	SDG 17 SDG 4	102-13 Membership of associations	Page 33	Reported
	CEO COP Statement	102-14 Statement from senior decision-maker	Pages 2 and 69	Reported
		102-16 Values, principles, standards and norms of behaviour	Pages 9 - 13	Reported
		102-18 Governance structure	Page 28	Reported
		102-40 List of stakeholder groups	Pages 16 - 18	Reported
		102-41 Collective bargaining agreements	All employees are collectively represented	Reported
		102-42 Identifying and selecting stakeholders	Pages 16 - 18	Reported
		102-43 Approach to stakeholder engagement	Pages 16 - 18	Reported
	ALL SDG	102-44 Key topics and concerns raised	Pages 16 - 18	Reported
		102-45 Entities included in the consolidated financial statements	Visit latest Annual Report 2019 at https://www.highfieldresources.com.au/wp-content/uploads/sites/2/2020/03/HFRAnnualReport2019-27.pdf	Reported
		102-46 Defining report content and topic Boundaries	Pages 6 and 10 - 23	Reported
	All SDG	102-47 List of material topics	Page 16	Reported
		102-48 Restatements of information	No restatements	Reported
		102-49 Changes in reporting	Pages 6 and 22- 23	Reported
		102-50 Reporting Period	Page 6	Reported
		102-51 Date of most recent report	Page 6	Reported

GRI Standard	COP1/ SDG2	Disclosure	Page number(s) and/ or URL(s)	Omission
		102-52 Reporting cycle	Page 6	Reported
		102-53 Contact point for questions regarding the report	Page 6	Reported
		102-54 Claims of reporting in accordance with the GRI Standards	Page 6	Reported
		102-55 GRI content index	Page 74	Reported
		102-56 External assurance	This report has not been externally assured	Reported
Material topics				
Emissions				
GRI 103: Management Approach 2016		103-1 Explanation of the material topics and its Boundaries	Pages 10 - 23	Reported
		103-2 The management approach and its components	Pages 2 and 10- 23	Reported
Generation of Wealth				
GRI 203: Indirect Economic Impacts		203-1 Infrastructure investments and services supported	Visit latest Annual Report 2019 at https://www.highfieldresources.com.au/wp-content/uploads/sites/2/2020/03/HFRAnnualReport2019-27.pdf	Reported
		203-2 Significant indirect economic impacts	Visit latest Annual Report 2019 at https://www.highfieldresources.com.au/wp-content/uploads/sites/2/2020/03/HFRAnnualReport2019-27.pdf	Reported
Anti-corruption				
GRI 205: Anti-Corruption		205-1 Operations assessed for risks related to corruption	Highfield currently owns one project	Reported
	COP AC	205-2 Communication and training about anti-corruption policies and procedures	Page 73	Reported
Water Management				
GRI 303: Water	SDG 6 SDG 9 SDG 12 SDG 13 SDG 15 COP E	303-1 Water withdrawal by source	Page 41	Reported
	SDG 6 SDG 9 SDG 12 SDG 13 SDG 15 COP E	303-2 Water sources significantly affected by withdrawal of water	Page 41	Reported
Waste Management				
GRI 306: Effluents and Waste	SDG 9 SDG 12 SDG 13 SDG 15 COP E	306-2 Waste by type and disposal method	Page 42	Reported
GRI 307: Environmental Compliance	SDG 13 SDG 15 COP E	307-1 Non-compliance with environmental laws and regulations	Page 42	Reported
Quality Employment				
GRI 401: Employment	SDG 8 COP L	401-1 New employee hires and employee turnover	Pages 54 - 55	Reported
	SDG 3 SDG 5 SDG 8 COP L	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pages 54 - 55	Reported

GRI Standard	COP1/ SDG2	Disclosure	Page number(s) and/ or URL(s)	Omission
Occupational Health and Safety				
GRI 403: Occupational Health and Safety	SDG 3 SDG 8 COP L	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Pages 56 - 57	Reported
	SDG 3 SDG 8 COP L	403-3 Workers with high incidence or high risk of diseases related to their occupation	Pages 56 - 57	Reported
Health and Safety in the Community				
GRI 413: Local Communities	SDG1 SDG 2 SDG 3 SDG 4 SDG 9 SDG 10 SDG 11 SDG 13 SDG 15 COP E	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 44 - 53	Reported
	SDG1 SDG 2 SDG 3 SDG 4 SDG 9 SDG 10 SDG 11 SDG 13 SDG 15 COP E	413-2 Operations with significant actual and potential negative impacts on local communities	Highfield currently owns one project, Muga	Reported

¹COP Communication on Progress

COP HR – Disclosure on Human Rights Principles

COP L – Disclosure on Labour Principles

COP E – Disclosure on Environmental Principles

COP AC – Disclosure on Anti- Corruption Principles

²SDG Sustainability Development Goal

SDG 1 – No Poverty

SDG 2 – Zero Hunger

SDG 3 – Good Health and Well-Being

SDG 4 – Quality Education

SDG 5 – Gender Equality

SDG 6 – Clean Water and Sanitation

SDG 7 – Affordable and Clean Energy

SDG 8 – Decent work and Economic Growth

SDG 9 – Industry, Innovation and Infrastructure

SDG 10 – Reduce Inequalities

SDG 11 – Sustainable Cities and Communities

SDG 12 – Responsible Consumption and Production

SDG 13 – Climate Action

SDG 14 – Life Below Water

SDG 15 – Life on Land

SDG 16 – Peace, Justice and Institutions

SDG 17 – Partnership for the Goals



¡Bienvenidos!

Nuevamente, queremos dar la bienvenida a la comunidad a nuestra jornada de Puertas Abiertas.

Esta cita es muy importante porque el proyecto Mina Muga ha recibido recientemente la Declaración de Impacto Ambiental favorable, hito de gran relevancia dentro del proceso de tramitación de permisos.

Genacal inició un riguroso y exhaustivo proceso para la tramitación de la concesión minera en el año 2014. Desde entonces, la compañía ha trabajado en colaboración con las distintas administraciones, entidades locales, grupos de interés y asociaciones, incorporando sus aportaciones en aras a desarrollar un proyecto sólido y sostenible.

Fiel a nuestro compromiso de máxima transparencia y de dar a conocer de manera clara la evolución y perspectivas futuras del proyecto.

Reafirmando nuestra voluntad de actuar de manera responsable y transparente, es un placer poder recibirlos en casa.

10 REDUCCIÓN DE LAS DESIGUALDADES



“Queremos que este sea un proyecto de referencia en materia de sostenibilidad”

Nos esforzamos por lograr una mayor sostenibilidad y una mejora de alto nivel, promoviendo la innovación, investigación e inversión en tecnología tanto en la extracción como en el desarrollo del negocio.

8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO



7 ENERGÍA LIMPIA Y NO CONTAMINANTE



OBJETIVOS DE DESARROLLO SOSTENIBLE

CREA





highfieldresources.com.au

geoalcali.com