Boart Longyear Group Ltd.
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ASX ANNOUNCEMENT (ASX:BLY)

20 April 2022

BOART LONGYEAR PUBLISHES INAUGURAL ESG REPORT

Boart Longyear Group Limited (**ASX: BLY**) – Boart Longyear, the world's leading provider of innovative drilling services, manufacturer of productivity-driven drilling equipment, and developer of orebody-data technology that is revolutionising the future of mineral development, announces the publishing of the organisation's inaugural environmental, social, and governance (ESG) report. The document is available on the Company's website.

Jeff Olsen, Boart Longyear's CEO, said, "Today we've published a new perspective on Boart Longyear, a company with a strong past and a bright future. Our more than 130-year history of innovation is an in-progress success story that can be viewed through the prism of the many dimensions of ESG principles. I'm pleased to say that many of the principles have comprised an essential part of our corporate DNA for many years, and our report is a formalisation of that culture. How we operate is core to our values, core to our customers, and core to our many stakeholders in a way that is enduring and sustainable."

Highlights of achievements through the Company's ESG activities in 2021 include:

- Reported a global safety incidence rate of 1.31 per 200,000 hours worked, a 19% improvement from the already-low rate of 1.61 in 2020.
- Recognised 20 years free of lost-time incidents in our Jakarta, Indonesia, operations.
- Continued to utilise safety as a prominent metric in our executive compensation.
- Supported the trend of sustainable energy sources and growing electric vehicle demand through our expanding range of products and services.
- Set a new "15x25" goal to increase female representation across Boart Longyear from 9.79% in 2021 to 15% by the year 2025.
- Navigated through the continuing global pandemic with a strong record of protecting the health and wellbeing of our stakeholders, while minimising disruption for both customers and employees.
- Onboarded new directors on the Board and rolled out new committee charters and practices including those for the Governance, Safety, and Sustainability Committee.
- Demonstrated alignment with, and support of, 10 of the 17 United Nations Sustainable Development Goals.
- Celebrated Boart Longyear's 132nd anniversary of ethically providing safe and productive products and services to customers on five continents.

Publication of the Company's 2021 ESG Report highlights Boart Longyear's work to advance the organisation's environmental, social, and governance strategy. In the coming years, the Company will continue to monitor, measure, and report progress in support of Boart Longyear's decades-long approach to safe, ethical, and sustainable business.

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ASX ANNOUNCEMENT (ASX:BLY)

Authorised for lodgement by:
Nicholas R. Nash
Company Secretary

About Boart Longyear

Established in 1890, Boart Longyear is in its 132nd year as the world's leading provider of drilling services, orebody-data-collection technology, and innovative, safe and productivity-driven drilling equipment. With its main focus in mining and exploration activities spanning a wide range of commodities, including copper, gold, nickel, zinc, uranium, and other metals and minerals, the company also holds a substantial presence in the energy, oil sands exploration, and environmental sectors.

The Global Drilling Services division operates for a diverse mining customer base with drilling methods including diamond coring exploration, reverse circulation, large diameter rotary, mine dewatering, water supply drilling, pump services, production, and sonic drilling services.

The Geological Data Services division utilises innovative scanning technology and down-hole instrumentation tools to capture detailed geological data from drilled core and chip samples. This valuable orebody knowledge gives mining companies the ability to make timely decisions for more efficient exploration activities.

The Global Products division offers sophisticated research and development and holds hundreds of patented designs to manufacture, market, and service reliable drill rigs, innovative drill string products, rugged performance tooling, durable drilling consumables, and quality parts for customers worldwide.

Boart Longyear is headquartered in Salt Lake City, Utah, USA, and listed on the Australian Securities Exchange in Sydney, Australia (ASX:BLY). More information about Boart Longyear can be found at www.boartlongyear.com. To get Boart Longyear news direct, follow us on Twitter, LinkedIn and Facebook.

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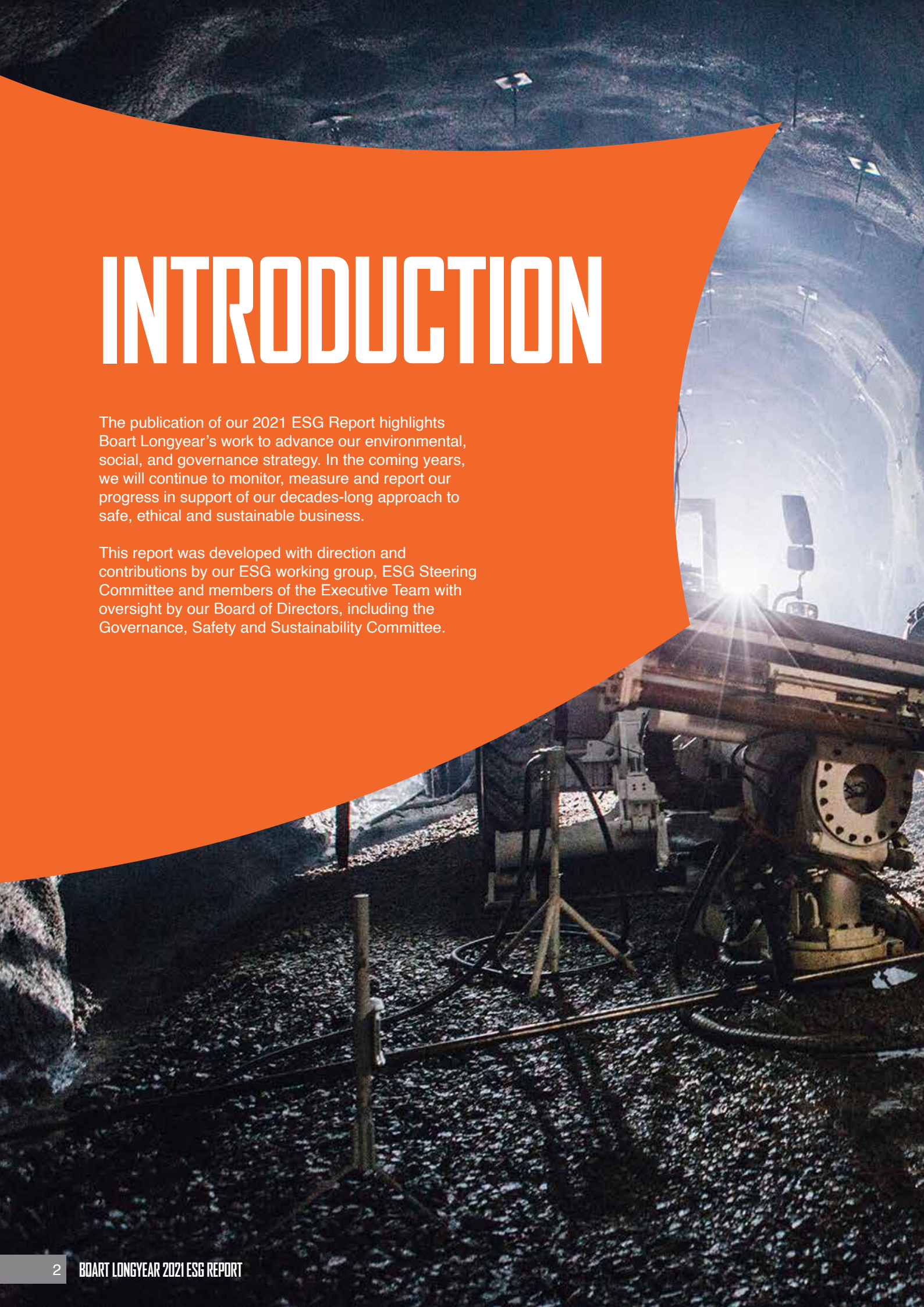
BOART LONGYEAR™

ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT 2021

INTRODUCTION

The publication of our 2021 ESG Report highlights Boart Longyear's work to advance our environmental, social, and governance strategy. In the coming years, we will continue to monitor, measure and report our progress in support of our decades-long approach to safe, ethical and sustainable business.

This report was developed with direction and contributions by our ESG working group, ESG Steering Committee and members of the Executive Team with oversight by our Board of Directors, including the Governance, Safety and Sustainability Committee.



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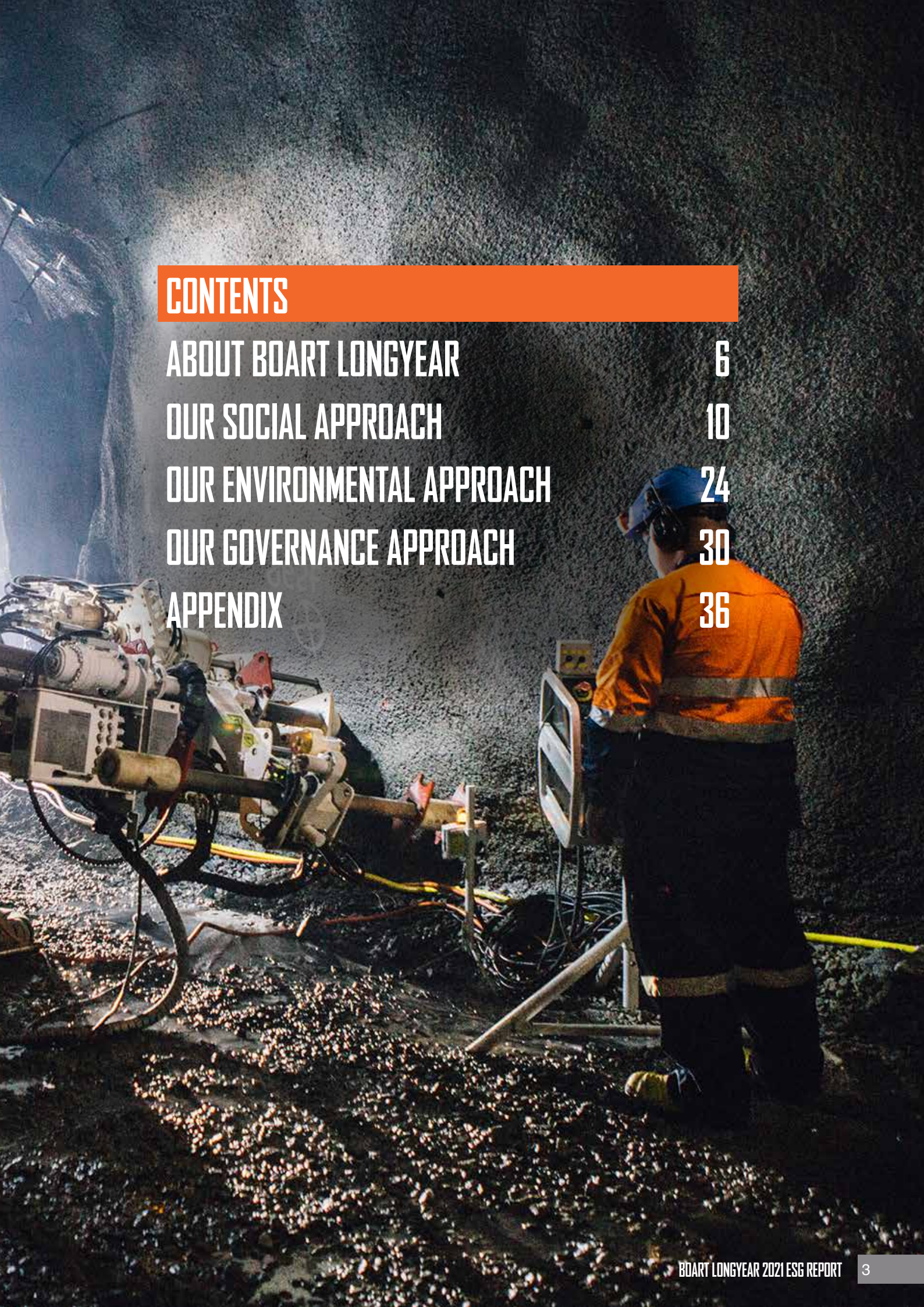


CEO LETTER

To our Stakeholders:

I welcome you to a new perspective on Boart Longyear, a company with a strong past and a bright future. Our more than 130-year history of innovation is an in-progress success story that can be viewed through the prism of the many dimensions of environmental, social and governance (ESG) principles. I'm pleased to say that many of these principles have comprised an essential part of our corporate DNA for many years, and this report is a formalisation of that culture. I can also state that the overall effect of our many actions is a contribution of enormous societal benefit. Simply put, what we do is core to our values, core to our customers and core to our many stakeholders in a way that is enduring and sustainable.

Consider the drilling equipment that is at the core of our business. Our technology is ESG-friendly on multiple levels, and it also makes our client's activities more sustainable. The technology that goes into our drilling equipment is made with a safety-first mindset that protects people and assets better than anything in our history. It also uses less water and energy, and that reduces related greenhouse gas emissions. It leads to more resource recovery. Not only is our technology appealing to a new generation of mining talent, but the equipment is more accessible based on automation and remote capabilities that do not require raw physical strength for success – enabling a gender-diverse workforce and greater accessibility than ever before.

It is not lost on me that our business operates in a challenging industry. Such challenges do not lead us to depart from our core principles, but focus our reliance on them to guide us through difficult decision-making.

One of those core values is safety. Working together, we expect all employees to "make it safe, make it personal and make it home." Our track record is preceded by industry-leading safety standards, programs, and processes designed to protect employees, contractors and visitors at all of our sites and facilities as well as the communities in which we operate.

In 2021, we expanded our ESG efforts through a global program that emphasises our existing strategy and provides a robust and consistent framework

for managing and measuring progress. A multi-disciplinary ESG Committee was established to assist the Board to expand the oversight and management of our ESG commitment and formalise its integration into our business strategy, while continuing to meet the needs of our employees, clients and the communities we serve.

I'm pleased to report multiple additional achievements through our ESG activities in 2021. In particular, we:

- Reported a global safety incidence rate of 1.31 per 200,000 hours worked, a 19% improvement from the already-low rate of 1.61 in 2020.
- Recognised 20 years free of lost-time incidents in our Jakarta, Indonesia operations.
- Continued to utilise safety as a prominent metric in our executive compensation.
- Supported sustainable energy sources and growing electric vehicle demand through our expanding range of products and services.
- Set a new "15x25" goal to increase female representation across Boart Longyear from 9.79% in 2021 to 15% by the year 2025.
- Navigated through the continuing global pandemic with a strong record of protecting the health and wellbeing of our stakeholders, while minimising disruption for both customers and employees.
- Onboarded new directors on our Board and rolled out new committee charters and practices including those for the Governance, Safety and Sustainability Committee.
- Demonstrated alignment with, and support of, 10 of the 17 United Nations Sustainable Development Goals.
- Celebrated our 132nd anniversary of ethically providing safe and productive products and services to customers on five continents.

While we have made significant progress towards our ESG goals, our commitment to continuous improvement in the pursuit of excellence means that we know there is still much work to be done. Our ESG strategy provides over-arching principles that will continue to guide and improve our efforts going forward.

We are committed to limiting the environmental impact of our services and manufacturing operations, and are focused on air and carbon footprint impacts, energy and water conservation and waste minimisation.

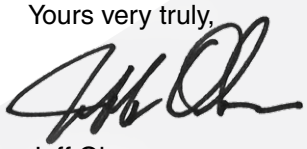
We are committed to diversity and inclusion; advancing a culture of health and safety; developing our people; interacting in harmony with our neighbor communities; and helping our customers be safer and more productive.

We are committed to following best practices in board-level governance; behaving ethically across our global business; and observing our code of conduct at all levels of the business from our Board and employees to our clients, vendors and business partners.

Through our focus of broad stakeholder engagement and satisfaction, we can best advance shareholder value – with a unique set of products and services that we believe contribute and sustainably improve the benefits of mining and commodities.

Any progress against our ESG goals would be impossible without the more than 5,600 Boart Longyear employees around the world who bring our values to life in the work they do every day. Our exceptional teams work tirelessly for a global company in an essential industry whose societal value continues to be demonstrated. We also greatly appreciate the contributions of our Board of Directors, and I can personally attest to their deep commitment to embedding ESG principles into every part of our business. We would also like to thank our customers, community partners, shareholders, suppliers and other key stakeholders who make the whole of Boart Longyear so much greater than the sum of our parts. We look forward to continuing to serve you in 2022 and beyond.

Yours very truly,



Jeff Olsen
CEO and President

BOART LONGYEAR AT A GLANCE

Established in 1890, Boart Longyear is the world's leading provider of innovative drilling services, manufacturer of productivity-driven drilling equipment, and developer of orebody-data technology that is revolutionising the future of mineral development. With its rich heritage from more than 130 years of operations, the company continues to build value for customers worldwide.

GEOLOGICAL DATA SERVICES is redefining the future of mineral exploration by providing customers with secure, accurate geological data to confidently make critical development decisions faster and more cost effective on site.

DRILLING SERVICES is the industry-leading global provider of drilling services to the mining sector as well as the world's largest, specialised, and diversified driller.

GLOBAL PRODUCTS offers the most advanced technology tooling and drill rigs, specifically engineered for long life and high performance while delivering world-class safety features.

OUR VISION AND VALUES

We achieve our Vision by embracing our Values

OUR VISION is to be the global industry leader in safety, drilling innovation and productivity.

OUR VALUES define what matters most in our continued success and serve as a guide for our decisions and business operations so that we may best serve our shareholders, customers, suppliers and fellow employees.

HEALTH AND SAFETY

We keep health and safety foremost so that we all make it safe, make it personal and make it home.

INTEGRITY

We inspire trust by doing what is right, doing what we say we will do, and being accountable for our actions.

CUSTOMER FOCUS

We are dedicated to our customers' success and providing innovative solutions.

TEAMWORK

We respect each other, embrace our diversity and value the importance of transparent and honest communications.

2021 HIGHLIGHTS

132 YEARS

OF PROVIDING SAFE AND PRODUCTIVE PRODUCTS AND SERVICES

19%

IMPROVEMENT IN GLOBAL TOTAL CASE INCIDENT RATE OVER 2020 LEVELS

20 YEARS

OF **ZERO** LOST-TIME INCIDENTS IN JAKARTA OPERATIONS

OVERALL ESG APPROACH AND OVERSIGHT

Our ESG strategy is key to reinforcing our industry-leading position and building a sustainable future.

Managing ESG initiatives across the globe requires us to cement our actions within a robust and consistent framework, enabling us to maximise the positive impact we have on our employees, customers, local communities, host governments, natural environments, business partners, shareholders and other stakeholders.

Through our ESG strategy, we endeavor to reinforce Boart Longyear as an employer and partner of choice. We seek to embed our ESG culture at all levels of the organization with performance overseen by our Governance, Safety and Sustainability Committee of the Board.

The committee plays a key role in ensuring we embrace and integrate ESG considerations in all business decisions.

MATERIAL ISSUES

Boart Longyear is reporting in reference to the Sustainability Accounting Standards Board (SASB) framework. Given the span of our business activities, we are providing disclosures under the Metals and Mining Standard as well as Industrial Machinery and Goods Standard.

As we move forward, we will consider conducting a formal materiality assessment to further identify, refine and assess environmental, social and governance issues throughout our global business.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Boart Longyear's ESG activities are advised by the United Nations Sustainable Development Goals (UN SDGs). The following goals represent areas where we believe our business has the most impact, and our ESG practices and actions are aligned to these goals. Our progress is described throughout this report.

Source: https://www.un.org/sustainabledevelopment/news/communications-material/

OUR SOCIAL APPROACH

A CULTURE OF SAFETY

At Boart Longyear, safety is a core company value, and we expect all employees to work together to "make it safe, make it personal and make it home." Our industry-leading safety standards, programs, and processes are designed to protect the health and safety of employees, contractors and visitors at all of our sites and facilities as well as the communities in which we operate.

2021 HIGHLIGHTS

2021 saw a year-over-year improvement in our safety Total Case Incident Rate (TCIR) with 1.31 versus 1.61 in 2020, the second-lowest recorded TCIR of the past five years. We also recorded the second-lowest number of serious safety case incidents of the past five years, logging four lost time injuries and ending the year with a 0.06 Lost Time Injury Rate (LTIR).

During the year, we scored 97% on our leading indicators, exceeding our target of 95% and helping to drive year-over-year improvements in our safety performance. This effort included the completion of more than 55,000 training sessions, 7,663 critical control verifications/inspections and 9,772 corrective actions among a backdrop of significant market growth within our drilling services portion of the business.

SECOND-LOWEST NUMBER
OF LOST TIME INCIDENTS OF THE PAST FIVE YEARS

TOTAL CASE INCIDENT RATE (TCIR)

97%
ON OUR LEADING INDICATORS

- 55,000 TRAINING SESSIONS
- 7,663 CRITICAL CONTROL VERIFICATIONS/INSPECTIONS
- 9,772 CORRECTIVE ACTIONS

ENSURING HEALTH, SAFETY AND WELLBEING

Through our Environmental, Health and Safety (EHS) policy, we commit to protecting the health and safety, physical, psychological, and social well-being of our employees, contractors, and visitors at all our sites and facilities and surrounding communities. Our goal is to deliver continuous improvement in the pursuit of EHS performance excellence.

TO SUSTAIN EHS EXCELLENCE WE:

- Comply with, or exceed, all applicable EHS laws, regulations, company policies and industry standards.
- Utlise and maintain standards, procedures, controls and management systems to ensure that injury prevention, prevention of pollution and sustainable development practices are incorporated into all aspects of our business.
- Properly train all employees and contractors to understand their roles and responsibilities under our EHS programs.
- Implement improvement plans with key performance indicators that allow us to measure, track and continuously improve performance.
- Conduct regular audits to determine compliance with this policy and applicable regulations and standards.
- Communicate openly with employees, clients, regulatory agencies, our communities and other stakeholders on key EHS issues.
- Actively consult with, and involve, our employees in the development and implementation of our EHS programs and initiatives.
- Recognise and celebrate notable achievements, milestones or behaviors that promote EHS excellence.
- Review EHS technologies, industry practices and achievements to seek continuous improvement and promote best practices.
- Provide regular and comprehensive reporting to the Board of Directors so that the Board can effectively monitor our EHS performance and confirm the company's compliance with these principles and all statutory requirements.

EMPLOYEES AND CONTRACTORS UNDER OUR CONTROL ARE REQUIRED TO:

- Apply the THINK process to ensure no harm to people, property or environment.
- Correctly use required safety equipment, PPE and follow standard work procedures.
- Comply with the Golden Rules of Safety and the Rules of the Road.
- Use Stop Work Authority to control unsafe conditions and stop unsafe acts.
- Report all incidents.
- Hold our leadership accountable for the success of our EHS programs and provide the necessary resources to achieve EHS excellence.

PROMOTING CONTINUOUS IMPROVEMENT IN SAFETY

Our goal is to deliver continuous improvement in the pursuit of EHS performance excellence and draw on our more than 130 years of experience to develop progressive and effective safety programs to address the potential risks our employees may encounter in order to keep them safe. Many of our initiatives include field-designed safety innovations, and all of our programs are developed to cultivate a strong interdependent safety culture where safety is the responsibility of every employee.

Recently, the company engaged in a competency training program for all employees within drilling services. The Promoting Continuous Improvement in Safety program focuses on the practical application of standard work procedures to ensure our employees can execute all tasks to Boart Longyear's world-class standards.

Over an 18-month period, the workforce was trained on various programs and modules related to underground and surface drilling to ensure safe, efficient approaches and working conditions for our global employees and clients.

THE GOLDEN RULES OF SAFETY

Our “Golden Rules” represent the safety principles that apply to employees, contractors, visitors and vendors at our sites, and at any location where an employee is engaged in work activities.

1

FITNESS FOR DUTY

I will never perform tasks if impaired, unfit or distracted, with no exceptions.

2

COMPETENCY AND TRAINING

I will never perform tasks for which I am not capable, competent or authorised.

3

SAFETY CONTROLS

I will never bypass, modify or remove safety controls.

4

PERSONAL PROTECTIVE EQUIPMENT

I will never perform tasks without appropriate and approved PPE.

5

CORRECT TOOLS AND EQUIPMENT FOR THE JOB

I will never misuse tools or equipment. I will never modify their design without the Engineering Department’s approval.

6

FALL RISKS

I will never work at heights without using appropriate fall prevention or fall protection controls.

7

ENERGY HAZARDS

I will never work on energized equipment without appropriate controls and will never use an unrestrained wrench under power.

8

RESPONSIBILITY FOR OTHERS

I will never knowingly allow others to violate these Golden Rules and will use my Stop Work Authority when I see them violated.

THINK PROGRAM

The “THINK” safety program is a company-wide initiative designed to reinforce that safety must always come first in any task, no matter how small or menial. Employees are encouraged always to “THINK” before they act, with “THINK” serving as an acronym for:

TAKE THE TIME

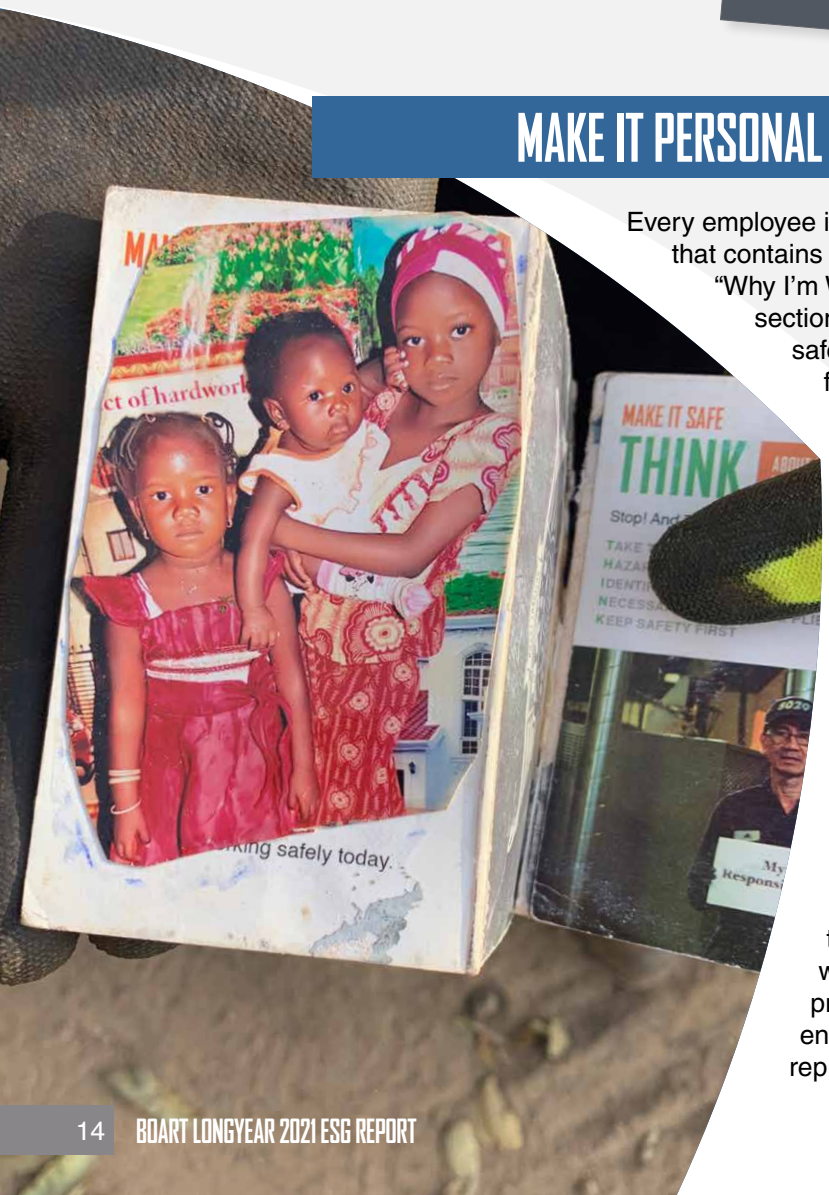
HAZARD RECOGNITION

IDENTIFY THE RISK

NECESSARY CONTROLS APPLIED

KEEP SAFETY FIRST

MAKE IT PERSONAL CARD



Every employee is asked to sign a Make it Personal folding pocket card that contains two sections; a commitment to safety section and a “Why I’m Working Safely Today” section. In the commitment section, the employee’s supervisor commits to providing a safe work environment, while the employee commits to following EHS programs and standards.

In the “Why I’m Working Safely Today” section, employees place a picture of someone or something important to them, such as their spouse, family, significant other, pets, a hobby, favorite activity, or prized possession. This picture should serve as a reminder of what’s most important in their life, and why they work safely in support of those things.

Management interactions are a critical factor in creating a culture of safety and the presentation of the card to each employee is a great opportunity for both employees and supervisors to commit to going beyond the numbers and making safety personal.

Within the **Make It Personal** card is a section on **Stop Work Authority** that authorises any employee to immediately stop any work that does not comply with safety standards. The Stop Work Authority program is foundational to our approach to safety and ensures that our employees will never be punished or reprimanded for putting safety first.

RULES OF THE ROAD

One of the most significant fatality risks Boart Longyear employees encounter is as a driver or passenger in a vehicle. Boart Longyear's Rules of the Road define the driving-related behaviors that influence road safety. Employees are held accountable for compliance with these rules when on company business.

SAFETY SHARES

Every day, meetings across our global operations begin with a "safety share," in which a team member shares a personal anecdote or lesson learned from home or work that highlights actions and behaviours we can take in daily life to develop a safety mindset and mitigate risks.

SETTING THE BAR ON EHS

GLOBAL EHS MANAGEMENT SYSTEM

Our Global Environmental, Health and Safety Management System (EHSMS) is designed to mitigate or eliminate risk in our Drilling Services, Global Supply Chain (Manufacturing), Products Group and Corporate operations. The management system requires a comprehensive, ongoing review of business activity risk in the context of both legal requirements and the Corporate EHS Policy. This ensures that we implement both our own rigorous EHS standards and comply with all local controls appropriate to the business. This EHSMS applies to all employees of Boart Longyear, as well as visitors and contractors working on company sites or facilities.

GLOBAL EHS INFORMATION MANAGEMENT SYSTEM

The ability to monitor, evaluate and identify trends among all EHS incidents across our global operational footprint is a critical component of our EHS management system. Our Global EHS Information Management System (GEMS) is a web-based program that captures data relating to injuries, motor vehicle incidents, equipment damage, environmental impacts, and other safety-related incidents.

GEMS quickly disseminates key EHS information on a global scale. It does this via instant e-mail notifications for events entered into the system and distributes a variety of customised daily and monthly summary reports.

GEMS has built consistency into our global EHS programs and allows us to leverage best practices from across industries and geographies. For example, we can now avoid EHS incidents in Chile based on response to incidents at other global operations. Our GEMS system allows us to recognise, evaluate, and control hazards arising in our workplaces and to use our global experience to benefit the clients and communities we serve.

IN-VEHICLE MONITORING SYSTEMS (IVMS)

In-vehicle monitoring is a control implemented for high-risk applications where commute distances are long and/or where risk is elevated. IVMS is a global program, which employs telematics to monitor vehicle operation and driver behaviors in real time with instant coaching, communication, and analytics. All of these elements contribute to improving driver performance, efficiency, and safety. We have incorporated IVMS technology into a substantial portion of our global fleet and are working to expand coverage.

CRITICAL RISK MANAGEMENT

The company's **Critical Risk Management Program** seeks to identify and mitigate the most severe incidents, and includes EHS standards that outline critical controls, critical risk training modules, and critical control verification inspections that are tracked through the GEMS system and accompanying mobile app.

ADVANCING SAFETY THROUGH INNOVATION

We are proud of our safety innovations and strive to exceed the expectations of our clients when it comes to safe and productive operations. With over 400 patents, our team is focused on eliminating injuries before they happen by implementing engineering innovations that are designed to reduce risks while drilling.

SAFETY DRIVES INNOVATION ON SITE: AUTOMATING THE FUTURE

The current wave of innovation in surface and underground drilling involves advances in automation that also represent a big step forward in safety. Electronic controls and other technological developments enable drillers to operate rigs from off the platform, away from the direct "line of fire." Additionally, advanced control panels provide advantages that will lead to machine learning and iRig potential, where every function of the machine can be recorded to assist with operational excellence and data collection.

Boart Longyear's new FREEDOM Loader offers entirely hands-free rod handling, removing the risk of injury involved with adding or removing rods from the drill string. The FREEDOM Loader and the Company's LF™160 CE-certified surface coring drill rig represent the rig package most desired by industry for its safety and productivity advantages.

MAKING SAFETY PERSONAL

For the past 18 years, the “Safety Kids” of Boart Longyear’s Canadian employees have “made it personal” by submitting their wisdom and artwork for inclusion in a company calendar that spotlights some of the ways we can stay safe at work, school and home. Tips range from looking both ways when we cross the street, to buckling up in the car, staying close to mom and always remembering to follow the rules. This year marks the first time that the calendar features artwork by the families of Boart Longyear U.S. employees.

2022 SAFETY PRIORITIES

2021 showed that our safety systems deliver on our commitment to continuous improvement. Our 2022 key initiatives will see us once again renew and improve our focus on EHS Management System fundamentals.

CRITICAL RISK MANAGEMENT will remain a priority. Supervisory and management level employees are expected to complete critical control verifications twice a month, at minimum, via an app that guides users through the verification process and documents evidence of compliance.

HAND INJURY ELIMINATION PROGRAMS will continue to be a strong focus as, in 2021, hand injuries represented 44% of all recordable injuries by body part. Our approach to eliminating hand injuries includes robust administrative controls such as review and acknowledgement of our mandatory glove use policy, standard work procedures designed to eliminate hand-hazard interface and video testimonials delivered by our BITS learning management system that outline the risks and appropriate controls to prevent injury. A dedicated learners guide has been incorporated in our competency training materials that holistically focuses on hand injury prevention. Additional hand injury mitigation measures will include:

- Adding engineering controls that reduce hand injury exposure.
- Key developments in inner tube handling on surface core rigs that remove employees’ hands from hazardous live work situations.

LEADERSHIP INTERACTIONS have been formally introduced as a leading indicator in 2022. Specifically designed to guide leaders in frontline discussions with employees, topics include hand safety, housekeeping/lean principles, pre-shift meetings, EHS standards, field level risk assessments and personal protective equipment. The objective is to continue to build on visible “felt” leadership with a key focus on topics that have had known impacts on performance.

Finally, an objective has been set to reduce the volume of **VEHICLE AND PROPERTY DAMAGE INCIDENTS** by 25% in 2022 compared to prior year. In partnership with operational excellence and EHS teams, region specific initiatives are underway to deep dive into these events and find sustainable corrective actions to eliminate these events.

LOCAL TALENT, GLOBAL STRENGTH: BUILDING AN ENGAGED WORKFORCE

Boart Longyear has around 5,600 employees in 26 countries and ships its high-quality products to customers worldwide. For employees, our global footprint is their career map and their colleagues become fellow travelers in shaping their success above and below the surface.

One of our key goals is to create a consistent customer experience across our entire global platform. That requires us to deliver an employee value proposition that offers industry-leading training in every region in which we operate and to ensure that the diversity of talent on our teams matches the diversity of the global clients and communities we serve.

The success of our company relies on the success of each one of our employees globally – we are proud to employ the very best talent and work to ensure that all individuals are not only rewarded, but also recognized, for their many contributions.

DRIVING DIVERSITY AND INCLUSION

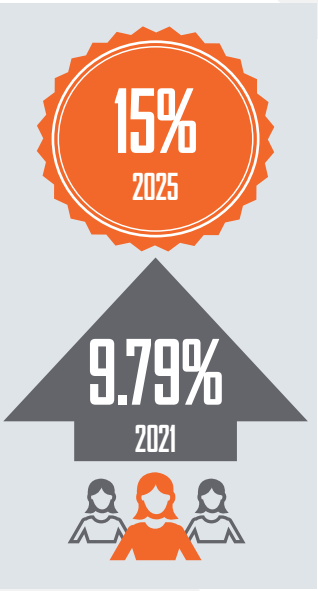
At Boart Longyear, we believe that inclusion and diversity result in safer, more efficient and more innovative workplaces and teams. In 2021, support and enablement of our diversity objectives were embedded into the overall goals of all Executive Committee and Senior Leadership team members. In addition, we established a Diversity Committee to build our Diversity Vision and to set companywide diversity objectives.

DIVERSITY VISION

Our success is driven by the skills and dedication of our people. As we grow, we want to expand our reach to include an even more diverse employee base. The future of the company will be one where we transform our workplace to make our tasks easier, safer and more appealing to a greater number of people. By modifying our workplace and the type of equipment and tools we use, we are providing an environment that is more attractive to the broader population. Our vision is to create a workforce that welcomes and celebrates the unique attributes of every individual employee across all diversity categories, including but not limited to:

- Race
- Religion
- Age
- Gender and gender fluidity
- Sexual orientation
- Disability

DIVERSITY GOALS



While we are striving to increase the overall diversity of our workforce, making progress towards our gender equality goals is a key priority. In 2021, we increased the number of women employed as Drillers and Drillers Assistants at our global operations by 125%.

In 2019, the World Bank estimated that women represented 8% to 17% of the global mining workforce*. Our goal is to increase total female representation from 9.79% in 2021 to **15% by the year 2025**. We will do this by:

- Reviewing all work areas to identify barriers to diversity and determine measures to be taken to overcome them.
- Recruiting, developing and retaining talented employees with diverse backgrounds and experiences by operating function and department – with a significant emphasis on historically male-occupied roles.
- Building leadership awareness of diversity and inclusion, improving capabilities and organizational capacity and ensuring there is evidence of female leadership in parts of our business where roles have historically been held by men.

**Penny Bamber, Vivian Couto, and Karina Fernandez-Stark, "Industry 4.0 in developing countries: The mine of the future and the role of women," World Bank, January 28, 2019, worldbank.org.*

INNOVATING FOR GREATER DIVERSITY

Progress in the automation of surface and underground drilling presents an enormous opportunity for us to advance our diversity and inclusion goals. The technological developments that now enable drillers to operate equipment from remote locations significantly increase the pool of diverse talent from which we can draw.

REWARDING OUR EMPLOYEES

At Boart Longyear, our people are our greatest asset. While the benefits available to employees in each part of the world can vary based on different laws and regulations, we strive to provide competitive remuneration and benefits packages in every country that we work in as well as employee service and recognition programs that demonstrate the value we place on employee contributions.

TRAINING AND DEVELOPING OUR WORKFORCE

One of the many benefits of a career with Boart Longyear is access to ongoing, industry-leading training and development programs. Training is both critical to ensuring the health and safety of our employees and to delivering a consistent customer experience across our global platform.

Prior to starting work, every employee completes mandatory new hire orientation. All new hires are also required to complete additional mandatory modules on policies and procedures ranging from our Code of Business Conduct to Critical Risk Management. These modules are delivered either through our BITS Online system as an eLearning course or via classroom instruction.

At the beginning of employment, new hires are expected to learn and understand the company EHS standards and to pass an online or in-person quiz.

Within 12 months of hire, new field-based employees:

- Complete learner guides to help them understand why procedures are performed in specific ways and to give them a better understanding of the drilling process.
- Understand and are assessed on the standard work procedures that are the foundation of how to perform their jobs correctly*.

**In some instances, some SWPs are targeted for completion within 90 days of hire.*

BOART LONGYEAR LEADERSHIP ACADEMY

BOART LONGYEAR LEADERSHIP ACADEMY

At Boart Longyear, we seek to develop our current and future leaders by giving them the tools to succeed. In 2019, we established the Boart Longyear Leadership Academy to build strong leadership skills among our frontline employees, while working to reinforce a common understanding of our strategy and values. In 2021, the academy expanded its scope to create targeted modules in partnership with the University of Utah, giving employees the opportunity to earn credit as part of certified educational coursework.

2021 TRAINING HIGHLIGHTS:

- 55,000 individual safety training courses were completed by employees.
- 485 employees participated in Boart Longyear Leadership Academy programs.
- A global competency training program was launched, focused on the practical application of standard work procedures to ensure that employees can execute their work in line with the company's world-class standards for safety and productivity.
- A dedicated compliance online training program was launched globally, providing 3,380 hours of training on topics and policies ranging from our code of conduct to fraud, ethical leadership, trade compliance and harassment/bullying.

55,000 INDIVIDUAL SAFETY TRAINING COURSES COMPLETED

3,380 HOURS OF COMPLIANCE TRAINING COMPLETED

GLOBAL COMPETENCY TRAINING PROGRAM LAUNCHED

485 EMPLOYEES PARTICIPATED IN BOART LONGYEAR LEADERSHIP ACADEMY PROGRAMS

RECOGNISING OUR EMPLOYEES

Employee recognition is a key component of our people management strategy as we look to acknowledge those across all countries, divisions and positions, who are critical to our success.

Our company has implemented several programs to formally acknowledge and encourage our employees. These programs include recognition for professional achievements as well as awards that acknowledge outstanding examples of our corporate values in action.

These include:

- Executive Committee Quarterly and Annual Awards.
- Regional Recognitions.
- Years of Service Awards.
- BRAVO, a web-based platform that allows employees to publicly acknowledge team mates who demonstrate our core values.

ENGAGING WITH OUR VALUED STAKEHOLDERS

Engaging and listening to stakeholders has long been a cornerstone of Boart Longyear's operations. We are committed to consulting with host governments and local communities, delivering timely information regarding operations and providing opportunity for good collaboration and dialogue with our many stakeholder groups.

By employing a transparent and efficient process, we strive to address stakeholder concerns early, while continuing to demonstrate our commitment to operational integrity. This begins with a focus on safety and protecting the environment and communities in which we operate, utilising the most progressive and effective safety programs and innovations available.

We believe the most effective stakeholder and community engagement is delivered and managed at the regional and local levels to provide unique understanding of cultural and socio-economic considerations.

GIVING BACK TO OUR COMMUNITIES

Boart Longyear and its employees are deeply committed to giving back to the communities in which the company operates. Philanthropic partnerships, giving drives and volunteering activities provide employees with the opportunity to embrace the company's integrity and teamwork values, while bringing its ESG approach to life in ways that directly meet the needs of local communities and stakeholders.

In 2021, our global giving, volunteering and partnership activities included:

SUPPORTING THE UKRAINIAN COMMUNITY

The Russian-Ukrainian conflict that began in February 2022 directly impacted our manufacturing team in Wroclaw, Poland as a neighbouring country with strong ties to the Ukrainian community.

In March 2022, we mobilised support for the Ukrainian civil population affected by the invasion. This included making our Employee Assistance Program available to our Polish workforce, providing flexible work schedules for employees to participate in volunteer initiatives, and setting up several funds to support the Ukrainian community. Additionally, participation in clothing, food and medical supply collection initiatives has been important and some employees are hosting Ukrainian refugees.

In late March, a group of our engineering colleagues used a team-building exercise to donate time and muscle to help a local refugee center with needed repairs. We're proud of our local teams who are living the Boart Longyear values by supporting refugees in their community.

POLAND : Supporting local charities through lunchtime barbeque and cake fundraisers, as well as an annual employee-led Christmas drive to help a local family in need of assistance.

WOMEN IN MINING

UNITED STATES : Joining Women in Mining as a Bronze corporate member to support its work in advocating for women in the mining industry in the United States.

COTE D'IVOIRE : Working closely with l'Agence Emploi Jeunes, an agency created by the Ivorian government to boost governmental initiatives towards youth employment.

LAOS : Presenting Covid-19 PPE, including coverall suits and goggles, to Central Laos's Provincial Taskforce for Covid-19 Prevention and Control. The equipment was provided to support a request for additional PPE that had been made to help frontline workers following an increase in the number of positive Covid-19 cases in Laos.

SOUTH AFRICA : Sponsoring four graduate students who are pursuing master's degrees in geology. The initial program targeted sponsorship for black female students and was later broadened to include black males.

Note: Total Case Incident Rate is defined as the number of work-related injuries per 100 full-time workers during a one-year period.

OUR ENVIRONMENTAL APPROACH

DRIVING SUSTAINABLE SOLUTIONS

As a global business, we believe we have a vital role to play in contributing to the development of the communities in which we operate, and an equally important responsibility to minimise the environmental impacts of our business for the benefit of those same communities.

Over a decade ago, we launched our first global environmental sustainability program with a focus on air quality, energy and water conservation, and the minimisation of waste and hazardous materials. Since then, we have integrated the principles of environmental sustainability and continuous improvement into all of our operations. Through technology, innovation and the use of global best practices, we have made significant progress in reducing our footprint and, in turn, have helped our clients to advance their own environmental goals.

IMPLEMENTING AN EFFECTIVE ENVIRONMENTAL MANAGEMENT SYSTEM

Our approach to environmental management is anchored in our Environmental and Health and Safety (EHS) policy, which governs the conduct of all employees, officers and directors of Boart Longyear. Under the policy, our people have an individual and collective responsibility to protect the environment and the communities in which we operate, with the goal of delivering continuous improvement in the pursuit of EHS excellence.

We have mandatory environmental training for all new hires as well as job-specific environmental safety plans and training that prepare employees to:

- Understand environment issues in the workplace.
- Understand what environmental controls are available.
- Understand key local legislation in their location.
- Perform risk assessments.
- Report environmental/heritage issues to appropriate personnel.

PARTNERING TO RESTORE THE NATURAL ENVIRONMENT

Our EHS team recently led an important initiative designed to promote revegetation around our operating site in Kéniéba, Mali. Boart Longyear Mali purchased 300 African Mahogany saplings and commenced a forest restoration project in collaboration with the Kéniéba Office of Water, Forest and Fauna Protection, community representatives and the environmental team from Barrick Gold Corporation, a Boart Longyear client. African Mahogany or "Diala" in Bambara (the predominant local tribal language), is known for its medicinal properties and the initiative exemplified Boart Longyear's approach to protecting the living and working environment at its operations.

PREVENTING SPILLS

Our operations include six manufacturing facilities, more than 40 rooftops, approximately 650 drill rigs, and thousands of units of ancillary equipment and support vehicles at locations in more than 26 countries. Given the size and scale of operations, we place tremendous emphasis on ensuring we prevent and respond to environmental releases wherever we do business.

As such, we have in place a six-step environmental spill prevention and response protocol that outlines the steps that must be taken to mitigate and manage spills. These include managing the risk in advance, quickly communicating and evaluating spills when they happen; controlling, cleaning up and properly disposing of spills; and immediately reporting even the smallest of spills.

Through our extensive efforts, over the past three years, we have had few reportable spills, none of which have had a significant environmental impact. In line with our EHS standard, Phase I environmental assessments are conducted to ensure properties are environmentally secure for future generations.

CONSERVING ENERGY

Minimising energy consumption is a primary means of reducing our carbon footprint and a priority at all of our global facilities and operations. We employ a range of measures to reduce our energy use at our permanent facilities and job sites, including:

- Tracking and managing power use.
- Evaluating energy efficiency opportunities.
- Evaluating opportunities for alternative energy use.
- Replacing older HVAC systems with newer, more efficient models.
- Installing LED shop lighting and energy-efficient systems at our facilities where possible.

SOLAR LIGHTING INSTALLATION, CHILE

Boart Longyear recently undertook a project to transition to solar-powered site lighting at an operation in Chile. The existing lighting consumed 50 liters of diesel in the process of lighting up to five rigs per night. Installing solar powered lights reduced fuel consumption to zero, saving a total of 40 tons of CO_2 per year and completely removing 70 dBs of noise contamination previously produced by the diesel engines.

RELAMPING AT MISSISSAUGA, CANADA & NORTH BAY, CANADA

We installed high-efficiency lighting in the company's North Bay and Mississauga facilities with a resultant 400,000 kWh in annual energy savings, equivalent to the annual power consumption of 40 U.S. homes.

ENERGY MANAGEMENT SYSTEM AT EITERFELD, GERMANY

We installed a capacitor-based idle current management system to store low-demand electric power during off-peak hours. This avoids placing high energy demand from electric motors and friction welders on the regional electric grid during peak demand hours.

INVESTING IN ADVANCED DRILLING EQUIPMENT

We strive to have the world's best and most technologically-advanced fleet of drilling equipment, in addition to the best trained crews in our industry. Over the last decade, we have invested hundreds of millions of dollars in global fleet modernization, purchasing and producing leading-edge, high-efficiency engines while retiring older, less efficient engines. Going forward, we plan to further increase our investment in new drilling technologies that enable us to significantly advance our environmental goals by:

- Lowering emissions.
- Reducing the surface "footprint" of drilling operations.
- Minimising water use and waste production.
- Creating less noise.
- Avoiding or reducing the disturbance of sensitive ecosystems.

LOWERING EMISSIONS

Currently, 35% of our rig fleet is powered by electric motors, significantly reducing our carbon footprint and enabling our clients to meet their own emissions-reduction goals. Going forward, we will invest the majority of our capital expenditure into new technologies designed to improve productivity and advance our environmental goals. This will include the installation of new, lower-emissions clean engines into our legacy fleet with a goal of all engines having a diesel emissions rating of Tier 3 or better.

ONSITE DIGITAL ANALYSIS REDUCES CORE SAMPLE HANDLING FOOTPRINT

Our Geological Data Services Division has developed industry-leading technology that allows for the digital analysis of core samples at site. This technology has the potential to revolutionise our industry and significantly reduce the emissions and environmental impacts traditionally associated with the core sample handling process.

Conventionally, this process involves extracting and handling a core sample at the drill site before shipping it to a processing facility where it is crushed to the necessary volume and sent to a lab. Digital analysis at the drill site dramatically reduces the carbon footprint of those legacy processes, with shipping, handling, cutting and heating now replaced by a digital solution that takes place onsite.

Note: Tier 3 Engine Emission Standards defined by the U.S. EPA.

CONSERVING WATER

Water recycling to reduce environmental impact and consumption is an important product offering for Boart Longyear. We can provide water recycling systems that partner to our rig infrastructure and include a centrifuge, a liquid/solids separation device, that allows us to contain and continuously reuse the same water during the drilling process, rather than pulling additional from an aquifer or sump. Our Drilling Services Engineering Department has also developed a quick installation sludge recirculation system that can be rapidly installed and uninstalled on platform and decreases the use of water in drilling by up to 60%.

REDUCING NOISE POLLUTION

Boart Longyear's new rigs are designed to feature dedicated engine enclosures that significantly reduce the decibel level during drilling. Historically, rigs had an exposed engine body with limited muffler systems. The new engines are designed with a compartment that is enclosed to reduce noise pollution in the ambient environment. This significantly reduces our noise footprint, benefiting both our employees and the communities that surround our operations.

MINIMISING THE FOOTPRINT OF GREENFIELD EXPLORATION

At greenfield exploration sites, Boart Longyear takes a number of measures to mitigate the impacts on flora and fauna, including the use of heliportable rigs that can be flown to remote locations. Boart Longyear's LF™70 significantly decreases the environmental impact to a drill site. With just seven components, it takes less than one hour to pull down the rig and the same amount of time to reassemble it. Special attention was given to the overall weight and dimension of the drill's design; each of its seven components weigh less than 585 kg and is easily transportable by helicopter. This removes the need for new roads to be built to reach sites that are remote or not easily accessible.

SONIC DRILLING: LEADING-EDGE TECHNOLOGY OFFERS MULTIPLE ENVIRONMENTAL BENEFITS

Boart Longyear has long been a forerunner in sonic drilling technology and has among the world's largest selection of advanced sonic rigs and highly trained drillers. Sonic drilling uses high-frequency, resonant energy to advance a core barrel into subsurface formations. During drilling, the resonant energy is transferred down the drill string to the bit face at various sonic frequencies. The simultaneous rotation of the string evenly distributes the energy and impact at the bit face and enables the string to advance efficiently.

Sonic drilling offers a number of benefits that give miners and other clients more control in reducing environmental impacts, managing resources and obtaining accurate subsurface data efficiently:

- **Reduced waste**: With efficient cutting and no fluid involved, drill spoils and waste are reduced by up to **80 percent** compared with conventional drilling.
- **Superior information**: Since the sonic cutting action sheers the soil cleanly and no fluid is present to dilute the sample, this method results in a relatively **undisturbed sample** through any type of soil. This results in at or near 100% core recovery, continuous to the depth, which means superior subsurface information for decision making.
- **Speed**: The combination of vibration and slow rotation allows the casing to quickly advance through unconsolidated formations, providing a penetration rate up to **three times faster** than traditional overburden drilling.

Our sonic drilling expertise and equipment also offer clients a number of applications critical to effective environmental monitoring, management and risk-reduction onsite, including:

TAILINGS MONITORING AND MANAGEMENT

Tailings dams are the most common waste disposal method for mining companies and require careful, ongoing monitoring to ensure that risk is contained. Contamination and toxic leak monitoring is perhaps one of sonic drilling's most important contributions, enabling drillers to efficiently return precise samples of ground surrounding tailings impoundments and heap leach pads to determine if they have been contaminated and to prevent dam failures before they occur.

ENVIRONMENTAL REMEDIATION

Sonic drilling's unique attributes make it an invaluable tool for the remediation of sites where there has been prior contamination, as in-situ samples can be taken without further disturbing the existing plume of contaminants. Wells can also be used to safely pump contaminants to surface or for injection remediation, where chemicals or microbes are injected into the ground to amend or consume the contaminant in question.

REDUCING WASTE

All of our manufacturing facilities have been actively tracking waste generation and material recycling since 2010. Waste minimisation is a priority across our global business and applies to the use and generation of hazardous goods, hazardous waste, solid waste and recyclable materials.

MALI: ONSITE WATER WELL REDUCES PLASTIC BOTTLE USE

After a series of tests managed by an independent laboratory showed clean water sources close to the Faraba camp in western Mali, Boart Longyear installed dedicated equipment to create two permanent wells that now provide high-quality drinking water onsite. The project has had a significant and positive environmental impact, vastly reducing the resources needed to manufacture and transport hundreds of thousands of plastic bottles each year and to recycle them after use.

The Mali project follows a number of similar initiatives introduced in Ghana and the Democratic Republic of Congo as part of our ongoing efforts to minimize water and waste at our operations.

WUXI, CHINA: WASTE WATER REDUCTION

We reduced hazardous waste water disposal by 90%, or 1.1 million liters annually, by reverse osmosis filtration and reuse at the Wuxi facility. That is equivalent to the water required for more than 5,000 car washes at 200 liters per wash.

OUR GOVERNANCE APPROACH

BUILDING A SOLID FOUNDATION

At Boart Longyear, we know that good governance is vital to the sustainable growth of our business. We earn and maintain our license to operate by creating a culture that promotes the highest standards for conduct and integrity across all geographies and levels of our organization. Good governance is also critical to establishing trust across our internal and external stakeholders. Our principles are supported by robust frameworks, processes and procedures that outline our requirements and expectations for the way we do business.

OUR LEADERSHIP

Corporate governance begins with our majority independent Board, which oversees our strategic goals and works in partnership with our executive leadership team to drive value for our many stakeholders.

BOARD OF DIRECTORS

Rubin McDougal
Non-Executive Chairman of the Board

Jeffrey Olsen
Executive Director, President and Chief Executive Officer

Tye Burt
Non-Executive Director
Chair of the Remuneration, Nomination, and Human Resources Committee, Member of the Audit and Risk Committee

Lars Engström
Non-Executive Director
Chair of the Audit and Risk Committee, Member of the Governance, Safety and Sustainability Committee

Paul McDonnell
Non-Executive Director
Chair of the Governance, Safety, and Sustainability Committee, Member of the Remuneration, Nomination and Human Resources Committee.

Thomas Schulz
Non-Executive Director
Member of the Audit and Risk and the Governance, Safety, and Sustainability Committees

Conor Tochilin
Non-Executive Director
Member of the Remuneration, Nomination, and Human Resources Committee

Bao Truong
Non-Executive Director
Member of the Audit and Risk Committee

EXECUTIVE LEADERSHIP TEAM

Jeffrey Olsen
President and Chief Executive Officer

Miguel Desdin
Chief Financial Officer

Denis Despres
Chief Operating Officer

Haitao Liu
Vice President, Supply Chain and Manufacturing

Giovanna Bee Moscoso
Chief Legal Officer

Pat Nill
Vice President of Global Products

Mike Ravella
Vice President Geological Data Services (GDS)

ENSURING GOOD GOVERNANCE

Our Board holds a broad range of skills, knowledge and experiences, including extensive global expertise across geographies. Our Board meets at least five times a year and convenes additional meetings as required.

PERCENTAGE OF SIGNIFICANT EXPERIENCE IN LOCATION

Geography	Percentage with Significant Experience in Location
North America	100%
South America	87.5%
Australia/New Zealand	75%
Europe	100%
Asia	75%
Africa	87.5%

PERCENTAGE OF BOARD WITH SKILL / INDUSTRY AS AREA OF SIGNIFICANT EXPERIENCE

Skill / Industry Experience	Percentage of Board with Skill / Industry as Area of Significant Experience
Mining Operations and Manufacturing	100%
CEO Experience	75%
Other Senior Management Roles (C-Level)	87.5%
Accounting / Finance	100%
Legal	75%
Marketing	100%
Human Resources	100%
Information Technology	100%
R&D and Technology	75%

EXPANDING OVERSIGHT OF GOVERNANCE, SAFETY AND SUSTAINABILITY

In 2021, the company enhanced oversight of its ESG-related functions through the establishment of its Governance, Safety and Sustainability Committee of the Board. While these important areas were covered in prior committees and continue to be discussed regularly by the full Board, the committee underpins the company's ongoing commitment to improvement and strategic management of its various practices related to governance, health, safety and sustainability.

OUR EXPECTATIONS FOR CONDUCT

We believe in maintaining the highest ethical standards as part of our social license to operate. Boart Longyear's directors, management and employees are required to adhere to the company's core values and act with integrity at all times.

Our expectations for behavior are outlined in our Code of Business Conduct (Code) and applies to anyone working on behalf of the company including vendors, suppliers, service providers, consultants and other third parties. The company's Code addresses a broad range of matters, which are also addressed in standalone policies, including:

- Conflicts of interest and the preservation and proper use of company assets.
- Protection of confidential and commercially sensitive information.
- Employment legislation.
- Competition law and fair dealing.
- Environmental protection, health and safety considerations.
- Improper payments, bribery and money laundering, including transactions with government officials.
- Financial reporting and accurate record-keeping.
- Each person's affirmative duty to report violations of policy or law through a global confidential compliance helpline (by telephone and by internet) monitored by a third-party service provider.

Each year, employees complete compliance training courses related to matters covered within the Code to refresh and reaffirm their commitments to our expectations for conduct. The online compliance training system includes trainings on ethical leadership, bullying and fraud, among other topics. In addition, the company holds in-person and live virtual sessions related to various areas of compliance.

The company supplements the Code with additional global policies that provide more detailed guidance on substantive legal requirements and other principles.

Such additional policies include, but are not limited to:

Environmental, Health and Safety Policy ›

Retaliation and Whistleblower Policy ›

External Audit Policy ›

Risk Management Policy ›

Securities Trading Policy ›

Workforce Diversity Policy ›

External Communications ›

Modern Slavery Statement ›

Anti-Bribery and Anti-Corruption Policy ›

Anti-Money Laundering Policy ›

OUR APPROACH TO HUMAN RIGHTS AND MODERN SLAVERY

Boart Longyear is committed to effectively assessing and addressing modern slavery and human trafficking risks in our supply chain as well as our own operations. During 2020, we undertook an in-depth review and analysis of our operations and supply chains with a view to better understand modern slavery and human trafficking risks that Boart Longyear may be exposed to.

As a result of this review, we have identified that our operations in Eritrea, Democratic Republic of Congo, and Indonesia are exposed to enhanced levels of modern slavery risks due to the prevalence of such activities in these areas.

The company works to ensure that we meet all minimum requirements for employee and worker wages and entitlements, wherever we operate. Regional HR directors annually note the minimum wage and employee entitlements in our countries of operation to confirm our compliance.

In 2021, we took a number of steps to improve our processes for the monitoring and mitigation of human rights, modern slavery and other compliance risks:

- Updated our new vendor forms to include anti-bribery and modern slavery warranty obligations.
- Conducted periodic audits of our vendors and suppliers to ensure compliance with our policies and Code of Conduct.

Our modern slavery statement can be found in full on our website.

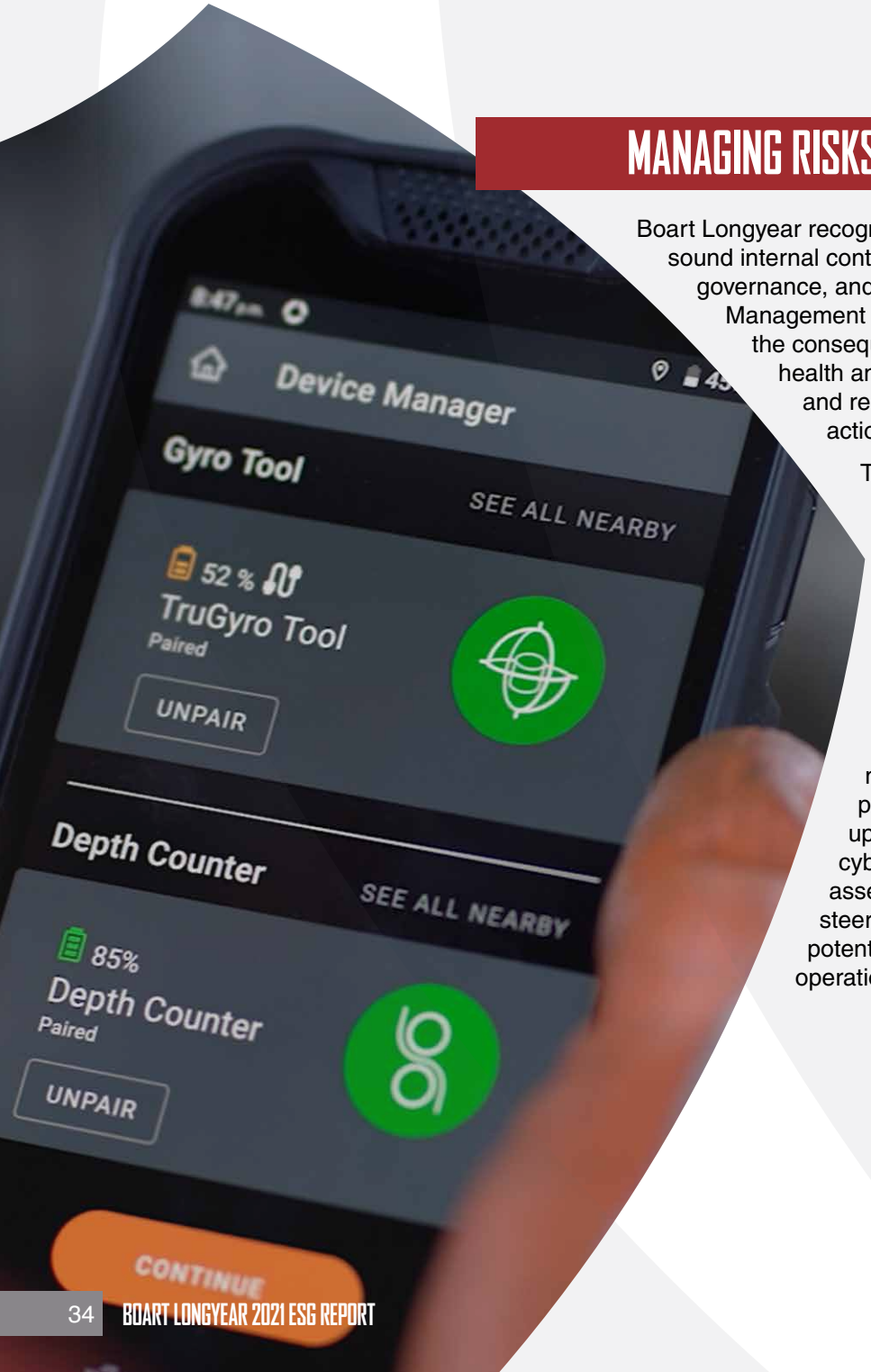
REPORTING CONCERNS

We are committed to creating a safe and supportive workplace where employees feel empowered to identify and call out activities that do not align with our values. We believe that all employees and our business partners should play an active role in encouraging the reporting of improper, unlawful or unethical behavior. Anyone who believes that such behavior may have occurred at Boart Longyear can make a confidential and anonymous report to the compliance helpline by telephone or over the internet 24 hours a day, 7 days a week. The helpline is available to current and former Boart Longyear employees and third-parties (contractors, suppliers, customers and other stakeholders) and is managed by Convercent®, an independent third-party administrator.

All reports received are forwarded confidentially to the company's General Counsel for review and investigation. Employees and others are encouraged to feel comfortable in speaking up without fear of possible retaliation. We do not tolerate retaliation against a person who reports a concern honestly and is acting in good faith.

In 2021, approximately 65 reports to the hotline were received, investigated and resolved.

Our Retaliation and Whistleblower Policy can be found in full on our website.



MANAGING RISKS

Boart Longyear recognises that disciplined risk management and sound internal controls are fundamental to good corporate governance, and the company maintains an Enterprise Risk Management (ERM) system to systematically assess the consequences of risk in areas such as market, health and safety, environment, finance, compliance and reputation, and tracks appropriate mitigation actions for identified risks.

The Board annually reviews the risk registers prepared by corporate management as well as the risk management framework and takes reasonable steps to implement appropriate controls and otherwise mitigate risk.

Related to cybersecurity, in 2021, the company invested in new enterprise systems to enhance company-wide cybersecurity. This included implementing multi-factor authentication protocols, providing regular cyber-related warnings and updates to employees via email and adding cybersecurity personnel to perform daily threat assessments. In addition, a cybersecurity steering committee was formed to assess potential risks and improve protocols across our operations.

MITIGATING OPERATIONAL RISK

Given the global nature of our operations, applicable environmental requirements, licenses and permits are consolidated into a global EHS Risk Register that is reviewed annually by the Director of Environmental, Health and Safety to ensure that cited regulations are current and to document whether or not compliance has been achieved.

Where a non-compliance is discovered, corrective actions are immediately developed to address the issue. In addition, all agency interactions, including inspections, meetings, hearings or the receipt of environmental citations, notices of violations, penalties or compliance orders are tracked in the corporate EHS Information Management System and reported to the Board.

Mandated facility inspections are conducted monthly by each business entity globally; the inspections contain technical, EHS standard and environmental requirements. Additionally, a system of EHS and legal internal audits that ensure compliance and conformance to company standards is also incorporated within the EHS Management System. A number of our global manufacturing facilities, including those located in China, Poland, and Germany have achieved ISO 14001 and ISO 45001 certifications for environmental and occupational health and safety management practices.

The company is not aware of any business unit operating in material breach of any environmental regulations in 2021, nor have any fines or citations been taken against the company during the year.

POLITICAL CONTRIBUTIONS AND ACTIVITIES

While Boart Longyear contributes to the communities in which we work with donations, sponsorship and practical support, we do not make political donations of any kind.

The company does belong to various industry associations that may engage in federal, state and local lobbying activities. We do not control or directly contribute to these activities.

CORPORATE RESPONSIBILITY & ETHICS

The actions we take to remain compliant as well as to promote a diverse and ethical business are visible to a large majority of employees.

82%

BELIEVE BLY SHOWS COMMITMENT TO ETHICAL BUSINESS DECISIONS AND ACTIONS.

(from 2021 Boart Longyear employee survey results)

APPENDIX

SASB METALS & MINING

Metals & Mining				
Topic	**Code**	**Accounting Metric**	**Unit**	**Discussion**
Greenhouse Gas Emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Metric tons (t) CO_2-e, %	Information not yet available
	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion	Information not yet available
Air Quality	EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N_2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Metric tons (t)	Information not yet available
Energy Management	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), %	Information not yet available
Water Management	EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m^3), %	Information not yet available
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number	The company is not aware of any business unit operating in material breach of any environmental regulations during 2021, nor have fines, citations or other significant regulatory performance action been taken against the company during the year.
Waste & Hazardous Materials Management	EM-MM-150a.4	Total weight of non-mineral waste generated	Metric tons (t)	Not applicable – the company does not own or operate any mines, and therefore, does not generate non-mineral waste.
	EM-MM-150a.5	Total weight of tailings produced	Metric tons (t)	Not applicable – the company does not own or operate any mines, and therefore, does not produce tailings waste.
	EM-MM-150a.6	Total weight of waste rock generated	Metric tons (t)	Not applicable – the company does not own or operate any mines, and therefore, does not generate waste rock.
	EM-MM-150a.7	Total weight of hazardous waste generated	Metric tons (t)	Information not yet available
	EM-MM-150a.8	Total weight of hazardous waste recycled	Metric tons (t)	Information not yet available
	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	Number	Zero incidents
	EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion	Report pages 25, 29
Biodiversity Impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	Discussion	Report pages 24-25 Environmental, Health and Safety Policy
	EM-MM-160.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Percentage	Not applicable – the company does not own or operate any mines, and therefore, does not manage acid rock drainage at these sites.
	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Percentage	Detailed reserve information is controlled by the mine owner and/or operator and is not known to Boart Longyear.

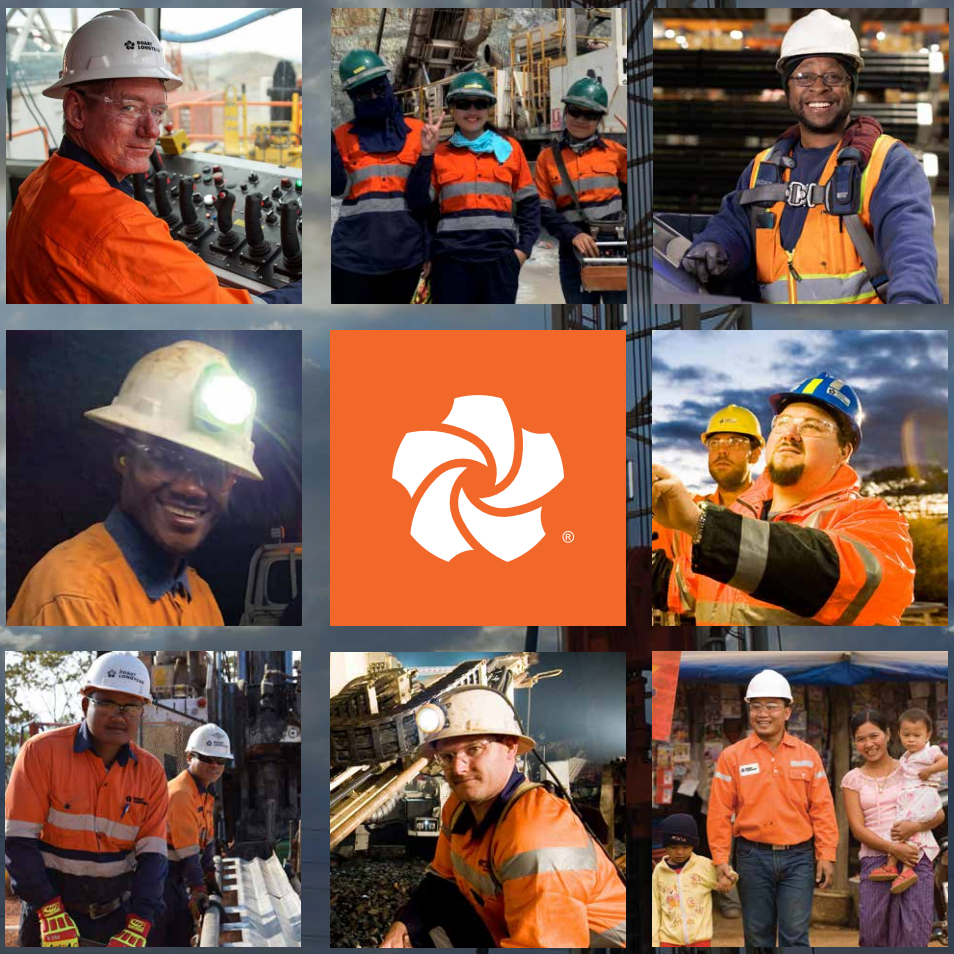
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Percentage	Detailed reserve information is controlled by the mine owner and/or operator and is not known to Boart Longyear.
	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Percentage	Detailed reserve information is controlled by the mine owner and/or operator and is not known to Boart Longyear.
	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion	Modern slavery statement
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion	"Engaging With Our Valued Stakeholders" Report page 22
	EM-MM-210b.2	Number and duration of non-technical delays	Number, Days	Information not yet available
Labor Relations	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Percentage	U.S. – 0% Foreign – Information not available in some regions.
	EM-MM-310a.2	Number and duration of strikes and lockouts	Number, Days	Five events totaling 21 work days
Workforce Health & Safety	EM-MM-320a.1	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Rate	(1) All-incidence rate: 1.31 (2) Fatality Rate: 0.00 (3) Near miss frequency rate (NMFR): 1.97 (4) Information not yet available
Business Ethics & Transparency	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion	Pages 32-33 Code of Conduct
	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Metric tons (t) saleable	Not applicable – the company does not produce or sell tons from its drilling activities
Tailings Storage Facilities Management	EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Various	Not applicable – the company does not own or operate any mines, nor own or operate any tailings storage facilities.
	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Discussion	Not applicable – the company does not own or operate any mines, nor own or operate any tailings storage facilities
	EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Discussion	Not applicable – the company does not own or operate any mines, nor own or operate any tailings storage facilities
Activity Metric				
-	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	Metric tons (t) saleable	Not applicable
-	EM-MM-000.B	Total number of employees, percentage contractors	Number, Percentage (%)	Approximately 5,600 employees Contractors represent less than 1% of the workforce

SASB INDUSTRIAL MACHINERY & GOODS

Industrial Goods				
Topic	**Code**	**Accounting Metric**	**Unit**	**BLY Actions Taken**
Energy Management	RT-IG-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), %	Information not yet available
Employee Health & Safety	RT-IG-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Rate	(1) MSHA/OSHA all-incidence rate: 1.31 (2) Fatality Rate: 0.00 (3) Near miss frequency rate (NMFR): 1.97
Fuel Economy & Emissions in Use-phase	RT-IG-410a.1	Sales-weighted fuel efficiency for medium– and heavy-duty vehicles	Gallons per 1,000 ton-miles	Information not yet available
	RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour	Information not yet available
	RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	Watts per gallon	Information not yet available
	RT-IG-410a.4*	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	Grams per kilowatt-hour	Information not yet available
Materials Sourcing	RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	Discussion	Information not yet available
Remanufacturing Design & Services	RT-IG-440b.1*	Revenue from remanufactured products and remanufacturing services	Reporting currency	Not applicable
Activity Metric				
-	RT-IG-000.A	Number of units produced by product category	Number	In 2021, the company produced more than 2.94 million parts and components as well as 59 drill rigs.
-	RT-IG-000.B	Number of employees	Number	~5,600 employees

This report includes information on all wholly owned Boart Longyear operations, independently operated joint ventures and joint ventures where Boart Longyear is the primary operator. Currency is expressed in U.S. dollars, unless otherwise indicated. All information is for the calendar year 2021. This report has been created in conjunction with a third-party advisor, which has not conducted verification or assurance over the metrics provided in this report.

This report contains forward looking statements, including statements of current intention, opinion and expectation regarding the Company's present and future operations, possible future events and future financial prospects. While these statements reflect expectations at the date of this report, they are, by their nature, not certain and are susceptible to change. The Company makes no representation, assurance or guarantee as to the accuracy of or likelihood of fulfilling any such forward looking statements (whether express or implied), and, except as required by applicable law or the Australian Securities Exchange Listing Rules, disclaims any obligation or undertaking to publicly update such forward looking statements.



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