

The background of the cover is a photograph of a large industrial mining or processing facility. In the foreground, there is a field of tall, dry, golden-brown grass. In the middle ground, a yellow mining truck is parked on a dirt road. Behind it, there are various industrial structures, including a large green cylindrical tank, a tall grey silo with the 'GALAXY' logo, and conveyor belts. The sky is a clear, deep blue.

Galaxy Resources Limited

# SUSTAINABILITY REPORT

YEAR ENDED 31 DECEMBER 2019



FORWARD LOOKING STATEMENTS

This document contains forward looking statements concerning Galaxy. Statements concerning mining reserves and resources may also be deemed to be forward looking statements in that they involve estimates based on specific assumptions.

Any forward-looking statements are not statements of historical fact and actual events and results may differ materially from those described in the forward-looking statements as a result of a variety of risks, uncertainties and other factors. Forward-looking statements are inherently subject to business, economic, competitive, political and social uncertainties and contingencies. Many factors could cause the Company’s actual results to differ materially from those expressed or implied in any forward-looking information provided by the Company, or on behalf of the Company. Such factors include, among other things, risks relating to additional funding requirements, metal prices, exploration, development and operating risks, competition, production risks, regulatory restrictions, including environmental regulation and liability and potential title disputes.

Forward looking statements in this document are based on Galaxy’s beliefs, opinions and estimates of Galaxy as of the dates the forward-looking statements are made and no obligation is assumed to update forward looking statements if these beliefs, opinions and estimates should change or to reflect other future developments. There can be no assurance that Galaxy’s plans for development of its mineral properties will proceed as currently expected. There can also be no assurance that Galaxy will be able to confirm the presence of additional mineral deposits, that any mineralization will prove to be economic or that a mine will successfully be developed on any of Galaxy’s mineral properties. Circumstances or management’s estimates or opinions could change. The reader is cautioned not to place undue reliance on forward-looking statements. Any data and amounts shown in this document relating to capital costs, operating costs, potential or estimated cashflow and project timelines are internally generated best estimates only. All such information and data is currently under review as part of Galaxy’s ongoing operational, development and feasibility studies. Accordingly, Galaxy makes no representation as to the accuracy and/or completeness of the figures or data included in the document.

A note on terminology

In this Sustainability Report, the terms ‘Galaxy’, the ‘Company’, the ‘Group’, ‘our business’, ‘organisation’, ‘we’, ‘us’, ‘our’ and ‘ourselves’ refer to Galaxy Resources Limited and/or its subsidiaries (as the context requires). The Board of Directors of Galaxy Resources Limited is referred to as ‘the Board’.

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See the rest of our 2019 reporting  
suite at [www.gxy.com](http://www.gxy.com)





## WHO ARE WE

**GALAXY IS A LOW COST SPODUMENE PRODUCER, WITH EXPERIENCED MANAGEMENT, A STRONG FINANCIAL POSITION AND WITH TWO WORLD CLASS GROWTH PROJECTS.**

**ACTING TO LEVERAGE THESE ASSETS TO CREATE A SUSTAINABLE, LARGE SCALE, GLOBAL LITHIUM CHEMICALS BUSINESS TO POWER THE FUTURE.**

## VALUES

### ACCOUNTABILITY

Delivery and ownership



### COMMITMENT

Sustained investment in our goals



### TEAMWORK

Strength in collaboration



### RESPECT

Understanding and celebration of diversity



### EMPOWERMENT

Encourage a dynamic working environment



### INTEGRITY

Foremost in everything we do



## MESSAGE FROM OUR CEO

Welcome to Galaxy's first Sustainability Report. As part of Galaxy's responsibilities, we have developed a focused and simplified corporate strategy to establish a platform for growth to create a sustainable, large scale, global lithium chemicals business. Part of this strategy is recognition of the need to continue to develop and improve our sustainability program. One of the first steps in this program is the enhancement of external reporting of our sustainability issues.

The world is facing a growing number of complex interconnected challenges, many of which are environmental, social and governance in nature. It is becoming increasingly clear that change is needed, and that the mining and broader business sector has a responsibility, alongside governments and communities, to tackle these challenges. The products we produce have a role in assisting the development of the world's sustainable industries and economy and we are proud to be playing a part in this endeavour. We recognise the importance of undertaking our activities in a sustainable manner in order to provide responsibly and ethically mined materials to the market.

More recently, the world has been challenged by the COVID-19 pandemic. Our priority is the wellbeing of our people and stakeholders and we have implemented preventative measures at all sites. We continue to liaise with our local stakeholders on our efforts to combat the spread of the virus to isolated and potentially vulnerable populations.

In regards to our safety performance in 2019, it is disappointing to report an increase in Total Recordable Injury Frequency Rate ("TRIFR") from 12.9 in 2018 to 14.5 in 2019. Pleasingly, our Mt Cattlin project remains Lost Time Injury ("LTI") free since operations were restarted in 2016. One LTI was experienced at the Sal de Vida project in Argentina where an employee suffered a muscle strain. In 2020 our risk profile will be changing with increased activity at the remote and high altitude Salar del Hombre Muerto in Argentina and we will be implementing safety initiatives to cater for this.

In 2019 we developed and released a new policy covering our commitments to respecting

human rights and seeking to minimise any adverse impacts on the human rights of stakeholders which may arise from our activities. Further work will be undertaken in 2020 as we implement risk-based assessments of our suppliers and prepare for modern slavery reporting through the Australian Modern Slavery Act 2018 (Cth).

In 2020 we are targeting a final investment decision on the Sal de Vida project. As part of this process we are undertaking a robust environmental and social impact assessment. Positive and engaged relationships with the communities surrounding the Sal de Vida site will be important across the full life of the project. At the crucial early stage of the ramp-up of activity in the region Galaxy is pleased to be partnering with the Government of Catamarca in the expansion of two local schools and the establishment of a medical clinic.

Environmental highlights in 2019 include the completion of the capping of the existing tailings dam facility and the commencement of in-pit tailings disposal at Mt Cattlin, which obviates the need to build extra, above ground, tailings storage facilities.

Galaxy accepts the assessment of climate change science expressed by the Intergovernmental Panel on Climate Change. In 2020, we will be working on identifying our climate-related risks and opportunity identification, assessment and management using the recommendations of the Task Force on Climate Related Financial Disclosures.

While we made significant progress during 2019, we recognise that we are at the start of our sustainability journey. We will endeavour to continually address and improve our sustainability performance as we advance the development of Galaxy's world-class assets. Thank you for taking the time to read our first Sustainability Report.

**Simon Hay**

Chief Executive  
Officer  
2 April 2020





JAMES BAY, QUEBEC  
CANADA

# GALAXY AT A GLANCE

SAL DE VIDA, CATAMARCA  
ARGENTINA

MT CATTLIN, RAVENSTHORPE  
AUSTRALIA

As a leading global lithium producer, Galaxy is unlocking value from its world-class development portfolio to fuel the electrical revolution in power generation, energy storage and transportation.

Galaxy Resources Limited ("**Galaxy**" or the "**Company**") is an ASX-listed global lithium company with a strategic and diversified portfolio of assets.

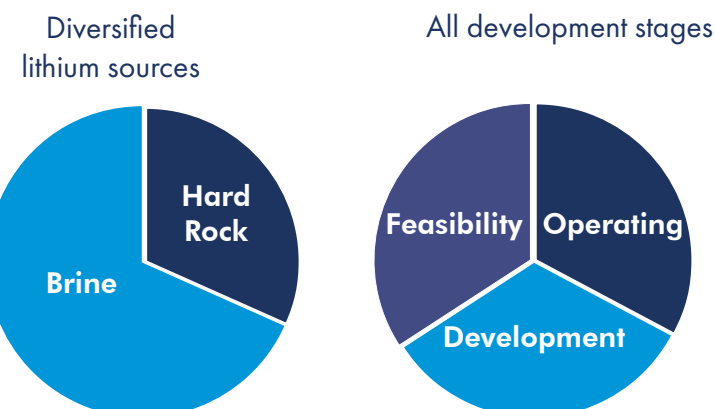
Galaxy is a proven and experienced, low-cost producer of lithium concentrate as demonstrated by the success of the Mt Cattlin operations in Western Australia. Strong relationships have been established with lithium customers and end users, allowing Galaxy to target products to meet evolving specifications and new demand. 2019 was a record-breaking year at Mt Cattlin in terms of production volumes, operating costs and product quality.

Galaxy is now embarking on a new growth chapter as it strives to build a diversified portfolio of high-quality lithium assets.

The Company is focused on the development of its flagship project, Sal de Vida in Argentina. This project is one of the largest and highest quality undeveloped lithium brine assets in the world and Galaxy is planning a staged development approach with initial production of primary lithium carbonate to accelerate earnings realisation. Galaxy is targeting a globally competitive project with operating costs in the lowest quartile of the industry cost curve.

Galaxy is also progressing the early stage development of the James Bay project in Quebec Canada. This is a high grade, shallow hard rock lithium resource ideally located to supply into the North American and European electric vehicle revolution.

## GLOBAL LITHIUM BUSINESS



# SUSTAINABILITY FRAMEWORK

As a first step in our sustainability journey, we have developed a sustainability framework that encompasses a logical and focused approach to managing and assuring our efforts.

We developed this framework by reviewing our key sustainability risks, our project portfolio, external frameworks and regulatory guidance.

The focus of our approach to sustainability is the incorporation of sustainability principles and practices throughout our business and operations.





# OUR FOCUS

This is the first year Galaxy has produced a Sustainability Report ("**Report**"). This voluntary disclosure is indicative of our endeavours to strengthen our sustainability performance and increase transparency. This Report details our sustainability approach, key material issues and performance for the 12-month period ended 31 December 2019. The Report covers Galaxy's Mt Cattlin operation in Australia and projects in Canada and Argentina.

This Report compliments, and should be read in conjunction with, Galaxy's Annual Report and Corporate Governance Statement for the year ended 31 December 2019. Galaxy is working towards reporting in accordance with the core option of the Global Reporting Initiative ("**GRI**") Standards. A GRI core option index has been prepared and is included in this Report acknowledging that further work is required to enable complete reporting in accordance with the GRI.

Galaxy's Board of Directors has reviewed and endorsed this Report.

## Our material topics

The material topics for this Report were identified by following the process referenced in the GRI Standard for materiality. This process included articulating the sustainability topics in our framework and then prioritising these topics by considering both internal and external factors, including a review of current and emerging sustainability topics, risk assessments, peer benchmarking and ongoing internal and external stakeholder engagement. Each topic was assessed and prioritised based on the significance of the potential impact it may have on our business and the influence it may have on stakeholder assessments and decisions. As part of this, an employee survey was undertaken to obtain input from employees.

The material topics set out below were identified across our sustainability framework. These nine material topics are described in the following sections of this Report, including why the topic is important, what we are doing to manage it, our performance and ongoing programs.

## Material Topics

Injuries and fatalities	Water stewardship	Tailings management
Biodiversity	Pollution	Community engagement
Human rights	Ethics and integrity	Regulatory compliance

## Our Stakeholders

We interact with a wide range of stakeholders in conducting our business through a variety of communication channels. A summary of our key stakeholders and types of Interactions is provided below.

Specific Stakeholders	Area of Interest	Nature of interactions
<b>SHAREHOLDERS</b> Retail and institutional shareholders	Share price, dividends, governance, risk management, operating performance and business strategy	Annual Report, Sustainability Report, Corporate Governance Statement, Australian Securities Exchange (" <b>ASX</b> ") announcements, quarterly reports and webcasts, website, one-on-one meetings
<b>FINANCIERS</b> Banks and financial institutions	Share price, dividends, financial returns, governance, risk management, operating performance and business strategy	Regular meetings and interactions
<b>CUSTOMERS</b> Various customers of Galaxy's products	Ongoing purchases, contract and purchasing processes, product quality and reliability of supply	Regular meetings and interactions
<b>SUPPLIERS</b> Various suppliers to Galaxy	Ongoing purchases, contract and purchasing processes	Regular meetings and interactions
<b>EMPLOYEES &amp; CONTRACTORS</b> Employees and contractors working on Galaxy sites	Job security, employee remuneration, career development, business strategy and performance	Continuous direct interaction
<b>INDIGENOUS PEOPLES</b>  James Bay –The Cree Nation of Eastmain and the Cree Nation Government  Mt Cattlin - South West Aboriginal Land and Sea Council Aboriginal Corporation (" <b>SWALSC</b> ") and the Wagyl Kaip and Southern Noongar Agreement Group	Cultural heritage and biodiversity management  Employment, infrastructure, land use, access and management	Engagement with representative bodies, community meetings and individual representatives
<b>LOCAL COMMUNITIES</b> Individuals and groups local to our operations, including landholders and land users, development groups, local businesses and not-for-profit organisations	Business continuity, employment, infrastructure, land access, cultural heritage, social investment, environmental performance and transparency	Engagement with location specific personnel, community meetings, individual engagement, formal and informal communication
<b>GOVERNMENT &amp; REGULATORY AGENCIES</b> Federal, state, provincial and local governments, local government and regulatory agencies	Socio-economic impacts (including taxes and royalties), employment and environmental impacts generally	Meetings and correspondence with regulatory agencies on regulatory processes and compliance  Meetings with government members as required
<b>MEDIA</b> Print, radio, TV & social media	Financial and operational related queries, ASX announcements	ASX releases, media releases and ad-hoc one on one interactions and site visits
<b>INSTITUTIONS</b> Universities, schools and hospitals	Technical research and development	Interactions with institutional representatives, development of CSR programs, research and collaboration



# 2020 OBJECTIVES

We have set the following objectives against which we will track our sustainability progress. These objectives will be reported against in this and future Sustainability Reports in order to enable a meaningful year-on-year comparison.

<b>Health &amp; Safety</b>	Year-on-year reduction in Total Recordable Injury Frequency Rate.
<b>People Focus</b>	Continual improvement in gender diversity.
<b>Environmental Stewardship</b>	Commence program to align with the Task Force on Climate-related Financial Disclosures (TCFD).
<b>Social Responsibility</b>	Undertake environmental and social impact assessment for Sal da Vida project. Progress Impact and Benefits Agreement with the Cree Nations on the James Bay project.
<b>Economic Responsibility &amp; Governance</b>	Commence modern slavery work program. Review of overarching Business Management System and update of key corporate policies.

# CONTRIBUTING TO SUSTAINABLE DEVELOPMENT

The United Nations Sustainable Development Goals (“SDGs”) are 17 ambitious goals supported by targets and indicators aimed at improving the wellbeing of present and future generations. The SDGs promote sustainable development to tackle the world’s most pressing challenges.

Galaxy has prioritised the SDGs most relevant to our business through two lenses:

- How our risks to people and environment relate to the SDGs
- How Galaxy can contribute to the SDGs through beneficial products, services or investments

We propose to further integrate connections to SDG targets in our future reporting utilising the guidance provided by the GRI and UN Global Compact.



## HOW GALAXY CAN CONTRIBUTE TO THE SUSTAINABLE DEVELOPMENT GOALS



### Ensure healthy lives and promote well-being for all at all ages

- Health and wellbeing programs for employees
- Safety programs that target personal behaviors and raise risk awareness
- Community investment that improves health and wellbeing



### Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- Employ locally and upskill local populations
- Community investment that contributes to education



### Achieve gender equality and empower all women and girls

- Meet gender diversity targets
- Provide a workplace that enables gender diversity



### Ensure availability and sustainable management of water and sanitation for all

- Responsible use of water resources
- Community investment that improves water availability and management

### Ensure access to affordable, reliable, sustainable and modern energy for all

- Produce products which enable a lower carbon economy
- Minimise green house gas emissions in our own operations



### Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- Maintain a profitable business that provides economic contributions
- Employ locally and upskill local populations



### Take urgent action to combat climate change and its impacts

- Improve business resilience and reduce risks by undertaking Climate Change physical risk assessments
- Put in place governance and reporting frameworks for Climate Change



### Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

- Minimise impacts on biodiversity







# HEALTH & SAFETY

Health & safety is our utmost priority. Everyone has the right to a safe workplace



# HEALTH & SAFETY

Galaxy is fully committed to the health and safety of individuals who may be impacted by its activities

We promote a culture in which safety is an integral part of our business activities by:

- consulting employees in regard to safety initiatives and accident prevention measures;
- delivering induction training and on-going instruction to ensure that all personnel understand their responsibilities and Galaxy's expectations for working safely;
- providing and maintaining safe systems of work which ensure that hazards are identified and controlled; and
- monitoring safe work practices to ensure continual compliance.

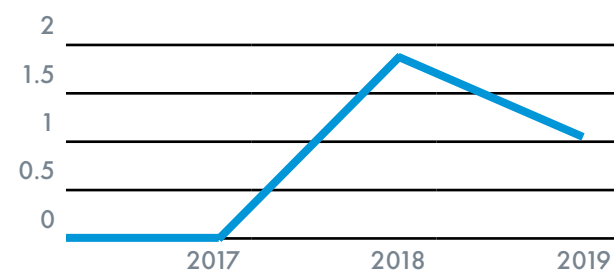
Galaxy's Health and Safety Policy can be found in the Corporate Governance section of Galaxy's website at [www.gxy.com](http://www.gxy.com).

## Safety performance reporting

### LTIFR

LTIFR 1.1

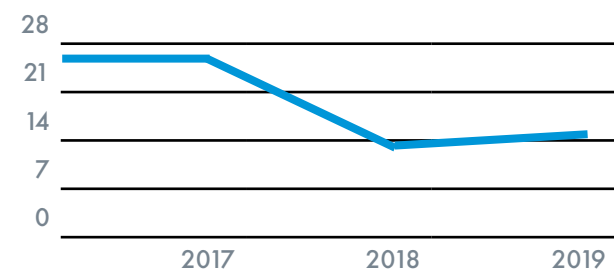
Lost Time Injury Frequency Rate



### TRIFR

TRIFR 14.5

Total Recordable Injury Frequency Rate



	2019	2018	2017
Exposure Hours	898,231	850,188	511,774
Av. Daily No. of Personnel on site	290	247	152
Lost Time Injury Frequency Rate	1.11	1.18	0
Total Recordable Injury Frequency Rate	14.5	12.9	25.4
All Injury Frequency Rate	69.0	58.8	78.1
Fatalities	0	0	0
Lost Time Injuries	1	1	0
Restricted Work Injuries	8	10	8
Medical Treatment Injuries	4	0	5
First Aid Injuries	49	39	27
All Injuries	62	50	40

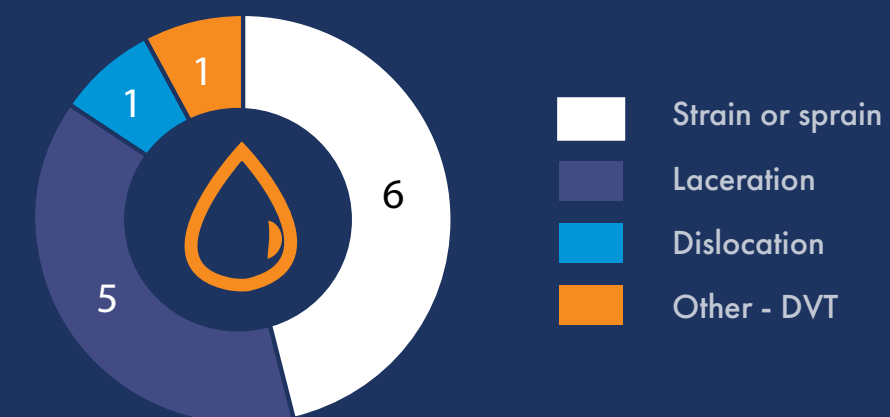
## Preventing injuries and fatalities

We strive to achieve an injury-free workplace. It is disappointing to report an increase in the TRIFR from 12.9 in 2018 to 14.5 in 2019. All injuries were low severity and did not have the potential to be fatalities or serious disabling injuries. We continue to focus on personal risk awareness and hazard minimisation to reduce the exposure of our workers to potential injury.

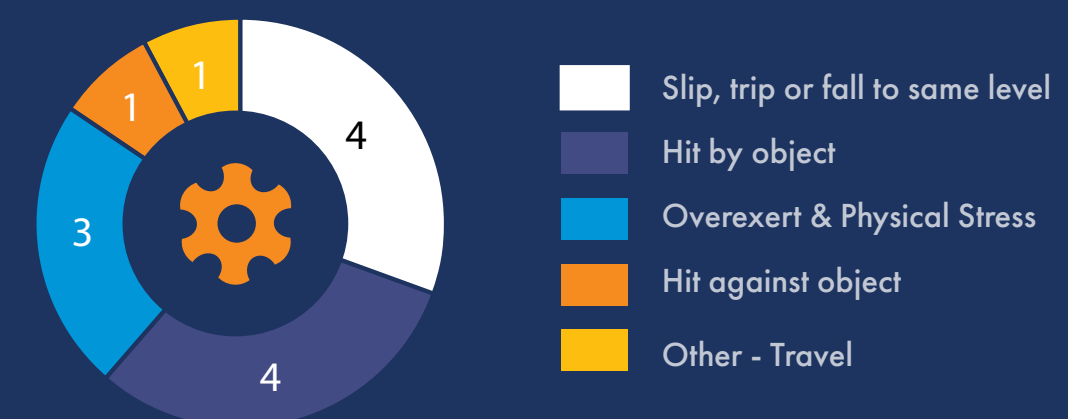
In 2017 we implemented a set of health, safety and environmental standards that are applicable across our operations. This has included the adoption of injury classifications in accordance with OSHA 3245-09R 2005 (The Regulation and Related Interpretations for Recording and Reporting Occupational Injuries and Illnesses) to ensure that all sites report and classify injuries in a consistent and comparable manner. Our reporting covers all employees, contractors, sub-contractors or visitors at our operational and project sites or undertaking activities under our authorisation and control.

Our ongoing efforts around safety performance reporting are focused on building capacity and defining positive performance metrics, including indicators that best correlate to the welfare of our personnel and our communities. Our safe systems of work are continually developed, implemented and reviewed with the goal to prevent all injuries and work-related illnesses.

## Recordable Injuries and Illnesses by Nature in 2019



## Recordable Injuries and Illnesses by Mechanism in 2019







## Working with St John Ambulance Australia

At our Mt Cattlin site we were looking to improve medical and emergency coverage. After evaluating several companies, we decided to engage with the local branch of St John Ambulance Australia.

Our contract with St John Ambulance Australia provides for the provision of two medics around the clock. These medics provide frontline healthcare, personal injury and illness management, as well as immediate treatment of critical injuries. The service provides over 40 treatments a month.

Services include:

- Tele-med consultations where appropriate to minimise off-site travel
- Provision of poisons permit & governance
- Assisted in annual on-site flu vaccinations, resulting in no subsequent presentations of contracted influenza during 2019
- Provision of ambulance services
- Liaison with local health services
- Review of pre-placement medical examinations
- Weekly inspection and maintenance of medical and emergency response equipment

This contract has bolstered both our medical services and supported the local branch of the St John Ambulance and has been a win for both parties.



## Certificate III Mines Rescue Training

In 2019 it was identified that while Mt Cattlin had a well-equipped Emergency Response Facility, we had a lack of available, qualified emergency responders to utilise it.

The facilities include a fully equipped fire truck, self-contained breathing apparatus (SCBA) sets, road crash rescue equipment, height and confined space rescue equipment and hazardous materials response equipment.

The existing trained personnel were drawn from Galaxy and our key contractors, however due to varying shift patterns were not always available on site. As process operators are the only group on site 24/7, it was decided to train them all in Certificate III Mines Rescue to ensure that there will always be trained response personnel available. Falck were selected to provide the training.

The training comprised 10 two-day sessions at site and intensive two-day sessions at Falck's Canning Vale Live Fire Training Facility. The training has improved our emergency response capability whilst contributing to our employees and contractors personal development.





# ENVIRONMENTAL STEWARDSHIP

18

Understanding and  
minimising the potential  
impacts of our operations on  
the environment

19



# ENVIRONMENTAL STEWARDSHIP

Galaxy is committed to conducting our activities in an environmentally responsible manner.

We aim to continually improve our environmental management system and performance taking into account technical developments, scientific understanding, consumer needs and community expectations.

Galaxy's Environment Policy can be found in the Corporate Governance section of Galaxy's website at [www.gxy.com](http://www.gxy.com).

## Environmental Impact Assessment

We ensure compliance with regulatory requirements by adopting and implementing leading practices and standards throughout all of our business activities. These are applied across all project and operational phases at each of our assets. In addition to regulatory compliance within the countries we operate, we acknowledge and adapt to international trends and standards as applicable to our operations.

We design our projects to minimise environmental impacts and conduct studies to ensure that the environmental consequences of a project are fully understood, and the residual impacts are appropriately managed. The individual environmental requirements of each site are considered, and site-specific procedures and management plans are implemented.

### James Bay

The James Bay project is proposed to be mined as an open pit with crushing and concentration of spodumene mineral occurring on site. An environmental and social impact assessment and review process are underway as required by provincial and federal authorities. Key environmental studies currently being undertaken include waste rock and tailings characterisation and the design of water management systems to ensure protection of the natural environment.

Project notices which start the environmental approval process were submitted to provincial and federal authorities in October 2017. Project specific assessment guidelines were received from these regulators in February 2018 and the project's Environmental and Social Impact Assessment report was filed in October 2018. Engagement with the Cree Nation of Eastmain, the Cree Nation Government and provincial and federal authorities is ongoing and approvals are anticipated within the prescribed timelines.

### Sal de Vida

The Sal de Vida project is located on the Salar del Hombre Muerto, which is located in the north-western region of Argentina and at an altitude of approximately 4,000m above sea level. The natural environment of the salar is characterised by low rainfall, constant winds and high evaporation which exceeds 2,500 mm per year. These unique climatic aspects are reflected directly in the relief and landscape.

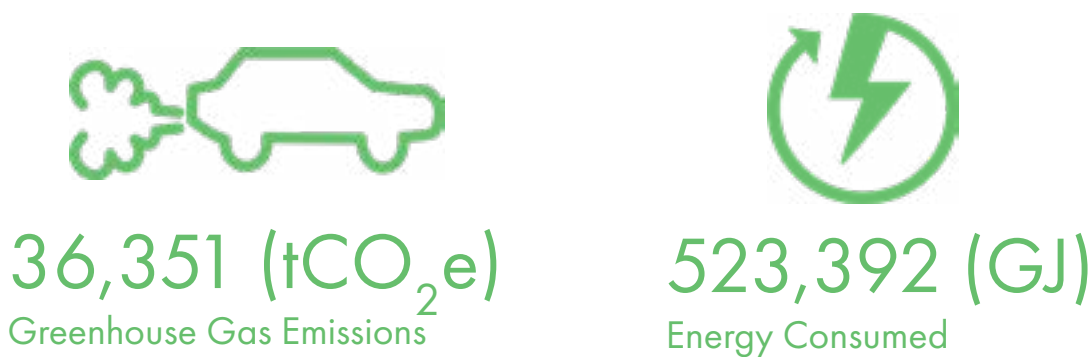
The Sal de Vida project operates under a two year Environmental Impact Statement issued by the provincial government which authorises mining and development activity in accordance with prescribed conditions. EIS renewal is required every two years with this process starting in early 2020.

Additional environmental impact studies are currently being undertaken as part of broader development activities at site, including water and air baseline information which was collected during 2019.

## Climate Change

Galaxy acknowledges the changing global climate and accepts the position expressed by the Intergovernmental Panel on Climate Change. Continued emission of greenhouse gases will cause further global warming and that warming above 2°C, relative to the pre-industrial period, could lead to catastrophic economic and social consequences. Thus, we support the intent of the Paris Agreement to limit global warming to less than 2°C above pre-industrial levels.

In 2020 we will commence a program to align with the Task Force on Climate-related Financial Disclosures. This will enable us to identify, understand and assess our material risks and potential opportunities relating to physical and transitional impacts from climate change and over time to develop plans to mitigate these risks and take up opportunities.



## Greenhouse Gas Emission

Our Greenhouse Gas ("GHG") emissions can be largely attributed to our energy use and the growth of our operations. As the majority of our emissions currently come from our Mt Cattlin operation, we use the Australian National Greenhouse and Energy Reporting Act 2007 (Cth) for calculation of Scope 1 and Scope 2 GHG emissions. This includes direct measurements of energy sources consumed, calculations based on site-specific data and calculations based on published criteria (such as emission factors and global warming potential).

The majority of our GHG emissions are generated from energy use during mining and processing. The Mt Cattlin site had a solar farm installed in 2010 that supplies approximately 13,000kWh per month.

### GREENHOUSE GAS EMISSIONS

	TONNES CO <sub>2</sub> e		
	Scope 1	Scope 2	Total
<b>Australia:</b> Mt Cattlin & Perth Office	35,484	75.7	35,560
<b>Canada:</b> James Bay & Montreal Offices	0.5	39.5	40
<b>Argentina:</b> Sal de Vida & Catamarca Office	724	26.9	751
<b>Total</b>	36,209	142	36,351

To measure our performance on a per unit basis we have developed a metric to report GHG emissions intensity. Total emissions increased slightly from 2018 largely due to higher production at Mt Cattlin. Emission intensity per tonne of final product increased slightly from 0.18 to 0.19 t CO<sub>2</sub>-e per tonne of final product. We aim to reduce the carbon intensity of our operations further and investigate innovative options for our new projects that minimise our reliance on carbon.





## Pollution

Galaxy aims to operate our facilities in a manner which minimises pollution. Our incident reporting system captures all events which cause, or could cause harm to people, property, the environment, our community or processes. Once reported, incidents are investigated and measures put in place to prevent recurrence. During 2019, 30 environmental incidents were reported, the majority of which were minor hydrocarbon spills (<100 litres) onto disturbed ground which could be remediated in a short timeframe. There were five noise exceedances and two breaches of heritage requirements during clearing at our Mt Cattlin operation. These events were investigated and reported to the regulator where required.

We conduct monitoring of a range of environmental measures to ensure our impact on the surrounding environment is in line with conditions of environmental impact assessments and other regulatory licences, permits and approvals. Monitoring includes surface water and ground water quality and quantity, dust emissions and noise emissions.

## Tailings

Tailings management is a critical part of managing the risks of the waste produced from mining and processing. These risks can range from potential consequences of a tailings storage facility ("TSF") failure through to groundwater impact due to seepage. The design of a TSF is influenced by many factors including proximity to employees, communities, infrastructure, geological conditions, as well as the composition of the tailings.

While Galaxy's TSFs are small, located away from populations and present a low risk we acknowledge the external interest in mine tailings management. We are committed to constructing, operating and decommissioning TSFs in a safe and compliant manner consistent with regulatory requirements, applicable guidelines and standards. This applies throughout the TSF life cycle including planning, design and construction, maintenance, decommissioning, rehabilitation and post-closure monitoring and maintenance.

Galaxy has one active and one inactive TSF at our Mt Cattlin operation. The design of our TSFs is based on the potential risk to the environment to ensure we minimise and control any potential impact that may be caused by the construction, operation and post-closure of the TSFs. In 2018, we identified an opportunity to backfill a completed mine pit with tailings rather than enlarge the existing off-path TSF. During 2019, we completed the design and impact assessment for in-pit tailings disposal and commenced deposition. The off-path TSF is now in the final stage of decommissioning, being capped and will be rehabilitated in future years.

We are also in the process of obtaining approvals to remediate an historic combined tailings and waste rock facility that we acquired with the Lithium One Inc. acquisition in 2012. This property is located in the James Bay and Northern Quebec Agreement territory. Galaxy has prepared a rehabilitation plan which has been submitted to the relevant provincial authorities. We are committed to undertaking remediation works following receipt of approvals and ensuring this facility is safe, stable and non-polluting for future generations.

Further information on our TSFs can be found in Appendix 1.

Water used in 2019  
**631,067kL**



**Hypersaline**

## Water

As the global population increases the demand for clean, potable water continues to climb. This in turn increases society's interest in, and concern over, water security. Water security is a key risk to our business operations and a material topic which we will continue to address as our projects develop.

Our approach to managing water resources varies from site to site, and depends on several factors, including the technical requirements of our activities, water availability, competing requirements and regulatory requirements. We strive to recycle and re-use water (where safe and possible) within the mining process to minimise our water extraction and release of mine affected water to the environment. In 2019 we used 631,067kL of water across our operations, of which over 99% is hypersaline water that cannot be used for any human or agricultural purposes without removal of total dissolved solids. Our water use data is provided in Appendix 1.

### James Bay Remote water supply

The James Bay project is located in an isolated environment with only two viable options for water supply, namely developing a well field or transporting water to the site. As transporting water has a large GHG footprint, we made the decision to develop a well-field to lower the overall environmental impact of water supply.

The project's infrastructure has also been positioned to minimise watershed changes. Maintaining clean water and ensuring we minimise turbidity as a result of activities will be important for future operations at James Bay.

### Sal de Vida Water protection

The Sal de Vida project will develop a site water balance as part of the feasibility studies. This will focus on ensuring protection of the water resources for the communities and environment.

Galaxy has recognised the significance of fresh water in and around its Sal de Vida operations by drilling two fresh water wells which it will use in future project activities, rather than drawing on the local Los Patos River which is the source of fresh water for the local community. Lower fresh water usage was also a key consideration when selecting the preferred process flowsheet for the project during 2019.

### Mt Cattlin Combating water scarcity

Mt Cattlin has a hot dry Mediterranean climate where average rainfall is below 430 mm per annum with 75% of the rainfall occurring between March and October. Galaxy addresses water scarcity by collecting and preserving rainwater in 450 cubic metre tanks. Natural groundwater quality in the vicinity of the mine is typically saline to hyper-saline and neutral to slightly alkaline. Processing water is sourced from a groundwater borefield plus rainfall. Water is recycled through the process and there is no water discharge from site.



BIODIVERSITY

Land clearing is a fundamental pressure on the environment. We seek to avoid and minimise biodiversity loss and land disturbance, while continually improving our biodiversity management practices.

As part of environmental impact studies and project feasibility studies, we assess the biodiversity importance of an area, quantify our impacts on biodiversity and apply the mitigation hierarchy of avoidance, minimisation, rehabilitation and offsets. None of our projects are in World Heritage sites and we respect legally designated protected areas.

LAND DISTURBANCE DURING 2019	HECTARES
Land newly disturbed	147
Land newly rehabilitated	15
Total disturbed area at end 2019	353

*Note: land disturbed includes all areas of disturbance including areas covered by native vegetation, agriculture and salt pans.*

James Bay

The James Bay project is located on lands referred to under Quebec law as being “lands of the domain of the State” (in other words, lands of the public domain owned by Her Majesty in right of the Province of Quebec) and on James Bay and Northern Quebec Agreement lands.

The site is characterized by numerous hills and valleys containing peat bogs, and terrestrial communities composed mainly of jack pine and heaths. The area has been heavily impacted by fires over the past 10 years. Twenty seven of the plant species present at the site are used by the Cree Nation of Eastmain. Three large species of mammals are likely to frequent the area, and 20 small terrestrial wildlife species are potentially present. Of the biological components assessed, only the vegetation (including wetlands) would be moderately affected by impacts resulting from the project. All environmental impacts on other biological environment components are minor.

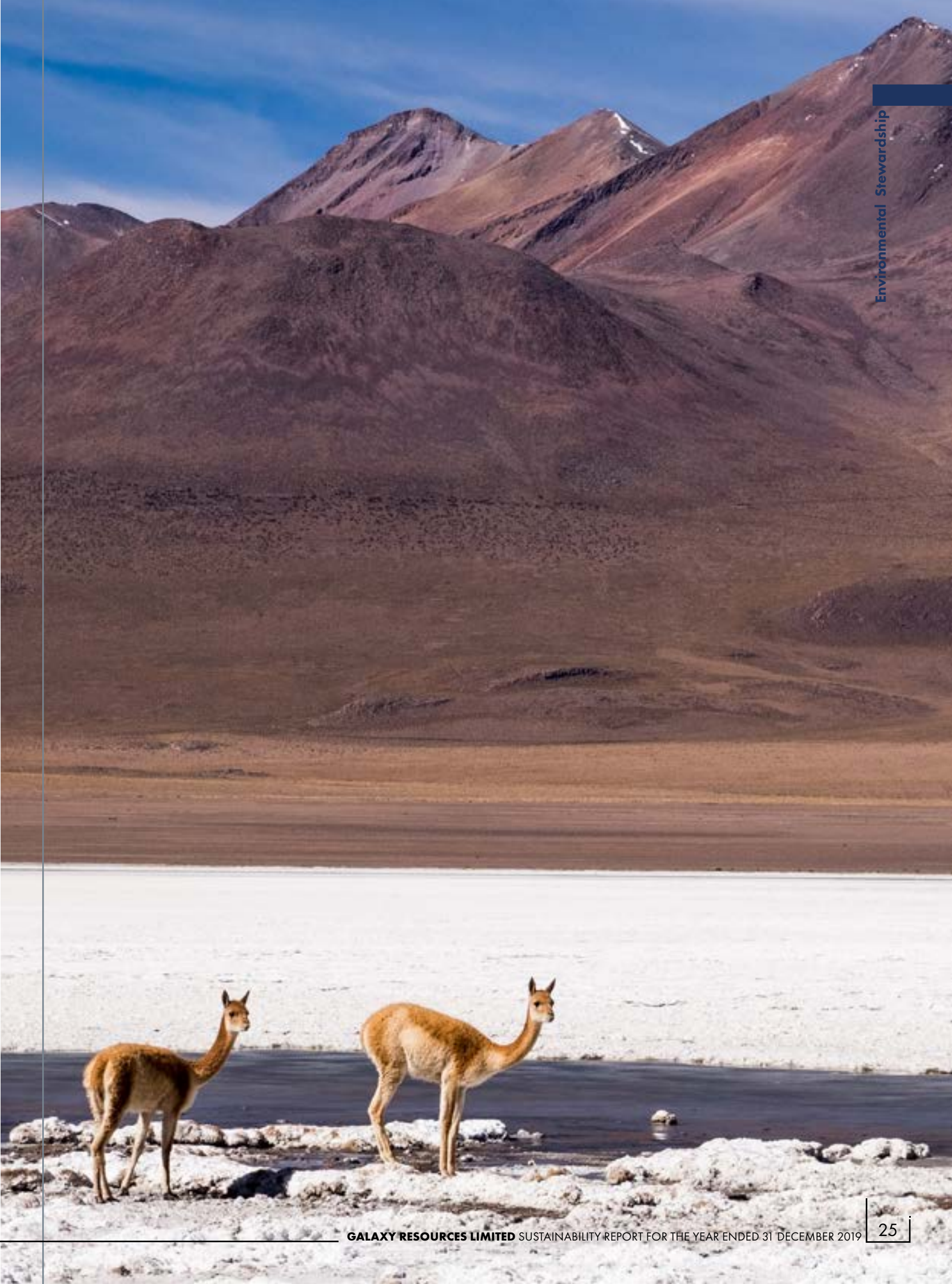
Sal de Vida

The Sal de Vida project is located in the Salar del Hombre Muerto in the Department of Antofagasta de la Sierra, province of Catamarca. This area is characterised by high solar radiation, significant daily thermal amplitude, water deficit, strong winds and highly saline soils. Accordingly vegetation in the region is sparse. Fauna species are also sparse in the region. Characteristic mammals include the puma, the red fox, the vicuña, the chinchillón, the Andean cat (although very low density and difficult to observe) and the Andean mouse, as well as other rodents.

Mt Cattlin

The Mt Cattlin project is located within the Fitzgerald Interim Biogeographic Regionalisation for Australia sub region on land previously cleared for agriculture and on crown land and reserves with native vegetation.

The project has minimised the clearing of native vegetation by preferentially locating infrastructure and waste rock landforms on previously cleared land. Impacts to native vegetation through clearing and potential spread of weeds and disease pathogens are managed to ensure biodiversity impacts are minor.







# PEOPLE FOCUS

**Attract and retain quality people. Striving for a culture that celebrates diversity, empowers employees and promotes integrity in all our activities**



# PEOPLE FOCUS

We greatly value our people and recognise that their contributions underpin our growth and success. We employ nearly 200 people and have approximately 110 contractors across our three sites. Wherever possible we seek to employ people from local communities or reside our staff within those communities. Over 75% of our employees are local hires.

## Capability and Professional Development

Galaxy is committed to providing career and development opportunities for all of our staff. At our Sal de Vida site we are upskilling local communities to equip them with the skills to potentially gain employment with Galaxy as the project advances to construction and production.

## Diversity and Inclusion

Galaxy is committed to achieving employee, senior management and Board diversity and promoting a culture that embraces diversity. Diversity includes, but is not limited to, gender, age, ethnicity and cultural background. We believe that diversity will broaden the pool for recruitment of employees and Directors, enhance employee retention, encourage innovation, and ensure that the Company benefits from all available talent.

Galaxy’s Diversity Policy can be found in the Corporate Governance section of Galaxy’s website at [www.gxy.com](http://www.gxy.com).

In 2019, we implemented a flexible work policy across our operations. We have set measurable objectives for achieving gender diversity and our progress towards achieving them is as follows. We have fallen short of meeting our objectives for the proportion of women employed in Senior Executive roles and overall proportion of women employed across the Company and will continue to seek opportunities to meet our targets in 2020.

Objective	Target 2019	Actual 2019
1. Proportion of women Directors	15%	17%
2. Proportion of women employed in Senior Executive roles <sup>1</sup>	15%	8% <sup>2</sup>
3. Proportion of women employed across the Company	25%	22%
4. Maintain nil gender pay gap for ‘like for like’ roles <sup>3</sup>	Nil	Nil

1. “Senior Executive” for the purpose of these diversity objectives is defined to mean the Chief Executive Officer and his direct reports.
2. Average over the reporting period
3. The ‘like for like’ gender pay gap measures the difference in base salary over the year between female and male employees in comparable roles.

## Employee Age



## Employee Years of Service



## Workforce Profile

Contractors make up half of our workforce at Mt Cattlin. This is mainly in the provision of earthmoving services. 95% of employees are on permanent employee contracts. There are no collective bargaining agreements in place for any employees.

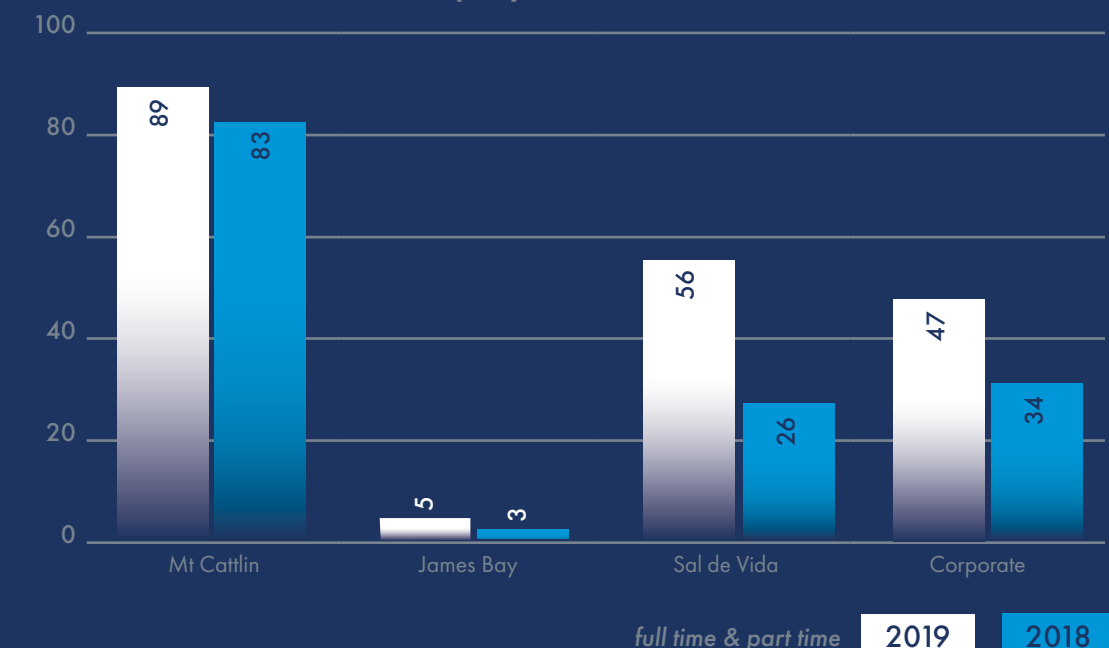
The Company's workforce grew in 2019 to support the advancement of the Sal de Vida project.

## Discrimination and harassment

Through our Equal Employment Opportunity and Harassment Policy, we commit to providing a workplace free of discrimination and harassment. This applies to all persons regardless of gender, sexual orientation, family status, pregnancy, family responsibilities, race, impairment, political or religious conviction, age and gender history. All employees and contractors are inducted in this policy through our onboarding processes. In 2019, we rolled out a specific bullying and harassment familiarisation presentation at Mt Cattlin.

Galaxy’s Equal Employment Opportunity and Harassment Policy can be found in the Corporate Governance section of Galaxy’s website at [www.gxy.com](http://www.gxy.com).

## Employee Locations

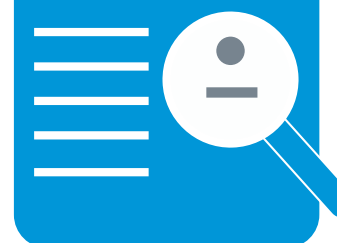






## Supporting quality education to build skills and create work opportunities

### CASE STUDY



In order to develop the professional skills of the community of Catamarca, a number of educational programs have been introduced, both at the University of Catamarca and at the Sal de Vida office and camp. We have worked with the University to develop a range of programs to assist training of future workers from local communities, including:

- Lithium mining knowledge and skills;
- Teamwork skills;
- Conflict management;
- Communication skills;
- English language classes;
- Preparation of CVs; and
- Professional interview skills.

## Good health and wellbeing

Sal de Vida is remote, and the local communities have limited access to quality medical services. We have established both a healthcare service and an employee assistance program for our staff in Catamarca.

The wellness program provides advice on financial, legal, psychological, nutritional, maternity and personal topics for managers, supervisors, employees and their families.

The program provides:

- 24 hour medical access via a remote access service;
- A comprehensive directory of professional healthcare providers;
- Diagnostic and complimentary tests;
- Discounts on medicines;
- Technological advice on healthcare equipment;
- Training in remote assistance and first aid; and
- Psychological support.



# SOCIAL RESPONSIBILITY



**Becoming an active member  
of the communities in which  
we operate and striving to  
improve the wellbeing of such  
regions**



# SOCIAL RESPONSIBILITY

We recognise the importance of building and maintaining positive relationships with our stakeholders across the globe.

## Community Engagement

Galaxy believes in regular, transparent engagements with the communities within which it operates. This engagement is aimed at ensuring our local stakeholders have a clear and current awareness of Galaxy's activities and any impacts those activities may have on those around us. Galaxy works closely with local communities to minimise any adverse impacts arising from its operations.

Galaxy's stakeholder engagement includes:

- Site visits and tours;
- Information sharing sessions such as town hall meetings;
- Direct community outreach and contact with Galaxy employees; and
- Indirect community outreach via the Company's website.

Galaxy records all social incidents and community grievances in an incident reporting system and endeavours to address all comments and concerns in an accurate, meaningful and timely way.

During 2019 Galaxy relocated its Argentinian office to Catamarca and opened a new community relations office in Antofagasta de la Sierra to facilitate communications with local stakeholders.

## Social Investment

As part of making a valuable contribution as community partners, we seek meaningful long-term relationships that respect local cultures and create lasting benefits. We aim to support the development of diversified and resilient local economies that contribute to quality of life improvements that continue beyond the life of our operations.

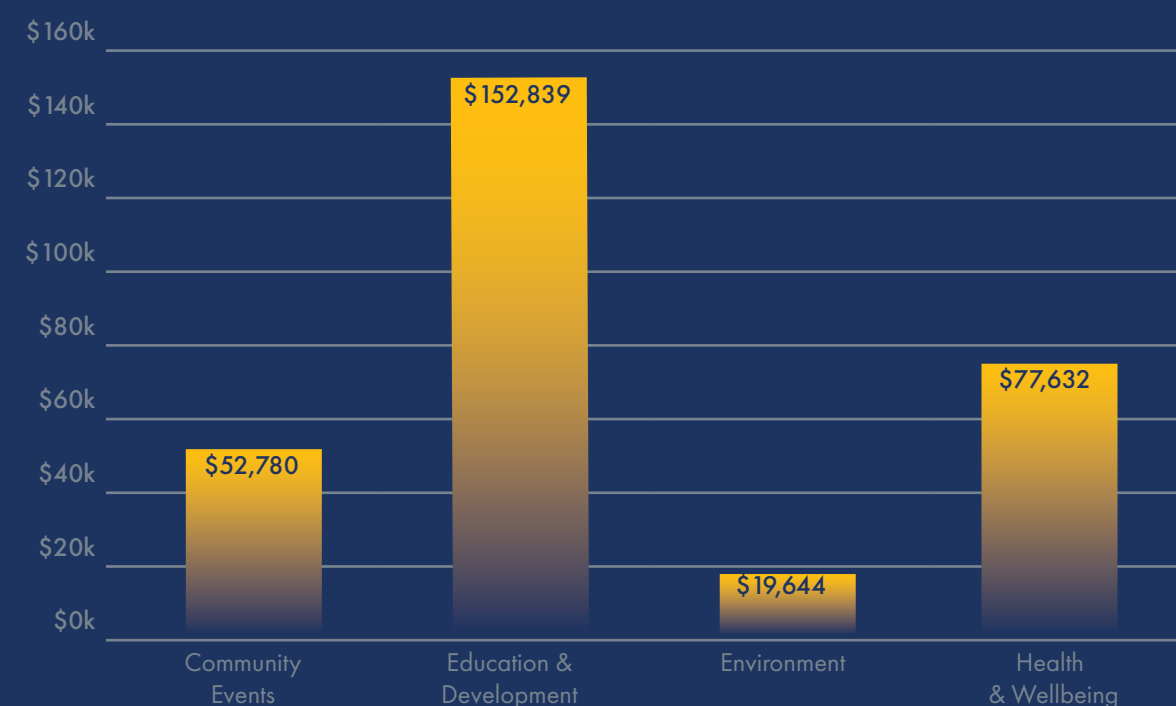
Three social investment pillars have been developed in alignment with Galaxy's business identity and values while also considering the SDGs which are most relevant to our business. Social investments are targeted in the following areas:

- Education and Employment - aiming to enhance human capability and social inclusion by increasing the number of people with access to quality education and vocational training (SDGs 4 and 8).
- Environment - aiming to contribute to enduring environmental and social benefits through biodiversity conservation, water stewardship and climate change mitigation and adaptation (SDGs 6, 13 and 15).
- Health and Wellbeing – aiming to contribute to ensuring healthy lives and promote well-being at all ages (SDGs 3 and 6).

Galaxy's social investment principles are

- Transparency: we act in an ethical manner and within Galaxy's Corporate Code of Conduct and all applicable laws and regulations. We interact with all stakeholders transparently to select, approve, implement and monitor social investment.
- Mutual Benefit: our social investments are of mutual interest to the communities and Galaxy.
- Sustainable: our focus is to obtain sustainable benefits in the mid and long term in an effort to reach as many people as possible. We also make our projects sustainable by transferring knowledge to the communities.
- Area of Influence: our priority is to positively impact our immediate neighbours and the regions in which we operate.
- Partnerships: we foster partnerships with NGO's and trustworthy institutions to plan, deploy and monitor our social investment.
- Responsible investment allocation: we allocate social investment in a responsible manner, within Galaxy's policies, procedures and principles and ensure we verify and control its effectiveness.

## Community contributions breakdown



In 2019, we contributed over \$300,000 globally to initiatives in regions where Galaxy has a presence as well as a small number of corporate programs. This included:

- The Sal de Vida Program (see case study)
- Upgrade to the Ravensthorpe community gymnasium
- Provision of electric vehicle battery charging stations at The University of Western Australia



## Sal de Vida Program

### CASE STUDY

During the year Galaxy agreed with the Government of Catamarca to undertake a two-year community support program to support the surrounding communities of the project.

As part of this, we are working with the local communities and the authorities to expand a rural high school in El Peñon village and improve the local primary school in Antofagasta de la Sierra village in Argentina.

These initiatives will enable the residents of these isolated communities to complete their studies in their local community and thereby maximise their chances of meaningful participating in the workforce upon graduation.

### Improvements to Primary School

The primary school in Antofagasta de la Sierra is too small to meet projected student numbers and the educational spaces are poor quality. At certain times of the year, the combination of adverse weather conditions and poor building design make the school uninhabitable. The improvement works that Galaxy will support include expanding capacity to include seven classrooms, a library, two offices, restrooms, a kitchen and dining room to host 250 students, a multi-purpose hall, a workshop and a covered sports playground.

The estimated budget for this project is \$180,000 fully funded by Galaxy. Construction has commenced and will take approximately nine months. Galaxy will oversee construction and the Education Ministry of Catamarca Province will inspect progress.

### Construction of new rural High School

The high school in El Peñon Village has 58 students and operates in the same building as the primary school, therefore high school students start classes after 5pm. To address this Galaxy is supporting the construction of an annexed secondary school on the primary school grounds.

The new building area will include five classrooms, 2 offices, restrooms, kitchen, playground and patio and allow primary and high school classes to be conducted during normal school hours.

The construction budget is \$420,000 which will be fully funded by Galaxy and will take approximately 15 months to complete. The Ministry of Public Works is responsible for the design and approval of the new buildings with Galaxy overseeing the construction activity.

### An afternoon with Galaxy – Mt Cattlin operations

During October 2019 Galaxy's Mt Cattlin operation hosted an "Afternoon with Galaxy" - a community event in Ravensthorpe. The event consisted of a site tour for local residents and a host of family friendly activities. In excess of 90 adults and 50 children visited the Mt Cattlin site where they engaged with the site management team. Mining equipment was on display and visitors were treated to a demonstration of how the separation process works on a bench top scale. The evening concluded with a live band at the local recreation centre.

### INDIGENOUS RELATIONS AND CULTURAL HERITAGE

Galaxy acknowledges the special connection that Indigenous peoples have with land and we seek to work together to build constructive and respectful relationships.

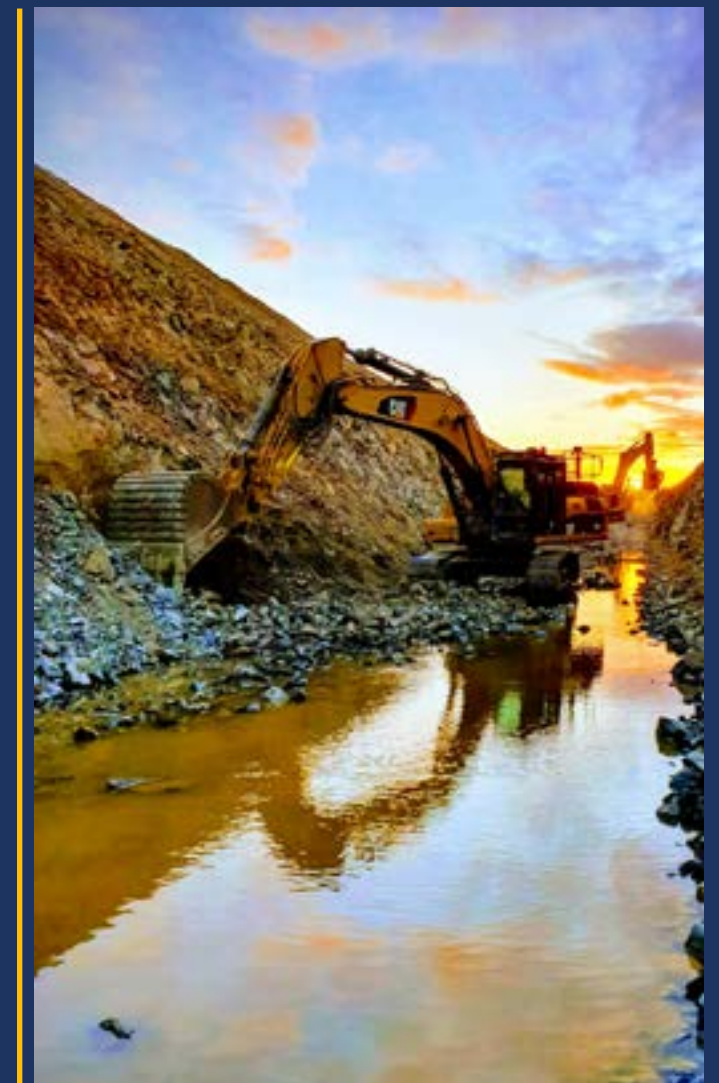
At locations where cultural heritage is identified, plans are implemented to ensure the protection of sites and to meet regulatory requirements. This is especially important when our projects are located on land traditionally owned by, adjacent to, or under customary use by Indigenous peoples.

#### James Bay

The James Bay project is located in northern Quebec, roughly 100km east of James Bay and the community of Eastmain. Galaxy is working closely with the Cree Nation of Eastmain to understand impacts and concerns related to mine development and to provide mitigation strategies to those impacts. The Cree Nation of Eastmain and the Cree Nation Government are working in collaboration with Galaxy to develop an Impacts and Benefits Agreement (also called a Collaboration Agreement) ("IBA"), that detail benefits to the community as a result of the project. All parties are committed to working in a transparent and mutually respectfully manner throughout the IBA process and moving forward.

#### Mt Cattlin

The Mt Cattlin project is located in southwest Western Australia on Noongar country. Galaxy has a Heritage Agreement in place with the Wagyl Kaip and Southern Noongar Agreement Group. This agreement ensure that activities are carried out in a manner that protects Aboriginal Sites and Aboriginal Objects to the greatest extent possible. It requires early consultation on possible works and where necessary, the conduct of site identification surveys or site avoidance surveys. In 2019, Galaxy completed clearing of a heritage site as approved under a section 18 consent to disturb. A non-compliance occurred during the clearing as a small area was cleared without Traditional Owner supervision. This was reported to the regulatory authorities and further clearing undertaken with Traditional Owners present.







# ECONOMIC RESPONSIBILITY & GOVERNANCE



**Focus on growing value and  
returns for all stakeholders.  
Responsibility to uphold  
good governance practice**



# ECONOMIC RESPONSIBILITY & GOVERNANCE

We conduct our business in accordance with the laws and regulatory requirements of the jurisdictions in which we operate.

We adhere to good governance practices as mandated by our Corporate Code of Conduct, our Company Values and community expectations.

## Governance

The Board of Directors oversees Galaxy's sustainability objectives. In 2018, a Health, Safety, Environment and Community Committee was established to assist the Board in its oversight and review of health, safety, environmental and community ("HSEC") responsibilities.

The HSEC Committee Charter is located in the Corporate Governance section of the Company's website [www.gxy.com](http://www.gxy.com) and sets out the duties and responsibilities of the Committee. These include:

- overseeing the implementation of systems, policies, culture and activities as they relate to HSEC;
- monitoring Galaxy's responsibilities and commitments to social issues such as human rights; and
- reviewing Galaxy's response on issues of HSEC concern or non-compliance.

The HSEC Committee met twice in 2019. The Board's Audit and Risk Committee also has responsibility to assist with governance and risk management oversight. More detail is provided on the Board and Board committees in the Annual Report which can be found in the Corporate Governance section of Galaxy's website at [www.gxy.com](http://www.gxy.com).

The Board and senior management team are committed to upholding the highest standards of corporate governance, including compliance with the 3rd edition of the ASX Corporate Governance Principles and Recommendations.

For further information, refer to Galaxy's Corporate Governance Statement for the year ended 31 December 2019 which can be found in the Corporate Governance section of Galaxy's website at [www.gxy.com](http://www.gxy.com).

## Corporate Code of Conduct

At Galaxy, we uphold lawful, moral and ethical practices to a high standard in our business operations and our dealings with employees, customers, suppliers, communities and shareholders. Our Corporate Code of Conduct expresses principles that Galaxy, its employees and external consultants should follow in all dealings related to Galaxy. They should be loyal to Galaxy, should show the highest business integrity in their dealings with others, including preserving the confidentiality of other peoples' information and should conduct Galaxy's business in accordance with the law and principles of good business practice.

## Galaxy Entities

A list of all entities in the Galaxy Group is included in the Galaxy Annual Report. All entities are covered by the Annual Report and the Sustainability Report.

## Risk Management

Galaxy recognises that risk is an intrinsic aspect of its business. Galaxy's Risk Management Policy, and associated Risk Management Framework, outline Galaxy's approach to risk management across its global operations.

The approach to risk management outlined in these documents will:

1. Improve the quality and consistency of decision making and risk tolerance;
2. Manage risk exposures to tolerable level with regard to financial sustainability and taking account of shareholder expectations;
3. Enhance the effectiveness and efficiency of Galaxy's activities;
4. Encourage pro-active rather than reactive management;
5. Minimise "surprises" through the prompt communication of risk knowledge; and
6. Safeguard Galaxy's assets, people, finances and the environment.

Galaxy's Risk Management Policy can be found in the Corporate Governance section of Galaxy's website at [www.gxy.com](http://www.gxy.com).

## Anti-Bribery and Corruption

At Galaxy we pride ourselves on acting with integrity and honesty wherever we do business around the world. We greatly value our reputation for honesty and integrity, and all Galaxy employees and all those who represent or are associated with the Company are required to conduct Galaxy business in a manner which complies with the laws and standards of behaviour prescribed by the jurisdictions in which we operate.

Our Anti-Bribery and Corruption Policy sets out the anti-bribery and corruption commitments of Galaxy. Through its Board and senior management, Galaxy are committed to:

- A zero-tolerance approach to bribery and corruption. Bribery and corruption are never acceptable by or on behalf of Galaxy and we will not tolerate them in our business or by those we do business with.
- Acting fairly, honestly, openly and in an ethical manner in all our business dealings and relationships wherever we operate.
- Upholding applicable national and international laws and regulations relevant to countering bribery and corruption wherever we operate.

- Maintaining accurate and proper books, records and financial reporting. These must be transparent and must accurately reflect each of the underlying transactions.
- Implementing and enforcing effective systems within Galaxy, including mandatory training, to counter the risk of bribery and corruption and to comply with our obligations to maintain accurate books and records.

During 2019, anti-bribery and corruption training sessions were attended by over 75 employees.

Galaxy has also established a whistle-blower service where reports of suspected bribery or corruption can be made anonymously. This service is advertised across our sites to encourage employees to utilise the service.

Galaxy's Anti-Bribery and Corruption Policy and Whistleblower Policy can be found in the Corporate Governance section of Galaxy's website at [www.gxy.com](http://www.gxy.com).



## Human Rights

Galaxy believes that all people should be treated with dignity and respect, and it is committed to respecting the human rights of all individuals impacted by Galaxy's operations.

In 2019 Galaxy adopted a Human Rights Policy to articulate our commitment to respecting human rights. Galaxy respects and supports human rights as set out in the Universal Declaration of Human Rights and the fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We seek to minimise any adverse impacts on the human rights of its stakeholders which may arise from our activities.

Galaxy's Human Rights Policy can be found in the Corporate Governance section of Galaxy's website at [www.gxy.com](http://www.gxy.com).

## Modern slavery

Galaxy is aware of its obligations under the Modern Slavery Act 2018 (Cth). The Act establishes the requirement for modern slavery reporting to address modern slavery risks and to publicly disclose this in an annual Modern Slavery Statement.

We are preparing for this requirement by undertaking risk assessments to identify those parts of our business and supply chains where there is a risk of modern slavery practices.

Galaxy's commitments regarding Modern Slavery are contained in its Human Rights Policy which can be found in the Corporate Governance section of Galaxy's website at [www.gxy.com](http://www.gxy.com).

**US\$20M**

Salaries, wages  
& benefits paid to  
employees

**US\$69M**

Payments made  
to suppliers and  
contractors

**US\$66M**

Government taxes  
and royalties

## Economic Contributions

Our business activities create direct and indirect economic benefits to countries and communities in which we operate including

- employment opportunities;
- procurement of goods and services; and
- taxes paid to government.

Wherever possible, we endeavour to support local procurement.

US \$ million	Operating Revenue	Payments to Employees*	Payment to Contractors**	Government***
Australia	69,514	17,319	48,191	3,613
Canada		389	4,684	
Argentina		2,027	16,330	62,189
<b>Total</b>	<b>69,514</b>	<b>19,734</b>	<b>69,206</b>	<b>65,802</b>

\* Expenses for salary, wages and benefits

\*\* Payments made to suppliers and contractors for the purchase of utilities, goods and services (operating and capital cost)

\*\*\* Total taxes borne and collected including income taxes, royalties, payroll tax and withholding taxes





## Environmental Data

### Appendix 1

ENERGY PRODUCED AND ENERGY CONSUMED			
	GIGAJOULES		
	Total Energy Consumed	Net Energy Consumed	Energy Produced
<b>Australia;</b> Mt Cattlin & Perth Office	584,271	512,732	71,539
<b>Canada;</b> James Bay & Montreal Office	211	211	
<b>Argentina;</b> Sal de Vida & Catamarca Office	10,448	10,448	
<b>Total</b>	<b>594,931</b>	<b>523,392</b>	<b>71,539</b>

GREENHOUSE GAS EMISSIONS			
	TONNES CO <sub>2</sub> e		
	Scope 1	Scope 2	Total
<b>Australia;</b> Mt Cattlin & Perth Office	35,484	75.7	35,560
<b>Canada;</b> James Bay & Montreal Office	0.5	39.5	40
<b>Argentina;</b> Sal de Vida & Catamarca Office	724	26.9	751
<b>Total</b>	<b>36,209</b>	<b>142</b>	<b>36,351</b>

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GREENHOUSE GAS EMISSIONS AND ENERGY VALUES - MT CATTLIN OPERATIONS					
SOURCE/FUEL	AMOUNT	UNIT	GHG (TONNE CO <sub>2</sub> e)	ENERGY CONSUMED (GJ)	ENERGY PRODUCED (GJ)
Diesel (Electricity)	5,134	kL	13,912	198,179	-
Diesel (Non-Transport)	7,726	kL	20,937	298,242	-
Diesel (Transport - Post 2004)	199	kL	541	7,558	-
Lubricating Oils	167	kL	89.8	6,461	-
Greases	30	kL	4.09	1,169	-
Non-lubricant Fluid Oils	16	kL	-	624	-
Electricity Produced	19,872	MWh	-	-	71,539
Electricity Consumed	71,539	GJ	-	71,539	-
SF6	4.25	Kg stock	0.862	-	-

### Appendix 1 (Continued)

#### Water

MT CATTLIN			
kL	Category 1 <sup>1</sup>	Category 2 <sup>2</sup>	Category 3 <sup>3</sup>
Surface <sup>4</sup>	0	0	84,911
Ground <sup>5</sup>	0	0	522,522
Seawater <sup>6</sup>	0	0	0
3rd Party <sup>7</sup>	0	0	0

SAL DA VIDA			
kL	Category 1 <sup>1</sup>	Category 2 <sup>2</sup>	Category 3 <sup>3</sup>
Surface <sup>4</sup>	2,960	0	0
Ground <sup>5</sup>	0	30	20,644
Seawater <sup>6</sup>	0	0	0
3rd Party <sup>7</sup>	0	0	0

- 1 Category 1: Water close to drinking standards. It requires only minimum treatment (disinfection) to be safe for human consumption. It can be used for all purposes. <1000mg/l TDS.
- 2 Category 2: Water that requires treatment to remove total dissolved solids and to adjust other parameters to be safe for human consumption. It can be used for many agricultural and recreational purposes. 1001 – 5000mg/l TDS.
- 3 Category 3: Hyper saline water that cannot be used for any agricultural purposes without removal of total dissolved solids. > 5000mg/l TDS.
- 4 Surface: Rainwater collected, and water extracted from lakes, rivers, and dams
- 5 Ground: Water extracted (abstracted) from wells & bores
- 6 Seawater: Water extracted from oceans, estuaries, inlets, other bodies directly connected and adjacent to the sea
- 7 3rd Party: Water obtained from municipal or other reticulated distribution systems or reservoirs



## Appendix 1 (Continued)

## Tailing Dam disclosure

	"Tailings Dam" Name/identifier	Mt Cattlin - TSF	Mt Cattlin – in-pit TSF
1.	Location (coordinates)	223,000 mE, 6,283,000mN (MGA)	224,500 mE, 6,282,500mN (MGA)
2.	Ownership	Owned and operated	Owned and operated
3.	Status	Inactive	Active
4.	Date of Initial Operation	2010	2019
5.	Is the Dam currently operated or closed as per currently approved design?	Yes	Yes
6.	Raising Method	Upstream	N/A
7.	Current Maximum Height	22 m	N/A
8.	Current Tailings Storage Impoundment Volume	863,037 m3	147,871 m3
9.	Planned Tailings Storage Impoundment Volume in 5 years' time.	863,037 m3	600,000 m3
10.	Most recent Independent Expert Review	August 2019	August 2019
11.	Do you have full and complete relevant engineering records including design, construction, operation, maintenance and/or closure?	Yes	Yes
12.	What is your hazard categorisation of this facility, based on consequence of failure?	Category 1 (DMIRS)	Category 3 (DMIRS)
13.	What guideline do you follow for the classification system?	DMIRS	DMIRS
14.	Has this facility, at any point in its history, failed to be confirmed or certified as stable, or experienced notable stability concerns, as identified by an independent engineer (even if later certified as stable by the same or a different firm).	No	No
15.	Do you have internal/in house engineering specialist oversight of this facility? Or do you have external engineering support for this purpose?	Internal & External	Internal & External
16.	Has a formal analysis of the downstream impact on communities, ecosystems and critical infrastructure in the event of catastrophic failure been undertaken and to reflect final conditions? If so, when did this assessment take place?	No. Based on risk assessment undertaken. No downstream communities, ecosystems or critical infrastructure.	No. Based on risk assessment undertaken. In-pit TSF, no downstream communities, ecosystems or critical infrastructure.
17.	Is there a) a closure plan in place for this dam, and b) does it include long term monitoring?	Yes	Yes
18.	Have you, or do you plan to assess your tailings facilities against the impact of more regular extreme weather events as a result of climate change, e.g. over the next two years?	Planned, as part of climate change physical risk assessments in 2020	Planned, as part of climate change physical risk assessments in 2020
19.	Any other relevant information and supporting documentation.	No	No

## GRI Index

## Appendix 2

	Disclosure	Chapter	Omission Statement where reporting requirements not fully met
1. Organisation profile			
102-1	Name of Organisation	Galaxy at a glance	
102-2	Activities, brands, products and services	Vision and values Galaxy at a glance	
102-3	Location of headquarters	Galaxy at a glance	
102-4	Location of operations	Galaxy at a glance	
102-5	Ownership and legal form	Galaxy at a glance Economic Responsibility & Governance	
102-6	Markets served	Galaxy at a glance Economic Responsibility & Governance	Partially met. Customers and locations are not reported.
102-7	Scale of organisation	Galaxy at a glance People Focus Economic Responsibility & Governance Environmental Stewardship	Partially met. Beneficial ownership is not reported.
102-8	Information on employees and other workers	People Focus Social responsibility	
102-9	Supply chain		Supply chain has been excluded from the scope of the first sustainability report.
102-10	Significant changes to the organisation and its supply chain		This disclosure is not relevant as this is the first company Sustainability Report.
102-11	Precautionary Principle or approach	Sustainability Framework Economic Responsibility & Governance Environmental Stewardship	Partially met. The application of the precautionary principle will be reviewed in 2020.
102-12	External initiatives	Reference case studies	
102-13	Membership of associations	Economic Responsibility & Governance	
2. Strategy			
102-14	Statement from senior decision-maker	Message from CEO	
3. Ethics and integrity			
102-16	Values, principles, standards and norms of behavior	Vision and Values Economic Responsibility and Governance	Partially met. Training on values will be reviewed in 2020.
4. Governance			
102-18	Governance structure	Economic Responsibility and Governance	Partially met. More detail on governance structure is reported in Annual Report.



**Appendix 2 (Continued)**

Disclosure		Chapter	Omission Statement where reporting requirements not fully met
5. Stakeholder engagement			
102-40	List of stakeholder groups	Our Focus	
102-41	Collective bargaining agreements	People Focus	
102-42	Identifying and selecting stakeholders	Our Focus	
102-43	Approach to stakeholder engagement	Our Focus Social Responsibility	
102-44	Key topics and concerns raised	Our Focus Social Responsibility	Partially met. To be captured in future years.
6. Reporting practice			
102-45	Entities included in the consolidated financial statements		This detail is covered in the Annual Report.
102-46	Defining report content and topic boundaries	Our Focus	
102-47	List of material topics	Our Focus	
102-48	Restatements of information		This disclosure is not relevant as this is the first company Sustainability Report.
102-49	Changes in reporting		This disclosure is not relevant as this is the first company Sustainability Report.
102-50	Reporting period	Our Focus	
102-51	Date of most recent report		This disclosure is not relevant as this is the first company Sustainability Report.
102-52	Reporting cycle	Our Focus	
102-53	Contact point for questions regarding the report	Message from CEO	
102-54	Claims of reporting in accordance with GRI Standards	Our Focus	
102-55	GRI content index	Appendix	
102-56	External assurance		External Assurance has not been sought for this report. This will be considered in future years.







**Galaxy Resources Limited**  
**ABN: 11 071 976 442**

**[www.gxy.com](http://www.gxy.com)**