

2022

Sustainability Report

HILLGROVE
RESOURCES





Reintroduced native grass at Kanmantoo

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A foreword from our Chair.

Hillgrove Resources Limited (Hillgrove) is an ASX listed Australian resources company that owns and operates the Kanmantoo Copper Gold Mine in South Australia.

Having successfully completed open pit mining at the Kanmantoo site in 2020, we are proud of the role we have played in supporting the communities surrounding our operations, our record on environmental stewardship, and our award-winning positive stakeholder engagement. As we continue preparations for the commencement of underground operations at the Kanmantoo site, we are committed to continuing to meet and exceed the evolving Environmental, Social, and Governance (ESG) good practice expectations of our stakeholders.

The Kanmantoo mine already represents one of the most efficient and innovative junior mining operations in the world. The site utilises repurposed production and processing infrastructure, has trialled world-leading emissions-free mining technology, and has a strong record of sustainable energy and water usage.

Yet while we have a strong sustainability record, with much of our performance recorded publicly, this report represents the first time Hillgrove Resources has consolidated such information into one report, aligned with globally recognised reporting frameworks.

For Year One (2022), our goal is to identify the ESG topics material to our business presently and those likely to be material if, as expected, underground operations begin later this year. The outcome of this process will then serve as the foundation for establishing our annual ESG framework and for our ESG reporting going forward.

In addition to completing our first materiality assessment, we have also begun assessing our current actions and achievements linked to each material issue; identifying areas where further action is needed; and setting medium to long-term stretch goals. This information is available in this report and will be updated and expanded next year should the mine become operational.

Finally, the contents of this report purely relate to the company's sole current asset, the Kanmantoo Copper Gold Mine. Should the company commence or acquire new mining operations, our ESG reporting will expand accordingly.

**Derek Carter, Chair
Hillgrove Resources**

Introduction.

Standards Alignment

This report has been compiled using the GRI Reporting Framework. Additionally, the GRI Environmental Performance Indicators, the UN Sustainable Development Goals (SDGs), and the International Council on Mining and Metals (ICMM) Mining Principles were used as the core reference points to identify ESG topics currently or potentially material to our operations. We also acknowledge that materiality will likely change should mining operations commence. As such, materiality will be reviewed annually.

Methodology

To produce this report Hillgrove undertook the following process in line with GRI best practice:

Step 1: Preparation and planning

Convened a sustainability working group to define and deliver the project;

Developed the report vision and framework;

Consulted on the overall approach with two independent, ESG technical experts.

Step 2: Scoping and engagement

Undertook a materiality assessment to identify topics of relevance;

Validated and grouped topics in line with global standards and frameworks (GRI Indicators, UN SDGs, ICMM Principles);

Mapped, surveyed, and interviewed internal and external stakeholders on the material topics and their respective importance. Stakeholders included: staff, contractors, suppliers, community members, investors and customers.

Step 3: Framework and reporting


Reviewed and consolidated quantitative and qualitative feedback from the stakeholder consultation process;

Finalised the ESG materiality matrix;

Reviewed and reported on actions taken to date against relevant metrics where available/relevant;

Where possible/relevant, established practical and meaningful commitments and/or goals for the company to aim for, monitor, and report against annually;

Established an internal governance structure and process for the ongoing monitoring of action committed to in the report.

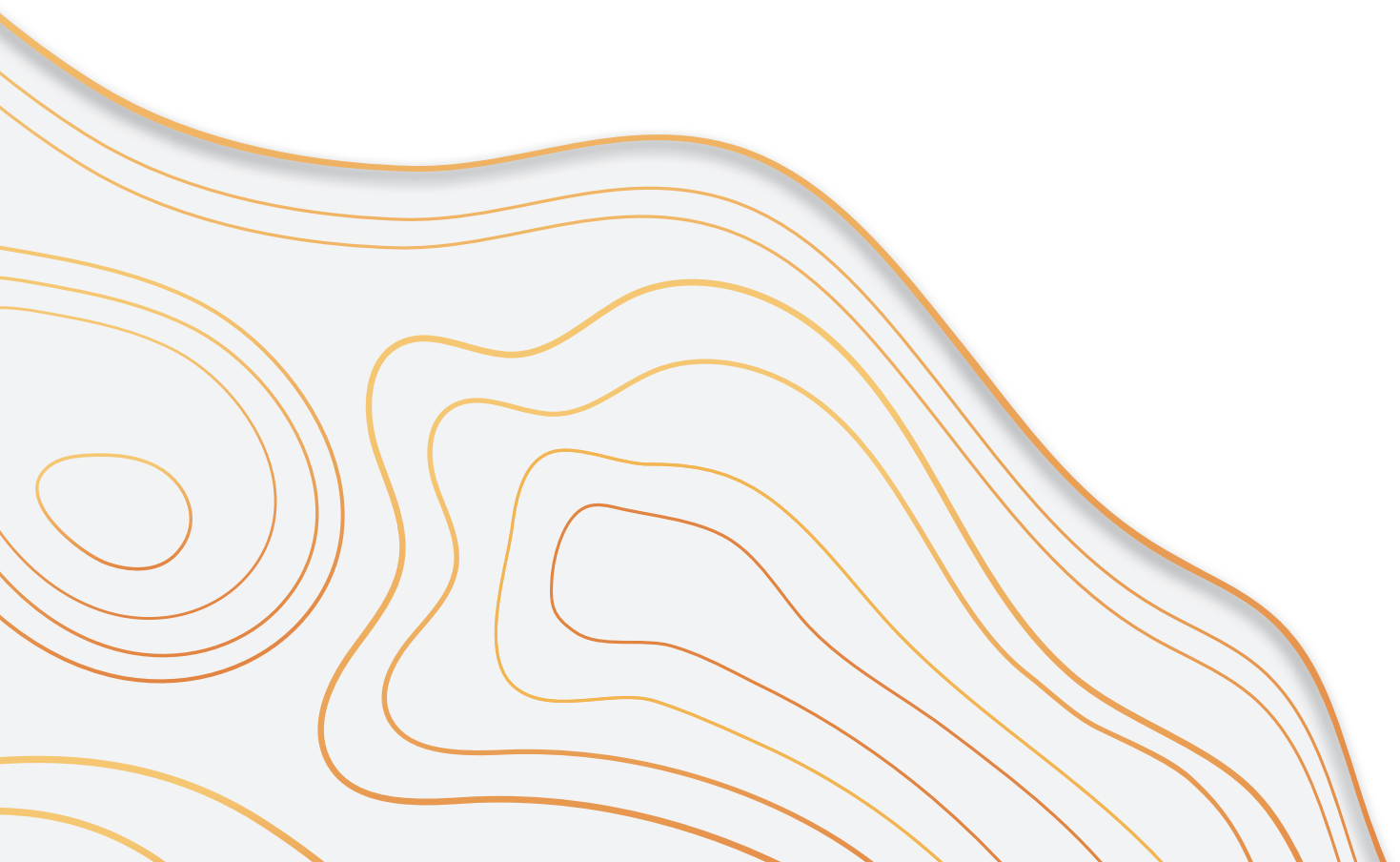


Hillgrove's ESG Materiality Focus 2022.

When establishing our list of material topics, we assessed these through the prism of Environmental, Social, and Governance (ESG).

In each area, topics were identified through desk research, a literature review covering industry good practice publications, market insight, media reporting and stakeholder commentary. Identified topics were then assessed in the context of Hillgrove's operations to assess materiality. The findings of the internal Sustainability Report working group, and the independent consultant producing the report were then tested through a survey and interview process with internal and external stakeholders.

Each materiality topic was assessed in terms of importance to stakeholders and Hillgrove Resources respectively with interviewees also asked if there were any further topics that should be added. The results of this process are outlined in the materiality matrix, which can be found on page 8. The matrix will be re-assessed annually and used to guide Hillgrove's ESG action priorities.

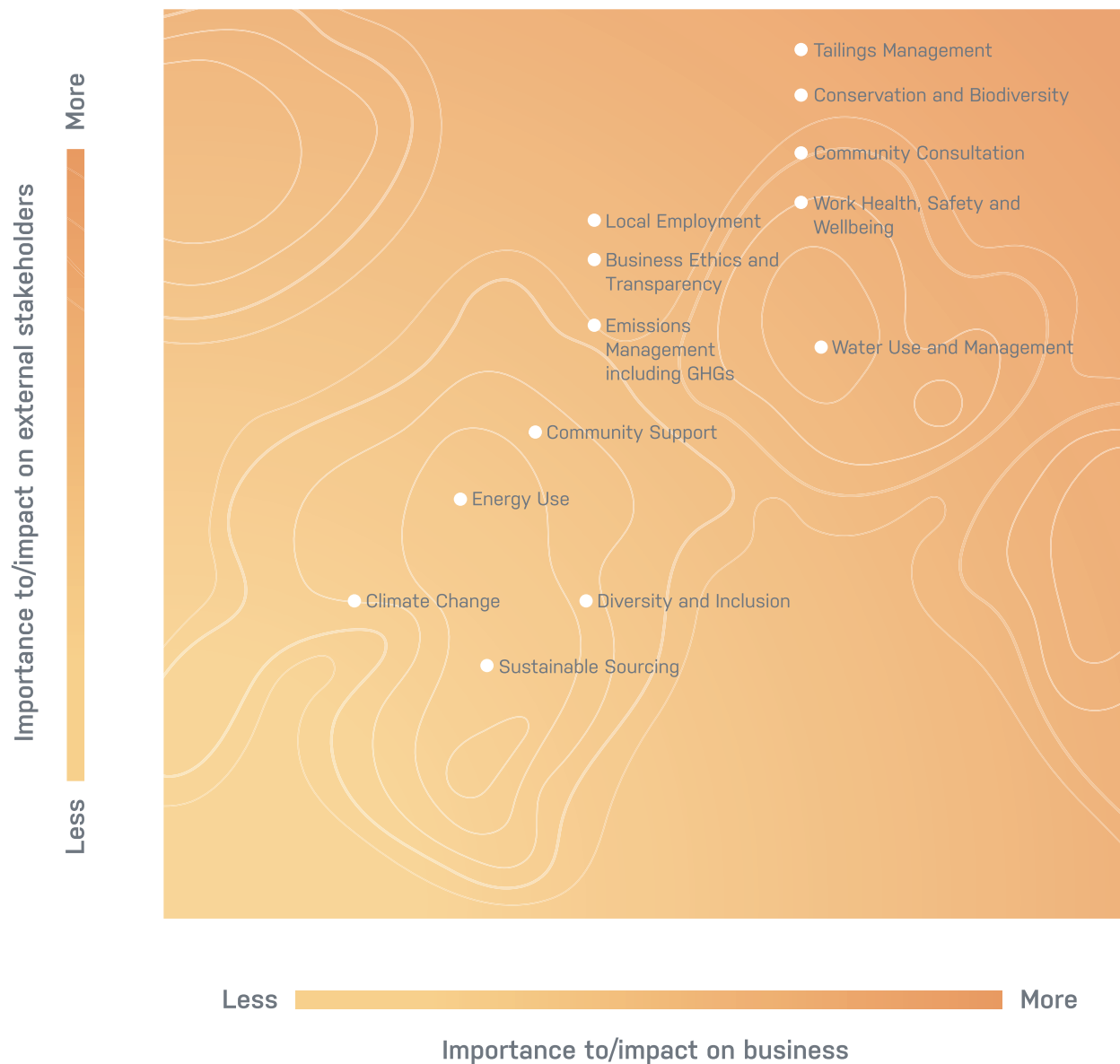


| Environmental | Definition |
|-------------------------------------|---|
| Climate Change | Develop and commit to a climate change position statement. |
| Energy Use | Explore new technology and initiatives to reduce energy consumption and increase use of renewables. |
| Water Use and Management | Explore new technology and initiatives to reduce water consumption and utilise recycled water whenever commercially viable. |
| Emissions Management including GHGs | Meet all regulations on emissions and work to reduce GHGs in line with global and industry standards. |
| Conservation and Biodiversity | Continually monitor and manage land use including meeting and exceeding all land restoration regulations. |
| Tailings Management | Meet and exceed all regulatory requirements on tailings management. |

| Social | Definition |
|-----------------------------------|---|
| Community Consultation | Maintain ongoing formal and informal channels for community members to consult and provide feedback on mine operations. |
| Community Support | Contribute positively to local communities by reducing impact and creating local benefits. |
| Local Employment | Preferentially seek to employ from the local community and upskill through onsite training. |
| Sustainable Sourcing | Develop and commit to a sustainable sourcing policy. |
| Diversity and Inclusion | Develop and commit to a diversity and inclusion policy. Set medium and long-term targets for gender balance, and indigenous employment. |
| Work Health, Safety and Wellbeing | Maintain a safety-first culture through systems and processes that embed and monitor good HSE practice at all times. |

| Governance | Definition |
|----------------------------------|---|
| Business Ethics and Transparency | Comply with all relevant laws and regulations, report and disclose accurately to stakeholders, and act ethically and transparently. |

ESG Materiality Matrix.



Our performance to date, our commitments, and our long-term goals.

We are committed to setting meaningful medium-term and long-term targets to improve our performance and our impact linked to the ESG topics material to our business. Through the annual sustainability report, we are also committed to continually monitoring action taken in these areas and disclosing this information publicly.

For this initial report, which covers our sole asset in its current care-and-maintenance state, we map out the actions and achievements delivered to date where they are relevant, including actions and achievements delivered during the period the original open pit mine was operational. The information will serve as a baseline and a foundation for reporting going forward. We also expect to review and update both our materiality topics and our metrics once underground operations commence.

"We are proud of our sustainability record. This success is in large part due to the strong engagement from the local communities surrounding our Kanmantoo mine.

"We have built up an award-winning approach to stakeholder consultation, meaning our ESG action is not taken independently, but in collaboration with those whose communities are involved with and impacted by our operations.

Framing and reporting our ESG plans and action in this new Sustainability Report format is a natural next step for us. Bringing our work into one, easily accessible place."

Lachlan Wallace, CEO and Managing Director,
Hillgrove Resources



Environment.

Hillgrove has a strong record of environmental stewardship, and we remain committed to managing and mitigating the impacts our operations have on the environment. We also acknowledge the potential impact of broader changes to the environment and climate on our ability to operate as a business.

Our environmental focus can be seen as having a micro and macro element.

At the micro, or local level, our priority is to minimise impact on the local environment and act as an enabler and accelerator for native revegetation, biodiversity, and conservation through our land management and restoration. The control and management of our tailings facility is also seen as a fundamental responsibility.

At the macro, or global level, we are exploring ways to further enhance our contribution to net zero transition. At Kanmantoo, we have initiated trials of an electrical mechanical cutting machine for mine development, which, if successful, may assist the mining industry reduce emissions. In addition, we continue to significantly utilise recycled water, and through our connection to the South Australian grid we are able to increasingly rely on renewable energy.

"We see an opportunity here, not only to meet our regulatory requirements, but to build on our collaborations with the local communities to take a long-term, strategic approach to mine closure planning and revegetation.

"To date, 122 hectares of land rehabilitation has either been completed or is in progress and we have integrated community led environmental outcomes into our planning. Our goal is to connect the mine's rehabilitation with regional vegetation initiatives to create a connected regional greenbelt."

Catherine Braes, Manager, Environment
Hillgrove Resources

Action/Achievements to date where relevant and available

Our commitments

Our long-term goals

Climate Change

At Kanmantoo, we mine copper which is a critical mineral as the world's energy mix decarbonises through electrification.

Climate Change Position statement developed, agreed by board, and published by the end of 2022.

Creation of resilient mining landforms and revegetation programs that consider the changing climate.

Maintain optionality for the creation of Pumped Hydro Energy Storage (PHES) upon mine closure, using the uniquely suitable location and assets for the creation of this system.

Energy Use

Initiated a trial of Komatsu's MC51 Continuous Mining Machine at Kanmantoo. If successfully commercialised, the electric powered machine has potential to replace diesel powered mine development and blasting which may lead to a reduction in mining emissions. The trial is open to observation for wider industry to aid sector-wide adoption of technology.

Increasing reliance on SA grid power, predominantly from renewable sources. Ongoing phasing out of diesel generation.

Entered a multi-year energy contract as part of a broader buyer's consortium to facilitate the establishment of new renewable power generation in South Australia.

Completed a scoping study to construct a Pumped Hydro Energy Storage (PHES) facility at Kanmantoo and incorporated into the mine closure plan as part of responsible closure.

Reach 100% grid sourced electricity by 2024.

Explore further strategic projects to deliver energy efficiency.

Develop a PHES facility at the Kanmantoo mine site if commercial.

Action/Achievements to date where relevant and available

Our commitments

Our long-term goals

Water Use & Management

Maximising use of recycled water including recycled effluent and recycled water from the pit and TSF.

Groundwater monitoring on and off site. Maintaining the integrity of storm water runoff.

Continue to maximise usage of recycled water where commercially viable.

No reduction in water availability or quality to the environment or other users as a result of the mine's operation.

No discernible impact to local ground water/waterways/ephemeral creeks.

Emissions Management including GHGs

Meeting all GHG/National Pollutant Inventory (NPI) commitments under the Australian Clean Energy Act, and exceeding requirements through our agreed Community Action Plan.

Trial of emissions and blast-free mining technology (MC51) in 2021/22 on an open trial basis for benefit of all industry.

Realtime monitors implemented for continual management of dust emissions, blast vibration and noise.

Continue to meet all emissions regulations and explore further alignment with global standards.

Develop an emissions reduction strategy and targets.

Action/Achievements to date where relevant and available

Our commitments

Our long-term goals

Conservation and Biodiversity

Rehabilitation using native vegetation has been completed or is in progress over 122 hectares of land.

Integration of community led environmental outcomes into the Program for Environment Protection and Rehabilitation (PEPR) to connect the mine's rehabilitation with regional vegetation initiatives to create a connected regional greenbelt.

Established seed propagation and multiplication areas on and surrounding the site to produce native seeds on a commercial scale in order to meet and exceed rehabilitation obligations - this resulted in the generation of 570kg of native seed in 2021, 135kg of which was provided to regional businesses to promote further expansion of native revegetation.

Continue to meet all requirements under Hillgrove's PEPR as mandated by the Department for Energy and Mining, Government of South Australia.

Assist community in realising a regional greenbelt through resources and funding.

Provide enduring protection and conservation of remnant vegetation and rehabilitated areas via legal mechanisms.

Tailings Management

The tailings facilities are planned, designed, constructed, and operated in accordance with leading industry practices and guidelines.

In alignment with the Global Industry on Tailings Management Standard 32, tailings management further integrates climate scenario considerations, stakeholder engagement, our communities, water security, the safety of the facility and closure/reclamation.

Tailings risk assurance is achieved through routine inspections and monitoring and an independent audit process.

Maintain and exceed industry best practice for tailings management.

Continue auditing and QA/QC programs for operation and construction phases of the TSF.

Continue to monitor cover performance for closure criteria.

Achieve closure criteria set for the integrated waste landform.

Case Study

Seeding and expanding native revegetation

The Kanmantoo Callington area possesses a particular identity related to its natural heritage. Prior to European settlement there were significant areas of Peppermint Box woodlands, with blue gum dominating into the higher rainfall areas to the west and grading into Mallee Box in the lower rainfall areas to the east. Rocky and drier sites were often dominated by Drooping Sheoak communities with Native Pine on deeper sands. Much of the Bremer Valley floor was dominated by open woodlands and grasslands. Significant areas of *Lomandra effusa* Iron-grass natural temperate grasslands occurred on the hillsides in the south eastern portion of the catchment and the valley floor south of Callington.

However, over the span of more than 150 years the original flora in the region has been massively reduced, and in 2007 was designated as critically endangered under the Commonwealth Environment Protection and Biodiversity Conservation Act.

Hillgrove Resources in collaboration with the local community is trying to redress this loss of local flora through a sustainable, systematic, and strategic revegetation plan. Rehabilitation using native vegetation has been completed or is in progress over 122 hectares of land. And through the local Master Plan, community led environmental outcomes are being integrated into Hillgrove's Program for Environment Protection and Rehabilitation (PEPR).

Hillgrove has also established seed propagation and multiplication areas on and surrounding the site to produce native seeds on commercial scale in order to meet and exceed rehabilitation obligations - this resulted in the generation of 570kg of native seed in 2021, 135kg of which was provided to regional businesses to promote further expansion of native revegetation.

The long-term aim is for Hillgrove not only to meet its PEPR requirements but to play a central role in the expansion of native vegetation in the region in a sustainable way by connecting the mine's rehabilitation with wider regional vegetation initiatives to create a regional greenbelt. This approach will embed revegetation across a large swath of land rather than restricting it to sporadic, unconnected, and isolated sites. Hillgrove has, and continues to, play an active role in these plans alongside the local community, the government, and conservation groups.

Social.

At Hillgrove we define social as encapsulating the impact we have on our employees and contractors, the communities surrounding our operations and wider stakeholders in our business.

Internally, ensuring the health, safety, and wellbeing of our staff is the most critical part of our business. We are also committed to delivering a diverse and inclusive workforce and increasing the employment opportunities we can offer to as wide a pool of applicants as possible.

Externally, we are focussed on maintaining and strengthening our social licence to operate. We see the key to this as being the maintenance of a transparent, consistent, and equitable dialogue with local communities to ensure that their views are acknowledged and acted upon. Through the set up of the Kanmantoo Callington Community Consultative Committee (K4C) we have established an award-winning stakeholder engagement model which has led to strong and enduring relationships with the communities which neighbour our operations.

"Hillgrove has always shown a willingness to engage with the local community. Through the company's work in actively supporting the creation of the Kanmantoo Callington Community Consultative Committee (K4C), a really strong structure has been created for both parties – the community and Hillgrove – to meet, discuss, and agree on a range of issues and activities.

"The company also has an open and collaborative approach to community engagement. Hillgrove's management are willing to listen, to talk, and to come up with solutions to community issues. They have also consistently supported local community development from specific projects such as the construction of the Kanmantoo War Memorial and the Callington Community Centre, to the development of an award-winning community-led regional Master Plan."

Harry Seager
Kanmantoo Callington Community
Consultation Committee Member



Action/Achievements to date
where relevant and available

Our commitments

Our long-term goals

Community Consultation

Supported the creation of the Kanmantoo Callington Community Consultative Committee (K4C) - a public forum for the community to come together to raise issues and encourage action on matters related to the HGO Mine.

Development of an award-winning community led regional **Master Plan***.

Collaboration with local community to utilise the presence of the mine to improve amenities. Examples include encouraging local heavy vehicle traffic to access Hillgrove's private road, removing heavy traffic from populated areas, and the sharing of environmental and weather data to assist local industrial businesses reduce their emissions in the region, and assist in local agri-business planning.

Continue to play an active role in the K4C.

Continue to report to the K4C and be accountable to agreed actions.

Build on the K4C and develop further channels for individual community members and stakeholders to raise comments and concerns about the Kanmantoo mine via an independent and confidential intermediary in line with stakeholder engagement best practice.

Continue to be recognised as an industry leader in community engagement.

Establish mechanisms which build local community capability that sees host communities receiving long-lasting sustainable benefits well beyond the completion of mining activities.

Community Support

Delivery of annual financial support to a range of local community assets, projects and groups including the Recreation Centre, War Memorial, local sporting clubs and school, infrastructure for recycled water supply to the Callington school and oval.

Maintain annual financial support to local communities.

Develop a PHES facility at the Kanmantoo mine site if commercially viable.

Local Employment

As of 2021, 75% of Kanmantoo employees live in the surrounding Adelaide Hills, of which 17% live within 5km of the mine, with no FIFO employees.

100% of roles that do not require a specific industry skill or qualification were local employees, demonstrating our commitment to hire local and upskill through training.

Continue to maintain local hire policy where viable.

Explore strategies for supporting local capacity building and skills training such as partnerships with local education institutions.

*<http://kcccc.hillgroveresources.com.au/sites/default/files/k4c-masterplan-oct2019-final.pdf>

Action/Achievements to date where relevant and available

Our commitments

Our long-term goals

Sustainable Sourcing

\$400m spent locally in the region supporting 591 local businesses.

Initial engagement via open days with local suppliers/businesses to engage with the mine and understand the needs of the operation.

Continue to monitor our sourcing and procurement approach and explore the adoption of an ethical procurement policy.

Explore the adoption of a wider approach to sustainable sourcing and engage with suppliers and customers up and downstream of our operations to drive supply chain sustainability.

Diversity and Inclusion

During 2021, 25% of the workforce at Kanmantoo was female, significantly above industry average.

Diversity and inclusion policy established and monitored.

Work to maintain and increase representation of women in the workforce.

Explore viable actions and strategy to further diversify the workforce and expand access to job opportunities.

Diverse representation across all levels including board, management, and the workforce.

Work Health, Safety and Wellbeing

WHSW policy in place and overseen at board level.

Full suite of training and procedures prepared or underway ahead of UG commencement.

Safety performance (at date of publication): TRIFR = 0, ~655 days TRI free. (TRIFR is Total Recordable Injury Frequency Rate)

Work to maintain TRIFR levels below the industry average.

Assess and test all training and procedures once UG commences.

Programs to support mental health and promote a positive morale.

Maintain an integrated management approach with high-risk ranked items with board oversight.

Empowerment of the workforce to achieve Zero-harm.

Case Study

Maintaining award winning community engagement

The Kanmantoo Callington Community Consultative Committee (KCCCC), or K4C as it's widely known, is a forum for the community to come together to raise issues and encourage action on matters related to the Kanmantoo Copper Mine. The committee was originally formed in 2007 and has evolved into a cornerstone for engagement and consultation between Hillgrove and the local communities surrounding the mine.

Committee Members are appointed for two-year terms with new members encouraged to serve through an open call for nominations.

The Committee tries to make sure that its membership effectively covers the various stakeholder groups and their topics of interest. Priority topics and issues for the community change over time throughout the various stages of the mine's development and Hillgrove consistently assesses its own actions in line with the expectations of the community through the K4C.

As well as maintaining a consistent forum for community consultation on the Kanmantoo mine's operations and community impact, the K4C has enabled the delivery of multiple projects such as the development of a community-led regional Master Plan to specific collaboration aimed at allowing the local community to use mine infrastructure.

For example, through the K4C local heavy vehicle traffic was given access to Hillgrove's private road, removing heavy traffic from several populated areas. The company also shares environmental and weather data to assist local industrial businesses reduce their emissions in the region and assist in local agri-business planning.

The K4C has been widely acknowledged as a leading example of stakeholder engagement and consultation. In 2016 the company won the Premier's Award for Excellence in Working With Communities and received a commendation in the same category in 2018. The Premier's Awards: Energy and Mining, is an annual awards ceremony hosted by the Premier of South Australia.



Governance.

The Kanmantoo Copper Gold mine is located in South Australia, with the company's corporate headquarters also located in the state capital, Adelaide. Throughout the life of the business, we have met all legal and regulatory compliance requirements within the jurisdiction we operate in. As an ASX listed company we also continue to meet all our regulatory requirements.

But we believe governance goes beyond compliance. In line with our company values, we are committed to acting transparently and ethically in all of our engagement and transactions.

With a full record of legal and regulatory compliance through open pit operations, good governance is a cornerstone of our business, and we are proud of our record of meeting and exceeding all requirements and expectations in this space. Hillgrove adheres to a governance framework that is reviewed regularly and upgraded or changed as appropriate to reflect the company's interests, changes in law and what is generally regarded as sound practice.

We have established policies covering anti-bribery and corruption, whistleblowing and conflict of interest. Across all of these policies, no incidents were raised during 2021.

Action/Achievements to date where relevant and available

Our commitments

Our long-term goals

Governance

Full record of legal and regulatory compliance through open pit operations.

Adherence to a governance framework that is reviewed regularly and upgraded or changed as appropriate to reflect the company's interests, changes in law and what is generally regarded as sound practice.

Policies covering anti-bribery and corruption, whistleblowing, conflict of interest.

No governance incidents or concerns raised during 2021.

Comply with all relevant laws and regulations, report and disclose accurately to stakeholders.

Act ethically and transparently in everything we do and in all interactions with stakeholders.

As the board grows following the commencement of the Kanmantoo Underground, we will address structural deficiencies regarding committee size in line with corporate governance principles and recommendations.

Continue to ensure governance is in accordance with Australian Institute of Company Directors (AICD) best practice recommendations and ASX Corporate Governance Principles.

Case Study

Trialling emissions-free mining at Kanmantoo

In 2021 Hillgrove Resources commenced trials using the Komatsu MC51 continuous miner. Developed in Australia by Komatsu Limited ("Komatsu"), the machine has the potential to revolutionise underground mine development, making the process safer, faster, and greener.

The MC51 is fully powered by electricity and its mechanical cutting technology removes the need for traditional "drill and blast" mine development. Overall, the innovation represents a significant step forwards as the mining industry strives towards green copper production and zero-emissions mining. The trial is expected to run into 2022, providing valuable learnings for Komatsu as they continue to develop the technology. Several of Australia's largest mining companies visited Kanmantoo to witness the trial ahead of considering the technology when available for adoption at their own sites.

In 2021 the MC51 created a portal towards the base of Hillgrove's completed open pit mine and commenced an underground decline.

In 2022 we plan to extend the decline and create another portal and decline. The underground declines will serve as the future mine access from which the copper-gold lodes can be accessed and extracted.

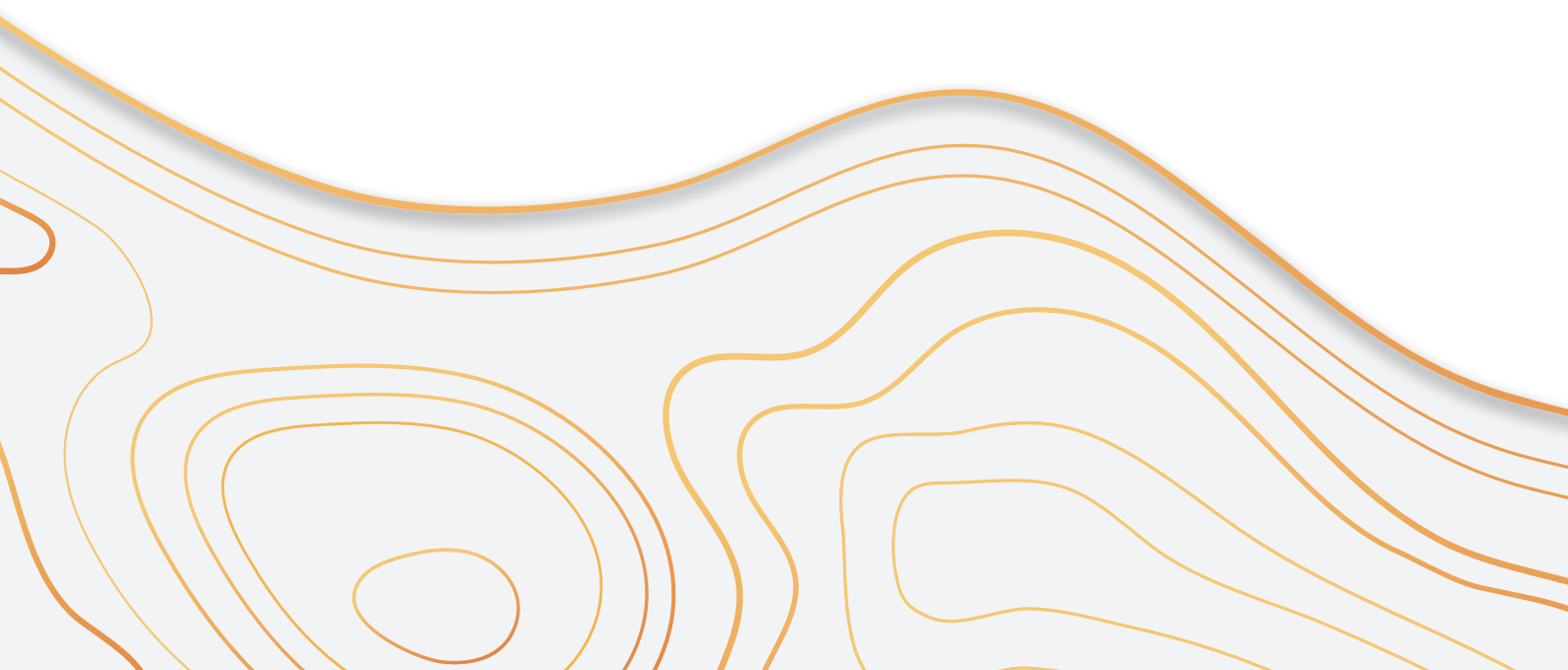
The trial is the latest example of green innovation at Hillgrove. The company is at the forefront of the drive towards emissions-free mining in Australia and will explore further site electrification opportunities at Kanmantoo.

Ensuring continuity in our ESG approach.

As outlined previously, this report marks the starting point for our ongoing ESG reporting. It sets out our material topics as they currently stand, our medium and long-term actions and targets, and our associated reporting framework. At present, the monitoring of action and delivery under this reporting process will be overseen by the Risk and Compliance Committee, which includes the Hillgrove Managing Director, COO, and General Manager for the Kanmantoo Mine.

This committee in-turn will report to the board on progress linked to the sustainability report. This governance approach underlines the fact that sustainability is seen as a business-critical issue for the company.

In addition to our annual report, further information on our ESG work can be found at **www.hillgroveresources.com.au/sustainability**.





Aerial view of the Hillgrove Mine at Kanmantoo

HGO Material Issues 2022 **SDG Alignment**

| | SDG1 No poverty | SDG2 Zero hunger | SDG3 Good health & wellbeing | SDG4 Quality education | SDG5 Gender equality | SDG6 Clean water & sanitation | SDG7 Affordable & clean energy | SDG8 Decent work & economic growth |
|-------------------------------------|--------------------|---------------------|------------------------------------|---------------------------|-------------------------|-------------------------------------|--------------------------------------|--|
| Environmental | | | | | | | | |
| Climate Change | | | | | | | | |
| Energy Use | | | | | | | | |
| Water Use & Management | | | | | | | | |
| Emissions Management including GHGs | | | | | | | | |
| Conservation & Biodiversity | | | | | | | | |
| Tailings Management | | | | | | | | |
| | | | | | | | | |
| Social | | | | | | | | |
| Community Consultation | | | | | | | | |
| Community Support | | | | | | | | |
| Local Employment | | | | | | | | |
| Sustainable Sourcing | | | | | | | | |
| Diversity & Inclusion | | | | | | | | |
| Work Health, Safety & Wellbeing | | | | | | | | |
| | | | | | | | | |
| Governance | | | | | | | | |
| Business Ethics & Transparency | | | | | | | | |

HGO Material Issues 2022 **SDG Alignment**

| | SDG9 Industry, innovation & infrastructure | SDG10 Reduced inequalities | SDG11 Sustainable cities & communities | SDG12 Responsible consumption & production | SDG13 Climate action | SDG14 Life below water | SDG15 Life on land | SDG16 Peace, justice & strong institutions | SDG17 Partnerships for the goals |
|-------------------------------------|---|----------------------------------|---|---|-------------------------|------------------------------|-----------------------|---|--|
| Environmental | | | | | | | | | |
| Climate Change | | | | | | | | | |
| Energy Use | | | | | | | | | |
| Water Use & Management | | | | | | | | | |
| Emissions Management including GHGs | | | | | | | | | |
| Conservation & Biodiversity | | | | | | | | | |
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| Community Consultation | | | | | | | | | |
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| Local Employment | | | | | | | | | |
| Sustainable Sourcing | | | | | | | | | |
| Diversity & Inclusion | | | | | | | | | |
| Work Health, Safety & Wellbeing | | | | | | | | | |
| Governance | | | | | | | | | |
| Business Ethics & Transparency | | | | | | | | | |

HGO Material Issues 2022 ICM Principles Alignment (also aligned to TSM)

| | PRINCIPLE 1 Ethical Business | PRINCIPLE 2 Decision Making | PRINCIPLE 3 Human Rights | PRINCIPLE 4 Risk Management | PRINCIPLE 5 Health & Safety |
|-------------------------------------|---------------------------------|--------------------------------|-----------------------------|--------------------------------|--------------------------------|
| Environmental | | | | | |
| Climate Change | | | | | |
| Energy Use | | | | | |
| Water Use & Management | | | | | |
| Emissions Management including GHGs | | | | | |
| Conservation & Biodiversity | | | | | |
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| Work Health, Safety & Wellbeing | | | | | |
| | | | | | |
| Governance | | | | | |
| Business Ethics & Transparency | | | | | |

HGO Material Issues 2022 ICMC Principles Alignment (also aligned to TSM)

| | PRINCIPLE 6 Environmental Performance | PRINCIPLE 7 Conservation of Biodiversity | PRINCIPLE 8 Responsible Production | PRINCIPLE 9 Social Performance | PRINCIPLE 10 Stakeholder Engagement |
|-------------------------------------|---|--|---------------------------------------|-----------------------------------|--|
| Environmental | | | | | |
| Climate Change | | | | | |
| Energy Use | | | | | |
| Water Use & Management | | | | | |
| Emissions Management including GHGs | | | | | |
| Conservation & Biodiversity | | | | | |
| Tailings Management | | | | | |
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| | | | | | |
| Governance | | | | | |
| Business Ethics & Transparency | | | | | |



Developing Australia's next Copper Gold Mine.



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