

Sustainability Policy

Purpose

The objective of our sustainability efforts is to deliver value to our stakeholders over the long term through safe, environmentally responsible and socially respectful operations.

Oversight & Enforcement

Our approach to Sustainability is embedded in our decision making at all levels of the organisation.

We will apply our Risk Management frameworks to manage our sustainability risks and aspects in accordance with our Risk Management Policy.

The implementation of this policy will be monitored by the Vice President responsible for Sustainability and the Board will be provided regular reports on progress, disclosures and performance.

Reaching our Sustainability Objectives

Federation Mining will achieve the core objective of this Sustainability Policy by striving to:

- Demonstrate good corporate governance and comply with local laws and regulations
- Engage and foster positive, constructive relationships with our stakeholders
- Implement effective management systems and risk assurance processes
- Foster a safe, diverse and inclusive workplace (refer to Diversity and Inclusion Policy)
- Implement and maintain sound risk management processes
- Identify and actively manage climate change impacts, both in terms of physical and transition risks present in our operations to support transition to Net Zero Emissions
- Demonstrate high standards of environmental and resource stewardship
- Foster positive partnerships with our local and regional communities and suppliers
- Actively manage our supply chains and ethically procure all goods and services
- Protect cultural heritage and actively engage with indigenous & traditional owner groups
- Operate at the highest standards of financial and ethical behaviour
- Respect the human rights of all our stakeholders

By delivering on these objectives, we will maintain and enhance our social licence to operate as we strive to become an industry leader in sustainable mining and exploration.

Signed: *S.M. Le Messurier*

Mark Le Messurier

Managing Director

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