

## Environmental, Social and Governance (ESG) Policy

Alliance Resources Limited (**Alliance** or **the Company**) recognises that, to be able to sustainably conduct exploration and mining operations, it is critical to adopt an aligned vision and shared value across all shareholders and stakeholders. By committing to delivering 'shared value', the Company acknowledges that it has environmental, social and governance (**ESG**) responsibilities beyond legal and regulatory requirements and therefore commits to delivering the needs of the present, without compromising the needs of future generations. Alliance will therefore integrate ESG considerations into all aspects of our decision making.

The purpose of this policy is to provide a framework for setting ESG objectives and targets within the business. The Company will ensure that resources are allocated to implement and monitor these commitments and legal obligations.

### 1. Environment

#### 1.1 Biodiversity

The Company commits not to mine or explore in world heritage and / or environmentally sensitive sites, and wherever exploration and mining take place, will actively ensure that key biodiversity values are retained. Biodiversity considerations will be assessed by the Company through baseline assessments and regular monitoring. The Company will always first seek to minimise its environmental impact, followed by rehabilitation and finally compensation for residual damage, where appropriate.

#### 1.2 Waste

The Company commits to sustainable consumption and production and will continue to invest in procurement, processes and technologies that supports waste reduction, recycling of materials, prevention of pollution and efficient use of energy and natural resources. The Company commits to managing hazardous substances responsibly throughout storage, handling, use and disposal. Throughout the Company's supply chain, the Company will work with customers, governments and other stakeholders to optimise standards aimed at delivering sustainable resources.

#### 1.3 Pollutants

The Company respects climate change as a global issue and will seek to participate in opportunities that address the impacts of climate change. To that effect, the Company will efficiently manage energy use and seek opportunities to use renewable energy or low carbon solutions to reduce greenhouse gas emissions. Furthermore, the Company will manage pollutants within safe and legal limits and aim to design machinery, systems and processes that distance workers from any potential exposures. Where

science outpaces legislation, the Company commits to investigate and adopt more stringent standards to protect the health and safety of its' workers and the communities in which it operates.

#### 1.4 Closure and rehabilitation

The Company will progressively rehabilitate areas of past disturbance in a responsible manner, consistent with relevant regulatory requirements and appropriate industry practice. The Company will ensure that mine closure is built into the life cycle of its operations to minimise environmental legacies.

## **2. Social**

### 2.1 Health and safety

The Company strives to create a work environment where everyone can go home safe and healthy every day and will continue to promote a culture to prevent workplace accidents and injuries, to support positive mental health and well-being. The Company will strive to make continuous improvements in its risk management to avoid any incidents that have the potential to harm workers or the community. The Company commits to maintaining effective technical standards, updated procedures, active in-field observations and instilling a culture of risk awareness and leadership around safety and health.

### 2.2 Labour rights

The Company's Code of Conduct outlines its requirements for the workplace to be free from discrimination and inappropriate conduct. The Company seeks to develop respectful relationships with employees. The Company commits to training its employees so that they have up-to-date skills and experience.

### 2.3 Diversity and inclusion

The Company believes that a diverse and skilled workforce encourages continuous improvement in the work environment and achievement of corporate goals. As such, the Company seeks to create a workplace culture where different points of view are respected, characterised by inclusive practices and behaviours for the benefit of all personnel. The Company recruits from a diverse pool of candidates for all positions, including senior management and the Board, and seeks to engage the right people for the right job regardless of race, gender, age, marital status, disability, sexual orientation, nationality, political or religious beliefs, or any other factor not relevant to their competence and performance. The Company looks to encourage flexible work arrangements to support a range of professional and personal circumstances aligned with business requirements. The Company ensures adequate procedures for reporting and investigating complaints, with clear standards for the protection of any whistle-blowers.

### 2.4 Cultural heritage

The Company honours the cultural heritage, customs and traditions of all Indigenous Peoples touched by its activities and seeks to build cultural awareness across its exploration and mining operations. The Company respects and will continue to meet the commitments laid out in existing and future Native Title agreements and through its actions aims to build strong and inclusive relationships.

## 2.5 Human rights

The Company respects and seeks to protect the human rights of its employees, contractors and community members, and seeks honest and open relationships built on mutual trust and respect. Furthermore, the Company recognises that its commitment to human rights extends beyond its operations and into its supply chain and will continue to actively engage with suppliers and customers to mitigate human rights risks.

## 2.6 Community relations

The Company positively engages and communicates in an open and transparent way with all stakeholders, including Governments, local communities, employees, contractors and regulatory authorities in the regions in which we operate. Where needed, the Company will provide training to educate employees who are dealing with local communities. The Company requires all personnel, including employees, contractors and consultants to demonstrate respect for local communities and their practices, customs, cultural values, traditions and beliefs. The Company will seek to maximise the positive impact of its operations on local economies through employment and training opportunities and supporting the development of local businesses.

## 3. Governance

### 3.1 Tax transparency

The Company commits to timely and fair payment of taxes and royalties. The Company has always, and shall continue to, accurately report its contribution in the interest of accountability to society.

### 3.2 Bribery, anti-corruption and anti-competitive behaviour

The Company's management, standards, policies, procedures and training instill and reinforce a culture across the organisation whereby employees are encouraged to act lawfully and ethically, in a socially responsible manner. The Company is committed to the prevention and detection of bribery, anti-corruption and anti-competitive behaviour and has zero tolerance for such conduct in connection with its business. The Company does not give bribes, nor will it ever engage in corruption, and ensures it complies with the laws in each region where it operates, including competition law.

### 3.3 Board of Directors

The Company will take steps to endeavour that the majority of its Board of Directors are independent,<sup>1</sup> with an ability to act in the best interests of the Company as a whole. The Board reserves the right to make an assessment of independence by considering the materiality of any potential conflicts of interest, positions, and relationships. The Company will ensure its directors have the appropriate breadth of skills and experience to steward the Company. The Company's culture supports and encourages Directors to challenge management and each other in the interest of objectively representing the best interests of the Company, investors and other stakeholders. The Company will provide training to ensure that Directors are abreast of new regulations and best practice guidance. The

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<sup>1</sup> <https://www.asx.com.au/documents/asx-compliance/cgc-principles-and-recommendations-fourth-edn.pdf>

Company will actively foster interactions between senior leadership and site-based workers to ensure a culture of openness and accountability is maintained.

#### **4. Responsibility and accountability**

ESG stewardship is the responsibility of everyone engaged in activities by the Company and this policy applies to all employees, directors, officers, consultants and contractors of the Company and its subsidiaries.

The Managing Director of Alliance is accountable to the Board for ensuring that this policy is implemented and adhered to.

#### **5. Approval**

This ESG Policy was approved by the Board on 20 October 2021 and replaces any previous versions of the policy. The Board may revise this ESG Policy by resolution.