



Environmental, Social and Governance Policy

Document Number	TMT-COR-POL-013	Effective Date	28 March 2023
Document Revision	1	Approved By	Board of Directors
Document Owner	Corporate/Board		

1. Purpose

Technology Metals Australia Limited (the **Company**) understands that strong environmental, social, and governance (ESG) performance is essential for the success and growth of the Company's business and project. The Company is committed to managing all our activities in a sustainable manner and minimise adverse impacts to our stakeholders and workforce, and to the environment and communities in which we operate.

2. Scope

The Company expects that our commitment to ESG and sustainability is supported and followed by all directors, employees, and contractors working for the Company and its subsidiaries.

3. Responsibilities

- The Company's Board is responsible for the administration and governance of the Environmental, Social, and Governance Policy.
- The ESG committee, with delegated responsibility from the Board, is responsible for ensuring appropriate review, assessment, and management practices and assurance methodologies are adopted to meet the commitments in the Policy.
- The Managing Director is responsible for the implementation of the commitments set out in this Policy.
- The Company's managers are responsible for the development of departmental policies that adhere to the commitments set up in this Policy.

4. Commitments

The Company is committed to:

- Implementation of a systematic approach to ESG risk management.
- Compliance with, and exceeding where opportunities to exceed exist, all relevant laws and regulations, and application of responsible industry standards where laws do not exist.
- Setting, measuring, and review of objectives and targets where required to drive continuous improvement in ESG performance.
- Incorporation of ESG considerations into the Company's business planning and decision-making process.

- e. Integration of ESG requirements in the design, procurement, construction and modification of plant, equipment, and project facilities.
- f. Identification of high-risk activities during the ESG risk management process and putting in place and regular review of ESG contingency plans as required.
- g. Building and maintaining a culture in which Company stakeholders are aware of their ESG obligations and are empowered to speak up on ESG issues.
- h. Provision of continuous education for the Company workforce to identify and act upon opportunities to improve the Company's ESG performance.
- i. Undertaking and supporting research to gain better understanding of ESG requirements using scientific approach to support impact assessment and evidence-based decision making.
- j. Taking a collaborative and proactive approach with our stakeholders in regard to ESG performance.

5. Monitoring and Review

- a. Material breaches of this Policy will be reported to the Company's Board or ESG committee.
- b. The Board will monitor the content, effectiveness, and implementation of this Policy on a regular basis. There may be independent reviews taken from time to time. Any findings, updates or improvement identified in the review should be addressed as soon as practicable.
- c. Company personnel are encouraged to comment on this Policy and provide feedback on ways our ESG performance may be improved. Feedback and queries should be addressed to the Board.