

Safety, Health & Sustainability Policy

Last updated: 23 September 2022

The Alkane Safety, Health and Sustainability (SHS) Policy establishes the overall company commitment to health, safety and sustainability and the supporting objectives and expectations.

Our Commitment

- ♦ Alkane Resources Ltd (Alkane) commits to caring for our staff, contractors, suppliers and customers, people in the communities in which we operate, our supply chains and those who may be impacted by our activities.
- ♦ Our goal is to make a positive contribution and be a trusted employer and partner.

Our Principles

Alkane Resources Ltd will comply with all legal and regulatory requirements.

Safety, Health and Wellbeing

We will:

- ♦ Build a culture of shared trust which enables knowledge flow and alignment within our teams on responsibility for safety and wellbeing;
- ♦ Embed our safety values and behaviours in our leaders so that they lead by example and demonstrate our values and visible leadership;
- ♦ Provide effective and safe equipment, processes and systems so that people can work without harm;
- ♦ Provide necessary training and mentoring of positive safety behaviours for all employees so they can do their job safely;
- ♦ Identify and manage risk using the risk management processes in our business and operational decision making; and
- ♦ Engage with our employees to identify and implement opportunities to continually improve safety in our work places.

Environment and Community

We will:

- ♦ Strive to conserve and enhance biodiversity outcomes where we operate;
- ♦ Strive to minimise environmental impacts on natural resources, including water;
- ♦ Work to prevent pollution, and minimise emissions from our activities;
- ♦ Reduce mineral waste whenever possible and manage tailings facilities in line with the Global Industry Standard on Tailings Management;
- ♦ Focus on innovative design, management systems and processes, and continuous improvement practices to reduce, reuse, or recycle waste;
- ♦ Apply the mitigation hierarchy during planning, and where impact is unavoidable, rehabilitate where we have been;
- ♦ Identify stakeholder groups including local communities, Aboriginal and Torres Strait



Islanders, and landholders, and consult in appropriate ways to encourage representation and participation;

- ♦ Seek opportunities to support the socio-economic development of the communities where we operate; and
- ♦ Design, implement, manage, and measure community investment and development programs suited to the local contexts in which we operate.

Climate Change

We will:

- ♦ Identify, assess and manage risks and opportunities associated with climate change, including transition and physical risk.
- ♦ Seek to reduce greenhouse gas emissions from our exploration and mining activities and manage our agricultural lands in a manner that increases soil carbon.

Reporting

We will:

- ♦ Report transparently on progress in the areas covered by this policy.

Everyone's Responsibility

Alkane expects all employees, contractors, suppliers, and customers to adhere to this policy.

Alkane will not tolerate any form of retaliation, discrimination, harassment, or intimidation against anyone who discloses breaches of this policy.

At Alkane we foster a culture of corporate compliance, ethical behaviour, and good corporate governance. This reflects our values of Integrity, Respect, Transparency and Performance.