

SUSTAINABILITY POLICY

PURPOSE

As a leading innovative Australian mining services and resource development company, Mineral Resources Limited (MinRes) is committed to progressing its sustainability journey. We strive to generate value while managing our material sustainability topics, as outlined in our Sustainability Report, and maintaining our social licence to operate.

This Policy outlines MinRes' commitment to sustainability risk and opportunity identification, management, performance measurement and reporting.

SCOPE

This Policy applies to all MinRes stakeholders, defined for this purpose as employees (including contractors and consultants) and Directors for all entities within the MinRes Group.

Sustainability covers a range of topics including health and safety, diversity and inclusion, the integrity of our business and supply chain, climate change, environmental stewardship, and our relationships with communities.

OUR COMMITMENT

We strive to:

- ▶ As a minimum, comply with all applicable legislative requirements.
- ▶ Review our material sustainability risks and opportunities on a regular basis to identify issues that may affect our ability to create and sustain value in the short, medium, and long-term.
- ▶ Manage our material sustainability topics, to maximise positive health, safety, social and environmental outcomes while delivering value for the business.
- ▶ Progressively develop clear, achievable, and measurable sustainability performance targets.
- ▶ Measure our sustainability performance through key sustainability performance metrics and strive to continuously improve our sustainability performance.
- ▶ Report on our sustainability performance through an annual Sustainability Report and supplementary disclosures.
- ▶ Obtain independent external assurance over selected sustainability performance data.

OUR GOALS

MinRes aims to identify, manage, measure and report on its material sustainability topics to ensure that it continues to create and sustain value.

OUR RESPONSIBILITY

MinRes will continue to take a proactive approach in its ongoing development and maintenance of a sustainable organisation and ensure that its sustainability topics, performance, and reporting are appropriately managed and reported.

MinRes Stakeholders have a responsibility to comply with the principles of this Policy and any associated policies, procedures, or processes.

RELATED DOCUMENTS

[Code of Conduct & Business Integrity](#)

[Supplier Code of Conduct](#)

[Whistleblower Policy](#)

[Whistleblower Procedure](#)

[Mental Health Policy](#)

[Health and Safety Policy](#)

[Diversity and Inclusion Policy](#)

[Environment Policy](#)

[Climate Change Policy](#)

[Community Policy](#)

[Tailings Storage Facility Policy](#)

[Anti-Bribery and Corruption Policy](#)

[Human Rights Policy](#)

[Responsible Production Policy](#)

[Gender Violence Position Statement](#)

REVIEW OF POLICY

This Policy will be periodically reviewed, revised, and re-published where necessary to ensure it remains relevant and appropriate to MinRes' activities.



Derek Oelofse

Group Financial Controller and Company Secretary

29 June 2023