



# Environment Social and Governance (ESG) Policy

## Purpose

This ESG Policy outlines our approach and key Environmental, Social and Governance focus areas that Metro Mining is committed to and considers relevant in its business.

## Scope

This policy applies to directors, employees, contractors and sub-contractors.

## Policy statement and approach

At Metro, our mission is to sustainably produce and deliver bauxite required to support the transition to a low-carbon economy and positively impact our local community. We will realise this vision by:

### 1. Our operations and supply chain

We are focused on making the practical day-to-day activities required to mine and physical impacts of our supply chain more sustainable. Metro will prioritise best-practice waste, water and biodiversity management initiatives and improving our operating and supply chain practices to reduce carbon emissions.

### 2. Our communities

We are committed to ensuring our activities are aligned with and of value to our host communities. We will maintain effective oversight and governance systems that ensure that we work together with our local and regional communities and other relevant stakeholders to create opportunities and grow shared value.

### 3. Our governance

Metro will continue to mature its systems and prioritise continuous improvement, in-line with stakeholder and community expectations and having regard to evolving legislative and regulatory requirements, guidelines and standards.

## Key ESG focus areas

In the medium term (2-3 years), our key focus areas are as follows:

### 1. Future proofing – *how we will pursue longer-term strategy and positioning activities to deliver sustainable impact*

We will:

- Ensure we are appropriately prepared to be able to comply with the mandatory climate-related financial disclosure reporting requirements.
- Develop a site-specific operational climate change framework to guide future decarbonisation opportunities.
- Conduct a climate change scenario analysis to understand the physical risks associated with climate change and inform our response to manage these risks, including future capital investment opportunities.
- Consider the approach to our Scope 3 emissions profile.

### 2. Sustainable mine and supply chain – *how we make the practical day-to-day activities required to mine and physical impacts more sustainable*

We will:

- Set Scope 1 and 2 operational emissions baseline and reduction targets (based on a per tonne of bauxite shipped basis).
- Continue to pursue waste, recycling and circular economy opportunities.
- Develop and implement strategies for biodiversity enhancement and progressive rehabilitation on-site.
- Develop and implement our water stewardship commitment.

### 3. Delivering regional alignment and positive impact – *how ensure our activities are community and workforce aligned*

We will:

- Develop and set diversity targets.
- Develop and implement a diversity and inclusion strategy.
- Execute our Reflect Reconciliation Action Plan and develop and implement an Innovate Reconciliation Action Plan.
- Enhance our framework to identify, manage and monitor modern slavery risks in our supply chain
- Enhance the health, safety and wellbeing of our employees and contractors.
- Support our communities through the establishment of a local procurement target and strategies to enhance relationships with our stakeholders.