



# Risk Management Policy

Policy Number: 13.1

## 1. Purpose

Metro Mining (the Company) is committed to developing and maintaining a culture where our people:

- » understand both the internal and external environment within which the Company is operating;
- » understand the risks of the work they are undertaking and the decisions they are making and know how to effectively manage these risks;
- » integrate strategy development and risk management;
- » think proactively about risk and embed risk management into decision-making activities of the Company in a manner that is proportionate to the nature and severity of the risks faced.

## 2. Scope

This policy applies to the Company's Board of Directors, employees and contractors.

## 3. Key Principles

To achieve the purpose of the Policy the Company will utilise a consistent approach to manage risk in a systematic and practical manner and through the development of a fit for purpose framework that:

- » clearly articulates the direction and approach for managing risk;
- » embeds risk management into the decision-making processes of the Company;
- » ensures that risks which have the potential to affect the achievement of the organisation's strategic and operational objectives are identified and managed in accordance with the Board's risk appetite;
- » ensures that the controls to manage risk are proportionate to the risk and that the effectiveness of risk controls are regularly reviewed;
- » specifies the protocols for identifying, escalating and managing emerging risks;

- » clearly articulates the risk management responsibilities of personnel and provides our people with the necessary training and tools to discharge their risk management responsibilities;
- » supports a culture where risk is effectively managed and communicated across all levels of the Company and all personnel are encouraged to adopt positive risk behaviours.

## 4. Summary of Key Responsibilities

- » **The Board of Directors** – ultimate responsibility for ensuring that appropriate systems of risk management and oversight are in place, including determining risk appetite and tolerance, and promoting a positive risk culture.
- » **Audit and Risk Committee** – provides assistance to the Board of Directors (Board) in reviewing and monitoring the risk management framework; providing recommendations to the Board in relation to changes; receiving reports from the Senior Leadership Team on strategic, operational and emerging risks; and providing guidance to the Senior Leadership Team as required.
- » **Senior Leadership Team** – responsibility for reviewing, monitoring and managing risks within their respective areas of responsibility and for collaborating to manage shared risks; promoting and modelling a positive risk culture; and embedding risk management into the decision making process of their business area.
- » **Risk owners** – are accountable for managing, monitoring, reporting and escalating risks.
- » **Control owners** – are responsible for implementing and maintaining effective controls, and assessing and reporting on the effectiveness of these controls.



- » **Treatment owners** – are responsible for implementing and monitoring treatments where the controls in place are ineffective and further mitigation activities are required.
- » **All workers and contractors**– developing an understanding of and becoming competent in the implementation of risk management principles and practices in their work area.

## 5. Glossary

- » **Risk** – effect of uncertainty on objectives.
- » **Risk appetite** – the amount and type of risk that an organisation is prepared to accept in the pursuit of its strategic and operational objectives.
- » **Risk tolerance** – the specific maximum risk that an organisation is willing to take regarding each relevant risk.
- » **Senior Leadership Team** – the Chief Executive Officer and direct reports.

## 6. Related documents

- » Risk Management Methodology