

SUPPLIER SUSTAINABILITY POLICY (P20.1)

1. Introduction

At Metro Mining (“**Metro**”), we recognise that our Suppliers are critical to our ability to operate in a safe, ethical, socially conscious and sustainable manner.

This Supplier Sustainability Policy outlines Metro’s commitment to integrating sustainability and responsible business practices across its supply chain. We expect all Suppliers to operate ethically, transparently and in alignment with our Values, ESG Vision and Purpose and our sustainability goals.

2. Scope

The Supplier Sustainability Policy is applicable to all Metro Suppliers, which includes any suppliers, vendors, contractors, consultants, agents and other providers of goods and services who seek to do business with Metro, together with their employees, contractors and sub-contractors.

2. Metro’s ESG Vision and Purpose

Our ESG Vision is to be a safe and efficient low-cost, bauxite producer, providing long-term benefits to our stakeholders.

Our ESG Purpose is to provide low-cost bauxite to market, operating with respect and integrity towards our host communities, and in partnership with our customers, employees and suppliers, striving to generate value to our stakeholders and importantly our shareholders.

3. Our Values



3. Sustainability Goals

Metro's Supplier Sustainability Policy is guided by its sustainability program and goals, as described in our *Environment, Social and Governance Strategy and 2025-26 Roadmap* (https://metromining.com.au/wp-content/uploads/2025/04/Metro-Mining_ESG-Strategy-Roadmap_Final.pdf).

Our sustainability goals are to:

- preserve our minimal environmental footprint in the local area
- further reduce energy consumption and greenhouse gas emissions
- build constructive and collaborative relationships with Indigenous stakeholders
- proactively connect with key stakeholders and build meaningful partnerships
- prioritise an inclusive environment for our personnel and ensure their health, safety and wellbeing
- ensure our governance framework supports transparency, accountability and ethical decision-making across all levels of the organisation
- ensure our risk management framework effectively mitigates risks whilst maximising opportunities for growth and success.

4. Guiding Principles

Environmental Stewardship Expectations

Bauxite through aluminium plays a crucial role in the global transition to clean energy. Metro is committed to supporting sustainable aluminium production worldwide. Our focus is to minimise our environmental impact while working to reduce our reliance on diesel and resulting greenhouse gas emissions, addressing climate change risks and sustainably managing water security and waste.

Suppliers to Metro Mining shall carry out operations with care for the environment and at a minimum will comply with all applicable environmental laws and regulations.

The following are Metro's expectations for Suppliers in respect of environmental stewardship:

- compliance with all applicable environmental laws and regulations
- monitoring and reduction of their greenhouse gas emissions, in recognition of the need to combat global climate change, and a demonstrated commitment to the use of renewable energy
- a commitment to sustainable and responsible water and land use
- compliance with applicable, legally required standards for hazardous and dangerous goods management
- responsible waste management, including prioritisation of materials that contribute to the reduction of resource use and increased use of recycled materials
- support for biodiversity and land rehabilitation initiatives where applicable
- a focus on the reduction or elimination of by-products and waste streams in their production processes where applicable.

Social Expectations

Metro is committed to having a positive impact on our local communities and to enhancing the lives and careers of our employees.

In turn, we expect our Suppliers to comply with the expectations outlined in our Supplier Code of Conduct which canvas the following matters:

- fairness and respect towards your employees, our employees, agents and other suppliers
- a prohibition against any form of discrimination, vilification, harassment or sexual harassment, bullying, victimisation or violence

- ensuring compliance with work health and safety laws, regulations and standards
- a prohibition against human rights violations, such as the use of forced labour, all forms of modern slavery or child labour
- a requirement to uphold employee rights to freedom of association and collective bargaining
- the treatment we expect towards local communities and their people, which is one of dignity and respect, and open and transparent engagement
- a requirement to respond to community concerns, complaints and grievances
- supporting local procurement where possible to build capacity in our regional communities
- ensuring compliance with all applicable anti-bribery, anti-corruption, fraud or money laundering in any form;
- avoiding conflicts of interest.

Governance Expectations

At Metro, we are committed to upholding the highest standards of integrity, guided by ethical business practices and supported by a robust governance framework.

We expect our Suppliers to maintain a governance framework that is appropriate for their business operations and takes account of the matters detailed in our Supplier Code of Conduct. Where applicable, we also expect Suppliers to conduct their business in-line with our key corporate governance policies, including:

- Anti-Bribery & Corruption Policy;
- Community & Social Responsibility Policy;
- Valuing Diversity Policy;
- ESG Policy;
- Environmental Policy;
- Mental Health & Wellbeing Policy;
- Modern Slavery Policy;
- Work Health & Safety Policy;
- People Policy;
- Risk Management Policy;
- Whistleblower Policy.

4. Policy Implementation

This Policy has been approved by the Metro Board of Directors, with authority delegated to the Company Secretary to manage the Policy implementation and oversight of compliance.

Metro reserves the right to verify compliance with this Supplier Sustainability Policy and, if requested by Metro, provide supporting documentation and / or agree to an audit or self-assessment.

5. Grievance Mechanism

Metro expects Suppliers to establish and maintain channels or mechanisms through which employees and other stakeholders can report concerns or suspected violations of the requirements listed above, ideally with the option to report issues anonymously and without fear of retribution.

Similarly, we want our Suppliers to report any concerns about potential and actual misconduct. Confidential notifications can be provided to reveal@metromining.com.au, made directly to the Company Secretary at cosec@metromining.com.au or sent to Metro Mining, Level 4 135 Wickham Terrace, Spring Hill, QLD 4000.

6. Document History

VERSION	DATE	AUTHOR	APPROVED BY	NEXT REVIEW DATE
1	30.06.2025	Robin Bates	Board of Directors	30.06.2027