



Environmental Policy

Approved by the Board with effect 30 September 2024

1. Background

Strickland Metals Limited which includes all its subsidiaries (**Company**) considers environmental issues a crucial topic to be addressed in management. Striving for a sustainable society, the Company will work to preserve the environment and prevent pollution in our business activities, while creating businesses that are both highly competitive and environmentally friendly.

The Company is committed to high standards of environmental management across all its sites.

2. Responsibility of Management

The Company's key management personnel all support this collective responsibility, and specific responsibilities will comprise:

2.1 Executive Management

Executive management and the board are responsible for the development and implementation of environmental policy, processes, performance objectives and review of the policy.

2.2 Site Management and Project Managers

Site and project managers are responsible for advising the Executive team on environmental matters and any environmental issues that may arise. Other personnel may also be responsible for advising the Executive team on environmental matters relevant to their respective roles.

2.3 Dedicated Environmental Staff

There may also be dedicated environmental management functional staff engaged by the Company who will be responsible for establishing and maintaining the effectiveness of the Company's environmental management systems, processes and initiatives and improving environmental awareness across the entire organisation.

3. A Comprehensive approach to environmental management

The Company's approach to environmental management focuses on avoiding environmental impacts where possible, mitigating unavoidable impacts, rehabilitating or restoring disturbed areas, and offsetting to compensate for any impacts that cannot be otherwise avoided, minimised or rehabilitated.

To do this, the Company undertakes extensive assessments and management planning in relation to surface water, groundwater, flood impact, flora and fauna, Aboriginal cultural heritage, historical heritage, air quality, agriculture and geochemistry impacts. This includes extensive consultation with relevant stakeholders throughout formal planning and approval processes, such as the development of comprehensive environmental assessments for all projects, and specific management plans across all stages of projects from construction and operation to rehabilitation and closure.

In Australia and Serbia, mining is a highly regulated industry that is subject to constant monitoring, compliance and enforcement activity by relevant government authorities. For all the Company's exploration and mining operations, the Company observes the strict conditioning requirements that apply. The Company's commitment is to always plan carefully and mine responsibly in-line with its approval conditions.

The Company's comprehensive management of environmental impacts is complemented by ongoing formal and informal stakeholder engagement, and direct community feedback and more. The Company works together with its local communities, including neighbouring landholders, and adjusts its environmental management approach based on this consultation.



4. Policy Application and Organisational Awareness

The Executive team and key management personnel have a responsibility to ensure that all employees and contractors are provided with the appropriate training and education with respect to the Company's environmental policy objectives and maintain that continuance adherence of these objectives.

All the Company's employees and contractors engaged by the Company or those who work on projects run and owned by the Company are accountable to understand, observe and ensure a demonstrated commitment to this environmental policy.

All employees will be active towards sound environmental management and as a minimum, ensure compliance with all statutory requirements associated with the Company's activities, from mineral exploration, mining and processing through to the sale of mineral products.

5. Environmental Policy Objectives

- (a) **Comply with environmental laws and regulations:** In the course of the Company's business operations, the Company will comply with laws and regulations concerning the environment, international treaties, and agreements to which the Company subscribes.
- (b) **Continuously improve our environmental management system:** Under the Company's environmental management system, the Company will establish and periodically review environmental objectives and aim for constant improvement, in order to enhance its environmental performance.
- (c) **Minimise environmental burden:** Through preserving biodiversity, the Company will strive to minimise the environmental burden of its businesses.
- (d) **Promote resource efficiency:** The Company will promote full life-cycle resource efficiency and will promote resource reuse, recovery and recycling.
- (e) **Consider the environment in new businesses:** When starting new businesses and expanding or further developing existing businesses, the Company will work to reduce the burden on the environment and prevent pollution.
- (f) **Pursue sustainable resources:** The Company will promote initiatives for the stable supply of resources and realisation of a suitable energy mix.
- (g) **Educate and promote awareness on the environment:** In addition to ensuring that all of the Company's officers and employees are notified of this policy, the Company will implement educational activities to ensure widespread awareness.
- (h) **Stakeholder communication:** The Company will communicate with key stakeholders on environmental issues in a transparent and timely manner.