

ESG considerations are imbedded in our investment process

Summary ESG due diligence framework

Environmental

- Energy supply / use
- Energy management/emissions reduction plans
- Carbon emissions & relative carbon intensity
- Water consumption & management
- Mine closure & rehabilitation plans
- Impact on biodiversity and protected areas including national Parks, areas of cultural importance and/or World Heritage Sites
- Air, noise, soil pollution
- Tailings management
- Hazardous materials

Social

- Host country labour practices
- Rights of indigenous peoples
- Community relations & stakeholder support
- Health and safety
- Existence of small scale mining in the project's area
- Workforce health & safety
- Labour rights
- Occupational health and safety
- Direct host community employment
- Local procurement programmes

Governance

- Purpose, values, culture and capabilities
- Business ethics, integrity & transparency
- Commitment to external frameworks and reporting standards
- ESG leadership and accountability at senior management levels
- Diversity and inclusion