



SUSTAINABILITY POLICY

The Board of Directors of Strandline Resources Limited has established a Sustainability Policy as follows.

Our vision is to enrich everyday life and grow a significant mineral sands business through responsible operations, innovation, and ethical business practices. This vision comes with a commitment to operate our business in line with principles of sustainable development, to deliver on the needs of the present, without compromising the needs of future generations and integrating environmental, social and governance considerations into our decision making.

Our Sustainability Policy aligns with our values of: Trust, Courage, Respect, Excellence, and Integrity.

1. Environment

1.1 Closure, Rehabilitation and Ecological Values

We will consult and engage with our stakeholders to ensure that current and future host communities inherit a positive legacy from our operations, whereby the post mine land use delivers sustainable ecological outcomes. We will be proactive in considering the effect of changed climatic conditions and through our progressive rehabilitation activities we will restore ecological values and leave a safe and stable landform.

1.2 Sustainable Consumption and Production

We will seek innovative opportunities to grow our business through sustainable resource management. This includes sustainable consumption and production and continued investment in technology that furthers reduces waste and energy. We commit to managing hazardous substances responsibly throughout storage, handling, use and disposal. Throughout our value chain we will embrace transparency and seek to support chain of custody standards aimed at delivering sustainable resources.

1.3 Tailings Management

We will ensure that the design, construction, operation, and closure of our tailings storage facilities and associated dams will comply with internationally recognised engineering standards and industry best practice.

1.4 Air, Soil and Water Pollutants

We will manage air, soil and water pollutants within safe and legal limits as well as removing workers from exposure through effective work design. We will strive to reduce the greenhouse gas emissions associated with our activities.



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2. Social

2.1 Health and Safety

We will provide a healthy and safe work environment for our people, promoting a culture that prevents fatalities, serious injuries and occupational disease and supports positive mental health and well-being. Our intent is to drive continuous improvements by integrating effective risk management into our business and avoiding incidents that have the potential to harm our people or the communities in which we operate. We commit to maintaining effective technical standards, a culture of risk awareness and leadership in all areas of health and safety.

2.2 Employment and Labour

We seek to develop respectful and engaging relationships with, and amongst, our employees and contractors. Our Code of Conduct outlines our requirements for the workplace to be free from discrimination, including bullying and sexual harassment. We commit to training our employees so that they are skilled and competent and embrace technology and innovation to continuously improve the way we operate. We will actively foster interactions between our senior leadership and site-based workers to ensure a culture of openness and accountability is maintained. We will ensure adequate procedures for reporting and investigating complaints, with clear standards for the protection of whistle-blowers.

2.3 Diversity and Inclusion

We seek to create a culture where different points of view are welcome, respected and acted upon.

We will recruit the right people for the right job, regardless of race, gender, age, marital status, disability, sexual orientation, nationality, political persuasion or religion, or any other factor not relevant to their competence and performance. We will recruit and promote our people in a manner that ensures an inclusive and diverse workforce.

2.4 Indigenous and Aboriginal People

In line with the United Nations Declaration on the Rights of Indigenous Peoples we will seek to obtain Free, Prior and Informed Consent⁽⁴⁾ through our indigenous agreement-making processes. We respect and will continue to meet the commitments laid out in our Native Title and Heritage agreements and through our actions we will continue to promote reconciliation. We seek to build sustainable, long-term and mutually beneficial outcomes with our host communities and to understand, respect and ensure their heritage, rights and cultures are recognised.

2.5 Human Rights

We respect human rights in line with the United Nations Guiding Principles on Business and Human Rights at every stage of the mining process. We recognise that our commitment to



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human rights extends beyond our operations and into our supply chain and will continue to actively engage with our suppliers and customers to mitigate human rights risks.

3. Governance

3.1 Tax transparency

We commit to timely and fair payment of taxes and royalties. We will transparently report our total contribution in the interest of accountability to society and civil institutions.

3.2 Bribery, Anti-corruption and Anti-competitive Behaviour

We prohibit corruption in any form. We do not give bribes and we ensure we comply with the laws in each jurisdiction in which we operate, including anti-corruption and competition laws. We provide training to our people and undertake due diligence on our counterparties to ensure a culture where our employees operate with integrity, in line with our values and policies.

3.3 Board of Directors

We will ensure that our Board of Directors have the appropriate skills, diversity and experience to oversee the operations and culture of the Company and comprises a healthy number of independent Directors. Our Board will at all times act in the best interests of the Company as a whole.

Primary Responsibility - MD

Secondary Responsibility - Chairman, Board of Directors, Company Secretary, CFO and employees.

4. Review of Sustainability Policy

4.1 Application

The Managing Director is accountable to the Board of Directors for ensuring that this policy is implemented. This policy will be reviewed on a yearly basis.

This Policy applies to all staff, contractors and joint venturers engaged in activities under Strandline's operational control.

Approved by:	Luke Graham	Approval Date:	22 July 2021
Position:	Managing Director	Review Date:	22 July 2022