



Environmental, Social and Governance Policy

EQ Resources Limited

ACN 115 009 106

Reviewed/Approved by the Board	
Adopted	27 July 2022
Reviewed & Approved	Board

1. Introduction

- 1.1 The purpose of this policy is to set out the principles guiding EQ Resources Limited (**the Company**) and its subsidiary companies (collectively, **the Group**) in relation to meeting the Group's environmental, social and governance responsibilities. The Group is committed to operating the business in a way that minimises adverse environmental, social and governance (**ESG**) outcomes for our stakeholders and the locations in which we operate.
- 1.2 The Group has a duty to behave reasonably in its business activities, to conduct itself appropriately with those who may be affected by its actions, and to meet the expectations of its stakeholders, including shareholders, employees, customers and business partners. A responsible approach to environmental, social and governance matters enables the Group to be a good corporate citizen, to support its reputation and to support shareholder value.
- 1.3 The Group accepts that its long-term success demands the integration of responsible stewardship, sustainability and social benefit into all aspects of its business and operations.
- 1.4 ESG performance:
- (a) strongly correlates with the creation of value for the Group's shareholders and other stakeholders;
 - (b) contributes towards sustainable development and the Group serving as a responsible steward in making a positive and constructive impact on the communities where it operates; and
 - (c) is a core attribute of the Group's values and approach.
- 1.5 Transparency and disclosure relating to ESG performance are key priorities and strong indicators of the Group's commitment to best practices in corporate governance.
- 1.6 Creating a more socially responsible and sustainable business is a continuous journey and benchmarking the Group's performance against globally recognised and accredited standards helps to assure it is on the right path.
- 1.7 The Group is committed to developing, maintaining and improving standards and practices to reasonably meet its stated ESG commitment.

Acceptance of the Group's ESG approach is the responsibility of everyone i.e.;

- (a) every person who works for, contracts with or does business with the Group (**Personnel** including all the Company's directors, officers and employees);
- (b) the Group, by dedicating appropriate human, financial and managerial resources to achieving the Group's ESG related outcomes.

Acceptance by Personnel of that responsibility is a fundamental term of their engagement with the Group.

- (c) Implementation of this policy is the primary responsibility of management, facilitated by the Company Secretary reporting to the CEO, under the governance oversight of the Board

- 1.8 Contractors to the Group, and their subcontractors and employees, are expected to respect the Group's ESG related approach and practices developed in the terms of this policy.

2. Application

- 2.1 This Policy extends to all of the Group's dealings and transactions, both locally and overseas, with clients, government authorities, contractors, suppliers and the community as a whole and sets the standards expected of all the Company's Personnel, regardless of where they are geographically located or locations in which they perform work for the Group.

3. Environmental

- 3.1 The Group's environment objectives are to be sustainable and efficient when exploring and producing and selling its quarrying and tungsten products and to understand and minimise any adverse environmental impacts its operations and products may have. The Group is committed to minimising any adverse environmental impacts in its operations and mitigating negative environmental impacts where practicable.
- 3.2 In order to support continued global growth and allow for the prosperity of future generations, as well as reducing rising resource costs, the Group is also committed to minimising waste produced by its operations and managing its demand for natural resources, such as fresh water and energy, including the consumption of carbon-intensive goods and services and beneficial reuse of waste products to recycle.
- 3.3 The Group's principles to achieve these objectives apply at two levels:
- in the exploration, tungsten production, sales of its quarrying products; and
 - in the conduct of its corporate and administrative activities.
- 3.4 In relation to the exploration, tungsten production, sales of its quarrying products, the Group's principles and actions are:
- source raw materials from suppliers who practice sustainable growing practices;
 - source raw material from suppliers close to our manufacturing facilities, to minimise cost and impact of transporting those materials;
 - minimise waste materials from manufacturing and reuse/recycle where possible;
 - source packaging materials, including bottles and cartons, from suppliers utilising recycled inputs where possible;
 - design packaging, including bottles and cartons, to minimise weight and use of space;
- use environmentally responsible transportation businesses to distribute our products.
- 3.5 In relation to the conduct of its corporate and administrative activities, the Group's principles and actions are:
- Switch off lights and electrical appliances when not in use.
 - Use energy-efficient lighting and systems throughout our office.
 - Support recycling by:
 - Recycling cardboard, paper and using recycled paper products;
 - Purchasing green office stationery products where possible;
 - Recycle used printer cartridges;
 - Reduce paper use by printing documents only when required, and using double-sided printing;

- Use teleconference or video conference facilities and minimise face to face meetings to minimise transportation costs and emissions.
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4. Social

4.1 The Group's social objectives are to be a responsible corporate citizen in connection with the direct impact on individuals of the Group's exploration and quarrying products and activities, in particular, the exploration of mineral resources and marketing of its final products.

- In relation to the exploration of mineral and metals resources, the Group recognises that it has a responsibility to encourage responsible exploration of minerals and metals and to avoid waste, and to discourage inappropriate use of those products and to recycle the waste whenever possible. To achieve this, the Group will comply with all applicable laws, industry codes and guidelines applicable to our products;
 - will foster a positive culture;
 - will actively engage in safe behaviours;
 - will act ethically in all of its operations and activities; and
- will identify key stakeholders and engage in a close relationship, fostering engagement mechanisms and encouraging feedback.

4.2 In relation to its employment environment, the Group will observe its obligations under employment and occupational health and safety legislation and will implement and maintain systems to facilitate employee well-being and safety.

4.3 The Group has prepared a Community and Stakeholder Engagement Plan (**CSEP**) to outline the ways interested and impacted stakeholders can take part during each stage of the Project.

4.4 The Group has focussed activities on liaising with directly impacted neighbours such as the communities that surround the Mt Carbine and businesses to date. As the Project and approvals progress, communication and engagement will increase. The Group takes its social responsibility seriously and has completed:

- Stakeholders' identification and analysis
- Community and Stakeholder Engagement Plan
- Consultation Register
- Implementation

5. Governance

5.1 As an ASX-listed entity, the Company is required to observe appropriate corporate governance principles and practices, which are set out in the following Company/Group documents:

- Board Charter
- Audit and Risk Committee Charter
- Whistleblower Policy
- Code of Conduct
- Diversity Policy

- Privacy Policy
 - Communications and Disclosure Policy
 - Risk Management Policy
 - Securities Trading Policy
 - Health and Safety Policy
 - Environmental, Social and Governance Policy
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6. Review of this Policy

- 6.1 The Company Secretary will review this Policy annually or as often as he or she considers necessary.
- 6.2 Any amendment to this Policy must be approved by the Board.
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7. Approved and Adopted

- 7.1 This Policy was approved and adopted by the Board on **27 July 2022**.