

ESG Policy

ENVIRONMENT

Rangecon's operational activities will be conducted in a manner to minimise environmental impacts and prevent harm to the health of people through exposure to potential emissions or pollution arising from our activities.

Rangecon always work within relevant legislation requirements, and (where contractually specified) the environmental requirements of our clients.

Our key Environmental objectives fall under the following headings:

- **Safeguard the Environment**
We will work to prevent pollution being caused or allowed as a result of our operations. We will not allow any emission or transmission from our work sites of any noise, odour, atmospheric contaminant, or electromagnetic radiation that may unreasonably interfere with the health, welfare, convenience, comfort or amenity of any person. We will not cause or allow serious or material environmental harm.
- **Plant, Equipment & Materials**
We will maintain any devices fitted to plant and equipment for the purpose of preventing or minimising unauthorised emissions or pollution. We will purchase plant, equipment and materials (wherever practicable) that will prevent or reduce the likelihood of unauthorised emissions or pollution.
- **Reduce, Reuse, Recycle**
We will strive to improve our environmental performance through waste reduction, reuse and recycling, as far as is practicable. Where further improvements are difficult, carbon neutral programs shall be considered and implemented.
- **Waste Disposal**
We will not cause or allow waste to be placed in a position where it may result in environmental pollution, and where required, ensure transportation and disposal by an authorised provider.
- **Dangerous Goods**
We will ensure that dangerous goods are correctly stored and handled on our work sites.
- **Management System Improvement**
We will continuously review our environmental management system in order to meet or exceed best practice.

All employees are responsible for the implementation of this policy. Management has an additional responsibility to maintain a work environment that fosters achievement of the Environmental goals.

SOCIAL

Operating in a responsible and sustainable manner is important to Rangecon. While we run our business in line with the expectations of our clients, we also see corporate responsibility as a discipline that helps us manage risks and maximise on the opportunities available to us in a changing world.

Adherence to our policies and related operating procedures is the responsibility of each Rangecon Director, and all Employee's. We are committed to understanding, monitoring and managing our social, environmental and economic impact to enable us to contribute to society's wider goal of sustainable development. This commitment is deeply ingrained in our core values and we aim to demonstrate these responsibilities through our actions and within our Policies.

Rangecon define Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner
- Protecting the environment and the safety of people
- Supporting human rights and
- Engaging, learning from, respecting and supporting the communities and cultures within which we work.

Rangecon will ensure that all matters of Social Responsibility are considered and supported in our operations and administrative matters and are consistent with our client's best interests.

Rangecon employees, suppliers and contractors are to adopt the Social Responsibility considerations described in this policy into their day-to-day work activities. Our Directors are to act as role models by incorporating these considerations into decision-making in all business activities. Our Directors will ensure that appropriate organisational structures are in place to effectively identify, monitor, and manage Social Responsibility issues and performance relevant to our business.

Rangecon is committed to maintaining the highest standards of integrity in order to maintain excellence in its daily operations.

Rangecon will conduct its business in an open, honest, and ethical manner. Rangecon recognises the importance of protecting all our human, financial, physical, informational, social, environmental, and reputational assets.

Rangecon will provide a safe and healthy working environment and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our clients, peers and others to promote responsible environmental practices and continuous improvement.

Rangecon recognises that pollution prevention, biodiversity and resource conservation are key to a sustainable environment and will effectively integrate these concepts into its business decision-making. All employees and contractors are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

Rangecon do not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment. Rangecon works with our employees to help them treat their colleagues fairly and with dignity and respect, maintain safe working conditions. We do not tolerate human rights abuses, human trafficking and/or slavery, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

Rangecon strives to understand and respect the cultural values and laws wherever we operate. We actively support initiatives in those communities where our employees live and work. We encourage our employees to contribute time and energy in leadership and other roles in community organisation

INDIGENOUS ENGAGEMENT POLICY

Rangecon acknowledges the Australian Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the traditional custodians of the lands on which our company is located and where we conduct our business. We pay our respects to ancestors and Elders, past and present.

Rangecon is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

Our Commitment:

- **WE** will provide opportunities to local Indigenous enterprises within our supply chain and through commercial partnerships
- **WE** will create employment and/or training opportunities for Indigenous people from the communities within our operational footprint
- **WE** will develop and maintain mutually beneficial relationships with local community groups and schools
- **WE** will raise cultural awareness within our workgroups through training
- **WE** will ensure that policies, programs, and operational practices are relevant to the needs of existing and prospective Indigenous employees
- **WE** will promote diversity within our workforce to encourage new ideas and cultural perspectives by valuing the contribution and positive difference that Indigenous employees make to the workplace
- **WE** will acknowledge National Reconciliation Week and NAIDOC Week celebrations

Our Expectation:

Specifically, we expect all workplace personnel (incl. contractors and visitors) to:

- Actively participate where the opportunity presents to actively participate in initiatives to improve Indigenous engagement and awareness
- Be aware of the impact that their actions can have on others and to show respect and courtesy to all others in the workplace
- Call out behaviours that are contrary to promoting an inclusive workplace.

GOVERNANCE

Rangecon Pty Ltd are dedicated to treating all people with due respect and facilitating workspaces and relationships that are safe, ethical and transparent. We strive to not pursue relationships that facilitate, endorse or encourage modern slavery practices, whether directly or indirectly.

Rangecon is committed to:

- Operating its business in accordance with the Modern Slavery Act 2018 (Cth)
- Ensuring our people understand modern slavery and the risk it presents to our operations
- Providing our people with appropriate avenues for reporting potential instances of modern slavery within our operations, or the operations of our suppliers and/or clients
- Mitigating modern slavery risk within our operations
- Eliminating potential and/or actual modern slavery practices from our operations and supply chain
- Utilising the due diligence completed to date to facilitate effective action plans and 'next steps' in the pursuit of modern slavery risk mitigation and elimination using a proactive approach
- Ensuring appropriate transparency with our people, clients, suppliers and stakeholders regarding the maturity of our modern slavery due diligence process and the findings arising from this
- Enhancing our plan for measuring the effectiveness of our existing modern slavery risk framework.

The actions taken to further mature our response to modern slavery risk management in this Modern Slavery Policy include, but are not limited to, an enhanced and automated supplier due diligence process supported by a third party, further enhancements to contractual terms with our suppliers and clients to set out modern slavery obligations and expectations, and a shift from a reactive to a more proactive approach to modern slavery risk management.

Rangecon's Modern Slavery Statement addresses the mandatory criteria outlined in the Modern Slavery Act 2018 (Cth).

Rangecon Pty Ltd will maintain an effective Safety Management System that incorporates a continuous improvement philosophy and provides for maintenance of the highest occupational health and safety standards to protect the wellbeing of our people. The Safety Management Systems will continue to be integrated into the culture of our organisation and commitment will be demonstrated through effective leadership and consultation with all employees. Detailed below:

Rangecon Pty Ltd will:

- Comply with the West Australian Occupational Safety and Health Act 1984, Federal Occupational Health and Safety Act, all relevant Regulations, Codes of Practice and Australian Standards.
- Ensure employees understand and comply with their obligations regarding relevant Occupational Health and Safety Legislation.
- In consultation with employees, manage all safety related matters to reduce risks in the workplace.
- Control physical and procedural safety hazards through continuous hazard identification and control processes.
- Provide induction and ongoing training, information and instructions to employees and relevant sub-contractors, regarding Occupational Health and Safety.
- Provide an effective system of accident/incident reporting, investigation and recording.
- Ensure that all employees are aware of the Emergency Response Plans and their responsibilities.
- Maintain sufficient qualified First Aid Officers and adequate First Aid kits and ensure that all staff are familiar with their location throughout the organisation.
- Monitor the effectiveness of Rangecon's Occupational Health and Safety performance.

Employees will:

- Comply with the Occupational Health and Safety Act 1984 (WA), Federal Occupational Health and Safety Act, all relevant Regulations, Codes of Practice and Australian Standards.
- Report workplace hazards and incidents to supervisors/manager.
- Work in a safe manner that will not endanger the health and safety of themselves, their colleagues, the public or the environment.
- Consult and cooperate with supervisors and management on matters relating to workplace health and safety.

Rangecon Pty Ltd is committed to this Health and Safety Policy and shall review its content on an annual basis, in accordance with the review date set.

RANGECON KEY MEASURABLES

	Rangecon Objective	Rangecon Target
Environment	Act on climate change	Achieve carbon neutrality in our underground operations by 2035.
	No serious environmental harm	No environmental non-compliances notices received across all divisions
Social	Achieve zero harm at work	Work towards zero loss time injuries by 2025
	Provide employment pathways for Aboriginal peoples	Aboriginal person in a key management position by 2022
	Invest in local communities where we work	15% local expenditure achieved by 2030
Governance	Foster a diverse workforce	20 % women employed by 2025
	Manage business risks to maintain operations	External review of business risks undertaken every 2 years