

This Policy has been developed with the objective that through our sustainability efforts, Lindian will deliver long-term stakeholder value through safe, low-cost production in an environmentally and socially responsible way.

In the Lindian context, sustainability refers to health, safety, environment, operational risk, security and social responsibility.

Lindian aims to achieve the objective of this Policy by ensuring we:

- Strive for zero harm in all our activities.
- Define and demonstrate robust risk management and environmental stewardship where threats are mitigated, whilst exploiting opportunities to create value for the business and our stakeholders.
- Cultivate an innovative culture relentlessly driving operational excellence.
- Provide a healthy, safe and inclusive workplace through collective leadership, encouraging our people to report unsafe situations and have positive interactions and conversations.
- Implement and maintain work practices which are safe and reduce the risk to health of our employees, the environment and the community.
- Provide training, re-training, information, instruction and supervision for all employees to enable them to perform their work safely.
- Identify, assess and manage risks and hazards to employees, contractors, the environment and our host communities.
- Communicate, support and consult with our employees, contractors and stakeholders at all levels.
- Embed sustainability in our decision making at all levels of the organisation.
- Foster an agile and robust project planning process that maximises value to the business.
- Set and achieve performance targets and continual improvement year on year.
- Contribute positively to local, regional and national sustainability efforts, providing sustainable outcomes for our communities.
- Protect and enhance our reputation as a trusted partner whilst respecting the human rights of our stakeholders.
- Advance outcomes for Indigenous peoples and protecting cultural heritage and respect the human rights of all our stakeholders.
- Are transparent at all levels of corporate governance and comply with applicable laws and regulations.
- Conduct regular reviews and share learnings across the business to drive continuous improvement.
- Report clearly and regularly the sustainability measures put in place and the outcomes achieved.