

Sustainable Development Policy

Grange Resources Value:
Utilise our resources efficiently and effectively

Grange recognises that sound principles governing safety, business conduct, social, environmental and economic activities are integral to the way it does business. Grange continuously develops, implements, maintains, reviews and improves its sustainable development management systems in alignment with the following commitments:

- Implement and maintain ethical business practices and sound systems of corporate governance by:
 - abiding or exceeding the requirements of sovereign laws and regulations; and
 - working with governments, industry and other stakeholders to develop sustainable development strategies.
- Integrate sustainable development considerations within the corporate decision-making process by:
 - adopting sustainable development practices throughout the mine life cycle – plan, design, operation and closure;
 - engaging regularly, openly and honestly with people affected by its operations, and take their views and concerns into account in decision making;
 - encouraging suppliers, business partners and customers to adopt practices comparable to Grange's; and
 - train our employees and contractors to ensure adequate competency with regards to its sustainable development objectives.
- Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by its activities by:
 - encouraging a diverse workforce and providing a work environment in which everyone is treated fairly, with respect and can realise their full potential; and
 - ensuring its employees and contractors are trained to understand, promote and uphold fundamental human rights within their sphere of influence, to respect the traditional rights of Indigenous peoples and valuing cultural heritage.
- Implement risk management strategies based on valid data and sound science by:
 - consulting with all interested parties in the identification, assessment and management of all significant risks/impacts relating to its activities and continuously monitoring and improving its management systems; and
 - ensuring regular review and update of risk management systems.
- Seek continual improvement of health and safety performance by:
 - identifying, assessing and managing risks to employees, contractors, the environment and nearby communities; and
 - seeking ways to promote and improve the health of the workforce and the community.
- Seek continual improvement of its environmental performance by:
 - assessing the positive, negative, indirect and cumulative impacts of its projects – from exploration through to closure;
 - maintaining disciplined management systems focused on continual improvement through review, prevention, mitigation and amelioration of adverse environmental impacts; and
 - setting and achieving targets that promote efficient use of resources and include reducing and preventing pollution.
- Contribute to conservation of biodiversity and integrated approaches to land use planning by:
 - respecting legally designated protected areas; and
 - collecting scientific data and sharing technical information, practices and experiences with key stakeholders, including academia and government.
- Contribute to the social, economic and institutional development of the communities in which it operates by:
 - developing partnerships that foster the sustainable development of the host communities to enhance economic benefits from its operations.
- Implement effective and transparent engagement, communication and reporting arrangements with stakeholders by:
 - establishing processes that enable open and honest consultation and feedback with all them.

Since these commitments are a critical part of the way Grange does business, we will measure performance against these and strive for continuous improvement. We will conduct business in an open and transparent manner to ensure that our commitments are maintained and reinforced. All employees and contractors are accountable for making appropriate decisions within the scope of their work responsibilities to ensure these commitments are achieved.



Russell Clark
Managing Director – Grange Resources Limited



Wayne Bould
Director – Grange Resources (Tasmania) Pty Ltd