



GRANGE
RESOURCES

Environmental and Social Responsibility Policy

Goals

This Policy:

- ◆ Demonstrates the commitment of Grange Resources' management and employees to our Tasmanian Environment and our Social Responsibilities as good corporate citizens.
- ◆ Encourages effective management of all its Environmental and Social Responsibilities (ESR).
- ◆ Imparts responsibility on all stakeholders to protect our environment and surrounding community against environmental impacts, prevent environmental harm, use resources efficiently, conserve biodiversity and acquire and access land responsibly.
- ◆ Strives to eliminate or mitigate the impacts of our businesses to the environment, our employees, our contractors, our visitors, and stakeholders through effective risk management.
- ◆ Aims to ensure all work activities are done with a thought towards our social responsibilities.

Responsibilities

Management, from our senior managers to our point of work supervisors, are responsible for providing and maintaining:

- ◆ Application of a robust Environmental and Social Responsibility Management System focused on achieving best practice environmental management, including the minimisation of environmental impacts, continuous environmental improvement, legislative and regulatory compliance and the meeting of all relevant environmental standards.
- ◆ Effective risk management that identifies, assesses and implements adequate controls to manage environmental risks, to minimize the environmental impacts of the business in order to achieve best practice environmental management
- ◆ Knowledge, skills and resources to minimize the company's effect on the environment and surrounding community, the prevention of environmental harm, the efficient use of resources, conservation of biodiversity and responsible land access and acquisition.

Workers are responsible for:

- ◆ Ensuring their own personal impact on the environment fall within the standards set by Grange
- ◆ Complying with any reasonable directions to meet all relevant environmental legislation and standards
- ◆ Reporting all environment impacts, both positive and negative, including the sightings of endangered species on our sites.

We expect employees, contractors and visitors to:

- ◆ Complete our visitors induction and comply with the environmental and social responsibilities within that induction.

Accountability

All employees, contractors and visitors will be held accountable under this policy and may be subject to disciplinary action for breaches of policy.

Honglin Zhao
Chief Executive Officer – Grange Resources Limited
June 2016

Ben Maynard
General Manager Operations – Grange Resources Tasmania
June 2016