

SUSTAINABILITY POLICY

Jervois believes that progress towards sustainable development requires commitment at all levels. Commitment to integrating sustainability objectives into all aspects of our business and its governance. Commitment to strict compliance with all governing laws and responsible, ethical practices. And commitment to foster a culture of sustainability in our employees, contractors, partners and communities.

As responsible citizens with high standards of integrity and accountability, Jervois will:

- **Ensure excellence in environmental stewardship** by responsibly, safely and efficiently managing our carbon footprint and all water, tailings and other waste and materials; minimizing impacts on biodiversity, land, air, water and human beings; and reclaiming, rehabilitating and restoring ecosystems.
- **Adhere to highest standards for health and safety** to eliminate fatalities and prevent workplace illnesses, accidents and serious injuries through consistent, accountable leadership and by providing every worker with the resources, knowledge, skills and individual responsibility needed to work safely every day.
- **Create inclusive, supportive and fair working conditions** by acting intentionally to ensure our employees, community members, suppliers and other stakeholders are treated with dignity and respect; by creating diverse, safe and welcoming working environments; and by integrating human rights and fair labour practices in both principle and practice at all levels.
- **Forge meaningful, trusting and valued relationships** with communities, governments and partners where we operate through inclusive, transparent and open engagement and commitments to fairness, justice and human rights.
- **Generate tangible socio-economic benefits** in communities where we operate, particularly for women, youth, indigenous peoples and disadvantaged groups, through strategies to help respond to development priorities and increase local opportunities for employment, procurement of goods and services and research, training and skills development.
- **Foster responsible, ethical supply chains** through zero tolerance for child labour, forced labour and conflict in our supply chains; requirements for transparent, responsible sourcing by our suppliers; and ethical supply and use of our products.
- **Swiftly and systematically manage and respond to opportunities and risks** at corporate- and project-level, including emerging development opportunities and risks related to climate change, human rights and supply chains.
- **Deliver through good governance** including by monitoring and transparently reporting on our performance; maintaining accessible, fair and confidential grievance and whistleblower mechanisms; aligning our policies, standards and procedures with key international codes, principles and initiatives; and fulfilling our commitments to transparency, fair and ethical business practices and zero harm.