

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE STATEMENT





# VITRINITE - ENVIRONMENT, SOCIAL AND GOVERNANCE STATEMENT

## STATEMENT OF VITRINITE'S ENVIRONMENTAL SOCIAL AND GOVERNANCE POSITION

Vitrinite is committed to effectively managing its impact on Environment, Social and Governance (ESG) matters. This ESG statement provides for sustainable environmental management, socially responsible operations and ethical business management, driven by the board of directors.



### ENVIRONMENT

- We aim to tread lightly and leave all lands as or better than we found them.
- We promote resource stewardship and sustainable land management through establishment of post mining land uses.
- We optimise equipment selection and its use to reduce Greenhouse Gas Emissions.
- We regularly report on environmental outcomes and maintain accountability of sites until relinquishment.



### GOVERNANCE

- We are committed to human rights in line with the Guiding Principles on Business and Human Rights (United Nations). This also extends to elimination of modern slavery.
- Our suppliers are key partners in our commitment to operate in a way that is responsible, transparent and respects the rights of all.
- We have a zero-tolerance approach to bribery and corruption and are committed to conducting business with integrity.
- At Vitrinite, risk is managed in accordance with AS ISO 31000:2018 Risk Management—Guidelines.



## HOW WE IMPLEMENT THESE VALUES

We operate on a policy of being a good neighbour and corporate citizen, holding ourselves to the highest standard.

We strive to minimise our environmental footprint and offset unavoidable ecological impacts at Vitrinite's operations. We manage the impact of our projects by:

- Reducing vegetation clearing by prioritising pre-cleared sites and access tracks;
- Avoiding ecological impacts where possible; and
- Progressively rehabilitating sites as soon as practicable.

We endeavour to be active members of the communities within which we work, support local business and strive to maximise project benefits and opportunities. Our board of directors acknowledge the need to respect human rights, acknowledge the transition to a lower carbon future and foster a corporate culture that considers all stakeholders.

Vitrinite actively fosters positive working relationships with traditional owner groups associated with the land upon which it operates, through the commitment to involve Traditional Owners — who are the guardians, keepers, and knowledge-holders of Aboriginal cultural heritage — during our activities.

As residents of Queensland, we recognise the importance of the role we play in social, community, economic and environmental issues among our friends, family, neighbours and colleagues. We will never compromise any of these responsibilities and hold our role in the community paramount.



### SOCIAL

- We have a recruitment strategy with a preference for local employees.
- We use local business where they are technically capable and commercially competitive.
- We have implemented Indigenous employment targets.
- We have implemented procedures to facilitate Equal Opportunities in recruitment.
- We encourage Indigenous business opportunities and recruitment where practicable.
- We actively promote healthy lifestyle choices through education and training.
- We actively promote occupational health and safety through education and training, in order to minimise the incidence of workplace accidents.
- Involve families of workers through Family Fun Day.
- Sponsorship of Community Events.



# CONTACT INFORMATION

Head Office  
Level 6, 12 Creek Street  
Brisbane, QLD 4000

PO Box 400, Currumbin  
QLD 4223

Vulcan Mine Office  
4093 Saraji Road,  
Dysart, QLD 4745

PO Box 91, Dysart  
QLD 4745



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