



Biodiversity Policy

Protecting and enhancing biodiversity is an integral part of Hrcros Mines' commitment to sustainable development. We are conscious of the potential impacts and dependencies of our business on the environment in general and on biodiversity in particular. Integrating the need for biodiversity conservation into operational decision-making processes and taking all necessary measures to minimise impacts, is a commitment across the company.

We are conscious that biodiversity is a complex phenomenon that needs to be identified, understood and valued from a biological and societal (i.e. in terms of ecosystem services) perspective. We believe that our performance on biodiversity conservation will create long-term value for our business.

Harcros Mines strives to:

- Prevent where possible, minimise and mitigate biodiversity risks throughout our businesses.
- We will manage and use land in our operations in a manner that allows biodiversity conservation needs to be integrated with business needs through the project lifecycle, including decommissioning, closure and rehabilitation;
- Comply with, and exceed where possible, the local, regional and national legislative

requirements on land management and biodiversity conservation and applicable international conventions where applicable in all jurisdictions in which it operates;

- Identify and assess biodiversity status and value before the start of a new project and monitor impacts over the project lifecycle;
- We will consider the impacts on ecosystem services;
- Work towards the conservation of threatened/ rare and endemic species and high priority conservation areas, and support local, national and global conservation initiatives.
- We will provide information and raise awareness among our employees and other stakeholders to enhance knowledge and understanding of biodiversity and conservation issues, where applicable.
- We will measure and report progress against this policy and review performance on a periodic basis to ensure ongoing management of biodiversity.

The content and implementation of this policy will be reviewed periodically and actions taken accordingly including the sharing of good practices throughout the organisation.

