



Evolution Mining

Sustainability Performance Standards

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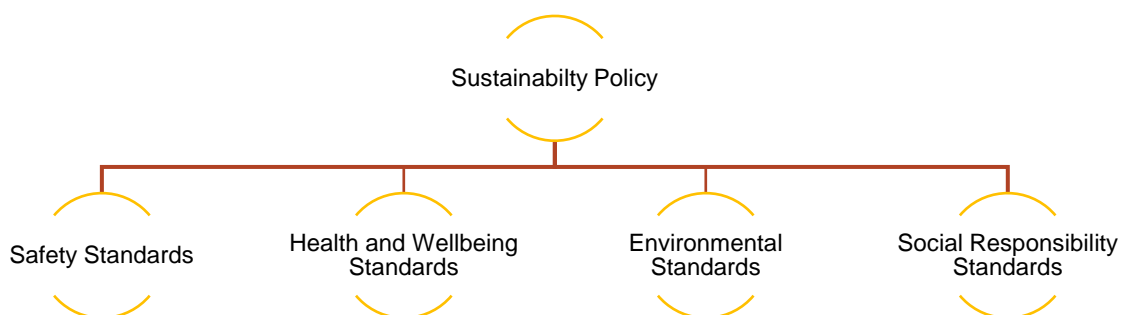
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1 Introduction

The Sustainability Performance Standards (Performance Standards) are one of the integral parts of Evolution Mining's devolved governance management framework and prescribe the minimum level of social and environmental performance management that is to be achieved by all business functions.

Through simplification of business processes Evolution Mining has enabled Assets to move from transactional compliance to transformational performance in the management of Sustainability related Risk by devolving accountability for decision making to those at the source of this Risk.

These Performance Standards cover the four performance areas of Sustainability: Health, Safety, Environment and Social Responsibility, which all fall under Evolution Mining's Sustainability Policy. Together, the Sustainability Performance Standards and Sustainability Policy provide the governance and integrated approach to sustainably unlocking value across the business.



1.1 Purposes of the Performance Standards

The purposes of the Performance Standards are to:

- Establish minimum conditions in the planning and management of Sustainability related Risk
- Clearly outline the levels of delegation and devolved accountability
- Provide an enabling Sustainability framework for Asset's and Business Partners to establish and align management systems and practices
- Provide a socially acceptable framework for conducting business across multi-national jurisdictions

The Performance Standards describe the minimum requirements for managing Sustainability threat-based Risks associated with operational and exploration activities and for identifying opportunities that have the potential to drive value creation for Evolution Mining and the communities in which we operate.

The Performance Standards are intentionally simple in structure, prescribe high level outcomes and do not reference specific legislation, external standards or codes of practice. This ensures that the Performance Standards remain relevant to any environment or jurisdiction where Evolution Mining conducts its operations.

1.2 Scope of Performance Standards

The Performance Standards are mandated to all Evolution Mining managed Assets, Group functions, Projects, and any Business Partner providing goods or services, associated with Evolution Mining controlled entities.

The applicability of the Performance Standards, and their sub elements, to each respective Asset, Group function, Project, and any other related Business Partner is limited to their specific Risk profile.

Assets or Projects that are acquired by Evolution Mining are required to demonstrate compliance with the Performance Standards within a timeframe approved by the Executive Chairman. Where Joint Venture partnerships are concerned the application of the Performance Standards will be determined on a case by case basis.

1.3 Delegation

Where an organisational role or position has been assigned a specific accountability in these Performance Standards, it is taken to mean that the accountability has been delegated by the Executive Chairman.

Asset, Group Function and Project Leaders retain delegated accountability for implementation and compliance with the Performance Standards in their areas of control notwithstanding that they may at their discretion delegate responsibility for achieving the requirements of the Performance Standards to their organisational management teams.

1.4 Roles and Responsibilities

1.4.1 Group

The Evolution Mining Leadership Team are responsible for approving and maintaining the Performance Standards. Group Functional Leaders are accountable for:

- Assisting in the interpretation and application of the Performance Standards
- Facilitating information and learning exchange between Assets, Group functions and Projects on best practice related to the Performance Standards
- Reviewing the content and relevance of the Performance Standards every three years or when external environmental and regulatory factors warrant
- Undertaking assurance reviews of Assets, Group functions and Projects for compliance with the Performance Standards every three years
- Reporting on the compliance and effectiveness of the Performance Standards to the Evolution Board of Directors through the Risk & Sustainability Committee

1.4.2 Asset, Group Function and Project Leaders

Specific to their assigned area of control and Risk profile, Asset, Group Function and Project Leaders are accountable for:

- Implementing and demonstrating compliance with the requirements of the Performance Standards
- Undertaking regular self-assurance reviews of compliance with these Performance Standards and any applicable legislative obligation
- Undertaking regular reviews of their Risk based management plans to ensure they remain suitable for their purpose
- Consulting with the appropriate Evolution Mining Leadership Team member to resolve any issues or concerns regarding the implementation of the Performance Standards
- Ensuring that their Employees and Business Partners are made aware of the requirements of the Performance Standards
- Establishing the organisational structure and capability required to effectively manage, supervise the Risk associated with the work performed under these Performance Standards
- Determining, and documenting, the extent of application of the Performance Standards to their area of control and to any Business Partner under their control
- Ensure that their Business Partners are made aware of their specific requirements under the Performance Standards
- At their discretion, exceed the requirements of the Performance Standards

1.4.3 Business Partners

Business Partners are accountable to comply with the requirements of these Performance Standards where stipulated and as determined by Evolution Mining and its Assets.

1.5 Exemption

Where an exemption is required to an applicable Performance Standard requirement, a Risk based justification must be included in the application for approval made to the Executive Chairman.

1.6 Legal Requirements

Assets, Group functions and Projects must maintain an up to date register of applicable legislative obligations and commitments and ensure that these requirements are being effectively complied with through their Sustainability management systems and practices while remaining adaptive to any changes.

Where a legislative requirement exceeds, or conflicts with, the requirements of a Performance Standard the legal requirement takes precedence. Where conflict exists, the Executive Chairman must be notified through the exemption approval process.

1.7 Records Management

Assets, Group functions, Projects and Business Partners are to determine the security, retention and archival requirements for records, considering legislative, operational and Group requirements and maintain records in accordance with those requirements.

1.8 Risk Management

Where Risk management activities are identified in these Performance Standards, they are to be carried out in compliance with the requirements of the Evolution Enterprise Risk Management Standard.

The Evolution Mining Leadership Team must be notified of any Material Risks that have been identified and will approve their respective Material Risk treatment plan.

1.9 Training and Competency

Assets, Group functions, Projects, Business Partners and their sub-contractors, must determine, implement and maintain the training and competency requirements for their Employees to achieve compliance with these Performance Standards and legislative requirements.

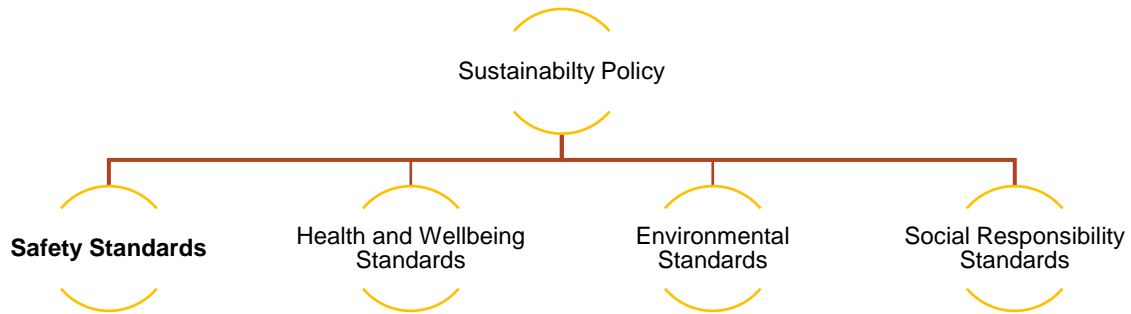
1.10 Definitions

Unusual or capitalised words with a specific Evolution meaning, acronyms and common terms are defined in the Evolution Mining Corporate Governance Glossary.

2 Safety Performance Standards

Evolution Mining is committed to high standards of safety leadership for Employees, Business Partners and the communities in which we operate. Mining activities by their nature have the potential to impact the safety of people and all Risks must be identified, evaluated and managed to mitigate all identified actual and potential adverse impacts so far as Reasonably Practical.

Evolution Mining's target is to achieve an injury and occupational disease-free workplace by ensuring that hazards are identified and managed at the source, all safety incidents are thoroughly investigated, learnings shared, and corrective actions implemented. By delivering a program of Risk-based safety management Evolution Mining aims to protect the safety of our Employees, Business Partners and communities.



The Safety Performance Standards are one of four performance areas that, when combined, provide governance and an integrated approach to sustainably unlocking value across our business.

The Safety Performance Standards support Evolution's Sustainability Policy by prescribing the minimum requirements for managing the threats associated with specific activities or tasks that have the potential to adversely affect the safety of Employees, business partners and communities affected by business operations.

2.1 Aviation and Travel

2.1.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with aviation and travel activities and the use of aircraft by Employees and parties that undertake work associated with Evolution Mining.

2.1.2 Performance Requirements Group

- Provide travel-related security, travel-related emergency recovery and management
- Ensure that no more than 50% of the Board and Leadership Team travels on the same aircraft

2.1.3 Performance Requirements all Assets and Projects

Planning

- Assets and Project are to nominate a person to the position of Aviation Manager who will have accountability for the implementation of this standard
- When aviation services are being conducted or contracted for the exclusive benefit of Evolution Mining, a safety audit must be conducted prior to initial use

Performing

Chartered Non-Commercial Flights

- Aircraft must have a minimum of two engines, fitted with dual controls and operated by two appropriately licensed and qualified pilots who are fit for work
- The aircraft operation must not commence or continue operating in inappropriate weather conditions
- The aircraft must only use airstrips of acceptable design and condition for take-off and landing

Manned and Unmanned Airborne Surveys and External Load Operations

- Ensure all manned and unmanned airborne surveys and external load operations are assessed for Risk prior to commencing operations by competent and qualified person(s)

Individual Security in High and Extreme Risk Travel

- All Employees and other parties undertaking Evolution Mining business related travel, whether by exception or regularly, to destinations, rated as High or Extreme security or medical Risk must implement a personal safety travel management plan, approved by their manager or Evolution Mining representative that includes:
 - Use of an airline company with an acceptable safety rating
 - Obtaining the recommended medical vaccinations
 - Identifying security Risks and implementing controls to ensure travel, accommodation and in country activities reduce security Risk exposure
 - A call-in procedure to a nominated Evolution Employee, on a daily basis as a minimum, and a way of ensuring that the traveller's location and movements are known
 - An emergency evacuation plan

Review

- Ensure Employees do not ride in aircraft used for load slinging or aerial survey work without prior express written approval from the General Manager Risk
- Ensure all aircraft charter operations are audited prior to use by an approved aviation safety consultant

2.2 Confined Space

2.2.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with Confined Spaces.

2.2.2 Performance Requirements all Assets and Projects

Planning

Where practicable, select equipment, structures or constructions that are designed to eliminate the need for personnel to enter a Confined Space to prevent associated Risks

Develop and implement a Risk based **Confined Space Management Plan** that includes consideration of the following requirements:

- Process of eliminating the need to work in a Confined Space, or where this is not practicable, minimised as much as possible
- Requirement to conduct task specific Risk assessment for each Confined Space entry, and to develop a documented work plan and establish a permit to work
- A rescue plan and emergency rescue equipment requirements approved by the Emergency Services Personnel and a copy kept by the Confined Space Sentry
- Barricading requirements
- Display of the Confined Space permit to work
- Requirements for a person who acts as the Confined Space Sentry while personnel are within the Confined Space
- Isolation procedures for contaminants and other energy sources
- The sign-in and sign-out process for persons entering and leaving the Confined Space
- Continuous gas detection capability for oxygen levels, flammable gas concentrations, and noxious gases
- Providing a safe atmosphere within the Confined Space using methods such as cleaning, purging and ventilation, where possible
- The training and competency of all persons associated with Confined Space work

All Confined Spaces must be identified and secured against inadvertent entry with permanent signage provided at the point of entry that states that a permit to work is required

Performing

- Prior to commencing work in a Confined Space, a Risk based documented work plan and permit to work must be established
- Based on Risk, air sampling and monitoring must be conducted by a competent person using approved gas detection to ensure atmospheric conditions are, and remain safe for personnel
- All personnel conducting atmospheric testing or monitoring in a Confined Space must first procure a Confined Space permit to work
- Hot work in a Confined Space can only be performed under a Hot Work Permit and if the flammable contaminants in the Confined Space and any noxious contaminants that may be produced from the hot work can be shown to be at a safe level.
- Atmospheric Monitoring must be conducted either continuously or at regular intervals based on the Risk associated with the types of atmospheres encountered in the Confined Space and the type of work being performed
- The Confined Space Sentry must maintain continuous communication and where possible visual contact with the personnel in the Confined Space

Review

- Maintain a register/inventory of all Confined Spaces and update annually or when new equipment or facilities are commissioned

2.3 Electrical Safety

2.3.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with electrical energy and electrical equipment.

2.3.2 Performance Requirements all Assets and Projects

Planning

Implement an Electrical Management System that includes the following as a minimum:

- All electrical installation work must be conducted by competent personnel in accordance with governing regulation, code, design criteria and safe work procedures
- Electrical equipment includes electrical safety devices installed on all final distribution circuits with settings established by trained, competent and licensed personnel. Each isolation point must have the capacity to be locked out
- A system in place for removing electrical equipment from service that is unfit or unsafe for purpose
- A system in place for maintaining current single line diagrams, with supporting documentation showing:
 - System fault calculations
 - Equipment details
 - Electrical protection discrimination curves
 - Cable ratings
- A system must be implemented to mitigate the hazards associated with working in close proximity to overhead and buried power lines to prevent contact by personnel or equipment
- All electrical distribution panels and switchgear must be identified and uniformly labelled

Performing

- Ensure work practices are established for effective isolation from electrical energy
- Where energised electrical work or work near live parts is to occur, a Risk assessment must be conducted by a competent electrical person on the potential shock and arc flash hazards and a documented work plan established. Note: Access is prohibited to electrical cabinet or enclosure with exposed energised terminals in excess of 1,000 volts
- Electrical panels, enclosures, control centers, substations and equipment must be appropriately guarded, labelled, with access restricted to authorised personnel. These locations are classified as 'controlled areas' and any work to be performed in this area must be carried out under a Risk based documented work plan
- Implement procedures for managing access to, maintenance or repair of high voltage equipment
- The isolation, access, maintenance or repair of any high voltage equipment must only be performed by an authorised high voltage operator under a Risk based documented work plan
- Where sparking or lightning hazards are identified, a grounding system will be installed, inspected and tested regularly
- Develop a system and procedure for lightning detection for the protection of people and equipment
- All electrical equipment and installations must be maintained in accordance with manufacturers requirements and in consideration for the operating and environmental conditions

Review

- Electrical safety devices and equipment are to be inspected and/or tested on a suitable schedule and records are to be kept of the results
- Electrical testing equipment is to be regularly calibrated
- Portable electrical equipment must be tested on a regular basis and fitted with a current inspection tag

2.4 Engineering Design Risk

2.4.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with engineering design and review.

2.4.2 Performance Requirements all Assets and Projects

Planning

Develop Risk-based Engineering Management procedures that includes consideration of the following requirements as a minimum:

- Certification and registration of engineering design
- Engineering design compliance with acceptable international and local standards and legislative requirements
- Process for design review at each stage of design
- Competency and the qualifications of personnel appointed to the role of engineering design
- Computer aided design systems to manage and control design drawings and records

Performing

- Perform hazard identification at the beginning of the design to identify hazards or potentially damaging hazards that may exist
- Undertake hazard analysis using appropriate Risk assessment tools, at various stages of the design, to assess the Risk associated with the hazards and identify ways in which the hazards may be able to be eliminated or effectively dealt with in the engineering design and how any opportunity Risk may be exploited
- The principles and processes for Safety in Design are to be applied throughout each phase of design to ensure that any applicable constructability, operability and maintainability Risk that cannot be eliminated can be managed to a level as low as Reasonably Practicable
- Human factors must be considered in Safety in Design reviews in relation to the constructability, operability and maintainability for the purpose of ensuring that any potential human error associated with the design must not result in catastrophic failure of plant or equipment or endangerment to personnel. The plant and equipment should be designed to fail safely where failure is not able to be eliminated through the design
- During the process of undertaking Safety in Design review workshops, an appropriate cross section of operators, maintainers, engineers and other key people, including consultants, should be used to ensure that the design will be the most appropriate in terms of fitness for its intended application
- The person accountable for performing the engineering design must be recognisable, at a local industry level, as competent and qualified in their field or discipline to perform engineering design or otherwise an Engineer of Report

Review

- Each design must be checked by a competent person other than the person who carried out the design to determine if it is suitable and compliant for its intended purpose and that any Risk associated with the design and its intended application is as low as Reasonably Practicable
- Undertake a review of the Engineering Management procedures on a regular basis

2.5 Explosives

2.5.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with the storage, transportation, handling and use of explosives.

2.5.2 Performance Requirements all Assets and Projects

Planning

Implement a Risked based **Explosives Management Plan** which includes defined processes for the following:

- The selection, purchasing, receipt and inventory control of explosives
- Licensing and permitting of explosive storage, magazines, shot firers and transportation
- Process for reconciliation of explosives received, stored and used
- Magazine design requirements and operating procedures for segregation of explosives, security controls, records management and theft detection
- Internal site Explosives transport vehicle equipment criteria, security and operating procedure
- Drill blast and design requirements
- Procedure for management of simultaneous operations 'use of explosives'
- Procedure for managing misfires and the destruction of old and damaged explosives
- Process for identifying and managing the hazards of blasting in hot or reactive ground
- Defined training and competency requirements for transport, storage, handling and usage of explosives and initiating components
- Procedure to control access to blasting activity areas, including clearance zones
- Procedure for mitigating the hazards of equipment operating in the vicinity of loaded holes, misfires or explosives remnants
- Procedure for managing re-entry into an area following blasting
- Process for appointing and authorising personnel to the positions of magazine keeper, shot firers, blast controller and supervisors who control explosives storage, transport and use

Performing

- Maintain a current explosive register which contains the following information for each explosive:
 - Name and type description
 - Manufacturer and MSDS reference number
 - A unique Registration Number
 - Approved supplier, transporter and storage locations
 - Maximum permitted storage quantities
 - Maximum permitted on-site transport quantities
 - Permitted uses and locations of use
 - Maximum permitted usage quantities
- Ensure that any detection of actual or potential theft is reported immediately to the appropriate authorities
- Ensure induction training in the hazards of explosives is included for new personnel where there is a potential for exposure to explosive products

Review

- Magazine keeper must conduct a reconciliation of explosives movement in and out of the magazine and maintain a stock rotation system
- Shotfirers must check for misfires following blasting
- Monitor the performance of explosives operations
- Undertake an annual review of the explosive register

2.6 Fall Prevention

2.6.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with potential falls from height and from falling objects.

2.6.2 Performance Requirements all Assets and Projects

Planning

Safety in Design of new plant and equipment must include consideration for eliminating working at height requirement during operations, maintenance and repair and preventing the threat of falling.

Implement a Risk-based **Fall Prevention Management Plan** that includes the following:

- Process of eliminating work at height, or where this is not practicable, minimised as much as possible
- Process of managing the Risk where there is a potential to fall that could result in a significant incident, or where there is the Risk of dropped objects from the work being performed
- Requirement to provide a secure working area of suitable design, that considers material's strength, floor security, railings or solid barriers, toe boards and the prevention of objects falling
- Requirement for scaffolding, work platforms and working at height equipment to be Risk assessed for suitability, safety and integrity. Equipment must be erected, operated and maintained in accordance with the manufacturer's requirements and Risk-based work procedures
- People working at height must use full body harness fall arrest, or fall restraint equipment, attached to suitably designed anchor points, where provision of a secure working area is not Reasonably Practicable
- Fall arrest or fall restraint equipment must have double acting snap-hooks and achieve 100 percent tie-off 100 percent of the time

Performing

Work at heights must be conducted under a Risk based documented work plan which as a minimum takes into consideration:

- Anchor point integrity, strength and location
- Safety equipment suitability and integrity including inspection prior to commencing work
- Competency of people working at height is suitable for the work being carried out
- Protecting people and equipment from falling objects through fall zone protection
- Establishing a fall arrest emergency evacuation plan for suspended person and escape route methodology. The fall arrest emergency procedure must include:
 - A plan and timeframe for rescue
 - Emergency equipment required to carry out the rescue including rapid response kit
 - Installation of individual fall-arrest systems and rope access systems for quick rescue
 - Information, training and instruction requirements for relevant workers in rescue techniques and requirements of operational rescue equipment and emergency procedures
 - Emergency testing procedures to ensure effectiveness

Review

- All working at height personal safety equipment must be inspected on a regular basis, and following any fall from height or other incident that may affect the integrity of the equipment, and removed from service where found to be faulty
- Where work at heights safety equipment including scaffold, temporary work at height platforms and working at height equipment is in use, it must be regularly inspected to ensure the equipment remains safe to use

2.7 Fire Prevention and Mitigation

2.7.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with fires.

2.7.2 Performance Requirements all Assets and Projects

Planning

- Ensure that the design process for buildings and facilities include a fire Risk analysis through the Safety in Design process for identification and mitigation of potential fire threats
- Conduct a Risk assessment of the potential for fire of all buildings, facilities and grounds at the Asset or Project and implement a Risked based **Fire Management Plan** utilising the best available knowledge
- The Risk assessment and Fire Management Plan must include consideration for the following as a minimum:
 - A register of a survey of each location where there is a potential fire threat including surface and underground facilities
 - Identification of potential fuel loads/ignition sources in each location and assessing the potential fire impact
 - Identified all required fire protection equipment and required installation location
 - Fire mitigation capability in terms of resources and controls including as a minimum, firefighting equipment capability, training and competency of personnel in response procedures
 - Appointment of Fire Wardens
 - Potential and actual impairment of fire protection and prevention systems
 - Training requirements for all personnel in terms of fire prevention and fire extinguisher operation
 - Hot work permit requirements
 - The fire prevention and suppression systems for mobile equipment. Note all underground mobile equipment must be fitted with fire detection and suppression systems. Light vehicles must be fitted with fire suppression system for turbo charged vehicles
 - Implementation of a Hot Work Permit system
- Ensure all fire alarms are classified as the highest-level alarm and require immediate response

Performing

- All flammable waste and flammable products are to be disposed of properly and safely
- Use the Hot Work Permit system to control hot works and include a documented Risk-based work plan
- All fire protection equipment must be included in preventative maintenance programs and a process implemented to document all inspection, testing and maintenance results

Review

- Ensure that installed fire detection, suppression and protection equipment is regularly inspected
- Review the control effectiveness of detection and prevention systems and ensure that the equipment is accessible, available, and operable at all times
- Monitor the effectiveness of the Hot Work Permit system
- Undertake regular fire drills to test the fire prevention and mitigation systems

2.8 Fixed and Mobile Equipment

2.8.1 Purpose

This Standard defines the minimum requirements for managing the Risk where fixed and mobile equipment is operated.

2.8.2 Performance Requirements all Assets and Projects

Planning

- Prior to procurement, ensure that any piece of fixed or mobile plant or equipment is Risk assessed for its fitness for purpose for its intended service duty
- Develop Risk based processes and procedures for operating, maintaining and decommissioning fixed and mobile plant and equipment
- Where heavy and light mobile equipment are intended to be operated together, develop a Risk-based **Traffic Management Plan** that as a minimum, includes consideration for managing the Risk associated with the following:
 - Separation of light and heavy mobile equipment
 - Tyre and rim management for light and heavy vehicles
 - Speed limits, traffic rules and traffic signage specifications
 - Pre-start requirements
 - Positive communication procedure
 - Stable parking, reversing and overtaking requirements
 - Traffic change notifications and environmental conditions and hazards
 - Remote-controlled and automated mobile equipment
 - Road Design Specification which must include consideration for:
 - The types of mobile equipment operating and the frequency of use
 - Design of park up areas, intersections, turning movements and drainage
 - Specifications for gradients, cross fall and superelevation, vertical curves & horizontal curves, sighting and stopping distances
- Establish a minimum standard equipment specification criterion for each mobile equipment category and type based on a Risk assessment to ensure that the equipment is suitable for the anticipated operating conditions
- All mobile equipment must have fixed seats belts for driver and all passengers
- Personnel required to maintain or operate fixed or mobile equipment must be trained, competent, authorised and, where required, licensed. The frequency of re-assessment of personnel must be based on Risk for each vehicle or equipment

Performing

- Risk based pre-start checks must be carried out on each vehicle prior to operation
- Implement a process for checking mobile equipment for initial site mobilisation for the purpose of ensuring that each vehicle is suitable for the task it is intended to perform, and that it is compliant with minimum equipment specification requirements, prior to the equipment being permitted to operate at the Asset or Project
- Fixed plant must be initially tested through its commissioning phase to ensure it meets the design specifications and is fit for its intended purpose and use, and that any hazardous energy associated with its operation or maintenance is effectively controlled
- Undertake regular reviews of traffic management to ensure Risk is effectively controlled and implement remedial corrective actions where required
- Put in place effective communication protocols for notifying personnel of traffic changes

Review

- Implement preventive maintenance and inspection programs, including structural integrity audits, that consider the equipment's (fixed and mobile) service life and duty with consideration of the installed monitoring program and the OEM recommendations
- Regularly inspect and maintain roads to ensure ongoing compliance with design criteria

2.9 Ground Control

2.9.1 Purpose

This Standard defines the minimum requirements for managing the Risk to personnel, equipment and infrastructure associated with falls of ground in underground mining, surface mining, at stockpiles, storage facilities, dam walls, waste rock dumps, trenches and other similar locations.

2.9.2 Performance Requirements all Assets and Projects

Planning

Implement a Risk-based **Ground Control Management Plan** that includes consideration of the following requirements, (these requirements must be assessed for operational requirements and for any potential adverse or positive impacts on mine closure and post mine land use):

- Geotechnical data collection and development of a geotechnical model
- Designs must include:
 - Geotechnical domains and design sectors
 - Geotechnical structures of interest and Geotechnical stability analysis
 - Drill and blast design and damage mitigation
 - Corrosion and erosional effects
 - Geology and rock stress regimes
 - Hydrogeology and pore pressures
 - Voids and past mining
 - Seismicity
 - Appropriate design acceptance criteria
- Equipment and best practice mining methods designed to separate and protect personnel from unsecured ground
- Ground control and support designs including backfill design
- Drill and blast design
- Management and communication of planned and unplanned changes to ground conditions to affected personnel
- Implementation of appropriate monitoring systems and strategies
- Trigger Action Response Plan (TARP) which must utilise the best available knowledge
- Input into mine design and mine planning
- The competency and qualification requirements for personnel who undertake geotechnical engineering design and monitoring activities
- The training and competency of all personnel involved in ground control related work

Performing

- People are not permitted to work under unsecured ground
- Develop and implement Risk-based procedures for installation of ground support, scaling and monitoring activities
- Ensure equipment used for ground control is fit for purpose
- Implement a mine signage system to control and restrict access to unsecured and unsafe areas

Review

- Implement a quality assurance program for control of ground support materials including:
 - Compliance to design
 - Monitoring and analysis of ground condition data
 - Checking excavation stability
 - Reviewing effectiveness of ground support
 - Ground support quality control
 - Frequency of examination
 - Methods for repair and rehabilitation
- Undertake a regular review of the efficacy of the Ground Control Management Plan

2.10 Inundation and Inrush

2.10.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with inrush and inundation due to, but not limited to, overflow or failure of storage facilities, levies and dam structures caused by extreme weather, geological event, failure or blocking of flow channels (either regular, overflow or emergency) and subsidence caused by the uncontrolled mass movement of materials.

2.10.2 Performance Requirements all Assets and Projects

Planning

Implement a Risked based **Inrush and Inundation Control Management Plan** which, as a minimum, must include:

- Identification and assessment of the level of Risk associated with all potential inrush and inundation sources including but not limited to:
 - Water inrush and inundation from existing and historical underground voids and aquifers
 - Water inrush and inundation from surface sources
 - Mass rock and mud rush movement
 - Liquid vessel storage failure
 - Drill and bore holes that have the potential to connect to water sources
 - Failure of artificial water storage dams and reservoirs and natural water courses
 - The impact of high precipitation events on mining operations
- Requirement to develop specific controls and procedures where the Risk from any of the potential inrush or inundation hazards is not acceptable
- Process of identifying any emerging hazards and how they will be controlled prior to entering any new mining area or previously de-activated mining area
- Requirement to investigate any event with either potential or actual inundation or inrush

Performing

- All backfill structures must be designed by a competent engineer to acceptable factors of safety
- Implement a Risk based procedure for conducting backfill management
- Personnel must not enter or remain in areas where there is potential for inrush or inundation
- Implement a Risk based procedure for extraction of raise drill cuttings
- Ensure that the structural integrity of all liquid storage tanks are designed and maintained so that they do not represent a Risk from structural failure
- Tails Storage Facility must be operated under acceptable standards of safety and control

Review

- Ensure all liquid storage tanks are inspected by qualified and competent personnel for structural integrity
- Regularly review the specifications of backfill to ensure it meets engineering design
- Undertake regular review of levies and dam structures to ensure that they remain within design parameters
- Undertake a regular review of the effectiveness of the Inrush and Inundation Control Management Plan

2.11 Isolation

2.11.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with activities requiring a documented work plan or permit-to-work to isolate energy sources.

2.11.2 Performance Requirements all Assets and Projects

Planning

- Implement a Risk based isolation system and procedure for individual and group lockout, and tagging practices, including a Permit to Work system
- Guarding and interlock systems must be designed through a Risk-based engineering process and must not be altered or modified without a documented Risk management process
- All manually operated rotating equipment must have fail-to-safe switches or devices installed
- Establish training and competency requirements for all users and officers of the isolation system
- Develop a system to control and approve software overrides, hard-wire bridging and/or interlock bypassing

Performing

- Plant must not be operated with guards or interlocks removed or isolated unless under an isolation procedure and documented work plan
- Isolation training must be included in site onboarding inductions and task-specific training
Permits to Work, lockout and tagging procedures must include the following minimum requirements:
 - Authorisation system where an accountable person is required to approve task and to manage any subsequent changes
 - A system to safely return the plant or equipment back to normal operations
 - Incident response plan specific to the task being carried out
 - Preventative controls for all threats associated with the planned activity
 - Defined roles and responsibilities
 - Minimum system requirements for the effective isolation of plant and equipment from hazardous materials, mechanical, electrical or other energy sources
 - Effective isolation, lockout, tagging, de-energising, and testing of systems
- Isolation of high voltage equipment must only be carried out by an approved and authorised high voltage operator under a high voltage permit

Review

- All plant and equipment and sources of potentially damaging energy must be tested and verified as dead prior to any work being permitted where an isolation and permit system is in effect
- All fail-to-safe switches and devices must be tested regularly for correct operation

2.12 Lifting Equipment and Lifting Operations

2.12.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with lifting equipment and lifting operations and applies to cranes, elevators/lifts, forklifts, stacker trucks, mobile work platforms, air hoists, winches, hand operated hoists, chain blocks, lever hoists, pulley blocks, runway beams with trolleys, chain slings, wire rope slings, shackles, lifting beams, personnel lift/work boxes, equipment lift boxes, pallet lifting cages, and lifting hooks.

2.12.2 Performance Requirements all Assets and Projects

Planning

- Develop, implement and maintain a Risk-based **Lift Management Plan**. The plan must include, as a minimum, consideration of the following:
 - Inspection and certification requirements for mobile and stationary lifting equipment prior to initial mobilisation or commissioning
 - Procedures for the slinging, lifting and movement of loads
 - Criteria and processes for undertaking simple and complex lifts
 - Training, competency and licensing requirements for personnel who conduct slinging/rigging of loads, lifting of loads and directing lifting operations
- Slings, hooks, shackles, anchor points and other associated ancillary lifting equipment must be marked with a unique identification number and their safe working load

Performing

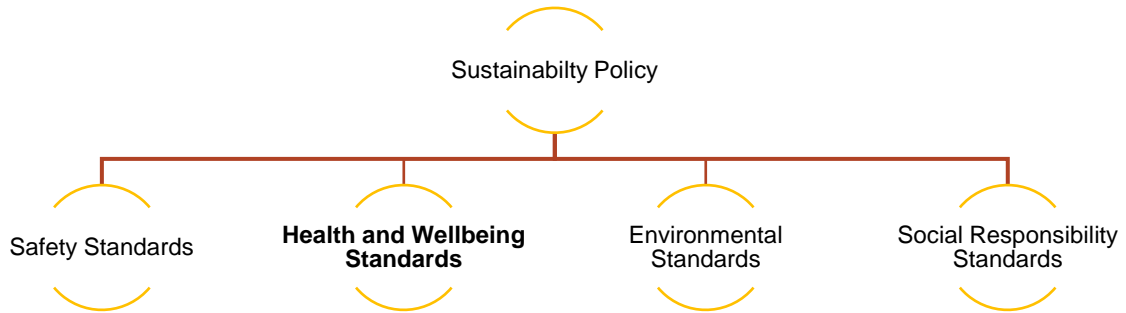
- A lifting plan must be established prior to any lifting or movement of loads
- All lifting equipment must be inspected prior to use to ensure it is fit for purpose
- The slinging and rigging of a load must be checked by a competent person prior to the lifting of the load
- The threat of sling roll-out from the hook must be eliminated
- Loads are not to be lifted over people and no personnel are permitted to stand under a suspended load
- Lifting equipment must be maintained in accordance with the OEM specifications and in consideration of the service duty and environmental operating conditions
- Any modification to lifting equipment must be certified in writing by a competent and qualified engineer or in accordance with the OEM's approved engineering design
- Records must be maintained for each lifting appliance containing documentation relating to design, manufacture, testing, examinations, repairs and modification

Review

- Based on Risk and OEM specifications, mobile and stationary lifting equipment must be inspected and examined and certified at regular intervals by a qualified and competent inspector and withdrawn from service where found to be unfit for purpose

3 Health & Wellbeing Performance Standards

Evolution Mining recognises the importance of health and safety within the mining industry and the interrelation between physical, mental, emotional and social health on the overall wellbeing of our Employees and Business Partners. Evolution Mining is committed to fostering high standards of health and wellbeing among our Employees and Business Partners and is focused on constructive leadership, a supportive workplace culture, building capability, implementing prevention controls and promoting the return to work of affected individuals.



The Health and Wellbeing Performance Standards support Evolution’s Sustainability Policy by prescribing the minimum requirements to manage the threats associated with specific activities or tasks, identify opportunities that have the potential to drive value creation for Evolution Mining and to protect and promote the health, safety and wellbeing of our Employees and Business Partners and the sustainability of the workplace.

3.1 Fitness for Work

3.1.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with fitness for work.

3.1.2 Performance Requirements all Assets and Projects

Planning

Implement a Risk-based **Fitness for Work Management Plan** that deals with the following elements as a minimum:

- Drugs and Alcohol education programs and procedures
- Fatigue Management education and information to the workforce on the detection, prevention and effects of fatigue. Protocols and procedures which include rosters, hours of work and workplace design, the provision of recreation facilities, nutritious food and appropriate accommodation
- Pre-employment and periodical medical assessment criteria and protocols
- Rehabilitation and return to work procedures to enable work related injured Employees to return to their workplace
- Medical clearance process for Employees returning to work from non-work-related injuries

Ensure all Employees and Business Partners are informed, trained and acknowledge their responsibility to be fit for work.

Performing

Drugs and Alcohol

- Perform random, for-cause and blanket screening of Employees, Business Partners and Visitors for detection of potential Risk from the use of drugs and alcohol. Urine analysis is the company standard for detection testing for drugs

Fatigue Management

- Manage fatigue in the workplace to minimise the Risk of fatigue-related incidents and injuries

Medical Assessment

- Prior to Employees and Business Partners commencing their role, undertake a Risk-based medical assessment on the individual, specific to the tasks to be performed by them in their role, with consideration to the relevant work environment
- Conduct regular monitoring via a Risk-based methodology, to ensure the exposure Risk profile is maintained
- Perform periodic medical examinations on our people at least every 5 years based on occupational health Risks and age factors, including biological monitoring and other non-invasive medical examinations including, but not limited to, functional testing, chest x rays, hearing tests and equilibrium testing
- Ensure that personnel are informed of their medical results in writing and receive consultation or counselling from a medical professional as required

Work Related Rehabilitation and Return to Work

- Ensure that measures are in place to enable all injured Employees to receive medical treatment for work-related injuries or illnesses and, ensure that such Employees have an agreed return to work plan
- The return to work plan must be approved by the Employee's Manager
- Document and monitor case management, including rehabilitation program

Review

- Undertake a review of the Fitness for Work Management Plan for its effectiveness at managing the associated Risk, on a regular or as needs basis

3.2 Hazardous Materials

3.2.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with hazardous materials including proprietary chemicals, chemicals associated with minerals, waste materials and dangerous goods.

3.2.2 Performance Requirements all Assets and Projects

Planning

- Implement a Risk based **Hazardous Materials Management Plan** which, as a minimum, must include the following requirements:
 - Procedures and processes for protecting people and the environment from potentially harmful exposures
 - Hazardous materials threat identification and assessment during storage, handling, transport, use and disposal
 - Segregating hazardous materials from incompatible materials
 - Appropriate signage or labels for all vessels, containers or pipes containing hazardous materials
 - Ensuring vessels, containers, bulk stores and process areas containing hazardous materials include adequate design and size to safely contain spills and allow for effective response to spills
 - Emergency Response arrangements for managing initial response and clean-up of a release or spill
 - Approval process for new chemicals
- Provide training and awareness to relevant Employees and Business Partners of hazardous materials storage, handling, transport, disposal and emergency response requirements

Performing

- Perform a Risk assessment and document controls required to manage exposure to hazardous materials before new materials are used at the operation or where a change to a process results in a new by-product or exposure risk develops
- Perform a Risk assessment on any hazardous material by-products leaving the Asset or Project to ensure they are appropriately managed
- Maintain a register of hazardous materials as well as a manifest of dangerous goods
- Maintain Safety Data Sheets (SDS) for hazardous materials and make them accessible to all Employees, Business Partners, community stakeholders and authorities if requested

Review

- Undertake regular monitoring of the effectiveness of the Hazardous Materials Management Plan to ensure that the Risk treatment controls are effective and revise as necessary, when:
 - Significant incident has occurred involving hazardous chemicals or dangerous goods
 - When an SDS is updated
 - When a process or equipment that impacts on exposures is altered

3.3 Lone Workers & Remote Travel

3.3.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with people travelling or working in a Remote Area or as a Lone Worker.

3.3.2 Performance Requirements all Assets and Projects

Planning

The Asset or Project will develop a Risk based Lone Worker and Remote Travel procedure that requires the preparation of a specific Remote Travel Plan for each journey that takes into consideration the following requirements:

- The work environment (geographical terrain, climate, plant and fauna) and suitability of equipment for the task
- The level of Employee or Business Partner supervision required
- The communication systems, their reliability, frequency of call ins and a Trigger Action Response Plan
- The physical and psychological fitness of the person for duty in consideration of the environment including heat stress, fatigue management, and disease
- The minimum survival and emergency equipment to be taken
- The fitness and appropriateness of the transportation equipment to be used for remote travel
- Employee and supervisor training required including use of survival equipment, emergency response, cultural awareness, hygiene and health Risks particularly in high medical Risk regions
- Supervisor's authorisation, and alteration as required, of the itinerary and specific Remote Travel Plan prior to departure

Performing

- If there is a high Risk to the safety or health of the person due directly to the situation of working alone then a buddy system of pairing two or more people together must be used
- Supervisors must have regular communication during working hours and at shift completion with the Lone Workers
- Where communication has not been established with a lone worker, and the time lapsed is 2 hours after the agreed contact time, an emergency must be raised

Review

- When a person is working in a Remote Area, conduct regular reviews of the safety and whereabouts of the person

3.4 Medical Health Programs

3.4.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with health surveillance to ensure effective medical programs exist to detect pre-existing medical issues, and control potential health issues associated with the workforce.

3.4.2 Performance Requirements all Assets and Projects

Planning

- Establish and conduct effective and targeted ongoing medical programs deemed necessary to control potential health problems for the workforce
- Have formal Employee health/medical assessment schedules and programs in place that enable early detection of occupational disease or illness and are linked to the occupational health and hygiene survey Risk Assessment and the Asset's monitoring program

Performing

- Ensure that qualified occupational health personnel are accessible as a resource and access to professional medical advice to support the development and maintenance of health programs onsite
- Maintain confidentiality of medical information and results

Review

- Review and analyse health/medical assessment program results and, where trends and exceedances are identified, take necessary corrective actions

3.5 Occupational Exposure Control

3.5.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with workplace exposure to health and hygiene-related hazards.

3.5.2 Performance Requirements all Assets and Projects

Planning

Implement a Risk based **Health and Hygiene Management Plan** that includes consideration for the following:

- Identification and quantification of Risk from actual and potential exposure to airborne contaminants, hazardous atmospheres, flammable substances, noise, hazardous manual tasks, environments where personnel are exposed to hazardous chemicals
- Established occupational exposure limits in accordance with a recognised standard and adjustments to be made to the limits for different rosters, shift lengths and personal factors
- Monitoring requirements for the identified potential exposures to the established occupational exposure limits
- Methods and techniques for assessing the effect on the health of Employees
- Requirement to exclude any personal exposure to an unacceptable Risk until controls have been implemented to ensure Risk is at an acceptable level
- Developing procedures and processes to manage health and hygiene related Risk

The person who supervises the health monitoring methods and techniques, including biological sampling, must be a competent medical practitioner.

Washing, showering and toilet facilities must be provided and included in a preventative maintenance program.

Performing

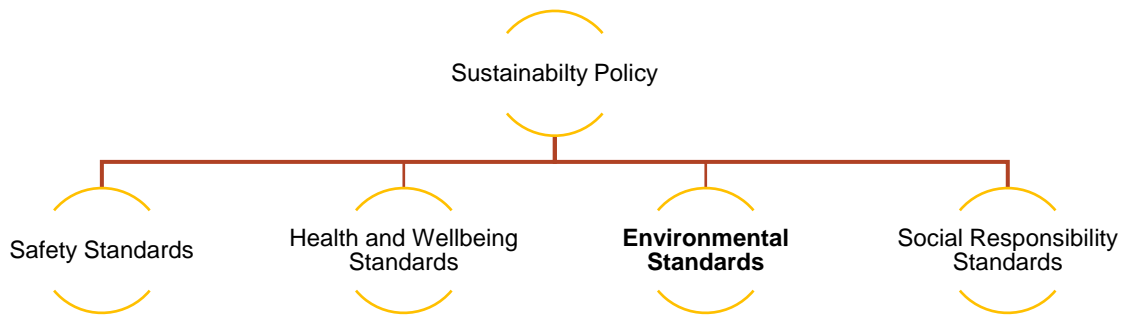
- Establish the schedule of monitoring, correct use of instruments and equipment, including calibration, inspection and testing and analysis of results and/or trends to detect adverse health effects at the earliest opportunity
- Undertake regular monitoring of the identified health and hygiene hazards and to ensure compliance with the established occupational exposure limits
- Perform air monitoring to determine airborne contamination concentration of a substance or mixture which may be a Risk to health and establish a baseline, and identify whether Risk treatment controls are needed and if further monitoring is required
- Perform noise monitoring in the work area to determine if noise levels exceed, or are likely to exceed, the established occupational exposure limit
- Where an Employee is required to work in an environment where hearing protection is required, they must be required to have regular audio metric testing
- Do not undertake work associated with hazardous atmospheres or flammable substances or hazardous manual tasks unless Risk is acceptable
- Health monitoring results are to be made available to the individual
- Health monitoring results are to be kept confidential
- Ensure that the Risk from implementing new products, equipment or processes is at an acceptable level
- Implement corrective and remedial actions where the results of monitoring have identified an increased threat to workers' health

Review

- Undertake regular reviews of the effectiveness of health and hygiene Risk treatment controls to ensure that they remain effective
- Conduct regular calibration of inspection and testing equipment

4 Environmental Performance Standards

Evolution Mining is committed to providing a high standard of care for the natural environment through effective organisational practices. Evolution Mining's activities are undertaken within the framework of approvals, lease conditions and licenses established by environmental regulatory authorities. Evolution Mining actively engages with local communities and stakeholders during the various stages of a mining or exploration project to ensure the environmental, social and economic impacts of Projects are understood, mitigated and well managed.



The Environmental Performance Standards support Evolution's Sustainability Policy by prescribing the minimum requirements for managing environmental threats and impacts associated with specific activities or tasks, and to identify opportunities that have the potential to drive value creation for both Evolution Mining and the communities in which we operate.

4.1 Air Quality

4.1.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with point and non-point source air emissions and ambient air quality.

4.1.2 Performance Requirements all Assets and Projects

Planning

Implement a Risk based **Air Quality Management Plan** that includes consideration for:

- Identification of all point source and non-point source forms of air emissions for the mine life cycle, including construction, operations, rehabilitation and closure phases
- Identifying facilities that will be sources of emissions to the air and ensure these are designed, constructed and operated with appropriate air pollution controls
- Monitoring/inspections programs to verify that air emission controls are operating effectively and provide relevant, traceable data

Performing

- Implement controls for dust and odour at identified sensitive receptor locations
- Periodically conduct air quality testing to determine if hazardous air pollutants are being emitted from facilities and to verify that air emission controls are effective, and emissions are not having an adverse effect on human health or the environment
- Conduct air quality dispersion modelling if there is a Risk of affecting human health or the environment

Review

- Review and control fugitive dust emissions in accordance with Asset Risk assessments
- Carry out calibration and maintenance for any emissions control and monitoring equipment

4.2 Biodiversity

4.2.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with land management and biodiversity conservation to minimise any adverse acute or cumulative impacts.

4.2.2 Performance Requirements all Assets and Projects

Planning

Implement a Risk based **Biodiversity Management Plan** which addresses rare and endangered species, priority conservation status, species and pests. The Biodiversity Management Plan must include as a minimum:

- Endangered, or priority listed species that could be impacted by onsite activities
- Key objectives and controls for managing the identified biodiversity Risks
- Baseline flora and fauna surveys and monitoring requirements
- Biodiversity context mapping
- Control measures for minimising access, disturbance and/or clearance of land
- When communities and townships or accommodation villages are located in the vicinity of the Asset, where sensitive receptors (residential areas) are identified, develop and implement procedures to:
 - Protect endemic species from disease or unnatural competition due to the introduction of exotic pests and weeds
 - Prohibit the unauthorised collection of native species by Employees or Business Partners
 - Monitor and authorise hunting or trapping of native species in accordance with local law
 - Implement adequate fire controls around key infrastructure and habitat areas
 - Minimise public access to remote areas and identified sensitive areas

Design and construct water storage facilities, diversion structures and containment facilities to restrict fauna access and provide easy egress.

Performing

- Conduct flora and fauna monitoring of the effectiveness of implemented control measures and investigate any adverse biodiversity impacts
- Maintain water crossing or diversion structures to minimise adverse impacts from erosion and sediment on terrestrial and aquatic ecosystems
- Investigate, record and report stock and wildlife mortalities resulting from onsite activities
- Design infrastructure to minimise potential habitat fragmentation

Review

- Regularly review the Biodiversity Management Plan to ensure its continued applicability to the Asset's or Project's activities

4.3 Rehabilitation and Mine Closure

4.3.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with rehabilitation and mine closure including the management of long-term liabilities.

4.3.2 Performance Requirements all Assets and Projects

Planning

Develop and maintain a Risk based **Progressive Rehabilitation and Mine Closure Management Plan** which must include consideration for the following as a minimum:

- Rehabilitation and closure objectives and success criteria based on the agreed post-mining land use with the relevant stakeholders
- Annual Life of Mine rehabilitation and closure cost estimates to achieving post-closure land use objectives and any post-closure maintenance and monitoring activities
- The requirements of the monitoring program to secure release of the security/financial assurance bond
- Permit/license monitoring requirements, monitoring schedules, monitoring procedures, maps indicating the location of monitoring sites, rehabilitation and closure objectives and success criteria
- The mitigation measures and opportunities to address social and environmental impacts
- Community engagement strategy for each planned phase of the mine closure at an appropriate time prior to actual closure

Performing

- Conduct progressive rehabilitation activities in accordance to LOM and budget planning and operations permit
- Maintain accurate and comprehensive records of rehabilitation and closure activities for a minimum of ten years post operations ceasing/closure
- Ensure post closure management and monitoring of impacts and the implementation of closure tasks

Review

- Undertake an annual review of the Progressive Rehabilitation and Mine Closure Management Plan
- Ensure annual closure reporting includes:
 - Rehabilitation and closure objectives and criteria
 - Strategies for the successful rehabilitation and closure of the Asset
 - As-built surveys for structures and aerial photographs
 - Actual versus estimated costs and water management plans
 - Ongoing activities and related cost estimates

4.4 Resource Efficiency and Emission Reduction

4.4.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with energy accounting and resource efficiency to minimise greenhouse gas emissions.

4.4.2 Performance Requirements all Assets and Projects

Planning

Where an operating Asset is concerned, develop and implement an **Energy & Greenhouse Gas Management Plan** that includes consideration for:

- Identifying all current and future sources of greenhouse gas emissions, relevant emission factors and an inventory of greenhouse gas emissions, including sources of direct and indirect emissions
- Strategies for meeting regulatory and voluntary obligations
- Process for identifying the factors that control the sources and level of emissions of greenhouse gas emissions
- Managing Risks and exploiting opportunities
- Setting lead indicators for energy saving and greenhouse gas emission abatement
- Planned maintenance schedule to ensure the ongoing optimum performance of plant and equipment identified in energy saving and greenhouse gas emission abatement strategies
- Taking a best cost approach to purchasing new equipment that considers longer term energy efficiency savings as well as shorter term commercial factors

Performing

- Ensure that appropriate measures are in place for metering and estimating energy and water use and production and greenhouse gas emissions
- Maintain an inventory of greenhouse gas emissions, identifying both direct and indirect sources of carbon dioxide equivalent (t CO₂-e) emissions
- Measure or, where appropriate, estimate energy use, water use, energy production and greenhouse gas emissions
- Collection of monitoring data must be at least quarterly
- Where applicable:
 - Use emissions abatement cost curves
 - Assess emissions trading and offset opportunities
 - Consider renewable energy technologies
 - Factor in changes to national policies and measures
- Consider greenhouse gas commercial considerations in relevant business plans and valuations, new project proposals, due diligence evaluations and capital expenditure

Review

- Develop and implement monitoring and inspection/audit programs to verify that plant and equipment identified in energy saving and greenhouse gas emissions abatement considerations are operating effectively to achieve the targeted performance

4.5 Tailings Storage Facilities

4.5.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with the long-term safe impoundment of mine tailings and residues to prevent uncontrolled releases into the environment.

4.5.2 Performance Requirements Group

- Establish and maintain a quarterly Tailings Storage Facility (TSF) governance committee for oversight of all Group facilities
- Report to the Risk & Sustainability Sub Committee (Board) on the TSF governance aspects of the business

4.5.3 Performance Requirements all Assets and Projects

Planning

Appoint an appropriately qualified, experienced and competent person as the TSF Supervisor to manage the operation of the Tailings Storage Facilities under Evolution Mining's control on the tenement holdings.

The TSF Supervisor must ensure the design and construction of the TSF is completed and reviewed by an independent and qualified person and that an Engineer of Record is appointed. The design must take into consideration as a minimum:

- Safety in Design requirements and a design for each TSF stage
- Statutory and regulatory requirements
- Water balance and consideration of seepage rates and groundwater quality impacts
- The physical and geochemical characteristics of the tailings
- Requirements to obtain local jurisdiction approval for the closure plan
- Stability under static and dynamic loading in accordance to engineering design standards
- Design must adopt industry-accepted design bases and criteria commensurate with the Risk

Implement a Risk based **Tails Storage Operations Management Plan** that must include the following critical controls, as a minimum:

- Specifications on supernatant pond size, to prevent seepage to groundwater
- Minimum freeboard, as specified by the design and statutory requirements
- Requirement to undertake an annual TSF geotechnical stability audit
- An effective monitoring program to ensure the receiving environment and/or the physical integrity of the facility are not jeopardised (daily, weekly, monthly)
- Detailed monitoring program for the TSF through to closure
- Specified TARP's for set events
- Change Management

Performing

- Maintain minimum freeboard, as specified by design and water balance
- Manage the supernatant pond in accordance with specifications
- Maintain final as-built documentation with associated independent QA/QC reports over the life of the TSF
- Ensure daily, weekly and monthly reporting is completed commensurate with facility Risks

Review

- Arrange for an annual TSF review for geotechnical stability and design performance by an external qualified and competent engineer
- Undertake independent governance reviews every 2 years
- Undertake a dam safety review every 5 years
- Undertake Independent Design Reviews on all new TSFs

4.6 Waste

4.6.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with waste generation, optimising recycling, and managing hazardous and non-hazardous wastes.

4.6.2 Performance Requirements all Assets and Projects

Planning

Implement a Risk-based **Waste Management Plan**, which must include as a minimum consideration for the following requirements:

- Identification of potential waste streams and their sources for all phases of the exploration, construction and mining cycle
- Description of the inventory, characterisation and disposal processes to be used
- Documented locations of on-site hazardous waste disposal facilities
- Allocation of responsibilities for managing hazardous waste streams
- Training program for safe storage, safe treatment, proper handling, and emergency procedures for managing waste
- The audit schedule and procedures for on-site hazardous and non-hazardous waste management facilities to ensure that they meet the relevant standards
- Monitoring requirements of on-site hazardous and non-hazardous waste management facilities and adjacent groundwater monitoring bore data (up and down gradient)
- Strategies for hazardous and non-hazardous waste minimisation that include alternatives and front-end purchasing decisions

Waste management facilities must be designed, constructed, fenced and managed to prevent impacts to ground and surface water quality.

Ensure that the potential for, and volumes of, contaminated leachate generation, and the estimated leachate impact from landfills, are evaluated and managed and any discharges meet applicable standards.

Performing

- Develop a process to identify new waste streams and re-evaluate existing waste streams whenever new facilities are constructed or significant changes to existing facilities are made
- Maintain records for the storage and transportation of all waste streams including types and quantities of waste and waste tracking/ destruction certification
- Quantify and characterise waste streams into hazardous or non-hazardous wastes
- Ensure that medical wastes are disposed of offsite or burned in a high temperature incinerator onsite

Review

- Ensure that sewage treatment systems are operating effectively to OEM guidelines, are receiving no other feeds and meet all applicable permit conditions during operation
- Audit offsite treatment and disposal facilities prior to their selection and periodically during use to verify that the facility is engineered and operated in accordance with licence conditions

4.7 Waste Rock and Ore

4.7.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with waste rock and ore to prevent adverse environmental impacts and reduce post mining rehabilitation and closure liability.

4.7.2 Performance Requirements all Assets and Projects

Planning

Implement a Risk based **Waste Rock and Ore Management Plan**, which must include, as a minimum, consideration for the following:

- Determination of the acid rock drainage potential of waste rock using a reliable acid-based accounting methodology
- Waste rock and ore physical and geochemical characterisation and the tracking of placement
- System for reconciliation of material balances for ore, waste rock, mineralised waste rock, topsoil and clay stocks throughout the lifecycle of operations
- Process for identification of problematic material and the process for disposal
- Progressive rehabilitation process planning

Design waste rock, potentially problematic ore and mineral concentrate storage facilities so that:

- They are geotechnically stable during construction, operation and closure
- Generation of contaminants is minimised
- Stockpiles prevent the release of pollutants to the environment, including surface runoff, toe seepage and infiltration to groundwater
- Designed with retention basins sufficiently sized to contain the runoff resulting from Risk based and maximum reasonable storm event depending upon the Risk posed by the potential release

Provide a scientific, defensible report related to the placement of solid or hazardous waste material within the waste rock disposal area that will not compromise rehabilitation or closure.

Permanent surface water run off diversion structures must be sized, at a minimum, to convey flow from a Risk based and maximum reasonable storm event. Facilities that are up-gradient of sensitive regions may need to have an increased capacity to handle water diversion due to the Risk associated with failure.

Performing

- All waste and rock disposal facilities must be monitored to verify they are being constructed to the design criteria and to detect any possible abnormal conditions or deviation from design
- Problematic material must be adequately encapsulated when used in construction, or kept within mine affected water catchment
- Progressive rehabilitation activities are to be conducted as areas of the waste disposal facility become available
- Control surface water run on and run off during construction, rehabilitation, closure and post-closure to ensure slope stability and minimise low-quality seepage, erosion and sedimentation

Review

- All waste and rock disposal facilities must be inspected following significant rainfall to observe ponding on the surface, slumping on slopes, discoloration or seepage from the toe and effectiveness of the diversion and sediment control
- Establish and monitor rehabilitation success criteria and objectives to validate agreed closure completion criteria

4.8 Water

4.8.1 Purpose

This Standard defines the minimum requirements for managing the Risk associated with water including water balances, stormwater, discharges, seasonal preparations and dewatering activities such that human health and the environment are protected.

4.8.2 Performance Requirements all Assets and Projects

Planning

- Implement a Risk based fit-for-purpose **Water Management Plan**. The Plan must give consideration as a minimum to the following:
 - Managing water discharges, water extraction, stormwater and dewatering operations as determined by the Asset specific Risk based discharge criteria from baseline conditions, potential pathways to receptors and known adverse impacts
 - Management of process water during operation and rehabilitation phases
 - Internal water resources and specific water balances in conjunction with LOM plans
 - Separation of water unaffected by mining and processing activities
 - How protection of aquatic, terrestrial, and marine environments must be achieved based upon applicable water discharge limits and the relevant points of compliance
- Temporary stormwater structures must be designed based on the level of Risk of failure
- Permanent stormwater structures must, at a minimum, be designed to convey and withstand a Risk based and maximum reasonable storm event. For any impoundments or conveyance structures up-gradient of sensitive regions (e.g. habitations, high-value ecosystems, etc), additional capacity, or protection, must be considered based on Risk associated with failure
- Ensure that all process plant storage tanks and transfer systems have secondary containment that is designed and sized to contain a potential pipeline leak or failure

Performing

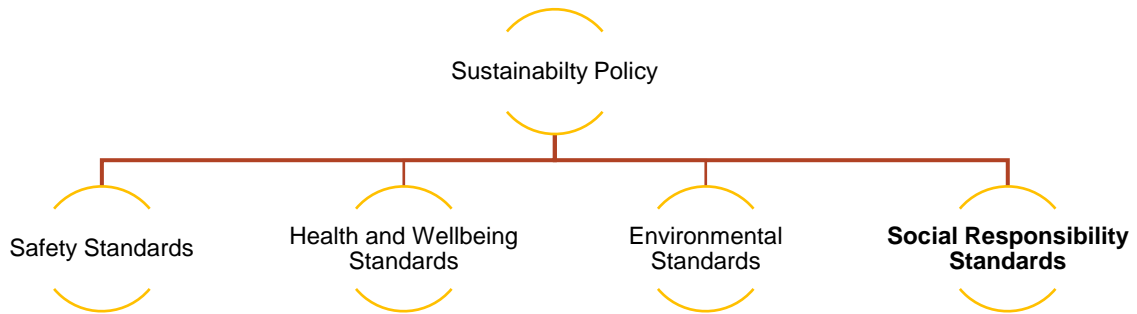
- Erosion and sediment controls must be operational prior to construction and through the post-closure monitoring period to manage stormwater, minimise erosion caused by uncontrolled surface water runoff, and treat impacted water generated from disturbed areas and areas undergoing rehabilitation
- Maintain a surface and groundwater monitoring and reporting system
- Maintain an operational water balance which reflects current operational requirements
- Water quality and quantity monitoring programs must be maintained that evaluates surface and ground water resources, point source and non-point source discharges, and any receiving waters affected by a discharge
- Water quality trends will be analysed at each monitoring location and utilise a corrective action system to address identified impacts
- An alert system to warn of rising water quality trends must be maintained

Review

- Verify that any discharges to surface water or groundwater comply with permit conditions
- The water balance management strategy must be reviewed annually to reflect changes in operation and supply source/s (with biennial independent review)
- The water management system (including aboveground storage dams) must be reviewed and certified by a suitably qualified and competent person

5 Social Responsibility Performance Standards

Evolution Mining seeks to deliver long-term benefits to local communities and other stakeholders through engagement and collaboration, and by understanding the social impacts of our activities, mitigating negative effects and achieving outcomes of mutual benefit. Building and maintaining strong, supportive relationships and partnerships with local people in the areas Evolution Mining operates drives value creation for both the business and community.



The Social Responsibility Performance Standards support Evolution's Sustainability Policy by prescribing the minimum requirements to manage threats associated with specific activities or tasks, and to identify opportunities that have the potential to drive value creation for both Evolution Mining and the communities in which we operate and wish to be welcomed.

5.1 Cultural Heritage

5.1.1 Purpose

This Standard defines the minimum requirements for the respect and protection of local culture, heritage, areas of spiritual or cultural significance or other potential areas of significance within the Asset's influence.

5.1.2 Performance Requirements all Assets and Projects

Planning

- Develop and implement a Risk based **Cultural Heritage Management Plan** in consultation with the Traditional Custodians
- Implement a heritage management system designed by a suitably experienced professional
- Wherever possible, design and locate activities to avoid disturbance of cultural heritage
- Implement appropriate protocols for the dissemination of information, acknowledging cultural and intellectual property rights that are appropriate to jurisdiction

Performing

- Work with relevant community groups according to local cultural norms and maintain a register of tangible cultural heritage features and intangible cultural heritage features and values
- Document all relevant industrial and historical heritage features, stories and values
- Observe and record as part of community consultation, any changes that are occurring in local cultural norms, whether organically or from external interactions
- Mitigate unavoidable disturbance in active collaboration with Traditional Custodians
- Report as soon as possible any significant incident involving disturbance of cultural heritage to local Traditional Custodians, senior management, and relevant authorities
- Provide awareness training to all Employees and Business Partners on heritage features, identification, protection and how to respond to unexpected finds
- Work actively with local communities to maintain and celebrate local cultural activities
- Maintain an inventory of all cultural heritage assets, exclusion zones and their locations according to cultural norms and laws pertaining to heritage, except where cultural norms require confidentiality

Review

- Maintain records of access
- Make relevant records available to heritage bodies and groups who place significance on the cultural heritage asset(s)
- Record and investigate all allegations of unauthorised disturbances and incidents relating to cultural heritage and have remediation processes in place for incidents of cultural disrespect

5.2 Human Rights

5.2.1 Purpose

This Standard defines the minimum requirements in relation to respecting human rights, including identifying and mitigating potential threats to human rights.

5.2.2 Performance Requirements Group

- Conduct a Risk based Human Rights Impact Assessment and develop a process to screen and regularly monitor Business Partners and other stakeholders engaged by Evolution Mining Group to identify actual or potential human rights impacts, including Modern Slavery
- Implement induction awareness training of human rights responsibilities for senior management, Employees and Business Partners and other relevant stakeholders

5.2.3 Performance Requirements all Assets and Projects

Planning

- Conduct a Risk based Human Rights Impact Assessment and Social Impact Assessment on the Asset or Project, Business Partners and any other relevant stakeholders to the Asset or Project that includes as a minimum, all actual and potential human rights threats or impacts, including child, forced or compulsory labour

Performing

- Engage with Employees, Business Partners, community groups and all other stakeholders in a manner that protects the basic rights and fundamental freedoms to which all human beings are entitled
- Conduct appropriate due diligence, based on Risk, on all relevant Business Partners and other stakeholders to ensure:
 - Screening and regular monitoring for actual or potential human rights breaches
 - Appropriate response to remediation and mitigation of human rights breaches and Risks is activated
 - The relevant Business Partner or stakeholder is encouraged to cease any breach as a first step before terminating the contract or relationship
 - Where appropriate, contracts or relationships are not entered into, or are terminated where human rights impact or Risks are unacceptable
 - Human rights breaches are reported to relevant authorities as appropriate
- Specific Human Rights Impact Assessment and Social Risk Assessments are to be completed in high Risk areas

Review

- Report, investigate, and respond to complaints and grievances with a process that is transparent and based on engagement through dialogue, the outcome of which must be fair and unbiased
- Document the due diligence process and all associated actions and outcomes
- Assess effectiveness of the due diligence process, and any actions taken, in preventing and addressing human rights

5.3 Land Access, Acquisition and Resettlement

5.3.1 Purpose

This Standard defines the minimum requirements to ensure social and legislative permits and permissions are gained with appropriate legally acquired land titles, prior to exploration or mining activities commencing.

5.3.2 Performance Requirements all Assets and Projects

Planning

- Where possible, avoid relocation/resettlement and economic displacement of potentially affected people and, where this is unavoidable, conduct negotiations with respectful stakeholder engagement, and proceed only if mutual agreement is reached
- Where necessary, develop detailed relocation/resettlement plans that are informed by a socio-economic baseline study and extensive consultation with community groups that will be relocated/resettled or will host the re-settlers, and proceed only if mutual agreement is reached
- Collaboratively consult with local landholders and other impacted stakeholders to determine appropriate entities with whom land access should be sought, and who is entitled to compensation
- Provide information to the community/stakeholder on compensation eligibility and entitlements as early as possible
- Ensure that any required relocation/resettlement decision is made in consultation with affected community groups, with a view to avoiding involuntary relocation/resettlement
- Compensation agreements must be signed off pursuant to Evolution Mining's Delegation of Authority after receiving legal advice
- Ensure appropriate timeframes are incorporated into Asset or Project planning to allow for good faith land access negotiations

Performing

- Develop access and compensation protocols and agreements with landholders that:
 - Are developed through early consultation
 - Contain mutually beneficial outcomes
 - Ensure fair determination of compensation for land acquisition and other assets
 - Ensure land is appropriated on the basis of 'willing seller, willing buyer' in a commercial land market
 - Ensure redress is consistent with acceptable local practice and compensation payments are consistent with those made by others in the region
 - Reference any Government schedules and/or precedents for compensation payments
 - Address the loss of land and/or access to facilities, water, natural resources or other resources, due to the Asset's authorised activities
 - Address accidental damage to land, vegetation and/or property
 - Address temporary surface disturbance
 - Contain access protocols
- Where possible, obtain landholder's voluntary consent before entering their property, irrespective of any rights under applicable legislation
- Undertake authorised activities with common sense and courtesy, respecting the rights, privacy, property and activities of the landholder, consult regularly and comply with statutory and contractual obligations

Review

- Monitor and evaluate the processes and outcomes for land access and acquisition, compensation agreements and relocation/resettlement plan to ensure a fair and equitable approach and associated outcomes are maintained
- Maintain land ownership records and details of compensation payments and recipients that are accessible to relevant stakeholders

5.4 Stakeholder Engagement

5.4.1 Purpose

This Standard defines minimum requirements for engaging with stakeholders and community groups.

5.4.2 Performance Requirements Group

- Regularly review stakeholder engagement activities across the group to ensure effectiveness
- Integrate sustainable development considerations within corporate decision-making process

5.4.3 Performance Requirements all Assets and Projects

Planning

In the early stages of design and development any new mine or exploration lease, or prior to undertaking a significant expansion of an existing mine, identify and manage potential threat based impacts and opportunity Risks on the relevant community and environment. Endeavor to maximise potential post mine land use opportunities for the community.

Develop and maintain a Risk based Community Relations Plan that as a minimum:

- Identifies all relevant stakeholders including their interests/concerns, potential Risks and opportunities, contact details and preferred communication and engagement approach (Stakeholder Map)
- Details actions that support delivery of the Asset's or Project's strategic objectives, and protect and enhance Evolution Mining's reputation and social licence
- Aligns community investment decisions with the Asset's or Project's approved strategic objectives, and includes initiatives that build local capacity, support economic diversification and/or deliver benefits to the community beyond the life of the mine
- Promotes local employment and procurement and sustainable economic benefits
- Identifies and mitigates Risks to the community from the Asset's activities
- At the earliest opportunity, identify and document the socio-economic baseline of potentially affected communities, and review changes periodically throughout the life of the Asset

Performing

- Build trusting relationships by regularly listening to and engaging clearly, honestly and transparently with host communities and other key stakeholders
- Through consultation, determine and take action to mitigate potential and actual social impacts from the Asset's or Project's activities, both during and post life of mine, including impacts on the cultural and social structure of the local community (**Social Impact Assessment**)
- Consider the views of affected communities in the Asset's or Project's decision making
- Through consultation, determine the appropriate communication protocols for each community/stakeholder group and ensure communication is culturally fit for purpose
- Ensure all engagements are conducted in good faith and in a timely manner
- Maintain up-to-date records of all community consultation and engagement activities
- As a minimum, when requested, supply a summary of relevant Asset or Project activities to community/stakeholder groups
- Maintain a complaints and grievance system and record complaints made by community/stakeholder groups
- Ensure complaints are investigated, remediation is addressed and recorded
- Where all else is equal, give preference to employing applicants from the local community and/or the local Traditional Custodian group and to procuring from local and/or Indigenous owned businesses, and require Supply Partners and Business Partners to do the same

Review

- Keep accurate records of local and Indigenous employment and procurement and monitor to identify opportunities to improve outcomes
- Report to Group monthly on delivery of the annual Community Relations Plan and any trends developing in stakeholder engagement, community sentiment or community incidents
- Measure baseline, track and report outcomes from community investment initiatives
- Report to local community/stakeholder on an annual basis on the Asset's or Project's activities, community activities and any trends developing in stakeholder engagement or complaints

5.5 Traditional Custodians

5.5.1 Purpose

This Standard defines the minimum requirements for engagement with Traditional Custodian groups in close proximity to, or affected by, our Assets and Projects.

5.5.2 Performance Requirements all Assets and Projects

Planning

- Ensure that preliminary knowledge based studies are undertaken to determine the ethnographic and legal identification and rights of Traditional Custodian groups, including the potential rights and interests in surface, ground and navigable waters
- Seek expert advice, where the context requires, to ensure the correct Traditional Custodian groups are consulted and considered in relation to the activities of the Asset or Project
- Provide Cross-cultural Competency training for relevant Employees, Contractors, Supply Partners and Business Partners

Performing

- Recognise that every Indigenous community is unique and approach all engagements and communications in a culturally sensitive manner relevant to that community/context
- Ensure local level agreements include the details of Evolution Mining's interactions with Traditional Custodian groups and use the name such groups prefer for themselves, and as far as possible in their own language
- Where Indigenous groups have ethnographically confirmed customary rights and interests coincident with the Asset's or Project's areas of interest, collaboratively work with these groups in the spirit of reciprocity, transparency and mutual future interest
- Where Traditional Custodians have legally recognised rights and interests coincident with an Asset's or Project's interests, enter into specific agreements that recognise their connections to lands and waters and ensure that such agreements provide fair and equitable compensation which are consistent with and satisfy the tenets of 'Free Prior Informed Consent' (FPIC)
- Work in partnership with Traditional Custodians to support opportunities that:
 - Enable them to maintain, control, protect and develop their cultural heritage, traditional knowledge and cultural expressions
 - Support the improvement and sustainability of their social and economic conditions

Review

- Maintain documentary evidence of the status of actions, implementation and achievement by the Asset or Project against agreed commitments