

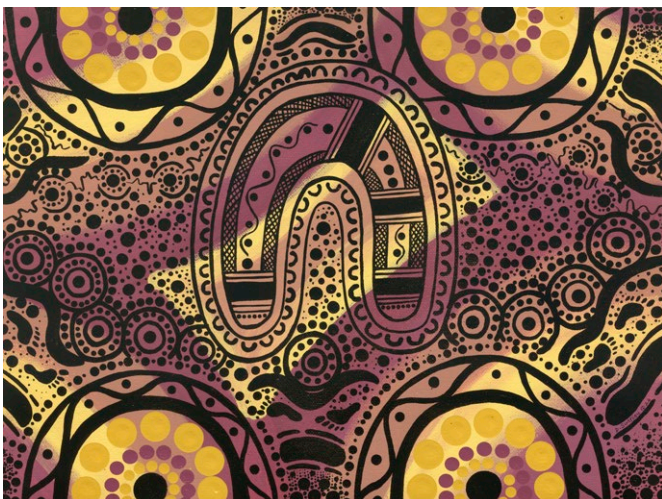


2024 Annual Sustainability Report



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'New Beginnings' artwork designed and created by Mitakoodi Descendant artist Daniel Simpson. Clockwise from top left: Male, Female, Child.

INTRODUCTION

Welcome to the FY24 Sustainability Report for AIC Mines. This is the first year of reporting against our sustainability strategy which was published in 2023. That strategy established our main sustainability topic areas through a materiality assessment and mapped out our initial commitments and Key Performance Indicators (KPIs). It also outlined our overarching sustainability goals which sit above all of our activity.

This report serves as a progress update on our path to delivering against the strategy. Overall, we are proud of the progress made over the last year. Highlights include strengthened climate-based action and reporting, a significant uplift in policies and procedures governing our sustainability action, and new ambitious diversity, equity and inclusion KPIs approved by the Board.

Despite this progress, we are aware we have significant work to do, and that sustainability is a process of continual improvement. As such, this report includes new or updated KPIs across Environment, Social and Governance (ESG). We have also consolidated some KPIs to aid ongoing monitoring and reporting. Finally, after a review of the first year of action, we have taken the decision to set a two-year timeline for completion of the new KPIs to enable adequate time for meaningful progress and to align with the transformational changes happening within our business, namely the development of the Jericho mine and the associated expansion of the Eloise processing plant.

The report reflects the structure set out in the original sustainability strategy, with reporting split into separate ESG sections. Within these, we offer both overarching commentary and specific updates on our commitments and KPIs.

Immediately below, we also feature our materiality matrix to add further context to the report. The matrix has been reviewed against the evidence and input for this report and the Company's overall position over the last year. It remains appropriate for our current circumstances. It is likely though that it will be updated over the next one to two years as our business matures and we continue to receive feedback from our stakeholders.



MATERIALITY

Our materiality matrix was developed based on findings from a review of company material and stakeholder consultation.

Areas of materiality were identified from 32 criteria listed by the Responsible Minerals Initiative (RMI) in its Risk Readiness Assessment Version 2.0¹. These findings were then tested with internal and external stakeholders representing staff, local community, suppliers, investors and customers.

Note that materiality relates primarily to our operational Eloise mine.



1. Responsible Minerals Initiative (2019), 2019 Risk Readiness Assessment Issue Areas and Industry Norms. Visit responsiblemineralsinitiative.org/media/docs/RRA/2019%20RRA%20Issue%20Areas%20and%20Industry%20Norms_FINAL.pdf

OUR SUSTAINABILITY STRATEGY

Environment

Our overall goal is to minimise our impact on the environment, while exploring ways to progressively reduce our greenhouse gas (GHG) emissions at our operations. Over the last year, we have made significant steps to achieve these goals, completing or progressing all of the short term commitments set out in our sustainability plan.

CLIMATE CHANGE MITIGATION AND ADAPTATION

In addition to formalising our commitment to mitigating and adapting to climate change through the publication of our company Climate Change Position Statement, AIC Mines has commissioned an external technical specialist to undertake a Climate Change Risk Assessment (CCRA) of our operations at Eloise and Jericho. These assets represent the core of our business and are the only sites where mining activity is currently taking place.

The assessment will be aligned with best practice as defined by the International Finance Corporation (IFC) and Australian Standard 5334:2013 Climate Change Adaption for Settlements and Infrastructure. The assessment and associated provisional adaptation plan is scheduled to be completed within FY25. Within this context, we are aware of the likely climate reporting requirements under the incoming Australian Sustainability Reporting Standards (ASRS).



ENERGY USE AND GHG EMISSIONS

We are pleased to be able to publish our Scope 1 and Scope 2 emissions data as part of this year's report. This will become part of the report annually, enabling us to benchmark progress on emissions reduction year on year.

The emission and energy usage set out below in Table 1 encompass data from Eloise, our Perth and Sydney offices, and our exploration activities across Australia.

Over the past year we have reduced our overall energy consumption and Scope 1 emissions.

We have seen an increase in our Scope 2 emissions as this exclusively consists of emissions related to electricity consumed at our two corporate offices. This increase is attributed to our recent expansion in staff numbers and office space at these locations. This increase is minimal compared to our company wide footprint and is to be expected with organisational growth.

Overall, we are pleased to show we have materially reduced our total GHG emissions by approximately 9% from the previous reporting year.

Table 1: Scope 1 and 2 emissions

Activity Description	Units	FY23	FY24	Comparison on previous year
Energy Consumption	GJ	726,309	666,598	
Energy Production	GJ	150,889	184,861	
Scope 1 Emissions	tCO ₂ -e	50,767	46,443	
Scope 2 Emissions	tCO ₂ -e	8	15	
Total Emissions	tCO₂-e	50,775	46,458	-9%

With regard to our emissions reduction approach, we are currently completing a range of assessments to provide the relevant inputs for a meaningful net-zero strategy. As such, over the last 12 months AIC Mines has completed initial concept and feasibility assessments for potential onsite renewable energy generation and storage options at Eloise, spanning wind and solar generation and onsite battery storage. Initial assessments have shown that due to the high power draw of the mine, renewable energy generation options currently are not economically viable. The cost and efficiency of renewable energy generation is rapidly changing so this work will continue with findings fed into business planning.

The Company's long-term decarbonisation focus remains on connection to the CopperString 2032 line (**CopperString**), a high voltage transmission line connecting the North West Minerals Province to the National Electricity Market (**NEM**). This would be transformational for Eloise, enabling the site to connect to the grid and access renewable power. Having lodged a formal connection enquiry to CopperString in FY23, over the last financial year a review of technical requirements for connection has been completed and discussions with CopperString are continuing.

We are also exploring the opportunity to connect to the Mica Creek power station in Mt Isa at an earlier date prior to CopperString. Mica Creek is gas fired complemented with solar generation. The power station and power infrastructure owner have indicated that they are interested in providing power supply to Eloise. This will be further explored in FY25.

Finally, in FY24 AIC Mines progressed initial supplier consultation on the adoption of battery-electric mobile mining equipment with Original Equipment Manufacturers (**OEMs**). The findings were compelling both from a cost and emission reduction perspective but only if recharging is from the grid. If grid connection is achieved through CopperString, the feasibility of battery-electric mobile mining equipment adoption will be reopened.

BIODIVERSITY AND CONSERVATION

Protection of regional landscapes and biodiversity is a fundamental requirement of the environmental approvals regime we operate under. It is also a key part of our overall environmental goal to minimise our impact on the environment where we operate. In the last 12 months AIC Mines' work in this space has focused on undertaking a series of studies in preparation for the development of the Jericho project. These studies included ecological assessments outlining Matters of National Environmental Significance (**MNES**) and Matters of State Environmental Significance (**MSES**), aquatic environmental value assessment of waterways and wetlands local to future projects, a soil and land suitability assessment and a waste characterisation assessment.

We will be using the findings of these assessments to understand the environmental sensitivities of the surrounding environments to enable us to competently manage and minimise our impacts. This work will also act as a precursor to wider investigation into how to expand our biodiversity and conservation monitoring and reporting. We are aware of the emerging guidance under the Taskforce on Nature-based Financial Disclosures (**TNFD**) and are committed to aligning our approach with future best practice.

In terms of on-the-ground progress at Eloise, we have been progressing rehabilitation efforts on our decommissioned Tailings Storage Facility (**TSF**). Interim soil caps have been placed on two former TSFs and we are seeing revegetation from self-seeding. Over the next year, focus will be placed on monitoring growth rates, coverage and species over time and contrasts across wet and dry seasons on the two TSFs. This process will provide solid indication of a pioneer species and what will be best suited for final rehabilitation to ensure we are leaving our operating sites in a stable and regenerative state after closure of our operations. Moving forward we will be looking to share updates on our TSF rehabilitation efforts and relay any specific learnings from the project.

WATER MANAGEMENT AND CONSERVATION

AIC Mines takes water management and conservation extremely seriously, as reflected in our Water Management Plan. At Eloise, our processing operations do not impact local fresh water resources. Processing water is drawn from mine dewatering, recycled water from the TSF and rainwater harvesting. Potable water (for drinking water and minor other uses) is drawn from bores and purified via a reverse osmosis (**RO**) plant. Our water management priorities are therefore focused on managing periods of excess water on site, contamination control, wastewater management, and managing water storage capacity to suit rainfall seasons.

Our main source of water for mining and processing is from rainwater harvesting that collects in two dams during high rainfall events. We have recently completed construction of a fifth tailings dam (**TD5**). TD5 uses a reticulated water system whereby water from tailings slurry deposition and rainfall into TD5 are recycled and reused in the Eloise processing plant on a reticulating basis. This allows us to operate with minimum impact to the surrounding community's water supply and reuse water where possible.

Construction of a water discharge control point for one of our licensed discharge spillways has been completed giving us improved control over our water discharge to help us further minimise our environmental impact to surrounding waterways. Moving forward we will be continuing to look for further ways to enhance the control of mine impacted water using advanced processes and technology.

POLLUTION, TAILINGS AND WASTE MANAGEMENT

We implement comprehensive pollution control measures that address air, water and soil quality, ensuring that all emissions and discharges are within permissible limits. We also undertake continuous monitoring and regular audits to identify and mitigate potential environmental risks proactively.

As with all mining operations, tailings management is a major part of these efforts. A focus of our work in FY24 was progressing completion of our TSF capping design.

Through the last year, AIC Mines worked with specialist geochemical consultants to establish tailings and waste rock characterisation at Eloise. This work established the need for further testing to ensure a suitable capping can be designed for the TSFs. At time of publication the results from this drilling are being assessed. Once data gathering is complete, the TSF capping design will be finalised and implemented. The goal is for the capping design to also be suitable for future TSFs.

More broadly, we are actively engaging with our waste management providers to increase recycling across our main waste products, including oils, lubricants and scrap steel. Over the next two years we will undertake further work with our partners to identify opportunities to recycle and reuse.



ENVIRONMENT SUSTAINABILITY GOAL PROGRESS

Table 2 provides a summary of the progress made by AIC Mines in FY24 against our Environment Sustainability goals. We also set out our FY25 and FY26 commitments.

Table 2: Environment Sustainability Goal Progress

Progress against our plan	FY25 – FY26 commitments	Long term goals
Climate change		
Completed our formal Climate Change Position Statement.	Complete our first CCRA.	Ensure our organisation is resilient and best set up to manage and adapt to the predicted changes in the environment that stem from climate change.
Progressed a CCRA aligned to best practice standards which we are aiming to complete in FY25.	Use the findings and information from the CCRA to develop a Climate Transition Plan.	
Energy use and GHG emissions		
Completed our annual Scope 1 and 2 emissions and started exploring pathways and the required data for reporting Scope 3.	Map and begin reporting on Scope 3 emissions.	Commission full site life-cycle assessment (LCA) for the Eloise mine.
Progressed our move towards net zero and lodged a formal connection enquiry to CopperString to enable access to renewable energy at Eloise.	Develop an emission reduction strategy with established reduction targets to feed into the Climate Transition Plan.	Adopt comparable GHG emissions reduction approach to any new operational assets that are acquired or developed.
Completed preliminary investigations into the benefits of a continuous emissions monitoring system (CEMS).	Continue to assess CopperString and other interim decarbonisation opportunities.	
Progressed investigations into the feasibility of various on-site renewable generation options.	Continue to explore intermediate solutions to speed up the phase out of diesel-powered energy generation.	

Progress against our plan	FY25 – FY26 commitments	Long term goals
Biodiversity and conservation		
<p>Complied with our environmental regulatory obligations.</p> <p>Progressed our support of the Queensland government’s North West Regional Plan 2010-2031.</p> <p>Undertook multiple ecological studies to enhance our ability to protect our regional landscapes and biodiversity.</p> <p>Progressed rehabilitation trial of a decommissioned TSF cell with progress in seeding over the area.</p>	<p>Complete current Eloise TSF rehabilitation trial and assess implications for full closure.</p> <p>Use TNFD guidance to develop reporting of our nature-related dependencies, impacts, risks and opportunities.</p>	<p>Successful rehabilitation of all disturbed land.</p> <p>Our exploration and mining operations have minimal adverse impacts on biodiversity.</p>
Water management and conservation		
<p>Completed enhancement of our mine-impacted water control following commissioning of a new tailings dam.</p> <p>Progressed ability to manage and recycle water for usage by installing water transfer lines to enable water transfer between storage facilities.</p> <p>Completed water management plan which has been updated to include management strategies.</p>	<p>Enhance our water efficiency by developing a water balance baseline of all operational water use.</p>	<p>Ensure our exploration and mining operations have no adverse impacts on local fresh water.</p> <p>Minimise our operational potable water usage where possible.</p>
Pollution, tailings and waste management		
<p>Completed initiation of rehabilitation and revegetation trial with progress in seeding over decommissioned TSF.</p> <p>Progressed specific testing to ensure suitable TSF capping design.</p> <p>Engaged an external expert to monitor the ongoing safety of the Eloise TSFs.</p>	<p>Complete current Eloise TSF rehabilitation trial and assess implications for full closure.</p> <p>Finalise a TSF capping plan and commence implementation.</p>	<p>Continuous rehabilitation program for decommissioned TSFs.</p>
Environmental risk management		
<p>Completed compliance against all environmental risk management regulations with assurance processes ongoing.</p>		



Social

Our sustainability plan encompasses three primary social objectives. Firstly, we are committed to prioritising health, safety and inclusion throughout our organisation. Secondly, we strive to identify and engage with stakeholders wherever feasible, adding value whenever possible. Lastly, we aim to foster constructive and collaborative relationships with Traditional Owners.

FIRST NATIONS PEOPLES AND COMMUNITY ENGAGEMENT AND CONSULTATION

At Eloise, we are proud of the lasting relationships we have built with local First Nations Peoples, landholders and surrounding communities. We enjoy good relations with these groups and maintain strong social licence for our operations and exploration activities at Eloise and Jericho. This has been further evidenced in the last financial year, with no significant stakeholder complaints registered.

However, we want to further institutionalise our engagement and consultation to ensure it is not reliant on specific team members. To this end, we plan to complete a community stakeholder engagement plan within the next year to codify the positive approach we have put in place.

Over the last year we have also further progressed our engagement with local First Nations communities. At Eloise, we have successfully completed a Cultural Heritage Protection Agreement. As part of the Jericho development and Eloise processing plant expansion we are working in collaboration with the Traditional Owners to complete a Cultural Heritage Assessment, and to undertake monitoring roles at Jericho, providing opportunities for ongoing employment and interaction.

LOCAL EMPLOYMENT

AIC Mines recognises the value and importance of supporting local communities whether that be through engaging local businesses and suppliers or employing members of the local surrounding community. We demonstrate this through specific consideration of the local community strategy within our procurement policy. We also expect this of our suppliers by encouraging any external suppliers we engage to support their local communities by seeking to work with locally based employees and contractors and identifying opportunities that incorporate local procurement. As an extension of this we require all our suppliers to treat members of the community with dignity and respect.

It is well known that there are multiple challenges in hiring local employees at a remote regional mine site, however strengthening our local workforce has been a focus point of our organisation over the last 12 months and will continue to be moving forward. In order to successfully progress this initiative AIC Mines consulted the Queensland Resources Council, the Far North Queensland Department of Employment and Workplace Relations, local employment agencies and local training and education providers to understand the local hiring needs of the region and the optimal ways AIC Mines can support those needs. We also reviewed the 'North West region resource industry workforce, 2023' report which provides information on workforce characteristics and places of residence of the North West's resource industry workforce to provide insight on patterns or trends for attracting and retaining a local workforce.

The outcomes of these meetings and investigations involved discussing employment opportunities with Traditional Owners, offering flexibility in local rosters to suit local employee needs and advertising job vacancies through employment channels that specifically target locals such as local community forums. While we acknowledge there is further work to be done to attract and retain local staff members, AIC Mines takes pride in the progress we have made over the last year.

SUSTAINABLE SOURCING

AIC Mines has zero tolerance for modern slavery in our operations or our value chain upstream or downstream. We have developed a screening system applied to our main suppliers to probe for evidence or red flags relating to modern slavery in any of the following forms:

- Human trafficking
- Slavery
- Servitude
- Forced marriage
- Forced labour
- Debt bondage
- Deceptive recruiting for labour services
- Child labour.

We are pleased to report that the findings from this investigation identified no signs of modern slavery were present and warranted no further deep dive into the questioned suppliers. AIC Mines operates in a low-risk sector as we have a low volume of upstream suppliers, this enables us to monitor and assess suppliers on an ongoing basis as we engage them. We are also aware of the practices of our downstream customers and have high confidence that they are implementing their own modern slavery, child labour and human rights management systems.

As a means of communicating AIC Mines' expectations when it comes to human rights, diversity and inclusion, health and safety, and environmental stewardship, we have developed a responsible sourcing policy that is provided as a term of engagement to all contractors and it is expected that the terms outlined in the policy will be adhered to by all suppliers.

Over the year we have explored various ways of enhancing local sourcing of contractors and suppliers. We attended in-person events in Cloncurry to meet with local contractors and suppliers to discuss and identify potential engagement opportunities at Eloise. We have engaged multiple local businesses over the last 12 months including engineering design consultants, a civil construction company, a bus operating company and concrete suppliers. We will continue to work with local businesses where opportunities arise.

WORK HEALTH, SAFETY AND WELL-BEING

Prioritising the health, safety and wellbeing of our staff is one of our core company values. Over the last year we have conducted a review of our Safety Management System and adopted an assurance system to allow for future reviews. To ensure robustness in our review process we engaged an external safety consultant to audit our surface works and safety management systems in June 2024. We also performed a gap analysis of priority procedures and management plans to ensure our internal systems are aligned to industry best practice.

Over FY24 AIC Mines has seen a reduction in the Eloise total recordable injury frequency rate (**TRIFR**), which AIC Mines reports on both internally and externally. The TRIFR reduced 80% from 17.1 to 3.2 injuries per one million labour-hours over the 12-month reporting period. This is in line with mining industry averages².

With remote mine workers three times more susceptible to experiencing psychological distress such as depression or anxiety, we ensure all our staff have access to both preventative and treatment support through an employee assistance program. We also regularly provide our staff with refresher work health, safety and well-being training to enable our teams to take the best care of themselves and their colleagues.

2. International Council on Mining & Metals (ICMM), 2022. *Benchmarking 2022 safety data*. [online]
Available at: <https://www.icmm.com/en-gb/research/health-safety/benchmarking-2022-safety-data> [Accessed 3 September 2024].

DIVERSITY AND INCLUSION

We recognise the value of diversity throughout all levels of the business whether that be the Board, management or broader workforce. One of our key actions over the last year was to review industry benchmarks and establish gender balance targets. Our Board has approved the below targets which we are aiming to achieve by FY28:

- At least 30% representation of each gender at Board level
- At least 20% representation of each gender across entire workforce.

We are aware that while formally committing to gender balance targets is an excellent starting point, we need to implement strategies that support and enable us to progressively and sustainably work towards achieving them.

Through implementation of a new diversity policy we have been looking to further adapt our working environment to be more inclusive. We interviewed a sample of employees to determine meaningful actions to improve inclusivity across our mine site facilities and infrastructure and are currently working to implement the findings from this exercise across Eloise. Our goal is to ensure all our staff feel safe, valued and heard when working at our sites.

SOCIAL SUSTAINABILITY GOAL PROGRESS

Table 3 provides a summary of the progress made by AIC Mines in FY24 against our Social Sustainability goals. We also set out our FY25 and FY26 commitments.

Table 3: Social Sustainability Goal Progress

Progress against our plan	FY25 – FY26 commitments	Long term goals
Community consultation		
Progressed First Nations Peoples engagement through a formalised Cultural Heritage Protection Agreement for Eloise.	Develop a formalised approach to stakeholder engagement in line with International Association for Public Participation (IAP2) guidance.	Embed best practice engagement approaches for First Nations and other stakeholders.
Traditional Owners engaged for cultural heritage assessment and monitoring roles at Eloise and Jericho, providing opportunities for employment and interaction.	Provide cultural awareness training to our staff.	Advance reconciliation by supporting First Nations groups to explore, prioritise, lead and achieve sustainable community benefits in ways that are relevant for each group.
Completed regular communication with stakeholders with communication sent out directly from our CEO to stakeholders to provide opportunities for feedback and questions.		Foster shared value opportunities between AIC Mines and the local communities where we operate to provide sustainable benefits to those communities.
Local employment		
Completed expansion of our responsible sourcing policy to consider the benefits of local sub-contracting.	Set targets for percentage of subcontractor work spend to be engaged locally (where viable).	Scope potential to build local capacity and skills through partnerships with local education and vocational training institutions.
Improved local supplier communications through attendance at local community and industry engagement events, and advertised jobs through channels specifically targeted at the local community.	Map surrounding local educational facilities to assess opportunities to develop ongoing vocational and capacity building partnerships.	

Progress against our plan	FY25 – FY26 commitments	Long term goals
Sustainable sourcing		
<p>Progressed implementation of screening process of our top suppliers to identify any high-risk areas of modern slavery. No signs of modern slavery in our supply chain were identified.</p> <p>Completed responsible sourcing policy development and implementation.</p> <p>Progressed engagement of a range of local contractors/businesses throughout the year.</p>	<p>Review our modern slavery screening process to ensure alignment with our evolving procurement processes.</p>	<p>Have processes and policies embedded in our business that place value on non-monetary elements of supplier engagement.</p>
Work health, safety and well-being		
<p>Completed audits of Safety Management System to ensure compliance with industry best standards.</p> <p>Total recordable injury frequency rate decreased over the year.</p> <p>Continued to provide all staff with access to an employee assistance program and work health, safety and well-being training.</p>	<p>Continue to improve our safety standards through implementation of key safety initiatives.</p> <p>Continue to report our TRIFR results and adopt industry endorsed safety reporting metrics.</p>	<p>Maintain and expand a strong work health, safety and wellbeing culture in line with AIC Mines' company values.</p>
Diversity and inclusion		
<p>Established short and long term gender balance targets across Board level and entire workforce.</p> <p>Completed workplace gender equality agency (WGEA) reporting and submitted for the year.</p> <p>Progressed diversity, equity and inclusion (DEI) action, including updating our Diversity Policy and started implementing strategies to systemise our talent and succession planning.</p> <p>Progressed employee consultation regarding inclusivity improvements to our facilities and are in the process of implementing these requests.</p> <p>Progressed action focused on attracting local talent.</p>	<p>Implement a plan to enable progress towards our long term [FY28] gender balance targets at the Board and management levels.</p> <p>Develop a channel that allows staff to confidentially raise concerns, incidents or ideas related to diversity and inclusion.</p> <p>Implement inclusivity improvements to our mine site facilities and infrastructure.</p>	<p>Continually strengthen organisational capacity, culture and environment to attract and retain a talented and diverse workforce.</p> <p>Diverse representation across all levels including Board, management and the workforce.</p>

Governance

Our overarching governance goal is to run a transparent and ethical business which operates in line with our company values. Safety, responsibility, delivery and transparency are the values that guide our people through the decisions of their workday. We take this seriously and demonstration of these values is one of the KPIs our staff are assessed against in their performance reviews.

We meet all the relevant corporate governance requirements of an ASX listed business and we report against the ASX corporate governance principles. We have developed a range of diversity, inclusion, safety and ethics policies throughout our business and we regularly review these to ensure we are aligned with the standards of our industry.

GOVERNANCE AND OVERSIGHT

In line with our FY24 commitments, we have established a Risk and Sustainability Committee which comprises the full AIC Mines Board of Directors. Meeting quarterly, the role of the committee is to ensure our sustainability strategy is being adhered to company-wide, to monitor the adequacy of our risk management systems and to monitor the company’s processes for managing regulatory compliance.

TRANSPARENCY AND DISCLOSURE

This sustainability report is testimony to our commitment to transparency and disclosure. The report outlines the progress we are making, and challenges we face, in implementing our sustainability plan. Importantly, this year’s inaugural report also introduces new metrics on areas including emissions, and DEI. These metrics will be updated annually to enable continual improvement to be monitored. We also plan to introduce new environmental and social metrics in future years.

Table 4: Summarises our progress against governance sustainability goals

Progress against our plan	FY25 – FY26 commitments	Long term goals
Governance and Oversight		
Completed establishment of Risk and Sustainability Committee, consisting of all members of the Board, meeting quarterly.	Continue to conduct quarterly meetings of the Risk and Sustainability Committee.	Explore value of additional sustainability expertise at management and Board level.
Transparency and disclosure		
Completed annual sustainability reporting with FY24 report published.	Continue annual sustainability reporting. Investigate opportunities to include more sustainability metrics in annual reporting.	



HOW AIC MINES IS MEETING THE ICMM PERFORMANCE EXPECTATIONS

■ Meeting or exceeding criteria. ■ Goal in place to achieve conformance. ■ Non-applicable criteria.

Principle 6 Ethical Business	Principle 7 Decision Making	Principle 8 Human Rights	Principle 9 Risk Management	Principle 10 Health & Safety
1.1 - Establish Systems for Legal Compliance	2.1 - Integrate Sustainability into Decision-Making	3.1 - Respect Human Rights	4.1 - Assess Environmental and Social Risks	5.1 - Continually Improve Health and Safety
1.2 - Prevent Bribery and Corruption	2.2 - Support Responsible Business Partners	3.2 - Avoid Involuntary Resettlement	4.2 - Apply Due-Diligence in Conflict-Affected or High-Risk Areas	5.2 - Provide Health and Safety Training
1.3 - Align Policies and Standards to ICMM		3.3 - Manage Security While Protecting Human Rights	4.3 - Systematically Manage Health, Safety and Environmental Risks	
1.4 - Assign Accountability for Sustainable Development at Board/ ExCo level		3.4 - Respect the Rights of Workers		
1.5 - Disclose Financial Contributions		3.5 - Provide Fair Pay and Working Hours		
		3.6 - Respect Indigenous Peoples		
		3.7 - Work to Obtain Free, Prior and Informed Consent		
		3.8 - Promote Workplace Diversity		
		3.9 - Promote an Inclusive Workplace		
Principle 6 Environmental Performance	Principle 7 Conservation of Biodiversity	Principle 8 Responsible Production	Principle 9 Social Performance	Principle 10 Stakeholder Engagement
6.1 - Plan for Closure	7.1 - Avoid World Heritage Sites and Respect Legally Designated Protected Areas	8.1 - Recover, Re-Use and Recycle	9.1 - Contribute to Community Development	10.1 - Engage Corporate Stakeholders Transparently
6.2 - Implement Water Stewardship Practices	7.2 - Apply Mitigation Hierarchy with Ambition of No-Net-Loss	8.2 - Assess Product Hazards	9.2 - Support Local Economic Opportunities	10.2 - Support EITI
6.3 - Effectively Manage Tailings			9.3 - Conduct Local Stakeholder Engagement	10.3 - Report Annually to GRI
6.4 - Prevent Pollution and Manage Releases and Waste			9.4 - Collaborate on Artisanal Mining Challenges	10.4 - Conduct Assurance and Validation
6.5 - Improve Energy Efficiency and Reduce GHG Emissions				

