



# Sustainability Policy



**SYRAH** RESOURCES

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Syrah Resources Limited (“Syrah” or “the Company”) is an Australian Securities Exchange listed industrial minerals and technology company with its flagship Balama Graphite Operation in Mozambique (“Balama”) and a downstream Active Anode Material Facility in the United States (“Vidalia”). Syrah’s vision is to be the world’s leading supplier of superior quality graphite and anode material products, working closely with customers and the supply chain to add value in battery and industrial markets.

The aim of Syrah’s Sustainability strategy is to operate safely, ethically and efficiently to create value for our people and stakeholders. This strategy focuses on six key performance areas: **people, health and safety, environment, community development, stakeholder management and governance.**

A risk and opportunities-based approach to managing key material sustainability matters has been adopted across the business with relevant information captured under the Company’s Risk Management Framework. All Group risks are reviewed at least annually by the Syrah Leadership Team, Executive Committee and Board of Directors. A robust Corporate Governance Framework is well-embedded across the Syrah Group to enhance the Company’s overall performance, risk mitigation and shareholder value.

Syrah strives for excellence in sustainability performance by:

### **People**

- Setting clear expectations for our people regarding standards of behaviour and providing regular training on key policies and high risk activities.
- Maintaining an ethical, diverse and inclusive organisational culture where all employees are afforded a safe and productive work environment free from bullying, harassment and other forms of inappropriate behaviour.
- Ensuring appropriate Company policies, processes, procedures and systems are in place to take reasonable and proportionate steps to identify, prevent and mitigate potential adverse human rights impacts on our people and communities.

### **Health and Safety**

- Maintaining robust health, safety and environment management systems at our operations.
- Ensuring quality in-field visible leadership to oversee the proper identification and management of sustainability risks, drive behaviours aligned with Company Values and this Sustainability Policy, and achieve understanding, compliance, governance and continual improvement.
- Empowering our people to stop work immediately if they believe a task is unsafe or risks compromising any sustainability objective and further assessment and/or risk mitigation is required.
- Conducting thorough investigations into all incidents, comprehensively addressing causal factors and disseminating shared learnings across the business.

### **Environment**

- Aligning the Balama Tailings Storage Facility (“TSF”) with leading practice standards and applicable regulations, including ICMM Global Industry Standard on Tailings Management (“GISTM”), ICMM Tailings Governance Framework Position Statement, ICMM Tailings Management Good Practice Guideline, Australian National Committee on Large Dams (“ANCOLD”) guidelines, and the Mozambique Tailings Dam Safety Regulations (Decree #50), which all include robust requirements for safety, governance, water stewardship, stakeholder management, and emergency preparedness and response.

- Managing waste materials and mine waste facilities in a manner that eliminates, where practicable, and otherwise minimises, risks to human health, safety, the environment and communities.
- Clearly defining baseline environmental conditions, planned land use impacts, and closure and rehabilitation objectives to closely monitor and minimise the Company's environmental footprint. Syrah's Mine Closure Plan for Balama is publicly available to stakeholders.
- Maintaining governance and risk management processes for climate-related risks and opportunities and integrating material climate-related considerations into strategic decision-making.
- Identifying, measuring and publicly reporting our greenhouse gas emissions and other required climate-related information in accordance with applicable standards and reporting requirements, including the Greenhouse Gas Protocol and AASB S2. Further information is available in the Group's annual [Climate Statement](#).
- Setting meaningful and achievable longer-term targets for reductions in absolute Scope 1 and Scope 2 greenhouse gas emissions.

### **Community Engagement and Development**

- Contributing to the sustainable development of local communities through partnerships and initiatives that promote employment, education and socio-economic development.
- Promoting respect for and protection of vulnerable groups including, but not limited to, women, youth, indigenous peoples, national minorities and internally displaced persons.
- Respecting the rights and livelihoods of communities affected by land acquisition, displacement or resettlement, including through compensation and livelihood restoration processes, where applicable.

### **Stakeholder Management**

- Engaging with our people, communities and other key stakeholders through appropriate mechanisms to understand matters affecting them, enable them to raise concerns and provide feedback, and consider relevant input in business systems and processes.
- Acting with integrity and maintaining transparent and timely communication with communities and key stakeholders with respect to sustainability initiatives and performance.
- Proactively maintaining appropriate government and institutional relations across the countries in which we operate.

### **Governance**

- Maintaining alignment with leading international practice environmental, social and governance ("ESG") frameworks including the International Organisation for Standardisation ("ISO"), the International Council on Mining & Metals ("ICMM") Mining Principles, the United Nations Sustainable Development Goals ("SDGs"), the Global Reporting Initiative ("GRI"), the International Finance Corporation ("IFC") Performance Standards on Environmental and Social Sustainability, the United Nations Guiding Principles on Business and Human Rights ("UNGPs") and the Initiative for Responsible Mining Assurance ("IRMA").
- Complying with applicable laws, regulations, standards and commitments as a minimum.
- Setting goals and targets across the organisation with respect to sustainability performance and supporting and empowering our people to achieve their performance objectives.

- Maintaining good governance that provides a transparent account of stakeholder interactions at all levels and contributes to effective management oversight of material sustainability exposures.
- Utilising the Company Risk Management Framework to provide effective risk identification and mitigation strategies, and ensure that those strategies are communicated and widely understood.
- Reporting sustainability performance outcomes regularly to the Sustainability Committee and Board to ensure good governance, compliance, identification of material risks and alignment with the strategic objectives of the Company.

| Syrah Resources Limited         |                       |                    |                |
|---------------------------------|-----------------------|--------------------|----------------|
| <b>Title</b>                    | Sustainability Policy |                    |                |
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| This Revision                 |                                                            |
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| <b>Author(s)</b>              | Maddy Grochowski – GM People & Sustainability              |
| <b>Authorised Reviewer(s)</b> | Executive Committee (ExCo)                                 |
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| <b>Legal Review</b>           | Andrew Komesaroff – General Counsel                        |
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| M. Grochowski    | SLT & ExCo   | SC & BoD    | 0               | Superseded | Jul 2022      | New policy (amalgamation of three separate policies) |
| M. Grochowski    | SLT & ExCo   | SC & BoD    | 1               | Superseded | Jul 2023      | Revision                                             |
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