



2023 Sustainability Report

WE ARE AERIS RESOURCES





INTRODUCTION

The Sustainability section of the Aeris 2023 Annual Report looks back on the progress made on our sustainability journey and our plans moving into the next financial year.

For the first time this Sustainability Report has been prepared with reference to the Global Reporting Initiative ("GRI") Standards which informed our methodology when completing the 2022 materiality assessment.

This important milestone enables us to provide a comprehensive account of our sustainability impacts and the effective measures we implement to manage them. By adhering to these globally recognised standards, we demonstrate a heightened level of transparency and accountability, ensuring we are held responsible for our sustainability performance. We view this as a pivotal step towards enhancing our sustainability practices.

We have also made positive steps towards integrating sustainability into our core business, from refreshing governance structures to reviewing how we address sustainability in operational planning and processes.

This year we released our Sustainability Policy Statement and established a Sustainability Committee a board sub-committee. We are also developing a Sustainability Strategy which will be supported by a roadmap with specific actions, timelines and outcomes designed to achieve the goals of the Strategy and ultimately, improve our environmental, social and governance performance.

Our core values of safety; performance; ethics and integrity; and people guide our business strategy and permeate all areas of our operations. Our values are supported by a strong governance framework driven towards improving Company performance, enhancing corporate social responsibility, and benefitting all stakeholders.

Our sustainability strategy consists of four focus areas:

1. Biodiversity and land,
2. Diversity and inclusion,
3. Carbon and climate change, and
4. Water efficiency and containment.

In the past year, Aeris has gone through significant operational and strategic changes; the market and industry context has also shifted. We anticipate the surging demand for copper and the opportunity it brings to position Aeris as a contributor to the transition towards a lower-carbon economy. Our products play an instrumental role in building technology for the renewable future such as electric vehicles, solar panels, and wind turbines, and aligning with our shared principle of 'good for business, good for others'.

REPORTING BOUNDARY AND SCOPE

This section of our annual report applies to all of Aeris Resources Limited's (Aeris or Company) wholly owned and controlled sites during FY2023, and excludes the corporate office, exploration sites, and projects, unless otherwise stated.

Wholly owned and controlled sites include Tritton Copper Operations (Tritton); Cracow Gold Operations (Cracow); Jaguar Operations (Jaguar); and North Queensland Copper Operations. Aeris also has a number of projects in exploration, pre-feasibility, and feasibility phases, such as Constellation in NSW and the Stockman Project in Victoria. Data and disclosures included in this report refer to the operational sites, and not the projects, unless otherwise stated.

The Jaguar Operations, North Queensland Copper Operations, and the Stockman Project were acquired in July 2022 through the acquisition of Round Oak Minerals Limited (ROM). This acquisition of ROM significantly increased our operational footprint, and with it, our environmental, social, and economic footprint.

For the purposes of this section of our annual report, we have not included historical comparisons for the acquired sites, as they were outside of our operational boundary prior to July 2022.

During the reporting period, Aeris Resources held joint venture interests in the Torrens and Canbelego Exploration Projects. On 9 June 2023, Aeris entered into an agreement to divest its 70% joint venture interest in the Torrens Project. Aeris does not have operational control of these projects, and they are not considered within the reporting of this boundary.

All available data and evidence has been utilised to deliver this Sustainability Report. Where there are information inconsistencies and data gaps, these have been acknowledged. Any data requiring restatement has also been detailed where applicable.

This Report has been prepared to benefit stakeholders monitoring our sustainability progress; those interested in our business performance, and those with a general interest in the mineral and resources industry. Supporting information may be referenced in relevant sections throughout this report, and information is available at www.aerisresources.com.au.

Aeris has not sought external assurance for disclosures within this report.

Acknowledgement of Country

Aeris Resources acknowledges the Traditional Custodians of the land on which we operate, including the Wullli Wullli people (Cracow), the Ngemba/Ngiyampaa people (Tritton), the Wangkatha people (Jaguar), the Kalkadoon people (North Queensland Operations) and the Turrbal and Yuggera people (Corporate office).

OUR SUSTAINABILITY APPROACH

At Aeris, we recognise the impact the mining industry can have on our planet and society and therefore our focus extends beyond the social license to operate.

Sustainability at Aeris

Operating sustainably involves having a clear understanding of our stakeholders' needs and expectations. It also involves continued learning and adopting ways to improve our decisions.

With this in mind, we take a forward-looking approach to sustainability, informed by reflecting on our past performance, the evolving expectations of stakeholders and advancements in technologies.

This financial year we committed to sustainability principles published as the Aeris Resources Sustainability Policy Statement.

To build on the commitment, we are working to integrate these principles throughout our business activities and practices we are also developing a future roadmap that sets specific actions to improve our environmental, social and governance performance over time.

OUR SUSTAINABILITY PRINCIPLES

The sustainability principles that guide our practices and underpin our sustainability approach and strategy are outlined below:



Identify, analyse and manage sustainability-related risks and opportunities through our Risk Management Framework.



Integrate management planning for sustainability-related risks and opportunities into the Company strategic and business planning cycles.



Engage with our stakeholders in a respectful, open and honest manner, upholding ethical business practices and complying with legal requirements.



Engage with Indigenous Peoples to develop and strengthen relationships. We will consult with Indigenous Peoples on how to manage the impacts of our operations on Indigenous cultural heritage, in accordance with agreed plans and arrangements.



By attracting and retaining the "right people" and creating a safe and respectful working environment we will build a workforce that represents the communities in which we operate and provides a platform for our people to do their best.



Contribute to the conservation of biodiversity by implementing integrated approaches to land use planning and environmental management in areas affected by our operations.



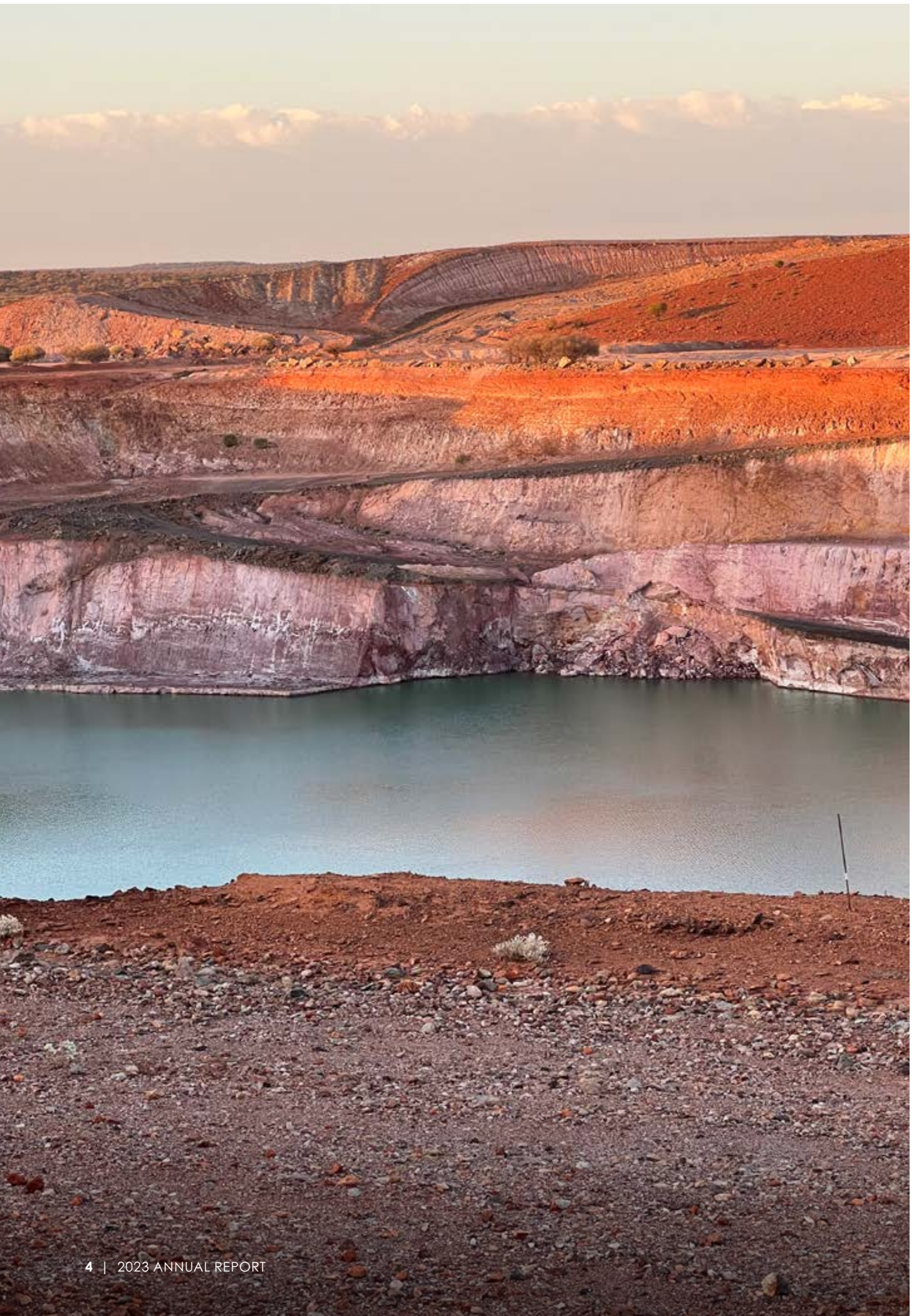
Monitor the regulatory and policy landscape relating to sustainability to implement processes to comply with requirements as they arise.



Establish processes to identify opportunities to improve energy and water efficiency, reduce waste, manage emissions, and embrace clean energy technologies where practicable.



Promote awareness of sustainable practices to strengthen capabilities and skillset within our workforce.



OUR STAKEHOLDERS

SHAREHOLDERS	EMPLOYEES	LOCAL COMMUNITIES
<p>Shareholders are the foundation of our Company, investing in our growth and long-term success. We are dedicated to delivering value by implementing sustainable practices that lead to robust financial performance and responsible stewardship of resources.</p> <p>We regularly engage with our investors, providing them with quarterly updates on progress and performance.</p>	<p>Our dedicated workforce is the backbone of our operations. We prioritise the health, safety, and wellbeing of our employees, providing a physically and culturally safe work environment and opportunities for professional growth. We engage in open dialogue with our people to ensure fair labour practices and foster a positive workplace culture.</p>	<p>The communities where we operate are integral to our social license to operate. We engage with local stakeholders and aim to be a responsible neighbour, supporting community projects, and contributing to the local economy.</p>
LOCAL, STATE & FEDERAL GOVERNMENT	ENVIRONMENT & INDUSTRY REGULATORS	INDIGENOUS PEOPLES & TRADITIONAL OWNERS
<p>We maintain transparent and constructive relationships with local and state governments. Through our operating frameworks we seek to comply with all applicable laws, regulations, and industry standards while actively collaborating with authorities to address environmental and social concerns.</p>	<p>Environmental stewardship is a fundamental pillar of our sustainability strategy. We engage proactively with environmental and industry regulators to implement best practices, monitor and reduce our ecological impact, and ensure responsible resource management.</p>	<p>We engage in respectful consultation and strive to create economic opportunities in partnership with traditional owners while respecting their rights and cultural heritage.</p>
NATURAL RESOURCES	SUPPLIERS, CONSULTANTS & CONTRACTORS	CUSTOMERS
<p>We make strategic and operational decisions with the environment in mind. We work diligently to ensure ongoing compliance with environmental licenses and minimise our ecological footprint, conserve biodiversity, and rehabilitate areas affected by our mining activities.</p>	<p>Suppliers, consultants and contractors are integral to our operations and we seek to establish partnerships with them. We aim to utilise local business and procurement where possible. Throughout our supply chain, we seek to promote responsible sourcing and ethical practices to create a positive impact.</p>	<p>We understand the significance of our customers in driving demand for our resources. We ensure responsible production processes.</p>

OUR VALUE CHAIN

At Aeris, we believe in fostering sustainability throughout our value chain, from exploration to end-of-mine planning and rehabilitation. We are committed to ensuring that each step of the process aligns with the core principles of responsible mining.



EXPLORATION PHASE:

The exploration stage marks the beginning of our value chain. We conduct thorough geological surveys and assessments to identify potential mineral resources. During this phase, we engage with local communities and Indigenous groups to understand and mitigate potential impacts on their lands and cultural heritage.



PLANNING & DEVELOPMENT PHASE:

In the planning and development phase, we carefully design and plan our mining operations, considering environmental, social, and economic aspects. Collaboration with stakeholders and regulatory authorities is a crucial aspect of this stage.

We ensure our projects in the development pipeline incorporate sustainable mining principles into the operational planning phase. For our Constellation and Stockman Projects, we want to incorporate practices for sustainable mining from the outset, including: optimising water consumption; minimising disturbed footprints; impacts to fauna and flora; dust; noise and traffic; and selecting energy efficient equipment and design. This provides a sound basis to focus our efforts on optimising an operational mine plan that is efficient, productive, cost-effective and delivers on our commitment to environmental sustainability.



USE PHASE:

We understand the need for information about the use of our products to promote transparency and responsible consumption. Our minerals play essential roles in various applications, such as:

- **Electrical components:** Copper is used in electrical wiring, motors, and other electrical components.
- **Renewable technologies:** Copper is a vital component in renewable energy technologies such as wind turbines and solar panels.
- **Jewellery:** Gold and silver are sought-after materials in the creation of beautiful and enduring jewellery.
- **Investments:** Precious metals, particularly gold and silver, serve as secure investments and hedges against economic uncertainties.
- **Medical:** Silver has application in medical devices, including wound dressings and anti-microbial products.
- **Infrastructure:** Zinc contributes to the longevity and structural integrity of infrastructure projects, including buildings, bridges, and roads.



MINING PHASE:

The mining stage involves the extraction of precious minerals from the earth. Our mining practises leverage advanced technologies, safe and efficient mining practices and sustainability focused decision-making to optimise resource recovery while minimising our ecological footprint. The health and safety of our workforce and surrounding communities are paramount, and we work towards enhancing local economic opportunities through employment and procurement initiatives.



PROCESSING PHASE:

Upon extraction, raw materials undergo processing to beneficiate and concentrate the recovered minerals that create value for our customers and stakeholders. Throughout this stage we are continuously investigating energy-efficient processes and technology and adhering to strict environmental standards to reduce greenhouse gas emissions and water consumption.



MOVEMENT AND MARKETING PHASE:

In this stage, we optimise the transport and marketing of our products worldwide. We investigate sustainable opportunities with our partners to support indirect sustainability impacts realised downstream of our production activities.



END OF MINE PLANNING & REHABILITATION PHASE:

As part of our commitment to environmental responsibility, we plan for mine closure and rehabilitation from the beginning. Our approach to closure and rehabilitation of our mining sites aims to restore ecological values present prior to mining whilst also aligning with the surrounding landscapes.

OUR FOCUS AREAS

We have identified the areas of sustainability that are most crucial to our business allowing us to target strategies and initiatives to support these focus areas. We identified these areas based on their significance to our business, the expectations of our stakeholders, and their potential impact in the short-term and long-term. By prioritising these we aim to address the most pressing sustainability challenges and contribute to a more sustainable future.

Aeris identified the key areas of risk and opportunities in the present, near and long-term future. Through strategic analytical methods including risk benchmarking, review of market and stakeholder expectations and change driver analysis. Based on the assessment conducted, we determined the four focus areas listed below.

1. Carbon and Climate Change: Reduce our carbon footprint and promote the adoption of renewable energy.

2. Water Efficiency and Containment: Ensure water resilience by optimising resource usage in water, energy and consumables (including waste).

3. Biodiversity and Land: Plan and deliver positive environment, economic and social legacy throughout the entire mining lifecycle, from discovery to closure.

4. Diversity and Inclusion: Foster an equitable, diverse, fair and inclusive workplace that aligns with the diversity of our community.

 CARBON AND CLIMATE CHANGE	 WATER EFFICIENCY AND CONTAINMENT
<p>Why it matters</p> <ul style="list-style-type: none"> As the world transitions towards a low-carbon economy, it is imperative to chart a course that effectively reduces emissions and minimizes our carbon footprint, ensuring the resilience of business operations. Taking proactive steps to address climate change is crucial for mitigating environmental impacts, reducing carbon emissions and safeguarding the planet for future generations. For the health, safety and wellbeing of our communities and people, we are committed to minimising harmful air emissions from our operations, aiming to further contribute to cleaner air and a healthier environment for all. 	<p>Why it matters</p> <ul style="list-style-type: none"> Water plays a vital role in our operations and we are committed to bolstering our resilience to climate change in light of changing climatic patterns. Our focus on promoting water resilience preserves this precious resource and safeguards the health of water environments and the well-being of our communities, while reinforcing our operational resilience. Practicing responsible water usage is fundamental to ensuring a positive legacy and successful mine closure. As water usage increases, we understand its implications on availability, power consumption, access infrastructure costs, and overall volume-related expenses.
 BIODIVERSITY AND LAND	 DIVERSITY AND INCLUSION
<p>Why it matters</p> <ul style="list-style-type: none"> Biodiversity is an increasingly important measure of environmental performance, encompassing the preservation of healthy ecosystems and their values throughout operational activities and closure. To leave a positive environmental legacy through our operations, actively contributing to the enhancement of overall environmental well-being. The emergence of biodiversity credit markets in Australia provides opportunities for furthering these initiatives. 	<p>Why it matters</p> <ul style="list-style-type: none"> Promoting diversity and inclusivity enables individuals from different backgrounds and abilities to thrive and foster meaningful social connections within their communities. Diversity enriches our culture, enhances decision-making resilience, fuels adaptability and fosters innovation within our business and communities. Upholding principles of equality, respect, and work-life balance fosters opportunities for personal achievement beyond the workplace, creating an environment where everyone can thrive. Offering equitable family caring options regardless of gender fosters an inclusive and supportive environment for all.

CARBON AND CLIMATE CHANGE

As the globe continues to grapple with the ongoing challenges of climate change and transitioning to a sustainable world, the topic of energy, carbon and climate change is important to our business and our stakeholders.

Increased regulatory, societal and investor pressure places more emphasis on our operational emissions and how we plan to manage them. At the same time, the mass scale transition of energy systems to a lower carbon footprint provides strategic opportunities for Aeris.

As a base and precious metals producer, there is rapidly increasing demand for the minerals we produce. Our resources play a critical role in the energy transition as copper is a crucial input for the renewable energy infrastructure required for this transition.

Aeris reports annually on energy and greenhouse gas emissions as required under the Australian Government's National Greenhouse and Energy Reporting (NGER) scheme. Data related to energy consumption and greenhouse gas emissions from combustion of fossil fuels and electricity at each site has been calculated for FY2023 in accordance with the NGER methodology and the Department of Climate Change, Energy, the Environment and Water's National Greenhouse Accounts (NGA) Factors 2022.

Other air emissions information reported in this section has been prepared in accordance with the National Pollutant Inventory (NPI) framework.

Energy & GHG Emissions

This financial year saw an unprecedented demand on the global energy market, putting pressure on global supply chains. Our operations rely heavily on liquid fuels (primarily diesel) for our plant, equipment and vehicles on site. Electricity is purchased from the grid to power our offices, mining infrastructure, and processing activities. Energy consumption from our operations in FY2023 totalled 1,993,308.65 GJ.

The energy mix across our sites is based on their location, operation and infrastructure. The key forms of energy are electricity (network grid), diesel and gas generators, hydrocarbons (primarily diesel) and gas. Our Tritton and Cracow operations primarily consume diesel for mining plant and equipment, heavy transport, haulage and light vehicles.

Tritton also has a diesel power plant on site to meet demand at this remote underground mine.

Cracow utilises liquified petroleum gas (LPG) on site for boilers, furnaces and regen kiln for production activities. Tritton and Cracow are connected to the local electricity grid which powers processing activities, as well as site offices and infrastructure.

Due to the remote location of the Jaguar and North Queensland Operations, they are not connected to the electricity grid, and rely on hydrocarbon-based fuels and natural gas to meet all energy demand. Diesel is the primary fuel for all equipment on site, including mining equipment. Electricity is generated at Jaguar by a third-party contractor, primarily at a gas fired power station with a supplementary diesel power plant.

ENERGY PROFILE BY FUEL SOURCE

ENERGY SOURCE	TRITTON	CRACOW	JAGUAR	NORTH QUEENSLAND	CORPORATE (HEAD OFFICE)	TOTAL
Diesel (GJ)	497,899.88	106,992.83	119,270.26	187,852.54	-	912,015.51
Natural Gas (GJ)	-	-	567,671.00	-	-	567,671.00
LPG (GJ)	-	7,841.10	-	-	-	7,841.10
Electricity (GJ)	324,065.93	181,610.68	-	-	104.44	505,781.04
Total	821,965.81	296,444.61	686,941.26	187,852.54	104.44	1,993,308.65

The total greenhouse gas emissions from our activities in FY2023 totalled 196,396tCO₂ across our operations. This represents an increase of 38% from our FY2022 organisational figure of 142,000t, which is attributable to the acquisition of Round Oak Minerals.

In FY2023, our Scope 1 emissions accounted for 48% of our overall emissions profile, which was primarily made up of diesel consumption. Our Scope 2 emissions from purchased electricity account for 52% of our overall emissions profile.

Electricity purchased from the grid is the largest emissions source at Tritton and Cracow, where it is used primarily for processing activities.

As Jaguar and North Queensland Operations are not connected to the national electricity grid, Scope 1 emissions account for the majority of the emissions at these sites due to the increased diesel and natural gas use required for powering plant, equipment and vehicles, and on-site electricity generation.

On a site-by-site basis, Cracow and Tritton saw consistent GHG emissions, with Cracow experiencing a slight decrease of 7% in total emissions and Tritton, an increase of 6% in total emissions, compared to last year. FY2023 is the first year we are reporting for Jaguar and North Queensland Operations, therefore, represents a base year to measure progress in future reporting cycles.

ENERGY PROFILE - ENERGY INTENSITY

	TRITTON	CRACOW	JAGUAR	NORTH QUEENSLAND	CORPORATE (HEAD OFFICE)
Total energy consumed (GJ)	821,965.81	296,444.61	686,941.26	187,852.54	104.44
Denominator Used (Primary Production Variable/s)	17,200.00	48,200.00	25,600.00	7,100.00	58.00
Energy Intensity (GJ per unit of primary production variable/s)	47.79	6.15	26.83	26.46	1.80
Energy Intensity Unit	tCO ₂ -e/ Copper (t)	tCO ₂ -e/ Gold (oz)	tCO ₂ -e/ Copper & Zinc (t)	tCO ₂ -e/ Copper Ore (t)	tCO ₂ -e/ FTE as at 30 June 2023

SCOPE 1 AND 2 GHG EMISSIONS

	TRITTON	CRACOW	JAGUAR	NORTH QUEENSLAND	CORPORATE (HEAD OFFICE)	TOTAL
Scope 1 (tCO ₂ -e)	34,954.88	8,008.54	37,644.27	13,226.70	-	93,834.39
Scope 2 (tCO ₂ -e)	65,713.37	36,826.61	-	-	21.18	102,561.16
Total	100,668.25	44,835.15	37,644.27	13,226.70	21.18	196,395.55



GHG EMISSIONS INTENSITY

GHG ACTIVITY	TRITTON	CRACOW	JAGUAR	NORTH QUEENSLAND	CORPORATE (HEAD OFFICE)
GHG Emissions from Energy (tCO ₂ -e)	100,668.25	44,835.15	37,644.27	13,226.70	21.18
Denominator Used (Primary Production Variable/s)	17,200.00	48,200.00	25,600.00	7,100.00	58.00
GHG Emissions Intensity (tCO ₂ -e per unit of primary production variable/s)	5.85	0.93	1.47	1.86	0.37
GHG Emissions Intensity Unit	tCO ₂ -e/ Copper (t)	tCO ₂ -e/ Gold (oz)	tCO ₂ -e/ Copper & Zinc (t)	tCO ₂ -e/ Copper Ore (t)	tCO ₂ -e/ FTE as at 30 June 2023

Due to the nature of our sites geology and production activities, each site mines and processes different products. For the purposes of calculating our energy and GHG emissions intensities, we have applied our primary production variables only in these calculations. This will assist us with providing the most accurate year-on-year comparisons. Note that actual emission intensities of site activities may be lower, as we have not accounted for additional production of alternative products.

We understand the importance of quantifying our upstream and downstream emissions impacts as part of our wider climate change impacts.

As part of the development of a Sustainability Strategy, we are considering our approach to the quantifying and tracking of Scope emissions however, this has not yet been defined, and is not included in this report.

Reducing Our GHG Emissions and Energy Consumption

As our primary activities of mineral exploration, extraction and processing are energy and emissions intensive, we are always exploring energy reduction and productivity improvement opportunities.

To understand the feasibility of implementing energy and emissions reduction opportunities, we are working to improve our capabilities to monitor and track energy usage and carbon emissions across our sites.

Tritton Operations have demonstrated improvements in energy conservation and efficiency during the 2023 financial year including:

- Installing Variable Speed Drives (VSDs) instead of more energy intensive Direct-On-Line (DOL) starters for large motor start-up and implementing techniques to avoid full current draw during the start-up process;
- Installing a variable speed motor for river pumping, replacing the older, more energy intensive constant speed pump;

- Upgrading energy measurement infrastructure, to provide better data and more insight into our electricity use enabling better decision making in relation to electricity demand and usage;
- Investing in an electric light vehicle (LV) troop carrier for the site, with another to arrive in the next financial year;
- Optimising ventilation processes and technology to reduce unnecessary energy use; and
- Optimising the operation of the Pastefill Plant by aligning power consumption with production needs.



CASE STUDY: NEW VEHICLES DRIVING GREATER FUEL EFFICIENCY

Replacing vehicles and equipment on site with alternatives that provide greater fuel efficiency, costs saving and provide opportunities to reduce our carbon footprint. Two examples are the Tadano 50T rough terrain crane and the electric LV troop carrier. Both vehicles were delivered to Tritton Operations in FY23. The crane is equipped with a fuel monitoring system which reduces fuel consumption when it is being operated. The Rokion R400 electric LV troop carrier seats 9 people and is built for underground conditions. It builds on the Rokion 100 vehicle which is already operational onsite.



Air Emissions

We recognise air emissions from mining activities are crucial to sustainability as the release of pollutants into the atmosphere can pose a significant hazard to the health of our employees, the communities in which we operate and the surrounding environment. As such, we are committed to effective monitoring and mitigation of our air quality impacts to ensure the well-being and protection of our people, local communities and the environment.

The air quality at and around our operational sites may be impacted by dust generated by mining activities such as the construction and operation of haul roads and tailings dams, exploration drilling, ore stockpiling, crushing and processing, and the movement and transport of vehicles and product. To reduce the dust related impacts on site, we monitor and proactively work to minimise our dust emissions through various controls and procedures.

Dust suppression techniques used across our sites include covering materials for transport, stockpile management procedures, the installation of vapour recovery systems, high-pressure/low-volume cleaning equipment, chemical suppression, using wheel washes, sprinkler systems and water sprays.

Dust monitoring systems are in place to assist us in determining the effectiveness of dust suppression strategies and ensure ongoing compliance with environmental approvals and licences. Our approach to dust mitigation and monitoring is established by the Dust Management Plan at Tritton Operations and in the Air Emissions Management Plans at the Cracow, Jaguar and North Queensland operations.

Real-time dust monitoring is in place at Cracow. Environmental impact assessments determined that real-time dust monitoring is not required at the Jaguar and North Queensland Operations.

Other air emissions associated with our operations are related to air pollutants and hazardous substances released through the consumption of fuel, energy and regulated substances at our sites. The mitigation and management strategies to reduce our air emissions are based on site-specific environmental impact assessments and management plans. These are regularly reviewed and are governed and approved by various Commonwealth and State environment regulations. Our site-specific air emissions performance data is reported on a site-by-site basis under the National Pollutant Inventory (NPI). Performance from our sites can be found in the table below.

AIR EMISSIONS BY SITE

AIR EMISSIONS CATEGORY	TRITTON	CRACOW	JAGUAR	NORTH QUEENSLAND	TOTAL
NOx (t)	485.77	66.53	1,073.91	201.17	1,827.38
SOx (t)	1.12	0.11	0.23	0.08	1.55
Volatile Organic Compounds (VOC) (t)	25.26	4.81	34.12	15.46	79.65
Particulate Matter (PM): PM2.5 (t)	24.56	4.74	4.76	13.99	48.05
Particulate Matter (PM): PM10 (t)	2,555.96	657.88	1,068.05	392.06	4,673.95



WATER EFFICIENCY AND CONTAINMENT

Water is a critical resource and key for our operations. We recognise the importance of responsible water management by the mining industry and our business.

As a focus area of our Sustainability Strategy, our objectives are to enhance water resilience, minimise the impacts to river systems and groundwater and improve our water handling efficiency.

To ensure we always have sufficient water supply and storage to meet operational demands, our sites are constantly working to identify and implement sustainable water supply solutions, optimise our processes to minimise waste and maximise water recycling.

Ensuring an adequate water supply, and water efficiency, is central to minimising potential disruptions to the ongoing operation of our facilities.

We also recognise the potential impact our activities may have on natural water sources and ecosystems. We are committed to responsible stewardship, through minimising our clean water extraction and preventing the release of poor-quality water into the natural environment.

Water management is a key consideration in the design and planning of rehabilitation for our sites, with the expectation we will leave stable, non-polluting landforms at closure.

Water Consumption

Water is used for different purposes across our sites. The total amount of water used across our sites during the reporting period was 4,371 ML. The majority of our water consumption is required for processing, with the remainder used for:

- Mining activities;
- Dust suppression;
- Infrastructure maintenance; and
- At amenities and accommodation at our sites.

As well as our goal to improve measurement of water usage and movement, we are also reviewing water consumption targets at each site. At Cracow and Tritton, we utilise process water generated through processing activities to replace raw water, where possible. Software used for real time monitoring and analysis of water consumption is used at Cracow to identify improvement and inefficiencies. We have also installed a series of pipelines at Cracow, as part of a water pumping circuit, to ensure connectivity of all water storage on site, to meet operational demands.

All of our sites have comprehensive water quality monitoring for assessing water stored in our tailings and process water storage facilities.

Water Withdrawal

The key sources of water across our operations are groundwater, surface water and water provided by third parties.

Tritton draws directly from an off take on the Bogan River, 50m past where the Gunningbar Creek runs into the Bogan River, off the Nyngan to Cobar water pipeline when required and approved by the Cobar Water board. Tritton utilises potable water transported to site by truck from Nyngan.

Cracow has a licensed allocation of river water which is used for site operations and treated onsite for supplying the mine camp and town of Cracow.

Jaguar's process water is sourced from dewatering of the mine voids, with bores supplying water for treatment for potable water requirements. North Queensland has a water agreement to draw from the Corella dam and sources additional bore water for potable purposes.

We aim to minimise our demand of external water sources from both direct extraction and purchased from third parties. Taking this action limits impacts on local ecosystems, results in reduced operating costs and increases our operational resilience. In FY2023, our water withdrawals totalled 2,486.99 ML. This represents a significant increase from the last reporting period of 1,469 ML, due to the acquisition of Jaguar operations and North Queensland operations. Cracow experienced a 38% reduction in water withdrawals due to increased water recycling.

Water Discharge

We have Water Management Plans and Groundwater Management Plans for each site setting our approach for managing water discharge, including quality and volume monitoring requirements.

Water from processing activities at all sites is discharged directly to our tailings dams and recycled where possible. Potentially mine affected water is contained and recycled on-site to use instead of clean water inputs. We monitor and control any releases of potentially mine affected water in accordance with our environmental licenses. Effluent waste from ablutions and accommodation is managed and treated on site through wastewater treatment facilities. Any discharges occur in approved effluent release and irrigation areas.

We released a total of 338ML of water in the FY2023 reporting period at our North Queensland operations and Jaguar operations in WA. None of these releases resulted in any water quality or volume exceedances. We had no reportable incidents of spills, leaks or discharges of mine affected water in the reporting period.

WATER ACTIVITY BY SITE

WATER WITH DRAWN (ML)	TRITTON	CRACOW	JAGUAR	NORTH QUEENSLAND	TOTAL
Surface Water (ML)	850.90	265.00	-	70.91	1,186.81
Groundwater (ML)	212.80	-	1,043.58	43.80	1,300.18
Seawater (ML)	-	-	-	-	-
Produced Water (ML)	-	-	-	-	-
Third-party Water (ML)	-	-	-	-	-
Total Water Withdrawal (ML)	1,063.70	265.00	1,043.58	114.71	2,486.99
Total Water Discharge (ML)	-	-	-	-	-
Total Water Consumption (ML)	1,063.70	244.60	1,043.58	114.71	2,486.99

*20.4ML of our water withdrawal at Cracow consists of offtake for a nearby cattle station.

This is part of our pipeline easement agreement, but this portion does not contribute to our water consumption.



BIODIVERSITY AND LAND

Our operations are located across regional Australia within diverse and unique landscapes and ecosystems.

As a mining company that recognises the importance of operating in a sustainable manner, we accept our responsibility as land managers to protect and enhance the landscapes in which we operate, from exploration to post-mine closure.

The Aeris environmental policy documents our commitment to the continual improvement of our environmental performance, including in the area of land management.

We minimise disturbance to ecosystems during the planning phase of our operations and projects.

Where disturbance cannot be avoided, we offset impacts through biodiversity offset processes such as establishing and managing offset areas, contributing to government managed offset programs, or purchasing offset credits through regulated schemes.

We maintain the biodiversity values of the lands we manage through programs to control weeds and pests. Where appropriate, our rehabilitation programs are designed to restore ecological values present prior to mining or consistent with surrounding landscapes.

Biodiversity

Protected Areas

Whilst our current operational areas are not in protected areas or areas that have been classified as having high biodiversity values, we understand our role in managing and mitigating potential impacts and have systems and processes in place to ensure compliance with all environmental approvals.

We have appropriate controls in place to minimise negative impacts of our mining activities on the biodiversity values at our sites and neighbouring areas. We are pleased there have been no complaints or claims of biodiversity related impacts received during the reporting period.

Impact of Activities on Biodiversity

We understand that our operations have potential to impact the availability, accessibility or quality of natural resources, which in turn can affect local communities and traditional owners. During the discovery phase of our mining activities, all sites undertake rigorous environmental impact assessments, which investigate potential impacts from future mining activities and identify appropriate controls and mitigatory measures.

All operational sites have had their environmental approvals granted under relevant Commonwealth and State legislation, and state legislation, with ongoing management and monitoring of environmental impacts a requirement of these approvals. No habitat conversion has occurred at any of our operational sites during the reporting period.

We value the rich variety of fauna and flora situated near our operational sites. Conditions of our environmental licenses require us to identify and monitor potential habitat for International Union for Conservation of Nature (IUCN) and national conservation listed species with habitats in areas affected by our operations. Our monitoring and biodiversity/flora and fauna surveys have identified a range of species which are included in the IUCN Red List.

Mitigation Measures

Based on the unique environmental values present at each site, we have specific site-based management strategies in place to minimise and mitigate impacts on biodiversity and land.

IUCN RED LIST SPECIES

SITE	IUCN RED LIST SPECIES	NAME	LEVEL OF EXTINCTION RISK
Tritton	IUCN Red List	Kultarr (<i>Antechinomys laniger</i>)	Least concern
		Pink Cockatoo (<i>Cacatua leadbeateri</i>)	Least concern
		Baverstock's Bat (<i>Vespadelus (Eptesicus) baverstocki</i>)	Vulnerable
		Yellow-bellied Sheath-tail Bat (<i>Saccolaimus flaviventris</i>)	Vulnerable
Cracow	None	None	None
Jaguar	None	None	None
North Queensland Operations	IUCN Red List Species	Pseudantechinus mimulus	Near threatened
		Petrogale purpureicollis	Near threatened

TRITTON

Tritton has a Rehabilitation Management Plan which includes several objectives to safeguard the quality and long-term viability of site rehabilitation processes. Objectives include meeting the closure criteria; preparing a remediation program to guide the development of landform and vegetation which is self-sustaining; and enhancing the ecological value of intact vegetation communities by removal of noxious weeds, feral animals and stock control. Supplementary planting is conducted where possible.

There is also a Flora and Fauna Management Plan providing guidance on maintaining and improving biodiversity value at a species and ecosystem level.

A Contaminated Land Management Plan manages existing contamination identified in soil, sediments and groundwater on site. It provides clear operational procedures and controls, ensuring compliance with statutory environmental requirements and monitoring and reporting requirements.

CRACOW

The Pest and Weed Management Plan (Plan) at Cracow outlines processes to restrict the spread of existing declared weeds and pests and prevent newly declared weed and pest species from being introduced. The Plan monitors and evaluates the effectiveness of existing controls and training requirements for employees to promote compliance and continuous improvement.

A Receiving Environment Monitoring Program (REMP) was established for the site in 2014, with ecological and vegetation assessments occurring under this Program in May of the reporting period. The assessments undertaken were for new disturbances planned at the site, as well as ongoing monitoring of rehabilitation across the site.

JAGUAR

The Environmental Management Plan (Plan) at Jaguar identifies potential environmental impacts and risks, as well as site-based targets and measures to manage key impacts associated with mining activities. Key environmental impacts include vegetation clearing leading to a removal of flora species and potential contamination of the surrounding environment due to spills of hydrocarbons, chemicals, process water, mine dewatering or process tailings.

Within the Plan, environmental commitments are outlined to assist with the effective management of the site including water, land, rehabilitation, waste, tailings, and flora and fauna.

The approved Mine closure Plan details how the site will be rehabilitated, including where and how vegetation communities will be reinstated as part of rehabilitation activities.

NORTH QUEENSLAND OPERATIONS

An Environmental Management Plan for the Mt Colin mine outlines the commitment to protect environmental values affected by mining activities. The Receiving Environment Monitoring Program (REMP) commits to the monitoring of the ephemeral freshwater ecosystems in the site's vicinity. As part of the REMP, aquatic biological indicator surveys and habitat assessments are completed biannually to ensure the robust understanding of stream health and aquatic macroinvertebrate community assemblages in the receiving environment.



An Erosion and Sediment Control Plan ensures the stability of constructed landforms on site and minimises possible mobilisation of soils and sediments from active mining domains. Erosion and sediment control measures, such as coir log and silt fence structures, are inspected and maintained regularly to optimise their efficacy in managing stormwater runoff velocity and sediment containment.

As part of the progressive rehabilitation and closure planning process, we have established analogue vegetation monitoring to obtain a comprehensive understanding of the species composition of vegetation communities in the surrounding landscapes. Vegetation surveys will continue to be undertaken throughout the mining operations to provide a robust baseline dataset to inform future rehabilitation activities.

STOCKMAN

Biodiversity management is a significant consideration for the Stockman Project because of the vegetation clearing required to develop the mine and supporting infrastructure, as well as other potential impacts during the construction and operational phases.

These biodiversity risks were considered during the environment and social impact assessment process for the Project. The impact assessment resulted in an Environmental Effects Statement (EES) and subsequent Ministerial Assessment Report, which set out a range of commitments and obligations for managing biodiversity risks.

Minimising biodiversity impacts remains a key consideration for the Stockman Feasibility Study, with design activities taking into consideration how to minimise the disturbance footprint of the proposed mine and offsite infrastructure.

Aeris has continued to actively manage the Bush Block offset property for the Stockman Project. This includes weed management activities, feral animal control and replacing a section of fence to ensure the exclusion of cattle from neighbouring property. Steps were also taken to progress offsets on the One Hut property owned by Aeris.

A credit trade agreement with the Alpine Shire Council was finalised during the reporting period, which ensures the offsets requirements under the EPBC Act approval (Federal) have now been met.

WASTE

The extraction and processing of minerals can generate significant volumes of waste and potential environmental and social implications associated with its handling. We recognise that further understanding our waste sources and streams leads to better decision making and more ecologically sustainable outcomes as we take measures to minimise waste related impacts across all our mining and processing activities.

Our approach to waste management is tailored to suit the operating context and waste streams at each site. Our waste management practises are aligned with Waste Management Plans approved by relevant State and Commonwealth regulatory bodies and involve the use of both onsite landfills and third-party waste contractors.

MANAGEMENT OF WASTE-RELATED IMPACTS

TYPES OF WASTE		TRITTON	CRACOW	JAGUAR	NORTH QUEENSLAND
NON HAZARDOUS WASTE	General waste	Disposed On-site landfill & third-party waste contractor (off-site, Cobar landfill).	Crushed and disposed on site at landfills.	Site landfill & third-party waste contractor (off-site).	Third-party waste contractor (off-site).
	Recyclable waste	Separated on site. Third-party waste contractor (transported off-site to a licensed facility for recycling).	Separated on site. Third-party waste contractor (transported off-site to a licensed facility for recycling).	Third-party waste contractor (off-site).	Third-party waste contractor (off-site).
	Mixed-waste		Automated composter ("Bio digester") for organic waste.	Third-party waste contractor (off-site).	Third-party waste contractor (off-site).
HAZARDOUS WASTE	Hydrocarbons	Third-party waste contractor.	Managed safely on site, including bunding, using oil separators, utilising regulated contractors for waste collection and disposal.	Third-party waste contractor (off-site).	Third-party waste contractor (off-site).
	Septic and/or Sewage waste	Treated in the on-site Sewage Treatment Plant and irrigated. Sludge collected and disposed off-site.	Treated in the on-site Sewage Treatment Plant and irrigated. Sludge collected and disposed off-site.	Treated in the on-site Sewage Treatment Plant and irrigated. Sludge collected and disposed off-site.	Treated in the on-site Sewage Treatment Plant and irrigated. Sludge collected and disposed off-site.
	Regulated Waste	Third-party waste contractor (off-site).	Third-party waste contractor (off-site).	Third-party waste contractor (off-site)	Third-party waste contractor (off-site).
PROCESS WASTE	Tailings	Regulated tailings storage facilities (TSFs).	Regulated tailings storage facilities (TSFs).	Regulated tailings storage facilities (TSFs).	Regulated tailings storage facilities (TSFs).
	Waste rock	Used in backfill, as road base, or manage in waste pile or open pit.	Used in backfill.	Used in backfill.	Used in backfill.
	Potentially acid forming (PAF) material	Managed and not brought to the surface, or transfer this material to the tailings dam on-site if the need arises.	Managed and not brought to the surface or sterilised and transferred to tailings facility on site.	Managed and not brought to the surface, or waste dumps will cater for containment of PAF material in cells within the dump or be re-used for CAF backfill.	Contained within a temporary surface stockpile on the waste rock dump prior to being returned underground as unconsolidated fill.

Waste Types and Disposal Across Our Sites

When on-site landfills reach design capacity, they are rehabilitated according to the Waste Management Plans. Rehabilitation of the site is designed to minimise any ongoing risk to the environment. We take steps where necessary to reshape the land to blend with the surrounding landscape including flattening slopes to merge with the surrounding area and spreading topsoil evenly to promote plant growth.

Seeding of topsoil stockpiles with native species is used to stabilise the stockpiles and minimise topsoil loss. Where possible we source locally harvested seed stocks with a known provenance.

We have implemented initiatives to minimise waste related impacts at our sites including Cracow, where we have installed an automated composter ("Bio digester") onsite to reduce waste directed to landfill. This has significantly reduced the amount of organic waste transported to landfill and reliance on third parties for the management of this waste stream.

During the reporting period four spills occurred at the Mt Colin mine; one of unused lubricating oil; one of degreaser and two of hydrocarbon contaminated soils. The spills occurred on hardstand or other areas where complete containment and cleanup was possible with no release to the environment or ongoing contamination occurring. All incidents were reported to the regulator in accordance with the sites environmental authority, with the cases being closed out to the satisfaction of the regulator.

WASTE GENERATION

WASTE CATEGORY	WASTE TYPE	TRITTON	CRACOW	JAGUAR	NORTH QUEENSLAND
NON-HAZARDOUS WASTE	General waste (t)	267.58	125.76	48.00	803.00
	Recyclable waste (t)	23.56	179.30	327.02	60.00
	Mixed-waste (t)	00.00	45.56	00.00	00.00
HAZARDOUS WASTE	Hydrocarbons (t)	388.28	46.35	190.80	108.00
	Septic and/or Sewage waste (t)	00.00	00.00	00.00	9.36
	Regulated Waste (t)	8.40	16.45	62.10	84.66
PROCESS WASTE	Tailings (t)	00.00	615,428.50	372,256.50	00.00
	Waste rock (non-acid forming) (t)	54,720.40	00.00	00.00	30,940.00

CASE STUDY: TRUCK TYRES @ TRITTON

Old tyres from our underground trucks have been repurposed and are being used in the building of safety barriers at our sites. At Tritton this has resulted in an annual \$45,000 cost saving which is good for our budget, good for safety and avoids unnecessary waste going to landfill.



Tailings Storage Facilities

Tailings are waste materials left over after valuable minerals have been extracted from ore during the mining and beneficiation processes. Managing our tailings effectively is a critical component of waste management practises, as improper disposal or containment can lead to environmental pollution and pose risks to nearby ecosystems and communities.

A Tailings Storage Facility (TSF) is a dam or containment structure which has been designed for storing tailings. The tailings are usually transported and discharged into the TSF as a slurry. TSFs at our sites have been designed to comply with recognised guidelines and standards, including the Australian National Committee on Large Dams (ANCOLD) - 2012 Guidelines on Tailings Dams and the International Commission on Large Dams (ICOLD). These include guidelines on dam design, construction, operation, monitoring, and surveillance.

In addition, the TSF's comply with relevant safety considerations including designing for Probable Maximum Flood (PMF) events and to withstand seismic events based on the Maximum Design Earthquake (MDE). We undertake ongoing performance monitoring to ensure our TSFs are meeting expectations including scheduled audits and safety inspections by an accredited Tailings Engineer (Engineer of Record) or Registered Professional Engineer (RPEQ). Performance monitoring programs are developed according to ANCOLD Guidelines and implemented prior to construction.

We undertake piezometric monitoring, drain flow monitoring, and deformation surveys to monitor and survey TSFs. We have site-specific Emergency Response Plans (ERPs) detailing responsibilities and actions to be taken during facility-related emergencies to minimise potential harm to people, public infrastructure and the environment.

Our ERPs are updated periodically or when a material change to a TSF has occurred. They are subject to independent review from external regulatory bodies.

At closure, tailings storage facilities are rehabilitated according to engineered designs developed during the operating phase of the mine site. We conduct post-closure monitoring at our TSFs, consisting of annual inspections and reviews of groundwater and surface water monitoring. We complete a comprehensive audit every five years in accordance with the ANCOLD Guidelines.





DIVERSITY AND INCLUSION

We understand the importance of creating an inclusive and diverse workplace that represents and reflects our communities. We value the strength that comes from embracing various perspectives, lifestyles and ways of thinking.

We seek to create a work environment where people are free to achieve their best, without encountering prejudice due to their gender, ethnicity, age, disability, religion, sexual orientation, or cultural differences. In doing so, we unlock the full potential of our diverse workforce and cultivate an atmosphere of trust, collaboration, and mutual support. We also believe that investing in our employees through training and development benefits them as individuals and professionals, and also enhances the performance and resilience of our business. We aim to provide support to all our people to learn new skills, continuously improve and remain engaged and fulfilled with their work.

In achieving our goal of creating an inclusive workplace, we understand the importance of actively working towards increasing female participation rates, with 23.2% of our new employee hires in the FY2023 period being women, above the Australian industry average of 20% (Workplace Gender Equality Agency, December 2022).

We believe in providing equal access to training, education, and skills development and recognise that such support is crucial to breaking down barriers and promoting career growth. Additionally, we embrace flexible working arrangements, acknowledging the role of caregiving responsibilities and the need for a healthy work-life balance. By offering support that caters to different personal and family situations, we strive to enable all to thrive professionally, and leave every day feeling fulfilled.

In this section we have summarised the various initiatives implemented, and progress achieved towards fostering a workplace where diversity is embraced and celebrated.

Parental Leave & Flexible Work

Flexible working and support for parents and carers is key to increasing diversity in the workforce. We understand the criticality of having policies in place to support this commitment and to promote the well-being of our employees. Allowing our employees to balance their work and personal commitment is a fundamental objective for Aeris.

We support new and expectant parents through paid parental leave, and flexible working arrangements. In accordance with our Paid Parental Leave Policy, primary carers receive 12 weeks of full pay, irrespective of gender. It can be shared between both parents and is available to all Aeris employees who become parents through birth, surrogacy or adoption. Parental leave is available to full-time and part-time employees with a minimum of six (6) months continuous service.

PARENTAL LEAVE

PARENTAL LEAVE METRIC	MALE	FEMALE	OTHER	TOTAL
Number of employees who were entitled to Parental Leave	792	162	9	963
Number of employees who took Parental Leave	27	5	1	33
Number of employees that returned to work in the reporting period after Parental leave ended	27	2	1	30

963 Aeris employees were entitled to parental leave during the reporting period and of the 33 employees who took parental leave 30 have returned to work during the reporting period, while the remaining are still on leave. The return-to-work rate is 100% among men, and 40% among women.

Other flexible working arrangements include a Career Break Program, which provides employees with extended unpaid leave for the purpose of study, relevant work experience or other personal reasons.

We also provide flexible leave opportunities, such as swapping public holidays and purchasing additional leave.

Operational rosters also provide flexibility which ensures our people are supported in their lives away from the workplace.

Recruitment Practices

As at 30 June 2023, we have 963 people employed across our four mining operations in New South Wales, Queensland, and Western Australia, and our corporate office in Brisbane. At Aeris, we regularly review our recruitment practices and initiatives to ensure that we attract and retain top talent.

Our attraction and retention initiatives include discounts on private health insurance, salary packaging options, wellbeing support and Fly-In Fly-Out (FIFO) and Drive-In-Drive-Out (DIDO) travel incentives.

Our operations are situated close to small communities and therefore, we strive to positively impact the local communities in which we operate by providing career opportunities and employing locally.

Our hiring and employment processes do not discriminate based on location, and we have a workforce sourced from the local community and other areas.

TOTAL EMPLOYEES BY GENDER & EMPLOYMENT TYPE

	MALE	FEMALE	OTHER	TOTAL
Permanent Employees	764	132	9	905
Temporary Employees	8	9	-	17
Non-guaranteed hours employees	20	21	-	41
Total	792	162	9	963

TOTAL EMPLOYEES BY AGE GROUP & EMPLOYMENT TYPE

	UNDER 30	30-50 YEARS OLD	OVER 50 YEARS OLD	TOTAL
Permanent Employees	203	503	199	905
Temporary Employees	7	8	2	17
Non-guaranteed hours employees	20	15	6	41
Total	230	162	207	963

We experienced higher employee turnover this year, with a 12 month rolling average turnover rate of 32% across our business. This turnover rate has been trending downwards over the second half of the year.

In the reporting period, 23.3% of our new hires were female, contributing to the gender diversity of our workforce. At the end of the reporting period, our total workforce has 16.7% female representation.

Cultural Heritage & Indigenous Peoples

Another focus area is supporting and developing the Indigenous members of our workforce and providing career opportunities for Indigenous Peoples within our communities. As at 30 June 2023, 93 of our employees identify as Aboriginal or Torres Strait Islander, representing 9.7% of our total workforce.

We are especially proud of our Tritton Copper Operations, with 16.9% of total employees at this site identifying as Aboriginal or Torres Strait Islander solidifying our relationships with the Traditional Owners in the area, including the Ngemba/Ngiyampaa, Wangaaypuwan and Wayilwan people. This strong performance demonstrates the success of our ongoing engagement with these groups, through formal and informal channels.



CASE STUDY: WULLI WULLI TRAINEESHIPS

The Wulli Wulli People are the traditional custodians of the land in central Queensland surrounding Cracow. We have funded the Wulli Wulli traineeship program for Wulli Wulli people to complete a two-year traineeship in various roles including administration, mining, environment, and exploration. Candidates participate in a familiarisation program at Cracow prior to commencing their traineeship on site. Current Wulli Wulli trainee, Tianna is completing a Certificate III in Supply Operations at Cracow in conjunction with Queensland TAFE. In the first year of her traineeship, Tianna is already receipting freight, conducting stocktakes and presenting at pre-start meetings. She also obtained a forklift licence enabling her to unload freight delivery trucks. Tianna says she's enjoying learning about the different roles on site.

Training & Professional Development

At Aeris, we value continuous learning and development, and provide opportunities for our people to thrive and grow across operational, leadership and professional areas. In FY2023, we invested in the professional development of skills, leadership capabilities, and workplace competencies by offering trade apprenticeships, leadership development, education assistance and entry-level training in operational roles.

We support the development and training of specific skills through on-site internal training, including supervisor and shift boss training; risk management; and emergency responder courses. We provide the opportunity for our employees to upskill and gain qualifications through official third-party training programs, conferences, workshops and forums.

We also have a Further Education Policy, in which employees may receive financial and other assistance when undertaking relevant study to support their professional development.

Diversity & Inclusion Policies: Workplace of Respect

Our Diversity Policy and Diversity and Inclusiveness Statement highlights our commitment and vision to being an inclusive workplace where our people feel safe, secure, seen and heard. Our approach to diversity and inclusion is continuously developing to ensure we build a workforce that reflects the unique makeup of the communities we operate in.

Embracing the diversity within our workforce improves innovation and collaboration and ultimately, enhances the way we work.

By valuing different perspectives, we drive excellence and nurture a culture of inclusivity and creativity.

Our Corporate Code of Conduct outlines the expectations we have for all employees, contractors, and business partners to adhere to equality of employment in all activities. We take any contravention of equal employment practises, discrimination, or harassment in the workplace seriously, and investigate all allegations or incidents thoroughly.

We have implemented our Workplace of Respect Policy to guide all employees in courses of action to investigate and remedy any reported incidents. It provides clear expectations of acceptable workplace behaviour so that our people are free from harassment, discrimination, bullying, workplace violence and victimisation, it outlines employer and employee responsibilities in relation to maintaining a positive workplace. This Policy also outlines how incidents related to inappropriate workplace practices or behaviours are to be reported and handled.

Further, we have other policies and processes designed to foster an inclusive workplace. These include parental leave; flexible paid and unpaid leave; competitive remuneration; wellbeing support through our Employee assistance Program (EAP); and financial support for training, upskilling and career development. All employees also have access to five days paid gender affirmation leave if undertaking gender transition.

Employee and Board Diversity

As 30 June 2023, Aeris had 963 employees, with 82.3% male, 16.7% female and 0.9% identifying as other. Diversity is also a focus at a leadership level, with an 80% male and 20% female split at the Director level, and 66% male and 33% female split at the Executive level.

Pay Equality

To identify and mitigate gender pay disparities and ensure equitable remuneration, we undertake an annual gap analysis on employee remuneration on like-for-like roles to identify and address any diversity/gender bias. Our 2023 Workplace Gender Equality Agency (WGEA) Report notes an organisation wide gender pay gap of 17.6%. This is calculated in accordance with WGEA's pay gap formula. Our result is better than the Australian national average of 22.8%, however we recognise the need to continue to improve this result.

Closing the gender pay gap is important to Aeris and maintains a fair and equal workplace. We will continue to take action to address the gender pay gap in our workplace.

With our increase in size and employee base this financial year, we are commencing a centralised model for salary review and gender pay parity. This will provide more visibility over our performance and progress in this area and identify where targeted initiatives and strategies are required.



LOCAL COMMUNITIES

Aeris Resources recognises the significance of establishing a presence and positive impact on the communities in which we operate.

Our aim is to build genuine relationships in our communities with local and state governments; employees; and contractors; businesses; and landholders; local schools; and Indigenous groups in the regional areas where we operate.

We seek to contribute to the long-term prosperity of these communities by investing in community-based programs and initiatives that promote economic and social wellbeing. We support a range of initiatives which provide social, physical, cultural and economic value to the community.

Investing in our Communities

Through our collaborations with local communities, we work diligently to improve living standards and foster sustainable, long-term growth. One channel is providing financial support for community programs, events and groups in the community.

In the 2023 financial year, we provided financial contributions to local communities that totalled \$89,551, through sponsorship funding or in-kind support for projects.

We supported many community projects surrounding our Tritton and Cracow sites including:

- **Community Support:** ranging from educational initiatives (e.g., Future Farmers Partnership) to recreational activities (e.g., Nyngan Bowling Club).
- **Infrastructure and Facilities Enhancement:** including fixing and maintaining the displays and gardens at the Cracow Heritage Centre; fencing repairs and tidying the Cracow cemetery and ensuring treatment of Cracow's town water supply.
- **Youth Engagement and Sports Development:** sponsoring sports-related programs and clubs, such as funding for LALC Touch Football, Nyngan Netball Club, and Nyngan Tigers Senior Rugby League, the Banana time trial and the Australian Stock Horse Association (ASH). Ongoing promotion of youth engagement and participation in sports, through sponsorships at local schools and events, for example the Murri Rugby League Carnival.
- **Education and Skills Development:** including funding for asphalt resurfacing at St Joseph's Parish School and sponsoring the Outback and Engineering Challenge, which encourages interest in science and engineering. In addition, provision of educational and play equipment to students and the local community.
- **Cultural Celebrations:** We contributed to community celebrations and events, such as providing funding for the Girilambone Community Association's Christmas Party and offering prizes for the Australia Day kids' colouring in competition, the Brangus Youth Camp and support of Moura NAIDOC.
- **Local Festivals and Shows:** Aeris sponsors local festivals and shows, including the Nyngan Show and the Annual Cup meeting organised by the Nyngan Jockey Club.
- **Environmental and Social Initiatives:** including support for biodiversity conservation, Bulls n Barrells bonanza, playground upgrades for Girilambone Primary School, and Seniors week activities.

CASE STUDY: BRANGUS YOUTH CAMP

Cracow Gold Operations were proud sponsors of the Brangus Youth Camp held in Theodore in May 2023. Brangus is a cross-breed of an Angus and Brahman and 100 young agricultural enthusiasts attended the four day camp to learn more about the breed and agribusiness.



Through our Stockman Project, we have also established a 'Small Grants Program' for clubs and organisations in the Omeo Region of Victoria.

This program has been active for three years and supported a wide range of local groups for events and services in the areas of education, environment, economic development, health, and youth. Specific examples include:

- Tambo Valley Bowls Club: sponsorship for end of season mixed fours Bowling Tournament.
- Omeo District Health: funding provided for the purchase of a centrifuge machine to assist with blood testing and refurbishment of the palliative care waiting room at the Omeo Hospital.
- Tambo Valley Racing Club: sponsorship of a race at the Tambo Valley Picnic Races.
- Omeo Benambra Netball Club: contributions were used to purchase new netball uniforms.
- Omeo Primary School: sponsorship to purchase new take home readers and ski jackets.
- Swifts Creek Bush Nursing Centre: support was provided for the Friday Lunches Program.

- Omeo & District Agricultural Show: sponsorship of the Yard Dog Trial and Photography and Cookery competitions.
- Ambulance Victoria Tambo Valley Auxiliary: funding was used to purchase storage for turnout bags.
- Omeo Golf Club: Aeris sponsored the 2022 Caravan and RV Muster.

Community Engagement & Feedback

Community engagement is an integral part of our sustainability efforts as we recognise the importance of understanding and addressing the concerns of local stakeholders. Regular feedback from community members allows us to gain valuable insight into their perspectives of our activities.

At Tritten we hold quarterly Community Consultative Committee (CCC) meetings which serve as a platform for engaging with local stakeholders, including landowners, business owners and representatives from the Bogan Shire Council. These meetings provide an opportunity to share updates on our mining activities and address any concerns they may have.

Our engagement with the New South Wales Department of Primary Industries & Environment (DPIE) - Mining and Geology Group (MEG) involves conducting bi-annual project updates. During these meetings, we discuss key aspects such as project approval processes and rehabilitation forward work programs.

Stockman has a Community Reference Group (CRG) that meets quarterly in Omeo. The CRG comprises representatives from local communities and the East Gippsland Shire council. It is a key forum to provide updates on the Project and receive feedback from the community. In November 2022 Aeris hosted a visit to the Stockman site for CRG members.

Additionally, we maintain a proactive approach to seeking feedback from the government to ensure alignment with their expectations.

At Cracow regular meetings are held at the Cracow Community Centre, to discuss activities impacting the community. These include proposed progression at Golden Plateau and rehabilitation activities and future land use. Additionally, we address current issues and opportunities at Cracow across environmental and social areas that impact community members and their livelihoods.

CASE STUDY: MINE SITE BUSHFIRE SUPPORT AT TRITTON

After a lightning strike in bushland north of our Tritton Site, a bushfire started and became increasingly out of control. This caused the main mine site access road to close and put local landholders' properties and homes in the area at risk. Efforts to combat the bushfire lasted approximately 4 days, with local Rural Fire Service from multiple municipalities involved, a helicopter being utilised as an aerial dousing system, and local landholders also contributing. State Rural Fire Service responders were eventually able to reach the site and assist with extinguishing the fire.

A total area of approximately 1,800 hectares of agricultural land were burnt but no homesteads were lost. Our Tritton site team provided support by:

- Providing personnel and Emergency Response Team (ERT) members to operate the site fire tender;
- Using loaders to clear wide containment lines;
- Utilising a large capacity mine surface water truck as a central depository to enable smaller, quick attack firefighting tenders to fill their water tanks closer to the source of the bushfire; and
- Refuelling machinery/tenders.

The Tritton team demonstrated bravery and commitment to support the local community in their time of need and we felt a deep sense of pride when Aeris received a letter from Bogan Shire Council, thanking us for our efforts to assist with containing the fire at the Tiverton, Avoca Tank and surrounding areas.





Aboriginal and Torres Strait Islander Peoples Engagement

At Aeris we recognise and respect the communities, culture and heritage of Aboriginal and Torres Strait Islander Peoples. We respect their rich cultures, languages, traditions, and deep-rooted connection to the land. We endeavour to foster a mutual understanding and proactively engage with relevant groups through formal and informal channels.

The land on which our Cracow Gold Operations sits is the traditional home of the Wulli Wulli people, facilitated through the Wulli Wulli Nation Aboriginal Corporation (WWNAC).

To support this engagement and protect cultural heritage, we have an established Cultural Heritage Management Plan (CHMP), Indigenous Land Use Agreement (ILUA), and Relationship Agreement with WWNAC. Onsite inspections by Wulli Wulli Cultural Heritage Field officers are conducted prior to potential ground disturbance activities to ensure heritage values are preserved.

Tritton is located in central NSW near the towns of Nyngan and Cobar and operates on lands recognised under registered Native Title claim to the Ngemba/ Ngiyampaa, Wangaaypuwan, and Wayilwan people.

To safeguard cultural heritage, we maintain a Cultural Heritage Management Plan (CHMP), fostering collaboration with the Traditional Owners to protect heritage values. We establish regular communication with the Nyngan Local Aboriginal Land Council (LALC) and Bogan Aboriginal Corporation through the Nyngan Community Consultative Committee.

A Cultural Heritage Coordinating Committee (CHCC) convenes regularly to discuss heritage projects and coordinate preservation efforts. With respect to the lands of our Jaguar Operations, a Native Title Determination was made in July 2022, recognising the Darlot Mob as Traditional Owners.

Our North Queensland Operations are located on the lands of the Kalkadoon people and there is an Ancillary Agreement in place for the Barbara mine site.

The Stockman Project is located on Jaitmatang country and while there are no formal Registered Aboriginal Parties or Traditional Owners recognised in the area, the Project has an approved Cultural Heritage Management Plan in effect and a Consent Agreement has been established.

All our sites have undergone comprehensive Cultural Heritage assessments, with artefacts and sites of significance being flagged and secured to ensure their protection.

Heritage teams regularly inspect the ground for drilling and exploration, to maintain the protection of heritage values.

We are dedicated to enhancing our heritage management approach, in collaboration with Traditional Owners and undertake cultural heritage and awareness training to ensure our people acknowledge, celebrate, and respect the land and cultural heritage of our sites.



HEALTH, SAFETY & WELLBEING

At Aeris Resources, the health, safety and wellbeing of our employees, contractors, and communities is our foremost priority.

We are committed to fostering a work environment that promotes physical and mental wellness, prioritises safety, and supports the overall wellbeing of our workforce. Our integrated approach to safety and wellbeing is designed to create a strong safety culture, with proactive health management and comprehensive wellbeing programs so our people go home feeling safe, happy and fulfilled.

Safety at Aeris is built on established frameworks to ensure our people work safely. We have robust mechanisms to identify, assess and mitigate health and safety risks before they eventuate. We believe the wellbeing of our employees extends beyond physical safety.

We are committed to supporting their overall wellbeing, which includes their mental, emotional, and social health. Our wellbeing programs promote a positive and inclusive work environment that fosters work-life balance, resilience, and employee engagement.

In the following section, we provide an overview of our integrated health, safety, and wellbeing programs, highlight our performance metrics, and share initiatives to continually enhance the welfare of our workforce.

Our Safety and Health Management Systems

Our overarching commitment is incorporated in our Safety and Health Management Systems (SHMS) at each site and is outlined in our Health and Safety Policy at an organisational level. These detail our commitment and approach to proactively manage and improve health and safety at the workplace. Our site SHMS' apply to all workers including employees, contractors, suppliers and visitors.

Each system is aligned with the relevant State legislative requirements and follow the requirements and standards outlined in the AS/NZS 4801:2001 Occupational health and safety management systems.

Our enterprise-wide Risk Management Framework is based on the principles of ISO 31000: 2018, and throughout FY2023 we continued to implement the International Council on Mining and Metals (ICMM) aligned risk management change program.

At Mt Colin mine we are not the primary mine operator, therefore, the applicable SHMS implemented is that of our principal contractor. We retain oversight and input into the SHMS. Across all sites the SHMS' comprise a comprehensive suite of policies, procedures and practises which are managed and implemented by suitably qualified professionals.

Hazard Identification and Incident Investigation

Creating a safe working environment for our people starts with identifying, assessing and preventing risks before they occur. We closely monitor reported hazards, near miss incidents and safety interactions with site leadership. Actions identified by investigations, risk assessments, inspections or interactions and assurance are monitored to facilitate applied learning, continuous improvement and better risk control across all sites.

In terms of identifying hazards and assessing risks, we have processes established which are specifically designed to suit the operational context of each site.

Our site specific risk management plans and frameworks are compliant with relevant Commonwealth and State legislation and aligned to international standards including ISO 31000:2018 Risk Management. Other risk identification and assessment procedures in place include a 'Take 5 Risk Individual Assessment Tool, Job Safety Analysis (JSA), Workplace Risk Assessment and Control (WRAC) and maintenance of a Hazard Risk Register. These are all systematic procedures to identify, assess and mitigate potential safety hazards.

We use incident management procedures at all sites to complete incident investigations and respond with corrective and preventative actions. InControl (INX), is a system used to manage safety risks, incidents and events for reporting, compliance, and assurance purposes. In situations where incidents result in an injury or impairment, we have robust emergency response and incident management services on-site. This includes trained and competent emergency response teams, first aid and medical services and on-site or local ambulance and fire trucks.

We understand the importance of continuously improving our safety practices and we review and discuss all hazards and incidents at monthly safety meetings, operational pre-starts and daily production meetings. We ensure that everyone can report incidents either through INX or paper-based hazard report cards.

Consultation, Engagement and Communication on Occupational Health and Safety

Communicating matters in relation to occupational health and safety to our employees is a priority for Aeris. Our approach to consulting with our workforce and encouraging worker participation in occupational health and safety matters is formalised in our Health, Safety and Environment Communication Procedure. Each site has a formal Health and Safety Committee with membership that represents all employee bodies. The Health and Safety Committees review and advise on occupational health and safety matters at work with the goal of identifying areas for improvement and ensuring compliance with the site's SHMS.

Channels for regular engagement with our broader workforce includes pre-start meetings, safety meetings, toolbox talks, safety notice boards and participation in Health and Safety Committee meetings. All incidents and hazards recorded in INX are discussed and investigated to ensure that effective controls are implemented to help prevent them from occurring in the future.

Through ongoing communication and consultation with our employees, we identify potential health and safety risks and concerns and offer a variety of occupational health services to prevent work-related illnesses and injuries and promote overall worker health. At Tritton and Cracow we engage accredited fitness and rehabilitation specialists to conduct health monitoring and education for our workplace. Staff can access the exercise physiologist during working hours and visit their offsite clinics when the physiologist is not onsite.

All Aeris sites have trained first aid officers available 24/7 and qualified medical personnel onsite during work hours or available in nearby community clinics or through telehealth services.

All records relating to our employee's healthcare are stored securely on our site servers and Solv Injury, a custom-built online system which encrypts and secures records and restricts access to authorised personnel only.

We conduct ongoing health assessments, regular health, and hygiene monitoring, and reporting at all our sites in accordance with health and safety regulations, to monitor the physical wellbeing of our employees.

To further improve the health and safety of our work environments, we provide a range of health, safety, first aid and technical and high-risk work training programs to our employees on a recurring basis.



Examples of such programs and their scope include:

TYPE OF TRAINING	SCOPE OF TRAINING
Supervisor Training	<ul style="list-style-type: none">• Leadership and supervisory skills in the context of health and safety.• Understanding legal responsibilities and obligations.• Identifying and managing hazards in the workplace.• Incident and emergency response planning and execution.
First Aid Training	<ul style="list-style-type: none">• First aid techniques and procedures.• Emergency response for injuries, illnesses and accidents.• CPR (Cardiopulmonary Resuscitation) and AED (Automated External Defibrillator) training.
Mines Rescue Training	<ul style="list-style-type: none">• Techniques and procedures for rescue operations in mining environments.• Emergency response and evacuation procedures in mining scenarios.• Use of specialised rescue equipment and tools.
Low Voltage Rescue Training	<ul style="list-style-type: none">• Safe handling and rescue procedures for electrical incidents involving low voltage systems.• Identifying electrical hazards and assessing risks in low voltage environments.
Specific Role Training	<ul style="list-style-type: none">• Training tailored to the specific roles and tasks within the workplace.• Focus on safety measures and procedures relevant to the job.
Induction Training	<ul style="list-style-type: none">• Introduction to the workplace, its safety policies and procedures.• Familiarisation with potential hazards and risk mitigation strategies.
High Risk Work Training	<ul style="list-style-type: none">• Training related to high-risk tasks, machinery or equipment.• Safe operation and control of high-risk work practices.• Identifying and mitigating potential risks associated with high-risk tasks.





NUMBER OF REPORTED INCIDENTS

	TRITTON	CRACOW	JAGUAR	NORTH QUEENSLAND	TOTAL
Fatalities	0	0	0	0	0
Lost time injury (LTI)	1	4	0	0	5
Restricted work injury (RWI)	2	14	3	0	19
Medical Treatment injury (MTI)	3	5	2	1	11
First aid injury	44	46	75	4	169
Hours Worked	528,779	1,606,767	638,466	226,839	3,000,851
Total Recordable Injury Frequency Rate (TRIFR)*	11.4	14.3	7.8	4.4	11.7

*TRIFR refers to the frequency of recordable work-related injuries or illness for each one million hours worked. It is calculated using the number of Restricted work injuries, Medical Treatment injuries and First aid injuries per million hours worked.

Safety Performance

In FY2023, we are proud to report a significant improvement in our safety performance as evidenced by the decline in both our Total Recordable Injury Frequency Rate (TRIFR) and Total Lost Time Injury (LTI) rates. These figures stand as a testament to our commitment for ensuring the safety and wellbeing of our workforce.

In FY2023, our TRIFR was 11.7, down from 13.7 in FY2022 and similarly our total lost time injury frequency rates (LTIFR) dropped to 1.7, down from 3.6 in FY2022.

Through continuous improvement initiatives and a proactive safety culture, our employees have embraced a collective responsibility for incident prevention. This decline in TRIFR and LTIFR highlights our dedication to achieving sustainable safety excellence throughout our operations and to reducing the frequency and severity of incidents at work.

Our progress in reducing both TRIFR and LTIFR would not have been possible without the dedication and vigilance of our workforce. It is through our commitment to safety that we continue to achieve positive results and ensure the well-being of every individual who contributes to our operations.

Wellbeing

The wellbeing of our employees is of utmost importance and we focus on providing a safe work environment and fostering an atmosphere that promotes overall health and wellbeing. We recognise a holistic approach to employee health enhances individual lives and contributes to a positive and thriving workplace culture.

We offer our employees continuous professional development opportunities in a range of areas, including the following:

- Entry-level training in an operations role;
- Trades apprenticeships;
- Professional development and education assistance;
- Step-up experience; and
- Leadership development.

We place a strong emphasis on mental health and have an Employee Assistance Program (EAP) that offers free and confidential counselling services to our employees and their families.

Additionally, we provide a range of other programs and services to support our employees' overall health.

At Cracow we have partnered with a local Theodore exercise physiologist who is onsite weekly to provide valuable guidance to our employees on preventing and minimising the impact of muscular skeletal injuries. They also provide advice on blood pressure, cholesterol, and blood sugar levels. The exercise physiologist conducts regular health checks, which includes assessing injuries, implementing action plans to minimise further damage where required, evaluating the effects of lifestyle changes, and encouraging the adoption of a healthy lifestyle.

At Tritton, we arrange monthly visits from a workplace wellbeing provider and these sessions cover vital topics such as physiological health, musculoskeletal health and mental health.

They also offer advice on essential exercises and advice to support our employees in living a healthy lifestyle.

We provide flu vaccinations, maintain camp gyms at certain sites to promote both physical and mental wellbeing and offer healthy meals which are prepared and approved by qualified nutritionists. This approach ensures our employees have access to the necessary resources and support they need to lead healthy and balanced lives.

AERIS RESOURCES GRI CONTENT INDEX

STATEMENT OF USE		GRI 1 USED
Aeris Resources has reported the information cited in this GRI content index for the period 1 July 2022 to 30 June 2023 with reference to the GRI Standards.		GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Refer to Annual Report Section
	2-2 Entities included in the organization's sustainability reporting	About this Report: Reporting Boundary and Scope
	2-3 Reporting period, frequency and contact point	About this Report: Reporting Boundary and Scope
	2-4 Restatements of information	Refer to Annual Report Section
	2-5 External assurance	About this Report: Reporting Boundary and Scope
	2-6 Activities, value chain and other business relationships	Sustainability at Aeris: Our Value Chain
	2-7 Employees	Diversity & Inclusion: Recruitment Practices
	2-9 Governance structure and composition	Please Refer to Aeris Resources Website www.aerisresources.com.au/about/leadership
	2-10 Nomination and selection of the highest governance body	Please Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporate-governance
	2-11 Chair of the highest governance body	Please Refer to Aeris Resources Website www.aerisresources.com.au/about/leadership
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Sustainability Approach: Sustainability Governance
	2-13 Delegation of responsibility for managing impacts	Our Sustainability Approach: Sustainability Governance
	2-14 Role of the highest governance body in sustainability reporting	Our Sustainability Approach: Sustainability Governance
	2-15 Conflicts of interest	Please Refer to Aeris Resources Website www.aerisresources.com.au/about/leadership
	2-17 Collective knowledge of the highest governance body	Please Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporate-governance
	2-18 Evaluation of the performance of the highest governance body	Please Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporate-governance
	2-19 Remuneration policies	Please Refer to Aeris Resources Remuneration Committee Charter www.aerisresources.com.au/about/corporate-governance
	2-20 Process to determine remuneration	Please Refer to Aeris Resources Remuneration Committee Charter www.aerisresources.com.au/about/corporate-governance
	2-22 Statement on sustainable development strategy	Our Sustainability Approach: Sustainability at Aeris
	2-23 Policy commitments	Please Refer to Aeris Resources Corporate Code of Conduct www.aerisresources.com.au/about/corporate-governance
	2-27 Compliance with laws and regulations	Please Refer to Aeris Resources Remuneration Committee Charter www.aerisresources.com.au/about/corporate-governance
	2-29 Approach to stakeholder engagement	Sustainability at Aeris: Our Stakeholders

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Sustainability Approach: Our Focus Areas
	3-2 List of material topics	Our Sustainability Approach: Our Focus Areas
	3-3 Management of material topics	Our Sustainability Approach: Our Focus Areas
	403-2 Hazard identification, risk assessment, and incident investigation	Health, Safety & Wellbeing: Hazard Identification and Incident Investigation
	403-3 Occupational health services	Health, Safety & Wellbeing: Consultation, Engagement and Communication on Occupational Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, Safety & Wellbeing: Consultation, Engagement and Communication on Occupational Health and Safety
	403-5 Worker training on occupational health and safety	Health, Safety & Wellbeing: Consultation, Engagement and Communication on Occupational Health and Safety
	403-6 Promotion of worker health	Health, Safety & Wellbeing: Consultation, Engagement and Communication on Occupational Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety & Wellbeing: Consultation, Engagement and Communication on Occupational Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Health, Safety & Wellbeing: Our Safety and Health Management System
	403-9 Work-related injuries	Health, Safety & Wellbeing: Safety Performance
	403-10 Work-related ill health	Health, Safety & Wellbeing: Safety Performance
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Diversity & Inclusion: Training & Professional Development
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity & Inclusion: Employee and Board Diversity
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Please Refer to Aeris Resources Modern Slavery Statement www.aerisresources.com.au/about/corporate-governance
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Local Communities: Investing in our Communities
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Please Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporate-governance
	205-2 Communication and training about anti-corruption policies and procedures	Please Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporate-governance
	205-3 Confirmed incidents of corruption and actions taken	Please Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporate-governance
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Carbon and Climate Change: Energy & GHG Emissions
	302-3 Energy intensity	Carbon and Climate Change: Energy & GHG Emissions
	302-4 Reduction of energy consumption	Carbon and Climate Change: Energy & GHG Emissions
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Efficiency and Containment: Water Consumption
	303-2 Management of water discharge-related impacts	Water Efficiency and Containment: Water Discharge
	303-3 Water withdrawal	Water Efficiency and Containment: Water Withdrawal
	303-4 Water discharge	Water Efficiency and Containment: Water Discharge
	303-5 Water consumption	Water Efficiency and Containment: Water Consumption

GRI STANDARD	DISCLOSURE	LOCATION
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity and Land: Protected Areas
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity and Land: Impact of Activities on Biodiversity
	304-3 Habitats protected or restored	Biodiversity and Land: Protected Areas
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity and Land: Impact of Activities on Biodiversity
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Carbon and Climate Change: Energy & GHG Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Carbon and Climate Change: Energy & GHG Emissions
	305-3 Other indirect (Scope 3) GHG emissions	Carbon and Climate Change: Energy & GHG Emissions (Scope 3 emissions statement)
	305-4 GHG emissions intensity	Carbon and Climate Change: Energy & GHG Emissions
	305-5 Reduction of GHG emissions	Carbon and Climate Change: Energy & GHG Emissions
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Carbon and Climate Change: Air Emissions
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Biodiversity and Land: Waste Types and Disposal Across Our Sites
	306-2 Management of significant waste-related impacts	Biodiversity and Land: Waste Types and Disposal Across Our Sites
	306-3 Waste generated	Biodiversity and Land: Waste Types and Disposal Across Our Sites
	306-4 Waste diverted from disposal	Biodiversity and Land: Waste Types and Disposal Across Our Sites
	306-5 Waste directed to disposal	Biodiversity and Land: Waste Types and Disposal Across Our Sites
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Diversity and Inclusion: Recruitment Practises
	401-3 Parental leave	Diversity and Inclusion: Parental Leave & Flexible Work
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health, Safety & Wellbeing: Our Safety and Health Management System
	403-2 Hazard identification, risk assessment, and incident investigation	Health, Safety & Wellbeing: Hazard Identification and Incident Investigation
	403-3 Occupational health services	Health, Safety & Wellbeing: Consultation, Engagement and Communication on Occupational Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, Safety & Wellbeing: Consultation, Engagement and Communication on Occupational Health and Safety
	403-5 Worker training on occupational health and safety	Health, Safety & Wellbeing: Consultation, Engagement and Communication on Occupational Health and Safety
	403-6 Promotion of worker health	Health, Safety & Wellbeing: Consultation, Engagement and Communication on Occupational Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety & Wellbeing: Consultation, Engagement and Communication on Occupational Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Health, Safety & Wellbeing: Our Safety and Health Management System
	403-9 Work-related injuries	Health, Safety & Wellbeing: Safety Performance
	403-10 Work-related ill health	Health, Safety & Wellbeing: Safety Performance

GRI STANDARD	DISCLOSURE	LOCATION
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Diversity & Inclusion: Training & Professional Development
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity & Inclusion: Employee and Board Diversity
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Please Refer to Aeris Resources Modern Slavery Statement www.aerisresources.com.au/about/corporate-governance
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Local Communities: Investing in our Communities



