



Advancing Aeris



2022
**Sustainability
Report**

WHAT DOES SUSTAINABILITY MEAN TO AERIS?

Sustainability is built from choices we make every day. The world we live in is constantly changing and in response, resource companies are transforming how they do business.

As an Australian producer of the minerals and metals that drive our renewable future, we see Aeris playing an important role in this transitioning world.

In FY2022, we developed the Aeris Sustainability Strategy, focusing on four key areas underpinned by the principle of 'Good for business, good for others'.

OUR FOUR KEY FOCUS AREAS:

BIODIVERSITY AND LAND

Objective: Planning and delivering positive environment, economic and social legacy from discovery to closure.

Why it matters:

- Biodiversity is a leading indicator of healthy landscapes and environment values.
- Land restoration is part of the mining life cycle.

DIVERSITY AND INCLUSION

Objective: Building more equal diverse, fair and inclusive workplaces which align to the diversity of our community.

Why it matters:

- Diversity contributes richness to culture, decision making, ability to change and innovation.
- Diversity facilitates people of all backgrounds and abilities to join our workforce, prosper, and feel connected.

CARBON AND CLIMATE CHANGE

Objective: Reducing carbon footprint and supporting renewable energy.

Why it matters:

- We are experiencing a global transformation to low carbon energy.
- Equipment and electricity markets will transition, providing opportunities to reduce the carbon footprint of our operations.

WATER EFFICIENCY AND CONTAINMENT

Objective: Using water resources efficiently and effectively

Why it matters:

- Water resilience is critical for our operations and the well being of the communities we operate in.
- Water is fundamental for healthy water environments and supporting biodiversity.

BIODIVERSITY AND LAND

Objective: Planning and delivering positive environment, economic and social legacy from discovery to closure.

DISTURBANCE AND RESTORATION

At the end of FY2022, our operating disturbance footprint was 222 hectares at Cracow and 730 hectares at Tritton, equating to 13.2% and 14% of total land area under Aeris management. Our current operations at Cracow and Tritton are underground mines which have a minimal disturbance footprint limited to tailings storage landforms, processing and services areas and mine infrastructure areas (MIA) resulting in the landscape remaining largely untouched.

Both Cracow and Tritton operations host historical mining areas and landforms as legacy areas to rehabilitate. In this regard, Cracow has progressed rehabilitation and land restoration across 12 hectares, which is 5.2% of disturbed land to date, and Tritton is in the process of rehabilitating 146.9 hectares which is 20% of disturbed land.

TAILINGS MANAGEMENT

During FY2022 Cracow commissioned its new tailings storage facility, TSF2. In addition to this new facility, Cracow has a number of decommissioned trailing facilities which are in various stages of closure.

Cracow is currently undertaking revegetation trials to test various cover designs as part of progressive rehabilitation of its decommissioned tailings facilities.

At Tritton, we use a single storage facility which is lifted over time. We are currently trialling a range of revegetation techniques ahead of rehabilitation management plans.

All tailings storage facilities at both operations underwent annual engineering inspections by an independent specialist in FY2022, with no major issues raised.

LEACH PAD REHABILITATION TRIALS

In FY2021, Tritton began a trial to treat the historical leach pad using an innovative approach of applying desalination brine water onto the leach pad to neutralise legacy acid rock drainage occurring in the landforms and improve groundwater outcomes.

DELIVERY AGAINST FY2022 COMMITMENTS

- ✓ Investigate design for rehabilitation at Tailing Storage Facility (TSF1) and Tailings Dam 4 (TD4) at Cracow

The plant has multiple sustainable design elements with the system setup on a closed loop. The desalinated brine water is applied and then captured and pumped back onto the leach pad, with solar power generating the energy for the pump. The trial is currently small scale, with testing for wider application.

In FY2022, the trial was well underway, with the site environment team learning much about the chemistry and the operation of sprays, rain guards and pumps. Early indications after the first year are promising. The water draining from the trial pad shows a clear improvement in water pH with reducing acidity after interactions. The process is also capable of recovering remnant copper which historical leach methods had previously left behind.

WORKING WITH NATURAL MATERIALS FOR SUSTAINABLE REVEGETATION

Rehabilitation is a process of restoration of the landscape to establish stable, sustainable vegetation and soils fit for purpose for many years

At Tritton we are trialling three different types of rehabilitation methods to explore options of how best to revegetate tailings storage landform walls in the savannah and semi-arid landscape of central NSW with native biodiversity.

Because there are so many different components to achieving healthy growth and each situation varies, rehabilitation trials involve healthy curiosity from our environment professionals and an adaptive approach.

In this instance, we're trialling rates of natural restoration with periodic protection from wildlife, use of fallen logs and branches with rough surfaces to create growing spaces, and shallow burrows to capture rainfall and provide spaces where native seeds can sprout.

Over the coming years, we will continue to trial, learn and adapt our revegetation methods and maximise healthy biodiversity for the region.

MINIMAL FOOTPRINT DESIGN

Aeris has progressed three new mining areas over the past year. Each are active examples of minimal footprint design:

1. Aeris progressed work on the underground Avoca

Tank development project within the Tritton Copper Operations footprint. Avoca Tank is accessed via a historical pit with all waste rock contained within the pit, eliminating the need for additional disturbances. The main access road to the mine is built to a minimum footprint and follows a safe, gently winding track that was designed to preserve native trees and vegetation and protect cultural heritage in the area.

2. Tritton Copper Operations also commenced production at the Budgerygar deposit in FY2022, demonstrating another opportunity for new underground mining without any additional surface impact.

3. At Cracow, access to the Roses Pride orebody was conceived by previous owners as an open pit design, but the Aeris technical teams have redesigned it as an underground mine, which has a lower impact on the landscape. This redesign is an example of our sustainable principle of 'good for business, good for others' and dramatically reduces the impact to our landscape, along with associated permitting and cost optimisation outcomes.

OUTLOOK AND PLAN

● Undertake benchmark biodiversity surveys for all sites.

● Progressing rehabilitation plans for all operations.

● Biodiversity offset is included in all new mines development. It is achieved through a variety of mechanisms that best suit the individual project. Tritton is to develop a concept for how to best establish biodiversity for all future projects in a coordinated solution that is effective and viable in the very long term.

DIVERSITY AND INCLUSION

Objective: Building more equal, diverse, fair and inclusive workplaces which align to the diversity of our community.

DELIVERY AGAINST FY2022 COMMITMENTS

✓ Undertake companywide engagement survey (Completed)

✓ Focus on talent and succession (ready for delivery)

✓ Improve diversity specifically gender balance and indigenous participation (Completed)

✓ Record indigenous participation in our workforce (On target)

GENDER DIVERSITY INCREASED

We recognise and value individual differences that allow full workforce participation whilst always ensuring equal access to opportunities and resources.

Throughout FY2022, gender diversity increased by 5% across Aeris, taking our total female representation to 17% (up from 12% in FY2021).

COMPANY WIDE CULTURE AND ENGAGEMENT SURVEY

In FY2022, Aeris undertook its first company-wide culture and engagement survey with participation from 63% of the workforce. This included 84% of the corporate office, 73% at Cracow Gold Operations and 54% at Tritton Copper Operations

The People Survey was developed to ensure the Executive, Senior Leadership Team and the Aeris Board of Directors are informed about the employee experience at Aeris, using consistent measurements for employee engagement, motivation, commitment, and company alignment across Aeris workplaces.

The People Survey generated robust data to help us understand what it's like to work at Aeris and the experiences our people have across Aeris workplaces.

These insights highlighted consistently high-performing areas and provided direction for action planning to improve our employee experience. Aeris achieved strong results in areas such as teamwork, alignment and involvement, and work life blend. The quality of our frontline leadership also scored strongly.

The People Survey results also enabled Aeris to identify areas where the business can improve the employee experience including learning and development and communication. The survey results uncovered a desire from our people to hear more from our senior leaders in relation to individual site-based strategy and direction. Action plans to strengthen these areas are underway at all sites.

HIGH RATES OF PARTICIPATION

Aeris undertook an indigenous participation benchmarking survey to determine the level of representation amongst our workforce for Aboriginal and Torres Strait Islander (ATSI) diversity.

The results were pleasing with a total of 11% of employees identifying as Aboriginal or Torres Strait Islander, with 18% of the workforce at Tritton and 6% of the workforce at Cracow. This year we also welcomed one new indigenous apprentice.

During the reporting year Aeris remained an active member of the local indigenous communities in which we operate. We continued to participate in many significant cultural events to maintain and strengthen our community relationships. At Cracow, we have enjoyed working with the Wulli Wulli people to support our long-term relationship and encourage participation in our trainee programs at site.

WORKPLACE OF RESPECT

During FY2022 Aeris launched an important initiative called the 'Workplace of Respect' program. This program supports our existing Whistleblower Policy and consists of the Workplace of Respect Policy, Issues Resolution procedure, and interactive online training program.

The program describes the environment all employees and contractors can expect when they come to work at Aeris and provides clear expectations of acceptable workplace behaviour.

The Company has taken a firm stance in relation to inappropriate behaviour in the workplace, with the program outlining zero tolerance for bullying, harassment and/or discrimination. The issues resolution procedure provides the steps employees and contractors should take to address issues of concern, and refers to the 'Whistleblower Stopline', an externally managed hotline to raise concerns as documented in the Whistleblower Policy.

This program strongly supports our commitment to a diverse and inclusive workforce.



OUTLOOK AND PLAN

- **Following the acquisition of the Round Oak assets. In FY2023 we will prioritise integrating and aligning our people structures, systems, initiatives, policies and culture.**
- **Develop an Aeris-wide Diversity and Inclusion approach, ensuring that we continue to build a diverse workforce.**
- **The People Survey: Undertake a second company-wide employee survey to assess progress against benchmarked site performance from FY2022, and assess the new portfolio assets.**
- **Attraction & Retention. The competition for talent is fierce and in FY2023 we will continue to focus on developing targeted attraction and retention initiatives to enable the recruitment and retention of a stable, committed, purpose driven and efficient workforce**

CARBON AND CLIMATE CHANGE

Objective: Reducing carbon footprint and supporting renewable energy.

MAPPING OUR CARBON FOOTPRINT

Energy is important to our mining operations. We monitor and track power usage from all sources, including main transmission and diesel across different activities to understand their relative carbon contributions. Learning where and how our operations produces carbon emissions is a key step towards planning projects to reduce carbon.

In FY2022:

- Processing represented between 37-47% of the total carbon footprint. This includes activities like crushing and water pumping;
- Mining department activities represented between 26-35% of our carbon footprint. These activities include vent fans and pumping; and
- Diesel usage, associated mostly with underground vehicles, produced 12-18% of our total carbon.

During FY2022, our total carbon footprint grew to 142,000t CO₂e, from 132,000t CO₂e in FY2021.

DELIVERY AGAINST FY2022 COMMITMENTS

- ✓ **Undertake a review of power efficiency**
(Tritton in progress, Cracow to be completed in FY2023)

Cracow maintained its carbon footprint at around 48,000 tCO₂e in FY2022.

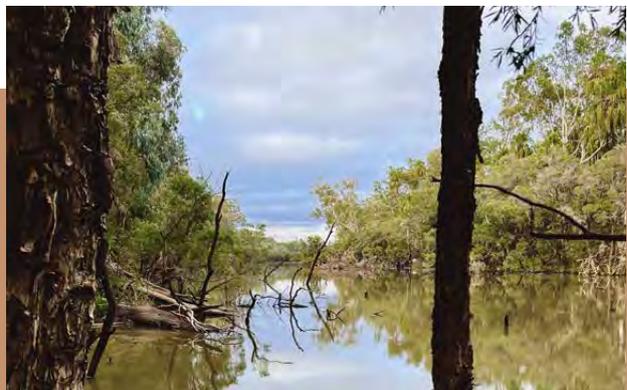
The carbon footprint at the Tritton Copper Operations has increased by 10% in the last 12 months: moving from ~86,000t CO₂e in FY2021 to 95,000t CO₂e over FY2022.

This increased use of energy has been associated with the commencement of operations at Avoca Tank and Budgerygar mines, as well the increased depths and tonnages at the Tritton mine.

Two power reduction projects are expected to deliver savings in FY2023. They include a variable speed motor for river pumping, rather than a constant speed pump which will provide for more efficient energy use. In addition, an upgrade of measurement infrastructure of usage from the grid is also planned which will enable more informed decisions about power usage to be made.

OUTLOOK AND PLAN

- Continue to explore opportunities to utilise technologies to lower carbon footprint across the business.
- Renewal power options to consider for future mines.



WATER EFFICIENCY AND CONTAINMENT

Objective: Using water resources efficiently and effectively

DELIVERY AGAINST FY2022 COMMITMENTS

- ✓ **Commission TSF2 at Cracow**
(completed)
- ✓ **Resolve rehabilitation at TSF1 and TD4 at Cracow**
(trials underway)
- ✓ **Review tailings management at Cracow**
(scheduled for FY2023)

RAW WATER USAGE FROM RIVERS

Over the past 12 months, both Cracow and Tritton saw a reduction in the use of raw water, due to increased dewatering and stormwater capture re-use at the mines. We experienced substantial rainfall at both sites.

Cracow Gold Operations extracted 430ML (1.1ML/d) from the Dawson River which was a 46% reduction compared to FY2021. This use represents a small fraction of flow past our diversion point.

Cracow also reused at least 60% of its water, with 277.5ML reused across the site via storage, recovery and re-use from tailings or pit storages.

Tritton Operations used 1,039ML of raw water from the Bogan River (2.8ML/d), which represents a 13% reduction from the previous year. Tritton is located at the last diversion point on the Bogan River, meaning our offtake agreement allows for farmers and significant wetlands downstream with us taking water only after environment flows are delivered.

SITE CONTAINMENT

Neither site released water to the environment over the financial year, acting as fully contained sites

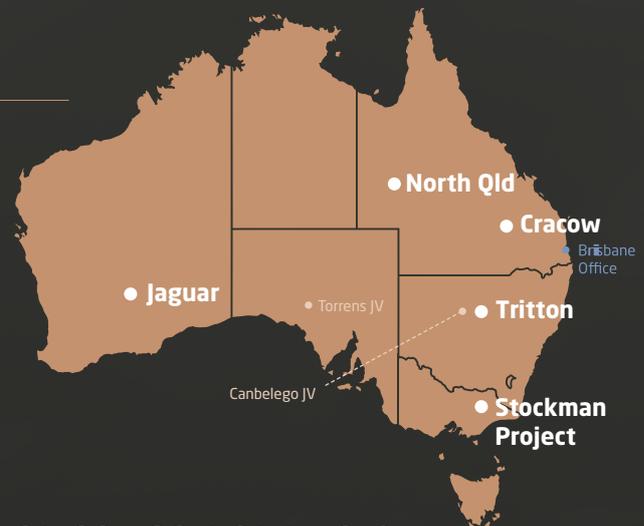
OUTLOOK AND PLAN

● Increased measurement of water usage and movement to improve confidence in water balance, including re-use of water.

● Water efficiency program: identification of options to increase efficiency of water use or pumping, including substitutions, reduced water loss or increased recovery.

PLACES WE OPERATE

We operate in remarkable shared landscapes, Indigenous Country and community and are a proud member of our regional communities.



TRITTON COPPER OPERATIONS

HERITAGE VALUES

The land on which Tritton Copper Operations operates is recognised under registered Native Title claim to the Ngemba/Ngiyampaa, Wangaaypuwan and Wayilwan people.

Tritton Copper Operations upholds a Cultural Heritage Management Plan (CHMP) to engage with Traditional Owners in protection of heritage across our operations. We regularly communicate with Nyngan Local Aboriginal Land Council (LALC) and Bogan Aboriginal Corporation through the Nyngan Community Consultative Committee (CCC).

CRACOW GOLD OPERATIONS

HERITAGE VALUES

The land on which Cracow Gold Operations operates is held under native title to the Wulli Wulli people, through the Wulli Wulli Nation Aboriginal Corporation (WWNAC). Aeris holds a Cultural Heritage Management Plan (CHMP), Indigenous Land Use Agreement (ILUA) and Relationship Agreement with WWNAC. Heritage teams are regularly onsite to inspect ground for drilling and ensure heritage values are mapped and protected. We also meet regularly as a Cultural Heritage Coordinating Committee (CHCC) to discuss heritage projects.

TRADITIONAL CUSTODIANS

We acknowledge the Wulli Wulli people as the Traditional Custodians of the land on which we operate at Cracow Gold Operations, and the Ngemba/Ngiyampaa people as the registered native title claimants for the land on which we operate at Tritton Copper Operation.

We are committed to a mutually respectful and valued relationship with the Wulli Wulli and Ngemba/Ngiyampaa peoples to achieve effective management of cultural heritage, heritage values and shared aspirations.

COMMUNITY

CAREERS EXPERIENCE AND EXPANDING HORIZONS

During FY2022, Aeris was involved with a number of rewarding initiatives focused on building skills and career opportunities for our local communities.

At Cracow, we offer traineeships each year to the Wulli Wulli people as part of our commitment to employment outcomes with Traditional Owners.

This arrangement continues to build our relationship with the Wulli Wulli people, while creating pathways for local employment.

Cracow also continued its annual work experience program, welcoming a number of work experience students to site for exposure across our engineering, technical and trades areas. Each student was assigned a mentor, welcomed into the team and provided with a project to complete during their time with us.

At Tritton, we were pleased to support a new skills-based learning program at Hermidale Public School focused on fostering sustainable farming practices in local students. Known as the 'Hermidale Future Farmers' program, the innovative cropping immersion project sees students transform a paddock behind the school into a lush wheat crop.

REGIONAL LIVES

Cracow is a regional employer, with 48% of our employees based across central Queensland, including 10% based locally at Cracow or Theodore. A further 47% reside in southeast Queensland and fly in and out of the Sunshine Coast and Brisbane.

The Cracow mine treats the raw water from the Dawson river for the Banana Shire Council to supply to the township of Cracow. In addition, the mine also supports local services in Theodore, particularly health (including a hospital), education and nearby suppliers.

Tritton is a local, community-based business in central outback NSW, where 82% of employees and their families live locally in Nyngan, Girilambone or Cobar, with a further 8% living in the broader region. Employing from the local area is important at Aeris and plays a key role in supporting the local population and their access to services.

SHARING CELEBRATIONS AND EVENTS IN OUR COMMUNITY

We are part of the local communities in which we operate in and enjoy being part of the community activities that bring families and people together. We are pleased to support and participate in a range of events including our local shows, school awards, festivals celebrating rivers and First Peoples, multicultural Eat Street markets, camp drafting events, ANZAC Day remembrance, Christmas parties and so on. Our people are part of the community and we live and work amongst our neighbours.



SAFETY, HEALTH AND WELLNESS

We believe that a safe place of work is created and maintained by all team members. We aim to continually improve on both physical and psychological health and safety performance.

DELIVERY AGAINST FY2022 COMMITMENTS

- ✔ **Implementation of ICMM aligned risk management system, including critical controls**
(ongoing, completion in FY2023)
- ✔ **Updated principal and critical risk management plans**
(ongoing)
- ✔ **Undertook actions to reduce injuries and incidents**
(ongoing)
- ✔ **Completed system improvements**
(ongoing)

ICMM RISK MANAGEMENT AND CONTINUOUS IMPROVEMENT

During FY2022, critical controls began in Q3 at Tritton and continued throughout the year at Cracow. A total of 85 critical control checks were completed for both sites. In FY2022, our International Council on Mining and Metals (ICMM) aligned risk management change program commenced and implementation will continue into FY2023. Our newly promoted Group Manager – Health, Safety and Risk will play a group leadership role in ensuring alignment and synergy across the business in relation to safety, health and risk.

A total of 25 detailed Incident Cause Analysis Method (ICAM) investigations were completed during the year following incidents and injuries to enable continuous improvement of our risk management and safety behaviours.



INJURY RATES

The total recordable injury frequency rate (TRIFR) for Aeris for FY2022 was 13.7, which was similar to the FY2021 frequency rate of 13.3 (based on 1 million working hours, or equivalent/500ppl/year).

Recordable injuries are defined as any injury that requires medical treatment and results in a restricted work plan, meaning the individual is unable to perform their usual role.

Total lost time injury (LTI) rates rose from 2.9 in FY2021 to 3.6 in FY2022. The LTI's onsite were low in severity, but long in duration of recovery time. The frequency rate increased due to an increase in LTI's, coupled with a decrease in work hours across the business.

LTI frequency rate is an important part of measuring our safety performance onsite, but more than that, it serves as a marker and talking point for the workforce and other key stakeholders to come together and discuss how safety can be improved prior to and as a discussion point once incidents have occurred.

In the last six months of the year, rates have been positively trending showing significant improvement across the portfolio. Both operations experienced a change in site leadership in FY2022 and as the workforce stabilises and ongoing safety improvements are implemented, we anticipate increased safety performance.

HYGIENE EXPOSURE LIMITS

Hygiene exposure is monitored at both sites in relation to diesel particulate and respirable silica levels to ensure the health of our workforce is maintained.

The identification of health hazards at our operations is undertaken by independent and certified Occupational Hygienists in accordance with the requirements of industry Recognised Standards.

In FY2022, all diesel particulate monitoring results were below the required levels for acceptable occupational exposure limits.

Respirable silica is an ongoing risk in an underground environment and in FY2022, we experienced seven exceedances at our Tritton Copper Operations, and only one exceedance reported at our Cracow Gold Operations.

All exceedances were thoroughly investigated, with appropriate remedial actions identified and implemented. These included: the implementation of real-time dust monitoring devices, the ongoing services of Occupational Hygienists to assist in providing training and feedback to personnel that participate in sampling programs and the continued enforcement of appropriate respiratory protective devices as per site policies and procedures.

HEALTH AND HYGIENE MANAGEMENT PLANS

Annual reviews of the site's Health and Hygiene Management Plans (HHMP) are undertaken by certified Occupational Hygienists. The purpose of this review is to highlight improvements to the site's exposure profiles, including whether controls implemented over the previous year have been successful.

To demonstrate ongoing management and compliance, a quarterly review of hygiene monitoring is to be completed at each site and is to be submitted to the Group Manager – Health, Safety and Risk, highlighting reporting results, key findings and actions undertaken in the previous quarter





