Sustainability and Strategic Planning Policy

POL - Evolution Policy

1 Objective

The objective of our sustainability and strategic planning efforts is to deliver long-term stakeholder value through low-cost gold production in a safe, environmentally and socially responsible way.

By enabling innovative thinking, setting the strategic direction and goals for the business to drive value creation and establishing clear direction, authority and accountability to identify, control and manage Sustainability and Strategic Planning risks.

2 Scope

The requirements of this company-wide policy and its supporting Sustainability and Strategic Planning Standards applies to all directors, employees, business partners and their subsidiaries under our operational control.

In the Evolution Mining context, Sustainability refers to health, safety, environment, risk, security and social responsibility whilst Strategic Planning incorporates the planning cycle, from long-term strategic planning to short-term tactical, Mineral Resource and Ore Reserves (MROR) and project development and execution.

3 Commitments

Sustainability and Strategic Planning is embedded in our decision making at all levels of the organisation. Evolution Mining will achieve the objectives of this Policy by ensuring we:

- Define and demonstrate robust risk management where risks are identified and managed and threats are mitigated, whilst leveraging opportunities to create value for the business and our stakeholders.
- Contribute to environmental stewardship and protection through responsible waste, pollution, and biodiversity management.
- Cultivate an innovative culture relentlessly driving operational excellence.
- Provide a healthy, safe and inclusive workplace through collective leadership, encouraging people speak up, to report unsafe situations and have positive interactions.
- Maintain effective emergency preparedness, response and business continuity capabilities to protect our people, environment, assets and communities.
- Foster an engaged, diverse, fit and capable workforce, providing appropriate information, instruction, training and supervision to deliver on our plan and sustainably achieve our targets.
- Communicate, support and consult with our employees, contractors and stakeholders at all levels.
- Provide clear accountability and understanding in developing and reporting on ESG matters and of the MROR for Evolution Mining's assets.
- Foster an agile and robust project planning process that maximises value to the business.
- Contribute positively to local, regional and national sustainability efforts, providing sustainable outcomes for our First Nation Partners and communities.
- Protect and enhance our reputation as a trusted partner whilst respecting the human rights of our stakeholders, including the management of modern slavery risks.

- Advance outcomes and the rights of Indigenous peoples, by protecting cultural heritage and respecting the principles of free, prior and informed consent.
- Are transparent at all levels of governance, comply with applicable laws and regulation and review opportunities to align with suitable voluntary international standards and frameworks.
- Conduct regular reviews, investigations and assurance over sustainability metrics, targets, objectives and action plans, and share learnings across the business, to drive continuous improvement.