

# SUSTAINABILITY POLICY



South32's purpose is to make a difference by developing natural resources, improving people's lives now and for generations to come. We are trusted by our owners and partners to realise the potential of their resources.

We view sustainability as supporting the needs of the present without compromising the ability of future generations to meet their own needs. Sustainability is at the heart of South32's purpose and underpins the delivery of our strategy. In delivering our purpose, we seek to create enduring social, environmental and economic value.

## Our Commitment

While our business has many positive impacts, we also recognise that our business activities have the potential to cause adverse impacts. We are committed to continuously improving our sustainability performance, optimising our positive contributions and minimising adverse impacts by protecting and respecting our people, partnering with local communities, operating ethically and responsibly, addressing climate change and managing our environmental impact.

## Meeting our Commitment

We are informed by our purpose and values, and guided by the following principles:

1. We care about people, the communities we are a part of and the natural world upon which we all depend.
2. The long-term health of our business is dependent upon the long-term health of society, our people, the environment and the global economy, which are influenced by decisions and actions taken in the near term.
3. Respectful relationships with our stakeholders underpin the creation and protection of shared social, economic and environmental value. We value difference and listen to divergent views, knowing that together we are better.
4. Transparency in disclosing our sustainability performance and progress is essential to build trust and demonstrate delivery on our commitments.
5. Where domestic laws do not meet our sustainability commitment, we seek to go beyond the baseline expectation of legal compliance, to operate in alignment with our purpose.
6. Advocacy should be aligned with our sustainability commitment.

To meet our sustainability commitment, we will:

1. Maintain effective governance, accountability and oversight of sustainability management and performance through the South32 Sustainability Committee, a committee of the Board.
2. Embed our sustainability commitment and principles into our culture, business strategy, internal standards and procedures.
3. Undertake annual sustainability materiality assessments to proactively anticipate, identify and assess our most significant impacts on the economy, environment and people, including their human rights. Our analysis of materiality also considers the most significant impacts of the economy, environment and people on our enterprise value in the short, medium and long-term.
4. Identify, evaluate and manage sustainability risks in line with our Risk Management Framework.
5. Establish clear mandates, roles and responsibilities for identifying, managing, monitoring and reporting on our material sustainability topics.

6. Develop internal and external sustainability performance goals and targets, to measure, monitor and report on our sustainability performance.
7. Implement appropriate controls to maintain the integrity of our sustainability performance information and obtain independent third-party assurance over our external sustainability reporting.

### **What guides us**

Our Sustainability Policy is guided by international standards and initiatives. We regularly monitor the developments of international sustainability standards and frameworks and their applicability to our business. A summary of what guides us can be found on the South32 website.

### **Scope and Applicability**

This Sustainability Policy outlines our sustainability commitment, the principles that guide us and action we will take to meet our commitment. It is supported by a series of position statements described as 'approaches' on our material sustainability topics, available on the South32 website.

This Policy applies to all Directors, management, employees, contractors and third parties who act on behalf of South32 and those operations that are operated by South32. We endeavour to influence our non-controlled joint ventures to adopt standards of conduct consistent with ours and as relevant to that joint venture.

This Policy will be reviewed every 2 years, and revised and re-published where necessary, to ensure that it remains relevant and appropriate to South32's activities.