

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 pursuing our purpose and strategy, we seek to create enduring social, environmental and economic value.

Our Commitment

While our business has many positive impacts, we recognise that our activities have the potential to cause adverse impacts.

We are committed to continuously improving our sustainability performance, optimising our positive contributions and mitigating adverse impacts by:

- protecting and respecting our people,
- delivering value to society,
- operating ethically and responsibly,
- managing our environmental impact, and
- addressing climate change.

Central to operating ethically and responsibly is our commitment to respect all internationally recognised human rights as set out in the International Bill of Rights¹. We work to respect these rights, with a particular focus on vulnerable, marginalised and at-risk groups, and the rights of Indigenous, Traditional and Tribal Peoples².

Meeting our Sustainability 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 health of society, our people, the environment and the global economy, all of which are influenced by decisions and actions taken in the near term.

3. Respectful relationships with stakeholders underpin the creation and protection of shared social, economic and environmental value. We value diverse perspectives and recognise that collaboration supports better outcomes.
4. Transparent disclosure of our sustainability performance and progress is essential to building trust and demonstrating delivery of our Sustainability Commitment.
5. Where local laws do not fully align with our Sustainability Commitment, we will comply with applicable law and, where practicable, seek to apply additional measures consistent with our Commitment.
6. Our advocacy should align 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. Engage with our suppliers and customers, where possible, to share our Sustainability Commitment and explore opportunities for collaboration.
4. Undertake 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 also considers how these factors may affect our enterprise value in the short-, medium- and long-term.
5. Identify, evaluate and manage sustainability-related risks and opportunities in line with our risk management framework.
6. Establish clear mandates, roles and responsibilities for identifying, managing, monitoring and reporting on our material sustainability topics.
7. Develop internal and external sustainability-related performance goals, targets and other measurable

objectives, to drive continuous improvement and measure, monitor and report on our sustainability performance.

8. Implement appropriate controls to maintain the integrity of our sustainability performance information and obtain independent third-party assurance over our external sustainability reporting, as appropriate.

What guides us

Our Sustainability Policy is guided by international standards and initiatives. We regularly monitor developments in global sustainability standards and frameworks and consider their relevance 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 the actions we will take to meet our Commitment.

Our sustainability approach is further described in a series of 'Our Approach' documents, which outline how we manage a range of sustainability topics. These documents are 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.

Where South32 participates in non-operated joint ventures, those joint ventures operate under their own governance frameworks. We seek to support non-operated joint ventures, through governance rights and engagement, to establish fit-for-purpose standards aligned with applicable laws, international standards, and industry best practices, as relevant to the joint venture.

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

Notes:

1. Comprising the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights, and the International Labour Organization Declaration on Fundamental Principles and Rights at Work.
2. As affirmed in the UN Declaration on the Rights of Indigenous Peoples (UNDRIP, 2007).