



OUR APPROACH TO BIODIVERSITY

We recognise the importance of protecting and conserving biodiversity, and the dependency of people, communities and society on healthy functioning ecosystems, including for the preservation of cultural heritage.

We acknowledge the continued decline of global biodiversity and subsequent need to halt and reverse biodiversity loss as recognised in the Global Assessment Report on Biodiversity and Ecosystem Services of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) (2019).

As stewards of the lands and waters upon which South32 operates, we understand our responsibility to minimise impacts to the environment, to rehabilitate areas disturbed by our activities and to collaborate with partners to support regional approaches to biodiversity conservation.

Our commitments

We are committed to:

- Avoiding exploring or mining in UNESCO World Heritage sites and to respecting legally designated protected areas¹;
- Aiming to achieve no net loss or net gain of biodiversity by completion of closure²;
- Collaborating with others to contribute towards nature positive outcomes within the broader bioregions, communities and cultural landscapes in which we operate; and
- Transparent disclosure of our biodiversity conservation progress and performance.

Through our approach to biodiversity, we aim to support the vision and goals of the Kunming-Montreal Global Biodiversity Framework (KMGBF) and achievement of relevant United Nations Sustainable Development Goals³.

Meeting our commitments

The principles that support us to meet our commitments include:

- **Applying the mitigation hierarchy:** We assess and seek to address risks and impacts to biodiversity and ecosystem services by implementing the biodiversity mitigation hierarchy (avoid, minimise, rehabilitate/restore and offset);
- **Applying a context-based approach:** We seek to understand the biodiversity values within and adjacent to each of our operations, the pressure exerted on biodiversity values by human activity and the physical impacts of climate change;
- **Governance:** We analyse the effectiveness of our governance and management processes to continuously improve our biodiversity performance;
- **Progressive rehabilitation and closure planning:** We undertake progressive and post-closure rehabilitation at our operations where practicable, to mitigate our environmental impact and restore ecosystems and habitats;

¹ As defined in ICMM Nature Position Statement, sections 1.1 and 1.2.

² For all new operations and significant expansions, no net loss or net gain shall be measured against a pre-operation or pre-expansion baseline. For existing operations, this shall be measured against a 2020 or earlier baseline. See ICMM Nature Position Statement section 1.3 for further information.

³ Relevant United Nations Sustainable Development Goals: 11-Sustainable Cities and Communities, 13-Climate Action, 15-Life on Land and 17-Partnerships for the Goals

- **Stakeholder engagement:** We actively engage and collaborate with relevant experts, research institutions, Indigenous, Traditional and Tribal Peoples, our communities and other stakeholders; and
- **Knowledge sharing:** We participate in relevant regional and global biodiversity conservation groups and forums, and industry associations to collaborate, gain and share knowledge.

Our management approach

Our approach to biodiversity aims to minimise impacts on biodiversity and ecosystem services throughout the mining lifecycle, promote improved conservation outcomes and enhance business continuity.

Identifying and managing risks:

- We require all operations to undertake a biodiversity risk and opportunity screening exercise at least every three years, including not only direct operational aspects but also pressures on the surrounding bioregions, which could be influenced by factors such as the physical impacts of climate change and changes in land use.
- The screening process encompasses an adaptive and integrated approach (incorporating relevant knowledge and expertise) and utilises globally recognised methodology and tools, such as the Integrated Biodiversity Assessment Tool (IBAT).
- The process enables us to update our operational and project risk profiles, and identify opportunities to promote improved biodiversity conservation outcomes within the bioregions in which we operate, such as investing in regional conservation initiatives and collaborating with other stakeholders on biodiversity research.
- The outcomes also allow us to identify, prioritise and provision for strategic land acquisitions, mitigation measures, conservation initiatives (including biodiversity research) and progressive rehabilitation activities required to minimise operational risks.
- Identified biodiversity-related impacts associated with our activities are captured within our system of risk management. Controls are developed with consideration of the biodiversity mitigation hierarchy, and through consultation with relevant experts and operational personnel.
- Continuous monitoring and verification programs are used to monitor and report operational performance, verify compliance with adopted performance criteria and internal standards, and facilitate corporate and regulatory reporting requirements.

Legal compliance:

- We maintain processes at each of our operations to comply with local laws and environmental regulatory requirements. Where applicable laws and regulation differ from the commitments in this approach, we seek to follow the higher standard in alignment with our purpose.
- Where there is a conflict between local laws and this approach, we will comply with applicable laws first and foremost, while seeking to meet our biodiversity conservation commitments.
- We monitor, assess and respond to environmental regulatory reforms within the jurisdictions in which we operate, to help our biodiversity management practices remain current and fit-for-purpose.

Rehabilitation, restoration and closure:

- We recognise restoration and progressive rehabilitation are a key step of the biodiversity mitigation hierarchy.
- Progressive rehabilitation activities are integrated into our life of operation planning processes as a core component of our closure management. This is underpinned by monitoring and an adaptive management approach.
- We consult with local communities, scientific institutions and regulatory authorities to understand expectations and establish performance requirements to enable our restoration and rehabilitation activities to contribute towards the resilience of the broader landscape.

Targets and performance:

- Our operations monitor performance against land, biodiversity and rehabilitation metrics within their area of influence.
- We assess performance against biodiversity indicators appropriate to our operating areas⁴ to track status and pursue improved biodiversity conservation outcomes.
- We review our approach and commitments against new and emerging biodiversity and nature guidance including consideration of appropriate objectives, goals and targets to drive biodiversity conservation outcomes.

Continuous improvement:

- Continuous improvement forms part of our sustainability approach, allowing our environmental performance to evolve and respond to new and emerging environmental management and biodiversity conservation practices. We collaborate with leading researchers and land management partners to explore new techniques and opportunities.
- We allocate resources to address biodiversity-related risks, impacts, dependencies and opportunities to enable continual improvement and innovative approaches to biodiversity, rehabilitation and restoration management. We monitor and track the effectiveness of our activities and apply an adaptive management approach.

Partnerships:

- We actively engage in forums, seek to participate in industry bodies and collaborate with Indigenous, Traditional and Tribal Peoples and local communities, government and non-government organisations, to promote improved biodiversity conservation outcomes at local, regional and international levels.
- We have established local conservation partnerships at some of our operations and are working to establish broader regional-level conservation partnerships to support our contribution to nature positive outcomes.

Reporting and disclosure:

- We report biodiversity-related performance data through our Annual Reporting Suite⁵, and to relevant regulatory agencies as required in the jurisdictions in which we operate.
- We engage in working groups and forums to help develop and implement global reporting frameworks, and we review our current reporting and disclosure approach to take account of new and evolving standards and initiatives, such as the Taskforce on Nature-related Financial Disclosures and the Global Reporting Initiative: Biodiversity Standard 101.

⁴ Please refer to our Annual Reporting Suite at www.south32.net.

⁵ Please refer to our Annual Reporting Suite at www.south32.net.

What guides us

Our Approach to Biodiversity is guided by global standards and initiatives including:

- ICMM's Mining Principles 4 – Risk Management, 6 – Environmental Performance and 7 – Conservation of Biodiversity;
- ICMM's Nature Position Statement⁶;
- The United Nations Sustainable Development Goals⁷; and
- The United Nations Global Compact Environment Principle.

Governance

Our Board has ultimate responsibility for our company's governance and strategic direction. The Sustainability Committee assists the Board in its oversight of our sustainability management, performance, assurance and reporting practices. This includes endorsing our publicly disclosed biodiversity commitments and monitoring the adequacy and effectiveness of our management approach.

Our commitment to biodiversity conservation is supported by our Board-approved Sustainability Policy and managed through our internal environment and climate change standard and associated guidelines, which is supplemented by operational procedures that account for local and regional needs and regulatory requirements.

Management accountability is assigned to our Chief Operating Officers (implementation at operations) and Chief Legal, External Affairs and Sustainability Officer (standards, strategy and disclosure).

We periodically undertake internal assurance, and independent third-party assurance where appropriate, to assess compliance with our internal standards, as well as the ICMM Mining Principles and associated Performance Expectations, with a view to continually improving biodiversity management and performance across our operating footprint.

Application

This approach applies to all Directors, management, employees, contractors and third parties who act on behalf of South32. We endeavour to influence our non-operated joint ventures to support the adoption of standards of conduct consistent with ours, as relevant within the limits of the joint venture arrangements.

Our approach will be reviewed as necessary, so it remains relevant and appropriate to South32's biodiversity activities. Updates to Our Approach were approved by our Chief Legal, External Affairs and Sustainability Officer in August 2025.

To learn more

Further information on closure, including performance and progress, can be found on our Sustainability page and in our Annual Reporting Suite at www.south32.net.

⁶ Released 17 January 2024, superseding the previous Mining and Protected Areas Position Statement.

⁷ Relevant United Nations Sustainable Development Goals include 11-Sustainable Cities and Communities, 13-Climate Action, 15-Life on Land and 17-Partnerships for the Goals