



Environment and Community Policy

Policy Statement

Norton Gold Fields (NGF) is committed to responsible and ethical operations that respect human rights, protect the environment, and support the communities in which we operate. We uphold compliance with all applicable environmental, social, and governance legislation and regulations. Our goal is to prevent environmental harm, conserve biodiversity, safeguard cultural heritage, and promote social well-being through proactive management, transparent engagement, and continual improvement.

Policy Commitments

- Comply fully with all relevant Commonwealth, State, and Local environmental, social, and human rights legislation and regulations
- Conduct business ethically, with integrity, transparency, and accountability at all levels of operation
- Protect human rights by respecting the dignity and rights of employees, contractors, communities, and Traditional Owners, promoting safe and fair workplaces free from discrimination, harassment, and abuse
- Foster diversity, equity, and inclusion (DEI) in our workforce and business practices, recognising the value of different perspectives and equitable opportunities for all
- Implement robust environmental stewardship practices that prevent pollution, conserve biodiversity, and sustainably manage natural resources and water
- Manage tailings and waste responsibly and safely, applying best practice risk mitigation measures to protect human health and the environment
- Minimise environmental impacts to as low as reasonably practicable (ALARP), with particular focus on:
 - Climate change mitigation
 - Conservation of threatened species and ecological communities
 - Protection of nationally significant wetlands
 - Respect for Aboriginal and European Heritage sites
 - Sustainable management of water resources
 - Protection of other environmentally significant values under relevant legislation
- Develop and maintain Environmental Management Systems aligned with recognized international standards (e.g., ISO 14001), integrating continual improvement and compliance
- Engage collaboratively and respectfully with Traditional Owners, local communities, stakeholders, and employees to preserve cultural heritage, uphold social license, and build lasting partnerships.

Objectives and Performance Monitoring

We will achieve these commitments by:

- Assessing and mitigating environmental, social, and human rights impacts prior to undertaking activities
- Operating in accordance with Norton Gold Fields’ policies and relevant regulatory requirements
- Integrating environmental and community considerations at all stages of project planning and development
- Valuing and respecting the diverse cultural, social, and economic expectations of our stakeholders
- Preserving Indigenous and European heritage sites through active consultation and protection measures
- Encouraging local economic development and supplier engagement where feasible
- Setting clear, measurable environmental, social, and governance targets with ongoing monitoring, evaluation, and transparent reporting
- Embedding DEI principles into recruitment, development, and workplace culture
- Managing tailings and waste facilities to the highest safety and environmental standards, including regular audits and risk assessments
- Reporting environmental and social incidents promptly and applying corrective actions to drive continual improvement.

Zero Tolerance

- Non-compliance with environmental, social, or human rights legislation or NGF policies
- Any form of discrimination, harassment, or abuse within our operations or communities
- Actions that damage Indigenous or European heritage sites
- Practices that cause unacceptable environmental harm or undermine the credibility and trustworthiness of Norton Gold Fields.

Wei Lin
Chief Executive Officer

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