



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 across all operational areas. 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

NGF commits to:

- **Compliance** with all relevant Commonwealth, State, and Local environmental, social, and human rights legislation and regulations.
- Conducting business ethically, with integrity, transparency, and accountability.
- **Protecting human rights**, promoting safe and fair workplaces free from discrimination, harassment, and abuse.
- Fostering **diversity, equity, and inclusion (DEI)** in workforce and business practices.
- **Protecting the environment** by preventing pollution, conserving biodiversity, sustainably managing natural resources and water, and safeguarding cultural heritage.
- Managing tailings and waste responsibly and safely, applying best practice risk mitigation measures.
- Minimising environmental impacts **to as low as reasonably practicable (ALARP)**, including:
 - 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 all natural resources
 - Protection of other environmentally significant values under relevant legislation
- Developing and maintaining **Environmental Management Systems** aligned with recognized international standards (e.g., ISO 14001, ICMM, CMSI), integrating continual improvement, compliance, and measurable objectives.
- **Engaging collaboratively** with Traditional Owners, local communities, stakeholders, and employees to preserve cultural heritage, uphold social license, and build lasting partnerships.

Objectives & Performance Monitoring

To achieve these commitments, NGF will:

- Set **clear, measurable environmental, social, and governance objectives and targets**.
- Assess and mitigate environmental, social, and human rights impacts prior to undertaking activities.
- Operate in accordance with NGF policies and relevant regulatory requirements.
- Integrate environmental and community considerations at all stages of project planning and development.
- Preserve Indigenous and European heritage sites through active consultation and protection measures.
- Encourage local economic development and supplier engagement where feasible.
- Embed DEI principles into recruitment, development, and workplace culture.
- Manage tailings and waste facilities to the highest safety and environmental standards, including regular audits, inspections, and risk assessments.
- Monitor, evaluate, and report performance transparently, applying corrective actions to drive **continual improvement**.

Zero Tolerance / Non-Negotiables

NGF maintains zero tolerance for:

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

Leadership Endorsement

This policy is signed and endorsed by the Chief Executive Officer, demonstrating leadership commitment and accountability for environmental and community excellence across all operations.

Wei Lin
Chief Executive Officer

Version	11
Approver	Environment and Community CEO
Document Owner	GM_HSEC
Date Reviewed	February 2026
Date of next review	February 2028

NGF-HSEC-ENV-POL-002