

Sustainability Policy

This Policy sets out requirements for sustainability across Thiess Group Holdings Pty Ltd (Thiess) and the entities it controls (together, the Group). This Policy applies to all employees of the Group, and third parties engaged by the Group, including joint ventures in all jurisdictions.

Sustainability encompasses material issues relating to the Group's activities with respect to Environmental, Social and Governance (ESG) matters. It involves the integration of ESG factors into decision making to maximise short- and long-term shareholder value, seek competitive advantage, and contribute to safe and healthy employees, communities and ecosystems.

This Policy should be read in conjunction with the *Group Code of Conduct*, the *Procurement, Environment, Healthy, Safe and Respectful Workplace*, and *Diversity and Inclusion* policies.

Purpose

The objectives of this Sustainability Policy are to:

- Effectively manage sustainability risks and opportunities, enhance business performance and support the long-term sustainability interests of the Group;
- Promote a culture of accountability for sustainability outcomes and improve the sustainability knowledge and skills of employees;
- Integrate ESG considerations into the Group's business processes, and seek opportunities to collaborate with the supply chain to drive innovation and create mutual value;
- Support the adoption and delivery of appropriate industry rating schemes and standards that drive sustainability outcomes for the Group and its clients;
- Drive the efficient use of resources and encourage innovation and successfully deliver projects that meet client expectations, and leave net positive legacies for the Group, its clients, the environment and communities; and
- Enhance the Group's resilience to climate change.

Policy

The Group is committed to helping lead sustainable mining and contributing to a low-carbon future by working with its clients, suppliers and the industry to help enable the global energy transition.

Guiding Thiess are three commitments to deliver:

- Minimised environmental footprint - through responsible mining practices and acting on climate change;
- Enhanced social value - for people and communities; and
- Transparent, trusted governance - building on proven systems and governance.

Governance

The Group is committed to abiding by the principles of the UN Global Compact and acknowledges its role in contributing to advancing the UN Sustainable Development Goals.

The Group is committed to transparently sharing its sustainability performance through the publication of an annual Global Reporting Initiative (GRI) aligned Sustainability Report, and Taskforce on Climate-related Financial Disclosures (TCFD) aligned Climate Report. These reports will be presented to the Safety, Sustainability and Compliance Committee (SSCC) for consideration prior to final approval.

The SSCC assists the Board in fulfilling its responsibilities in relation to Safety, Sustainability and Compliance. The SSCC oversees and ensures the effectiveness of:

- The strategic direction to manage Sustainability and Safety risks, opportunities and performance;

- Resources, processes, culture and performance to meet the Sustainability and Safety objectives of the Group;
- Compliance with applicable legal and regulatory requirements and internal Group policies, procedures and industry standards in the areas of Sustainability and Safety; and
- The ethical standards and practices generally within the Group and compliance with the Group Code of Conduct, Whistle blower Policy, Anti-bribery and Corruption Policy and other related policies.

The Group will regularly review strategies, reporting and performance to ensure they demonstrate compliance with all legislative requirements, support continuous improvement in sustainability and business performance, and meet the objectives of the Policy.

Policy Information

Owner:	Head of Health, Safety and Sustainability, Thiess
Approved by:	Thiess Group Holdings Board and Chief Executive Officer, Thiess
Effective date:	26 September 2022

Note: Thiess policies may be amended from time to time.