
SUSTAINABLE DEVELOPMENT POLICY

Growth and performance providing financial independence and self-reliance, for our people and communities, both present and future.

Ballarat Gold Mine believes the success of our operations is inextricably linked with the concerns and aspirations of the people affected by them. Our social licence to operate comes from our host communities, wider society, our employees, business partners, suppliers, shareholders and customers. We must institutionalise and demonstrate respect for our people and the communities in which we operate, leading to financial results that will allow us to grow.

We recognise that to achieve our vision of People Results Growth, and deliver value for the benefit of all our stakeholders, we must adopt principles of sustainable development into the core of our business.

Accordingly, our commitment to sustainable development is to operate within a strategic framework based on the International Council on Mining Metals (ICMM) Sustainable Development Principles.

These principles are:

1. Implement and maintain ethical business practices and sound systems of corporate governance.
2. Integrate sustainable development considerations within the corporate decision-making process.
3. Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities.
4. Implement risk management strategies based on valid data and sound science.
5. Seek continual improvement of our health and safety performance.
6. Seek continual improvement of our environmental performance.
7. Contribute to conservation of biodiversity and integrated approaches to land use planning.
8. Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products.
9. Contribute to the social, economic and institutional development of the communities in which we operate.
10. Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.

These principles embody our commitment to manage social, health, safety, environmental and economic issues in order to deliver sustainable shareholder value, to improve our performance in managing these issues and to publicly report our progress.



Shawn Li

Director

Castlemaine Goldfields Pty Ltd

March 2020

Balmaine Gold Pty Ltd is a wholly owned subsidiary of Castlemaine Goldfields Pty Ltd