



Social Performance Policy

1. Social Performance Policy

Talga Group Ltd (“Talga”) is working in diverse social and environmental contexts and recognises the importance of integrating sustainability into how we do business. The objective of our social performance policy is to positively contribute to the social and economic development of our host countries and communities, develop and promote respectful and productive relationships with stakeholders, and capitalise on commercial opportunities to benefit people as a result of our business activities.

To achieve this objective, we commit to:

- Respect the human rights of all of our employees and communities affected by our activities;
- Conduct our business in an ethical manner using sound systems of corporate governance;
- Engage with our host communities in a transparent and culturally appropriate manner;
- Work proactively with stakeholders to identify and avoid or minimise social risks and impacts associated with our activities;
- Provide our local stakeholders with access to effective mechanisms for resolving grievances;
- Maximise social and economic benefits and opportunities of our activities by supporting effective engagement with host governments, communities and other stakeholders;
- Foster a safe and healthy environment in which to live and work;
- Train our employees and contractors about their responsibilities for ensuring the effective implementation of this policy;
- Monitor, report on and pursue continuous improvement in our social performance; and
- Engage with suppliers to ensure human rights and ethical practices are consistent with the company’s Social Performance Policy.

Talga will make this policy publicly available, and communicate it to our employees, partners, contractors, local communities and other stakeholders in our activities.



Martin Phillips, CEO, Talga Group

Policy approved 27 June 2024