

## Material topics overview

	Topic	Importance of topic
Topic Area ENVIRONMENTAL	Permitting and compliance	Our operations are subject to extensive environmental laws, regulations, and permits that we must comply with.
	Water management	Water is a key input in our processing facilities. Effective water management is critical, as water is an important shared resource.
	Tailings management	There are a wide range of potential risks associated with tailings facilities that must be effectively managed to prevent adverse impacts on the environment and local communities.
	Mine closure	Mine rehabilitation and mine closure are important parts of the mine life cycle. Providing viable, productive post-mining land uses is critical for our local communities to ensure we leave a positive, enduring legacy.
	Energy and emissions management	Energy inputs are significant costs for mining operations. The emissions from the mining sector as a whole contribute to climate change, which is a key global challenge.
	Waste management	Responsible resource development requires managing waste – both hazardous and non-hazardous – to prevent adverse impacts and promote environmental stewardship and beneficial reuse.
Topic Area SOCIAL	Health and safety	The health, safety and wellbeing of our people is paramount and as such is a core part of our business strategy. Our workers and contractors expect a safe and healthy working environment.
	Employees and people development	We rely on recruiting, developing, and retaining talent. Our people are our greatest asset and the foundation of our business success.
	Inclusion and Diversity	Inclusion ensures people feel valued and have a sense of belonging. Diversity provides different perspectives for more comprehensive decision-making and better business outcomes.
	Community relations	Maintaining inter-dependent relationships with our host communities is essential to securing our social license to operate.
	Community development	Our operations are key catalysts for local social and economic development, including beyond direct impacts. This is essential to ensuring net benefit from our presence for our host communities.
	Local procurement	Local procurement is one of the key economic benefits of our operations. It helps to build businesses that can thrive during and after mining is complete for thriving rural economies.
	Human rights	In line with the UN Guiding Principles on Business and Human Rights, we have an ethical responsibility to respect the human rights of our stakeholders throughout the full life cycle of our operations.
Topic Area GOVERNANCE	Sustainability governance	Robust corporate governance mechanisms provide for the effective management and stewardship of our company. Commitment from leaders is critical for effective sustainability management.
	Ethics and integrity	We must demonstrate to stakeholders that we conduct our business with the highest standards of ethics and integrity, so they have confidence in how we do business.
	Board and executive level diversity	Our company benefits from a diversity of viewpoints, backgrounds, skills, and experience. Women play an important role in the management and stewardship of our company.