



**HASTINGS**  
Technology Metals Limited

# Sustainability Report 2022

ASX | HAS | Australia's Next Rare Earth Producer

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# Message from our Leadership

Now more than ever has the need to get our product into the decarbonisation market become more urgent and critical to the health, peace, and prosperity of our planet.

Extreme weather events and the impact it has on people's lives and well-being features prominently in today's media. Most of us, if not all have no prior experience with a global pandemic such as Covid-19 and severe flooding in New South Wales as witnessed during the month of July. Geopolitical tensions and trade tariffs have added to the disruption of critical supply chains for food, consumer goods, energy, etc thus also impacting the well-being of people worldwide.

There is an urgency to transition to renewable energy. Governments across the globe are addressing this issue and the challenges are enormous. At Hastings, we do our part in helping this transition as we see our rare earths product as an essential component in the decarbonisation technology that enables the transition from fossil fuels to renewable energy.

This report captures the importance we place on a rare earths supply chain that contributes towards the global sustainability agenda. Our flagship Yangibana Rare Earths Project (referred to as 'Yangibana Project') and our recent acquisition of a 22% stake in Neo Performance Materials (an established manufacturer of permanent magnets) is a significant step in the HAS 2.0 vision of being a company that is sensitive to the sustainability agenda and preserving our planet that we call home.

The Yangibana Project is now in its construction phase and we will, in late 2024 mine and process a monazite ore to produce a mixed rare earth carbonate that contains high concentrations of neodymium (Nd) and praseodymium (Pr). Both of these elements are used to manufacture permanent magnets, essential components in electric vehicles and wind turbines among other innovative technologies. Key achievements for our Yangibana Project during the past 12 months include:

- Commencement of site construction works at Yangibana;
- Commonwealth Environmental Approval for the Onslow Rare Earths Plant;
- Australian government's Northern Australia Infrastructure Fund (NAIF) approved an investment decision to provide a \$140M senior loan facility;
- Updated project economics shows an 84% increase in post tax NPV8 to \$1 billion;
- L1 Capital doubled its shareholding to 15% by way of a further investment of \$15M;



“...we see our rare earths product as an essential component in the decarbonisation technology that enables the transition from fossil fuels to renewable energy.”

- An on-going mineral exploration program shows high concentrations of Nd and Pr in ore bodies located in close proximity to the process plant; and
- Acquisition of our minority partner, Cadence Minerals Plc 30% interest in Yangibana Joint Venture tenements extended our mine life by approximately one year.

Whilst our primary focus is to complete the debt and equity finance for the Yangibana Project, we continue to build and integrate into our business all aspects of our four sustainability pillars, namely Governance, People, Communities and Environment.

One of our key activities this past year was to commission an internal ESG ratings assessment. The rating assessed every component of our sustainability profile in detail using a risk management approach. The assessment revealed our strengths and weaknesses. We have used the assessment as a tool to improve several key areas of our business. We have since commissioned an external assessment by Sustainalytics and the ESG rating will soon feature on their website as well as our own.

Another key focus area has been to build upon our climate change framework using the Task force for Climate-related Financial Disclosures (TCFD) recommendations. We have completed our inaugural Climate Change Report, which describes our alignment with the TCFD recommendations, specifically governance, risk management, strategy, and metrics and targets. This report has been verified by an external consultant, who has also provided recommendations for continual improvement going forward.

This year we joined the United Nations (UN) Global Compact and I made the commitment to the UN Secretary-General, that Hastings would support the Ten Principles of the UN Global Compact on human rights, labour, environment

and anti-corruption by helping to advance the broader Sustainable Development Goals (SDGs). While we are yet to generate a revenue, I can proudly reveal that this report serves as our Communication on Progress (CoP), that describes our company's efforts to implement the Ten Principles.

Behind each of these sustainability objectives is a core management team that is dedicated to work towards creating the foundations of a dynamic company by:

- Building trust with and value for our stakeholders;
- Building a diverse, inclusive, happy and resilient workforce that enjoys coming to work;
- Building a culture of responsible environmental stewardship;
- Putting safety first in everything we do;
- Ensuring all those who work for us or on our behalf have respect for the Traditional Owners of the land on which we conduct our activities, as well as their cultural heritage values;
- Alignment with our core values; and
- Continually improving our governance framework.

We recognise the continued effort of our employees and support of our shareholders, particularly through the on-going challenges of Covid-19 being introduced into Western Australia during the past year. I cannot emphasize enough that your consolidated efforts have continued to contribute to the growth and success of Hastings, as we build the Yangibana Project with a sense of urgency and embark on our exciting journey to realise HAS 2.0.

One Dream, One Team.

**Charles Lew**  
Executive Chairman

“ This year we joined the United Nations (UN) Global Compact and I made the commitment to the UN Secretary-General, that Hastings would support the Ten Principles of the UN Global Compact on human rights, labour, environment and anti-corruption by helping to advance the broader Sustainable Development Goals (SDGs). ”

# 2

## Overview

About Hastings

Approach to Sustainability

About this Report

Materiality Assessment

Assessment of Impacts



# About Hastings

Hastings Technology Metals Ltd (Hastings) is a leading Australian rare earths company listed on the Australian Securities Exchange (ASX: HAS) and headquartered in Perth, Western Australia (WA). Yangibana Pty Ltd, Gascoyne Metals Holdings Ptd Ltd, and Brockman Pty Ltd are subsidiaries of Hastings.


We discovered the presence of rare earths minerals in the Gascoyne and Kimberley regions of WA. In 2014, we commenced development of the Yangibana Project, as a way to contribute to the renewable energy revolution and in 2022, we have entered the construction phase. The Yangibana Project will contribute 6-8% of the world's NdPr supply during the operations phase from 2024 onwards.

Since commencing the construction phase, we also begin to increase our impact on the local environment and communities in which the company will operate. Each successive year as we ramp up to full scale construction and then through the commissioning phase into operations, our sustainability report will show increases in water use, waste generation, air emissions and land clearing.

Recognising this, much work has gone into ensuring our environmental impacts are not significant, our social impacts are positive and that we have robust management systems to mitigate risk and are prepared to operate in a sustainable manner.


During the next few years, our positive impacts to peoples' lives will be realised as we become embedded within our local communities, start to influence the global supply chain, and contribute to green technologies.

Our sustainability report summarises our team's work to date, specifically progress achieved in FY21/22 to realise our dream of becoming the next rare earths mining company.



### Our Vision

Our vision is to be a leading Australian rare earths company and a significant producer of Neodymium (Nd) and Praseodymium (Pr) supplying the growing demand for technology metals, specifically to the permanent magnets market.



### Our Mission

We are committed to creating value for our stakeholders by becoming a world class producer of material for technologies that improve our planet. We embrace safety, integrity, sustainability, creativity and diversity and mental well-being.

## Our Values

At Hastings, **RARE** is the acronym that governs our behaviour. We expect our people to take Responsibility for their actions, displaying a positive Attitude and thoughtfulness in their work. We are focussed on delivering Results to our stakeholders by Empowering our people to address risks and challenge the status quo.



**RESPONSIBILITY**



**ATTITUDE**



**RESULTS**



**EMPOWERMENT**

## Our Operations

Our focus is on our flagship project, the Yangibana Project and the associated Onslow Rare Earths Plant, which are located in the Gascoyne Region and Pilbara Region of WA, respectively. Our second project is the Brockman Project, which is located in the Kimberly Region of WA.

### Brockman Project

- Area of ~120 km<sup>2</sup> of mining lease tenure
- 18km southeast of Halls Creek
- Status – Exploration
- Heavy Rare Earths deposits rich in Niobium and Tantalum.

### Onslow Project

- Area of ~0.8 km<sup>2</sup>; land lease assigned as industrial
- 15km south of Onslow
- Current Status: Detailed engineering
- Construction phase: 2023
- Operations phase: 2024
- Activities: Hydrometallurgical processing
- Product: 15,000 tpa of Mixed Rare Earth Carbonate (MREC; transported by truck to port for export to overseas customers).

### Yangibana Project

- Area of 650 km<sup>2</sup> of mining lease tenure
- 250km northeast of Carnarvon
- Construction phase (early works): current
- Construction phase: 2023
- Operations phase: late 2024
- Throughput during operations: 1.2 Million tonnes per annum (Mtpa) of ore.
- Key activities: Open cut pit, blast, haul, and crushing; and beneficiation processing.
- Product: Beneficiation concentrate (transported by truck to Onslow).



More information on these projects is available on our website and in our 2022 Annual Report.

## Industry Associations

Hastings is a member of the following industry associations:

- United Nations Global Compact
- European Raw Materials Alliance (ERMA)
- Western Australian Chamber of Minerals and Energy (CME)
- Western Australian Association of Mining and Exploration Companies (AMEC)

## What are Rare Earths?

Rare Earth Elements are a suite of seventeen metallic elements that naturally occur together - fifteen from the lanthanide series of the periodic table plus scandium and yttrium. They have very similar physical and chemical properties that make them difficult to separate. Although these elements are not actually that rare, as they are relatively abundant in the Earth's crust, it is rare to find them in concentrations significant enough to support economic development.

The Yangibana Project has one of the highest concentrations of **Neodymium (Nd)** and **Praseodymium (Pr)** post beneficiation in the world.

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Li		Be												B		C		N		O		F		Ne											
Lithium 6.94		Beryllium 9.0121831												Boron 10.81		Carbon 12.011		Nitrogen 14.007		Oxygen 15.999		Fluorine 18.998403163		Neon 20.1797											
11		12												13		14		15		16		17		18											
Na		Mg												Al		Si		P		S		Cl		Ar											
Sodium 22.98976928		Magnesium 24.305												Aluminum 26.9815385		Silicon 28.085		Phosphorus 30.973761998		Sulfur 32.06		Chlorine 35.45		Argon 39.948											
19		20		21		22		23		24		25		26		27		28		29		30		31		32		33		34		35		36	
K		Ca		Sc		Ti		V		Cr		Mn		Fe		Co		Ni		Cu		Zn		Ga		Ge		As		Se		Br		Kr	
Potassium 39.0983		Calcium 40.078		Scandium 44.955908		Titanium 47.88		Vanadium 50.9415		Chromium 51.9961		Manganese 54.938044		Iron 55.845		Cobalt 58.933195		Nickel 58.6934		Copper 63.546		Zinc 65.38		Gallium 69.723		Germanium 72.6305		Arsenic 74.921595		Selenium 78.971		Bromine 79.904		Krypton 83.798	
37		38		39		40		41		42		43		44		45		46		47		48		49		50		51		52		53		54	
Rb		Sr		Y		Zr		Nb		Mo		Tc		Ru		Rh		Pd		Ag		Cd		In		Sn		Sb		Te		I		Xe	
Rubidium 85.4678		Strontium 87.62		Yttrium 88.90584		Zirconium 91.224		Niobium 92.90637		Molybdenum 95.94		Technetium (98)		Ruthenium 101.07		Rhodium 102.90550		Palladium 106.42		Silver 107.8682		Cadmium 112.414		Indium 114.818		Tin 118.710		Antimony 121.760		Tellurium 127.60		Iodine 126.90447		Xenon 131.29	
55		56		57 - 71		72		73		74		75		76		77		78		79		80		81		82		83		84		85		86	
Cs		Ba		Lanthanoids		Hf		Ta		W		Re		Os		Ir		Pt		Au		Hg		Tl		Pb		Bi		Po		At		Rn	
Caesium 132.90545196		Barium 137.327				Hafnium 178.49		Tantalum 180.94788		Tungsten 183.84		Rhenium 186.207		Osmium 190.23		Iridium 192.2217		Platinum 195.084		Gold 196.966569		Mercury 200.592		Thallium 204.38		Lead 207.2		Bismuth 208.98040		Polonium (209)		Astatine (210)		Radon (222)	
87		88		89 - 103		104		105		106		107		108		109		110		111		112		113		114		115		116		117		118	
Fr		Ra		Actinoids		Rf		Db		Sg		Bh		Hs		Mt		Ds		Rg		Cn		Nh		Fl		Mc		Lv		Ts		Og	
Francium (223)		Radium (226)				Rutherfordium (267)		Dubnium (268)		Seaborgium (269)		Bohrium (270)		Hassium (289)		Meitnerium (278)		Darmstadtium (281)		Roentgenium (282)		Copernicium (285)		Nihonium (286)		Flerovium (289)		Moscovium (289)		Livermorium (293)		Tennessine (294)		Oganesson (294)	
57		58		59		60		61		62		63		64		65		66		67		68		69		70		71		72		73		74	
La		Ce		Pr		Nd		Pm		Sm		Eu		Gd		Tb		Dy		Ho		Er		Tm		Yb		Lu		75		76		77	
Lanthanum 138.90547		Cerium 140.12		Praseodymium 140.90768		Neodymium 144.242		Promethium (145)		Samarium 150.36		Europium 151.964		Gadolinium 157.25		Terbium 158.92535		Dysprosium 162.5001		Holmium 164.93033		Erbium 167.259		Thulium 168.934022		Ytterbium 173.0545		Lutetium 174.9668		78		79		80	
89		90		91		92		93		94		95		96		97		98		99		100		101		102		103		104		105		106	
Ac		Th		Pa		U		Np		Pu		Am		Cm		Bk		Cf		Es		Fm		Md		No		Lr		107		108		109	
Actinium (227)		Thorium 232.0377		Protactinium 231.03688		Uranium 238.02891		Neptunium (237)		Plutonium (244)		Americium (243)		Curium (247)		Berkelium (247)		Californium (251)		Einsteinium (252)		Fermium (257)		Mendelevium (288)		Nobelium (289)		Lawrencium (260)		110		111		112	

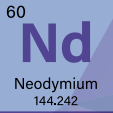




## How are Rare Earths used?

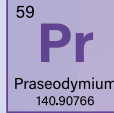
It is an exciting time to be part of the rare earths minerals sector, especially for the Yangibana Project, which has deposits that are rich in Nd and Pr. The rising demand for our products in the energy transformation necessitates security of supply.

Rare Earths or “technology metals” make the technology we use in everyday life possible. Their magnetic, phosphorescent, and catalytic properties make them essential for the continued evolution of technologies used in modern society. This includes electric vehicles and wind turbines, telecommunications, medical technologies, defence systems, miniaturisation of electronics, and critically the transition to a lower carbon economy.



**Neodymium** enables the development of magnets that are three times stronger and a tenth the size of conventional magnets. This is essential in the production of wind turbines and hybrid and electric vehicles.

Neodymium has made it possible to miniaturise electronic devices such as mobile phones.



**Praseodymium**, like Neodymium, is used to produce permanent magnets for hybrid and electric vehicles, wind turbines and solar PV panels. It is also used in carbon arc electrodes for lighting and projection and filtration of infrared (heat) radiation.

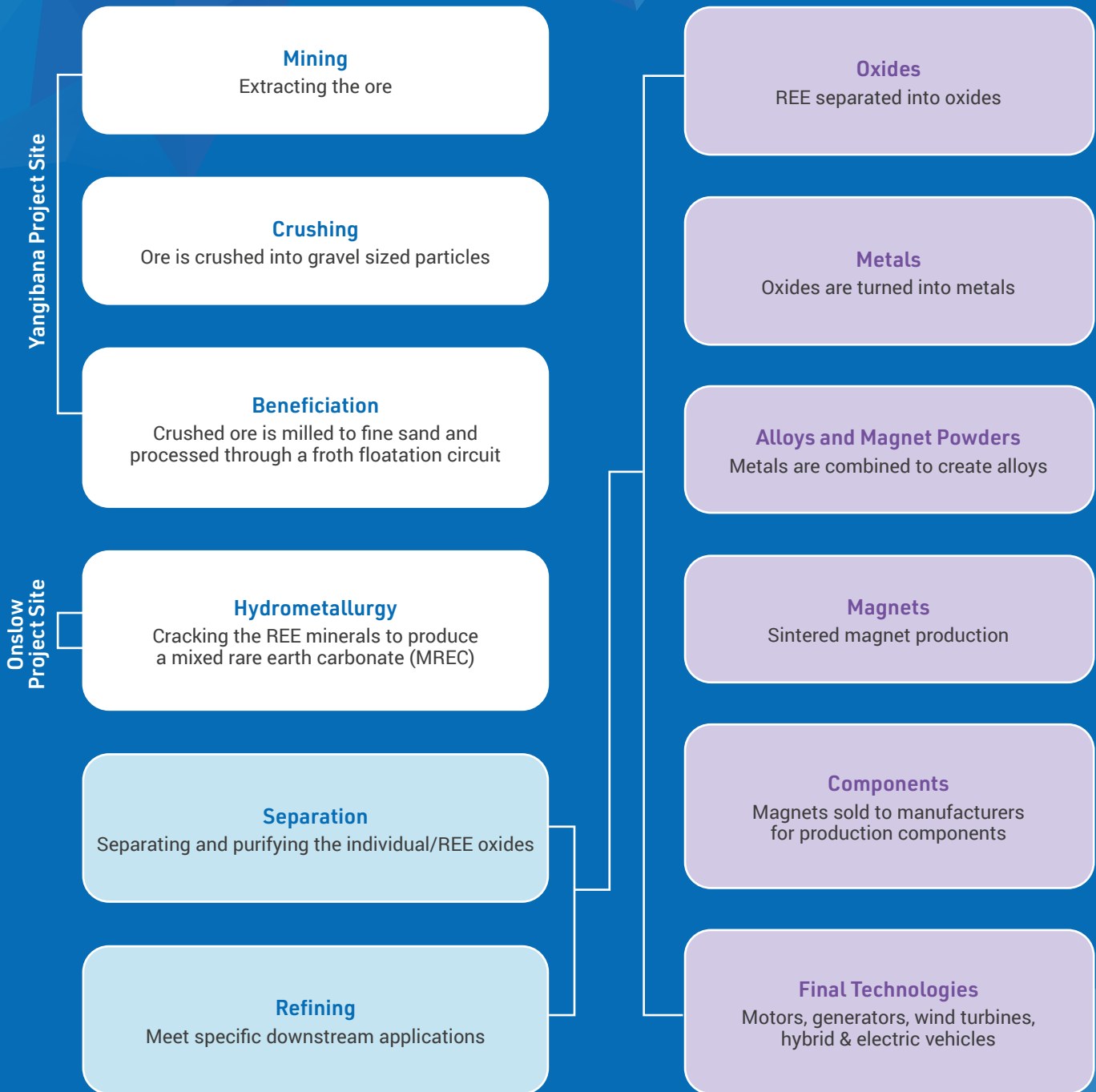


## Our supply chain

In terms of destinations for our products, Hastings will take steps to ensure that processed concentrate is directed to sustainable technologies, such as wind energy and electric car manufacturers, as well as manufacturers down the supply chain who operate in a sustainable manner. We aspire to expand our operations down the supply chain from mine to magnet. We see our role as assisting in the transition to a lower carbon economy and creating intergenerational equity.

### Mining and Processing

### Separation and Refining



# Approach to Sustainability

Hastings' is committed to operating in a sustainable manner. Our approach to sustainability is built around four key pillars which integrate all aspects of our operations:



## Governance

We conduct our business with integrity and transparency, and we honour our commitments. This is underpinned and guided by a structured set of policies and procedures, and strong leadership.



## People

We aim to create a workplace that is respectful and inclusive. We attract and retain talent by developing and supporting our people, and putting in place measures to protect their health, safety and well-being.



## Communities

We engage meaningfully with our stakeholders and look to make a positive contribution to the communities where we operate.



## Environment

We seek to understand and manage our impact on the environment and be efficient in the way that we use resources.





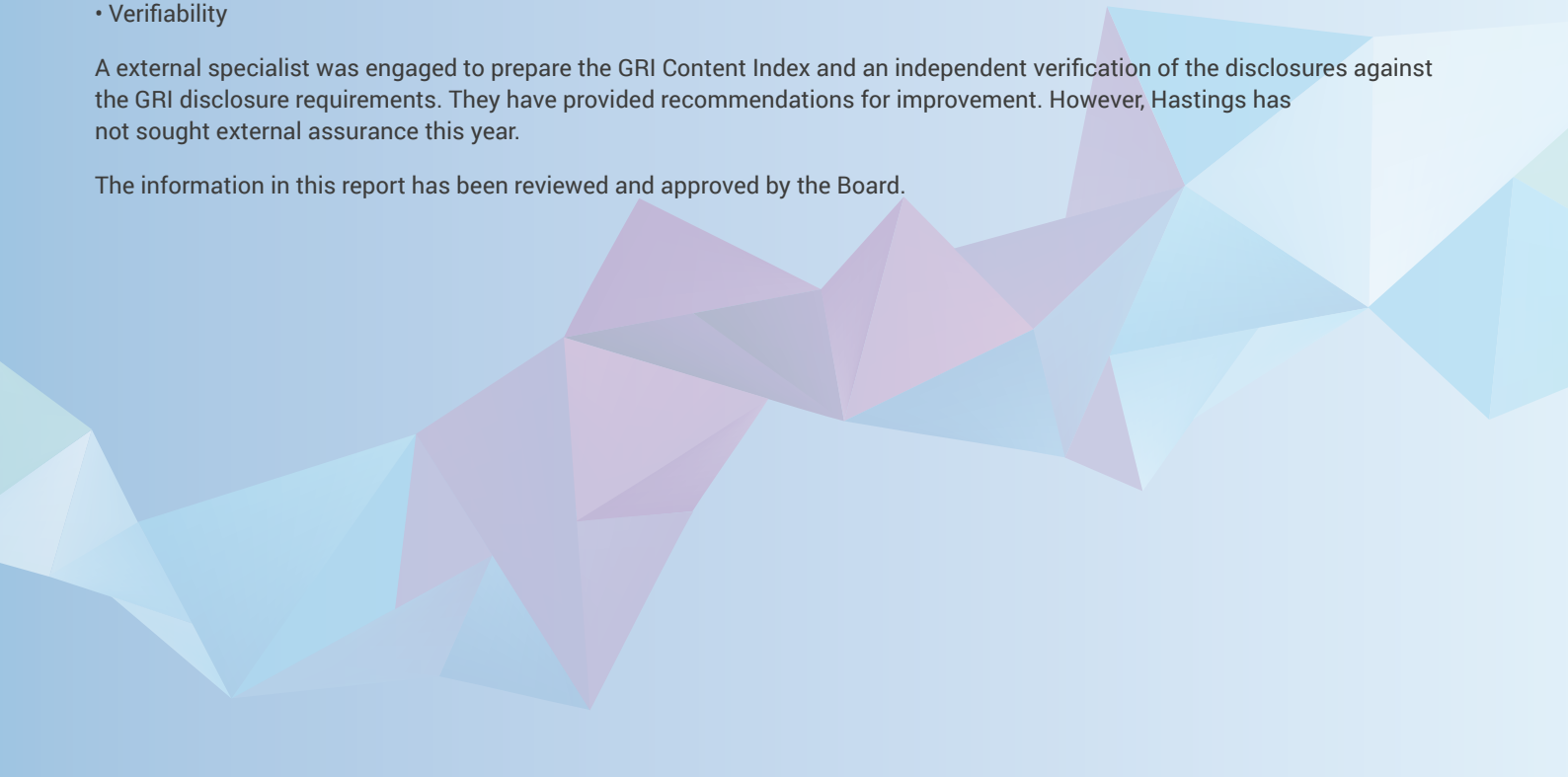
## About this report

The preparation of this Report has been guided by Global Reporting Initiative (GRI) Standards, including the Mining and Metals Sector Disclosure Supplement. The focus is on activities, efforts, and initiatives undertaken in the 12-month period ending 30 June 2022 and aligns with our financial reporting (Annual Report 2022). Hastings has reported the information cited in the GRI Content Index (provided in the Annexures of this report) for the reporting period with reference to the GRI Standards. In doing so, we have applied the following reporting principles:

- Accuracy
- Balance
- Clarity
- Comparability
- Completeness
- Sustainability Context
- Timeliness
- Verifiability

A external specialist was engaged to prepare the GRI Content Index and an independent verification of the disclosures against the GRI disclosure requirements. They have provided recommendations for improvement. However, Hastings has not sought external assurance this year.

The information in this report has been reviewed and approved by the Board.



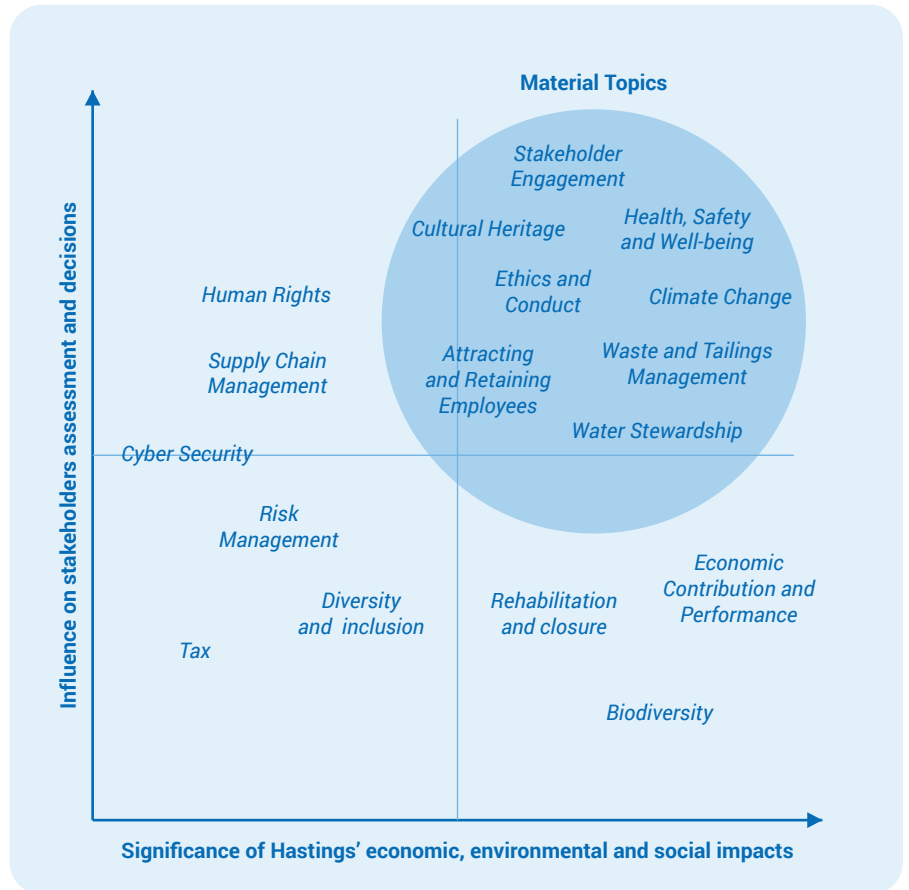
# Materiality Assessment

In line with the GRI Standards, we conducted a materiality assessment in FY21 to identify and prioritise sustainability topics that matter most to our stakeholders and our business. The material topics were reviewed in FY22 and remain as previously assessed. This report has focussed on describing how we manage, as well as our performance against each of these topics.

The process used to identify material topics included three key steps:

1. A list of potential material topics was developed based on an external factors analysis, as well as engagement with internal and external stakeholders.
2. The list of material topics was then prioritised based on the significance of the potential impact it may have on the business and the influence it may have on stakeholder assessments and decisions.
3. A shortlist of material topics was then reviewed by the ESG committee comprised of senior decision-makers of the business, including members of the Board, to verify and finalise the material topics for reporting.

Our material topics are shown in the matrix. A few additional topics have also been included in this Report to meet expectations of stakeholders and other reporting requirements. A full description and their impact boundary (where the impact occurs) is provided in the Annexures of this Report.



Stripe-faced Dunnart

## Assessing our impacts

This year, we have assessed the impacts of our activities on the economy, environment, and people (including human rights) in alignment with the GRI standards.

Sustainability Pillar	Material topic	Summary of impacts	Actual/Potential	Positive/Negative
Governance	Ethics and conduct	Good ethics and conduct ensures we meet our stakeholders expectations	Actual	Positive
	Risk management	Sound risk management is used as a tool to identify and mitigate risk to our business	Actual	Positive
	Supply chain management	Our ability to influence good corporate governance along our supply chain ensure we meet the expectations of our investors, lenders, regulators and society in general	Actual	Positive
Our people	Attraction and retention	Our ability to achieve our vision and mission is determined by our ability to attract and retain talented employees	Actual	Negative
	Diversity and inclusion	Ensuring we have a diverse and inclusive workforce improves productivity and innovation to add value for our stakeholders	Actual	Positive
	Health, safety and well-being	There are risks to the health and safety and well-being of our workforce from the activities of our operations.	Potential	Negative
		We can impact people's lives by ensuring we enhance human rights of our employees and implement practices that support their well-being	Potential	Positive
Our community	Stakeholder engagement	Good stakeholder engagement ensures we understand our stakeholders expectations and can best add value, including significant infrastructure investments and services provided	Potential	Positive
	Cultural heritage	Our presence on country enables cultural heritage values to be identified and documented, and to bring traditional owners back on to country	Potential	Positive
		We will disturb the lands of the Traditional Owners with their consent	Actual	Negative
		Through the implementation of a voluntary Native Title Agreement, the traditional owners of the land on which we will operate will also benefit from the revenue generated by our activities	Actual	Positive
Our environment	Climate change	Our product is used in renewable energy and e-mobility technologies that enable a reduction in greenhouse gas emissions by the end-user	Actual	Positive
		Our activities will generate a greenhouse gas footprint that contributes to global warming	Actual	Negative
	Waste and Tailings Management	Waste and tailings will contain elevated levels of contaminants that may be elevated in soil and water receptors if they are not managed responsibly	Potential	Negative
	Water Stewardship	We will withdraw and use fresh water in a water stressed region	Actual	Negative
	Biodiversity	The construction of our Projects will have adverse impacts to flora, fauna and ecosystem values	Actual	Negative



# 3

## A Year in Review


FY22 Highlights

United Nations Sustainable Development Goals

Objectives and Targets for Material Topics

Status of Progress Against Longer-Term Targets

# FY22 highlights



**INAUGURAL CLIMATE CHANGE REPORT**  
aligned with TCFD framework



**100%**  
employee participation in anti-bribery and corruption training


**EMPLOYEE WELL-BEING**  
program launched



Commenced the **CONSTRUCTION PHASE** of the Yangibana Project



We have become a signatory of the **UN GLOBAL COMPACT**



**DIVERSITY TARGETS**  
approved by our Board



**ESG RATINGS ASSESSMENT**  
by Sustainalytics

**FORMAL BOARD OVERSIGHT OF ESG**  
via ESG Committee Charter



**NO LONG TERM INJURIES**  
during the reporting period



# United Nations Sustainable Development Goals



The United Nations (UN) Sustainable Development Goals (SDGs), established in 2015 by the United Nations General Assembly, define a set of universal targets to address global sustainability challenges.

The 17 SDGs focus on the most urgent economic, social, and environmental challenges and are intended to be achieved by the year 2030.

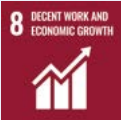

Each of the 17 SDGs includes specific targets that cover a range of areas including development, social inclusion, and environmental conservation. It is recognised that their success is dependent on collaboration between governments, business, and communities.

This year, Hastings became a signatory of the UN Global Compact and has made the commitment to support the Ten Principles of the UN Global Compact on human rights, labour, environment, and anti-corruption by helping to advance the broader Sustainable Development Goals (SDGs). This report serves as our Communication on Progress (CoP), that describes our company's efforts to implement the Ten Principles. In 2023, we will transition to the new CoP submission platform that involves a standardized questionnaire instead of a narrative format.

We are committed to identifying ways in which Hastings' can maximise its contribution to the SDGs by mapping our business activities and identifying priority areas. We have prioritised 6 SDGs to which Hastings can contribute to specific targets.

The following table provides a summary of our contribution to the prioritised SDGs.



SDG	SDG 2030 Targets	Hastings contribution to meeting the targets in FY22
	<p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.</p>	<p>During 2022, Hastings has conducted air quality studies, and radiation impact assessment studies to inform management plans to describe mitigation measures for health and safety risks to our workforce.</p> <p>A Health and Hygiene Management Plan and a Covid-19 Management Plan for the Yangibana site was developed this year.</p> <p>Crisis management training was held by an external specialist consultant for the corporate team.</p>
	<p>5.1 End all forms of discrimination against all women and girls everywhere.</p> <p>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.</p> <p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.</p>	<p>A 1-day Bullying and Harassment training workshop was compulsory to all staff.</p> <p>Hastings has raised the profile of its Discrimination and Harassment Procedure and Grievance Procedure via a Well-being page on its intranet site, posters, and emails.</p> <p>Gender equality formed a component of a broader Diversity and Inclusivity program.</p> <p>Board approved diversity targets were set for the short, medium, and long term.</p> <p>Village design has considered and is implementing measures to reduce and minimise the risk of sexual harassment / assault occurring on our FIFO site.</p> <p>Member of the Chamber of Minerals and Energy Safe and Respectful Behaviours Working Group.</p>
	<p>Target 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.</p> <p>Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p>	<p>A gender pay assessment was undertaken this year to ensure equality in pay across the organisation.</p> <p>Implementation of our Australian Industry Participation Policy and our commitments to engage local content, where possible at the Yangibana site included:</p> <ul style="list-style-type: none"> <li>• Employment of people from Gascoyne Junction and Carnarvon, including indigenous people.</li> <li>• Engagement of contractors from the Gascoyne Region to provide goods and services.</li> </ul>
	<p>Target 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<p>Inaugural Climate Change Report that describes our climate change framework aligned with the Taskforce on Climate related Financial Disclosures (TCFD) recommendations including physical and transition risk mitigation and adaptation.</p>
	<p>Target 12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.</p> <p>Target 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.</p>	<p>Tailings Storage Facility Management Plan describes responsible management of tailings material during the operations phase of the Project.</p> <p>Impacts of the introduction of an ore sorter considered and describes a reduction in the use of chemicals in the beneficiation process and a reduction in the intensity of tailings released per tonne of beneficiation concentrate produced.</p> <p>Inaugural Sustainability Report (FY21).</p> <p>This Sustainability Report (FY22).</p> <p>Inaugural Climate Change Report (FY22).</p>
	<p>Target 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.</p>	<p>Construction of the Yangibana Project began in FY22. Operations of the Yangibana Project will provide raw materials (specifically Neodymium and Praseodymium; 6-8% of the world's supply in 2024/25) to produce permanent magnets, an essential component in electric vehicles and wind turbines.</p>

# Objectives and Targets for Material Topics

This year we set objectives and short- and longer-term targets under each of our material topics. The targets are reflective of our values and take account of the development stage of our company as an SME and not yet generating a revenue. Short-term targets were identified to be realistic and achievable, whereas some of our long-term targets are aspirational. The targets were identified by our management team and approved by the ESG Committee. Diversity and climate change targets required approval by the Board.

As we are in the data collection and measurement phase, FY23 will be our first opportunity to report on our contributions to our targets and our lessons learned.

## Performance against FY22 Targets



Partial Completion












Target met or exceeded



Target not met

Material topic and objective	Target	Timeline	Performance against target	Status
<b>Diversity</b> <i>To have a diverse and inclusive workforce</i>	Develop and roll out 2 programs to build an inclusive culture.	Year on year	<p>Programs to develop an inclusive culture include: NAIDOC week activities with a Get Up, Stand Up, theme (email, morning tea/presentation, and a NAIDOC week yarning webinar facilitated by Aunty Munya and Carla from Evolve available to our staff; dinner consisting of traditional Aboriginal foods / presentation at Yangibana site).</p> <p>International Women’s Day – Break the Bias theme included using the Harvard Implicit Tool (Gender-Career IAT) to understand unconscious bias, and a group activity during a morning tea celebration to discuss gender bias.</p> <p>All-day staff team building event facilitated by sp_ce to build connections with co-workers and initiate the development of trust.</p> <p>Reconciliation Week event held under the Be Brave, Make Change theme in the Perth office.</p>	
<b>Attracting and retaining employees</b> <i>To develop and retain employees over the long term</i>	Develop an attraction and retention plan for employees.	2022	The Performance Rights incentive program eligibility was broadened to include fixed and maximum term employees working on the Yangibana project (previously only permanent employees were eligible).	
	Develop a training strategy to support local content.	2022	<p>Information collection from TAFE, local high schools (2) and employment services provider.</p> <p>Gap analysis of training courses required by TAFE to build local content capability for employment with Hastings.</p> <p>Member of the Resources Workforce and Accommodation Working Group facilitated by the Western Australian Gascoyne Development Commission.</p>	
	Establish a baseline of turnover from which we can improve in future years.	2022	A baseline of employee turnover has been established.	
	Establish a database for advertising to local communities including vulnerable groups.	2022	A form has been made available on the Hastings internet. This enables local candidates to express interest in opportunities. Vacancies are also shared with this group.	

Material topic and objective	Target	Timeline	Performance against target	Status
<b>Health, safety, and well-being</b> <i>Ensure the safety of our people</i>	Achieve a LTIFR of below 2.0.	2022	The Hastings LTIFR for this fiscal year was 0.0. The Health and Safety Management Plan continued to be implemented and complies with legislative requirements and is aligned to ISO 45001. The target is measured against the current WA mining industry health and safety performance industry-wide.	
	Develop a healthy workplace plan for our on-site workforce.	2022	A Health Management Plan was developed, including mental health and wellness. The plan also includes a hygiene monitoring program for a range of human stressors.	
<b>Ethics and conduct</b> <i>To act in an ethically and responsible manner.</i>	Programs for each of our Governance Policies including our Code of Conduct, Anti-bribery and Corruption Policy, Whistleblower Policy, Human Rights Policy, and Continuous Disclosure Policy.	Year on year	<p>Many of the governance policies were revised and approved by the Board. These policies were then distributed via all staff emails (13 policies; one policy per day via email).</p> <p>The Code of Conduct has not yet completed its review process. The current version is highlighted to new staff via the Human Resources on-boarding induction presentation.</p> <p>The Whistleblower Policy has been highlighted in staff training, posters, email to all-staff and via the intranet.</p> <p>The ABC Policy has been complemented with a guideline which has been rolled out via email, compulsory awareness training to all staff and a competency questionnaire completed by all staff.</p>	
	Develop a Human Rights framework.	2022	A human rights framework provides a road map for future short term targets.	
<b>Stakeholder engagement</b> <i>To ensure a two-way communication channel is developed with key stakeholders.</i>	Implement our Stakeholder Engagement Action Plan.	2022	All key actions have been implemented with the exception of formation of the Implementation Committee as required under the NT Agreement after FID (yet to occur) and implementation of the Road User Agreement (yet to be ratified by all parties).	
	To ensure all key stakeholders (including vulnerable groups) are aware of our grievance procedure by communicating the information using three different media year on year.	Year on year	Our grievance procedure is on our website, has been emailed to all key stakeholders (including vulnerable groups), and highlighted at community information sessions.	
<b>Community</b> <i>To realise benefits to local communities where we operate because of our presence.</i> <i>To ensure we maximise the number of local businesses that we contract for our activities.</i>	To demonstrate five key benefits of our presence in local communities.	Year on year	Traditional Owners employment and local employment, goods and services procured from local suppliers, Shire Road repair work, cultural heritage surveys, Peter Salmon language book, sponsorship of buy-local program in Carnarvon, transport for female Jockeys to Gascoyne Junction Races, provision of fuel for a fire emergency in the region, netball sponsorship.	
	Zero non-compliances with the Native Title Agreement.	Year on year	Compliant with NT Agreement.	
	Advertise opportunities for local businesses via three different media.	2022	More than three different media have been utilised to advertise job opportunities with a specific focus on local content where possible.	

 Partial Completion
  Target met or exceeded
  Target not met

Material topic and objective	Target	Timeline	Performance against target	Status
<b>Cultural heritage</b> <i>To respect the land of the traditional owners on which we operate.</i>	Zero impacts to cultural heritage sites.	Year on year	No impacts to cultural heritage sites during FY22.	
	To identify partnerships to record the knowledge-base of elders in the local region.	Year on year	Hastings has sponsored a book to capture the last speaking language and cultural knowledge of Aboriginal elder, Mr Peter Salmon.	
	Develop and implement one cultural heritage arts project.	Year on year	Covid-19 travel restrictions has delayed our ability to meet this target this year.	
<b>Water stewardship</b> <i>To continue to understand our baseline water conditions at Yangibana.</i>	Refine the water balance model taking account the relocation of the hydromet process plant to Onslow.	2022	The site water balance has been updated to account for the relocation of the hydromet process plant to Onslow.	
	Further understand any relationship between the SipHon Well borefield (deep palaeochannel aquifer) and the surrounding Groundwater Dependent Ecosystems reliant on the shallow aquifer system.	2022	A series of shallow aquifer bores and hand auger holes were installed into the potential Groundwater Dependent Ecosystem vegetation units to determine the depth and coverage of superficial calcrete aquifers. The outcomes of these investigations, together with the SipHon Well Borefield investigations, will assist in understanding the relationship between potential GDEs and water abstraction.	
	Undertake pump testing and water drawdown analysis to determine if water abstraction will impact the surrounding environment extending the mine life from 10 yrs to 20 yrs.	2022	Construction of four production wells and associated monitoring bores at the SipHon Well Borefield was completed in early 2022. Pump testing of these bores has been undertaken and reports are in preparation.	
<b>Climate Change</b> <i>To establish a climate change governance framework.</i>	Develop a climate change framework aligned with requirements of the Taskforce on Climate Related Financial Disclosures (TCFD).	2022	Climate change framework aligned with the TCFD recommendations under four thematic areas: Governance, Risk Management, Strategy, Metrics and Targets.	
	TCFD aligned disclosures in Annual Report.	2022	Inaugural Climate Change Report 2022 released with external verification.	

Partial Completion
 Target met or exceeded
 Target not met

## Status of progress against longer-term targets









In progress



Not started

Material topic	Target	Timeline	Performance against target	Status
<b>Diversity</b> <i>To have a diverse and inclusive workforce.</i>	30% female representation on the Board.	2026	First step complete – Target approved by the Board (June 2022) as recommended by the Remuneration and Nomination Committee.	
	40% female representation on executive management using the 40:40:20 rule.	2026	First step complete – Target approved by the Board (June 2022) as recommended by the Remuneration and Nomination Committee.	
	Maintain a minimum of 30% female employment participation.	Year on year	First step complete – Target approved by the Board (June 2022) as recommended by the Remuneration and Nomination Committee.	
	Indigenous employment of 10%.	2029	Target approved by the Board (June 2022) as recommended by the Remuneration and Nomination Committee.  Ongoing Aboriginal engagement (staff and contractors) at Yangibana has ranged between 14-16% throughout the reporting period.	
<b>Health, safety, and well-being</b> <i>Ensure the safety of our people.</i>	Reduction of reportable injuries upon commencement of operations.	Year on year	Baseline determined for the construction phase. We will continue to review and improve our health and safety programs and systems to ensure reduction of reportable injuries can be achieved year on year.	
<b>Community</b> <i>To realise benefits to local communities where we operate because of our presence.</i>	Beautification project to support our workforce in partnership with local community groups in Carnarvon, Gascoyne Junction or Onslow.	2025	Initial discussions with TMWTJ women.	
	Value-add by creating one tourism opportunity in partnership with the local community (including shires).	2024		
<b>Cultural heritage</b> <i>To respect the land of the traditional owners on which we operate.</i>	Develop and implement a cultural heritage training program for our workforce.	2023	A cultural heritage training program has been commissioned to the Traditional Owners.	
<b>Waste and tailings management</b> <i>The TSF shall be built and operated to protect the surrounding environment and the safety of our people.</i>	To construct the Tailings Storage Facility (TSF) in accordance with our approved designs and transparently report metrics as required in the Global Tailings Portal.	2024	Detailed TSF design underway. Next step: Amendment to environmental permit application.	
	To operate the TSF in accordance with our approved designs and transparently report metrics as required in the Global Tailings Portal.	Operations over life of mine.	TSF is yet to be constructed.	

Table continued on next page.

Material topic	Target	Timeline	Performance against target	Status
<b>Climate Change</b> <i>To produce rare earths elements that contribute to a worldwide transition to e-mobility and renewable energy.</i> <i>To reduce our greenhouse gas emissions footprint in alignment with the Paris Agreement.</i>	15,000 tpa of mixed rare earth carbonate to customers.	2026	Construction phase of Yangibana Project.	
	14% reduction in scope 2 greenhouse gas emissions.	2024	Consideration of abatement options in Carbon Reduction Transition Plan. Discussions with Horizon Power re power agreement.	
	Approvals for solar field at Yangibana.	2025	A component of the Yangibana Expansion 1 approvals which are underway.	
	22-38% reduction in scope 1 greenhouse gas emissions.	2030	Consideration of abatement options in Carbon Reduction Transition Plan.	
	50% reduction in scope 2 greenhouse gas emissions.	2030	Consideration of abatement options in Carbon Reduction Transition Plan.	
	Achieve net zero scope 1 and 2 greenhouse gas emissions.	2050	Consideration of abatement options in Carbon Reduction Transition Plan.	

 In progress     Not started





**HASTINGS**  
Technology Metals Limited

4

# Our Governance

- Governance Structure
- Sustainability Governance
- Ethics and Conduct
- Human Rights
- Risk Management



## Our Governance

Key material topics identified under the governance pillar were ethics and conduct, inclusive of human rights and tax transparency; risk management, inclusive of cyber-security; and supply chain management.

The primary function of Hastings Board is to oversee the company's strategy, culture, and business on behalf of its shareholders. The Board is also responsible for monitoring performance, ensuring legal compliance, and managing the organisation's risks, as detailed in our Board Charter and Corporate Governance Statement. Subcommittees supporting the Board include the Audit Committee, Remuneration and Nomination Committee, Technical and Risk Committee, and ESG Committee.

To this end, a number of policies have been established, which underpin our governance structure for all of our activities. This includes our Code of Conduct, Anti-bribery and Corruption Policy, Health and Safety Policy, Indigenous Rights Policy, Community Policy, Whistleblower Policy, and Human Rights Policy. These are reviewed and updated on an ongoing basis. Our focus this year has been to expand our programs that support these policies and thus raise the profile of our policies within the business. Managerial responsibility is allocated to implement each Policy. These policies are referenced in operational plans, procedures and guidelines. Revised policies are distributed to all employees within the organisation via email, highlighted in inductions for new staff, links to the policies displayed on the website are included in contractual documentation and policies are displayed on notice Boards at each site as a minimum. Policy-specific awareness training is provided in some instances.

Our approach to corporate governance continues to evolve to reflect our rapid growth from a mineral exploration company to an operating mining and processing company producing a MREC.

“ Strong corporate governance is fundamental to achieving our business strategy. It not only helps to manage risk but delivers long- term value. ”

## Governance Structure

Hastings six-member Board is comprised of four non-executive directors and two executive directors. All Board members are from diverse cultural and professional backgrounds that reflect the specialised global market in which the company is operating, being the development of rare earths resources projects. There are no Board members that represent under-represented social groups. This year our Board approved a target of 30% representation of women on the Board by 2026.

The Board is responsible for leading our various sub-committees.

Performance Data	2020	2021	2022
Number of board members	5	6	6
Female board members (%)	0	0	0

Hastings board is supported by the Audit Committee, the Nomination and Remuneration Committee, the Technical and Risk Committee and the ESG Committee.

Performance Data	2020	2021	2022
<b>Audit Committee</b>			
Number of executive directors	1	2	2
Number of non-executive directors	2	2	2
Number of managers	-	-	-
Total audit committee members	3	4	4
Female committee members (%)	0	0	0
<b>Nomination and Remuneration Committee (Nom and Rem committee)</b>			
Number of executive directors	0	2	2
Number of non-executive directors	2	2	2
Number of managers	-	-	-
Total Nom & Rem committee members	2	4	4
Female committee members (%)	0	0	0
<b>Technical and Risk Committee (TRC)</b>			
Number of executive directors	-	1	1
Number of non-executive directors	-	2	2
Number of managers	-	7	9
Total TRC members	-	10	12
Female committee members (%)	-	40	42

Further details of directors independence, tenure, number of other significant positions and commitments and the nature of the commitments, and competencies can be found in the FY22 Annual Report and Governance Statement on Hastings website.

# Sustainability Governance

Hastings Board oversees the sustainability performance (inclusive of climate change), targets and goals, and integration of sustainability into the broader business strategy. Last year, the ESG Committee was formed by the Executive Chairman to advise the Board. This year an ESG Committee Charter was developed and approved by the Board.

The Executive Chairman, Mr Charles Lew continues to chair the ESG Committee (tenure of 2 years on the committee), which also comprises of the Chief Operating Officer, Chief Financial Officer, Legal Counsel, and General Manager, Sustainability. This year, Independent Non-Executive Director, Mr Neil Hackett was nominated by the Board to join the committee.

The ESG Committee continues to monitor progress against its sustainability strategy to help guide the organisation as we continue to grow. Responsibility for managing programs and practices relating to sustainability is delegated to area managers with leadership support from the executive management team (i.e., Chief Operating Officer and Chief Financial Officer) and General Manager – Sustainability.

The Technical and Risk Committee (with responsibility for monitoring of material ESG risks and mitigation actions) and the Audit Committee (with input from the internal audit function) provide support to the ESG Committee and Board in exercising due diligence in decisions relating to sustainability risks and opportunities. A program of continual improvement is implemented based on internal audit outcomes and external third-party due diligence assessments for financiers, ESG ratings provider assessments, and assurance assessments.

We address shareholder questions at our Annual General Meeting and as and when they arise (e.g., investor presentations, email communications) including sustainability related matters. Our first materiality assessment in FY21 included involvement by the Executive Chairman and a review of material topics in FY22 involved the ESG Committee. As we continue to grow, we are keen to form a solid foundation for our sustainability performance and welcome the views of our stakeholders to demonstrate continual improvement where possible.

The collective knowledge of our Board with regards to sustainable development has been advanced this year by sustainability briefings in the ESG committee and Board meetings of latest developments, an external specialist presentation on the verification of our inaugural climate change report, and attendance of individual directors at legal briefings and industry ESG presentations.



Performance Data	2020	2021	2022
<b>ESG Committee</b>			
Number of executive directors	-	1	1
Number of non-executive directors	-	0	1
Number of managers	-	4	5
Total ESG committee members	-	5	7
Female committee members (%)	-	40	28



## Ethics and Conduct

Our directors, employees and contractors are expected to act in an ethically and responsible manner in accordance with the Code of Conduct, and Anti-bribery and Corruption (ABC) Policy. A risk of bribery and corruption was included in our corporate risk register during FY22. This year we developed guidelines to support our ABC Policy and rolled out compulsory training to all staff to mitigate the risk. We had 100% participation of staff in ABC training and awareness.

In 2020, the Board endorsed the implementation of our Whistleblower Policy, which encourages directors, employees, and contractors to speak out if they become aware of potential misconduct. The policy details a process for reporting misconduct, confidentially and without fear of reprisal. Since its implementation, the policy has been accessed once. The concern was raised with the Protected Disclosure Officers and investigated to understand the nature of the concern and resolve the issue. This year we have raised the profile of the Whistleblower Policy to our staff via posters in our corporate and site offices, on the intranet, and via ABC guidelines and training material.

Furthermore, we see the trust of the company's shareholders as being essential. Our Continuous Disclosure Policy recognises that the timely and balanced disclosure of all material information concerning the company must be made on a continuous basis so as to ensure that the market is informed of all material events and developments as they arise. This is also required to ensure compliance under the Listing Rules of the ASX and the Corporations Act 2001. Continuous disclosure requirements have been highlighted via all staff emails, presentations and in a Social Media Policy approved by the Board during the year.

## Human Rights

The Board endorsed a revised Human Rights Policy during the year that affirms our commitment to respecting human rights and ensuring that all people are treated equally and with dignity, courtesy, and respect. Hastings has affirmed that it is committed to addressing human rights grievances and providing appropriate avenues for affected individuals or communities to come forward. Our grievance procedures and whistleblower procedure is regularly communicated to internal and external stakeholders via posters, intranet, inductions, and our website.

The principles underpinning our approach to human rights are reflected in a variety of company policies and procedures from our ESMS to our diversity policy, employee guidelines, codes of conduct, and health and safety management system.

Australia's Modern Slavery Act 2018 requires organisations with an annual consolidated revenue exceeding \$100 million to report on the risks of modern slavery in their operations and supply chains via a Modern Slavery Statement. As we do not currently meet the reporting threshold there is not a requirement to submit a Modern Slavery Statement; however, we plan to develop a voluntary annual Modern Slavery Statement in future. This will set out how we assess modern slavery risks in our operations, including our supply chains, and the actions taken to address those risks.

In line with our commitment to human rights, Hastings undertook a Human Rights Impact Assessment to better understand the potential risks associated with our Yangibana Project. This year we developed a Human Rights Framework which will serve as a roadmap for addressing human rights risks going forward. We have drafted a Supplier Code of Conduct, which will be finalised, approved by the Board and made available to all of our suppliers in FY23 detailing our expectations.

Performance Data	Unit of measure	FY20	FY21	FY22
<b>Ethics and Conduct</b>				
Staff completion of ethics and conduct induction and training	%	-	-	100
Contractor completion of ethics and conduct induction and training	%	-	-	24
Number of non-conformances with code of conduct	Number	-	-	5
Whistleblower events	Number	0	1	0
Political donations	\$	0	0	4,000
Income tax paid to Government	\$	0	0	0
Fines for anti-competition, bribery, and corruption	Number	0	0	0
Number of grievances raised by workforce (employees & contractors)	Number	-	-	3
Number of grievances raised by workforce satisfactorily resolved	Number	-	-	3
<b>Additional</b>				
Number of suppliers	Number	-	-	341
Number of supplier non-conformances	Number	-	-	1
Number of suppliers audited	Number	-	-	1



## Tax Transparency

The financial impact of taxes is addressed in the Company's lodged annual reports, noting that Hastings is in the exploration and early construction phase of the Yangibana Project. Once in operation, the Company is forecast to pay income taxes at 30% of net profits, royalties (to government and Traditional Owners) on the extraction of minerals, and where applicable withholding taxes on revenue.

Hastings operates in a capital-intensive industry, and to encourage such industries, the Australian Government allows companies to claim income tax deductions for capital expenditure. These income tax deductions will initially be higher than the revenues generated during ramp-up of our operations, therefore liability for income taxes will be lower in the earlier years.

Tax risk forms part of the overall risk review undertaken by the Hastings Technical and Risk Committee. A risk register is maintained for each identified tax risk, and where required, reputable external tax consultants are engaged to provide advice to ensure taxation regulation compliance and to make informed investment decisions.

Hastings seeks to align with the Australian Government's Voluntary Tax Transparency Code and will continue to be transparent in reporting our taxes. Hastings fully cooperates with the Australian Taxation Office and discloses taxes within the Annual Report. The Chief Financial Officer is responsible for collecting and considering the views of stakeholders in relation to taxation matters. Hastings employs suitably qualified people and engages third party advisors to ensure that it complies with relevant taxation policy, legislation and guidelines.

## Risk Management

Hastings implements a risk framework that integrates consideration of risks across the organisation including corporate risk, technical risk, and individual risk management.

Our risk management approach is underpinned by our Risk Management Policy, which aims to create a culture whereby risk management is at the forefront of our business planning and decision making processes. This includes the early identification and evaluation of risks and mitigation where possible. This year, a Risk Management Plan has also been implemented to clearly describe our approach to risk management.

All identified risks are entered into our Corporate Risk Register, which is reviewed, at a minimum, annually in conjunction with the risk identification and management system by senior management and the Board. Our process for risk assessment is aligned with the ISO 31000: 2018 Risk Management series. This year we commenced transitioning our risk register into the INX InControl system to automate the scheduling and implementation of risk mitigation actions, and thus increase the efficiency of our risk management system.

In addition to the Corporate Risk Register, project specific risks are identified and maintained in registers specific to the environment and social, health and safety, finance, and the activity (e.g., engineering, procurement, and construction management scope). For example, the environmental risks associated with the Yangibana Project have been incorporated into the development of management plans and procedures in line with the Leading Practice Sustainable Development Program for the Mining Industry - Risk Assessment and Management (Department of Resources, Energy and Tourism, 2008).

## Cyber-security

Technology plays a pivotal role in maintaining business activities; however, technological advances bring with them both opportunities and threats for our business.

Recognising this threat, Hastings has captured cyber-security in its Corporate Risk Register. We have also implemented a range of management measures, in line with the Australian Signals Directorate (ASD) Essential Eight Maturity Model. We are continuing to update our policies and procedures to ensure we mature our resilience to cyber threats as the threat landscape changes.

The security operations centre (SOC) monitors Hastings' infrastructure twenty-four hours a day for internal and external threats. The SOC reports to the senior management and has the authority to act immediately on any suspicious behaviour.

In addition, to the above measures, we ensure our employees and contractors maintain their cyber security fitness by holding regular training, awareness, and information sessions. Compulsory cyber security training was provided to staff this year. In addition, two policies were developed this year (i.e., Acceptable Use of Information and Communication Technology Resources Policy and Information Security Policy) for approval by the Board. A management plan and guideline are also in the process of being drafted for implementation during FY23.

## Supply Chain Management

Hastings has embraced a proactive approach to engaging with stakeholders throughout our supply chain to ensure that risks are understood and managed.

Hastings has implemented corporate and project-specific procurement management plans, which govern, amongst other things, our contracting and procurement strategy, tendering process, and engagement of third party specialists to undertake inspection and quality assurance services.

Our corporate Procurement Management Plan is complemented by operating procedures and standards that outline key processes covering vendor selection (e.g., minimum supplier requirements, vendor assessment form) and contracting (e.g., contract approval form). We are also developing a Human Rights and Ethical Procurement Framework to support our procurement efforts.

Hastings supports the Australian government's Australian Industry Participation Policy, which involves placing a preference on Australian owned and operated procurement opportunities. This commitment to local procurement is formalised in Hastings Australian Industry Procurement Policy and will be complemented by a Procurement Policy (in development). In addition, we are in the process of reviewing our general terms and conditions and have drafted a Supplier Code of Conduct for approval by the Board during FY23.





5

# Our People

Attraction and Retention  
Diversity and Inclusion  
Health, Safety and Well-being





## Our People


Key material topics identified under the people pillar are health, safety, and well-being, inclusive of mental health, and attracting and retaining employees. From 2020 to present, the challenges associated with COVID-19 has had a great impact on our people, particularly their well-being. We have made efforts to support our employees and embody our One Dream, One Team motto.

Hastings is committed to building a workforce that is representative of the communities where we operate. Currently we have 38 direct employees with all save 5 (Yangibana site) being based in our head office in Perth, Western Australia. As at 30 June, our regular workforce at Yangibana (employees and contractors) was made up of 56 personnel. Of these personnel, 25% identify as female, 14% are from the local communities (Gascoyne Junction and Yangibana) and 16% identify as Aboriginal or Torres Strait Islander. Fifty one contractors were engaged at the end of the reporting period for short term contracts to do specific scopes of work at Yangibana e.g., earthworks for a accommodation village and fly camp, surveying disturbance footprints, environmental surveys. These are the most common types of workers who are not employees and whose work is controlled by Hastings. All contractor work conducted at Yangibana is under the operational control of Hastings mine manager.

As we progress to full-scale construction of our Yangibana Project, we will continue to work with our contractors to ensure that our workforce continues to represent our communities.

Our key objectives are to:

- Create a safe and respectful workplace
- Support employee health and well-being
- Attract and retain a diverse workforce.



“ Our people are the foundation of our business and are integral to our success. We recognise our people are at their best when they feel supported, so we promote a flexible working environment. ”

## Resilience in the Face of COVID-19

Over the past two years our team at Hastings, like many other organisations, has been impacted by COVID-19. Hastings recognises that COVID-19, as well as the potential for future pandemics, will need to be managed and controlled in the long term. In response, Hastings has taken advice from health authorities, developed, and implemented industry standard procedures and protocols, and introduced a mandatory vaccination requirement for our staff and contractors working on our premises and ensure our employees are fully informed of health requirements and restrictions. We have also engaged with our stakeholders, including surrounding communities, to implement controls to mitigate impacts as a result of our operations.

As working conditions have returned to normal, flexible work practices have continued to be implemented, with almost all the current workforce taking up some form of flexibility. The most common being working from home and modified start and finish times.

The Western Australian government maintained border restrictions to keep Covid-19 from entering our state until recently. These border restrictions were lifted due to a high percentage of the population being vaccinated. As a result, a small outbreak of Covid-19 infections occurred at the Yangibana site (identified as a risk). The outbreak was contained by placing the infected workers into isolation and implementing our Covid-19 Management Plan. There was no spread to local communities and minimal impact on our operations. The effectiveness of our risk mitigation measures was considered to be high. However, Covid-19 has impacted our construction progress due to staff and contractors unable to work due to having Covid-19 when on (in isolation within our accommodation village) and off-site (in isolation at home) during their work roster.

This year we have also implemented Special Paid Covid-19 leave of 5 days which is available to all employees (including casuals) that require isolation as a result of a Covid-19 infection.



# Attraction and Retention

We have developed a Recruitment and Attraction Strategy, recognising that it is critical to identify, attract and retain the right people. This will help us meet our business objectives.

A key focus in the latter half of 2021 has been to build brand awareness and attract a workforce that sees the value in rare earths as a means of building a sustainable future. Providing opportunities for flexible work and part-time opportunities has helped to broaden the pool of candidates. Other benefits include parental leave, superannuation (in accordance with Australian laws) and participation in an employee performance rights program. Hastings does not discriminate between full and part time roles and all company benefit programs apply to all Hastings employees.

Hastings utilises external market remuneration data to inform pay at the time of appointment. A gender pay equity review will be undertaken as part of the next annual remuneration increase with a separate budget allocated to address anomalies. Hastings is committed to building local talent pipelines to ensure the local communities have the opportunities to gain employment in operations. Early engagement with the high schools and TAFE commenced in FY22 with plans to solidify partnership opportunities going forward.

Performance Data**		FY2020	FY2021	FY2022
<b>Attraction and retention</b>				
Number of employees		31	28	38
Employee turnover (%)		28	15	26.4
Number of new employees		3	9	15
Number of employees by employment type	Permanent full-time	-	-	26
	Permanent part-time	-	-	5
	Maximum term	-	-	11
	Maximum term part-time	-	-	2
	Casual	-	-	1
Median tenure (years)		-	-	1.4
Average tenure (years)		-	-	2
Employee retention rate (%)		-	-	92.3
Employee average age		-	-	47
<b>Parental leave</b>				
Total employee entitlement to parental leave (%)		100	100	100
Total number that took parental leave		0	1	1
Total number that returned during the reporting period		-	-	1
Total number that returned and still employed 12mths post return to work		-	-	-
Return to work retention rates by gender (%)		-	-	100 - Female
<b>Diversity</b>				
Female employees (%)		32	43	37
Women in leadership positions (%)		10	31	37
Indigenous diversity (%)		0	0	3
People with a disability (%)		0	0	0
<b>Other</b>				
Employee survey response rate (%)		-	-	68
Employee satisfaction score (%)		-	-	82

\*Women in leadership positions is defined using the Workplace Gender Equality Agency (WGEA) manager categorisations, including CEO, Head of Business, Key Management Personnel, Executives, General Managers, Senior Managers and other Managers.

\*\* All data based on end of reporting period head count.



# Case Study

## High Schools Visit

Hastings is committed to supporting a local talent pool and particularly creating a future talent pipeline for operations.

In June, Hastings supported a visit of thirteen high school students and four teachers from the Carnarvon Community College and St Mary's Star of the Sea Catholic High School from Carnarvon. During their three-day visit, students attended the Hastings corporate office where staff presented and promoted their roles on the project as well as the range of careers that exist within the broader resources sector. On the following days, they attended the Get Into Resources Event, an annual careers event that showcases the resource sector to high school students through hands on activities. Their final day was spent visiting TAFE in Munster, where they were able to gain an understanding of the Certificate III in Process Operations. The events were well received by students and teachers alike.



# Diversity and Inclusion

Hastings is committed to workplace diversity and recognises the benefits arising from diversity. Our Diversity and Inclusion Policy provides a framework for the Company to achieve:

- A diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- A workplace culture characterised by inclusive practices and behaviours for the benefit of all employees;
- Improved employment and career development opportunities for women;
- A work environment that values and utilises the contributions of employees with diverse backgrounds, experiences, and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- Awareness in all employees of their rights and responsibilities with regards to fairness, equity, and respect for all aspects of diversity.

This year the Board approved targets to increase gender and Aboriginal and Torres Strait Islander diversity across all levels of the business. We have also held programs to promote inclusion and diversity including:

- Discrimination, Harassment and Bullying Workshop;
- International Women’s Day;
- NAIDOC Week;
- Reconciliation Week; and
- Team Building Day.



## Case Study

### Sexual harassment, bullying and discrimination workshop by Experience Lab

This year, The Experience Lab were engaged to undertake an experiential and interactive training experience for all staff to prevent sexual harassment, bullying and discrimination in the workplace.

The half day compulsory training workshop provided staff with the opportunity to gain a more meaningful understanding of what are challenging, and sensitive workplace matters through storytelling.

Feedback from staff indicated that they gained an understanding from a victim impact point of view, as well as the important role of bystanders in sexual harassment, bullying and/or discrimination incidents.



## Health, Safety and Well-being

Our health and safety culture of 'safety first in everything we do' is driven by our leadership team and operationalised through our health and safety policies and management system. We are committed to setting safety goals, taking action, and getting results through ensuring continuous learning, so that all potential risks are identified early. This philosophy is embedded through our health and safety systems and encourages our people, including contractors, to take personal responsibility of health and safety.

In addition to the Corporate Risk Register, project specific hazards and risks are identified and maintained in registers specific to health and safety. A program of hazard identification by employees and contractors is implemented by all levels of the organisation within our workplaces. Hazards are recorded within our online management database. These are reviewed by supervisors and management to ensure appropriate control measures using the hierarchy of controls have been identified. This process is monitored and discussed by the management team on a weekly basis. Incidents are reported, investigated and closed out once new controls have been identified and implemented.

We ensure our workforce have the resources, competency, and equipment to perform their tasks safely. Our health and safety management system (HSMS), includes competency and training for personnel in hazard identification and reporting, and a stop work authority to empower workers to stop work in situations (with protection from reprisal) that could result in injury or ill health to themselves or others. Our HSMS is aligned with the ISO 45001 Occupational health and safety management systems.

Occupational health services within the business include medical facilities and staff for work-related and non-work related injuries at Yangibana and includes an Employee Assistance Program by an external provider. In addition a Health Management Plan (HMP) has been developed this year and includes mitigation of psychosocial and health-related risks. This plan shall be reviewed and approved by regulatory authorities. Mental health, a key risk, is a component of the HMP.

We believe engagement with our people face to face is key to acknowledging positive behaviour, addressing at risk behaviour, and discussing improvement ideas. Through engagement, we also seek to support the well-being of our workforce to be mentally and physically healthy.

Health and safety performance is reported on a monthly basis. During FY21/22, there were no fatalities or serious injuries.

Performance Data**	FY20	FY21	FY22	Project to-date
Number of first aid injuries	0	0	8	10
Number of restricted work injuries	0	0	0	0
Number of medical treatment injuries	0	0	0	1
Number of lost time injuries	0	0	0	0
Number of serious incidents	0	0	0	0
Workplace fatalities - employees	0	0	0	0
Workplace fatalities - contractors	0	0	0	0
Loss time injury frequency rate (LTIFR)	0	0	0.0	0
Total recordable injury frequency rate (TRIFR)	0	0	0.0	3.49
Hours worked	1,770	3,700	139,733	286,270
Total number of workers identified as radiation workers	-	-	0	0
Number of new diseases related to health and hygiene hazard exposures	-	-	14 <sup>^</sup>	14
Total occupational disease incidence rate (per 1,000 employees)	-	-	0.0	0.0

\*Hastings health and safety metrics are calculated as per AS 1885-1990 Workplace Injury and Disease Recording Standard. This uses 1 million manhours for calculating frequency rates. Project to date TRIFR is 6.61. 1x1000000/151177.

\*\* All data includes both employees and contractors, as well as work-related ill-health. No workers have been excluded.

<sup>^</sup> Covid-19



## Case Study

### Crisis Management Training

Mettle Global was tasked to develop a Crisis Management & Recovery Plan (CMP) and to conduct training for the Hastings Crisis Management Teams (CMT). This included a workshop and exercise. The exercise scenario was based upon a hypothetical multivehicle accident related to the Yangibana site.

Various roles were assessed during the exercise including leadership and supporting roles, log keeping, communications with internal and external stakeholders, Human Resources considerations, Health and Safety, and Legal.

Mettle Global concluded that the team performed to a very credible standard, however they also noted a number of areas for continual improvement, including preparatory materials (contact details for stakeholders), utilising multiple log keepers, and adding members to the HR team.

In the coming year, this training will be extended to include the Yangibana Site Emergency Response Team.

“ The majority of CMT members had significant prior crisis management experience, and as a team, the CMT demonstrated an ability to apply crisis and emergency management protocols and procedures to achieve a positive outcome in a multifaceted and challenging incident scenario.

Mettle Global (9 May 2022)



## Case Study

### Staff Well-being Intranet Site

In FY20/21 an Employee Assistance Program was implemented to support the health and wellness of employees and their immediate families. The confidential counselling service is provided by Converge International and includes general employee assistance, family assistance, manager assistance, money assistance and nutrition lifestyle assistance. The service has counsellors who can support employees and family members with diverse backgrounds, including indigenous, LGBTIQ and Auslan.

This year we complemented the Employee Assistance Program (Converge) with a Staff Well-being Intranet Site that provides additional resources to help our staff address anxiety, depression, and promote discussions about well-being. The intranet site also provided another avenue to highlight our internal grievance procedure. At our Yangibana site, toolbox discussions were held to promote mental health and well-being.

We will continue to build on our well-being program in the year ahead.



## Case Study

### Snake bite and general first aid training

At Yangibana site, snakes are regularly observed in areas where we are working as well as around the accommodation village. Native fauna such as snakes are protected from harm but can be a hazard in the work environment.

While pre-start meetings, tool-box talks, and job safety and environment analysis (JSEA) forms are used to identify and mitigate risks and thus prevent injuries from occurring, we are prepared with the presence of medic and emergency response personnel on site. However, first responders actions in any incident can ensure serious harm is prevented.

This year, our site medics undertook a training session for our site team to ensure everyone (i.e., first responders) knew how to treat a snake bite as well as treat other common injuries that can occur in the work environment. The training session was a practical session with volunteers acting out injuries or pretending to have snake bites so that the team could learn and get hands-on experience on how best to treat a victim.





# Our Community

Stakeholder Engagement  
Cultural Heritage



## Our Community

We strive to create value for our communities by developing strong long-term relationships.

Key material topics identified under the community pillar are cultural heritage and stakeholder engagement.

Hastings is committed to establishing long-term mutual relationships with the communities in which we operate. Our Indigenous Rights Policy (recently updated from the previously referenced Cultural Heritage Policy) and Community Policy outlines our commitment, and is underpinned by five key principles – communication, transparency, collaboration, inclusiveness, and integrity.

Through the development of our projects' we look to positively contribute to the communities in which we operate via commercial investments. We seek to identify such opportunities early through a social impact assessment process. A summary of our Yangibana Project Social Impact Assessment is available on our website.

In addition to our contribution to local communities (Shires of Upper Gascoyne, Carnarvon and Ashburton) via employment opportunities and procurement of local goods and services, we also see ourselves as contributing to broader society, as the rare earths we will be producing will assist with the transition to the lower carbon economy and the development of more sustainable cities.

This year, we have conducted detailed engineering and ordered long lead equipment, conducted a mineral exploration program at Yangibana and initiated construction activities at Yangibana. Significant locations of operation in FY22 included the Yangibana Project site. Activities conducted at Yangibana have enabled us to engage local and indigenous suppliers and employ local and indigenous people including the employment of three people from the township of Gascoyne Junction (population of 81). No fines or non-monetary sanctions for non-compliances with laws and regulations were incurred during the reporting period.



Performance Data	Unit of measure	FY20	FY21	FY22
<b>Incidences and complaints</b>				
Number of complaints raised	Number	0	1	0
Number of complaints satisfactorily resolved	Number	0	0	-
Number of social incidents	Number	-	-	0
Information sessions held*	Number	-	-	6
Number of delays due to stakeholder resistance	Number	-	-	0
Number of significant disputes relating to land use, customary rights of local communities & Indigenous peoples	Number	-	-	0
Proportion of operations or sites with completed social impact assessments	%	-	100	100
<b>Cultural Heritage</b>				
Number of cultural heritage sites being actively managed by project	Number	-	-	116
Instances of adverse impacts involving the rights of indigenous peoples and cultural heritage values	Number	-	-	0
Number of grievances relating to land use, customary rights of local communities and indigenous peoples	Number	-	-	0
Number of heritage incidents and legislative breaches	Number	-	-	0
Number of chance finds	Number	-	-	0
Number of instances of unauthorised damage to and/or destruction of identified heritage places	Number	-	-	0
Reported non-compliance against the key management controls identified in Cultural Heritage Management Plan	Number	-	-	1**
Staff completion of cultural heritage induction and training	%	-	-	100
Proportion of operations or sites with completed cultural heritage assessments	%	-	-	100
Number of operations or sites taking place in or adjacent to Indigenous peoples' territories	Number	1	2	2***
Percentage of operations or sites where there are formal agreements with indigenous peoples' communities	%	100	50	50^
<b>Local content</b>				
Community contributions	\$	-	-	12,130
Local procurement/ total business procurement	% of #	-	-	7.92
	% of total \$	-	-	4.85
Indigenous procurement/ total business procurement	% of #	-	-	0.88
	% of total \$	-	-	1.32

\* Information sessions were held in Gascoyne Junction, Carnarvon, Mt Augustus and Onslow

\*\* Non-compliance with Cultural Heritage Management Plan involved ground disturbance of an area that did not have a cultural heritage survey conducted over the area

\*\*\* Indigenous peoples territories for the purposes of this disclosure are those defined under the Native Title Act as determined lands

^ We have two sites. Our Yangibana site has a formal agreement between Hastings and the indigenous peoples' community (Native Title holders). The Onslow site has a formal agreement in place between the State Government and Native Title holders of that area.

## Case Study

### Repair of local shire roads

Shire roads in the Upper Gascoyne Region, in which our Yangibana Project is located, are fragile and suitable road building materials are scarce. In fact, many of the roads in central WA are unsealed or not regularly maintained due to their remoteness and relatively infrequent use. As such, the harsh condition of the Australian outback often results in significant damage to the road networks due to the softening (winter rainfall) and drying out (summer droughts) of the soil. Further damage is caused by vehicle usage, particularly during or after rainfall events.

As a result, the Shire of Upper Gascoyne often close parts of the road network during heavy rainfall events for the safety of users and to prevent damage to the road surface. This can result in limited access in and out of the Region, which has the potential to disrupt operations.

Recognising the fragility of the road systems and the business risks of road closures, this year Hastings has continued to work with the Shires of Upper Gascoyne, Carnarvon, and Ashburton in the development of a Road User Agreement.

The Agreement outlines the conditions and actions required to ensure the roads are maintained in a safe condition as a result of the increased traffic associated with the Yangibana Project. It is expected that the Road User Agreement will be ratified by all parties in FY23.

While Hastings will become the main user of the roads, there will be benefits to the public including pastoralists, tourists, and the Shire as a result of road maintenance and upgrade activities to be detailed in the Road User Agreement. The road improvements are expected to have flow on benefits for local stakeholders, including regional residents and pastoral owners, and tourists that are passing through.

This year our site team mobilised a grader from our Yangibana Project, over a period of seven days, to repair sections of the local shire road. These sections of the road (approx 25km) were damaged by vehicles travelling on a road that had been closed by the Shire during a wet weather event. The roads are extremely fragile when wet and break down quickly if used by traffic during and after rainfall. While the damage was not caused by Hastings, we voluntarily offered to rectify the damage (approx \$30,000) for the Shire to ensure the roads were in a safe condition for all road users. This was particularly important for that time of the year as it was the onset of the tourist season and these roads are heavily used by tourists travelling between the Kennedy Range National Park and Mt Augustus.



## Case Study

### Gascoyne Junction Events

Gascoyne Junction is the nearest township to our Yangibana Project, located approximately 158 km south-west. The rural township has a population of 81 people and provides services for tourists on their way to the nearby Kennedy Ranges National Park or Mount Augustus National Park, and the surrounding communities and pastoral stations.

This small remote outback town has two major events each year, namely the annual Christmas Party and the Junction Races. Both events are run by volunteers in the local community under the leadership of Shire councillors. The Christmas Party is a typical outback event held outdoors, usually on a hot summers day (~40°C) with a few friendly bush flies hanging around. Despite this Santa Claus generally arrives to hand out gifts and lollies to squeals of delight from the local children. This year Hastings participated in the Community Christmas Party. Food and drinks were funded by Hastings and purchased from the Gascoyne Junction Hotel.

The second major event for the year is the Junction Races, which is one of the oldest bush race meetings in Western Australia. The Junction Races attracts people from far and wide and is generally sold out within hours of tickets going on sale. The Junction Races is part of a network of country horse racing events that attract people to small local communities. These bush races serve as a training ground for new jockeys and horses. Junction Races is held on Jimba Jimba Station in spring.

This year Hastings funded the transport of female jockey's to and from the races via a charter flight due to the remoteness of the community. The majority of the jockey's at the event were female in what is normally a male dominated sport. The first day of the event is the horse racing whereas the second day is a gymkhana and barrel racing for children and adults.

Accommodation is on-site at the racecourse and involves social activities day and night. Local police also use this event to build community relationships via a meet and greet atmosphere. One of the social activities is a fashion parade featuring local clothing retailers thus providing them with opportunities to feature their wares. Local and regional procurement of food vendors who not only provide great local foods but also raise funds to support the success of the event.





## Case Study

### Containers for Change

Containers for Change program recycles aluminium, glass, plastic, steel and liquid paperboard drink containers. For every drink container, Containers for Change gives 10 cents.

Drink containers used at the Yangibana accommodation village are collected and taken to the ABC Foundation (an Aboriginal owned corporation) in Carnarvon. The ABC Foundation, coordinates the Containers for Change program as a collection facility and in doing so receives an additional financial benefit from the government. The ABC Foundation then send the cans and glass bottles to a recycling facility elsewhere. The money collected by Hastings will be donated to the Gascoyne Junction Primary School to be added to their general fund raising.

# Stakeholder Engagement

Hastings is committed to maintaining positive relationships, by establishing an ongoing, two-way relationship with our stakeholders. The aim is to build relationships that facilitate proactive information sharing and informed decision-making.

Our efforts are guided by our Community Policy, Indigenous Rights Policy, and Indigenous Engagement Strategy. These are operationalised at a project level through a project specific stakeholder engagement action plan (SEAP).

A SEAP describes the process for engaging with stakeholders within and surrounding the project area and is treated as a living document through the life of the project, including closure and rehabilitation.

A range of stakeholders have been identified and engaged over the past few years as part of our Yangibana Project, and to a lesser extent the Brockman Project. Key stakeholders have included pastoral station managers, Traditional Owners, State government departments and local government authorities due to their proximity to and/or involvement in the Yangibana Project. The views and issues raised by our stakeholders were included in the materiality assessment.

This year, Hastings expanded its outreach to stakeholders via social media, specifically, Facebook, Twitter, and LinkedIn. As a result, a Social Media Policy was developed and approved by the Board. The Social Media Policy was distributed to staff via email and is available on our website.

Stakeholders	Engagement Activities
<b>Local Communities</b> This includes pastoral lease holders, local and regional residents, not-for-profit groups, businesses, community-based and other special interest groups.	Face-to-face engagement, phone calls, newsletters, community meetings, events, website, social media.
<b>Traditional Owners</b> Specifically, the Thiin-Mah Warriyangka, Tharrkari and Jiwarli (TMWTJ) People and the Thalanyji People who are recognised as the traditional owners of the land on which the Yangibana Project and Onslow Plant, respectively is located due to their connection to the land and presence of cultural heritage sites and artefacts.	Face-to-face engagement, phone calls, newsletters, community meetings and events, social media, and our website.
<b>Employees and Contractors</b> Our employees and contractors are invaluable to the success of our operations. Where possible, we look to employ people from local communities.	Email, briefings, intranet, social media, newsletter, department and weekly update meetings, direct engagement between manager and employees.
<b>Government</b> This includes commonwealth, state and local government authorities. They are responsible for Project approvals and maintenance of local infrastructure.	Briefings, direct engagement and emails.
<b>Suppliers</b> Suppliers from a global supply chain, although we prefer Australian and local businesses where practical.	Discussions and briefings, website, contractual agreements.
<b>Shareholders</b> Shareholders receive regular communication on our business performance via our website and ASX announcements.	Annual Report, website, email, social media, investor briefings, market announcements, annual general meetings, Climate Change Report, Sustainability Reports.
<b>Customers</b> Our rare earths will be sold globally to a range of customers, including automotive and renewables organisations.	Meetings, report, website, discussions, site visits, tenders.

## Indigenous Relations

Our Indigenous Engagement Strategy, Cultural Heritage Management Plan and Project Agreement for Native Title collectively outline our commitment to working closely with Traditional Owners.

Aboriginal and Torres Strait Islander people are the recognised Indigenous People of Australia and are the most important partners and stakeholders for Hastings. Aboriginal and Torres Strait Islander people are the holders of unique languages, knowledge systems and beliefs, and often have a special relation to and use of their traditional lands, waters or territories.

There is evidence of Indigenous People in the Upper Gascoyne Region, where the Yangibana Project is located, dating back more than 30,000 years. The Region contains areas of cultural significance such as burial grounds and middens. Presently, the land within and adjacent to the Shire of Upper Gascoyne belongs to several language groups, including the Budina, Gnulli, Malgana, and the Thiin-Mah Warriyangka, Tharrkari and Jiwarli (TMWTJ) People.

Components of our Yangibana Project are located on traditionally owned land. The TMWTJ People are Determined Native Title holders of the land on which the Yangibana Project mine site occurs, while the Thalanyji People are the Determined Native Title holders of the land on which the hydrometallurgical process plant in Onslow will be developed. While these sites may not be actively accessed or used by the Traditional Owners, we aim to recognise and respect the rights of Indigenous peoples and embrace the opportunity to establish respectful, long-lasting relationships.

While extensive engagement has been undertaken with the TMWTJ people since 2015 and more recently the Thalanyji People from 2020, engagement has slowed in 2020 due to COVID-19 restrictions, as the Australian Government closed access to a number of Indigenous communities and regional areas to prevent transmission until borders opened in 2022. Since the opening of the Western Australian borders and lifting of travel restrictions, Hastings has initiated face-to-face engagement opportunities again to consult and keep the community informed of project developments.





# Cultural Heritage

Cultural heritage values are aspects of a community's past and present that its people consider valuable and wants to pass on to future generations. It can include everything from landscapes, artefacts, and archaeological sites to language, art, stories and music, and customary practices like hunting and gathering.

Recognising the cultural, spiritual, and physical connections that Indigenous people often have with land, water, plants, and animals, we are committed to engaging with the Traditional Owners and implementing strategies to avoid and, where avoidance is not possible, mitigate impacts to cultural heritage values.

This commitment is captured in our recently revised Indigenous Rights Policy and Cultural Heritage Management Plan that applies to all employees and contractors.

Through this policy we commit to engaging with the relevant Traditional Owners before conducting activities, respecting, and managing cultural heritage in a culturally appropriate and sensitive manner, and providing cultural awareness training to our workforce.

## Case Study

### Yangibana Project Cultural Heritage Studies

All areas of the Yangibana Project mine site footprint have undergone cultural heritage surveys, in collaboration with the TMWTJ People, to meet legislative requirements and align with international good practice. Through these surveys a number of cultural heritage sites and artefacts were identified.

In consultation with the TMWTJ People, recommendations were provided and considered during Project decision-making. All sites of cultural heritage significance were avoided through the design of the Project's infrastructure footprint.

Previously there was a 150m exclusion buffer either side of local watercourses (Lyons River and Fraser Creek) to protect these heritage values due to the lack of cultural heritage surveys completed at the time. Since then, significant areas of waterways have been heritage surveyed and by agreement with the senior cultural lore man, the exclusion has been converted to a management zone at Yangibana.

At Onslow, two cultural heritage sites have been identified at the tenure border of Hastings future hydrometallurgical process plant. These were identified through government coordinated cultural heritage surveys with the Thalanyji People. As these are located on the border of the proposed area, infrastructure design will avoid impact to these areas.



## Case Study

### Respecting and Preserving Culture, Knowledge, and Practice

We seek to respect and preserve the culture, knowledge, and practices of Indigenous Peoples.

In 2020, Hastings liaised with the Irra Wangga Language Centre to assist in the development of a video and report that documents the Thiinma language, which is classed by UNESCO as a critically endangered language. This year, we have funded the printing of the language book and story of Peter Salmon. This book shall be published in the coming year.

The Irra Wangga Language Centre aims to preserve and comprehensively document the languages of the Midwest, Murchison and Gascoyne regions of WA, in addition to engaging with language communities to aid efforts in language maintenance and revitalisation.



## Case Study

### Voluntary Native Title Project Agreement

As the Yangibana Project is located along a historic Indigenous travel route, it is recognised as belonging to multiple family groups through the Native Title Determination.

In Australia, the term 'Native Title' refers to the recognition by Australian law of the rights and interests of Aboriginal or Torres Strait Islander (Indigenous) people's traditional law and custom over land and/or water, according to their traditional laws and customs.

As a requirement of the Native Title Determination, the TMWTJ People have formed a Prescribed Body Corporate, the Woodgoomungoooh Aboriginal Corporation, which is responsible for managing and protecting native title on behalf of the Native Title holders.

Due to the unique joint ownership situation of the claim, it took some time for the claim to be initially lodged in 2016. The claim was then Determined by the Federal Court in 2017. Hastings was honoured to be invited to witness the proceedings with the group and to share their joy in achieving recognition of their rights and interests to the land that derive from their traditional laws and customs.

As all of our current mining leases for the Yangibana Project were granted prior to the lodgement of the claim, Hastings were not required to pay royalties on its use of the land. However, recognizing the importance of the land to the TMWTJ People and the long-term positive contribution Hastings could achieve, we agreed to establish a voluntary agreement and a royalty structure for granted mining tenure.

A number of new mining lease applications shall automatically be included into the Agreement via a Deed of Variation. This enables the TMWTJ People to benefit from a royalty structure for future mining tenements within the Yangibana Project.

7

# Our Environment

Climate Change

Waste and Tailings Management

Biodiversity

Closure Planning

Water Stewardship

# Our Environment

Our key material topics include waste and tailings management, water stewardship and climate change. We are conscious of the role we have in managing these aspects for the benefit of future generations and the safety of our people, the environment, and the communities where we operate.

Our environmental management approach is underpinned by our Environmental Policy, which outlines our commitment to minimise our environmental footprint and drive continual improvement.

We have developed an ESMS aligned with the ISO 14001: 2015. To date, the ESMS components that are relevant to our activities in the past year have continued to be implemented, including the Exploration Environmental Management Plan and Early Works Construction Environmental Management Plan and associated procedures.

Many of the Environmental Management Plans that form part of the ESMS have been required as part of the environmental approvals for our Yangibana Project.

Performance Data	FY2020	FY2021	FY2022
Environmental incidents*	0	0	1
Land disturbance (hectares)#	0	28	90.3
Rehabilitated land (hectares)	0	0	26.5
IUCN listed species ^^	2	2	5
<b>Greenhouse gas emissions~</b>			
Scope 1 emissions (tCO2e)	na	na	3835
Scope 2 emissions (tCO2e)	na	na	19
<b>Energy use and resources used</b>			
Energy use (terajoules)	0.110^	0.094^	54.70
Coal (%)	0	0	0
Electricity (%)	100	100	0.5
Natural gas (%)	0	0	0
Diesel (%)	na	na	99.5
<b>Water Usage and Resources</b>			
Total water used (kilolitres)**	0.781	13.042	49,045
Freshwater (<1000mg/L TDS)	0	0	0
Other (>1000mg/L TDS)	0.781	13.042	49,045
Water Source (GW-groundwater)	GW	GW	GW

\* Environmental incidents are classed as a non-compliance with the law, a non-conformance with risk mitigation detailed in management plans and associated documentation and are reportable to a regulatory authority.

# Total cumulative ground disturbance is 170 hectares.

\*\*\* Water usage is only reported for the Yangibana Project and is currently not reported for the corporate office. TDS: Total Dissolved Solids.

^ Energy use records are only available for the corporate office and thus shows a 100% contribution by electricity.

^^ IUCN species with habitat that may be impact by our Project activities.

na Not available/recorded at the time

~ The estimates for diesel combustion and electricity purchases have been prepared using methods and emissions factors in accordance with the NGER (Measurement) Determination 2008. Conversion factors are as per NGER Determination Schedule 1 for diesel combustion of transport and non-transport emissions. CO2, CH4, N2O gases were used in the calculations of both scope 1 and 2 emissions.

# Climate Change

Climate change presents a range of risks and opportunities – from changing weather patterns and regulatory requirements to shifts in technology and societal expectations. Around the world governments, organisations and civil society are taking action, and moving, towards a low carbon economy. As a rare earths company, we see ourselves as part of this global solution.

Management of this material topic is guided by our Climate Change Policy, which was approved by our Board this year. We are committed to reducing our emissions through investigating opportunities to use renewable energy sources and identifying operational energy efficiencies, as well as, assessing the physical and transitional risks of climate change to ensure the longevity of our operations.

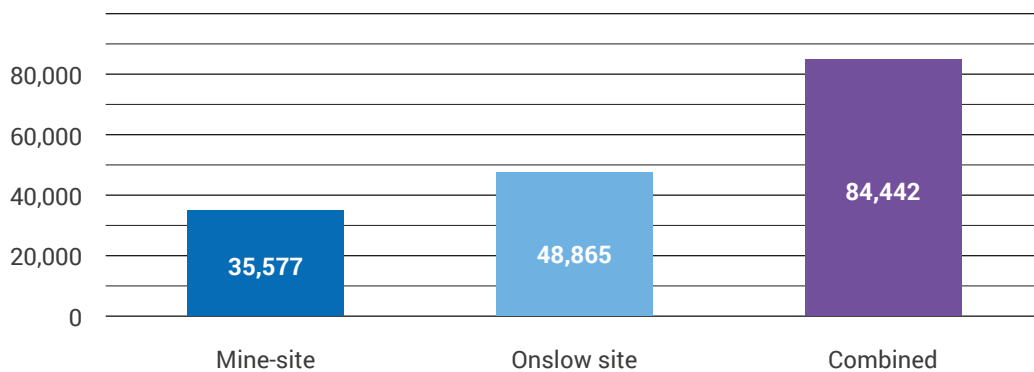
Given the urgency of tackling climate change, Hastings maintains close ties with business partners to ensure that our products will be prioritised for use in sustainable technologies, such as wind energy and electric vehicles.

We undertook a greenhouse gas emissions (GGE) assessment for the operations phase of our Yangibana Project and Onslow Rare Earths Plant using the National Greenhouse and Energy Reporting (NGER) methodologies. NGER is the national framework for reporting on GGE, energy production and energy consumption. The Yangibana Project will be required to report on its emissions, as its emissions are estimated to be above the Australian legislative threshold (25 kt CO<sub>2</sub>e).

The majority of predicted emissions from the Yangibana Project mine-site activities were from diesel operated mining machinery and the use of liquefied natural gas (LNG) for electricity production (Scope 1). The Onslow site emissions, related to the hydrometallurgical processing plant, largely resulting from the combustion of natural gas at the acid bake rotary kiln (Scope 1) and the use of electricity purchased from the grid (Scope 2).

This year we measured and disclosed our scope 1 and 2 emissions. These emissions were generated from the use of diesel on the Yangibana site and electricity in the corporate office.

## Predicted Annual Emissions (tCO<sub>2</sub>-e)



## Taskforce on Climate related Financial Disclosures (TCFD) aligned Climate Change Report

We support the Paris Agreement objectives and IPCC assessment of climate change science and are committed to incorporating the most recent climate science into our decision-making processes and strive to ensure our operations are not contributing to the climate threat.

This year we developed a climate change framework based on the Task Force on Climate-Related Financial Disclosures (TCFD), which is based on four thematic areas:

**Governance:** We have developed a governance framework for climate change with Board oversight of climate change

**Risk Management:** Last year we assessed physical risks of climate change to our business. This year we assessed risks associated with the transition to a lower carbon economy.

**Strategy:** Risk mitigation and adaptation, and a transition plan have been integrated with the business strategy going forward.

**Metrics and Targets:** This year we began to measure and report our scope 1 and 2 greenhouse gas emissions for the Yangibana Project. We have also set realistic and achievable short-term targets, and aspirational medium- and long-term targets based on our future predictions of greenhouse gas emissions during the operations phase of the Project. These were calculated using the Science Based Targets initiative (SBTi) tool.

This year we have described and disclosed our climate change risks in our Inaugural Climate Change Report. A third party specialist has provided an independent assessment of the information in the Climate Change Report to verify whether it has addressed the TCFD recommendations.



“ With a clear direction emerging on climate-related actions from governments, cleantech advancements demanding supply of new raw materials, and a desire to be a part of the global solution, Hastings is well setup to use its climate change framework to provide a competitive advantage and ensure the long-term economic sustainability of the company.

– Future Smart Strategies

## Waste and Tailings Management

We aim to ensure all waste generated by our operations is appropriately handled, stored and disposed of according to their properties, environmental factors and regulatory requirements. Our management of waste is governed by our Environmental Policy and operationalised on site via project specific Tailings Storage Facility (TSF) Operating Manuals, Waste Management Plans and Naturally Occurring Radioactive Materials (NORM) Residue Management Plans. In addition to the above, this year we prepared a Tailings Storage Facility Management Plan. These documents form part of our ESMS.

We recognise our greatest potential waste risk lies with the management of the TSFs as they have the potential to impact the environment if not managed appropriately. For our Yangibana Project, we have undertaken numerous studies to inform the design of the TSFs and conducted landform evolution modelling to ensure the integrity of the TSFs over a 1000-year period, which have been approved by the relevant government departments.

### Yangibana Waste Streams

Our Yangibana Project waste streams will include:

**Overburden** – This refers to the top layer of soil that will be removed from the land during ground disturbing activities and is to be stored in topsoil storage facilities. The overburden will be used to progressively rehabilitate waste rock landforms during the operations phase and all other areas during the closure phase.

**Tailings** – There will be two tailings waste streams, including from the beneficiation process plant at the Yangibana Project site, and from the hydrometallurgical process plant at Onslow. Tailings will be disposed of in one of the two respective TSFs located at the Yangibana Project site, in accordance with the tailings physical and chemical properties. Gypsum waste material from the Onslow plant will be stored in evaporation ponds at the plant site.

**Hazardous Waste** – Examples of hazardous waste includes oil, tyres, batteries and hydrocarbon contaminated waste. Hazardous waste will be appropriately stored and handled on site, and then disposed of by licensed contractors at licensed facilities off-site.

**Mineral waste** – Our iron stone ore body contains monazite, which hosts the targeted rare earth elements and also low level NORM. The ore body is surrounded by granite, which is geochemically benign and will be separated from the ore body. This mineral waste will be disposed of in waste rock landforms beside the respective pits.

**General waste** – General Waste includes putrescible and inert solid waste generated from a variety of sources, including workforce accommodation facilities and construction activities, which will be disposed of in landfills located at the Yangibana Project site. General waste from the Onslow Rare Earths Plant will be disposed of at the municipal Onslow Waste Facility.

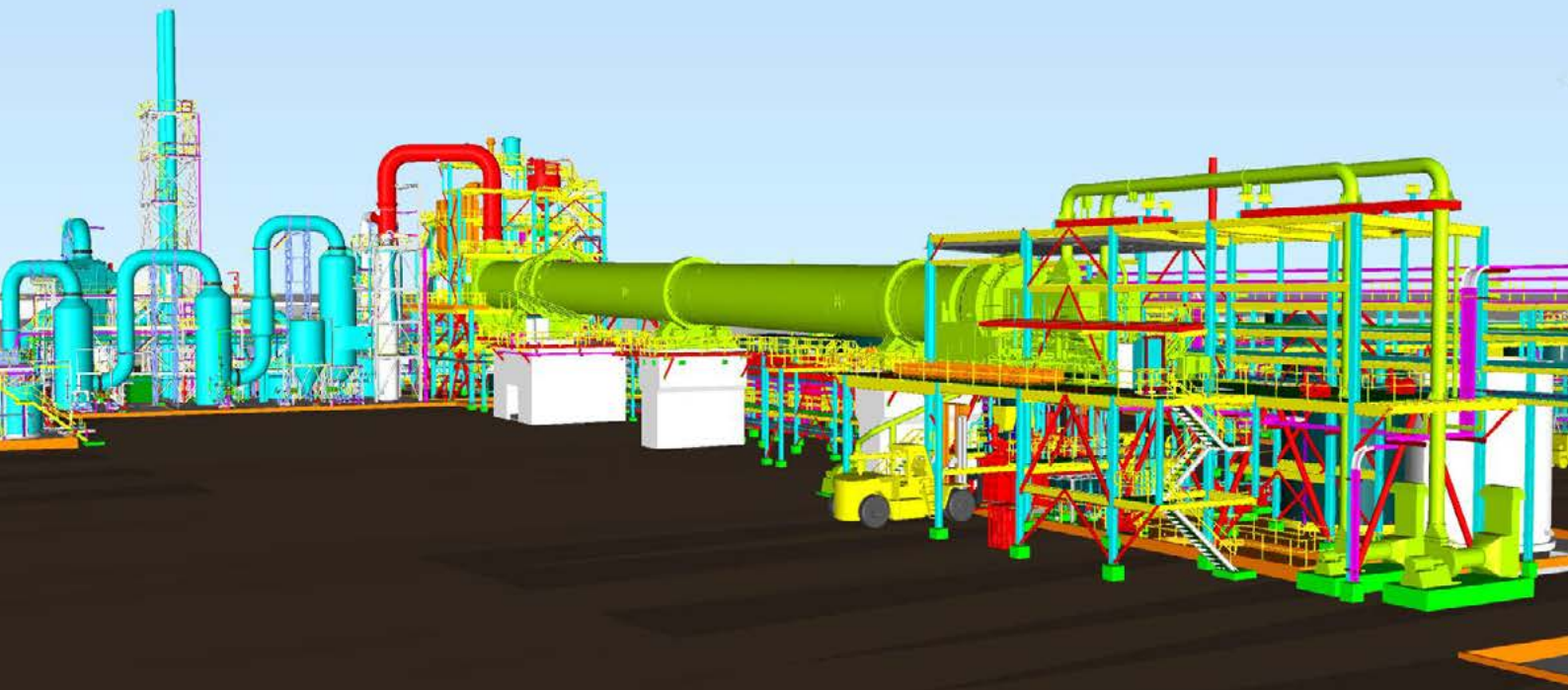
## Hydrometallurgical Process and NORM

NORM will be separated from the rare earths in the hydrometallurgical process plant in Onslow. The radionuclides are then disposed of in the hydrometallurgical tailings, while the Mixed Rare Earths Concentrate (MREC) product, being exported to overseas customers, is not classed as radioactive.

In order to safely dispose of the hydrometallurgical tailings, it will be transported from the Onslow Plant to the Yangibana Project site to be stored in the fully

permitted hydrometallurgical TSF. Less than 5% of the total tailings generated, are considered radioactive.

In order to safely transport the hydrometallurgical tailings and ensure they are appropriately managed, we have developed a Transport Radiation Management Plan, which will be submitted for approval by the Radiological Council and the Department of Mines, Industry Regulation and Safety. This includes consideration of fully enclosed containers, baseline monitoring and spill response plans.





## Case Study

### Operational efficiencies from the introduction of an ore sorter

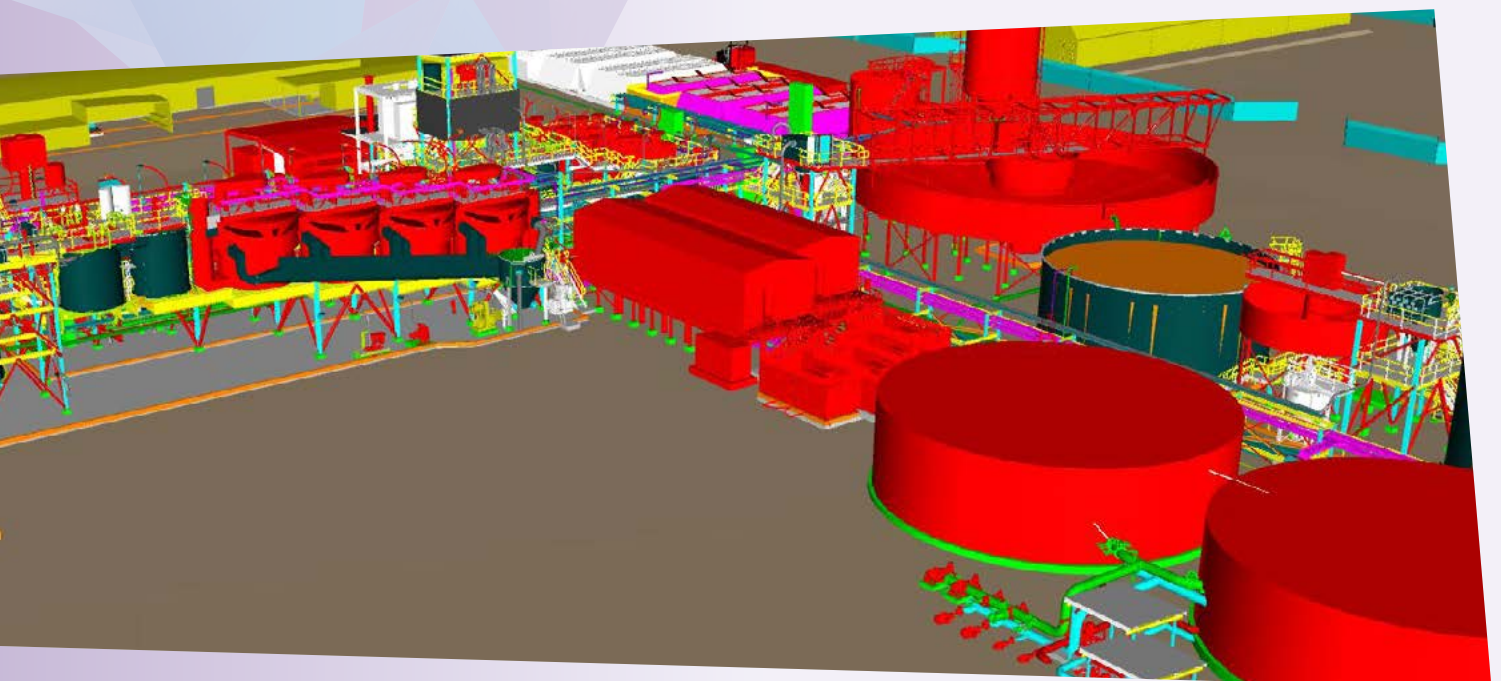
Over the last two years we have assessed the feasibility of introducing an ore sorter to target ore prior to being fed into the beneficiation plant and after it has been crushed. Ore sorters have been found to be efficient at sorting barren waste from mineralised ore at Yangibana using X-ray transmissions (XRT) and sensors to classify rocks on a moving belt. Rocks classified as waste are diverted into a waste stream using compressed air. Rocks classified as ore remain as a stream to report to the grinding mill and further beneficiation processing. Barren waste rock has multiple uses, primarily it can be used as a road base in construction, and may also be used for stemming in the mining process.



Milling of 1 tonne of barren rock into 1 tonne of barren sand requires water, power, and grinding media. Separating barren sand from monazite using flotation requires water, power, and reagents. Tailings from flotation require treatment with reagent and storage in a tailings storage facility (TSF). There are multiple desirable outcomes from introducing an ore sorter which will produce a cleaner feed stream into the beneficiation process plant. These forecast positive material impacts include:

- Groundwater abstraction is reduced by 0.17 GL/a (10.6% reduction in water use).
- Power intensity of at least 62,278 MWh will be offset.
- Processing consumables are reduced by 29,980 m<sup>3</sup> of liquid reagents (19% less liquid reagents) and 23,077 tonnes of solid reagents (19.4% less solid reagents) over the life of mine, and subsequently a reduction of 514 truck deliveries.
- The volume of beneficiation tailings produced is reduced by 23.2% from a total of 1.1 Million tonnes per annum.

Our strategic approach to keep capital expenditure as low as possible during construction of the Yangibana Project means that the ore sorter will be introduced during the first few years of the operations phase.



## Biodiversity

Numerous flora and vegetation, terrestrial fauna and subterranean fauna surveys have been conducted at the Yangibana Project and Onslow Project areas. These have been on-going over the last five years. In the past year we have focussed on conducting additional targeted flora and vegetation surveys over new disturbance areas and regional surveys to understand species broader representation. We have a comprehensive understanding of the environmental values of the areas in which we operate.

There are no protected areas of international or national significance within or adjacent to Yangibana or Onslow sites. The Gifford Creek Priority Ecological Community (PEC) is of local significance, and is characterised by a stygofauna community occurring in the shallow alluvial and calcrete aquifer underlying the Yangibana Project area. While the PEC extends beyond the Project area, no groundwater is withdrawn from this aquifer. Mining of low-grade habitat will impact <1% of the PEC.

Environmental approvals have been obtained for the Yangibana Project and have involved opportunities for our stakeholders and the general public to comment. Our formal environmental impact assessments (EIA) of each site have included consideration of flora and fauna, water, air quality and emissions. The Environmental Review Document, which is the EIA for the Yangibana Project, is available on our website.

This year material environmental approvals were obtained for the Onslow Project. We have progressed an EIA for additional mining areas at the Yangibana Project (Yangibana Expansion 1), which has included community information sessions in Carnarvon, Gascoyne Junction and Mt Augustus, and on-going biodiversity surveys.

This year, direct impacts from construction activities involved clearing of native vegetation but did not significantly impact species, or habitat. There were no significant pollutants released, no introduction of invasive species, pests or pathogens, or changes to ecological processes. We are proactively managing our activities to prevent significant indirect impacts.



## Case Study

### Ground Disturbance Permit System

Our internal ground disturbance permit system was implemented on numerous occasions this year as the construction phase of the Yangibana Project commenced. The permit system requires the manager responsible for the ground-disturbing works to submit a Ground Disturbance Form to the Environment Department with detailed information of the area to be cleared and works to be undertaken.

Upon receipt of the form, the environment team undertake a number of checks and balances including ensuring:

- Hastings has access to the land (usually via the relevant mining tenements);
- All environmental permits have been obtained for the proposed scope of work;
- The area has been surveyed for sites of cultural heritage values and will not impact known cultural heritage sites;
- The area falls within the area covered by the Native Title Agreement and doesn't fall within exclusion areas;
- Relevant stakeholders are informed of the work to be undertaken.

Subject to satisfying the above considerations, approval is granted to proceed subject to conditions highlighted by the environment team. These include stockpiling and storage of topsoil in assigned locations, and demarcation of ground disturbance boundary.

The ground disturbance permit system ensures that Hastings is compliant with its permits and associated conditions and prevents impacts to sensitive heritage or environmental receptors that occur in close proximity to the ground disturbing activities. While we have made every effort to implement this system, we did have one reportable incident of unauthorised ground disturbance during the year.



## Closure Planning

Mine closure planning is an integral component of mine development and should continue over the mine life until the closure phase. Hastings has developed a Mine Closure Plan for the Yangibana Project, which has been granted approval by government stakeholders. A Closure Plan for the Onslow Project shall be developed this year.

Storage of topsoil is an important component of the mine closure plan. Ensuring adequate topsoil is available for rehabilitation activities is essential for successful revegetation of disturbed areas. Hastings has collected and stored topsoil during our early works activities throughout the year.

In addition, specifications for waste rock landform design and TSF design has taken account of the integrity of the embankments, erodibility of embankments, geochemistry and containment of tailings, and rehabilitation success. Incorporation of these closure specifications into the engineering design of landforms reduces the cost of the decommissioning and closure program at the end of mine life.

Mine closure planning should also involve consultation with key stakeholders. Hastings has and will continue to consult with key stakeholders with regard to mine closure.

Closure activities during this fiscal year have focussed on rehabilitation of our mineral exploration areas including clean-up of waste, cutting and capping of drill holes, and reinstatement of topsoil.





## Water Stewardship

Hastings considers water as a shared and critical resource, particularly in the semi-arid regions of WA where we will operate the Yangibana Project. Water is a fundamental ecosystem requirement, a cultural heritage value, and an essential component of our mining activities. Therefore, we have an important role in its stewardship.

Hastings is committed to managing water resources in a sustainable manner. This commitment is operationalised at a site level via Water Management Plans, Surface Water Management Plan and other associated documents, such as the Groundwater Operating Strategy. These documents form part of our ESMS. We propose to use the Water Accounting Framework for the Minerals Industry to account for, and report on, our water usage. This framework has been designed to align with frameworks for the Global Reporting Initiative (GRI) and Australian Water Accounting Standard (AWAS). A site water balance has been developed and will be maintained over the life of the operation.

Over the past three years, Hastings water usage has been relatively minimal and reflects the investigative studies and mineral exploration activities required to develop the Yangibana Project. However, water use has increased with recent early works construction activities and will continue to increase during commissioning and operations. At Yangibana, water was abstracted from a fractured rock aquifer using a diesel powered pump from a single bore, treated by a reverse osmosis plant and used for drinking water and domestic use. Other water has not been treated and used for dust suppression during earthworks. Impacts to surface water, ground water, and from wastewater at our Yangibana Project have been assessed through the regulatory approvals process and will be monitored and managed accordingly with actions detailed in specific and tailored management plans.

## Yangibana Water Sources and Management

Water inputs at Yangibana will be sourced from dewatering (groundwater extracted as part of ore body dewatering during mining operations) and a borefield (called SipHon Well Borefield) specifically for water supply. Water quality of both sources is high to medium (Category 1 and 2 in accordance with the Water Accounting Framework) with a neutral pH and TDS ranging from fresh to brackish.

Water outputs for the site will be through evaporation (water storage ponds, tailings dam and dust suppression) and entrainment (water in waste and product streams). Controlled discharge to the surface water environment is proposed only in high rainfall and low site usage conditions.

Water studies and drawdown modelling have been undertaken to ensure abstraction does not impact nearby sensitive receptors, including groundwater dependent ecosystems. We are continuing to undertake studies and plan to develop monitoring bores in shallow aquifer systems in close proximity to SipHon Well borefield, which will assist to validate the modelling once water abstraction begins.

An extensive six-month hydrogeological drilling program this year involved completing the operational and monitoring bores for the SipHon Well borefield, a calcrete investigation using hand augers and drilling of shallow calcrete aquifer systems to further our understanding of potential risks and impacts from our activities, and a fractured rock aquifer drilling program within new mineral resource areas.

## Onslow Water Sources and Management

Hastings will obtain water from an existing licensed water source for the operation of the Onslow Rare Earths Plant. Hypersaline water (Category 3) from a 300m deep aquifer will undergo treatment to improve the water quality. Waste water following the water treatment plant shall be discharged to Quick Mud Creek. Water outputs from the site will be through evaporation (water storage ponds, evaporation ponds and dust suppression) and entrainment (water in waste and product streams). No water will be discharged to the environment from the hydrometallurgical plant.

Surface water, groundwater and waste studies have been completed at the Onslow site and will be subject to regulatory approvals processes in the coming year.

## Groundwater Dependent Ecosystems and Stygofauna

Groundwater dependent ecosystems (GDEs) are reliant on the shallow aquifers that fluctuate with the seasons and depend on the recharge from surface water drainage into the river and creek systems. Pastoral bores, native vegetation (e.g., Eucalyptus trees), stygofauna and permanent pools along the Lyons River are components of the GDEs and thus are sensitive environmental receptors for water drawdown or contamination risks.

Stygofauna are small organisms, usually invertebrates or crustaceans that live permanently in shallow groundwater aquifers associated with a calcrete lithology. Not much is known about stygofauna but they are understood to be important to maintaining the health of groundwater ecosystems. Through their evolutionary characteristics stygofauna offer a scientific window into deeper historical processes such as changing climates and continental drift.

Recognising the important role of GDEs, specifically stygofauna, we undertook onsite studies to determine the presence of stygofauna that could potentially be affected by groundwater abstraction. We have avoided targeting shallow groundwater aquifers as a water source for the Project.

8

# Going Forward

Short- and Long-Term Targets

# Going Forward

We have set short-term targets for FY23 and added some medium- and long-term targets to our existing targets.

## Short- (by the end of FY23) and long-term targets

Material topic and objective	FY23 Targets	Medium- and Long-Term Targets	Timeline (FY)
<b>Diversity</b> <i>To have a diverse and inclusive workforce.</i>	Develop and roll out 2 programs to build an inclusive culture.	30% female representation on the Board.	2026
	Maintain a minimum of 30% female employment participation.	40% female representation on executive management using the 40:40:20 rule.	2026
		Indigenous employment of 10%.	2026
<b>Attracting and retaining employees</b> <i>To develop and retain employees over the long term.</i>	Reduce turnover rate by 10% for the duration of the construction phase of the Project.	Turnover rate reduced by 30% by the end of the commissioning phase.	2025
	Maintain or exceed FY22 retention rate for this fiscal year.	Local employment target of 10%.	2026
	Develop new performance rights incentive plan.		
	Partnering with industry to build local capability to support our future operations: 2 programs.		
<b>Health, safety, and well-being</b> <i>Ensure the safety of our people</i>	Achieve a LTIFR of below 2.0.	Reduction of reportable injuries upon commencement of operations.	Start of operations onwards
	Implement the Lifeline Minders Program across the business.		
<b>Ethics and conduct</b> <i>To act in an ethically and responsible manner.</i>	Develop a training and awareness program to raise the profile of our Code of Conduct within the business.	No legal non-compliances against with laws and regulations year on year.	2025
	Develop and rollout our Supplier Code of Conduct.		
	Internal Audit of Human Rights compliance against International Labour Organisations Declaration of Human Rights.		
	Roll-out on-line Anti-discrimination, bullying and harassment training.		
<b>Stakeholder engagement</b> <i>To ensure a two-way communication channel is developed with key stakeholders.</i>	Implement our Stakeholder Engagement Action Plan relevant to this stage of the Project.		
	To ensure all key stakeholders (including vulnerable groups) are aware of our grievance procedure by communicating the information using three different media year on year.		



Material topic and objective	FY23 Targets	Medium and Long term Targets	Timeline (FY)
<b>Community</b> <i>To realise benefits to local communities where we operate because of our presence.</i>	To demonstrate five key benefits of our presence in local communities	Value-add by creating one tourism opportunity in partnership with the local community (including shires)	2024
	Zero non-compliances with the Native Title Agreement	Beautification project to support our workforce in partnership with local community groups in Carnarvon, Gascoyne Junction or Onslow	2025
<b>Local content</b> <i>To ensure we maximise the number of local businesses that we contract for our activities.</i>	Advertise opportunities for local businesses via three different media		
	Explore the potential to develop an indigenous business (such as bush medicine/food nursery)		
<b>Cultural heritage</b> <i>To respect the land of the traditional owners on which we operate.</i>	Zero impacts to cultural heritage sites		
	To identify partnerships to record the knowledge-base of elders in the local region		
	Develop and implement one cultural heritage arts project		
	Develop and implement a cultural heritage training program for our workforce		
<b>Water stewardship</b> <i>To continue to understand our baseline water conditions at Yangibana.</i>	Detail the site water balance and obtain a comprehensive site baseline ahead of operations.	Implementing a water accounting model using the Water Accounting Framework and report transparently on our usage and impacts	2024
<b>Waste and tailings management</b> <i>The TSF shall be built and operated to protect the surrounding environment and the safety of our people.</i>	Design TSFs in accordance with Good International Industry Practice including the Global Industry Standard on Tailings Management	To construct Tailings Storage Facilities (TSFs) in accordance with Good International Industry Practice including the Global Industry Standard on Tailings Management	2024
		To operate the TSFs in accordance with our approved designs and in accordance with Good International Industry Practice including the Global Industry Standard on Tailings Management	Operations over life of mine
<b>Climate Change</b> <i>To establish a climate change governance framework.</i> <i>To produce rare earths elements that contribute to a worldwide transition to e-mobility and renewable energy.</i> <i>To reduce our greenhouse gas emissions footprint in alignment with the Paris Agreement.</i>	Implement recommendations of climate change consultant from their verification of the Climate Change Report (FY22) against the TCFD recommendations	15,000 tpa of mixed rare earth carbonate to customers	2026
	Update and revise Carbon Reduction Transition Plan	14% reduction in scope 2 greenhouse gas emissions	2024
		Approvals for solar field at Yangibana	2025
		22.5-37.8% reduction in scope 1 greenhouse gas emissions	2030
		50% reduction in scope 2 greenhouse gas emissions	2030
		Achieve net zero scope 1 and 2 greenhouse gas emissions	2050

# Annexures

## Boundaries and description of material topics

Pillar	Boundary	Material Topic	Description
Governance	Internal and external	Ethics and Conduct	Corporate governance, ethics and conduct.
Our People	Internal	Attraction and Retention	Attraction and retention of employees, and the building of a diverse and inclusive workplace.
		Health, Safety and Well-being	Managing the health, safety and well-being of our workforce and the communities in which we operate. This includes COVID-19 impacts.
Our Communities	Internal and external	Cultural Heritage	The aspects that a community considers valuable and wants to pass on to future generations. This includes tangible and intangible heritage values.
		Stakeholder Engagement	Communicating with and engaging stakeholders, including local communities, Traditional Owners' and leaseholders, to build and maintain support for our business activities. This includes grievance management and considering stakeholders in decision making processes.
Our Environment	Internal and external	Climate Risk	Assessing, adapting, and managing the risks and opportunities of a variable and changing climate. Minimising energy consumption and improving efficiency to reduce GHG emissions contributing to climate change impacts.
		Waste and Tailings Management	Managing waste and tailings to ensure they are handled, stored, and disposed of accordingly.
		Water Stewardship	Responsible use and management of water resources.

# GRI content index

Futureproof has been engaged by Hastings Technology Metals Ltd (Hastings) to prepare a GRI Standards content index in accordance with the 2021 GRI Standards for their FY22 Sustainability Report.

The scope included cross-referencing each relevant GRI requirement in the content index below with its location in the FY22 Sustainability Report. Where the requirement has not been met, Hastings provided either an external reference that can be publicly verified or has provided the reason for omission, which is a new requirement in the 2021 GRI standards.

Futureproof commends Hastings, who are not yet in operation, for working to continuously improve their sustainability performance and transparency to meet the expectations of their stakeholders. Hastings have chosen to be early adopters of the 2021 GRI standards which is optional until the standards come into effect on 1 January 2023. By adopting the 2021 GRI standards early, Hastings are well prepared to continue to meet the new requirements going forward. Futureproof look forward to reviewing future sustainability reports and supporting Hastings' high ambitions for disclosure that demonstrates their ESG performance.

<b>Statement of use</b>	Hastings Technology Metals Limited has reported in accordance with the GRI Standards for the period 1st July 2021 to 30th June 2022.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	N/A

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
<b>General disclosures</b>					
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	<ul style="list-style-type: none"> <li>About Hastings pg6</li> </ul>	<i>A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.</i>		
	2-2 Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> <li>About Hastings pg6</li> </ul>			
	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>About this report pg12</li> <li>Final report page pg72</li> </ul>			
	2-4 Restatements of information	<ul style="list-style-type: none"> <li>N/A - no restatements were made</li> </ul>			
	2-5 External assurance	<ul style="list-style-type: none"> <li>About this report pg12</li> </ul>			
	2-6 Activities, value chain and other business relationships	<ul style="list-style-type: none"> <li>About Hastings pg6</li> <li>Our Operations pg7</li> <li>Annual Report FY22 pg71</li> </ul>			
	2-7 Employees	<ul style="list-style-type: none"> <li>Our People pg33</li> <li>Attraction and Retention - Performance Table pg35</li> </ul>	2-7b	Information unavailable/incomplete	Plan to address in future reports.
	2-8 Workers who are not employees	<ul style="list-style-type: none"> <li>Our People pg33</li> <li>Attraction and Retention - Performance Table pg35</li> </ul>	2-8c	Not applicable	The number of contractors has steadily increased as construction ramps up.
	2-9 Governance structure and composition	<ul style="list-style-type: none"> <li>Our Governance pg25</li> <li>Corporate Governance Statement</li> <li>Annual Report FY22</li> </ul>			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
	2-10 Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li>Corporate Governance Statement</li> </ul>			
	2-11 Chair of the highest governance body	<ul style="list-style-type: none"> <li>Corporate Governance Statement</li> </ul>			
	2-12 Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li>Sustainability Governance pg27</li> </ul>			
	2-13 Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>Risk Management pg30</li> <li>Technical and Risk Committee Charter</li> </ul>			
	2-14 Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> <li>About this Report pg12</li> </ul>			
	2-15 Conflicts of interest	<ul style="list-style-type: none"> <li>Ethics and Conduct pg28</li> <li>Anti-bribery and Corruption Policy</li> <li>Whistleblower Policy</li> <li>Annual Report FY22</li> </ul>			
	2-16 Communication of critical concerns	<ul style="list-style-type: none"> <li>Ethics and Conduct pg28</li> </ul>			
	2-17 Collective knowledge of the highest governance body	<ul style="list-style-type: none"> <li>Sustainability Governance pg27</li> </ul>			
	2-18 Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>Corporate Governance Statement</li> </ul>	2-18c	Confidentiality constraints	Disclosure is in accordance with Corporate Governance Principles and Recommendations 4th Edition 2019.
	2-19 Remuneration policies	<ul style="list-style-type: none"> <li>Annual Report FY22</li> </ul>	2-19b	Not applicable	There are no remuneration incentives for ESG objectives. We will work to improve this in the future.
	2-20 Process to determine remuneration	<ul style="list-style-type: none"> <li>Corporate Governance Statement</li> <li>AGM minutes</li> </ul>			
	2-21 Annual total compensation ratio		2-21a, 2-21b, 2-21c	Information unavailable/incomplete	Plan to address in future reports.
	2-22 Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>Message from our Leadership pg3</li> <li>Annual Report FY22</li> </ul>			
	2-23 Policy commitments	<ul style="list-style-type: none"> <li>Governance page on Company Website</li> <li>Human Rights Policy</li> <li>Performance Against FY22 Targets pg19</li> </ul>	2-23a.ii,iii, 2-23b	Information unavailable/incomplete	Partially met. Policies currently do not address due diligence, application of the precautionary principle and consideration of vulnerable groups. Plan to address in future.
	2-24 Embedding policy commitments	<ul style="list-style-type: none"> <li>Our Governance pg25</li> </ul>			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
	2-25 Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>Human Rights and Performance Data Table pg29</li> <li>Performance against targets pg19</li> <li>Human Rights Policy</li> </ul>	2-25c, 2-25d, 2-25e	Information unavailable/incomplete	Plan to address in future reports.
	2-26 Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>Ethics and Conduct pg28</li> </ul>			
	2-27 Compliance with laws and regulations	<ul style="list-style-type: none"> <li>Performance Against Targets pg19</li> <li>Human Rights - Performance Data table pg29</li> <li>Our Community pg42</li> <li>Our Environment - Performance Data Table pg52</li> </ul>			
	2-28 Membership associations	<ul style="list-style-type: none"> <li>About Hastings pg6</li> </ul>			
	2-29 Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>Stakeholder Engagement pg47</li> </ul>			
	2-30 Collective bargaining agreements	<ul style="list-style-type: none"> <li>Human Rights Policy <i>Note: Zero employees covered by collective bargaining agreements</i></li> </ul>			
<b>Material topics</b>					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<ul style="list-style-type: none"> <li>Materiality Assessment pg14</li> <li>Assessing Our Impacts pg16</li> <li>Stakeholder Engagement pg51</li> </ul>	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	<ul style="list-style-type: none"> <li>Objectives and Targets for Material Topics pg23</li> </ul>			
<b>Indirect economic impacts</b>					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	<ul style="list-style-type: none"> <li>Case Study - Repair of Local Shire Roads pg44</li> <li>Assessing Our Impacts pg14</li> <li>Our Community pg42</li> </ul>			
	203-2 Significant indirect economic impacts		203-2a, 203-2b	Information unavailable/incomplete	Plan to address in future reports.
<b>Procurement practices</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> <li>Supply Chain Management pg31</li> <li>Assessing Our Impacts pg14</li> <li>Objectives and Targets for Our Material Topics pg19</li> </ul>			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	<ul style="list-style-type: none"> <li>Our Community pg42</li> </ul>			
<b>Anti-corruption</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> <li>Ethics and Conduct pg28</li> <li>Assessing our Impacts pg14</li> <li>Objectives and Targets for Our Material Topics pg19</li> </ul>			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
		<ul style="list-style-type: none"> <li>Anti-bribery and Corruption Policy</li> </ul>			
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	<ul style="list-style-type: none"> <li>Ethics and Conduct pg28</li> </ul>	205-1a	Information unavailable/incomplete	Not currently reported. Working towards improving in FY23.
	205-2 Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>Human Rights - Performance Data Table pg29</li> </ul>			
	205-3 Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> <li>Human Rights - Performance Data Table pg29</li> </ul>	205-3b,c,d	Not applicable	Zero incidents of confirmed corruption
<b>Tax</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>Tax Transparency pg30</li> </ul>			
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	<ul style="list-style-type: none"> <li>Tax Transparency pg30</li> </ul>			
	207-2 Tax governance, control, and risk management	<ul style="list-style-type: none"> <li>Tax Transparency pg30</li> </ul>			
	207-3 Stakeholder engagement and management of concerns related to tax	<ul style="list-style-type: none"> <li>Tax Transparency pg30</li> <li>Annual Report FY22</li> </ul>			
	207-4 Country-by-country reporting	<ul style="list-style-type: none"> <li>Tax Transparency pg30</li> <li>Annual Report FY22</li> </ul>			
<b>Energy</b>					
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	<ul style="list-style-type: none"> <li>Our Environment and Performance Data Table pg52</li> </ul>	302-1b,d	Not applicable	Not applicable to current stage of operations
	302-2 Energy consumption outside of the organization		302-2	Not applicable	Not applicable to current stage of operations
	302-3 Energy intensity		302-3	Not applicable	Not applicable to current stage of operations
	302-4 Reduction of energy consumption		302-4	Not applicable	No reductions were made during the reporting period
	302-5 Reductions in energy requirements of products and services		302-5	Not applicable	Not applicable to current stage of operations
<b>Water and effluents</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>Water Stewardship pg61</li> <li>Assessing Our Impacts pg14</li> <li>Objectives and Targets for Our Material Topics pg19</li> <li>Environmental Policy</li> </ul>			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	<ul style="list-style-type: none"> <li>Water Stewardship pg61</li> <li>Assessing Our Impacts pg14</li> <li>Objectives and Targets for Material Topics pg19</li> </ul>			
	303-2 Management of water discharge-related impacts		303-2	Not applicable	Not applicable to current stage of operations
	303-3 Water withdrawal	<ul style="list-style-type: none"> <li>Our Environment - Performance Data Table pg52</li> <li>Yangibana Water Sources and Management pg62</li> </ul>			
	303-5 Water consumption	<ul style="list-style-type: none"> <li>Our Environment - Performance Data Table pg52</li> </ul>	303-5c	Not applicable	No changes in water storage
<b>Biodiversity</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>Biodiversity pg58</li> <li>Assessing Our Impacts pg14</li> <li>Objectives and Targets for Our Material Topics pg19</li> <li>Environmental Policy</li> </ul>			
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<ul style="list-style-type: none"> <li>Biodiversity pg58</li> </ul>			
	304-2 Significant impacts of activities, products and services on biodiversity	<ul style="list-style-type: none"> <li>Biodiversity pg58</li> <li>Case Study - Ground Disturbance Permit System pg59</li> </ul>	304-2b	Not applicable	Not relevant to current size and stage of operations
	304-3 Habitats protected or restored		304-3	Not applicable	Not relevant to current size and stage of operations
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	<ul style="list-style-type: none"> <li>Our Environment - Performance Data Table pg52</li> </ul>			
<b>Emissions</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>Climate Change pg53</li> <li>Assessing Our Impacts pg14</li> <li>Objectives and Targets for Our Material Topics pg19</li> <li>Climate Change Policy</li> </ul>			
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li>Our environment - Performance Data Table pg52</li> <li>Climate Change pg53</li> </ul>	305-1c,d	Not applicable	Zero biogenic emissions Baseline year not yet selected
	305-2 Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li>Our Environment - Performance Data Table pg52</li> <li>Climate Change pg53</li> </ul>	305-2d	Not applicable	Baseline year not yet selected
	305-3 Other indirect (Scope 3) GHG emissions			Not applicable	Not currently recorded. Plan to address as operations grow.

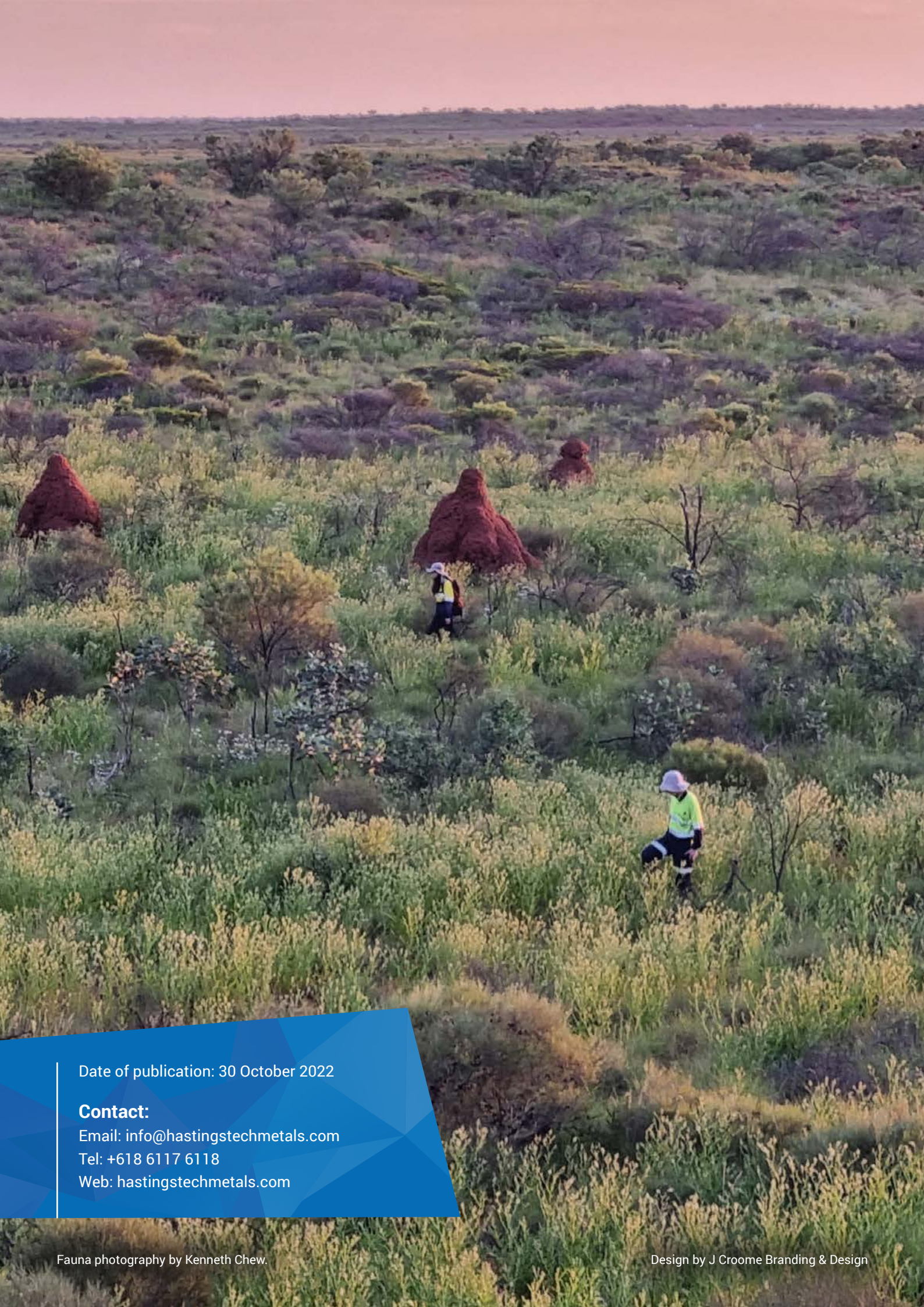
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
	305-4 GHG emissions intensity			Not applicable	Not relevant to current size and stage of operations
	305-5 Reduction of GHG emissions			Not applicable	No reduction initiatives currently in place due to current stage of operations
	305-6 Emissions of ozone-depleting substances (ODS)			Not applicable	Not relevant to current operations
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			Not applicable	Not relevant to current operations
<b>Waste</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>Waste and Tailings Management pg55</li> <li>Assessing Our Impacts pg14</li> <li>Objectives and Targets for Our Material Topics pg19</li> <li>Environmental Policy</li> </ul>			
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> <li>Waste and Tailings Management pg55</li> <li>Yangibana Waste Streams pg55</li> </ul>			
	306-2 Management of significant waste-related impacts	<ul style="list-style-type: none"> <li>Waste and Tailings Management pg55</li> <li>Yangibana Waste Streams pg55</li> <li>Case Study - Operational Efficiencies pg57</li> </ul>	306-2b,c	Not applicable	No third-party management for waste generation. Waste data is not currently collected or monitored due to size and stage of operations
	306-3 Waste generated		306-3	Not applicable	Not relevant to current size and stage of operations
	306-4 Waste diverted from disposal		306-4	Not applicable	Not relevant to current size and stage of operations
	306-5 Waste directed to disposal		306-5	Not applicable	
<b>Supplier environmental assessment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics		3-3.	Not applicable	Process is not currently in place. Plan to address as operations grow.
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria		308-1	Not applicable	Process is not currently in place. Plan to address as operations grow.
	308-2 Negative environmental impacts in the supply chain and actions taken		308-2	Not applicable	Process is not currently in place. Plan to address as operations grow.
<b>Employment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>Our People pg33</li> <li>Assessing Our Impacts pg14</li> <li>Attraction and Retention pg35</li> <li>Objectives and Targets for Our Material Topics pg19</li> </ul>			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	<ul style="list-style-type: none"> <li>Attraction and Retention - Performance data table pg35</li> </ul>	Not broken down by key demographics	Information unavailable/incomplete	Plan to address in future reports.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> <li>Attraction and Retention pg35</li> </ul>			
	401-3 Parental leave	<ul style="list-style-type: none"> <li>Attraction and Retention - Performance data table pg35</li> </ul>			
<b>Occupational health and safety</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>Health, Safety and Wellbeing pg38</li> <li>Assessing Our Impacts pg14</li> <li>Objectives and Targets for Our Material Topics pg19</li> <li>Work Health and Safety Policy</li> </ul>			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<ul style="list-style-type: none"> <li>Health, Safety and Wellbeing pg38</li> </ul>			
	403-2 Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> <li>Health, Safety and Wellbeing pg38</li> </ul>			
	403-3 Occupational health services	<ul style="list-style-type: none"> <li>Health, Safety and Wellbeing pg38</li> </ul>			
	403-4 Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> <li>Health, Safety and Wellbeing pg38</li> </ul>	403-4b	Information unavailable/incomplete	Plan to address in future reports.
	403-5 Worker training on occupational health and safety	<ul style="list-style-type: none"> <li>Health, Safety and Wellbeing pg38</li> <li>Case Study - Crisis Management Training pg39</li> <li>Case Study - Snake Bite... Pg40</li> </ul>			
	403-6 Promotion of worker health	<ul style="list-style-type: none"> <li>Health, Safety and Wellbeing pg38</li> <li>Case Study - Crisis Management Training pg39</li> <li>Case Study - Snake Bite... Pg40</li> </ul>			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<ul style="list-style-type: none"> <li>Risk Management pg30</li> <li>Work Health and Safety Policy</li> </ul>			
	403-8 Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"> <li>Health, Safety and Wellbeing pg38</li> </ul>	403-8b,c	Not applicable	No workers have been excluded from disclosures

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
	403-9 Work-related injuries	<ul style="list-style-type: none"> <li>Health, Safety and Wellbeing and Performance Data table pg38</li> <li>Case Study - Crisis Management Training pg39</li> <li>Case Study - Snake Bite... Pg40</li> </ul>	403-9f	Not applicable	No workers have been excluded from disclosures
	403-10 Work-related ill health	<ul style="list-style-type: none"> <li>Health, Safety and Wellbeing and Performance Data table pg38</li> </ul>			
<b>Diversity and equal opportunity</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>Diversity and Inclusion pg41</li> <li>Inclusion and Diversity Policy</li> <li>Assessing our Impacts pg16</li> <li>Objectives and Targets for Material Topics pg23</li> </ul>			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>Governance Structure pg26</li> <li>Attraction and Retention - Performance Data Table pg35</li> </ul>	405-1a.ii, 405-1b.ii	Information unavailable/incomplete	Plan to address diversity in age for future reports.
	405-2 Ratio of basic salary and remuneration of women to men		405-2	Information unavailable/incomplete	Plan to address in future reports.
<b>Non-discrimination</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>Diversity and Inclusion pg37</li> <li>Inclusion and Diversity Policy</li> <li>Objectives and Targets for material topics pg19</li> </ul>			
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken		406-1	Information unavailable/incomplete	Plan to address in future reports.
<b>Child labour</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>Human Rights Policy</li> </ul>			
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor		408-1	Information unavailable/incomplete	Plan to address in future reports.
<b>Rights of indigenous peoples</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>Our Community pg42</li> <li>Cultural Heritage pg49</li> <li>Objectives and Targets for Our Material Topics pg19</li> <li>Human Rights Policy</li> <li>Community Policy</li> <li>Indigenous Rights Policy</li> </ul>			
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	<ul style="list-style-type: none"> <li>Our Community - Performance Data Table pg43</li> </ul>	411-1b	Not applicable	Zero incidents of violations
<b>Local communities</b>					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Our Community pg42 Stakeholder</li> <li>• Engagement pg47</li> <li>• Objectives and Targets for Our Material Topics pg19</li> <li>• Community Policy</li> </ul>			
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>• Our Community pg42</li> <li>• Yangibana Project Social Impact Assessment</li> </ul>			
	413-2 Operations with significant actual and potential negative impacts on local communities		413-2	Not applicable	Not relevant to current size and stage of operations. No significant actual or potential negative impacts on local communities.
<b>Supplier social assessment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Supply Chain Management pg31</li> <li>• Assessing our Impacts pg14</li> <li>• Objectives and Targets for Our Material Topics pg19</li> </ul>			
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria		414-1	Not applicable	Process is not currently in place. Plan to address as operations grow.
	414-2 Negative social impacts in the supply chain and actions taken		414-2	Not applicable	Process is not currently in place. Plan to address as operations grow.



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