Sustainability & Strategic Planning Standards Framework

STD - Evolution Standard

Purpose

The Sustainability & Strategic Planning Standards (Standards) describe the minimum requirements of Operations and Group Functions including Exploration and Projects (Sites) to manage key Sustainability and Strategic Planning threats and impacts and to identify opportunities that have the potential to drive value creation for both Evolution Mining (Evolution) and its stakeholders.

The Standards are not designed to prescribe all relevant controls for every hazard, activity, and circumstance, rather to provide minimum requirements that, empower and inform our people so that they can effectively manage these risks within the business risk appetite.

The Standards are intentionally simple in structure, prescribing high level performance objectives and typically do not reference specific legislation, external standards, or codes of practice. It is expected that the local laws including prescribed conditions are understood and as a minimum met. This ensures that the Standards remain relevant to any environment or jurisdiction in which Evolution Mining conducts business and also requires that the highest standard between local legislation and the Evolution Standard is applied.

The Standards shall be read in conjunction the current Evolution Governance Glossary contained within the CDMS. This glossary is used to define words or acronyms that have specific meaning within Evolution Mining and shall be applied when reading and interpreting these Standards. The Operating Model Standard, accountability functional statements and other company standards equally apply.

Scope

The Standards shall be adopted across all of Evolution where it maintains operational control, including by any Business Partner operating on Evolution Mining controlled entities. They do not apply for entities not under Evolution's operational control.

The applicability of these and their sub elements, is limited to the specific risk profile and activities undertaken by the relevant party.

Where new Sites are acquired, the Leadership Team shall approve an agreed timeframe for the integration of the acquisition for when full compliance to these Standards must be met. Requirements for Joint Venture partnerships shall be determined on a case-by-case basis as agreed by the relevant Functional Leadership team member(s).

The Sustainability & Strategic Planning Standards Framework

The Standards are a set of individual standards designed to support Evolution's Risk Assessment Matrix (RAM), Sustainability Principles and the Sustainability and Strategic Planning Policy. This is done by prescribing the minimum requirements for managing the threats associated with specific activities or tasks that have the potential to adversely affect our business. It does not seek to replace the regulatory obligations also established by the relevant jurisdiction.

Figure 1Sustainability and Strategic Planning Standards Framework



There are six key categories within the Standards. These provide the governance and integrated approach to unlocking value across the business and are outlined below.

These Standards are considered living documents, and reviews of these are triggered post serious incidents and from learning across industry. The identification of the colour coding of 'blue' in the table below denotes that there are new Standards in draft or under review. Note, the current CDMS document will be considered the current reference document whilst a review is underway or until the final document is published in CDMS.

Sustainability and Strategic Planning Standards (Groupings)	
Management Systems	
Company Risk Management Contractor & Supplier Management (under development)	Event Reporting & Investigation Crisis & Emergency Preparedness Security (noting a restricted procedure exists and must be applied at all relevant operations)
Safety	
• Aviation • Confined Space • Electrical Safety • Engineering Design • Explosives • Fire Prevention & Mitigation • Ground Control • Hazardous Materials • Isolation	• Inundation & Inrush • Lifting Equipment and Lifting Operations • Lone Worker and Remote Travel • Fall prevention • Fixed and Mobile Equipment • Mine Design & Planning (under development) • Traffic Management (under development) • Drill (exploration)
Health & Wellbeing	
Fitness for Work Injury & Illness Management	Occupational Hygiene Psychosocial Safety
Environment	

Sustainability and Strategic Planning Standards (Groupings)	
Air Quality Biodiversity Rehabilitation & Mine Closure Resource Efficiency and Emission Reduction	Tailings Storage Facilities Water Management Waste Waste Rock and Ore
Social Performance	
Cultural Heritage Modern Slavery & Human Rights Land Access, Acquisition & Resettlement	First Nation Partners & Indigenous Peoples Stakeholder Engagement
Technical/Planning	
Planning Cycle Mineral Resource & Ore Reserve (MROR) Reporting	Project Development & Execution Major Projects Sustainability Impact Assessment (under development)

The Application of the Standards

These Standards reflect the activities identified within Evolution that create the greatest risk exposure for the company in terms of operational activity. Sites must evaluate the risks relating to these Standards and apply the controls, systems and strategic initiatives outlined within the Standards as they apply to their activities. Each Standard identified where relevant for the site should have a specific procedure outlining the management of these risks specific to the site or function's exposure.

Management Plans & Systems

Where Management Plans or systems are defined within any Standard, each Sites (ie Operations, Group Function or Project), must ensure these are prepared by or in consultation with suitably experienced, qualified, and trained people who have the relevant knowledge and technical skills to identify and address the relevant threats associated with the activity. This expected appropriate consultation and MoC occurs.

Following the implementation, Management Plans and associated documentation must be communicated, trained, reviewed and updated at appropriate intervals commensurate with the risk exposure or when a Significant Incident or material change in conditions occurs to ensure they remain suitable for their purpose.

Legal Requirements

The Standards are designed to be consistent with the statutory requirements of each jurisdiction in which Evolution Mining operates. They should not be in conflict.

At a minimum, all statutory and legal requirements must be met. Where the Standards impose additional requirements or the required performance exceeds statutory requirements, both the statutory requirements and the Standard requirements must be met.

All Sites must track their statutory and legal obligations and maintain systems to ensure compliance, including the maintenance of a current register of applicable legislative obligations and commitments (Legal Register) and scheduled assurance activities to ensure these requirements are being effectively complied with.

Governance & Assurance

There is a Group Material Risk register with associated risk owners at both Company and Site levels. A regular review of these risks must be completed in line with the relevant Evolution risk appetite and standards. The Board approves the overarching Evolution risk appetite statement annually. Performance against these Standards and any associated treatment plans must be regularly updated and reported through to the Board.

Each standard shall have a supporting Audit tool developed and approved within the Document Control System that provides additional detail and information relating to each element within the Standards. The tool shall define what compliance to the minimum Standard looks like and provide guidance as to what Best Practice could be.

The Standard Assurance Tools shall be made readily available for use to the team Standard Owners and leaders to support self-assessments and the development of their own internal auditing, Line of Defence (LOD) 1, activities.

Operations, Group Functions and Project Audit Programs

Sites may at any time seek to engage independently auditors to verify compliance to the standards and regulatory activity.

Outcomes from audit programs and/or self-assessments shall be escalated to the Group Manager Sustainability Systems and Assurance and the VP Sustainability (and relevant LT member) where deviation or non-conformances are identified. All audits shall be captured within the Group Event Management System (INX) with corrective actions put in place for any deviation or non-conformance and tracked by the Operations, Group Functions and Projects Leadership team until closed out.

Group Audit Program

The Group Manager Sustainability Systems and Assurance will develop a risk-based priorities plan to audit each Standard across the business, at no greater than on a 5 yearly cycle. This cycle shall be broken down into an annual Line of Defence (LOD) 2 audit plan that is approved by the Evolution Mining Leadership Team. Three yearly an external (LOD 3) audit shall be conducted of the Standards Audit Program to verify the program is effective and providing adequate confirmation of compliance to these Standards across the business. This schedule is approved by the Leadership Team and communicated to the Board.

Outcomes of each audit program shall be reported to the Evolution Mining Leadership Team and Board along with any remedial or corrective actions identified. Actions from all Standard/s audits shall be captured in the Evolution Mining Event Management System (INX) and tracked for completion by the relevant Operations, Group Functions and Project Leadership Teams.

Exemption Processes

Where an exemption is required to a Standard/s or one or more performance requirement within a Standard/s, a risk-based justification must be completed with approval of the relevant General Manager.

This justification must be documented before approval is requested by the relevant functional Leader (usually the COO) and the VP Sustainability.

The initiator of the exemption must maintain documented evidence of all exemptions. Processes shall be maintained to ensure that prior to any exemption expiring that the reason for exemption is resolved or the exemption is resubmitted and approved prior to exemption timeframes expiring.

Training and Competency

Evolution Mining shall provide training and awareness materials to support the implementation and ongoing compliance to the Standard/s.

Sites shall implement and maintain any identified additional training and competency requirements, based on role, to achieve compliance with the Standards, associated legislative requirements and management standards compliance.

All workers operating plant and equipment must be verified (VOC - Verification of Competency) as licensed and competent to operate, before undertaking work. Training and competency procedures shall be established and communicated by each operation in accordance with risk assessment and regulatory requirements.

All training shall be recorded in INX. Copies of induction, training records, competency assessments, certificates and licences applicable to the work shall be retained on site, in a secure and confidential location.

Training and personnel records shall be kept in accordance with regulatory and operational record retention schedule requirements.

Document Control

Controlled documents shall be available through the CDMS. Sites shall establish a system for the control, review, authorisation and distribution of documents and records.

Control, sharing and access of knowledge systems are established and maintained for the lifecycle control of documents that have an effect on performance including.

- Current versions of relevant project and corporate level documents and data (including engineering drawings and procedures) are available at all relevant locations where operations essential to the effective functioning are performed.
- Data, information and records have an identifiable owner, accountable for document control and are retained in accordance with retention schedules.
- HSE documentation is legible, identifiable, traceable and accessible to relevant workers.
- Controlled documents shall be available on the CDMS and are legible, current, approved, and include the latest version details and issue date.

Management Review

Management reviews will be undertaken to discuss performance and review progress including actions from the action register. Records of this review must be maintained. The review should as a minimum consider, risk assessment processes and risk registers, incident/Injury and hazard trends, Regulatory and legal updates / legal register, Line of Defence activities including statutory, material risk and workplace inspections, injury management and return to work programmes and emergency / crisis management and planning. This may be aligned to the risk review process.

Roles and Responsibilities

Reference to these roles and responsibilities should be read in conjunction with the Operating Model Standard and Accountabilities Functions documents. The responsibilities below relate to these Standards at a summary level.

Role	Responsibilities
Evolution Mining Leadership Team	Embed the Standards within the business through the provision of training and awareness of the standards. Facilitate information and learning exchange between Operations, Group functions and Projects on best practice related to the Standards. Facilitate the review of the standards as required or as a minimum of three yearly. Approve the annual audit schedule and allocate resources to ensure appropriate verification of compliance to the standards is undertaken. Allocate risk owners to each of the material risks and approve relevant risk appetites in line with the company risk appetite statement endorsed by the Board.
Standards Owners	Provide subject matter expertise to the development, maintenance, assurance, and analysis for assigned Standard/s. Lead all updates, change request and approval activities to ensure the Standard/s remain relevant, effective and aligned to the business risk profile and Group Risk Register reviews. Participate and where required lead scheduled, and ad hoc assurance activities or investigations related to the assigned Standard/s. Provide interpretation, training, coaching and support to the business in all matters related to the Standard/s. Support as required final reports prior to approval for Significant Incident investigations related to the assigned Standard/s, and ensure learnings are shared across the business. Escalate and provide reports as appropriate to the Evolution Mining Leadership team in relation to any material matters related to the assigned Standard/s.
Group Manager Sustainability Systems & Assurance	Develop a five-year program to ensure Standards are audited across each Operation, Group Function, Project at a maximum of five-year intervals. Seek approval from the Evolution Mining Leadership Team for each annual Standards audit schedule based on risk, resources, and business priorities. Incorporate the approved Standards audit schedule within the approved Evolution Mining Assurance Program Develop Standard Compliance reports for the Evolution Mining Leadership Team and Board as required in relation to Standards Compliance or assurance activities.

Role	Responsibilities
Operations, Group Function and Project Leaders	Undertake an assessment of the Standards in consultation with the relevant Group Standard Owners to identify extent of application of the Standard/s including as they apply to any Business Partner, Contractor, or Supplier. Assign Standard Owners for each applicable standard identified and conduct formal material and Critical risk reviews. Establish the organisational structure and capability required to effectively manage and supervise the risk associated with the work performed under these Standard/s. Implement and demonstrate compliance to all applicable standards and associated legislation through scheduled routine audits and self-assurance reviews. Undertake regular audits of management plan or management system defined within the standards to ensure they are effective and fit for purpose. Report and escalate to the Evolution Mining Leadership Team any non-conformance to the Standards identified. Where an exemption to a requirement within the Standards is required, submit a risk-based request for exemption Evolution Mining Leadership Team for approval. Provide adequate and regular training and awareness, based on role, to ensure personnel are aware of the requirements of the Standards. Determining, and documenting, the extent of application of the Planning Standards to their area of control and to any Business Partner under their control
Evolution Contract Owners	Undertake an assessment of each Business Partner, Contractor, or Supplier to identify standards that are applicable to them. Undertake a MoC to determine implications and assess learning Provide each Business Partner, Contractor or Supplier with the relevant Standards and associated audit tools applicable to them. Provide training, awareness, and interpretation of the Standards to Business Partner, Contractor, or Supplier to support their understanding of these requirements. Schedule and undertake, based on risk, routine assurance activities of all Business Partner, Contractor, or Suppliers, to verify compliance to these standards is being met. Where an exemption to any element of applicable standards is requested or required by a Business Partner, Contractor, or Supplier, support the development a risk-based exemption request and escalate for required approvals. Report and escalate any deviations or noncompliance to the Standards where identified.

Role	Responsibilities
Business Partner, Contractor, or Supplier Leaders	Support the Evolution Mining Contract Owner to review activities to identify Evolution Mining Standards that are applicable to the contract. Participate in all Evolution Mining audit and assurance activities related to the verifying compliance to the Standards. Plan and actively undertake scheduled activities to identify and report any deviations or non-conformances to Standards that are relevant to the contracted activities. Participate in training or awareness activities associated with the Standards. Where conformance to any element of the Standards cannot be met, escalate to the Evolution Mining Contract Owner for support in developing an exemption request for approval by the Evolution Mining Leadership Team.