

Environment

Policy

November 2025

PLS-POL-EN-001

1 PURPOSE

PLS Group Limited and its subsidiaries (PLS, the Group) recognise that whilst supporting a sustainable energy future, our activities will have impacts upon the environment in which we operate. PLS is committed to minimising these impacts on the environment for the well-being and enjoyment of future generations.

PLS requires that everyone who works with the Group, including our contractors and partners understand and protect the natural environment, demonstrate environmentally responsible behaviour and act in accordance with this Policy, applicable laws and relevant industry standards.

To achieve this commitment, PLS will:

- develop, implement, communicate and continually improve environmental management systems, standards and procedures that support sound environmental decision making and performance
- make environmental protection an integral part of business operations and of equal importance with other key operational and strategic business objectives
- fulfil our compliance obligations with all applicable environmental laws and regulations
- continually educate and train our workers including employees and contractors on environmental issues, rules and practices and foster a culture whereby participation is welcomed to improve company performance
- always strive to minimise impacts to the environment through efficient use and management of natural resources and the implementation of responsible business activities to drive reductions in water use, greenhouse and non-greenhouse gases emissions and the generation of other waste streams
- continually identify environmental aspects and monitor, manage and report on objectives, targets and environmental risks of our business.
- embrace the science supporting climate change and proactively implement measured and considered solutions to minimise our contribution and address the ongoing impacts of climate change
- apply the mitigation hierarchy approach to address impacts to biodiversity and ecosystems related to our activities
- plan for and ensure the availability of resources to enable the effective implementation of the policy, through all stages of the mine cycle, and fulfil our environmental, mine closure and rehabilitation obligations
- where possible adapt our practices to address the concerns and perspectives of local communities and key stakeholders on the nature of our environmental impacts; and how we manage them across all stages of our operations including mine closure planning.

POLICY HISTORY

This Policy will be reviewed by Executive Management and the Board every two years and amended as required.

ESTABLISHED:	15 September 2017
LAST REVIEWED:	24 November 2025
FREQUENCY	Every two years