

# ASX ANNOUNCEMENT

3 July 2023

## SUSTAINABILITY REPORT FY2022

Mincor Resources NL (**ASX:MCR, Mincor** or, the **Company**) has today released its Sustainability Report for Financial Year 2022 (**FY2022**). In FY2022, as part of the Company's alignment with the global sustainability reporting frameworks, it continued to report against the United Nations Sustainability Goals (UNSDGs) and for the first time, disclosed in reference to the Global Reporting Initiative (GRI).

Mincor's Managing Director, Gabrielle Iwanow, said: *"Sustainability is intrinsically woven into every facet of our organisation including the contribution we make to the world's decarbonisation by selling high-quality nickel sulphides used in the production of electric vehicle batteries. By embracing sustainability as part of the 'Mincor Way', we achieved remarkable milestones in FY2022. From first ore mined to building the solar-powered Southern Operations Accommodation Village, Mincor has established itself as a high-quality Australian business."*

- ENDS -

**Authorised by the Board of Mincor Resources NL.**

**For further details, please contact:**

**Gabrielle Iwanow**  
Managing Director  
Mincor Resources NL  
Tel: (08) 9476 7200

**David Hann**  
Investor Relations Specialist  
Mincor Resources NL  
Email: [d.hann@mincor.com.au](mailto:d.hann@mincor.com.au)  
Tel: (08) 9476 7200

**Media Inquiries**  
Nicholas Read  
Read Corporate  
Tel: (08) 9388 1474

### **Summary Information**

The following disclaimer applies to this announcement and any information contained in it (the Information). The Information in this announcement is of general background and does not purport to be complete. It should be read in conjunction with Mincor's other periodic and continuous disclosure announcements lodged with ASX Limited, which are available at [www.asx.com.au](http://www.asx.com.au). You are advised to read this disclaimer carefully before reading or making any other use of this announcement or any Information contained in this announcement. In accepting this announcement, you agree to be bound by the following terms and conditions including any modifications to them.

### **Forward Looking Statements**

This announcement may include forward-looking statements. These forward-looking statements are based on Mincor's expectations and beliefs concerning future events. Forward looking statements are necessarily subject to risks, uncertainties and other factors, many of which are outside the control of Mincor, which could cause actual results to differ materially from such statements. Mincor makes no undertaking to subsequently update or revise the forward-looking statements made in this announcement, to reflect the circumstances or events after the date of this announcement.

personal use only



# FY2022 SUSTAINABILITY REPORT





# ACKNOWLEDGEMENT OF COUNTRY

Mincor acknowledges the First Nations people of the lands on which we operate and interact, the Ngadju people and the Marlinyu Ghoolie people of the Southern Goldfields and the Whadjuk Noongar people of Perth. We recognise their continued connection to the land and waters of these many beautiful places. We pay our respects to their elders and leaders, past, present and emerging.



# INDEX

FY2022 Sustainability Highlights	2
FY2023 Sustainability Commitments	3
Statement from the Chairman and Managing Director	4
About Mincor	6
FY2022 Company Highlights	10
Sustainability Approach	14
Stakeholder Engagement	15
Material Topics	16
Reporting Frameworks	18
Governance	22
Social	28
Environment	40
Appendix 1: Performance Data	47
Appendix 2: GRI Reporting Index	49

# DISCLAIMER

*This Report includes forward-looking statements within the prevailing regulatory laws of applicable jurisdictions. Forward-looking statements can generally be identified by the use of words such as “may”, “will”, “expect”, “intend”, “plan”, “estimate”, “anticipate”, “believe”, “continue”, “objectives”, “targets”, “outlook” and “guidance”, or other similar words and may include, without limitation, statements regarding estimated reserves and resources, certain plans, strategies, aspirations and objectives of management, anticipated production, study or construction dates, expected costs, cash flow or production outputs and anticipated productive lives of projects and mines. Such statements are subject to prospective risks & uncertainties and may cause actual developments to differ materially from the reported results.*

*The forward-looking statements in this Report were prepared based on the present intentions of the current Mincor board and management team, numerous assumptions concerning current conditions and future events, as well as the business environment where Mincor conducts business. Mincor shall have no obligation to guarantee that all the valid information presented will bring the specific results as expected.*



# FY2022 SUSTAINABILITY HIGHLIGHTS



<b>&lt;23kt</b> Total Scope 1&2 CO <sub>2</sub> e	<b>0.02%</b> Total land disturbed	<b>83%</b> Retention rate	<b>27%</b> People based in the Goldfields/Esperance region of Western Australia
<b>33%</b> Female participation – All Mincor	<b>39%</b> Female participation – Board and Executive Management	<b>99.3%</b> Procurement spend within Western Australia	<b>Zero</b> gender pay gap for like-for-like positions

# FY2023 SUSTAINABILITY COMMITMENTS

In FY2023 and beyond, we are committed to setting ambitious and transparent sustainability goals, innovating through new technologies, collaborating with our stakeholders to drive progress and investing in programs that create meaningful social impact in our local communities.

<h2>ENVIRONMENT</h2> <p><b>OBJECTIVE:</b></p> <ul style="list-style-type: none"><li>• Net zero by 2030</li><li>• Continue to identify ways to reduce our carbon footprint</li></ul> <p><b>ACTIONS:</b></p> <ul style="list-style-type: none"><li>• Undertake a benchmarking exercise to establish further opportunities for improvement</li><li>• Map Scope 3 emissions and develop net zero roadmap</li></ul>	<h2>SOCIAL</h2> <p><b>OBJECTIVE:</b></p> <ul style="list-style-type: none"><li>• Focus on local participation, increased visibility and presence in the Kambalda and Esperance regions</li></ul> <p><b>ACTIONS:</b></p> <ul style="list-style-type: none"><li>• Develop and promote employee engagement opportunities</li><li>• Continue to contribute to the Kambalda District by supporting aligned community activities</li></ul>
<h2>SAFETY</h2> <p><b>OBJECTIVE:</b></p> <ul style="list-style-type: none"><li>• Zero fatalities and workplace injuries</li><li>• Continue to develop a workplace culture that supports and values safety and wellbeing</li></ul> <p><b>ACTIONS:</b></p> <ul style="list-style-type: none"><li>• Safety leadership coaching program</li><li>• Embedding our health and safety framework</li></ul>	<h2>GOVERNANCE</h2> <p><b>OBJECTIVE:</b></p> <ul style="list-style-type: none"><li>• Continue to embed strong sustainability governance across the business</li></ul> <p><b>ACTIONS:</b></p> <ul style="list-style-type: none"><li>• Update our material risks framework and sustainability program</li></ul>



## STATEMENT FROM THE CHAIRMAN & MANAGING DIRECTOR

## WELCOME TO MINCOR'S FY2022 SUSTAINABILITY REPORT



*Brett Lambert*



*Gabrielle Iwanow*

During FY2022, the Company achieved several key milestones as the ramp-up to full scale nickel production gained momentum. First ore intersected soon became first nickel production. We committed to build a brand new accommodation village for our Southern Operations, predominantly powered by solar, with a battery built right here in Western Australia. We increased our employment numbers substantially, both across Mincor and our business partners. Our production of nickel ore continued to increase during the year.

With this rapid increase in activity, our aspiration remained to be a business that treads both lightly and respectfully. Total Scope 1 and 2 emissions were less than 23kt CO<sub>2</sub>e. 99.3% of our economic spend is within Western Australia, with approximately 10% of that directly in the Goldfields region. Over a quarter of our workforce were local hires from the Goldfields/Esperance region of Western Australia. Sustainability, diversity and inclusion are not concepts we silo at Mincor, they are intrinsically part of the 'Mincor Way'.

As part of our alignment with the global sustainability reporting frameworks, we continue to report against the United Nations Sustainability Goals (UNSDGs) and for the first time, disclose in reference to the Global Reporting Initiative (GRI).

We are very proud of this high quality Australian business that we are building, and hope you enjoy the FY2022 Mincor Sustainability Report.

**Brett Lambert**  
Chairman

**Gabrielle Iwanow**  
Managing Director



# ABOUT MINCOR

## TO BUILD A SUSTAINABLE BUSINESS FOR THE BENEFIT OF ALL STAKEHOLDERS, THE *MINCOR WAY*

Mincor Resources NL (ASX: MCR) is an Australian producer of clean, high grade nickel sulphides for the exciting and rapidly growing green-energy battery sector.

Mincor's operations centre on the world class Kambalda district of Western Australia, one of the world's premier nickel mining provinces.

- MANAGE** We safely **M**anage the business with leadership and accountability.
- INNOVATIVE** We are open-minded, foster **I**nnovative ideas and act like owners.
- NIMBLE** We are **N**imble; adaptable and able to rapidly respond to change.
- CARE** We **C**are about our people, the environment and our community.
- OPPORTUNITY** We create **O**ppportunity, with a culture of continuous improvement.
- RESPECT** We act with integrity and treat everyone with **R**espect.



THE *MINCOR WAY*  
– OUR CORE SET  
OF VALUES.



## MINCOR SUSTAINABILITY AMBITION

*“SUSTAINABILITY  
THROUGH  
CARE AND  
RESPECT FOR  
OUR PEOPLE,  
COMMUNITIES  
AND  
ENVIRONMENT”*



## THE AUSTRALIAN NICKEL GROWTH STORY

Mincor is an ASX300 nickel producer and explorer, having returned to the ranks of “producer” in FY2022.

Mincor’s high grade underground nickel operations are centered around the world class Kambalda region of Western Australia, a region responsible for more than 1.6Mt of nickel sulphide production over its history.

The Mincor story is simple. Continue the Company’s successful formula of high grade, underground nickel production, backed by strong discovery credentials.

The Company has two underground operations; our Southern Operations (the brand new Cassini mine) and our Northern Operations (comprising the Durkin North and Long nickel operations), together supplying high grade nickel ore to the Kambalda Nickel Concentrator, operated by BHP Nickel West. BHP processes the high grade nickel ores and purchases



the resultant nickel concentrate through an Ore Toll Treatment and Concentrate Purchase Agreement (OTCPA), with the offtake contract in place until December 2025.

Mincor is currently engaged in the production ramp-up of both of its Kambalda nickel operations, with FY2022 being a milestone year for first nickel production and first sales revenue from the new ore bodies at Durkin North (Northern Operations) and Cassini (Southern Operations). In FY2023, ramp-up is set to continue, with operations forecast to reach nameplate mining rates by the end of FY2023.



FY2022 COMPANY HIGHLIGHTS



Mincor proudly returned to the ranks of an **Australian nickel producer** with the ramp-up of the Kambalda Nickel Operations (KNO) well underway

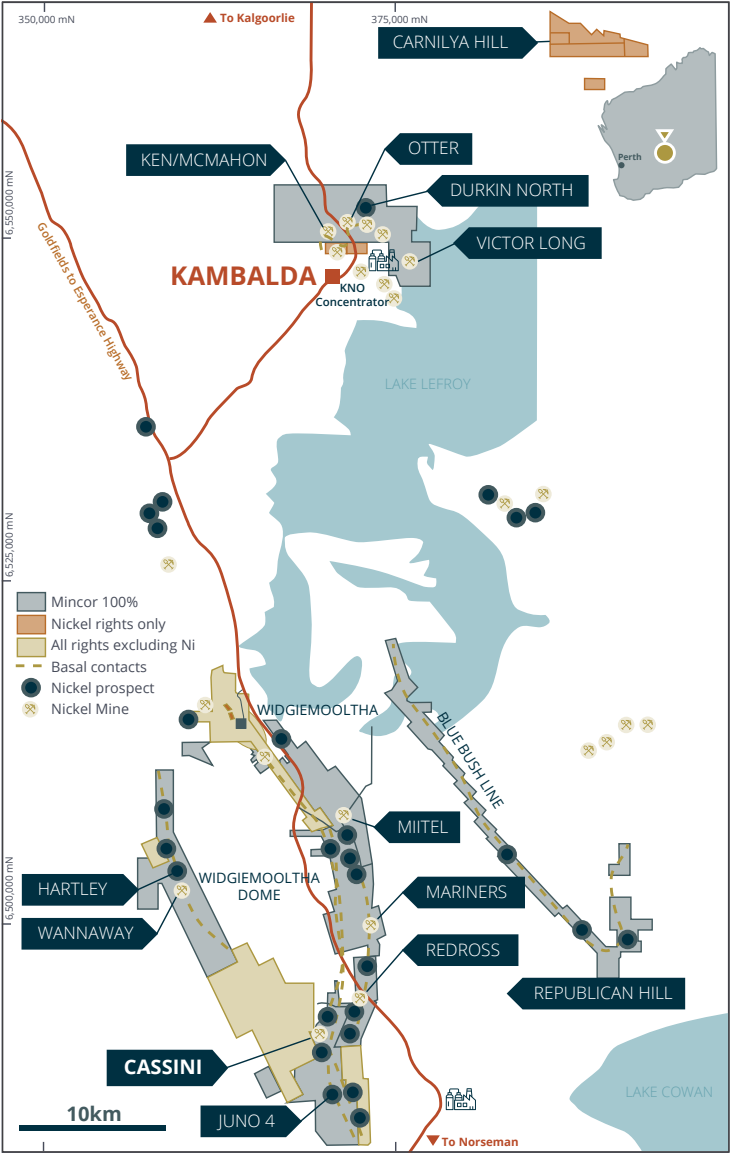
**A\$60 million**  
Share Placement and A\$6.3 million Share Purchase Plan completed to fund the development of the KNO, enable construction of the new accommodation facility for the Southern Operations, increase exploration activities across the portfolio and improve finance arrangements with BNP

**First**  
Nickel production and sales

**41%**  
Increase in mineral resources at Northern Operations

**Zero**  
Lost time injuries

MAP OF OPERATIONS





WHY MINCOR, WHY NICKEL?

Mincor is one of the few pure play nickel producers globally and the largest pure play independent nickel producer listed on the Australian Stock Exchange (ASX). Our low cost, high grade operations make us exceptionally well placed to deliver nickel units into the new energy transition. Importantly, Mincor can deliver these nickel units at an incredibly low CO<sub>2</sub>e and water intensity, in part due to the unique attributes of the Mincor business (small footprint underground operations, zero processing and tailings disposal).

Mincor is “plugged in” to the new energy transition through the delivery of high grade Class-1 nickel, the “premium” type of nickel required for the battery industry. With our offtake partner’s agreements with major automobile companies, such as Ford, Tesla and Toyota, Mincor nickel is already making a difference in this space.

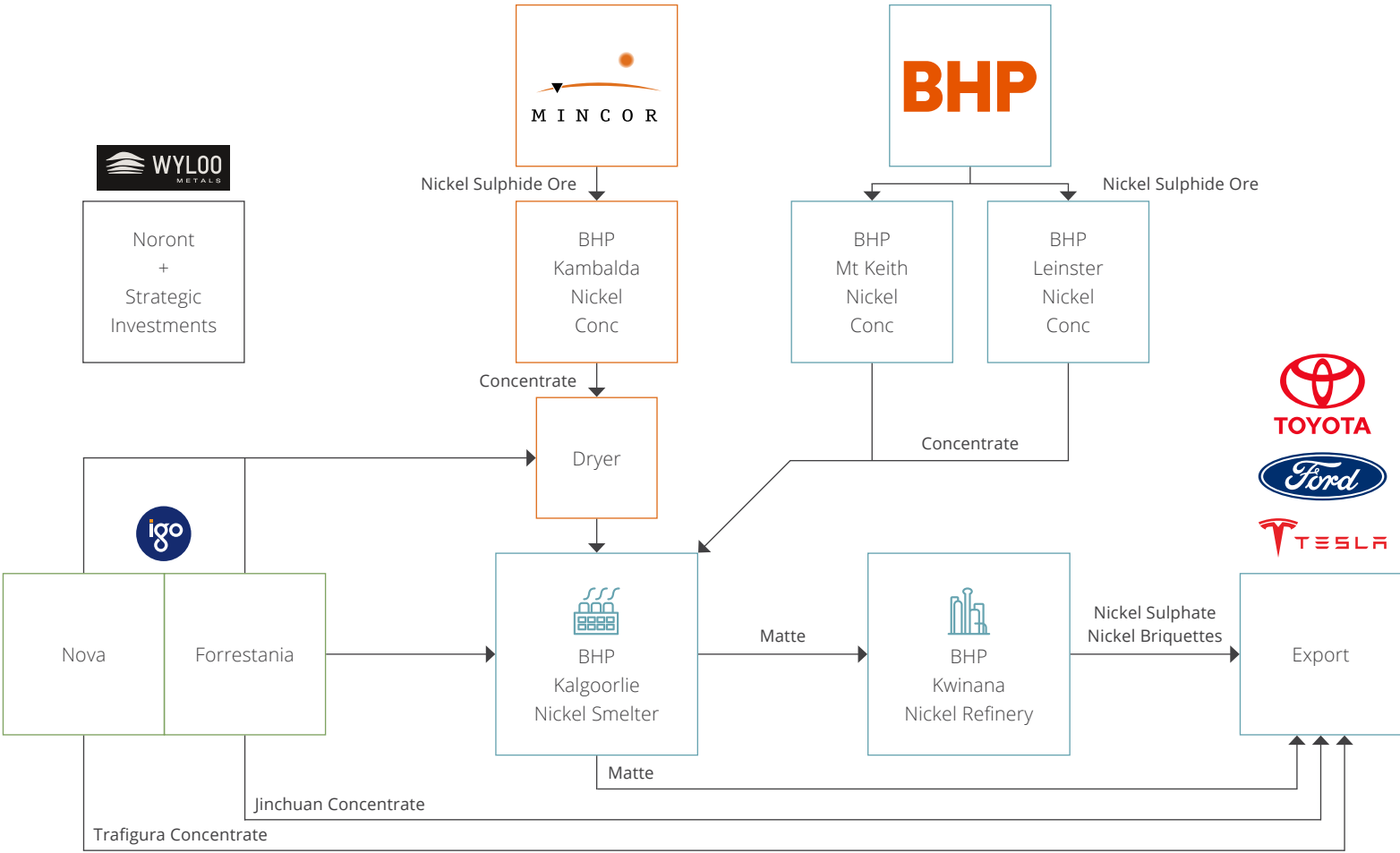
With the importance of battery metals set to accelerate over the coming years, Mincor is incredibly well placed to meet the demands of the nickel market. Our production ramp-up corresponds with a significant increase in demand for one of the most important components of the energy transformation, playing an important role in the move away from fossil fuels into a future of renewable energy generation and storage.



“LIMITING GLOBAL WARMING TO BELOW TWO DEGREES IS ESTIMATED TO REQUIRE A FOUR-FOLD INCREASE IN THE SUPPLY OF MINERALS FOR CLEAN ENERGY TECHNOLOGIES IN COMING DECADES.”

(International Mining and Resources Conference, 2 Nov 2022)

WA’S NICKEL LANDSCAPE



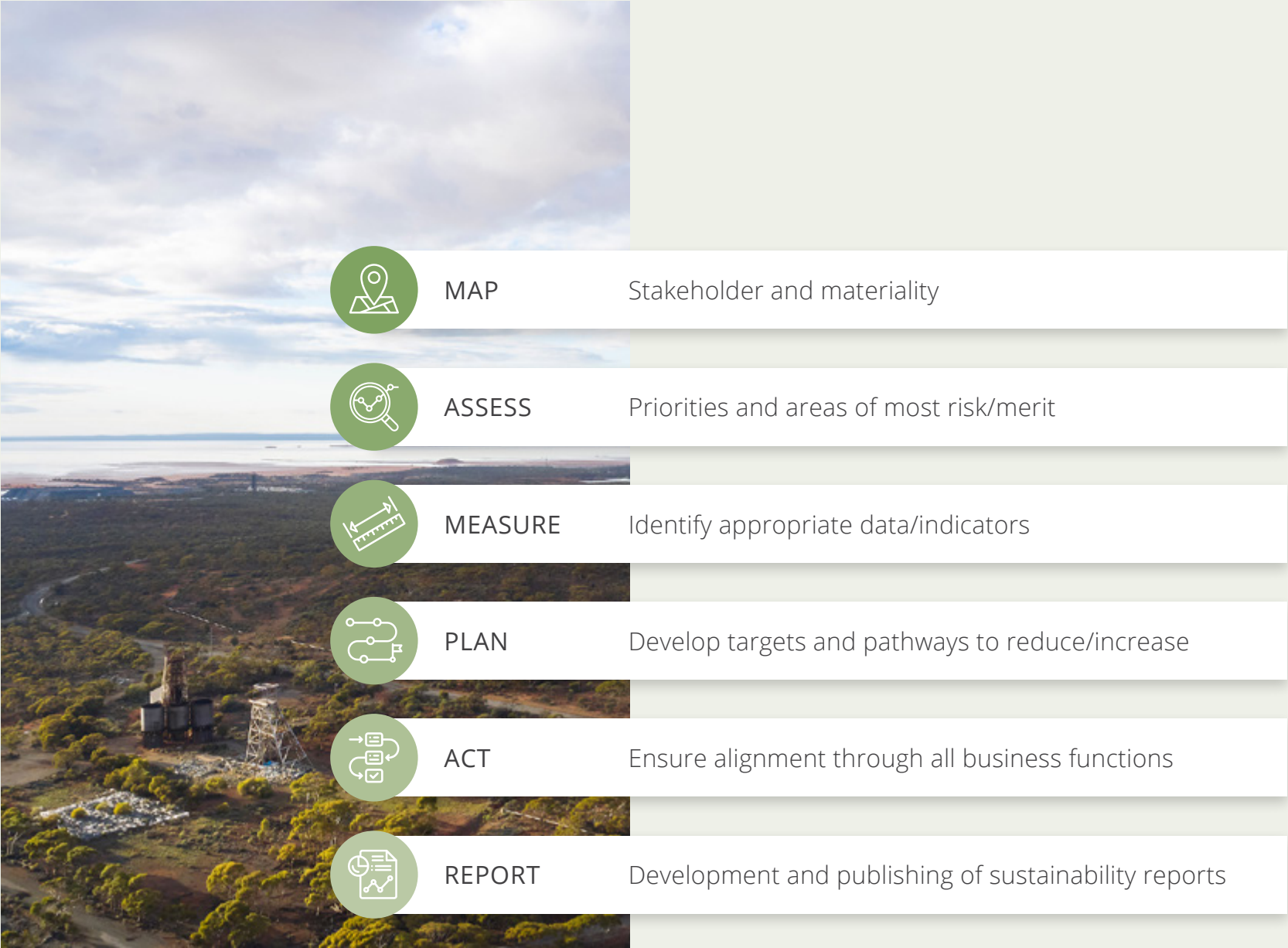
KEY OPERATIONAL PHYSICALS

FY2022 was a step-change year in the ramp-up of our Kambalda mining operations, with Mincor returning to producer status.

		FY2021	FY2022
Ore Tonnes Mined	t	0	66,627
Nickel in Ore	t	0	1,404



# SUSTAINABILITY APPROACH



# STAKEHOLDER ENGAGEMENT

We are proud of our strong stakeholder relationships developed from over 20 years of living and working in the Kambalda region. Over a quarter of our employees live and work in the Goldfields-Esperance Region and we are actively looking to increase this number. We strive to create an environment of mutual value towards all our partners, with the common goal of safety, health and respect for all.

Stakeholder Group	Priorities	Engagement
Internal stakeholders		
Employees and families	Providing a safe and healthy workplace; job security; professional development and training opportunities	Regular communication and consultation; training and development programs
Board	Prudent governance; risk management; return on investment	Regular Board meetings; AGM; Annual Report; direct communication lines between executive and Board
External stakeholders		
Shareholders/investors/insurers	Return on investment and equity; sensible allocation of risk and capital	Investor briefings, annual and quarterly financial reports, direct engagement, AGM, Annual Report
Ngadju and Marlinyu-Ghoolie First Nations community	Respect for local customs and laws; support of local Ngadju and Marlinyu-Ghoolie groups; preserving cultural heritage; land care; employment where possible	Regular consultation; cultural surveys and mapping
State, federal government and local shires	Compliance policies and frameworks; land access and approvals	Direct engagement and consultation
Contractors, suppliers and service providers	Productive relationships; prompt payment	Direct engagement; communications; training
Customers	Safe and reliable product	Direct engagement; regular communications
Regulatory agencies	Compliance reporting	Regular submission of data and requests for information; direct engagement
Analysts	Transparent reporting of company updates and ESG program; prudent risk management	Regular investor presentations; annual and quarterly financial reports; direct engagement; ASX releases
Finance providers	Dividends; share price; business strategy; governance	Annual and quarterly financial reporting; regular briefings and correspondence
Local communities, prospectors and pastoralists	Social investment with local community; environmental impact and performance; access to pastoral land	Community engagement; direct engagement; grievance policy
General public and partners	Community engagement and support	Direct engagement; grievance policy
NGOs, activist groups, mutual aid & media	Risk management; environmental performance; community engagement	Transparent public reporting; consultation with NGOs
Community organisations and local businesses	Local procurement and support; social investment	Business procurement support; community engagement, meetings and correspondence as required
Peers and industry groups	Industry knowledge and peer networking	Regular engagement and collaboration
Educational institutions	Employment, training and industry pathways	Communication and consultation; research and collaboration



# MATERIAL TOPICS

At Mincor, we complete a materiality assessment each year to evaluate the material topics with the greatest impact on our stakeholders and operations and to ensure they are aligned with our strategic focus and reporting obligations. The materiality matrix helps to inform our leaders so they can better satisfy stakeholders' needs on all of these critical issues.

## MATERIALITY ASSESSMENT

For FY2022, we expanded our materiality survey, to also include external stakeholders for the first time, in a move to make our sustainability efforts and reporting more meaningful across a larger stakeholder cohort. We identified sustainability issues relevant to Mincor and developed a list of material topics based on the survey results. These are detailed in the materiality matrix opposite. The material topics for report disclosure form the basis for our reporting. Our approach to the materiality assessment is shown below.

Respondents to the FY2022 materiality survey included a significant portion of Mincor employees as well as Board and Executive management. External participants in the FY2022 materiality survey included Shire, Contractors and other stakeholder groups interacting with Mincor's activities at either our remote sites, or the corporate Perth office.

Safety and health, pollution prevention and business ethics and integrity were the most highly rated topics for stakeholders. The priority material topic for internal stakeholders was safety and health, and for external stakeholders, it was economic performance and legal and regulatory compliance.

Most participants (60%) preferred sustainability information to be communicated via a sustainability report, followed by the company website.

Overwhelmingly, internal stakeholders responded with an increased desire to interact with the Company's sustainability ambitions – either through direct participation in activities or involvement in key future activities. Sustainability has long been part of the “Mincor Way” and this desire for our internal stakeholders to participate and shape our future is something we are particularly proud of.

### IDENTIFICATION

A list of potential material topics was compiled based on our understanding of material risks and stakeholder expectations.

### PRIORITISATION

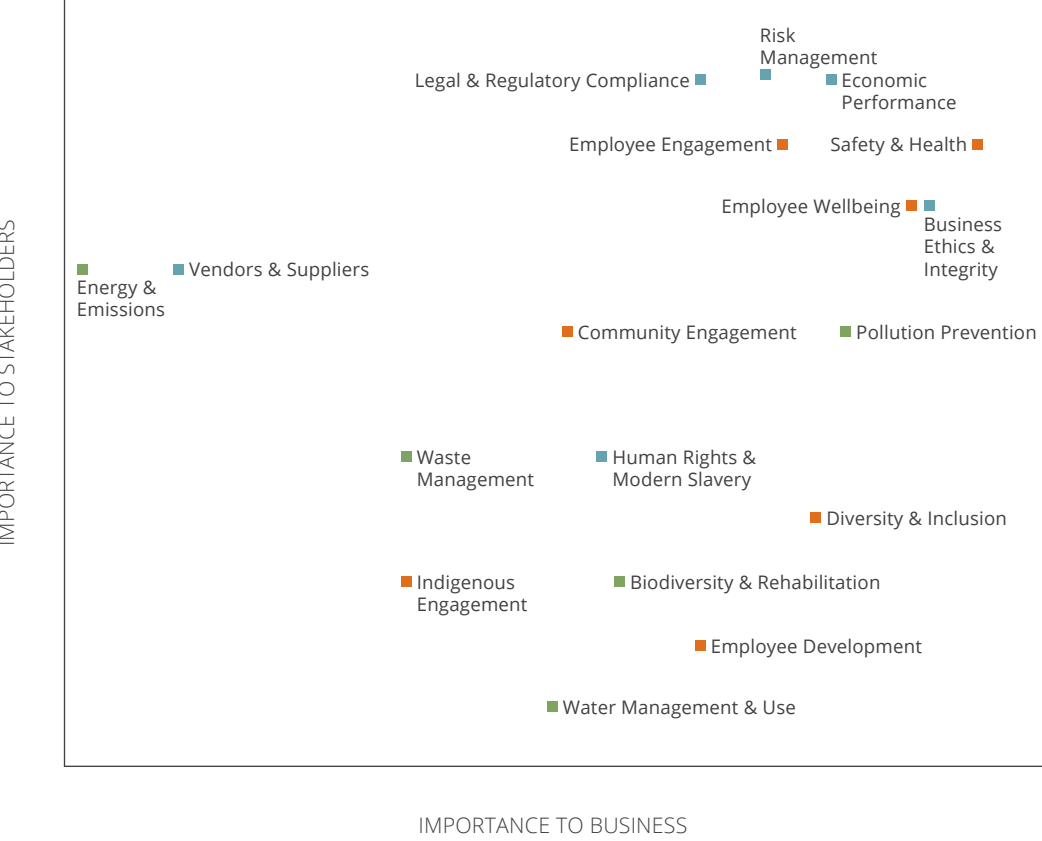
We engaged internal and external stakeholders (ie. employees, Board, contractors, suppliers and community representatives) through a materiality survey. Stakeholders were invited to rate the importance of each topic. In addition to topic prioritisation, Mincor also sought stakeholder feedback on potential ESG risks and opportunities that may affect Mincor's operations.

Survey results were then used to formulate a materiality matrix which prioritised material topics under two dimensions: importance to business and importance to our stakeholders.

### USE

The materiality matrix helps to inform our leaders so they can better satisfy stakeholders' needs on all of these critical issues.

# MATERIALITY MATRIX



Our material topics for FY2022 were largely consistent with those reported in FY2021. We consolidated four topics into two: Energy & Emissions and Pollution Prevention became one topic and Biodiversity & Rehabilitation became another. Risk Management was elevated to a separate reporting topic under Governance and Water Management was elevated as a separate reporting topic under Environment.

## ENVIRONMENT

- Energy, Emissions & Pollution Prevention
- Biodiversity & Rehabilitation
- Water Management

## SOCIAL

- Employee Health, Safety & Wellbeing
- Community Relations
- Employee Engagement
- Diversity & Inclusion
- Indigenous Engagement

## GOVERNANCE

- Business Ethics & Integrity
- Risk Management
- Legal & Regulatory Compliance
- Economic Performance



# REPORTING FRAMEWORKS



In FY2021, Mincor committed to report against the Global Reporting Initiative (GRI) Standards. These represent global best practice for public reporting on a range of economic, environmental and social impacts. We are pleased to deliver on this commitment and confirm that the FY2022 report incorporates the GRI principles of organisational context, structure and materiality assessment and prioritisation.

In FY2022, we refined our processes to evaluate material topics (detailed in our "Material Topics" section). We made progress toward our goal of a net-zero emissions in 2030 with the ongoing construction of our solar-powered accommodation village at Cassini, which was completed in early FY2023. In addition to housing our growing workforce, it will enable us to transition away from diesel-powered electricity generation and provide a meaningful stepping stone towards our net-zero objectives.



Despite a challenging employment market, we grew our workforce by 24% (compared to FY2021). Importantly, we managed to increase our female participation across the business to 33%.

Sustainability was elevated as a standing item at all Board meetings to strengthen its importance within our governance systems and we have a dedicated lead for the sustainability portfolio within the organisation.



We have ambitions to report against the Task Force on Climate-Related Financial Disclosures (TCFD). The TCFD framework is structured around four key areas: governance, strategy, risk management, and metrics and targets. These disclosure recommendations will provide transparency on our climate-related risk exposure and help us to implement appropriate mitigation measures and capture opportunities. The four areas will be addressed over a multi-year timeline (see diagram below) and will help the business to better understand the risk and opportunities posed by climate change.






# SUSTAINABLE DEVELOPMENT GOALS

The UN Sustainable Development Goals (SDGs) are a set of 17 goals and 169 targets, representing a common language and shared purpose for positive social and environmental change. Mincor is integrating the following goals into its sustainability reporting:



SDG #	SDG Target/Indicator	Mincor Material Topic	Mincor Contributions
 <b>Goal 3: Good Health and Well-being</b>	3.D Strengthen the capacity of all countries, developing countries, for early warning, risk reduction and management of national and global health risks.	Health, Safety & Wellbeing	<ul style="list-style-type: none"><li>• Provide employee medical checks and a health assistance program across all operations. We are also developing employee health and wellness programs with a focus on mental health in FY2023.</li><li>• In response to the COVID-19 pandemic, we increased cleaning at all sites and put in place social distancing measures in accordance with advice from State and Federal health authorities.</li></ul>
 <b>Goal 6: Clean Water and Sanitation</b>	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity."	Water Management	<ul style="list-style-type: none"><li>• Mincor reduced site water usage by 6.5% in FY2022 due to upgrades to the water infrastructure at Mincor's Northern Operations and introduction of recycled mining process water into the operation.</li><li>• The Company will continue to evaluate usage and infrastructure to drive water management improvements.</li></ul>
 <b>Goal 7: Affordable and Clean Energy</b>	7.1 By 2030, ensure universal access to affordable, reliable and modern energy services.  7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.	Energy, Emissions & Pollution Prevention	<ul style="list-style-type: none"><li>• Our core product, nickel sulphide, is an essential component for green technology applications such as rechargeable batteries for EVs. The move to electrification is a central element of the global push to achieve net-zero emissions by 2050.</li><li>• Mincor is working towards completion of its solar powered accommodation village at the Cassini site which will considerably increase our use of renewable energy.</li></ul>
 <b>Goal 8: Decent Work and Economic Growth</b>	8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.	Business Ethics & Integrity  Risk Management  Legal & Regulatory Compliance	<ul style="list-style-type: none"><li>• The Mincor Code of Conduct, Risk Management Policy and the Mincor Statement of Purpose and Values sets out the Company's human rights responsibilities to its stakeholders, including its workforce and the communities in which Mincor operates.</li></ul>



 <b>Goal 10: Reduced Inequalities</b>	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	Community Engagement  Indigenous Engagement	<ul style="list-style-type: none"><li>• We consider the Ngadju and Marlinyu-Ghoolie communities as our core stakeholder groups across all of our operations. We strive to work from a position of respect for our local First Nations partners with the aim of creating goodwill, mutual awareness, understanding and respect.</li></ul>
SDG #	SDG Target/Indicator	Mincor Material Topic	Mincor Contributions
 <b>Goal 12: Responsible Consumption and Production</b>	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	Energy, Emissions & Pollution Prevention	<ul style="list-style-type: none"><li>• In addition to this Sustainability Report, we acknowledge our social responsibilities and the need to meet community expectations around ESG reporting. We report in accordance with the National Pollutant Inventory (NPI), National Greenhouse and Energy Reporting (NGER), Workplace Gender Equality Agency (WGEA) and the Modern Slavery Act 2018.</li></ul>
 <b>Goal 13: Climate Action</b>	13.1 Strengthen resilience and adaptive capacity to climate related hazards and natural disasters in all countries.  13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	Risk Management  See Reporting Frameworks (TCFD) section	<ul style="list-style-type: none"><li>• We are committed to understanding and proactively managing the impact of climate-related risks to our business and have started the first phase of reporting against the TCFD framework. This includes integrating climate-related risks, as well as energy considerations into our strategic planning and decision-making and working towards disclosure on the impact of climate risk on our business and the ways in which we mitigate such risks.</li><li>• We understand and acknowledge that risks associated with climate change have the potential to negatively impact our business. Top priority climate-related risks include reduced water availability, extreme weather events, changes to legislation and regulation, reputational risk, and technological and market changes.</li></ul>



# GOVERNANCE

Strong governance builds accountability and transparency across all levels of our business. Our Board maintains oversight of all sustainability impacts and activities across Mincor. Sustainability is a standing item at each Board meeting, ensuring that it is intrinsically embedded within our corporate governance.

In addition to the standing item of sustainability, further sustainability risk management is incorporated into the scope of the Mincor Audit and Risk Management Committee, which meet a minimum of four times per year.

The Mincor Executive team is responsible for implementing sustainability policies and programs and any important issues that require escalation are communicated to the Managing Director and Board.

## BUSINESS ETHICS & INTEGRITY

While the Board has overall accountability for establishing and delivering an effective governance framework, all Mincor employees share responsibility for upholding our corporate governance standards. These are outlined in our Code of Conduct and reinforced by our Mincor Values.

Mincor has several corporate governance structures in place. The following statements, codes, policies and procedures outline the Company's position on important governance measures and can be found on our website.

- Statement of Purpose and Values
- Code of Conduct
- Corporate Governance Statement
- Anti-Bribery Statement and Corruption Policy
- Diversity Policy
- Whistleblower Policy
- Risk Management Policy
- Securities Trading Policy
- Policy on Continuous Disclosure
- Compliance Procedures
- Shareholder Communication & Investor Relations Policy
- Process for Performance Evaluations
- Policy and Procedure for Selection and Re-appointment of Directors
- Process for Selection, Appointment and Rotation of Selected Auditor

THE MINCOR CODE OF CONDUCT IS A SET OF GUIDING PRINCIPLES TO HELP STAKEHOLDERS UNDERSTAND OUR POSITION ON ETHICAL BUSINESS PRACTICE.





## WHISTLEBLOWER POLICY

Reinforcing our commitment to ethical practices, our Code of Conduct supports whistleblowers to report any breach to a senior manager, as per our Whistleblower Policy. Whilst it is preferred that complaints are managed internally, nothing prevents an employee seeking advice from an external authority with respect to a complaint of any nature.

## HUMAN RIGHTS

Modern Slavery is addressed under our Corporate Governance Principles and Recommendations and in our Code of Conduct, available on our website.

Although the Australian mining industry is considered a low-risk jurisdiction for modern slavery, Mincor is committed to a modern slavery-free operation and supply chain across its business.

Respect for human rights is embedded in our Mincor Values and Code of Conduct, and applies to all business activities with suppliers, contractors, employees, Directors and shareholders.



## RISK MANAGEMENT

Sustainability forms part of Mincor's overall business risk framework. We want to create a culture where risk management is integrated into all business decisions and activities. Formal risk management systems, which are outlined in the Mincor Risk Management Framework and Risk Management Policy, are in place to ensure strong lines of risk communication between the Board and management. Material risks, are communicated to the Audit and Risk Management Committee, which meets four times a year, with additional meetings if required. The Committee reports to the Board at least once every six months.

### RISK MANAGEMENT AT MINCOR

Mincor seeks to maintain an effective risk management culture by:

- Empowering all personnel involved with the business to assess and manage risks
- Clearly defining, managing or mitigating risks in accordance with the Company's risk profile
- Integrating risk management into all business decisions and activities;
- Ensuring risks are promptly communicated and reported to the required level within the Company
- Keeping the Audit and Risk Committee and Board up to date and aware of the Company's material risks.

Employees are empowered to identify and manage any emerging risk through prompt reporting and communication to the required level within the Company. Executive responsibility lies with the Managing Director. Mincor encourages active participation and feedback in all matters relating to risk management.

The Mincor Risk Management Policy and Audit & Risk Committee Charter is available on our website.



LEGAL & REGULATORY COMPLIANCE

Mincor takes a proactive approach to ensure compliance with its legal and regulatory obligations. The Company recorded no legal, regulatory or corporate breaches in FY2022.

- All employees and on-site contractors undertake mandatory health and safety training as part of their induction to ensure they are aware of the Company's health, safety and ethical standards.
- Our legal and regulatory framework, which includes the ASX Listing Rules and ASX Corporate Governance Principles, require us to address any corporate governance risk and report our progress.

- Mincor is subject to environmental regulation on its mineral properties. The Company measures and reports its annual greenhouse gas emissions and energy usage to the Department of Agriculture, Water and the Environment.
- Mincor is a member of the Association of Mining and Exploration Companies (AMEC).

Data Indicator	FY2021	FY2022
Number and nature of regulatory breaches	0	0
Anti-competitive behaviour, violations of anti-trust and monopoly legislation legal actions	0	0

ECONOMIC PERFORMANCE

Mincor seeks to create value, not only for employees, shareholders and investors, but for the communities in which we operate. Where possible, we engage local contractors and suppliers. We are proud of the fact that in FY2022, over 99% of our procurement spend is right here in Western Australia. A sizeable proportion is spent directly within the Goldfields region. In procurement alone (ie. excluding wages and associated expenditure), Mincor contributed approximately A\$10 million to the local Goldfields economy in FY2022.



99.3%  
of Mincor's  
procurement  
spend is in Western  
Australia



SOCIAL

We take great pride in the dedicated team at our Perth and remote sites and value the relationships and contributions from Mincor stakeholders. This is embodied by our Purpose and Values:

“TO BUILD A SUSTAINABLE BUSINESS FOR THE BENEFIT OF ALL STAKEHOLDERS, THE MINCOR WAY”



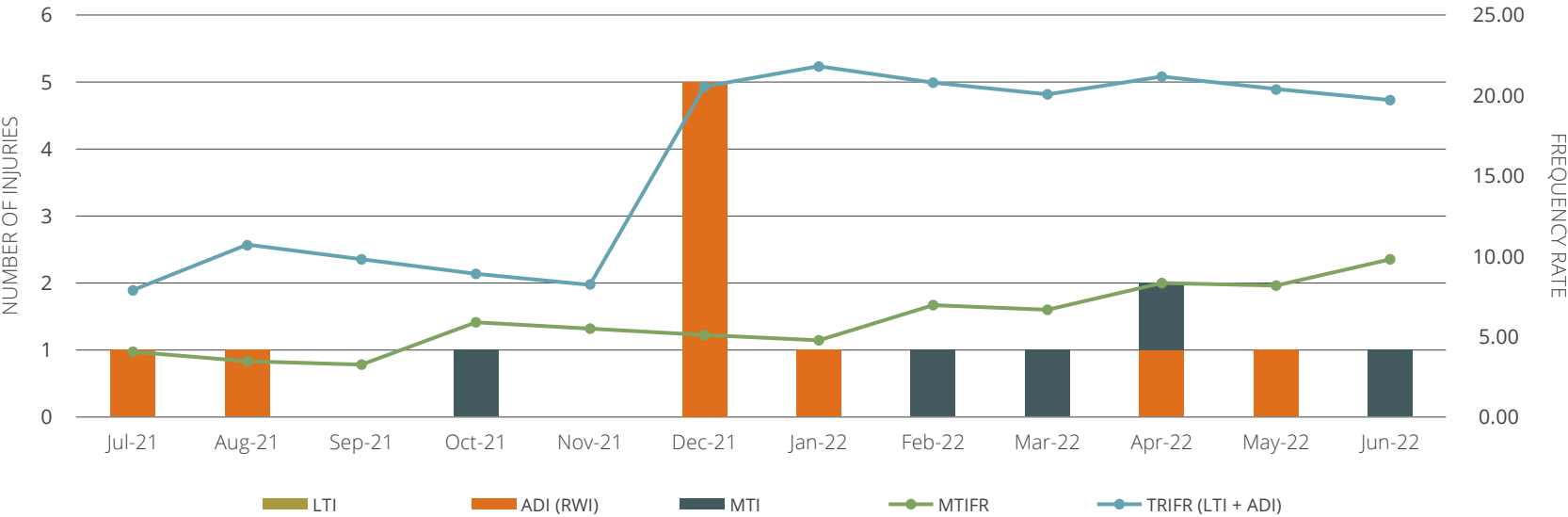
EMPLOYEE HEALTH, SAFETY & WELLBEING

Keeping our team safe each day is of paramount importance at Mincor. The Company's TRIFR was higher than the previous year as mining activities continued to ramp up across operating sites. Preventing serious harm and reducing injuries will remain a key focus for the year ahead.

All staff undertake health and safety training at the commencement of their employment and receive regular refresher training throughout the year. Mincor continued its participation in RUOK Day and the rollout of mental health awareness workshops and training – a core focus from the FY2021 Sustainability Report. In FY2023, the Company will continue to expand these programs with a greater emphasis on mental health wellbeing, inclusion and employee experience.

Zero  
Lost time injuries

12 MONTH – INJURY FREQUENCY RATES



personal use only





WE ARE COMMITTED TO OUR MINCOR VALUES, PROVIDING AN ENVIRONMENT WHERE OUR STAFF CAN DEVELOP THEIR TECHNICAL SKILLS, PROFESSIONAL KNOWLEDGE AND CONTRIBUTE TO THE LOCAL COMMUNITY.

EMPLOYEE ASSISTANCE PROGRAM

Mincor employees and their families have access to our Employee Assistance Program (EAP). Over the course of FY2022, the Company's Leadership team undertook detailed EAP awareness training, enhancing the teams ability to provide direction around the services provided within the EAP.

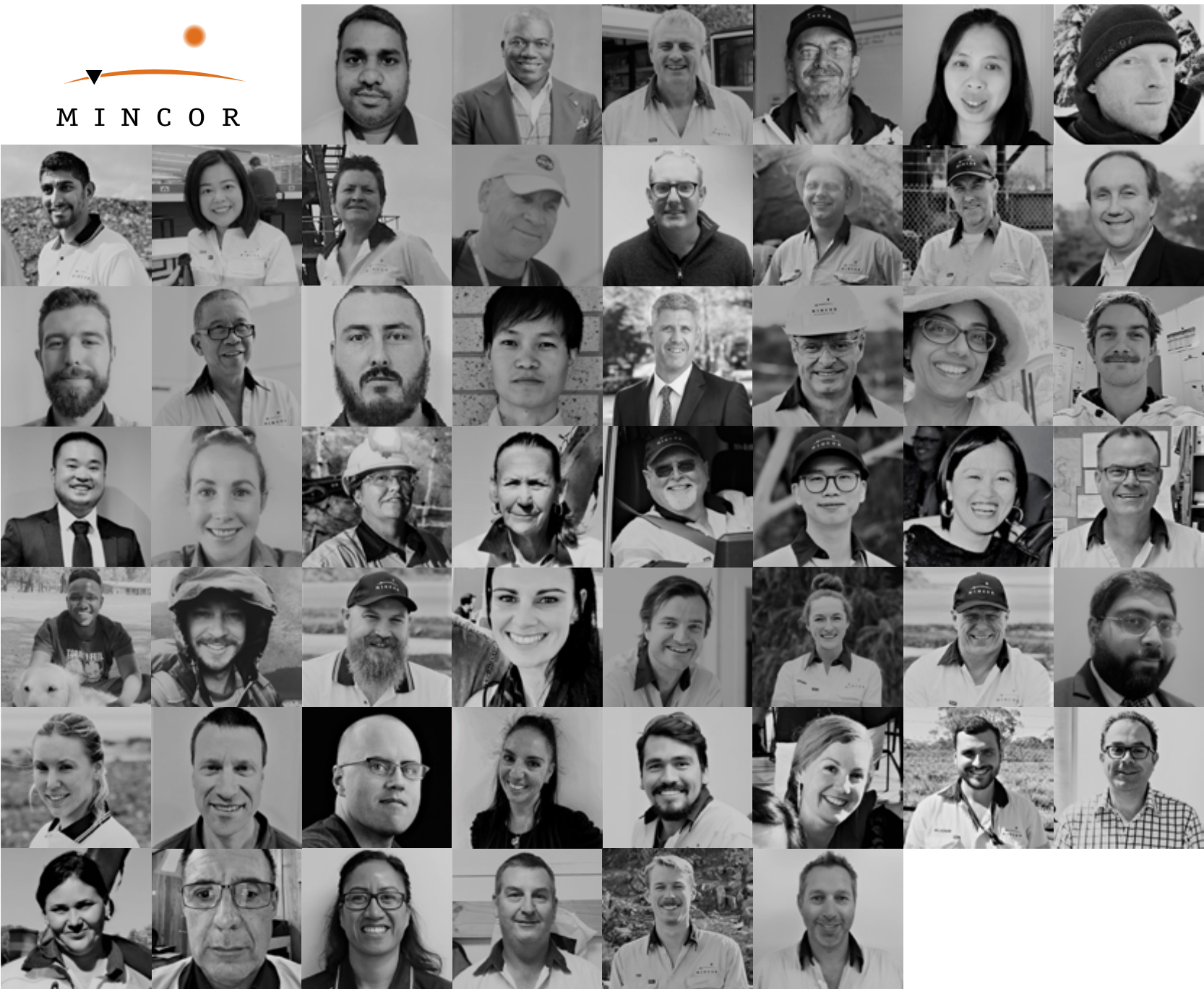
COVID-19 MANAGEMENT

Mincor adopted flexible work arrangements for our workforce, allowing employees to work from home where possible. We employed medics, who provided site-based COVID-19 testing for all visitors and made welfare calls to each COVID-19 positive Mincor employee to check on wellbeing and needs.

In addition to this, we implemented an industry best-practice system of electronic proximity monitoring – the Contact Harald system for our remote operation workforce, ensuring proportional and targeted response to COVID-19 management on site.

EMERGENCY PREPAREDNESS

The Company operates a highly qualified Emergency Response Team (ERT), comprising members from both Mincor's workforce and of our mining contractor. Mincor's ERT is trained to provide a rapid first response capability to a number of emergency scenarios including health and safety, fire, search and rescue. Outside of our operations, our ERT capability is in a position to provide assistance more broadly within the community, and with our peers, through various "mutual aid" agreements.





“MINCOR’S HIGHLY  
SUCCESSFUL EMPLOYEE SHARE  
RETENTION SCHEME HAS  
BEEN KEY TO RETAINING AND  
ATTRACTING THE VERY BEST IN  
TALENT AND ENSURES ALL OF  
OUR PEOPLE ARE OWNERS OF  
THEIR MINCOR FUTURE.”

## EMPLOYEE ENGAGEMENT

### FY2023 FOCUS

In FY2023, the Company is developing a robust learning and development framework linked to the Mincor Way.

In FY2022, Mincor created 14 new roles, taking our workforce to 57. We are committed to our Mincor values, providing an environment where our staff can develop their technical skills, professional knowledge and contribute to the local community.

We consider the “Mincor family” culture that has long been a hallmark of the business, in combination with proactive employee engagement, such as the Employee Share Retention scheme, which was implemented again in FY2022, to be key drivers in maintaining our strong talent retention. Furthermore, with our people being shareholders, they have direct ownership over the future success of the Company. This has enabled Mincor to maintain an 83% retention rate in comparison to a 2021 industry average of ~15%.<sup>1</sup>

<sup>1</sup> Employee Turnover hits 19 year high in Mining' LinkedIn article by Jeff Mackie.

*“I really enjoy and feel privileged being able to work in the field I'm studying, especially in a historic mining location like the Goldfields. I'm able to take what I learn in the lecture theatre and apply it to work and vice versa. Mincor has given me the flexibility to accommodate my study. Kalgoorlie is a great place to study and work as well as getting involved in the local community, which for me is mainly through sport.”*

*“Mincor is a great company to work for, especially as a student. It's a unique opportunity to work at a historic nickel mine close to Kalgoorlie. Mincor is also an evolving company and being able to see and be involved in the change is a great experience. Everyone on and offsite is more than happy to give you a hand and help you learn.”*

**Tim Bewick**  
Undergraduate Mining  
Engineer





## DIVERSITY & INCLUSION

Mincor has proudly maintained a  
**zero gender pay gap**  
for like-for-like positions

**Female employees  
comprise 33%**  
of Mincor's workforce – well above the mining  
industry average of 21.3%

At the Board and Executive Management level,  
Mincor's female participation level  
**was 39%**



### GENDER DIVERSITY

In FY2022, Mincor increased its female employee participation rate, with women comprising 33% of the total workforce, despite significant increases in the number of employees between FY2021 and FY2022. This is well above the mining industry female participation average of 21.3% (WGEA, Metal Ore Mining data). At the Board and Executive leadership level, female participation was 39%.

Mincor has a Diversity Policy, which includes requirements for the Nomination and Remuneration Committee to set measurable objectives for achieving gender diversity and to assess objectives and progress on an annual basis. There were no incidents of discrimination in FY2022.

Mincor conducts a thorough remuneration analysis on like for like positions each year to ensure that no gender bias exists in the organisation.

### EMPLOYEE FLEXIBILITY

With the challenges of COVID-19, Mincor wanted to be prepared and ensure our people were cared for. Working in an inclusive manner meant that we could operate our business in a flexible, mobile way. The use of technology, particularly video-based software kept our workforce visually connected, as did the health and wellbeing checks by management, particularly for employees who are traditionally office-based. For our site-based team, it was largely business-as usual-during the pandemic. However, flexibility was extended to all employees regardless of their location.



We introduced a COVID-19 Policy that remained operational for the duration of the pandemic. Without these measures for our employees, we could not operate to our best. Mincor has continued to recognise that at times, employees needed to be home to balance their home/work responsibilities and to be present for family members. We therefore adopted a flexible work arrangement approach. Where required and where a job was able to be performed away from the office, employees were provided with the necessary equipment to carry out their work from home.

Post COVID-19, Mincor recognises that our people are at different stages in terms of their home lives and responsibilities outside of the workplace. Many of our people have young children who require additional care within work hours, so flexibility is a must – we believe we are attracting and retaining good people because of this inclusivity.

In line with our Company values, we trust and empower our people to “get the job done”, regardless of their location.



FUTURE FOCUS

Our future focus is to enhance diversity and inclusion at Mincor by employing a greater representation of people from the community that we live in, including under-represented groups within our workforce.

Data indicator	% 2021	% 2022
Total employees		
Total employees - Male	70%	67%
Total employees - Female	30%	33%
Total employees - Goldfields	37%	27%
Total employees - Perth	30%	27%
Total employees - FIFO	33%	46%

“I LIKE LIVING IN A SMALL TOWN, WE ALL LOOK AFTER EACH OTHER. I LOVE THAT I CAN WALK EVERYWHERE IN KAMBALDA AND KNOW SO MANY PEOPLE.”

Kaitlyn Foale  
Safety Administrator



COMMUNITY ENGAGEMENT

Mincor is committed to developing productive, long-term engagement with our local community stakeholders. We want to make a positive social and economic contribution to the people who make up our local communities. Despite the COVID-19 pandemic delaying our plans for a boots-on-ground Community Engagement Program in FY2022, we were able to provide financial and volunteering support to community organisations through our Philanthropy and Sponsorships Program, including the Starlight Children's Foundation, the Western Australian School of Mines and Harry's Heroes. In addition to this, our operations played host to a number of educational field trips for High School and University students including Curtin University, Curtin STEM and University of Western Australia.

Mincor was a proud participant in regional development forums over the course of the year, including the Shire of Coolgardie 2022 Future Minerals Forum and the Goldfields Esperance Major Projects Conference.

We expect to grow our community engagement program over FY2023 as the Company matures, with a focus on sustainable education, health, community and employment outcomes.



## HELPING OUR COMMUNITIES THRIVE



## INDIGENOUS ENGAGEMENT

This year, we have continued our positive engagement with the Ngadju community and are in regular communication with the Ngadju Native Title Aboriginal Corporation, particularly in respect to their interactions with our Cassini operations. We provided regular updates on current and future mining and exploration activities and discussed various joint initiatives designed to continue to promote and protect Ngadju cultural heritage and values as they relate to Mincor's tenements and activities.

Mincor undertakes regular cultural heritage surveys, with the most recent one conducted in FY2021. In addition, a series of cultural awareness sessions, mandatory for all employees of Mincor, will be prioritised over FY2023. Mincor intends to have all of our people exposed to cultural awareness content, though either formal or informal sessions and activities.

Mincor seeks to be involved in the advancement of Indigenous outcomes within our region and will use FY2023 and FY2024 to further investigate avenues where the Company may positively add to the experience of those people living and interacting within our regions.

Over the course of FY2022, the Company has redefined its Sponsorship and Philanthropy approach, reflecting the growth within the regions in which we operate, and our desire to refine our philanthropic activities to focus on regional programs with long-term positive impact.

Our refreshed approach will emphasise sustainable, regional programs, championing diversity, inclusivity, educational and health outcomes, and community support, in alignment with specific United Nations Sustainable Development Goals (UNSDGs).

For more information about our community outreach and support, including information on our qualifying criteria, please contact us here: [mincor@mincor.com.au](mailto:mincor@mincor.com.au)



# ENVIRONMENT



## NEW SOLAR-POWERED SOUTHERN OPERATIONS ACCOMMODATION VILLAGE

In FY2022, we committed to the construction of a brand new accommodation village for our Southern Operations personnel, representing a step-change in employee experience for our Cassini-based teams.

From the outset, we wanted the village to be a model of modern, thoughtful, sustainable design, whilst maintaining a high level of comfort and amenity. Importantly, we wanted an off-grid solution, in line with our net-zero ambitions.

Partnering with two fantastic WA businesses, Amanda Energy Solutions and Switch Batteries, we were able to implement a renewable power solution capable of generating between 80-100% of the power needs of the new village on any given day. The system is comprised of a roof-top solar panel array and a WA-made battery, amongst the largest constructed here in the state. The system can be remotely monitored and administrated and is designed to be scaled and refined over time as the needs of the village change over the life of the project.

In addition, several other design elements were incorporated into the village to improve energy efficiency and enhance amenity, including:

- 100% recyclable, high thermal efficiency building panels
- Energy efficient double glazing, on all buildings
- Inverter air conditioners
- LED lighting throughout the entire village, eliminating “dark spots”
- Deliberate selection of appliances based on energy rating
- Energy efficient, 2.2m verandas on all buildings
- Smart design potable water system
- Local, high quality catering

The new village removes a daily, 120km-round trip for our Cassini-based crews, and at only a 3-hour drive from Esperance, a fantastic option to live and work locally in the Esperance-Goldfields region.

Mincor strives to maintain a light carbon footprint throughout our operations. Careful management of our activities to reduce the impact on the natural environment is central to our Company values and sustainability approach.





EMISSIONS, ENERGY AND POLLUTION PREVENTION

Data	Unit	FY2021	FY2022
Scope 1 emissions	Tonnes of CO <sub>2</sub> e	4,742	7,611
Scope 2 emissions	Tonnes of CO <sub>2</sub> e	6,996	15,177
Total emissions (Scope 1 & 2)	Tonnes of CO <sub>2</sub> e	11,738	22,788
Total emissions intensity (Scope 1 & 2)	Tonnes of CO <sub>2</sub> e / tonnes of ore mined	N/A (no nickel produced)	0.34
Energy consumption	GJ	107,456	208,945

1 The increase of GHG emissions in FY2022 is due to Mincor commencing production.

In FY2022 there was a noticeable uptick in business activity, as our production ramp-up gained momentum and activities more adequately reflected “business normal”. Pleasingly, despite substantial increases to our mining activities and energy consumption, our total Scope 1 and 2 emissions remained comparatively low, when compared against other nickel resource types and processing routes (Source: IEA).

As part of our net-zero 2030 ambitions, the Company continues to evaluate real and meaningful avenues for emission reduction. In FY2022, we implemented the design and construction of the highly efficient Southern Operations accommodation village. In FY2023 Mincor will continue to investigate new applications for engineering and technology, to further reduce our emissions, address Scope 3 emissions and to maintain our “tread lightly” ethos.

Mincor measures and reports its annual emissions as required by the National Environmental Protection (National Pollution Inventory) Measures and we track our annual greenhouse gas emissions and energy under the National Greenhouse and Energy Reporting Act 2007. The Company uses a third party, environmental accounting firm to validate and present emissions reporting data, maintaining the integrity of our data reporting.



0.02%  
Total land disturbed

BIODIVERSITY & REHABILITATION

Cleared land for industrial use represents only 0.02% of our total land holding, an “intended design” function of our minimal-footprint, high grade underground operations.

Mincor has in place a highly comprehensive environmental management plan, prepared to address our key environmental obligations and various legislative requirements. With most of our operations located underground, many of our key objectives centre around preservation of the natural environment, particularly in the pristine woodlands surrounding our Southern Operations.

Like previous years, Mincor enlisted an external environmental consultancy in FY2022 to manage the practical aspects of our Environmental Management Plan, with Mincor oversight from Mining, Exploration and Sustainability Heads.

Our performance in FY2022 resulted in minimal land disturbance activities, and the use of previously cleared/ legacy land for our current requirements, including the construction of our new Village for the Southern Operations.



## WATER MANAGEMENT

Mincor recognises the importance of responsible water stewardship, especially given water scarcity in the Goldfields region. We use minimal water in our exploration, development and production activities as all nickel is processed off-site. Water is recycled where possible.

Mincor does not rely on water from artesian or stressed water sources and water is not discharged into areas of environmental fragility.

In FY2022, the Company successfully reduced total site water usage by 6.5%, despite significantly increasing operational activity. This remarkable achievement was driven by upgrades to the existing water infrastructure at our Northern Operations, and importantly, the introduction of recycled mining process water into the operating system.

In FY2023, the Company will continue to monitor and evaluate water infrastructure, driving process improvements where possible.



**6.5%**  
Reduction in total  
site water usage in  
FY2022



*“Respect for the environment which we work in, above and below ground, and respect for the people who we work with and the community we work in has always been an important part of the Mincor culture.”*

**Paul Darcey**  
General Manager Projects  
Longest-serving Mincor employee





# APPENDICES & DATA PERFORMANCE



## APPENDIX 1: PERFORMANCE DATA

### GOVERNANCE: ECONOMIC PERFORMANCE

Data indicator	FY2021	FY2022
Total procurement spend - Australia	100%	99.98%
Total procurement spend - WA	95%	99%
Goldfields procurement spend	13%	9.5%
Total procurement - international	0	0.02%

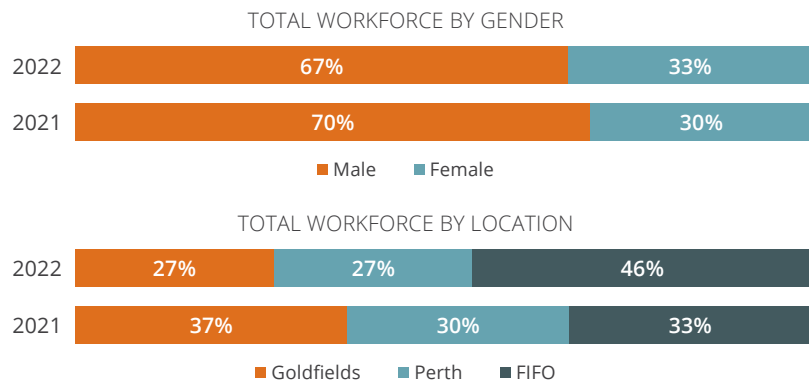
### EMISSIONS, ENERGY AND POLLUTION PREVENTION

A summary of the Mincor NPI report is outlined below, taking into account operations at Cassini, Long-Victor and Otter-Juan. Total Scope 1 and 2 emissions increased by 50% due to production commencing at Cassini.

Emission Data	Unit	FY2021	FY2022
Scope 1 emissions	Tonnes of CO <sub>2</sub> e	4,742	7,611
Scope 2 emissions	Tonnes of CO <sub>2</sub> e	6,996	15,177
Total emissions (Scope 1 & 2)	Tonnes of CO <sub>2</sub> e	11,738	22,788 <sup>1</sup>
Total emissions intensity (Scope 1 & 2)	Tonnes of CO <sub>2</sub> e / tonnes of ore mined	N/A (no nickel produced)	0.34
Energy consumption	GJ	107,456	208,945
Nitrogen oxide	Kg	4.0	50,760
Sulphur dioxide	Kg	11.6	46.1
Carbon monoxide	Kg	10,827	42,515
Particulate matter 2.5	Kg	1,691	3,490
Particulate matter 10.0	Kg	147,192	283,741

<sup>1</sup> The increase of GHG emissions in FY2022 is due to Mincor commencing production.

### EMPLOYEE ENGAGEMENT



### HEALTH AND SAFETY

Data indicator	FY2021	FY2022
Company LTIFR (employee & contractor)	0	0
Company TRIFR (employee & contractor)	9.2	19.6
Company MTIFR (employee & contractor)	4.6	9.8
Mental health initiatives	RUOK Day participation	<ul style="list-style-type: none"><li>• RUOK Day participation</li><li>• Mental health awareness and training programs</li><li>• EAP Awareness programs from Leadership team</li></ul>
Health & hygiene management plans		Annually reviewed



BIODIVERSITY & REHABILITATION

Data indicator	FY2021	FY2022
Number/area of sites in or adjacent to protected areas or key biodiversity areas	0	0
Percentage of proved or probable reserves with protected conservation status or endangered species habitat	56%	56%
Number of total sites requiring biodiversity management plans	5	5
Biodiversity management plans in place for identified sites	100%	100%
Policies/environmental management systems/mitigation strategies for negative impacts	1	1
IUCN Red List species and national conservation list species with habitats in areas affected by operations	0	0
Total disturbed land	0.02%	0.02%

WATER CONSUMPTION

Water consumption	FY2021	FY2022
Cassini	1,667 kL	5,034 kL <sup>1</sup>
Otter	38,826 kL	36,967 kL
Long	46,975 kL	39,755 kL
Total *	87,468 kL	81,756 kL

\* Excludes Perth office water data.

<sup>1</sup> The increase is a result of the acceleration of mining activities at Cassini, with FY2021 predominantly site works, ahead of development.

COMMUNITY ENGAGEMENT: MINCOR GIVING & DONATION PROGRAM

Community Program	Total
<ul style="list-style-type: none"><li>• WA School of Mines Gala Event - sponsorship</li><li>• Starlight Children's Foundation</li><li>• MACA Cancer Ride for Research</li><li>• WA School of Mines - student prize</li><li>• Laps 4 Life/Run 2 Cure</li><li>• Harry's Heroes</li></ul>	17,257

MEMBERSHIPS AND ORGANISATIONS – COMPANY WIDE

- AMEC

APPENDIX 2: GRI REPORTING INDEX

Statement of use		Mincor Resources has reported the information cited in this GRI content index for the period 1 July 2021 to 30 June 2022 with reference to the GRI Standards.	
GRI 1 used		GRI 1: Foundation 2021	
Applicable GRI Sector Standard(s)		No applicable GRI sector standards apply	
References to Location		2022 Sustainability Report – 'SR' 2022 Annual Financial Statements – 'AFS'	
GRI STANDARD	DISCLOSURE	LOCATION	OMISSION/NOTES
General disclosures			
GRI 2: General Disclosures 2021	2-1 Organisational details	SR, Company Address, p56	Mincor Resources registered office is 8 Richardson St, West Perth, WA, 6005
	2-2 Entities included in the organisation's sustainability reporting	SR, About Mincor, pp6-9	
	2-3 Reporting period, frequency and contact point		Mincor Resources has reported the information for the period 1 July 2021 to 30 June 2022. The Company provides reports in annual cycles. For contact, please see back cover of the report.
	2-4 Restatements of information		Mincor has not made any restatements of information or performance data in this Report.
	2-5 External assurance		No external assurance has been sought for FY22.
	2-6 Activities, value chain and other business relationships	SR, About Mincor, pp6-13	Mincor commenced nickel production during this reporting period.
	2-7 Employees	SR, Social, pp28-36 Performance Data, p47	
	2-9 Governance structure and composition	SR, Governance, pp22-27 SR, Business Ethics & Integrity, pp22 Mincor website: Corporate Governance Statement	
	2-10 Nomination and selection of the highest governance body	Mincor website: Corporate Governance Statement	



GRI STANDARD	DISCLOSURE	LOCATION	OMISSION/NOTES
<b>GRI 2: General Disclosures 2021 (continued)</b>	2-11 Chair of the highest governance body	SR, Statement of the Chairman & MD, pp 4-5 Mincor website	
	2-12 Role of the highest governance body in overseeing the management of impacts	SR, Governance, p 22	
	2-14 Role of the highest governance body in sustainability reporting	SR, Governance, p 22	
	2-15 Conflicts of interest	Mincor website: Corporate Governance Statement	
	2-16 Communication of critical concerns	SR, Business Ethics and Integrity, pp 22-25	
	2-17 Collective knowledge of the highest governance body	SR, Governance, pp 22-25	
	2-18 Evaluation of the performance of the highest governance body	Mincor website: Process for Performance Evaluation	
	2-19 Remuneration policies	AFS, Remuneration Report, pp 30	
	2-20 Process to determine remuneration	AFS, Remuneration Report, pp 30	
	2-22 Statement on sustainable development strategy	SR, Letter from the Chair of the Sustainability Committee, pp 4-5	
	2-23 Policy commitments	Mincor website: Code of Conduct	
	2-24 Embedding policy commitments	Mincor website: Code of Conduct	
	2-25 Processes to remediate negative impacts	SR, Business Ethics & Integrity, p 24	
	2-26 Mechanisms for seeking advice and raising concerns	SR, Business Ethics & Integrity, p 24	
	2-27 Compliance with laws and regulations	SR, Legal & Regulatory Compliance, p 26	
	2-28 Membership associations	SR, Performance Data, p 48	
	2-29 Approach to stakeholder engagement	SR, Stakeholder Engagement, p 15	
<b>Material topics</b>			
	3-1 Process to determine material topics	SR, Material Topics, pp 16-17	
	3-2 List of material topics	SR, Material Topics, p 17	

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION/NOTES
<b>Economic performance</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR, Material Topics, p16-17 SR, Economic Performance, p27	
<b>GRI 201: Economic Performance 2021</b>	201-1 Direct economic value generated and distributed	AFS, Directors Report, p28	
<b>Anti-corruption</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR, Material Topics, pp16-17 SR, Business Ethics & Integrity, p22-23	
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	SR, Human Rights, p24	Not applicable as there is a low risk of corruption operating in Australian jurisdiction.
	205-2 Communication and training about anti-corruption policies and procedures		Not applicable as there is a low risk of corruption operating in Australian jurisdiction.
	205-3 Confirmed incidents of corruption and actions taken	SR, Governance, pp22-26	
<b>Anti-competitive behaviour</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR, Material Topics, pp16-17 SR, Legal & Regulatory Compliance, p26	
<b>GRI 206: Anti-competitive Behaviour 2016</b>	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	SR, Legal & Regulatory Compliance, p26	
<b>Tax</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR, Material Topics, pp16-17	
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	AFS, Notes to the Financial Statements, pp53-55	
	207-2 Tax governance, control, and risk management	AFS, Notes to the Financial Statements, pp53-55	
<b>Energy</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR, Material Topics, pp16-17 SR, Emissions, Energy & Pollution Prevention, p42	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	SR, Emissions, Energy & Pollution Prevention, p42	
	302-3 Energy intensity	SR, Emissions, Energy & Pollution Prevention, p42 SR, Performance Data, p47	
	302-4 Reduction of energy consumption	SR, Emissions, Energy & Pollution Prevention, p42	



GRI STANDARD	DISCLOSURE	LOCATION	OMISSION/NOTES
Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR, Material Topics, pp16-17 SR, Water Management, p44 SR, Performance Data, p48	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR, Water Management, p44	
	303-2 Management of water discharge-related impacts	SR, Water Management, p44	
	303-3 Water withdrawal		Mincor is in the process of establishing its data collection processes for this material topic.
	303-4 Water discharge		Mincor is in the process of establishing its data collection processes for this material topic.
	303-5 Water consumption	SR, Water management, p44 SR, Performance Data, p48	
Biodiversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR, Material Topics, pp16-17 SR, Ecological Impact & Rehabilitation, p43 SR, Performance Data, p48	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR, Performance Data, p48	
	304-2 Significant impacts of activities, products and services on biodiversity	R, Ecological Impact & Rehabilitation, p43 SR, Performance Data, p48	
	304-3 Habitats protected or restored	SR, Performance Data, p48	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	SR, Performance Data, p48	

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION/NOTES
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR, Material Topics, pp 16-17 SR, Emissions, Energy & Pollution Prevention, p 42	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR, Emissions, Energy & Pollution Prevention, p 42 SR, Performance Data, p 48	
	305-2 Energy indirect (Scope 2) GHG emissions	SR, Emissions, Energy & Pollution Prevention, p 42 SR, Performance Data, p 48	
	305-3 Other indirect (Scope 3) GHG emissions		Mincor is in the process of establishing its data collection processes for this material topic.
	305-4 GHG emissions intensity	SR, Emissions, Energy & Pollution Prevention, p 42 SR, Performance Data, p 48	
	305-5 Reduction of GHG emissions	SR, Emissions, Energy & Pollution Prevention, p 42 SR, Environment, p 40	
	305-6 Emissions of ozone-depleting substances (ODS)		Not applicable as Mincor does not generate significant amount of ozone-depleting substance.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SR, Performance Data, p 48	
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR, Material Topics, pp 16-17 SR, Employee Engagement, p 33	
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR, Material Topics, pp 16-17 SR, Health, Safety & Wellbeing, p 29	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR, Performance Data, p 47	
	403-3 Occupational health services	SR, Health, Safety & Wellbeing, pp 28-31	
	403-6 Promotion of worker health	SR, Health, Safety & Wellbeing, pp 28-31 SR, Performance Data, p 47	
	403-9 Work-related injuries	SR, Performance Data, p 47	
Training and education			



GRI STANDARD	DISCLOSURE	LOCATION	OMISSION/NOTES
GRI 3: Material Topics 2021	3-3 Management of material topics	SR, Material Topics, pp 16-17 SR, Employee Engagement, p 33	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		Mincor is working on data collection of training hours.
	404-2 Programs for upgrading employee skills and transition assistance programs	SR, Employee Engagement, p 33	
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR, Material Topics, pp 16-17 SR, Diversity & Inclusion, pp 33-34	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR, Diversity & Inclusion, p 34 SR, Performance Data, p 47	
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR, Diversity & Inclusion, p 35	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	SR, Diversity & Inclusion, p 35	
Rights of indigenous peoples			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR, Material Topics, pp 16-17 SR, Community Engagement, 38-39	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		No incidents have been reported.
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR, Material Topics, pp 16-17 SR, Community Engagement, p 37	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Mincor's engagement method with local community is stated in Stakeholder Engagement section, p 15	Information about percentage of operations with implemented local community engagement, impact assessments or development programs are not available.
	413-2 Operations with significant actual and potential negative impacts on local communities		Mincor does not have operations with significant actual and potential negative impacts on local communities.
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Mincor Code Of Conduct – Obligations To Stakeholders, page 2	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		No complaints about breaches have been made.







**M I N C O R**

Level 1, 8 Richardson Street  
West Perth, WA, 6005 Australia

**Tel:** 08 9476 7200

**Email:** [mincor@mincor.com.au](mailto:mincor@mincor.com.au)

**ASX:** MCR

**ABN:** 42 072 745 692

**[mincor.com.au](http://mincor.com.au)**



Printed on Sovereign Silk paper stock:  
Elemental Chlorine Free / FSC / SO 14001 EMS -  
Environmental Management Systems / Process  
Chlorine Free / PEFC® Certified/ Acid Free/  
Responsible Forestry Practices

