



Sustainable Development Policy



SYRAH RESOURCES

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Syrah Resources Limited (ASX code: SYR) is an Australian-based industrial minerals and technology company whose vision is to be the leading supplier of superior quality graphite products globally.

The Company is committed to Partnering with the Community & Stakeholders for Sustainability and recognises that maintaining open, productive and inclusive relationships with our Host Communities and other key stakeholders will help to ensure business activities generate mutual benefit and protect the Company's 'license to operate'.

Syrah Resources Limited will adopt an ethical and responsible approach to sustainable development by:

- **Aligning with legislative requirements and international leading practice**, including but not limited to, the Sustainable Development Goals, the Global Reporting Initiative and the International Council on Mining & Metals (ICMM) Sustainable Development Framework to establish Group sustainability systems and initiatives.
- Proactively **maintaining strong government and institutional relations** across jurisdictions and being proponents of the national sustainable development agenda in the countries in which we operate.
- **Ground-up stakeholder engagement** to establish shared understandings, collaborative partnerships and long-term commitments with our Host Communities for mutual benefit.
- **Valuing social inclusion** and establishing management practices that afford select local stakeholders with the opportunity to be included in key Company decision making processes.
- **Maintaining ISO: 14001 and ISO: 45001 certifications** at the Balama Graphite Operation, supporting our contract partners to align with these standards and pursuing health, safety and environmental excellence across the Group.
- Adopting a **whole-of-business approach** to working with communities and key stakeholders ensuring all our people demonstrate respect and contribute their knowledge, skills and ideas to sustainable development efforts.
- **Acting with integrity** and maintaining transparent and timely communications with key stakeholders in respect to the progress of sustainable development initiatives.
- **Creating enduring mutual benefit through** credible environmental conservation & preservation initiatives and the delivery of local programs that are aligned with the socio-economic and health needs of our Host Communities.
- **Setting sustainable development goals** across the business and holding each of our employees and contractors accountable for achieving them.
- **Striving for continual improvement** by working with regulators and local stakeholders to review our sustainable development practices and to monitor our performance against international leading practice.
- **Supporting local economic development** through local training, employment and procurement initiatives.
- **Respecting and promoting diversity and inclusion** by acknowledging the different values, customs, beliefs and preferences of our Host Communities and incorporating these into workforce management practices and decisions.
- **Good governance** that provides a transparent account of local, provincial and national contributions and effective management oversight of material sustainability exposures.

- Reporting sustainable development outcomes regularly to the **Sustainability & Risk Committee** to ensure alignment with the strategic objectives of the Company.

Syrah Resources Limited			
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