

MMG Sustainability Framework



Sustainability
framework

Introducing the MMG Sustainability Framework

Sustainability at MMG has evolved to meet the societal expectations of the mining and metals industry. Informed by best practice and industry leading standards, our approach to sustainability reflects the growing expectations of our people, host communities and investors.

At MMG our vision is to be a leading international mining company for a low-carbon future – with sustainability at the core. This is supported by elevating our growth plans by diversifying our assets, commodities and jurisdictions to bring together the best of MMG, further bolstered by our Chinese and international expertise.

Our commitment to measurable outcomes is brought to life by the MMG Sustainability Framework which was endorsed by our Executive Committee (EXCO) and Board in late 2022.



Click or tap on interactive content where you see this symbol

Our Sustainability Framework brings company-wide initiatives together and supports our sites to develop their own aligned priorities that are linked by three key pillars:



People and communities

FOCUS AREAS



Environmental stewardship

FOCUS AREAS



Trusted and responsible producer

FOCUS AREAS





Sustainability framework

This framework guides our sustainability goals. By listening and engaging we are meeting the evolving expectations and needs of our industry peers and stakeholders.



The pillars

Within our three pillars sits **seven focus areas** and **17 material topics** that align with internal priorities and external reporting requirements.

These material topics are then cascaded and reflected in the internal key performance indicators (KPIs) set for relevant 'Heads of Functions' that are approved by General Managers. They have also been endorsed by the EXCO and integrated into our Integrated Business Plan (IBP) processes to drive internal priorities.

What we measure is owned by everyone at site and business functions. Each material topic, identified through an assessment criteria, is aligned with MMG-wide reporting and disclosure requirements.



People and communities



Environmental stewardship



Trusted and responsible producer

People and communities

Focus areas

Material topics



**Health, safety
and wellbeing**



**Social
engagement
and investment**



**People and
culture**

Environmental stewardship

Focus areas



Climate action change



Managing environmental impacts

Material topics



Trusted and responsible producer

Focus areas

Material topics



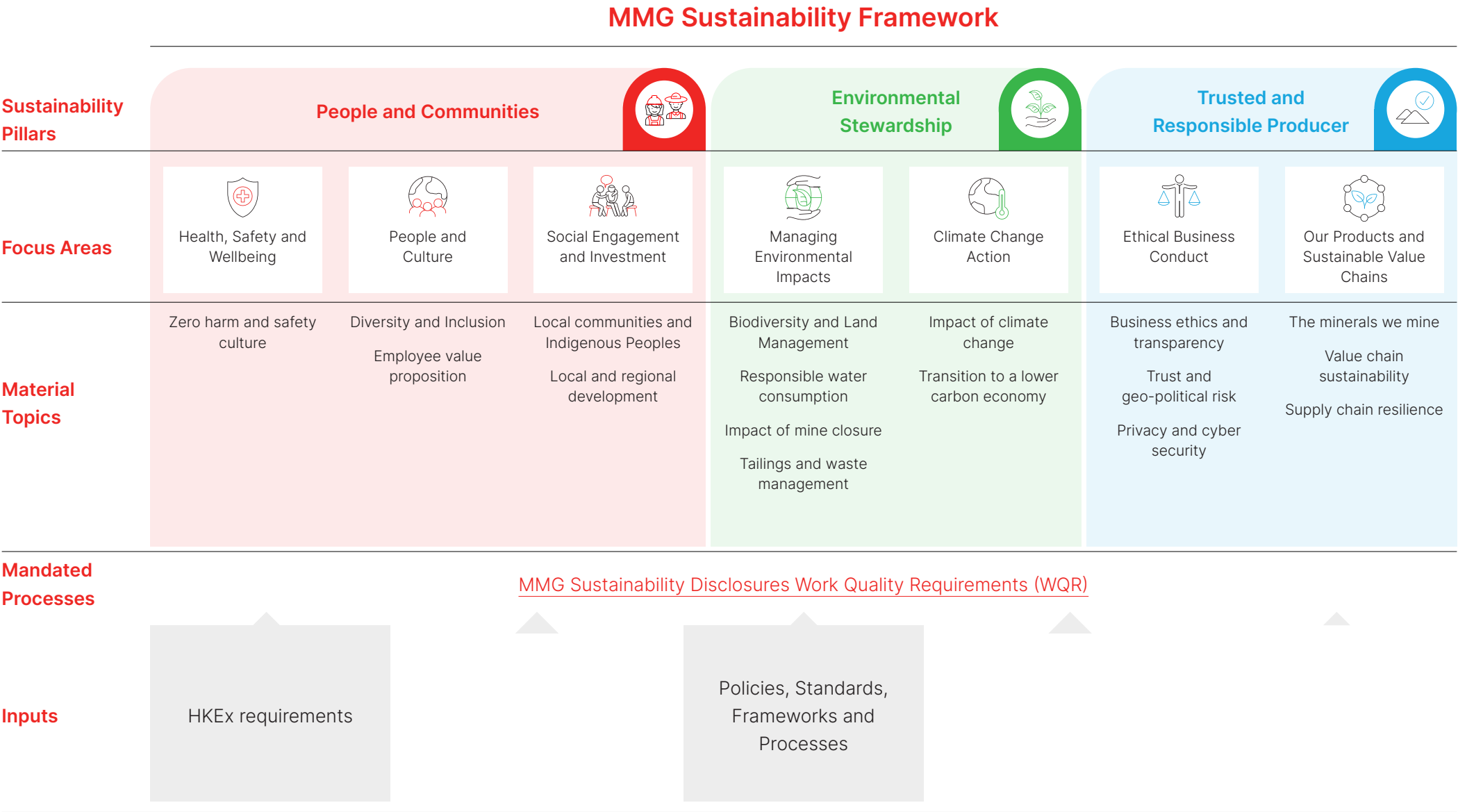
**Our products
and sustainable
value chains**



**Ethical
business
conduct**



Bringing it all together



Memberships

Our memberships and external commitments inform our approach to sustainability, this align MMG to our peers and recognised world best practices.



Australian Modern Slavery Act 2018 (Cth) - Modern Slavery Statement



EITI Extractive Industries Transparency Initiative



GRI Global Reporting Initiative | GRI Global Reporting Initiative – Mining & Metals



SDG - Sustainable Development Goals



TCFD - Task Force on Climate-related Financial Disclosures
















VPI Voluntary Principles Initiative



Reporting on what matters

Our internal indicators – consistent with our annual materiality process, we identified 10 internal focus indicators and measures that help us to quarterly report relevant issues to our Board. These are reviewed annually together with our KPI's.

 <p>People and communities</p>	<p>Safety performance</p>  <p>Number of SEEE (Significant Events with Energy Exchange)</p> <p>TRIF (Total Recordable Injury Frequency) Rate</p>	<p>Female representation</p>  <p>% Female representation, overall by site and for senior management</p>	<p>People engagement</p>  <p>% improvement from People and Culture Survey</p>	<p>Community grievance management (including human rights related)</p>  <p>Response time to grievances</p> <p>% of grievances closed within 60 days of receipt</p>
 <p>Environmental stewardship</p>	<p>Environmental compliance (with environmental laws and regulation)</p>  <p>Non-compliances / grievances received</p>	<p>ICMM water commitment compliance</p>  <p>Progress to compliance against ICMM Water commitment requirements</p>	<p>Global Industry Standard on Tailings Management (GISTM)</p>  <p>Progress to compliance against GISTM requirements</p>	<p>Reduction of GHG emissions (scope 1 and scope 2)</p>  <p>Progress towards reduction of GHG emissions by 40% by 2030, and net zero by 2050</p>
 <p>Trusted and responsible producer</p>	<p>Anti-bribery and corruption compliance</p>  <p>% of employees with computers who have completed the online training annually</p> <p>Number of prosecutions</p>	<p>Proportion of spending on local suppliers</p>  <p>% of procurement sourced from 'local' suppliers</p>		

Reporting requirements

At MMG, we mine for progress to positively contribute to our host communities. This drives many of us to deliver our work targets and goals.

We are proud of our long-standing participation in several industry-leading organisations, including ICMM membership – we joined in 2009 when the business was founded.

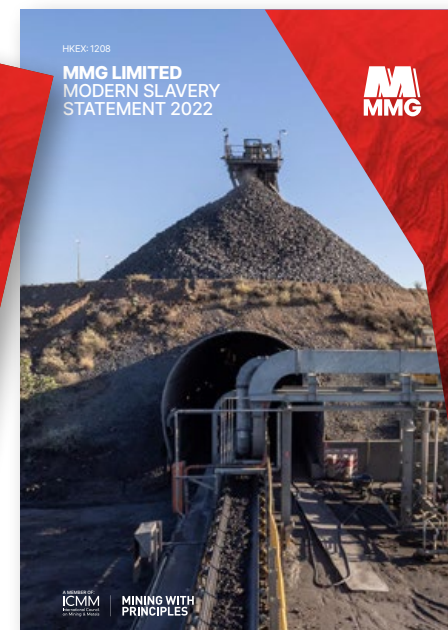
As an ICMM member, our sustainability approach aligns with the ICMM Mining Principles and eight additional position statements. This is essentially a mining and metals industry best practice framework.

Our material topics and focus areas are informed by these memberships and approved and endorsed by

MMG's Executive Committee and Board and published in our annual [Sustainability Report](#). In addition to complying with the regional laws where we are based, we adhere to the Global Reporting Initiative, the Hong Kong Stock Exchange Listing Rules and meet our obligations as members of the Voluntary Principles on Security and Human Rights together with other globally recognised organisations.

This work is reflected in the MMG [Sustainability Disclosure Work Quality Requirement](#) which clearly and simply outlines how the framework, and our sustainability priorities align with our external commitments.

These priorities – also reported in MMG's public company presentations – outline our sustainability performance.



Accountability

We all have an important role to play in aligning our work priorities and reporting to the focus areas and material topics of the MMG Sustainability Framework.



Site General Managers

Are responsible for resourcing, including KPIs in annual business plans and budgets through Integrated Business Planning (IBP), and other relevant internal requirements.

Head Office Functional Heads

Guide our sites to meet reporting requirements. They train and support our teams, setting strategic goals and conducting 2nd Line of Defence Assurance.

Head of Sustainability and Social Performance

Reviews and updates, when necessary, this framework, facilitates annual review of material topics, tracking progress against KPIs and delivering against internal and external reporting requirements.

Review process

We know that our current sustainability pillars and focus areas are not static. They need to grow and change as industry and stakeholder expectations evolve.

Our MMG Sustainability Framework will remain relevant and reflect international trends and priorities through our ongoing reviews. We will update our approach where required.

To achieve this, the Head of Sustainability and Social Performance will conduct an annual sustainability materiality assessment for material topics and peer assessment and benchmarking.

Any changes or updates to our MMG Sustainability Framework will be reviewed and receive additional endorsement from the EXCO.



Internal governance approach

The framework is owned by the Governance, Remuneration, Nomination and Sustainability (GRNS) Committee and supported by quarterly Committee updates, regular updates to the EXCO and supported by the [MMG Assurance Framework](#).

Further Board and executive management accountability is achieved through MMG's internal controls. In addition to an external assurance of our reporting suite, further transparency comes through the terms of reference set by MMG's Audit and executive management committees, including the Executive Committee, the Disclosure Committee, Investment Review Committee, Mineral Resources and Ore Reserves Committee and Code of Conduct and People Committee.

Further information

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