

ESG Policy

Tolu Minerals Limited ARBN 657 300 359 (**Company**)

Tolu Minerals Limited - ESG Policy

1. Purpose

Tolu Minerals Limited ARBN 657 300 359 (**Tolu** or the **Company**) is a gold exploration company with its key assets in Papua New Guinea. Tolu is committed to managing its impact on the environment and its resources, as well as developing and maintaining strong relationships with the communities in which it operates. Tolu recognises that all of the Company's stakeholders, inclusive of its employees, local communities and others, have a right to expect the Company commit to delivering on its environmental, social and governance (**ESG**) responsibilities.

2. Environmental Responsibilities

To meet its environmental responsibilities, the Company will strive to:

- (a) implement environmental management into the planning and operation of Tolu's business;
- (b) establish processes to identify and manage risks and opportunities for efficient use of resources to manage emissions linked with climate change and reduce and prevent the production of waste;
- (c) comply with, and where possible, exceed all statutory and legal conditions and obligations;
- (d) collaborate with partners and suppliers to minimise the environmental impacts of projects; and
- (e) maintain a high level of emergency preparedness to effectively respond to and recover from any environmental incidents.

3. Social Responsibility

To meet its social responsibilities, the Company will strive to:

- (a) implement standards of practice that allow employees to work in a safe and healthy environment;
- (b) create a fair, equitable, diverse and inclusive environment for all;
- (c) protect and respect the rights of our employees, suppliers and community members, and develop relationships built on trust and respect;
- (d) engage openly and honestly with our employees, stakeholders, host governments and Indigenous communities and consider their views in our decision-making; and
- (e) contribute to the social and economic growth of communities by developing and delivering projects that recognise these considerations.

4. Governance Responsibilities

To meet its governance responsibilities, the Company will strive to:

- (a) implement ongoing monitoring and review of our sustainability performance to the Board of Directors and relevant stakeholders;
- (b) ensure all employees are able to meet their environmental obligations through training, communication and education.

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- (c) strengthen environmental performances based on defined objectives and targets within business processes; and
- (d) allocate clear lines of accountability and report company-wide sustainability and environmental metrics to both internal and external stakeholders in an honest and timely manner.