

# Sustainability Policy

The purpose of this Policy is to outline the commitment IMDEX has to practices, standards and technologies that support sustainable development.



## Supporting economic development

Maximising value and providing sustainable earnings growth.

Increasing the accessibility of information regarding the Company's ESG related risks and opportunities for all stakeholders.



## Driving the sustainability of the global minerals industry

Developing products and technologies that provide additional value to clients' operations and ensure secure quality data..

Collaborating with associations and research partners to enhance the safety and efficiency of mining processes.



## Ensuring a safe and inclusive global workplace

Providing a working environment that is safe and supports total wellbeing.

Promoting diversity in the workplace and an inclusive culture across IMDEX.



## Upholding ethical and sustainable business practices

Conducting business in a manner that is ethical, values-driven and in compliance with the laws in all countries of operation.

Ensuring activities and the organisations IMDEX works with are ethical and do not harm people or the environment.

## Responsibility and accountability

The Policy applies to IMDEX Limited and all of its subsidiaries (IMDEX or the Company). Upholding IMDEX's Sustainability Policy is the responsibility of everyone engaged at the Company and it applies to all directors, officers, contractors and employees. The CEO is accountable to the Board for the oversight of all sustainability matters in accordance with this Policy.

## Environmental, Sustainability and Governance (ESG) Committee

IMDEX's ESG Committee is committed to enhancing reporting and disclosure relating to ESG risks and opportunities. The Committee is supported by the Board and Executive Leadership Team. Reporting will reference relevant frameworks including the Global Reporting Initiative (GRI) Standards, the Task Force on Climate-related Financial Disclosure (TCFD) recommendations and United Nations Sustainability Goals.

## Key Focus Areas



### Supporting economic development

Our current goals are to:

- Grow our core business by enhancing our technical leadership and embedding value for clients
- Achieve further extension within the larger adjacent mining market, which is less cyclical
- Consistently outperform market growth for the global mineral industry
- Enhance the accessibility of information relating to ESG related risk and opportunities



### Driving the sustainability of the global minerals industry

Our current goals are to support our clients by continuing to:

- Develop products and technologies that limit energy consumption and carbon emissions by optimising drilling processes across the mining value chain
- Develop products and technologies to optimise Drill & Blast processes, which lower energy consumption and dust-emission while enhancing safety
- Deliver equipment to reduce water consumption, contamination, safety hazards and the environmental impact on site
- Develop and provide recyclable and degradable packaging options to reduce the use of plastics



### Upholding ethical and sustainable business practices

Our current goals are to:

- Uphold our Code of Conduct and Supplier Code of Conduct
- Maintain our strong governance systems to avoid bribery and corruption in the first instance
- Manage performance for complete and consistent compliance with applicable laws and regulations
- Effectively identify opportunities and manage risks to our global business
- Operate responsibly by limiting our impact on the environment.



### Ensuring a safe and inclusive global workplace

Our current goals are to:

- Achieve zero harm through the systematic management of risk
- Continually improve our Lost Time Injuries, Total Recordable Injuries and Safety Engagement Activities year-on-year
- Establish a Diversity Council to implement our Diversity and Inclusion strategy
- Ensure equal pay through our remuneration review process
- Educate our workforce to increase psychological safety and encourage diversity of thought.

