

Sustainable Development Policy

Southern Palladium Limited
ACN 646 391 899
(Company)

1 Scope and Purpose of Policy

Company's Approach to Sustainable Development

Southern Palladium seeks to operate in a manner that represents a platform for responsible and ethical investment. We integrate sustainable development principles into business strategy and planning, management systems, and decision-making processes to enhance stakeholder value, maintain our social licence to operate, and leave a lasting and positive legacy for our host communities. The results will be an appropriate balance of the Company's requirements to perform financially, to manage the environment responsibly, and to ensure social benefit.

Company's Commitment

To attain this vision, South Palladium is committed to:

- Undertaking our business activities in a manner that:
 - Considers and complies with regulatory requirements and obligations relating to industry rules, codes, and standards to which we subscribe;
 - Proactively and simultaneously addresses business and social needs;
 - Is transparent and ethical; and
 - Adheres to sound systems of corporate governance.
- Respecting human rights and the diverse interests, cultures, customs, and values of our fellow employees, third parties (contractors, suppliers, service providers, and business partners), communities, and others in our sphere of influence;
- Continually improving our health and safety systems and performance;
- Continually improving our environmental systems and performance, including energy use, water stewardship, climate change, biodiversity, land use planning, and integrated mine closure planning;
- Implementing effective risk management strategies and systems which account for stakeholder perceptions of risks;
- Continually improving our social performance and contributing to the socio-economic and institutional development of our host communities and the countries in which we operate;
- Proactively engaging key stakeholders in a manner that is transparent and open;
- Raising the sustainable development awareness of our employees, third parties, communities, and visitors;
- Implementing a strategic, consistent, and organisation-wide approach to materials and supply chain stewardship that generates sustainable value beyond the value of the goods and services being procured;
- Selling our product to responsible buyers, ensuring that we do not contribute to unlawful armed conflict or breaches of international humanitarian law;

- Effectively analysing trends and reporting, and independently verifying progress and performance; and
- Regularly reviewing and updating our processes and performance to ensure adherence to these commitments.

Everyone working for or on behalf of, and third parties to Southern Palladiums operations plays an active role in achieving these commitments by:

- Integrating sustainable development principles into the full mining lifecycle and our everyday activities; and
- Adhering to this Group Sustainable Development Policy.

Approved by the Board on 21 January 2022