



## Environment Policy

Nico Resources Ltd (Nico) is committed to operating in an environmentally responsible manner during each phase of mine development. Nico also recognises the importance of the environment and its values to the Ngaanyatjarra (Ng) Lands People, on whose land we operate. Our environmental performance commitments are to:

- Implement an Environmental and Social Management System to provide a framework for setting objectives and targets, managing risks and continually improving our performance.
- Comply with relevant environmental laws, regulations and standards.
- Use a risk assessment approach to managing potential impacts of hazards and emissions on environmental receptors.
- Minimise our impacts on biodiversity by conducting baseline assessments, regular monitoring, application of the mitigation hierarchy and contingency planning.
- Design our Tailings Storage Facility to have effective measures in place for the safe, long-term impoundment of tailings.
- Responsibly use and optimise water resources through the implementation of water efficiency programs, monitoring of water usage and monitoring of sensitive environmental receptors.
- Implement a waste management program based on avoidance, recovery and disposal, and manage mineral waste responsibly.
- Monitor, control and minimise the release of pollutants or effluents to air, water or land to meet regulatory standards and minimise impact on sensitive receptors.
- Develop, implement, maintain and where possible improve energy efficiency and our reliance on renewable energy.
- Conduct training and raise awareness of the environmental aspects of our activities.
- Regularly monitor and transparently report on our environmental performance.
- Plan closure activities during each Project phase and undertake progressive rehabilitation of affected land.

Nico consults, informs and involves the Ng Lands People via the Ng Council and Implementation Committee, on various aspects of this policy. Nico employees, contractors and subcontractors, authorised visitors and any person working for or on behalf of Nico are responsible for implementing this policy. Senior management is committed to the implementation and compliance with this policy.

A handwritten signature in black ink that reads "Jonathan Shellabear".

Jonathan Shellabear  
**MANAGING DIRECTOR**  
 10 July 2023

**Principle Business Address**

Level 6, 190 St Goerges Tce Perth WA 6000

**Registered Address**

Level 8, 216 St Goerges Tce Perth WA 6000