



NORFOLK
METALS LTD.

ABN 38 652 438 385

**ENVIRONMENTAL, SOCIAL &
GOVERNANCE REPORT**

FOR THE CALENDAR YEAR 2022

ESG REPORT

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"ESG is an opportunity to take a structured and strategic approach to operating with the best interests of all stakeholders in mind. We have chosen to embrace it since day 1, with the view that it is an enabler of our vision as well as the right thing to do."

Ben Phillips – Executive Chair

ABOUT NORFOLK METALS

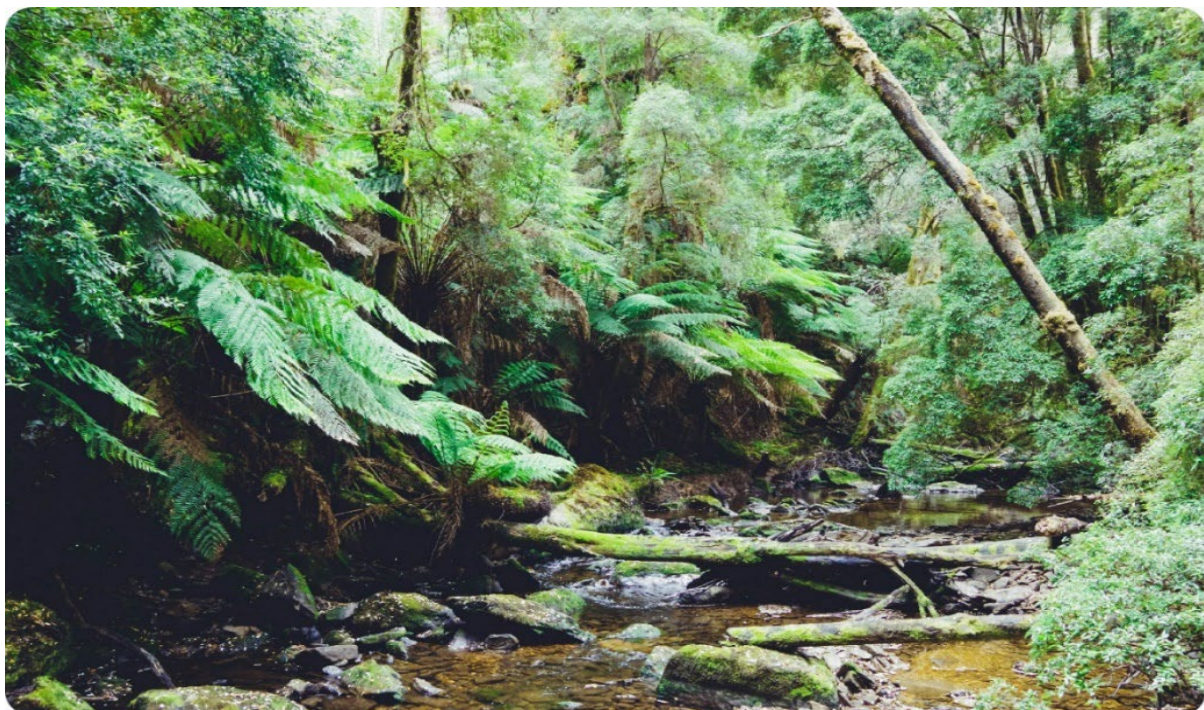
Norfolk Metals (Norfolk, Norfolk Metals or the Company) is an exploration Company with projects prospective for gold in Tasmania (Roger River Project) and uranium in South Australia (Orroroo Project). Norfolk listed on the Australian Stock Exchange (ASX) on the 22nd of March 2022, and trades under the ticker NFL.

ABOUT THIS REPORT

This is the inaugural Environmental, Social & Governance (ESG) report from Norfolk Metals and has been produced to provide stakeholders with an overview of how the Company has adopted and integrated ESG considerations into its operations. This report includes a review of the ESG topics deemed most material to the Company during the reporting period of the 2022 Calendar Year (CY22).

This report has been facilitated by Norfolk's ESG Advisors, ESG Capital, and produced based on the organisational boundary of Norfolk Metals Limited, with reference to the following Standards: United Nations Sustainable Development Goals (SDGs), Global Reporting Initiative (GRI), and the Taskforce on Climate-related Financial Disclosures (TCFD).

It should be noted regardless of achievements made in relation to company goals set and achieved in CY22 there is no guarantee of all goals set for CY23 being achieved. The structure and guidelines of the Company approach to ESG responsibilities is developed by the Company in consultation with our Advisors, these structures and guidelines are subject to change as the company evolves.



OVERVIEW OF PROJECTS

ROGER RIVER, TASMANIA

The Roger River Project is located in the north-western region of Tasmania approximately 245km northwest of Launceston. Tasmania is host to several world-class base and precious metal deposits such as Rosebury (MMG Limited) and Mount Lyell (New Century Resources). The Project area can be accessed from Hobart by road via a very well-maintained national highway to Smithton, then by a secondary sealed road which runs through the middle of the permits.

Comprised of two granted exploration licenses, the project covers an area of 261km². It is prospective for gold and copper as indicated by the intense silicification, argillisation and diatreme breccias near the Roger River Fault along with carbonate-rich host rocks.

Throughout 2022, Norfolk successfully conducted exploration activities at the Roger River Project including aeromagnetic survey and the maiden drill program. Drilling of the first hole commenced on the 17th September 2022, with the last hole completed on 7th January 2023 with rehabilitation requirements for the holes drilled completed by 12th January 2023.

Norfolk is currently reviewing all data captured from the maiden drill program with the aim of conducting additional geophysics and geochemistry analysis to better define exploration targets.

ORROROO, SOUTH AUSTRALIA

The Orroroo Uranium Project is located approximately 275km north of Adelaide, South Australia. It is within the Walloway Basin, which is an elongate Tertiary Basin approximately 50km long and up to 15km wide. The project comprised of two granted exploration licenses, covering 659km².

Norfolk commenced exploration work at Orroroo in February 2023, with uranium occurrences previously identified in existing wells confirmed using Prompt Fission Neutron or Spectra Gamma downhole survey (Company's ASX announcement dated 27th February 2023). These early results are considered significant and demonstrate the potential to unlock a new uranium province in South Australia.

South Australia is recognised for its high prospectivity for uranium and has a proven track record of uranium mining. The State hosts vast sources of uranium including approximately 80% of Australia's known economic uranium resources and approximately 23% of the world's uranium resources (1).

The exploration and production of uranium in South Australia is supported State and Federal Governments and a regulatory framework that is widely recognised for its effectiveness and standing as global best-practice (1).

“In 2021, Australia was the world’s fourth ranking producer, producing 9% of global uranium.”

- *World Nuclear Association, 2022 (2).*

ESG AT NORFOLK METALS

Norfolk Metals believes that ESG performance is a reflection of values and supports responsible operations within the resources sector. Since the Company’s incorporation, Norfolk has aimed to achieve this through a strategic, integrated approach to ESG. The Company believes that the effective management of its most relevant ESG topics will support sustainable progress of its assets and ultimately value creation. This view was outlined in the [Company’s Initial Public Offering Prospectus](#).

SUSTAINABLE DEVELOPMENT GOALS

The SDGs were developed in 2015 with the intention to achieve a more sustainable future. 17 Goals were outlined, and the ambition set to achieve them by 2030 (3). Norfolk supports the pursuit of the SDGs and has identified three goals that the Company can most appropriately align with based on its current business activities.



PROGRESS TO DATE

Norfolk committed to ESG reporting prior to listing on the ASX and has provided stakeholders with regular updates on its ESG focus and progress since listing. Over the course of 2022, Norfolk outlined five ESG commitments. The Company is pleased to report its progress on these, having successfully achieved all five commitments.

NFL’s ESG Commitments	NFL’s Progress
Achieve carbon neutral status (Scope 1 & 2) for maiden drilling program at the Roger River project.	Achieved
Measurement of NFL’s corporate Scope 1 & 2 greenhouse gas emissions.	Achieved
Develop NFL’s stakeholder engagement registers for both Roger River and Orroroo projects. Capture and record all stakeholder engagement data.	Achieved
Gap analysis and development of best-practice ESG policies.	Achieved
Align and integrate global reporting standards (i.e., UN SDGs, GRI and TCFD) into our inaugural ESG Report.	Achieved

MATERIAL TOPICS

Norfolk Metals identified its material ESG topics through consultation with the Company's stakeholders. These material topics were then validated by the Board:

- 1) Climate Change,
- 2) Environmental Compliance,
- 3) Stakeholder and Local Communities Engagement,
- 4) Health, Safety, & Wellbeing, and
- 5) Business Ethics & Transparency.

This was conducted with reference to GRI's materiality principle which advises that topics and information is considered material or relevant if it could influence the decision making of stakeholders with respect to the Company (4).

Norfolk understands that these material topics are dynamic and will change and evolve along with the Company. To address this, Norfolk is committed to an annual ESG material assessment.

CLIMATE CHANGE



Take urgent action to combat climate change and its impacts

Norfolk Metals acknowledges the latest climate science and sees climate change as both a risk and opportunity. As a participant in the resources sector and explorer of multiple commodities, climate risk is a central topic that the Company is committed to effectively managing.

Further detail on the Company's approach to climate risk can be seen in its Taskforce on Climate-related Financial Disclosures (TCFD) on page 13.

The Company's most significant operational activity and largest component of its carbon footprint since listing was the maiden drilling campaign at Roger River covering EL20/2020. This commenced on the 17th September 2022 with the most recent hole completed (including associated environmental rehabilitation for drill holes completed on the 12th January 2023).

Norfolk tracked all relevant Scope 1¹ and 2² emissions activity data for the maiden drilling campaign. A Greenhouse Gas (GHG) emissions assessment was conducted with reference to the GHG Protocol Corporate Standard and the Australian National Greenhouse and Energy Reporting (Measurement) Determination 2008, using an operational control approach (5). The emissions total and breakdown by scope is outlined in Table 1. A 5% uplift was also applied to the total inventory to account for relevant or attributable emissions, which could not be reasonably quantified or estimated.

¹ Diesel and unleaded petrol used for drilling program and transport to drill site.

² Electricity usage for staff and contractor accommodation.

Table 1: Total Scope 1 and 2 GHG emissions from the maiden drilling program at the Roger River project.

GHG Scope Category	Emissions (tCO₂-e)
Scope 1	34.60
Scope 2	1.10
<i>5% Uplift</i>	1.79
Total	37.49

To meet its commitment to achieve carbon neutral status (Scope 1 & 2) for the maiden drilling program at the Roger River Project, Norfolk selected to offset the resulting emissions (38 tCO₂-e) using a combination of Australian Carbon Credit Units (ACCUs) and the United Nations Framework Convention on Climate Change-Certified Emissions Reductions (CERs) sourced from the carbon projects outlined below:

ACCU Project – [Copping Landfill Gas Project in Tasmania, Australia](#)

As Norfolk’s maiden drilling program is in Tasmania, the Company opted to source Tasmanian ACCUs to offset carbon emissions generated as a result of drilling operations. The Copping Landfill Gas Project captures and combusts gas generated from legacy and non-legacy waste. This project will assist in the reduction of landfill generated GHG emitted into the atmosphere.

CER Project – [5 MW Wind Power Project in Rajasthan, India](#)

Norfolk has selected a CER project that is focused on renewable energy generation. Other than clean energy generation, this wind power project incorporates multiple co-benefits such as:

- 1) increased job opportunities that arise due to construction and maintenance of wind turbines,
- 2) significant financial investment in a developing region, and
- 3) improved grid stability and availability to local consumers of the region.

CY23 Goals:

- Carbon neutral (Scope 1 & 2) for drilling programs.
- Measure and report on company emissions for CY23.
- Publish Norfolk’s Climate Change Position Statement.

ENVIRONMENTAL COMPLIANCE



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

Norfolk respects the biodiversity of the regions it works in and the lands it operates on. The Company is committed to the sustainable discovery, development, and production of mineral resources.

Environmental compliance is governed by the Board and guided by the Company's ESG Policy which outlines that at a minimum, that the Company will ensure that all policies and procedures comply with all applicable environmental laws and regulation, assessment and approval requirements, licenses, and conditions.

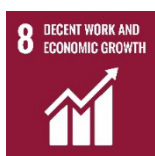
At Norfolk's Tasmanian operations, much of the land it operates on is under managed forest. All Norfolk staff and contractors are required to complete property access inductions provided by the forest management companies including Forico Future Fibre (6) and Reliance Forest Fibre (7). These include strict biosecurity clauses to ensure that no vegetative materials or any other biological pathogens, materials or diseases are introduced to the Forest Management Unit.

In 2022, Norfolk Metals met all the requirements for environmental compliance and received zero (0) non-compliance notices or fines.

CY23 Goals:

- Undertake all means and take all possible considerations to ensure compliance with all environmental requirements.
- Review exploration environmental impact inputs/outputs and identify the opportunities to improve environmental impact.

STAKEHOLDER & LOCAL COMMUNITY ENGAGEMENT



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

At Norfolk, stakeholders take on different functionalities and contribute to the Company's growth and development in various ways. Norfolk's different stakeholder groups are outlined in Figure 1 below.

At this early stage, the Company's focus is on effectively engaging with its most important stakeholders regularly. This predominantly involves operational interactions with authorities, governments agencies, and landowners & managers that facilitate exploration activities. All interactions with stakeholders are recorded in the Company's Stakeholder Engagement

Register, supporting the capture of valuable information, and ensuring follow-through on any resulting actions.

In CY22, Norfolk recorded 29 total engagements with 13 unique stakeholders, out of which 59% of these engagements were conducted in person. Majority of these engagements involved discussions on planned works and the coordination of access and approvals. Norfolk's main objective with this is to ensure that all stakeholders that are directly impacted by exploration activities understand what the Company is doing and when it is doing it.



Figure 1: Norfolk Metals' stakeholder groups

Norfolk endeavours to create prosperity and build strong connections and relationships with the communities whose lands it works on.

Norfolk's Roger River project in Tasmania is remote, with a number of small community towns within proximity. These towns are predominantly based around servicing the agriculture and forestry industries. Where possible, Norfolk will procure from local suppliers and providers. During the maiden drilling campaign at Roger River, Norfolk rented two local houses in Alcomie and South Forest to use for accommodation of drilling contractors, and 36.2% of exploration drilling expenses for the maiden drill campaign were with local Tasmanian suppliers.

Activities at Norfolk's Orroroo project in South Australia were minimal in 2022, with the Company's predominant focus on the Roger River Project throughout this period. Positive early exploration results in 2023 and Norfolk's position as a first mover in the Walloway Basin will drive its focus on deeper community engagement throughout the course of the calendar year.

To support this, Norfolk has recently appointed an Access Manger in the Orroroo region. The Access Manger is a local landowner and treasurer of the Orroroo Football Club. Norfolk

required access to the Access Manager’s land for the down hole geophysical survey conducted early Q1 2023, the successful process and outcome led to the engagement.

CY23 Goals:

- Report on economic contributions to the community.
- Ensure clear and open lines of communication to the Norfolk Management and Board exist.
- Record baseline stakeholder feedback data.
- Record all CY23 engagements with stakeholders on our Stakeholder Engagement Registers across both Roger River and the Orroroo Projects.

HEALTH SAFETY, & WELLBEING



Ensure healthy lives and promote well-being for all at all ages.

Norfolk cares about its people and contractors. The Company aims to provide a safe place to work by promoting a culture of safety and wellbeing and supporting this with the right systems.

The sporadic nature of exploration work for a junior miner means that majority of the Company’s workforce are contractors. Norfolk’s key tool to effectively manage the work health and safety risks is the Company Induction which all staff and contractors are required to complete prior to mobilisation to site.

Our induction covers six key steps which are outlined in Figure 2 and includes the following corporate documents:

- 1) Emergency Response Guidelines
- 2) Emergency Response Plan
- 3) Fitness for Work
- 4) Risk Matrix & Risk Registry
- 5) Safety Induction Handbook
- 6) Safety Equipment Checklist

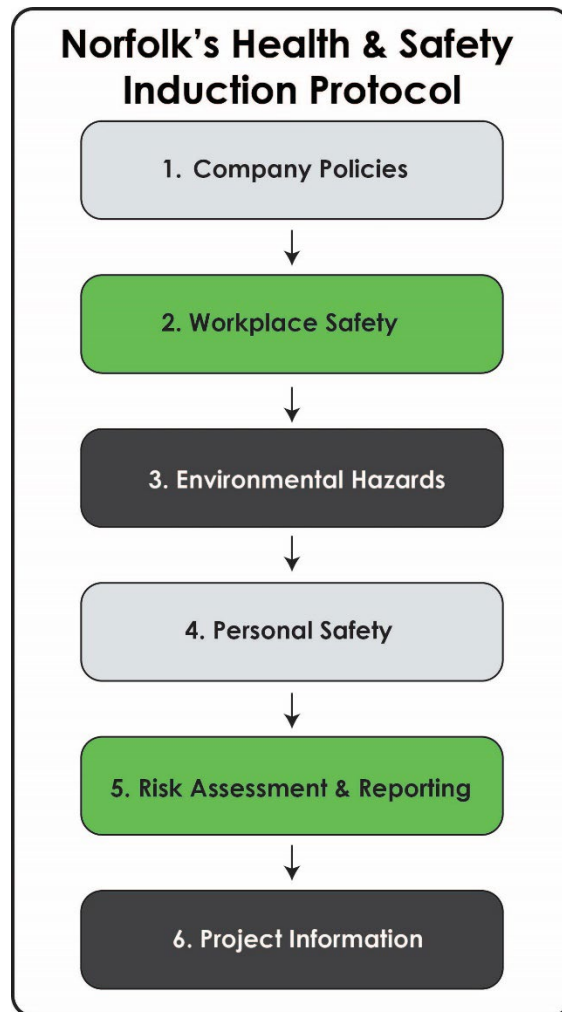


Figure 2: Norfolk Metals' Health & Safety Induction Protocol

In 2022, Norfolk Metals is proud to have recorded zero (0) work-related injuries.

CY23 Goals:

- Measure and report on key health and safety metrics including Lost Time Injury Frequency Rate (LTIFR) and Total Recordable Injury Frequency Rate (TRIFR).
- Develop a risk and hazard register for all staff and contractors.

BUSINESS ETHICS & TRANSPARENCY

Norfolk is committed to operating with the highest levels of integrity and transparency, aligning corporate governance with the needs of its stakeholders. The Company believes that ethics and transparency are driven by values and demonstrated through actions.

Norfolk's early commitment to ESG reporting prior to listing on the ASX is a reflection of its commitment to act openly and transparently. Norfolk's commitments to sound ESG practices are available in the Chairman's Letter of our Prospectus, dated 18th March 2022 which is available for view here [NFL Prospectus](#).

Norfolk's Corporate [Code of Conduct](#) provides a framework for decisions and actions and underpins the Company's commitment to integrity, fair dealing, and duty of care to all stakeholders. This is the responsibility of the Board.

The Norfolk Metals Board manages ESG governance and management responsibilities. The Board also engage Subject Matter Experts (SMEs) from ESG Capital. Other SMEs are engaged as and where required.

Our ESG Governance aims to:

- embed ESG considerations in the Company's business planning and decision-making processes,
- maintain a culture in which stakeholders are aware of their ESG obligations and are empowered to intervene on ESG issues,
- provide continued education to all stakeholders to identify and act upon opportunities to improve the ESG performance,
- undertake and support research to gain better understanding of ESG and using scientific approach to support impact assessments and evidence-based decision making, and
- take a collaborative and proactive approach with stakeholders.

Norfolk is proud to share that there were zero (0) breaches of policies and incidents of corruption in this reporting period.

CY23 Goals:

- Develop an enhanced Board Skills Matrix.
- Conduct Board ESG & Climate education session.

TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

The TCFD was created by the Financial Stability Board with the aim of providing financial markets with clear, high-quality, comparable information on the impacts of climate change (8). Norfolk endorses the recommendations of the TCFD and is committed to managing climate risk and producing annual disclosures in line with these recommendations.

Governance

The Board manages the responsibility for climate risk. This includes the implementation of the Company's ESG management system which includes climate. With a small executive team, the assessment and management of climate risk is the responsibility of the Executive Director who is supported SMEs as required.

The Board and Executive of Norfolk is committed to maintaining a practical level of knowledge regarding climate change and its actual and potential impacts on the Company and the Company's impacts on the climate to support effective climate risk governance.

Strategy

Norfolk is committed to considering climate risks and opportunities in the development and execution of its business strategy and financial planning. As an example, the Company's focus on Uranium exploration at Orroroo is supported by the global shift towards low emission power. The Board of Norfolk take a pragmatic and commercial approach to the integration and management of climate risks with respect to the Company's current status as a junior explorer.

Risk Management

The identification of climate risks and opportunities forms part of the Company's risk management framework. The Board is responsible for risk oversight and periodically reviews the Company's risk management framework, systems, practices, and procedures to ensure effective risk identification and management and compliance with the risk appetite set by the Board, internal guidelines, and external requirements.

The Company will disclose if it has any material exposure to climate risks and, if it does, how it manages, or intends to manage, those risks.

Metrics & Targets

Norfolk Metals ESG reporting process includes the measurement of the Company's Scope 1 & Scope 2 emissions. To date, the company has not calculated these emissions for the 2023 calendar year, choosing to measure only the emissions associated with its major source of emissions for the reporting period, being the maiden drilling campaign at the Roger River Project. As the Company grows, corporate emissions will be measured and reported on an annual basis in accordance with the GHG Protocol using Australian National Greenhouse Accounts Factors.

NORFOLK METALS GRI CONTENT INDEX

Statement of use	Norfolk Metals has reported the information cited in this GRI content index for the period (CY22; 1 st Jan 22 – 31 st Dec 22) with reference to the GRI Standards.
GRI 1	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details: The organization shall: (a) report its legal name; (b) report its nature of ownership and legal form; (c) report the location of its headquarters; (d) report its countries of operation.	(a) – (d) ESG Report 2022: About Norfolk Metals (Pg 3)
	2-3 Reporting period, frequency and contact point: The organization shall: (a) specify the reporting period, and the frequency of, its sustainability reporting; (b) specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this; (c) report the publication date of the report or reported information; (d) specify the contact point for questions about the report or reported information.	(a) Calendar Year 2022, and on an annual basis. (b) Financial reporting is on an Australian financial year basis. Norfolk intends to align reporting of financial and non-financial (ESG) data in the years ahead. (c) May 2023 (d) The contact point for questions about the report or reported information can be found at norfolkmetals.com.au .
	2-27 Compliance with laws and regulations: The organization shall: (a) report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred; (b) report the total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods; (c) describe the significant instances of non-compliance; (d) describe how it has determined significant instances of non-compliance.	(a) – (d) ESG Report 2022: Environmental Compliance (Pg 8) and Business Ethics & Transparency (Pg 12)
	2-29 Approach to stakeholder engagement: The organization shall: (a) describe its approach to engaging with stakeholders, including;	(a) ESG Report 2022: Stakeholder & Local Community Engagement (Pg 8).

	<ul style="list-style-type: none"> i. the categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement; iii. how the organization seeks to ensure meaningful engagement with stakeholders. 	
GRI 3: Material Topics 2021	<p>3-2 List of material topics: The organization shall:</p> <ul style="list-style-type: none"> (a) list its material topics; (b) report changes to the list of material topics compared to the previous reporting period. 	<ul style="list-style-type: none"> (a) ESG Report 2022: Material Topics (Pg 6). (b) N/A. This is Norfolk Metals' inaugural ESG Report.
GRI 201: Economic Performance 2016	<p>201-2 Financial implications and other risks and opportunities due to climate change: The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> (a) Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including: <ul style="list-style-type: none"> i. a description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity. 	<ul style="list-style-type: none"> (a) ESG Report 2022: TCFD Disclosure (Pg 13)
GRI 204: Procurement Practices 2016	<p>204-1 Proportion of spending on local suppliers: The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> (a) Percentage of the procurement budget used for significant locations of operations that is spent on suppliers local to that operation (such as percentage of products and services purchased locally); (b) The organization's geographical definition of 'local'. (c) The definition used for 'significant locations of operation'. 	<ul style="list-style-type: none"> (a) – (c) ESG Report 2022: Stakeholder & Local Community Engagement (Pg 8).
GRI 205: Anti-Corruption 2016	<p>205-3 Confirmed incidents of corruption and actions taken: The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> (a) Total number and nature of confirmed incidents of corruption. (b) Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. (c) Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. (d) Public legal cases regarding corruption brought against the organization of its employees during the reporting period and the outcomes of such cases. 	<ul style="list-style-type: none"> (a) – (d) ESG Report 2022: Business Ethics & Transparency (Pg 12).
GRI 305: Emissions 2016	<p>305-1 Direct (Scope 1) GHG emissions: The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> (a) Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. (b) Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. (c) Biogenic CO2 emissions in metric tons of CO2 equivalent. (d) Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> i. the rationale for choosing it; 	<ul style="list-style-type: none"> (a) ESG Report 2022: Table 1 (Pg 7). (b) CO₂, CH₄ and N₂O. (c) N/A. (d) N/A, emissions calculations are associated only with maiden drilling program. (e) – (g) ESG Report 2022: Climate Change (Pg 6).

	<ul style="list-style-type: none"> ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	
	<p>305-2 Energy indirect (Scope 2) GHG emissions: The reporting organization shall report the following information:</p> <p>(a) Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>(b) If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>(c) Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>(d) Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>(a) ESG Report 2022: Table 1 (Pg 7).</p> <p>(b) Market-based energy indirect (Scope 2) GHG emissions were not calculated for this reporting period.</p> <p>(c) CO₂, CH₄ and N₂O.</p> <p>(d) N/A, emissions calculations are associated only with maiden drilling program.</p> <p>(e) – (g) ESG Report 2022: Climate Change (Pg 6).</p>
<p>GRI 403: Occupational Health and Safety 2018</p>	<p>403-5 Worker training on occupational health and safety: The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>(a) A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.</p>	<p>(a) ESG Report 2022: Health, Safety, & Wellbeing (Pg 10).</p>
	<p>403-9 Work-related injuries: The reporting organization shall report the following information:</p> <p>(a) For all employees:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. <p>(b) For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; 	<p>(a) – (g) ESG Report 2022: Health, Safety, & Wellbeing (Pg 10).</p>

	<ul style="list-style-type: none"> ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. <p>(c) The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> i. How these hazards have been determined; ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. <p>(d) Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p> <p>(e) Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p> <p>(f) Whether and, if so, why any workers have been excluded from this disclosure, including the types of workers excluded.</p> <p>(g) Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	
<p>GRI 413: Local Communities 2016</p>	<p>413-1 Operations with local community engagement, impact assessments, and development programs:</p> <p>The reporting organization shall report the following information:</p> <p>(a) Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:</p> <ul style="list-style-type: none"> i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad based local community consultation committees and processes that include vulnerable groups; vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii formal local community grievance processes. 	<p>(a) ESG Report 2022: Stakeholder & Local Community Engagement (Pg 8).</p>

APPENDICES



Transaction ID	AU26970
Current Status	Completed (4)
Status Date	18/04/2023 15:36:59 (AEST) 18/04/2023 05:36:59 (GMT)
Transaction Type	Cancellation (4)
Transaction Initiator	Sain-ley-berry-gray, Sebastian
Transaction Approver	Sain-ley-berry-gray, Sebastian
Comment	Retired on behalf of Norfolk Metals to meet their commitment to achieve carbon neutral status for its maiden drilling program at the Roger River project

Transferring Account	Account Number AU-3150 Account Name SG OPTION FUNDS PTY LTD Account Holder SG OPTION FUNDS PTY LTD	Acquiring Account	Account Number AU-1068 Account Name Australia Voluntary Cancellation Account Account Holder Commonwealth of Australia
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Party	Type	Transaction Type	Original CP	Current CP	ERP Project ID	NGER Facility ID	NGER Facility Name	Safeguard	Kyoto Project #	Vintage	Expiry Date	Serial Range	Quantity
AU	KACCU	Voluntary ACCU Cancellation			EOP100649					2022-23		8,347,254,271-8,347,254,289	19

Status Date	Status Code
18/04/2023 15:36:59 (AEST)	Completed (4)
18/04/2023 05:36:59 (GMT)	Completed (4)
18/04/2023 15:36:59 (AEST)	Proposed (1)
18/04/2023 05:36:59 (GMT)	Proposed (1)
18/04/2023 15:36:59 (AEST)	Account Holder Approved (97)
18/04/2023 05:36:59 (GMT)	Account Holder Approved (97)
18/04/2023 15:36:24 (AEST)	Awaiting Account Holder Approval (95)
18/04/2023 05:36:24 (GMT)	Awaiting Account Holder Approval (95)

Appendix 1: Voluntary cancellation certificate from the United Nations Framework Convention on Climate Change for the retirement of 19 Certified Emission Reduction Units (left) and the Australian National Registry of Emissions Units for the retirement of 19 Australian Carbon Credit Units (right).

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