



**NORFOLK**  
METALS LTD.

ABN 38 652 438 385

**ENVIRONMENTAL, SOCIAL &  
GOVERNANCE REPORT**

FOR THE CALENDAR YEAR 2023

**ESG REPORT**

## Contents

ABOUT NORFOLK METALS .....	3
ABOUT THIS REPORT .....	3
ESG Highlights.....	4
OVERVIEW OF PROJECTS .....	5
Roger River, Tasmania .....	5
Orroroo, South Australia.....	6
REPORTING FRAMEWORK .....	7
Global Reporting Initiative .....	7
Taskforce for Climate-related Financial Disclosures .....	7
Sustainable Development Goals .....	7
Contributions to Norfolk’s Stakeholders and Local Community .....	9
MATERIAL TOPICS .....	11
Environmental .....	11
Social .....	15
Governance.....	17
Global Reporting Initiative Content Index .....	19
Appendices.....	20
Glossary .....	21

## ABOUT NORFOLK METALS

---

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

## ABOUT THIS REPORT

---

This is the second Environmental, Social, and Governance (ESG) report from Norfolk Metals and has been produced for stakeholders with an overview of how the Company has integrated ESG considerations into its operations. This report includes updates on Norfolk's actions and efforts on the ESG topics that were deemed most material to the Company's sustainable success. The reporting period for this report is Calendar Year 2023 (**CY23** or **Reporting Period**).

This report has been facilitated by Norfolk's ESG Advisors, Automic ESG, based on the organisational boundary of Norfolk Metals Limited.

If you have any feedback or queries, please contact Norfolk Metals at [info@norfolkmetals.com.au](mailto:info@norfolkmetals.com.au) or +61 8 6255 8625.

**It should be noted that regardless of achievements made in relation to company goals set and achieved in CY23 there is no guarantee of all goals set for CY24 being achieved due to quick shifting priorities. 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.**

## ESG Highlights



Maintained **carbon neutral status** for drilling programs at both the **Orroroo** and **Roger River** Projects



Conducted over **100 engagements** with key **stakeholders** in the Orroroo community.



Successfully completed the **maiden drilling program** at the **Orroroo** project with zero health, safety or environmental incidents.



Raised our community impact as a **proud sponsor** for the **Orroroo** Football & Netball Club, Orroroo Golf Club and Orroroo's Rural Women's Day

# 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 (Sibanye-Stillwater). 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, EL20/2020 and EL17/2021 the project covers an area of 261km<sup>2</sup> and over 30km strike length of the highly prospective Roger River Fault zone. 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.

Norfolk recently provided a Roger River update in February 2024 (Norfolk's [ASX announcement](#) dated 29<sup>th</sup> February 2024), confirming results of a soil program.

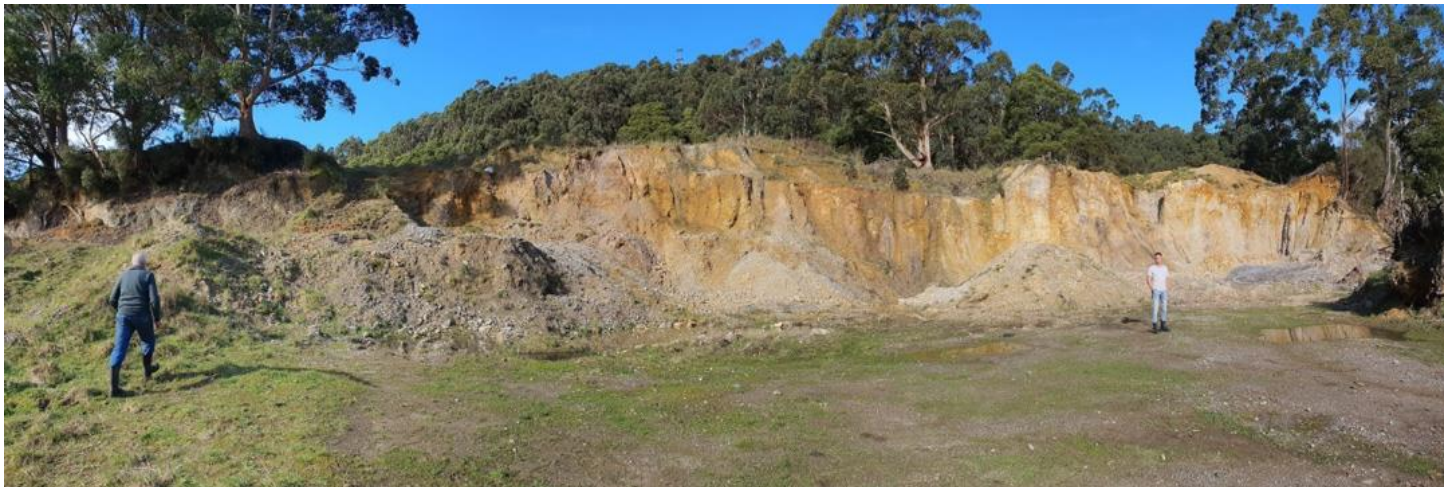


Photo: Exposed diatreme breccia in a quarry which spans 80m wide.

## Orroroo, South Australia

The Orroroo Uranium Project comprises three granted exploration licenses, EL6552, EL6814 and EL6948, which together cover 723km<sup>2</sup>, located approximately 274km northwest of the capital city of Adelaide, South Australia within the Walloway Basin, which is an elongate Tertiary Basin approximately 50km long and up to 15km wide. It consists of Tertiary and Quaternary sediments unconformably underlain by Adalaidian basement.

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 27<sup>th</sup> February 2023). These early results are considered significant and demonstrate the potential to unlock a new uranium province in South Australia.

Throughout 2023, Norfolk obtained drilling permit approval and completed Phase 1 of its maiden drilling program. Phase 2 of its maiden drilling program was also completed in January 2024 (Company [ASX announcement](#) dated 7<sup>th</sup> February 2024).

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<sup>1</sup>.

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.



Photo: Drill rig on location at hole 1 (P01) of the Orroroo maiden drilling program.

---

<sup>1</sup> [Uranium, Energy & Mining, Government of South Australia](#)

# REPORTING FRAMEWORK

---

Norfolk Metals ESG reporting framework incorporates the following Standards: United Nations Sustainable Development Goals (SDGs), Global Reporting Initiative (GRI), and the Taskforce on Climate-related Financial Disclosures (TCFD).

## Global Reporting Initiative

The GRI standards are the most widely used ESG and sustainability standards reporting globally. They are used extensively across the mining and metals sector and provide organisations with a set of best-practice reporting principles along with defined standards for the reporting of qualitative and quantitative ESG data. Norfolk's GRI Content Index can be viewed [here](#).



## Taskforce for Climate-related Financial Disclosures

The TCFD was created in 2015 by the Financial Stability Board (FSB) to develop consistent climate-related financial risk and opportunity disclosures for use by companies, investors, and banks to improve and increase reporting of climate-related financial information. Consisting of four core disclosures (Governance, Strategy, Risk Metrics) and 11 recommended disclosures, the TCFD assist organisations in understanding the type of disclosure required.

With the release of the International Financial Reporting Standards (IFRS), TCFD is now managed by the IFRS Foundation. The Australian Accounting Standards Board (AASB) has released the Australian Sustainability Reporting Standards (ASRS) which is based on the IFRS S2 Standard. As a junior explorer, the Company will ensure its readiness to report to the ASRS when required and has deemed its responses to the TCFD sufficient at this point. Norfolk's response to the TCFD recommendations can be viewed [here](#).

## Sustainable Development Goals

The SDGs provides a united blueprint for peace and prosperity for people and planet, now and into the future. Norfolk endorses the SDGs and are committed to contributing to the global call for action. The Company has identified five SDGs that Norfolk can contribute to and align with based on its current business activities (Table 1).



Table 1: Norfolk’s contribution to the Sustainable Development Goals.

Sustainable Development Goals	Sustainable Development Goal specific target	Norfolk’s alignment and contribution
<b>SDG 8</b> Decent Work and Economic Growth	<b>Target 8.8</b> Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	Creating a safe workplace is pivotal to Norfolk’s success. The Company ensures that all employees and contractors are provided with a safe work environment, able to maintain a safe work environment for each other which is guided by robust policies, procedures, and onboarding processes.
<b>SDG 13</b> Climate Action	<b>Target 13.2</b> Integrate climate change measures into national policies, strategies and planning	Since the inception of Norfolk, the Company has committed to achieving and maintaining carbon neutral status for its drilling programs as they make up a significant percentage of Norfolk’s emissions profile.
<b>SDG 15</b> Life on Land	<b>Target 15.a</b> By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world	Drilling is a significant aspect of any mining operations. Norfolk, as required by mining regulations, rehabilitate, and restore any land that is disturbed by drilling operations. The Company aims to go above and beyond to restore land to its original state.
<b>SDG 16</b> Peace, Justice and Strong Institutions	<b>Target 16.6</b> Develop effective, accountable, and transparent institutions at all levels	Norfolk ensures that the Company operates with the highest level of transparency and governance and are accountable at all times.
<b>SDG 17</b> Partnerships for the Goals	<b>Target 17.17</b> Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	The Company understands the importance of obtaining social licence to operate in the communities it works in. Norfolk engages with the local communities in a genuine manner and ensures that the local communities stand to benefit with Norfolk operating in those areas. Norfolk also taps on local contacts and knowledge to drive beneficial partnerships.



## Contributions to Norfolk's Stakeholders and Local Community



Norfolk understands that playing a positive role in the communities in which it operates, and maintaining social licence is critical to the success of its drilling programs. Prior to receiving approval to conduct exploration activities for the Orroroo project, the Norfolk team made multiple trips to South Australia to engage with key stakeholders in the Orroroo community. This predominantly involved interactions with authorities, government agencies, landowners and managers that facilitate exploration activities and coordination of land access, agreements, and approvals.

In CY23, the Company recorded more than 100 engagements with 25 unique stakeholders, 22 landowners, two Indigenous bodies, the Orroroo Shire and the Environmental Protection Agency. These engagements were intensive and conducted multiple times across the abovementioned stakeholders. Throughout these engagements, Norfolk successfully executed Land Access Agreements with seven (7) freehold landowners within the EL6552 exploration licence and obtained approval from South Australia's Department of Energy and Mining (DEM) to conduct exploration activities at the Orroroo project.

At Norfolk's Orroroo project, stakeholder engagement is further supported by its Access Manager in the Orroroo region. The Access Manager, Nick Pearce, is a local landowner and treasurer of the Orroroo Football Club. In CY23, Norfolk was a Platinum Sponsor for the Orroroo Football & Netball Club, donating a total of \$5,000 to the club. The Company plans to continue to support the Orroroo Football & Netball Club as a way of giving back to the Orroroo community for supporting Norfolk in its exploration activities.

*Norfolk have been operating in the Orroroo area for almost two years now, with consistent and thorough involvement within the community. The Company has gone above and beyond that is required for community consultation, spending significant money in the town, including contributing substantial amounts of money into local community groups and organisations, which has been well received by the Orroroo community. The standards of communication along with Norfolk's rehabilitation techniques have resulted in solid relationships with all landowners. Overall, the Orroroo community hopes that Norfolk continues to operate in the region, bringing new money into the town with the potential of future employment for new and existing townfolk.*

**Nick Pearce, Orroroo Project's Access Manager**

In CY24, Norfolk is committed to exploring additional potential contributions to the Orroroo community and maintaining a clear and open line of communication between stakeholders and the Norfolk Board and Management.



Photo: The A-Grade Orroroo Football Club (the 'Roos'), sponsored by Norfolk and Elders, celebrating as they won the Northern Areas Football Association Grand Final on the 16<sup>th</sup> of September 2023, defeating longtime rivals, Booleroo Melrose Wilmington Football Club.

The land of which the Roger River project is situated on is forest areas under management. This year, Norfolk has continued to engage with various stakeholder groups such as Forico Future Fibre<sup>2</sup> and Reliance Forest Fibre<sup>3</sup>. The Company will continue to communicate with relevant stakeholders at both projects.

---

<sup>2</sup> [Forico Future Fibre](#)

<sup>3</sup> [Reliance Forest Fibre](#)

# MATERIAL TOPICS

## Environmental

Climate Change



Take urgent action to combat climate change and its impacts

Climate change is a global challenge that requires collaborative efforts from all industries. As a participant in the resources sector, Norfolk is proud to be working towards global decarbonisation efforts and remains committed to managing its own climate impact.

This year, Norfolk conducted drilling programs at both the Roger River and Orroroo Projects. As Norfolk shifted its focus to uranium exploration, the Company commenced Phase 1 of Orroroo's maiden drilling program on the week of 30<sup>th</sup> November 2023, and it was completed on the 21<sup>st</sup> of December 2023. Phase 2 of Orroroo's maiden drilling program commenced during the week of 11<sup>th</sup> January 2024 and was completed by the week of 7<sup>th</sup> February 2024. A total of 17 holes were drilled as part of the maiden drilling program. The Orroroo project is the Company's most significant operational activity and largest component of its CY23 emissions profile.

In Norfolk's CY22 ESG Report, the Company committed to achieving carbon neutral status (Scope 1 & 2) for all drilling programs. To support this, Norfolk tracked all relevant Scope 1<sup>4</sup> and 2<sup>5</sup> emissions activity data for both Projects. A Greenhouse Gas (GHG) assessment was conducted with reference to the GHG Protocol Corporate Standard<sup>6</sup> and the Australian National Greenhouse and Energy Reporting (Measurement) Determination 2008, using an operational control approach. Emissions total and breakdown by scope for both drilling programs are outlined in Table 2. A 5% uplift was also applied to the total emissions inventory to account for relevant or attributable emissions, which could not be reasonably quantified or estimated.

Table 2: Total Scope 1 and 2 GHG emissions from both Roger River and Orroroo projects.

Reporting Period	CY22		CY23	
	Roger River	Orroroo	Roger River	Orroroo
Scope 1 (tCO <sub>2</sub> -e)	34.60	NIL as drilling only commenced in CY23.	3.08	8.73
Scope 2 (tCO <sub>2</sub> -e)	1.10		0.98	-
5% Uplift (tCO <sub>2</sub> -e)	1.79		0.63	
Total (tCO <sub>2</sub> -e)	37.49		13.23	

<sup>4</sup> Diesel and unleaded petrol used for both drilling programs and transport to drill site.

<sup>5</sup> Electricity usage for staff and contractor accommodation.

<sup>6</sup> [GHG Protocol Corporate Standard](#)

In CY23, there was a 64.7% reduction in Scope 1 & 2 emissions produced through Norfolk's operational activities. This can be attributed to an increase in drilling activity at Orroroo, and a decrease in drilling operations at the Roger River project, which resulted in reduced diesel consumption. At the Orroroo project, a different drilling method, rotary mud drilling, was used. This method requires less time to drill, and consequently less fuel when compared to diamond drilling which was used at the Roger River project.

To meet its goal of achieving carbon neutral status (Scope 1 & 2) for all drilling programs, Norfolk has opted to offset all drill program associated emissions for CY23 (total of 14 tCO<sub>2</sub>-e) using the United Nations Framework Convention on Climate Change-Certified Emissions Reductions (CERs) sourced from the following projects below:

Sichuan Muchan County Huogu Hydropower Project

With Norfolk's continued focus on uranium exploration at its Orroroo project, the Company has selected a CER project that supports renewable energy production. As this project is situated in a high poverty area, there are other benefits that this project brings:

- 1) Provided job opportunities for the local communities throughout the operational period, and improved their living conditions, and
- 2) Improved local energy generation infrastructure by bridging the gap between power supply and demand by increasing the electricity generation capacity to the local grid.

*Taskforce on Climate-related Financial Disclosures*

With the ASRS coming into effect in 2025, the Board is committed to ensuring readiness to report for when the Company meets the reporting threshold. The ASRS was developed based on the TCFD and therefore, the Company believes that at this point, its annual disclosure to TCFD is sufficient (Table 3).

Table 3: Norfolk's response to the TCFD disclosures.

<b>Core Disclosure</b>	<b>Response</b>
<b>Governance</b>	<p>Climate-related financial risks and opportunities are managed by the Board. With a small Board and management team, the responsibility for the identification, assessment, and management of climate risks and opportunities sits with the Executive Chair.</p> <p>The Board and management are committed to a climate education session which will provide them with practical levels of knowledge regarding climate change risks and the skills to support effective climate risk governance.</p>
<b>Strategy</b>	<p>Norfolk is committed to the consideration of climate risks and opportunities in the development and execution of its business strategy and financial planning. Commodity focus and the active management of the company's climate impacts are the key strategic responses to the energy transition and climate change risk at this stage.</p>
<b>Risk</b>	<p>The Norfolk Board is responsible for oversight and periodic reviews of climate risks. To this end, the Board is committed to conducting a climate risk education session as well as a climate risk assessment in CY24.</p>
<b>Metrics and Targets</b>	<p>To date, the Company has measured, disclosed, and offset Scope 1 &amp; 2 emissions associated with its drilling programs are the material contributors to Norfolk's emissions profile. As Norfolk continues to evolve and grow, corporate emissions will be measured and reported on an annual basis in accordance with the ASRS.</p>

## 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 lands that we work on, is committed to minimising our impact on the environment, and to comply with all applicable environmental regulations.

Governance of environmental compliance lies with the Board, who ensures that all policies and procedures comply with all applicable environmental laws and regulations, assessment, and approval requirements, licenses, and conditions.

In Norfolk's approved Exploration Program for Environment Protection and Rehabilitation (PEPR) from the DEM, the Company went above and beyond with regards to its rehabilitation requirements. In the PEPR, Norfolk committed to remediate drilled holes by refilling with cement from termination to collar.

The maiden drilling program concluded with 17 holes drilled and rehabilitated as stipulated in Norfolk's approved PEPR. Post completion of Orroroo's maiden drilling program, DEM visited the site and conducted a thorough inspection of rehabilitation for all drilled holes and approved Norfolk's rehabilitation efforts. During this inspection, the DEM identified two holes that were not rehabilitated to the standards detailed in the PEPR and requested for Norfolk to refill the hole with the right amount of cement. The DEM also required the Company to scarify and refill it with cement as a track was creating due to the drill rig driving over it.

Table 4: Norfolk's progress on CY23 Environmental goals.

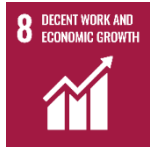
<b>CY23 Environmental Goals</b>	<b>Status</b>
Carbon neutral (Scope 1 & 2) for all drilling programs.	Achieved
Measure and report on company emissions for CY23.	In progress
Publish Norfolk's Climate Change Position Statement.	In progress
Undertake all means and take all possible considerations to ensure compliance with all environmental requirements.	Achieved
Review exploration environmental impact inputs/outputs and identify opportunities to reduce environmental impact.	In progress

### **CY24 Environmental Goals:**

- Maintain carbon neutral (Scope 1 & 2) status for all drilling programs.
- Publish Norfolk's Climate Change Position Statement
- Conduct climate-related risks and opportunities assessment.
- Ensure continued compliance with all environmental laws and regulations.

## Social

Health, Safety, and Wellbeing



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

Norfolk values its people and contractors and aims to provide a physically and mentally safe workplace by promoting a culture of safety and wellbeing and supporting this with the right systems (Figure 1).

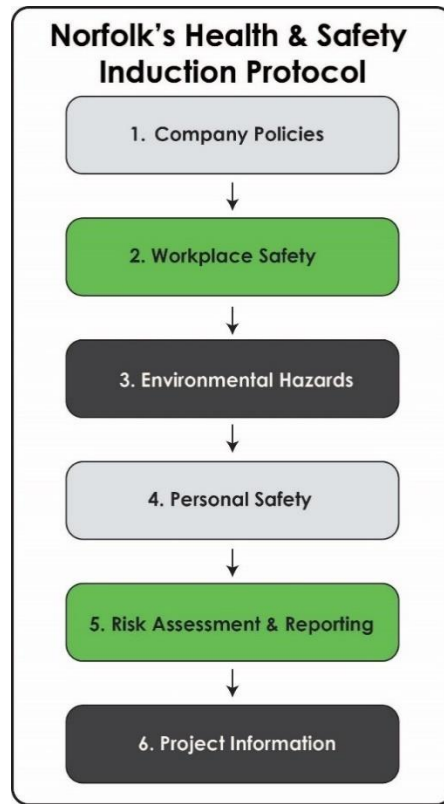


Figure 1: Norfolk Metals' Health & Safety Induction Protocol

With drilling activity at the Orroroo project focused on Uranium, Norfolk has developed a Radiation Management Plan which includes a radiation monitoring program which outlines the frequency of monitoring (Table 5).

Table 5: Norfolk's radiation monitoring program.

Survey	Item to be surveyed	Frequency
Gamma survey (RS125 scintillation detector or Radiation Alert 1000EC)	<ul style="list-style-type: none"> <li>• Drill holes and sump</li> </ul>	Before and after drilling, for environmental baseline studies and rehabilitation purposes.
	<ul style="list-style-type: none"> <li>• Core farm/sample storage areas</li> <li>• Work areas (e.g., logging/cutting tables)</li> </ul>	Weekly for when in use.
Alpha contamination (visual check plus alpha scintillometer – Ludlum large area alpha detector or alpha/beta detector)	<ul style="list-style-type: none"> <li>• Vehicles</li> <li>• Work surfaces</li> <li>• Crib room tables</li> <li>• Offices</li> <li>• Workers' hands and clothes</li> </ul>	Weekly
	<ul style="list-style-type: none"> <li>• Any vehicles, equipment or packages of samples leaving site</li> </ul>	Required when such items are to permanently leave site.

For Orroroo's maiden drilling program, the Company engaged Watson Drilling (Norfolk's [ASX announcement](#) dated 13<sup>th</sup> September 2023), drillers with sound uranium exploration experience in South Australia. Prior to engagement, Norfolk reviewed Watson Drilling's risk and incident management processes and adopted it for the maiden drilling program. The contractors also conduct daily toolbox meeting to discuss the day's drill program and raise any health and safety concerns and risks.

At the Roger River project, Norfolk has contracted Australian Mining Technologies who has over 40 years of experience drilling in similar terrain and geological environments to the Roger River project (Norfolk's [ASX announcement](#) dated 6<sup>th</sup> April 2022). In CY23, the contractors worked a total of 99 days and submit daily exploration reports. The contractors also conduct daily pre-start toolbox meetings to discuss risks and prepare for the next day.

With the engagement of experienced drillers for both projects, the Company is confident in its contractors' processes and procedures and that they will assist Norfolk in achieving its ESG goals.

Table 6: Norfolk's progress on CY23 Social goals.

CY23 Social Goals	Status
Measure and report on key health and safety metrics including Lost-Time Injury Frequency Rate (LTIFR) and Total Recordable Injury Frequency Rate (TRIFR)	In progress
Develop a risk and hazard register for all staff and contractors.	In progress

#### CY24 Social Goals:

- Report on key health and safety metrics for both projects.



## Governance

### Business Ethics and Transparency



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Norfolk is committed to operating with the highest standards of ethics and transparency. Since incorporation the Board has committed to sound ESG priorities and practices to ensure that operations are sustainable, and ESG impacts are actively managed. All employees, contractors, and suppliers are guided by Norfolk's Corporate Code of Conduct which stipulates the framework for any decisions and actions that represent the Company. This document also supports Norfolk's commitment to integrity, fair dealing, and duty of care to all stakeholders and is governed by the Board.

The Company is committed to building a safe avenue for any stakeholder to come forward and report any grievance, complaints, or suspected wrongdoing, misconduct, or improper state of affairs without fear of retaliation or reprisal. This is supported by Norfolk's Whistleblower Policy. In CY23, Norfolk recorded zero (0) breaches of policies, procedures, and whistleblower reports.

During this Reporting Period, Norfolk received one (1) non-compliance notice with the South Australian Mining Act 1971. This non-compliance stipulated that the Company submitted access agreements using the wrong form and therefore did not appropriately comply with land access requirements on exploration licence for the Orroroo project. This non-compliance was swiftly resolved, and the Company maintains an effective working relationships with South Australia's DEM.

The Norfolk Board, like many junior explorers is lean and experienced in mineral exploration and associated technical and corporate activities. When required, Subject Matter Experts (SMEs) are engaged to advise on matters outside of the Board's expertise.

In CY23, the Board has completed its first Board Skills Matrix which assisted the Board to identify the strengths, capabilities, and potential skill gaps (Figure 2). This also allowed for the Board to identify upskilling opportunities for Board members.

Table 7: Norfolk Board

Board Member	Role	Independence
Ben Philips	Executive Chair	Non-independent
Leo Pilapil	Non-Executive, Technical Director	Non-independent
Patrick Holywell	Non-Executive Director	Independent

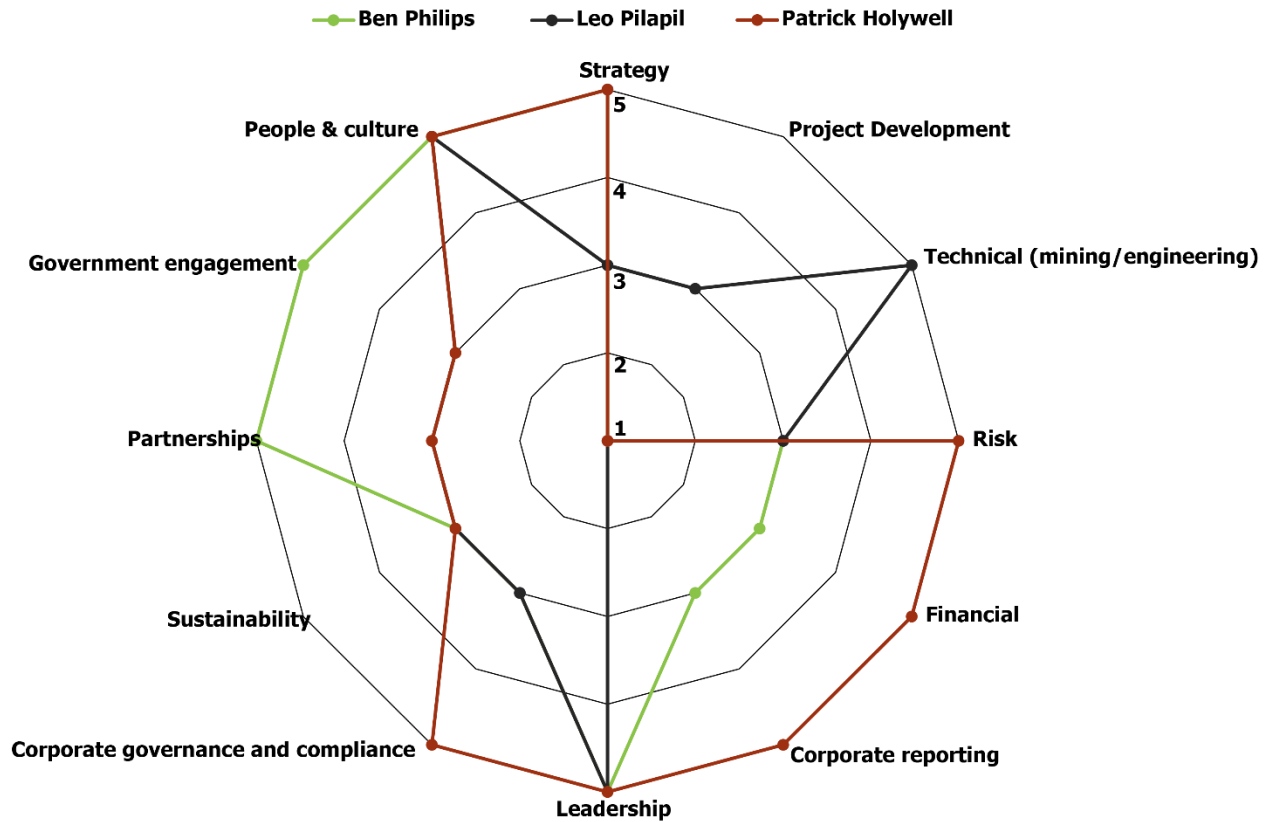


Figure 2: Norfolk's Board Skills Matrix for all Board members.

Table 8: Norfolk's progress on CY23 Governance goals.

CY23 Governance Goals	Status
Develop an enhanced Board Skills Matrix.	Achieved
Conduct Board ESG & Climate education session.	In progress

### CY24 Governance Goals:

- Conduct Board ESG & Climate education session.
- Ensure readiness to report to the Australian Sustainability Reporting Standards (ASRS) for when Norfolk meets the reporting requirements.

## Global Reporting Initiative Content Index

Statement of Use	Norfolk Metal has reported the information cited in this GRI content index for the period (CY23; 1 <sup>st</sup> Jan 23 – 31 <sup>st</sup> Dec 23) 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	CY23 ESG Report: <a href="#">About Norfolk Metals</a>
	2-2 Entities included in the organization’s sustainability reporting	CY23 ESG Report: <a href="#">About this Report</a>
	2-3 Reporting period, frequency and contact point	CY23 ESG Report: <a href="#">About this Report</a>
	2-6 Activities, value chain and other business relationships	CY23 ESG Report: <a href="#">Overview of Projects</a>
	2-9 Governance structure and composition	CY23 ESG Report: <a href="#">Business Ethics and Transparency</a>
	2-16 Communication of critical concerns	CY23 ESG Report: <a href="#">Business Ethics and Transparency</a>
	2-17 Collective knowledge of the highest governance body	CY23 ESG Report: <a href="#">Business Ethics and Transparency</a>
	2-26 Mechanisms for seeking advice and raising concerns	CY23 ESG Report: <a href="#">Business Ethics and Transparency</a>
	2-27 Compliance with laws and regulations	CY23 ESG Report: <a href="#">Business Ethics and Transparency</a>
	2-29 Approach to stakeholder engagement	CY23 ESG Report: <a href="#">Contributions to Norfolk’s Stakeholders and Local Community</a>
GRI 3: Material Topics 2021	3-2 List of material topics	CY23 ESG Report: <a href="#">Material Topics</a>
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	CY23 ESG Report: <a href="#">Climate Change</a>
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	CY23 ESG Report: <a href="#">Business Ethics and Transparency</a>
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	CY23 ESG Report: <a href="#">Climate Change</a>
	305-2 Energy indirect (Scope 2) emissions	CY23 ESG Report: <a href="#">Climate Change</a>
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	CY25 ESG Report: <a href="#">Health, Safety, and Wellbeing</a>
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	CY23 ESG Report: <a href="#">Contributions to Norfolk’s Stakeholders and Local Community</a>

# Appendices



Appendix 1: Voluntary cancellation certificate from the United Nations Framework Convention on Climate Change for the retirement of 14 Certified Emission Reduction units.

## Glossary

AASB	Australian Accounting Standards Board
ASRS	Australian Sustainability Reporting Standards
ASX	Australian Securities Exchange
CER	Certified Emissions Reductions
ESG	Environmental, Social, Governance
FSB	Financial Stability Board
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
IFRS	International Financial Reporting Standards
SDG	United Nations Sustainable Development Goals
SME	Subject Matter Experts
TCFD	Taskforce for Climate-related Financial Disclosures



**NORFOLK**  
METALS LTD.

**Address:** Suite 10, 85 – 87 Forrest Street, Cottesloe, WA 6011

**Email:** [info@norfolkmetals.com.au](mailto:info@norfolkmetals.com.au)

**Phone:** +61 8 6255 8625

**Website:** [norfolkmetals.com.au](http://norfolkmetals.com.au)