

Effective Date: 21 February 2023

Our aim is to ensure we responsibly manage our impacts on the environments in which we operate.

Our commitment

St Barbara is committed to the highest standards of environmental management and to caring for the environment through continued improvement in the identification, assessment, mitigation and monitoring of the environmental effects of our operations.

Our approach

We will:

1. Identify environmental impacts in business planning exercises and implement appropriate controls to minimise the associated business risks.
2. Integrate environmental considerations into aspects of our business and maintain an integrated management system to achieve St Barbara's environmental objectives and targets.
3. Monitor our footprint and set and measure annual targets for improved environmental performance.
4. Develop, implement and continuously improve management systems across St Barbara's operations including exploration, development, operation, decommissioning, closure and rehabilitation.
5. Ensure that all employees and contractors are informed about this Policy and understand their individual environmental management responsibilities in relation to St Barbara's operations and activities.
6. Comply with and where possible exceed the requirements of applicable environmental laws, regulations and reporting for which we are accountable.
7. Prevent pollution and avoid or minimise adverse environmental impacts in all areas of St Barbara's operations.
8. Implement inspection, assurance and verification processes to ensure compliance with this Policy, standards and applicable legislation and regulations.
9. Progressively rehabilitate areas of past disturbance in a responsible manner consistent with relevant regulatory requirements and appropriate industry practice.
10. Positively engage with all stakeholders, including Governments, local communities, employees, suppliers and regulatory authorities about St Barbara's operational activities and projects.
11. Maintain appropriate emergency response procedures and capability, including procedures for notifying relevant authorities in the event of any reportable environmental incident.

Our principles

All St Barbara Personnel must:

1. Ensure that they work in a manner which complies with St Barbara's environmental policies and procedures, and that they act in a manner which reflects our Code of Conduct, values, and commitments.
2. Manage environmental risks on a site-specific basis to achieve planned environmental outcomes.
3. Report situations where they observe an environmental impact or potential impact.

Responsibilities and accountabilities

This is a Policy of St Barbara Limited ("St Barbara") and its controlled entities (collectively, "St Barbara Group"). It applies to all directors, officers, employees, contractors, consultants and suppliers of each member of the St Barbara Group and to any other person or organisation acting for or on behalf of the St Barbara Group ("Personnel").

This Policy will be reviewed by the Board via the Safety and Sustainability Committee at least biennially and updated as required. The Managing Director and Chief Executive Officer is responsible for ensuring that this Policy is implemented.

Policy governance

Policy approver: Board
Policy owner: Managing Director and Chief Executive Officer
Review cycle: Biennial

Material policy revisions

Version	Approval Date	Effective Date	Details
6.0	21/02/2023	21/02/2023	Periodic review/new policy template.