

## United Nations Global Compact Communication on Progress 2022

1. A statement by the chief executive expressing continued support for the Global Compact and renewing the company's ongoing commitment to the initiative and its principles.

(Appendix A)

2. A description of practical actions (e.g. disclosure of any relevant policies, procedures, activities) that the company has taken (and plans to take) to implement the Global Compact principles in each of the four issue areas.

### Human Rights –

#### *Policy Assessment & Goals*

At OZ Minerals, we aim to advance and promote human rights throughout our value chain. We have zero tolerance of Human Rights abuse and Modern Slavery and expect this of our employees, suppliers and partners. OZ Minerals recognises the human rights risks posed by the mining industry and the countries in which we operate and we have risk mitigate strategies in place. We support the United Nations Declaration of Human Rights and the United Nations Declaration on the Rights of Indigenous Peoples.

We recognise Aboriginal and Torres Strait Islander Peoples as the first people of Australia. We respect their unbroken cultural connection [to the land], cultural authority and the importance for their voice to be heard.

Our activities have an inherent impact on the unique knowledge, experiences, histories, and values of Traditional Owners. We embrace a collaborative approach in our efforts with this stakeholder group to facilitate mutual value. Each Asset maintains structured and direct relationships with land connected and Indigenous stakeholders. Our leadership team has continuous engagement with Traditional Owners at Prominent Hill, Carrapateena and the West Musgrave Project. In Brazil, our workforces are not located in areas previously occupied by Indigenous Peoples/Traditional Owners.

Our governance framework contains our expectations regarding human rights and modern slavery. Our Community Value Policy sets out our expectations regarding human rights. This policy and our Global Performance Standards apply to our entire workforce – direct employees and those of contractors and suppliers.

Our Human Rights Global Performance Standard is guided by national and international guidelines, including:

- United Nations Guiding Principles on Business and Human Rights
- United Nations Universal Declaration on Human Rights
- Voluntary Principles on Security and Human Rights (VP)
- International Labour Organisations (ILO) Conventions

- International Council on Mining and Metals (ICMM) Principles
- Australian *Modern Slavery Act 2018 (Cth)*.

### *Implementation*

At OZ Minerals it is mandatory for all employees to complete our online Human Rights training, which includes guidance around child, forced or compulsory labour and our salient Human Rights risks. As of December 2021, 85 per cent of all employees had completed training. In addition, assets raise awareness of human rights responsibilities with senior management, employees, contractors (particularly security personnel), and other Stakeholders through Asset Induction Training.

Building and maintaining strong, transparent, and supportive relationships with host communities is critical to the success of our global operations. It helps us understand the social, environmental, and economic impacts of our activities on each of the unique communities in which we operate.

We maintain respectful and inclusive engagement practices with host communities by operating on the principles of quality contact and procedural and distributional fairness. Our Assets maintain context-specific Stakeholder engagement programs that allow us to capture feedback, identify shared aspirations and co-design activities with input from local Stakeholders on whom we may have a direct or indirect impact (i.e. regulatory bodies, suppliers, government agencies, special interest groups, communities, Land Connected and Indigenous Peoples).

Our Global Social Performance Standards set out the levels of Stakeholder engagement and social performance expected by our workforce and suppliers. These Standards are guided by and align with the United Nations frameworks for human rights including the rights of the Traditional Owners of the lands in which we operate. Where Traditional Owners have legally recognised rights and interests that coincide with those of an Asset, these Standards enable us to ensure that our partnering approach enables reciprocity, is equitable, transparent and satisfies the tenets of 'Free Prior Informed Consent' (FPIC).

We work to protect and respect country and culture by supporting the principles of Voice, Treaty and Truth and support the effort being made to achieve National Reconciliation. In 2019, we engaged in extensive consultation with our Traditional Owners in respect to the need for a collective company Reconciliation Action Plan (RAP). It was their view that our Partnering Agreements superseded a RAP. These agreements enshrine our commitment to work in the spirit of shared value and mutual obligation and inform the management of our production Assets' specific Native Title Mining Agreements:

- Kokatha Aboriginal Corporation and Carrapateena Mine – Nganampa palyanku kanyintjaku 'Keeping the future good for all of us'.
- Antakirinja Matu-Yankunytjatjara Aboriginal Corporation (AMYAC) and Prominent Hill Mine – Tjunguringanyi – tjaku 'Coming together'.
- Our West Musgrave Project has a 'Liaison Committee' and is in the process of developing our relationship with the Yarnagu People of the Ngaanyatjarra Lands.

## Community Investment

During the final quarter of 2021 we funded incentive programs to lift COVID vaccination rates amongst indigenous communities where we operate. The shape of the programs was developed, operated and administered in partnership with local communities and healthcare providers and as a result were well supported and had high success rates. Programs run in Jameson in remote Western Australia, have resulted in a vaccination rate of 80% first dose 58% double dose (ages 16+) and booster doses are now 13% (for ages 18+). In Port Augusta, in South Australia, two vaccination drives have been undertaken with over 150 doses provided across the two days. The drives served over 840 people through the dissemination of vouchers for vaccinations received by community members outside of the drives and the provision of public health information and support to the community. Programs in Coober Pedy will be commencing in 2022 as well. During 2021 our Stakeholder Support Fund has provided funding totalling \$1.5 million and as well as the vaccination incentive programs, has supported the employment of a health coordinator in Jameson, the provision of much-needed PPE equipment at our Brazil operation, emergency food supplies in Port Augusta and more broadly, through FoodBank SA as well as additional governance training for our Traditional Owner partner organisations. The Fund was established in 2020 to enable stakeholder resilience during COVID-19 with a total funding of \$4 million and will continue 2022.

Further stakeholder value creation initiatives were undertaken through the Flagship Social Contribution Program which supports First Nations education through partnerships with the Clontarf Foundation and the Smith Family as well as sponsoring the Royal Flying Doctors Service to provide emergency healthcare to the remote communities with whom we work.

### *Measured Outcomes*

Dedicated Community Relations functions at each Asset are responsible for monitoring and reviewing key communication and consultation activities. Local level agreements provide Stakeholders with the rights to escalate concerns. We proactively provide fit-for-purpose information in a timely and accurate manner to maintain transparency and promote internal and external feedback through community meetings, formal and informal communications, and social media.

If a Human Rights incident were to occur, we would seek to mitigate the situation as appropriate based on our policies and Global Performance Standards. Our confidential and independently operated whistleblowing service STOPline is available to all employees, suppliers and contractors to report concerns in line with our Speak Up Policy. Both Asset level grievance mechanisms and processes under the Speak Up Policy may be used to raise concerns about Modern Slavery.

All community concerns, complaints, disputes and grievances are recorded by our assets through our global stakeholder management system. We work to address matters raised promptly and appropriately. In 2021, we did not identify any Human Rights incidents or instances of Modern Slavery in our operations or supply chains in 2021. We continue to monitor all potential risks.

## Labour

### *Policy Assessment & Goals*

OZ Minerals is committed to ensuring our labour standards continue to ensure the health, safety and wellbeing of our workforce. We are bound by national and international labour rights codes, including the ILO Core Conventions, the Modern Slavery Act 2018, Fair Work Act 2009, Privacy Act 1998 and state and federal anti-discrimination laws.

Adherence to these codes is demonstrated through policies such as our OZ Minerals Code of Conduct; allocation of social performance responsibilities throughout the business; partnering agreements; consultation processes; procurement policies; inclusive hiring practices; complaints processes; training and cultural awareness programs; community support programs; and stringent safety practices.

We recognise Modern Slavery as a global issue that requires addressing and prevention by businesses. Our 2020 [Modern Slavery Statement](#) outlines our approach to identifying, assessing, mitigating, and addressing the risk of Modern Slavery in our operations and supply chains. Our 2021 [Modern Slavery Statement](#) outlines how we continue our efforts to strengthen our systems and processes to meet our new obligations.

OZ Minerals acknowledges that the safety of its workforce is a key risk given the nature of the work being undertaken. The Company has therefore developed detailed controls to manage this risk.

### *Implementation*

#### Safety Performance

The physical and psychological risks associated with mining activities require active management through safety leadership and governance frameworks that enable identification, evaluation, and satisfactory management of threats. We aim to equip our workforce with the skills and confidence to identify and act on the safety hazards around them, know their personal obligations, learn from incidents, and strive to continually improve our health and safety performance.

At OZ Minerals, a safe work environment is one that is also free of any form of harassment. Our Global Safety Performance Standards guide our approach to managing risks and support us in protecting the safety of all parties undertaking work at our assets, corporate functions and remote locations.

We are committed to preventing workplace injuries and illnesses through continuous monitoring of key indicators. Key safety programs such as the Critical Risk Safety Program allow us to increase employee awareness, minimise the frequency of incidents and reduce the likelihood of serious incidents. We investigate all safety incidents and implement corrective actions upon thorough investigation. The Learning Through Incidents and Risk Management Process Standards set out the process for identifying, evaluating, and reporting incidents, including those pertaining to safety

#### Health & Wellbeing

We recognise the interrelation between physical, mental, emotional and social health on the overall wellbeing of our Workforce. A strong sense of wellbeing is a key driver of employee engagement and participation at OZ Minerals. We strive to create a supportive workplace that prioritises the psychological safety of our Workforce by responding to the unique needs of individuals. We achieve this through targeted programs guided by our Global Health and Wellbeing Performance Standards.

We have zero tolerance for sexual harassment. During 2021 we conducted a Company-wide risk assessment of our Workplace Culture specifically relating to a Sexual Harassment incident or event, to understand our collective risk status across the Company. Workshops were held with all parts of the Company globally with a focus on:

- **People** – leadership culture, diversity, contractor behaviour, gender balance, infrastructure, worker interactions.
- **Process** – understanding how assets are managing their obligations and capturing risk and improvement actions.
- **Governance** – does our governance framework sufficiently set the high level of expectation.
- **Response** – how we respond to and investigate incidents that occur.

Outputs of this assessment have provided more opportunities for improvement around the threat of an incident occurring across the business. While many of the actions are either captured in risk registers or underway, we continue to strengthen our long term aspirations around gender equality, advance more women into leadership roles and build safe, respectful and inclusive environments for everyone within OZ Minerals.

### Capability & Inclusion

We want to have an inclusive and diverse workplace that recognises everyone's value and creates opportunities for everyone to fully contribute and thrive. Inclusion and diversity is a key enabler of our Strategic Aspirations. Our approach is designed to drive systemic, long-term change by shifting mindsets and embedding inclusive business practices into our operations. We achieve this through inclusive talent practices (counteracting risk of unconscious biases) and People Process Standards, targeted training and development programs, tracking lag and lead indicators of diversity and inclusion, flexible working practices, team retrospectives and competitive remuneration and benefit packages. We regularly track progress around the experiences of our Workforce through our independent workforce Pulse survey conducted every second month. We also have regular 'lunch & learn' forums where we invite internal and external speakers to share experiences and invite questions from our Workforce to raise awareness and shift mindsets around inclusion.

In 2021, we revised the Company inclusion and diversity statement which outlines our approach to achieving diversity objectives. Throughout the year, we focused our efforts on progressing our roadmap to accelerate the integration of inclusion and diversity through systemic change, education and awareness, and data.

We also reviewed our talent and succession planning practices and updated our key Process Standards to embed inclusive hiring practices to:

- counteract risk of unconscious biases
- identify the value of difference and transferrable skills and experiences when building teams
- identify a broad range of networks to advertise roles and increase diversity of applicants.

This includes practical tools and guidelines to support hiring leaders as well as reporting on the gender balance of applicants, shortlisted and hired through our recruitment processes to increase awareness and accountability.

In addition, we established external partnerships with Diversity Council Australia, Pride in Diversity and Parents at Work. Our objective for 2022 is to have a target of 40:40:20 in relation to our Non-executive Directors and Executive Leadership Team composition.

### *Measured Outcomes*

All Assets and Corporate Functions maintain systems to manage and monitor compliance. We collect safety data for the entire workforce at an Asset and Corporate level and review on a weekly basis. The Executive Leadership team monitors the progress of investigations within 30 days of an event and shares learnings across the business. Safety risks are reported weekly to OZ Minerals' management, including the CEO.

Incidents and near misses are rated internally against potential or actual consequence and likelihood. Every incident is also assessed for its impact on our five Stakeholders groups - Shareholders, Governments, Communities, Employees & Suppliers. All safety incidents (actual or potential) are investigated thoroughly using the Incident–Cause–Analysis Method (ICAM). The outcomes of the ICAMs from Significant Incidents with an actual or potential rating of high or above are reviewed by the Sustainability Committee. 2021 saw a continued improvement in our Total Recordable Injury Frequency Rate with 3.77 per million hours worked, against a target of 4.90. This represents a 30 per cent improvement on 2020 (which recorded 5.29 per million hours worked).

Despite our best efforts to ensure that every member of our workforce returns home safely, an underground Byrncut worker was fatally injured while working at our Prominent Hill mine in September. Following the incident, our Prominent Hill operations were suspended whilst OZ Minerals, South Australia Police and Safework SA conducted investigations. The incident had a profound impact on the family of the worker and our workforce. We worked with Byrncut Mining and relevant authorities to conduct investigations of the incident and share our learnings.

Our Employee Assistance Program (EAP) provides free, professional, and confidential counselling to all employees, contractors and their immediate family members. The EAP is provided through a leading global health and wellness company and provides access to a network of accredited counsellors and psychologists who can support with both work and personal issues. Our global

workforce also has access to corporate health plans and income protection. In 2021, we saw a 38.5 per cent decrease in utilisation of EAP across our Assets compared with utilisation rates in 2020.

We use our bi-monthly, anonymous “Pulse” survey to track progress around engagement, and workforce experience of our culture. The survey has been in place for three years and is a key lever for feedback. The survey is distributed to all OZ Minerals Australian and Brazilian employees, Carrapateena contractors (Mining Alliance and Site Services), and Prominent Hill contractors. The survey measures overall engagement and emerging trends against key drivers of engagement. In accordance with industry best practice, results are reported as both an average score out of 10 and a Net Promoter Score (NPS)<sup>1</sup>.

For example, our Pulse survey in December 2021, had a response rate of 44 per cent. It indicated an engagement score of 7.9, a slight decrease on the 2020 result of 8.2. This score puts OZ Minerals in the top 25 per cent of Energy and Utilities companies. In addition to employee engagement, we use data from the Pulse to create our Inclusion Maturity scores as well as report on Psychological Safety, High Performing Teams and Leadership. Our Inclusion Maturity score is based on the average score across three levels of inclusion maturity: level 1 – fairness and respect, level 2 – value and belonging, and level 3 – confident and inspired.

As of December 2021, our Inclusion Maturity score was 7.9, a slight increase on the December 2020 Inclusion Maturity score of 7.8. Employees who are in minority groups, whether gender (females), ethnicity (Aboriginal and Torres Strait Islander) or age, reported slightly lower experiences of inclusion.

We also use data to measure and track our inclusion. Women make up 21 per cent of the workforce directly employed by OZ Minerals (2 per cent increase from 2020) and 20 per cent of our total Leadership. The Board has 50 per cent female representation and the Executive Leadership Team has 50 per cent female representation. There are approximately 160 Aboriginal people working at Prominent Hill and Carrapateena (as employees and contractors) a small increase over 2020. Equal remuneration is offered for all our employees, reflective of the type of job, years of experience and the period for which employees have held their position. Annual salary reviews are conducted to ensure salaries are competitive and equitable in terms of gender and internal relativities.

OZ Minerals also has a ‘Speak Up’ process standard. This Standard ensures a culture committed to conducting business honestly, with integrity and that people feel safe to report any potential misconduct they have witnessed. The standard demands that all members of the workforce are aware of their responsibilities for reporting and that grievance processes are maintained at all times. All reports made through Speak Up must be handled confidentially, promptly, respectfully and fairly.

In 2021 five valid Speak Up disclosures were received, down from 10 in 2020 and compared with four in 2019. These included

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<sup>1</sup> Calculated based on: NPS = % Promoters (responses of 9-10) - % Detractors (responses of 0-6)

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- a) 2 for bullying – of which one was found to be substantiated and one was partially substantiated,
- b) 2 for harassment – of which both were found to be unsubstantiated, but investigations found opportunities to improve culture in the workplace,
- c) 1 for misuse of company resources – which was found to be unsubstantiated.

All disclosures were investigated and raised and discussed at the time with People & Remuneration Committee.

## Environment –

### *Policy Assessment & Goals*

As a global modern mining company, we rely on the natural environment and recognise the impact our operations can have on our Stakeholders. We are committed to maintaining a high standard of care for the natural environment through progressive practices that facilitate effective organisational planning, compliance with regulatory and statutory requirements, reduction of our environmental footprint and regeneration of the land and ecosystems we occupy. This includes strategies and policies for managing climate change and emissions, waste management, water consumption, air quality, and biodiversity and ecology.

Climate change has been identified as a Material risk by OZ Minerals since 2017. Assessment and management of climate-related physical and transition risks (threats and opportunities) occurs through our Risk Management Framework, consistent with the process for all risks at OZ Minerals and is disclosed in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) Recommendations in our Sustainability Reporting.

Our Global Environmental Performance Standards are aligned with the statutory requirements of the jurisdictions in which OZ Minerals operates as a minimum and outline additional requirements that go further to optimise our Assets to reduce impacts across greenhouse gas emissions, air quality, water usage, waste generation, and biodiversity.

Company Strategic Aspirations relevant to environmental performance include:

- We strive to minimise water use and add value when we do
- We will emit zero Scope 1 emissions and strive to systemically reduce Scope 2 and 3 emissions across our value chain
- We consume and produce in a way that generates net zero waste and creates value for Stakeholders

### *Implementation*

In early 2022, we released our Decarbonisation Roadmap which illustrates our short, medium, and longer-term absolute and net emissions reduction commitments and key actions we will undertake to achieve them.

Through our Decarbonisation Roadmap, OZ Minerals aims for our current operating assets to reduce our Scope 1 emissions by 50 per cent by 2027, relative to a FY21 baseline. We will do this by electrifying materials handling to reduce trucking at our South Australian operations and commencing trials of zero emissions equipment by 2023 to inform a pathway to reducing remaining operational emissions as a priority.

As a signpost on our journey, we have set a medium-term commitment of net zero emissions by 2030 which includes residual Scope 1 and 2 emissions. Our commitment will be supported by the rapid decarbonisation of the electricity systems in South Australia and Pará State, further absolute reductions in Scope 1 emissions, and application of quality offsets (or renewable energy certificates) which create value for our stakeholders.

Certificates will be used only to address residual emissions; our priority remains to reduce our carbon footprint.

We will continue to work with our suppliers and partners to reduce Scope 3 emissions, focusing on key sources. Our approach will be guided by development of a reduction pathway.

Our decarbonisation journey is delivered through The OZWay which systematises the commitments and ensures we create value for our stakeholders.

As a growth company, new assets or acquisitions which become part of the OZ Minerals portfolio will be required to have an ambitious actionable Decarbonisation Plan to reach at least net zero, or zero Scope 1 and Scope 2 emissions<sup>2</sup> where technically and economically feasible to do so

In addition to setting our commitments, we have commenced a series of emissions reduction initiatives and partnerships, including the launch of our [Hydrogen Hypothesis](#) challenge which invites innovators from inside and outside our industry, across the globe to propose safe experiments to demonstrate the role hydrogen could play in the mining value chain. We are also exploring partnerships with hydrogen and battery-powered heavy haulage manufacturers to understand options for reducing emissions associated with transport of our product. We are a member of the The Cooperative Research Centre for Transformations in Mining Economies ([CRC TiME](#)), [Electric Mine Consortium](#), [NEXGENSIMS](#), collaborations focusing on climate change and emissions reduction for mining. We explored a range of government funding opportunities associated with renewable energy and emissions reduction technology in 2021 and will continue to do so into the future.

In 2021, we continued our focus on incorporating climate change opportunities and threats into our Strategy and business planning through implementation of the Task Force on Climate-related Financial Disclosures (TCFD) via our Action Plan, as outlined in our Sustainability Report.

Our Land and Biodiversity Performance Standard sets out the guidance for assets to manage their impacts on biodiversity, obligations in line with regulatory requirements, and the needs of our host communities. Each asset engages knowledgeable members of the local communities and land connected people in conservation activities.

We aim to avoid the generation of non-mineral waste wherever possible and proactively minimise the risk of negative post-mining impacts at every site. Non-mineral waste is managed through the waste management hierarchy of avoid, reduce, reuse, recycle, recover, treat and dispose in accordance with our Non-Mineral Waste and Wastewater Performance Standard. Each asset implements Waste Management Strategies optimised for their local context and lifecycle of the asset.

We aim to protect the health of our workforce, the local community and the environment through initiatives that manage and monitor air quality emissions and ambient air quality. Our assets are

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<sup>2</sup> Our approach requires all technically and economically feasible emissions reduction options to be exhausted prior to the application of certificates, in the form of offsets and/or renewable energy certificates.

guided by the Air Emissions Performance Standard to minimise adverse impacts by identifying and addressing any hazardous, controlled or regulated air pollutants.

### *Measured Outcomes*

OZ Minerals continues to balance growth and environmental protection to ensure that we maintain a high standard of care for the environment so that it is protected for future generations. In 2021, our scope 1 emissions were 94,720 tCO<sub>2</sub>-e and scope 2 emissions 249,902 tCO<sub>2</sub>-e . Combined scope 1 and 2 emissions have increased 26 per cent in FY21 relative to FY20. This increase was primarily due to a 10 per cent increase in scope 1 emissions, driven by 20 per cent increase in diesel at Prominent Hill (associated with haulage) and 162 per cent increase at West Musgrave (associated with increased activity), and a 32 per cent increase in scope 2 emissions, driven by 217 per cent increase in grid electricity usage at Carrapateena (associated with ramp-up of a new mine). We baselined our scope 3 emissions for the first time in 2021, with this source representing 324,915 tCO<sub>2</sub>-e.

OZ Minerals operates in the South Australian grid which, in 2021, averaged 62 per cent renewable energy. In Brazil, the grid is predominantly hydro-electricity powered and the renewable percentage is over 90 per cent.

OZ Minerals' Australian Tailings Storage Facilities (TSFs) are designed, constructed, and operated in accordance with Australian National Committee on Large Dams (ANCOLD) requirements. In Brazil, we undertake quality assurance and monitoring activities as a normal course of business with bi-monthly reporting provided to the Mines Department (ANM).

No potentially acid-forming (PAF) material was mined at any of our assets over the reporting period, with the assets moving a total of 16.6 m tonnes of material and 2.2 m tonnes of waste rock, respectively. Most of the waste rock generated is placed in rock dumps, with a proportion of non-acid forming (NAF) rock used to construct mine infrastructure, such as the TSFs and roads.

Water is an essential consumable for our operations and a critical resource for our stakeholders, particularly for the communities in which we operate. We recognise the need to responsibly consume water. At our South Australian assets, we use hypersaline water drawn from aquifers that do not compete with demand from natural systems or other land connected people.

Our Australian assets, Prominent Hill and Carrapateena, are located in arid areas and are dependent on saline groundwater to sustain operations. Neither asset draws water from the Great Artesian Basin. Our assets are accountable for managing water consumption and the impacts on local catchments, in particular optimising net water consumed per equivalent copper tonne and water withdrawal in areas of extreme water stress(a). We monitor water levels and quality in previously agreed pastoral wells and assess changes to downstream surface water quality through ongoing sediment monitoring.

In Brazil, our Carajás Hub assets are situated in a region with a high annual rainfall of over 1,800 mm. However, water sources are not located near mining sites. To supplement water sourced from local systems, we have implemented initiatives to recycle water from tailings dams. In

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In addition, the Carajás East processing hub at the now depleted Antas mine undertakes a Water Resources Management Program which aims to monitor and evaluate surface and groundwater and manage consumption.

We aim to protect the health of our workforce, the local community and the environment through initiatives that manage and monitor air quality emissions and ambient air quality. Our assets are guided by the Air Emissions Performance Standard to minimise adverse impacts by identifying and addressing any hazardous, controlled or regulated air pollutants.

OZ Minerals' operations have the potential to affect air quality through fuel combustion emitting sulphur and nitrogen oxides, and carbon monoxide and oxides of nitrogen generated during blasting. The transition of our operations underground over the past few years has reduced the impact of dust, which is among the largest of our air quality emissions.

The majority of our dust emissions are generated by stockpiling materials and the movement of vehicles over unsealed surfaces. At Prominent Hill, we recognised increased disturbance on the 45 km long access road. To address this, we reduced the speed limit of the road that intersects paddocks containing livestock from 60 km/h to 40 km/h. We also introduced an additional dust monitoring gauge to monitor dust levels that could impact livestock health.

In 2021, there were no adverse impacts on workers, the community and the environment as a result of air quality issues at Prominent Hill, Carrapateena and Carajás Province. There are no ozone-depleting substances, persistent organic pollutants or stack emissions produced at our assets.

Biodiversity management plans focus on protection of flora and fauna (specifically endangered species) and management of invasive species. Where ecological impact cannot be mitigated, assets are encouraged to consider environmental offsets as a last resort. We are also required under some licencing conditions to set up biodiversity offsets. In 2021, no land was disturbed in high biodiversity areas at our assets.

## Anti-corruption

### *Policy Assessment & Goals*

OZ Minerals has assessed that it faces bribery and corruption risks arising from the geographic areas in which it operates and the nature of its business. OZ Minerals has zero tolerance for bribery or corruption in connection with its operations and activities, is committed to conducting its business fairly, honestly and transparently. As a result of this publicly stated commitment, OZ Minerals has adopted controls responsive to bribery and corruption risks in accordance with local and international regulations, including UN Convention against Corruption.

These controls include the development of an Anti-bribery and Corruption Process Standard, a Securities Trading Process Standard and a Continuous Disclosure Process Standard, supported by training. The purpose of these is to promote high ethical standards and full compliance with the anti-bribery and anti-corruption laws that apply to OZ Minerals' business in or outside of Australia. These include laws associated with insider trading.

Bribery and the other corrupt conduct are very serious offences. Any reported incidents are taken seriously, reviewed and thoroughly investigated. Depending on the circumstances, the incident may be referred to regulatory and law enforcement agencies. A breach of OZ Minerals' anti-corruption procedures may be regarded as serious misconduct, leading to disciplinary action that may result in termination of employment. A breach of these procedures may also expose personnel and OZ Minerals to criminal and/or civil penalties, substantial fines, exclusion from tendering for government or private contracts, loss of business and reputational damage.

### *Implementation*

Our Anti-Bribery and Corruption material and Anti-Bribery and Corruption Process Standard aim to ensure that our Directors, officers, employees and contractors and agents understand, observe and comply with anti-bribery and anti-corruption laws and regulations. These materials outline conduct that is prohibited including in relation to bribery, facilitation payments, secret commissions, money laundering, gifts, entertainment and hospitality and political donations, together with the process for engaging third parties and our process for dealing with these matters. Material breaches of the Anti-Bribery and Corruption material are reported to the Board.

Our Securities Trading material and Process Standard prohibit Directors, employees, contractors and consultants (Personnel) from trading in the Company's securities if they are aware of any information that is not generally available to the market and, if it were, a reasonable person would expect it to have a material effect on the price or value of Company securities.

Our Securities Trading material includes our process for dealing with trading in our securities and establishes 'black out periods' during which Personnel and their related parties must not trade in the Company's securities. It also prevents Directors, executives and employees who participate in an equity incentive plan from entering into any hedging arrangements over unvested securities issued pursuant to the plan or while the securities are subject to a holding lock or other trading restriction. In addition, our Securities Trading material prevents participants in the Company's Long Term Incentive Plan, including the Executive Leadership Team and their related parties from entering into financial arrangements such as margin loans, stock lending or any other

arrangements involving the Company's securities where a lender (or other third party) is granted a right to sell (or compel the sale of) all or part of an employee's Company securities.

OZ Minerals has also developed a process standard for Continuous Disclosure to ensure that the share market is kept fully informed of information that a reasonable person would expect to have a material effect on the price or value of its securities, and that all investors have equal and timely access to Material Information concerning the financial position, performance, ownership and governance of OZ Minerals.

OZ Minerals ensures that all Anti-Bribery and Corruption material is made publicly available as required in accordance with the law and best corporate governance practice. We also ensure all reported actual or suspected bribery and corruption breaches are investigated and referred to regulatory and law enforcement agencies as required. All Personnel must complete online and/or face-to-face training as directed by the Legal Department. The Legal Department keeps records of personnel that have received training on this Procedure. The training includes information on bribery, facilitation payments, secret commissions, money laundering, gifts/entertainment/hospitality, and contractual control requirements.

All Corporate Function and Asset Leads must use the Gift and Entertainment Register, the Political Events Register and complete Due Diligence on third parties and ensure antibribery and corruption provisions are in contracts where required. They are also required to report actual or potential conflicts of interest in the Conflicts of Interest Register. Conflicts of Interest reported by more senior staff must be recorded in the register and reported to the CEO and Company Secretary or the Board of Directors.

The Finance Department must record all financial transactions accurately, completely and fairly in accordance with the OZ Minerals internal accounting controls. Books and records must record, in reasonable detail, the parties, payment arrangements and purpose of all transactions and disposition of assets. No accounts are to be kept 'off the books' for any reason.

#### *Measured Outcomes*

OZ Minerals is sometimes subject to legal and regulatory investigations, reviews and other compliance queries from regulators and enforcement bodies. OZ Minerals is committed to ensuring that there are protections around 'speaking-up' in the workplace in order to encourage the reporting of potential misconduct. These include maintaining anonymity, where requested, for those reporting incidents of misconduct as well as the maintenance of confidentiality throughout the investigation.

Employees must immediately report any actual or suspected breaches of the anti-bribery and corruption procedure to their immediate supervisor, the Legal Department, the Managing Director and CEO, or anonymously via STOPline. OZ Minerals has appointed STOPline as the disclosure line to ensure best practice and the highest level of independence, impartiality and confidentiality in the receipt and management of concerns relating to unacceptable conduct.

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The Legal Department must investigate all reported actual or suspected breaches of this procedure promptly, respectfully and fairly.

In 2021 the legal department initiated one investigation relating to its assets. The police were not notified but the company has commenced civil proceedings.

Additionally the company is under an ongoing investigation by the Australian Federal Police related to OZ Minerals' former Cambodian operations in 2008.

3. A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other, qualitative or quantitative, measurements of results).

<b>STAKEHOLDER VALUE CREATION METRICS</b>				
2021 Performance Rating Criteria ● Positive Performance ● Positive progress ○ Further focused required ○ Not yet assessed				
	Metrics	Performance criteria	2020	2021
<b>SHAREHOLDER</b>	Share price and dividends	Grow share price: measured relative to peer group	●	●
		Sustainable dividend: measured relative to OZL's dividend track record	●	●
	Bottom half of cost curve	Measured relative to global copper producers	●	●
	Reserve growth	Grow OZL's Reserves: measured relative to OZL's reserve at the end of previous year	●	●
	Governance	Compliance with ASX's corporate governance principles and recommendations	●	●
<b>GOVERNMENT</b>	Employment by jurisdiction	Workforce – local / state / out of state / Indigenous and Land Connected Peoples	●	●
	Tax and royalties	Income tax expense / royalties (total and Jurisdictions)	●	●
	Capital Investment	Capital Investment	●	●
	Emissions	Scope 1 & 2 emissions per tCO <sub>2</sub> -e per t Cu Eq / Scope 1 & 2 absolute emissions	○	○
	Energy	Renewable energy percentage	●	●
		Net energy intensity per t Cu eq	●	○
	Local content	Value spent with local suppliers through supply chains	●	●
<b>COMMUNITY</b>	Working with stakeholders	Number and average duration for resolution of concerns, complaints and grievances	●	●
		Partnering Case Studies	●	●
	Community engagement	Social contribution (quantitative and qualitative)	●	●
	Human rights	Modern Slavery Act Roadmap implementation and Number of incidents	●	○
	Cultural heritage	Unauthorised cultural heritage breaches / significant environmental and social incidents	●	●
	Water	Water consumed per t Cu Eq / water withdrawal in areas of extreme water stress (%)	●	●
	Waste	Non-mineral waste produced per t Cu Eq	●	●
	Land and biodiversity	Area (ha) disturbed in high value biodiversity areas	○	●
<b>EMPLOYEE</b>	Safety performance	Total Recordable Injury Frequency Rate (TRIFR)	●	●
		Zero fatalities	●	○
	Workforce engagement	Employee Survey Results above industry benchmark	●	●
	Inclusion	Inclusion maturity upward trend	●	○
	Diversity	Diversity of thought and demographic	●	○
<b>SUPPLIER</b>	Net Promoter Score (NPS)	First survey conducted in 2021	○	●
	On time payment	The proportion by number and value of invoices paid on time within payment terms	○	●
	Supplier Value by jurisdiction	OZ Minerals local, state, national, international and total spend	●	●

A modern mining company



19 April 2022

H.E. António Guterres  
Secretary-General  
*United Nations*  
New York, NY 10017  
USA

**Re: Renewing OZ MINERALS commitment the UN Global Compact**

Dear Mr. Secretary-General,

At OZ Minerals we strive to be modern. We're guided by our purpose, "Going beyond what's possible to make lives better". We believe that only when we create value for all our stakeholders will we be successful and sustainable.

Our framework of systems and behaviours we call The OZWay, guides us while giving us the freedom and pathways to achieve our aspirations and purpose. We are passionate about creating an inclusive culture where people challenge, innovate, learn and grow together.

By ethically and responsibly exploring for and mining copper we contribute to a low carbon future and economic wellbeing which, in turn, helps us achieve our purpose and contribute to a better future.

We approach sustainability through the lens of value creation for our stakeholders which is at the centre of our strategy. Value creation is integrated into our business via The OZWay, a simple model which illustrates how all the parts of OZ Minerals fit together, including our operating asset accountabilities within our devolved operating model and our Strategy. Our Company's governance framework supports OZ Minerals in being a Modern Mining Company that creates value for our Stakeholders. Our 2021 Annual and Sustainability Report details our Stakeholder Value Creation Metrics which show how the elements of sustainability are aligned with creating value for our Stakeholders. In the Report, we have also illustrated our alignment with select United Nations Sustainable Development Goals (SDGs) and discussed how our Company Strategic Aspirations align with specific SDGs.

I am pleased to confirm that OZ Minerals continues to support the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to continue to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engage in collaborative projects which advance the broader development goals of the United Nations, particularly the SDGs.

Sincerely,

A handwritten signature in black ink, appearing to read 'Andrew Cole'.

**Andrew Cole**

Managing Director & CEO  
*OZ Minerals Limited*  
2 Hamra Drive, Adelaide Airport,  
South Australia 5950