



Community and Environment Policy

1. Purpose & Scope

This policy governs Thessally Resources Pty Ltd's (Thessally) approach to managing its impacts on the environment and its responsibilities to the community.

Thessally strives to build lasting and beneficial relationships with our communities. This policy demonstrates our long-term commitment to deliver real, tangible and sustainable benefits. Thessally's social management systems have been prepared to the highest international standards to guide us in achieving this objective.

The policy set out in the document covers all of Thessally's activities and operations and applies to all Thessally employees, contractors and consultants.

This policy will be made available on the Thessally website and will be reviewed annually to ensure it remains relevant to Thessally's operations and the needs of the broader community.

2. Policy Statement

Thessally is a privately owned organisation focused on industrial mineral exploration and production. Thessally's Board and Management are committed to the highest standards of corporate governance. Our principles and processes are periodically reviewed to ensure we maintain the highest standards.

Thessally is committed to:

- Operating under ethical business practices and ensuring effective corporate governance
- Integrating sustainable development principles that support and benefit all stakeholders in all corporate decision-making
- Respecting and supporting local communities and cultures in the places we operate
- Adopting and executing sound risk management strategies across all facets of the business
- Continuously improving performance in the management of the health and safety of staff of the Company and our business partners
- Following an integrated and consultative approach to land management that improves biodiversity and minimises the impact of our operations on the environment.

3. Application of Policy

Thessally will achieve this by:

- Continually reviewing corporate governance, principles and processes
- Establishing transparency in engaging and communicating with stakeholders, as well as independently verified reporting arrangements
- Fostering innovation and sustainable solutions to allow continuous enhancement of operations

- Contributing to sustainability and environmental activities in the community
- Ensuring all requirements of our operating licence are met
- Compliance with all applicable legislation and other relevant requirements
- Communicating this policy to all stakeholders
- Holding all employees accountable for the implementation of this policy
- Communicating openly and transparently about our performance