

Sustainability Policy

Nickel Mines Limited

1.1 Purpose

Establish sustainability guidelines and principles for NML's operations and projects, reinforcing our commitment to responsible resource management and sustainable development practices.

1.2 Scope

This Policy is applicable to Nickel Mines Limited.

For other entities in which Nickel Mines Limited has an ownership interest, its reproduction is recommended.

We encourage the adoption of these concepts across the company's entire value chain.

1.3 Core Concepts of the Sustainability Policy

We believe that sustainable development is a core part of why we exist; providing a base metal that is critical to the future of our planet in a responsible manner, while supporting the environmental stewardship, social empowerment, and improvement of the health and safety of its workers and host communities.

Our commitment is to prioritise risk and impact management, seeking zero harm for our employees and communities and establishing a positive social, economic and environmental legacy in our operational regions.

These core concepts apply wherever and whenever we operate, from exploration, to closure.

Delivering world class sustainability performance is essential to our business success. Meeting our commitments in these areas contributes to sustainable development in our operational areas and more broadly across the globe, and is essential to our continued access to resources, capital and engaged people.

1.4 Realms of Influence

Our core sustainability concepts are implemented in three realms of influence, which are increasingly broad in nature:

- Sustainable operations
- Stimulation of local sustainable development
- Contribution to global sustainability

1.4.1 Sustainable operations

Nickel Mines Limited will act responsibly across the life cycle of our activities, from project conception, through to execution and operation, to the closure of our activities, respecting the local people and customs where we operate. Our commitments in the areas of health, safety and environmental, social and economic responsibility are:

- To meet or exceed the standards where we operate and continuously improve performance;
- To achieve zero harm towards our employees, contractors and local communities, promoting active genuine care inside and outside the company;
- To continuously improve our activities, seeking increased efficiency in the use of natural resources;
- To manage risks and impacts, adopting elimination, mitigation, compensation and monitoring measures, and maximising the positive benefits of our activities; and
- To work with responsibility, ethics and transparency, engaging with our stakeholders.

1.4.2 Stimulation of local sustainable development

Beyond the management of our own activities, Nickel Mines Limited seeks to stimulate local socioeconomic development that sustainably contributes to the livelihoods and wellbeing of the communities and environment around our areas of operation.

Our commitments are:

- To support the development and hiring of local workforce and suppliers;
- To understand and monitor the key social and environmental indicators for the regions where we operate, and make conscious decisions to contribute to improving social and environmental wellbeing in the most appropriate and meaningful ways;
- To develop programs related to social needs, with the long-term economic development vision, avoiding reactive social investments; and

- To respect indigenous and local communities' connections to lands, waters and the environment and seek to develop mutually beneficial agreements with land connected peoples, promoting engagement, free, prior and informed consultation and risk and impact evaluation.

1.4.3 Contribution to global sustainability

Nickel Mines Limited recognises the important role that we play in addressing shared global challenges. We will contribute to the dialogue and confrontation of the challenges in terms of sustainable development, as appropriate to our scope of activities. Our main commitments are:

- To be transparent in terms of governance, policy, procedures, practices and the company's performance to our stakeholders;
- To contribute towards global targets related to our business, by continuously improving our operations and seeking partnerships, solutions and technology for challenges to sustainable development;
- To contribute to the creation of a positive legacy for future generations, balancing the social, environmental and economic aspects of our business;
- To work together with colleagues, partners and communities globally to deliver the products our customers need, and to learn from each other to improve our performance.
- To promote active partnerships at international, national, regional, and local levels, based on mutual commitment and trust;
- To engage with our joint venture partners to share our practices and insights, and learn from theirs;
- To recognise and respect diverse cultures, communities and points of view;
- To respect human rights and work with communities and organisations to create mutual value throughout and beyond the life of our operations; and
- To strive to contribute to the United Nations' Sustainable Development Goals.



1.5 Review of the Sustainability Policy

This Sustainability Policy can only be amended with the approval of the Board.

The Company regularly evaluates the effectiveness of its sustainability program, and its integration with other programs including the risk management program, to ensure that its internal control systems and processes are monitored and updated on an ongoing basis.

It will be reviewed from time to time to ensure that it remains effective and meets best practice standards and the needs of the Company.