

ENVIRONMENT POLICY

Pilbara Minerals Limited (**PLS**) recognise that whilst supporting a sustainable energy future, our activities will have impacts upon the environment in which we operate. PLS is committed to minimising these impacts on the environment for the well-being and enjoyment of future generations.

Pilbara Minerals requires that everyone who works with the Company, including our contractors and partners understand and protect the natural environment, demonstrate environmentally responsible behaviour and act in accordance with this Policy, applicable laws and relevant industry standards.

To achieve this commitment, Pilbara Minerals will:

- develop, implement, communicate and continually improve environmental management systems, standards and procedures that support sound environmental decision making and performance;
- make environmental protection an integral part of business operations and of equal importance with other key operational and strategic business objectives;
- fulfil our compliance obligations with all applicable environmental laws and regulations;
- continually educate and train our workers including employees and contractors on environmental issues, rules and practices and foster a culture whereby participation is welcomed to improve company performance;
- always strive to improve the responsible and efficient use of natural resources through the implementation of measures to reduce water use and minimise emissions, waste and other impacts to the environment as a result of our business activities;
- continually identify, monitor, manage and report on the environmental aspects and environmental risks of our business;
- embrace the science supporting climate change and proactively implement measured and considered solutions to minimise our contribution and address the ongoing impacts of climate change;
- apply the mitigation hierarchy approach to address impacts to biodiversity and ecosystems related to our activities;
- ensure the availability of resources to enable the effective implementation of the policy, maintain effective emergency response capability and fulfil our environmental and mine closure obligations;
- where possible adapt our practices to address the concerns and perspectives of local communities and key stakeholders on the nature of our environmental impacts and

how we manage them across all stages of our operations including mine closure planning.

POLICY HISTORY

This Policy will be reviewed by executive management and the Board every two years and amended as required to ensure our business objectives and targets are aligned with environmentally sustainable outcomes that reflect our Company values.

Established	15 September 2017
Last Reviewed	29 September 2023
Frequency	Every two years