

Sustainability

Policy

June 2024

PLS-POL-SS-001

1 PURPOSE

Pilbara Minerals Limited and its subsidiaries (PLS) is committed to contributing to a sustainable future through responsible operations and ethical business practices that deliver economic returns for our shareholders and create shared value in our communities.

While our business plays a role in enabling a sustainable energy future, we also recognise the impact of our operations. Therefore, we are committed to continuously improving our sustainability performance and ensuring our activities support our role in enabling the global energy transition.

We do this through:

1.1 INNOVATION AND LEADERSHIP

- Applying systems thinking, agility and continual learning to respond to innovation in sustainable technology
- Staying abreast of global trends and play a key advocacy role in the world's ambition towards net zero
- Collaborating and partnering with key stakeholders

1.2 STAKEHOLDERS AND COMMUNITY ENGAGEMENT

- Working collaboratively with First Nations peoples and respecting their connection to country
- Looking for opportunities to create shared value in our communities
- Building trusting relationships with stakeholders through proactive engagement

1.3 LEGISLATION AND REGULATIONS STANDARDS

- Complying with all applicable legal and statutory requirements as a minimum standard, and where these don't meet our sustainability commitments seek to go beyond compliance.

1.4 GOVERNANCE, ACCOUNTABILITY AND OVERSIGHT

- Embedding our sustainability commitments into our business strategy, culture, business and daily operations
- Maintaining effective governance, accountability and oversight of sustainability management and performance
- Recognising the interdependence of environmental, social and governance issues in achieving sustainable outcomes

1.5 IMPROVEMENTS IN LINE WITH OUR MATERIAL TOPICS AND STAKEHOLDER PRIORITIES

- Undertaking materiality assessments by engaging with stakeholders and our people to identify and assess our most significant impacts on the economy, environment and community
- Proactively managing and improving performance within material topics as it relates to our operations
- Identifying, evaluating and managing sustainability risks in line with our Risk Management Policy and develop appropriate mitigation measures

1.6 CONTINUOUS IMPROVEMENT AND PERFORMANCE MANAGEMENT

- Improving our performance through investment in training, awareness, systems, tools and assurance
- Measuring, monitoring, evaluating and communicating progress against material topics and sustainability-related risks and opportunities
- Continuously disclosing efforts to integrate the UN Global Compact Ten Principles.

This Policy works in conjunction with all other PLS Policies and is supported by implementation procedures and frameworks at the operating level.

POLICY HISTORY

This Policy has been approved by the Pilbara Minerals Limited Board and will be reviewed by Management every two years and amended as required.

ESTABLISHED	26 May 2021
LAST REVIEWED	19 June 2024
FREQUENCY	Every two years