

ENVIRONMENT POLICY

1. PURPOSE

- 1.1. Capital Limited's Environment Policy ("Policy") sets out our commitment to environmental stewardship, encompassing impact assessment, land use, biodiversity, mine closure, water, energy and climate change – and our efforts to safeguard natural resources for future generations.
- 1.2. This Policy reflects our intent to set measurable objectives and targets that will drive continual improvement in environmental performance, including measures to avoid adverse impacts and enhance opportunities.
- 1.3. This Policy underpins our *purpose*: to deliver safe, professional and reliable services and solutions to our customers, while providing solid long-term returns to our investors; and reflects our *values*: **People, Integrity, and Quality**.

2. SCOPE AND APPLICATION

- 2.1 This Policy applies to all Capital activities and representatives, including without limitation:
 - a. directors, employees and any third-party workers, business partners or visitors (collectively, "Responsible Persons") of Capital's controlled and managed assets; and
 - b. all sites, all business activities, and all phases of the mine life-cycle encompassing exploration, design, construction, operations, and closure.

3. RESPONSIBILITIES

- 3.1. Our Board of Directors, with technical guidance from the Sustainability Committee, are responsible for providing the strategic direction for effective environmental management and to review the performance of the Company. The implementation of this Policy is the joint responsibility of the Executive and respective operations-level managers.
- 3.2. The leadership group across all levels of the organisation is responsible for providing visible environmental leadership through capacity building, instruction and enforcement, and actively supporting a culture of zero harm.
- 3.3. All Responsible Persons are required to uphold Company values and have a duty of care to:
 - a. Comply with applicable legal requirements, the Company's policies, management standards and critical hazard controls;
 - b. Report all hazards, risks and incidents; and
 - c. Co-operate with co-workers, supervisors and managers on these matters and identify areas for improvement.

4. POLICY STATEMENT

4.1. Capital is committed to:

- a. Maintain a robust environmental management system to drive continual improvement in the management of workplace hazards, risks, incidents and opportunities. Pursue ISO:14001 Environmental management systems certification, Group wide.
- b. In conjunction with the outcome of the client's environmental and social management plan, comply as a minimum with all applicable legal and regulatory environmental requirements of the countries in which we operate, and where such legislation or requirements are lacking or absent, apply an internationally recognised standard.
- c. Regularly assess environmental risks and impacts (including climate and water) that exist across the business and implement risk-based mitigation and monitoring programmes to improve performance.
- d. Fully comprehend and implement the requirements of the client's environmental social impact assessment/environmental and social management plan.
- e. Set and track measurable performance targets, to drive accountability and improve environmental performance.
- f. Provide Responsible Persons with clear instructions, training and education to effectively identify, address and report workplace environmental hazards, risks, incidents and opportunities.
- g. Adhere to biodiversity policies and procedures of the client.
- h. In line with client approved procedures, identify and manage the potential risks associated with the transport, storage, use and disposal of all hazardous materials.
- i. Support the objectives of global climate accords through avoidance, reduction, or mitigation of greenhouse gas emissions. Aim to minimise our greenhouse gas emissions intensity. Measure and report on GHG emissions in line with the Greenhouse Gas Protocol and other accepted reporting standards.
- j. Implement measures to mitigate the impact of airborne emissions, dust, noise, blasting and vibration on local communities.
- k. Implement measures to reduce resource consumption, environmental emissions and waste disposal, including material efficiency programs and recycling.
- l. Use water responsibly and efficiently, and manage our operations to ensure they do not adversely affect the overall quality of catchment water resources available to other users. In water stressed areas, practicable steps will be taken to reduce our water intensity.
- m. Regularly review our environmental performance relative to our policies and management standards and implement corrective action plans as appropriate with the

aim of continual improvement.

- n. Publicly communicate our environmental performance as an integral part of our annual disclosures in the Sustainability section of the Annual Report & Accounts.

5. REVIEW

- 5.1 This Policy will be reviewed and revised annually, to ensure it remains current with business needs. Any changes to the Policy will be presented to the Sustainability Committee for review and the subsequent approval of the Board.
- 5.2 This Policy was approved by the Board on 7 March 2022.

Jamie Boyton
Executive Chairman