



龍資源有限公司
DRAGON MINING
LIMITED

Dragon Mining Limited
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(Incorporated in Western Australia with limited liability)

(the “Company”)

(Stock Code: 1712)

DRAGON MINING LIMITED

SUSTAINABILITY POLICY

Introduction

Dragon Mining Limited (“the Company” together with its subsidiaries as “the Group”), strives to deliver long term, sustainable value creation for our shareholders. In so doing the Company recognises that the choices it makes will have an impact on the communities in which it carries on business and the environment in which it operates. The Company is committed to ensuring it has a positive impact by contributing to the sustainable development of society and preserving the environment, and shall endeavor to embrace the following principles throughout every aspect of its business.

1. Employment and Labour Practices

The Company is an established Nordic gold producer. Our people are our most important assets. We are committed to:

- 1.1 Observing relevant laws and regulations.
- 1.2 Being an equal-opportunity employer, implement fair practices relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare for our staff.
- 1.3 Providing a safe, healthy and quality workplace and protecting employees from occupational hazards. A good work-life balance should also be promoted.
- 1.4 Investing in training and professional development of our staff for the purpose of improving their knowledge and skills for discharging duties at work.
- 1.5 Maintaining an open dialogue with our staff, facilitating a transparent two way communication.
- 1.6 Preventing child and forced labour.

2. Business Integrity

The Company strives to achieve sustainable growth through sound responsible commercial practices, including:

- 2.1 Conduct business in accordance with all applicable laws, rules and regulations. Maintain open and healthy relationships with regulators and industry groups to foster good business practices.
- 2.2 Practice responsible marketing and provide accurate, comprehensive information that allows our customers to make informed choices.
- 2.3 Deliver quality services and value to all our customers. Anticipate their needs and respond promptly and fairly, providing reasonable channels for feedback. Respect their right to privacy.
- 2.4 Implement sound practices relating to observing and protecting intellectual property rights.
- 2.5 Implement sound data protection and privacy policies.

- 2.6 Prevent bribery, extortion, fraud and money laundering.
- 2.7 Ensuring integrity in our various supply chains.

3. Environment

In managing our businesses, we aim to minimize our impact on the environment:

- 3.1 Observe relevant laws and regulations and aim to go beyond minimum requirements.
- 3.2 Prevent/minimize air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.
- 3.3 Make efficient use of resources, including energy, water and other raw materials.
- 3.4 Minimise the impact of Company activities on the environment and natural resources.
- 3.5 Engage our staff, customers and partners to promote environmentally sustainable business practices and constantly re-assess our processes to minimize environmental impact.
- 3.6 Identify and mitigate significant climate-related issues which have impacted or may impact the Company.

4. Community

The Company is committed to making a positive contribution to the communities in which we operate:

- 4.1 Act as a responsible corporate citizen and engage in activities that support our communities and contribute to society.
- 4.2 Encourage and support staff to participate in volunteer work for the benefit of the community.

Updated as of 18 August 2022

** For identification purpose only*