

ESG REPORT

1st April 2023 – 31st March 2024





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Introduction

Acknowledgement of Country

Kimberley Mineral Sands acknowledges and pays respect to the past, present, and emerging Traditional Custodians and Elders, the Jombarn-buru, Walalakoo, and Yawuru People, of the land on which we work and learn together.

About this Report

This Environmental, Social, and Governance (**ESG**) report for Kimberley Mineral Sands is developed to provide stakeholders with an overview of how the Company has approached and managed its ESG risks and opportunities. This report includes a consolidation of the ESG topics deemed material to the Company as defined through engagement with its stakeholders.

The boundary for this report covers the Company's operational activities of developing, operating, and maintaining the Project (Organisational Boundary). The reporting period for this report is the period from 1st April 2023 – 31st March 2024 (**Reporting Period**).

If you have any feedback or queries, please contact us at info@kmsands.com.au or 1300 336 725.



ESG Highlights for this Reporting Period

Lost-time injury free completion of mine construction

\$16 million spent on Aboriginal-owned¹ business during construction phase

19 Joombarn-buru Traditional Owners employed at Thunderbird

27% Aboriginal representation in KMS direct workforce

\$64 million spent on local² businesses during construction phase

82% of KMS direct workforce are Kimberley residents

¹ Aboriginal-owned here refers to both Aboriginal-owned businesses in the Kimberley region and elsewhere in Australia.

² Local refers to businesses in the Kimberley region.



Employment and Business Targets



40%

Achieve 40% Aboriginal employment by Year 8 of operations.



\$10M

Spend \$10 million or more annually on Aboriginal-owned businesses by Year 8 of operations.

In this Reporting Period, we have achieved and are tracking well towards our targets:



27%

Achieved 27% Aboriginal employment since the start of operations.



\$3.3M

Spent \$3.3 million per month on Joombarn-Buru and Aboriginal-owned businesses since the start of operations.



From the Chief Operating Officer

I am pleased to present Kimberley Mineral Sands' 2024 ESG Report.

It has been a year of rapid progress as the Thunderbird Mineral Sands Project transitioned from construction phase through to commissioning, first production and towards steady state operations within a very condensed timeframe.

In this report, we outline the results of our quadruple bottom line approach which is aimed at minimising our footprint on the Kimberley environment; recognising and protecting Aboriginal cultural heritage; building a diverse and locally based workforce; and creating intergenerational economic and social opportunities.

Of course, such a fast period of transition presents its own set of challenges. Nevertheless, these challenges are instrumental in driving business improvement practices, and we are steadfast in our commitment to deliver a low environmental impact mining operation with significant economic and social benefits for the West Kimberley.

Vision and Values

Since inception, our overarching vision has been to build a business that contributes to building prosperity in the Kimberley and beyond. Safety, Sustainability and Community lie at the core of that vision – they are not just company values but an essential part of our DNA.

Delivering on our vision is supported by our core values of *integrity*, *accountability*, *inclusivity*, *humility*, and *co-creation* which are at the heart of all that we do. We have built our team from people who demonstrate these values in their everyday work.



Safety

Safety is paramount in all that we do. I'm pleased to report that one million hours LTI free was achieved during the construction period which was a significant achievement by the Construction team.

A low Total Recordable Injury Frequency Rate has been maintained during the first six months of operations and we are focused on doing all that is necessary to ensure that trend continues.

A robust mine safety management system with a suite of supporting documentation and processes has been developed and implemented to ensure safety remains our number one priority at all times.

Our People

Our people are critical and we have attracted a diverse and highly experienced team to Thunderbird. Backed by an excellent remuneration package which includes a four-day work week for many employees and family friendly rosters for our processing workforce, we have increased our direct employees from 68 to 125 people in the last 12 months.

As of 31 March 2024, KMS has a direct workforce comprising 30% female, 27% Aboriginal and 82% West Kimberley residents. Our contractors are subject to the same employment targets, and I'm pleased to report that the overall figure for KMS and our six primary contractors is 20% Aboriginal employment, against a target of 10% by Year 2 of operations. The combined female workforce figure is 20% and a further 45% are West Kimberley residents.

We are now focused on retention, training, and development strategies to ensure future employment targets are met and the significance of the intergenerational opportunity that lies before us is not missed.



Community

Our pledge to the Kimberley community outlines our key commitments to:

- Local jobs, training and businesses
- Aboriginal jobs, training and businesses
- Long-term community relationships
- Communication, collaboration and transparency
- Responsible mining, environmental and cultural practices

As we move towards steady state production, we are already delivering on many of these commitments, with monthly combined local and Aboriginal-owned business spend of approximately \$6.5 million.

In this Reporting Period, we supported a number of community and local business events, including local careers expos, the Derby Boab Festival and Long Table Dinner, the Kimberley Economic Forum and Broome Chamber of Commerce and Industry's Women's Leadership Forum. Our Community Investment and Partnership Program will launch in mid-2024, providing further opportunity to support local groups and programs that embrace the same values that we do.

Significant community consultation was undertaken in May and June 2023 as part of our Performance Based Standard 60 metre road train permit application process, including one-on-one interviews, focus groups, and an online survey. In 2023, our communications and media presence were increased to ensure that the local community and stakeholders were kept updated on our journey from construction to operations and the associated employment and business opportunities available.



Environment

Kimberley Mineral Sands respects the land that we work on and is committed to minimising our impact on the environment. Sustainable practices are integral to our long-term success. We are acutely aware of the privilege and accompanying responsibilities that arise from operating the West Kimberley's first onshore mine in one of Australia's most biodiverse environments.

Environmental compliance is governed by the Board and guided by requirements in the Ministerial Statement 1080 for the Thunderbird Mineral Sands Project. We work closely with the Department of Energy, Mines, Industry Regulation and Safety and Department of Water and Environmental Regulation on compliance matters.

In preparation for future projects, we have commenced seed propagation and rehabilitation trials. These are designed to identify the most effective methods for seed propagation and large-scale ecological restoration. We have also made changes to our Bilby Offset Strategy which will support the restoration of habitat for the Greater Bilby.

Our opportunity and focus now is to build on the solid foundations that have been laid in the last 12 months, ensuring that Safety, Sustainability and Community and our values remain at the core of all that we do.

I am proud to lead the diverse, values-based, and highly experienced team that we have created at the Thunderbird Minerals Sands Project and look forward to creating prosperity in the Kimberley and beyond.

Michael Rose

Chief Operating Officer

April 2024



About

Kimberley Mineral Sands

Formed in January 2021, Kimberley Mineral Sands ('**KMS**' or the '**Company**') is a 50:50 Joint Venture between Sheffield Resources Ltd (ASX:**SFX**) and YGH Australia Investment Pty Ltd (**Yansteel**) for the development of the Thunderbird Mineral Sands Project ('**Thunderbird**' or the '**Project**') located on the Dampier Peninsula, midway between Broome and Derby.

Sheffield Resources is an ASX listed company that is focused on assembling a portfolio of global minerals sands development and production assets to generate cash returns and growth. SFX's core asset is its 50% investment in the Thunderbird Project.

Yansteel is a subsidiary of Chinese-owned YanGang (Hong Kong) Co., Limited, which is a wholly owned subsidiary of Tangshan Yanshen Iron & Steel Co., Ltd (Tangshan), a privately owned steel manufacturer headquartered in Hebei, China. Tangshan produces approximately 10Mt per annum of steel products.



Our Vision and Values

Together, creating prosperity in the Kimberley and beyond.



Figure 1: Kimberley Mineral Sands Values



Integrity

- We are open and honest in our dealings
- We balance the interests of KMS and our stakeholders
- We own our decisions and their consequences

Accountability

- We deliver on our communities
- We respect and take care of the Company's resources
- We continually seek ways to improve our business

Humility

- We are open and respect others' views
- We actively listen to genuinely understand
- We work in a way that is respectful of all

Co-Creation

- We collaborate and partner widely
- We come together to achieve outcomes we didn't think possible
- We create opportunities with the Kimberley people that support long term prosperity

Inclusivity

- We promote an inclusive culture fostering a sense of belonging
- We continually challenge ourselves to achieve diversity
- We support *inclusivity* by offering flexibility in the way we work



The Thunderbird Mineral Sands Project

Thunderbird is located midway between Broome and Derby in the Kimberley region of Western Australia and contains one of the largest and highest-grade zircon mineral sands deposits in the world. Thunderbird is situated within the Joombarnburu Native title determination area on the Mount Jowlaenga and Yeeda pastoral leases and spans both the Shires of Derby-West Kimberley and Broome local government areas (Figure 2).

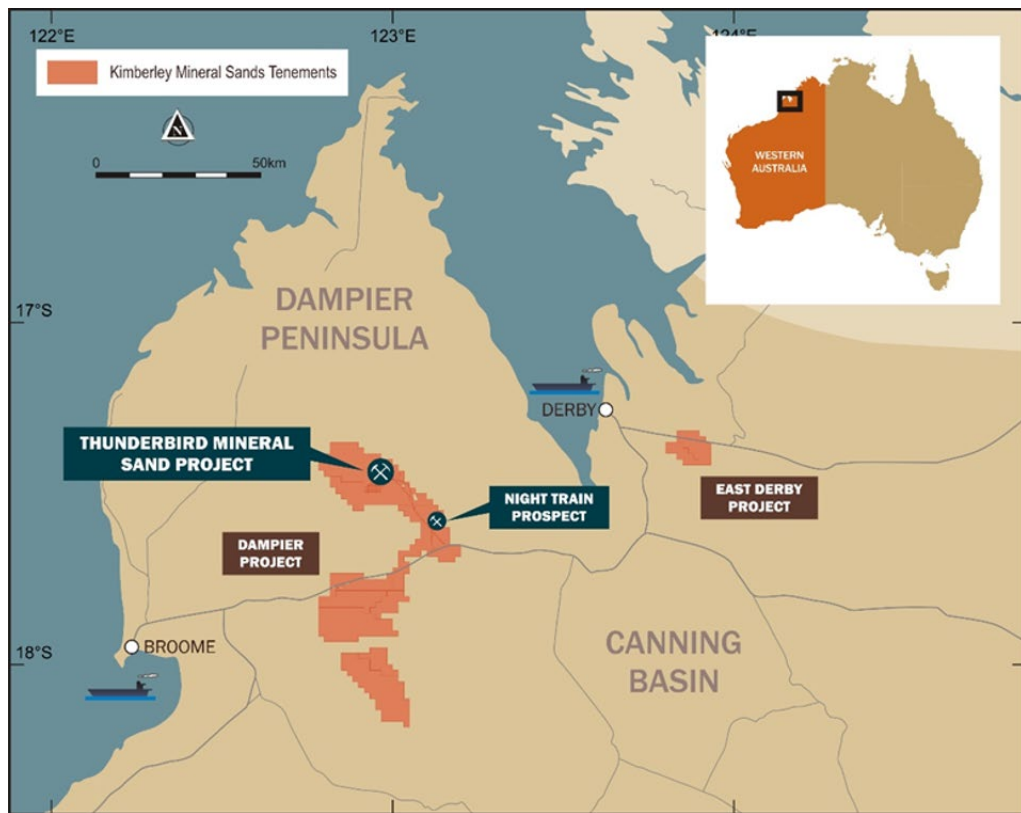


Figure 2: Location of the Thunderbird Mineral Sands Project.



Thunderbird contains valuable heavy minerals including ilmenite, zircon, leucoxene, and rutile, which are extracted and exported via the Port of Broome.

Here are some facts about Thunderbird:

 36+ year lifespan Long term, sustainable project lifespan creating inter-generational employment and business opportunities.	 \$750 million Local business and contractor estimated spend in the first 20 years of operations.	 ~375 Jobs Creation of approximately 375 direct jobs, with ambitious local and Aboriginal employment and business targets.
 Global Supply One of the world's largest and highest-grade zircon mineral sands deposits. Thunderbird will produce 3.5% of global ilmenite and 6.5% of global zircon supply.	 Approvals All environmental and mining approvals in place.	 Low impact extraction A low impact extraction process that progressively rehabilitates and will consistently monitor native fauna, water management, noise, and dust.



Our Commitment to the Kimberley Community

As Thunderbird is West Kimberley’s first major resource development, we recognise the unique opportunity presented by the Project to have a significant positive impact on the Kimberley community through employment, procurement, and partnerships.

KMS’s pledge to the Kimberley community was created early in the Project’s developmental stages and has become the cornerstone of KMS’s community commitment (Figure 3). Our Values-aligned commitments are:

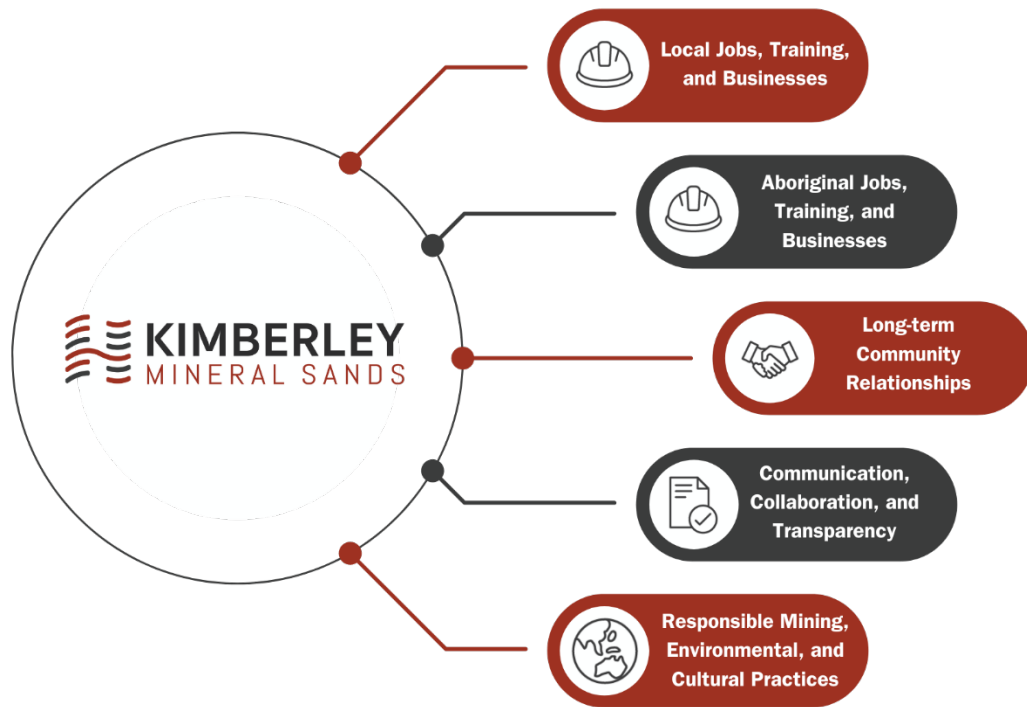


Figure 3: KMS’s five commitments to the Kimberley Community.



Local Jobs, Training, and Businesses

Co-Creation

Empowering the Local Workforce

KMS prioritises the employment of Kimberley residents, ensuring that the economic benefits of our operations positively benefit the Kimberley community, keeping salaries within the region, and bolstering local economic health. As of 31 March 2024, KMS has a direct workforce of 125 people, with a further 262 employed by our key contractors.

Enhancing Local Content and Skills

We are dedicated to fostering local content creation and enhancing skill sets through comprehensive training. These initiatives are designed not only to meet our immediate operational needs but also to contribute to the broader skill base of the Kimberley community, ensuring long-term economic and social benefits.

Aboriginal Jobs, Training, and Businesses

Inclusivity

A Commitment to Aboriginal Empowerment

KMS is committed to achieving 40% Aboriginal employment by the eighth year of our operations, reflecting our commitment to diversity and *inclusivity*. We are dedicated to supporting Aboriginal-owned businesses, with a progressive increase in local content procurement from a minimum of \$2 million per year from the first year to \$10 million by Year 8.

As of 31 March 2024, our monthly spend with local businesses was \$3.3 million, which means we are on track to exceed our Year 8 annual target in our first few months of operations. This commitment extends to Aboriginal training programs, tailored to support the attainment of our ambitious employment and business



targets, ensuring meaningful participation and benefit-sharing within the Aboriginal communities whom we work closely with.

Long-term Community Relationships

Integrity and Co-Creation

Building Sustainable Partnerships

KMS's approach to community engagement is holistic, focusing on generating sustainable employment opportunities, supporting economic development, and fostering Aboriginal employment and business opportunities. Our commitment extends to environmental conservation and cultural sensitivity, exemplified by our Bilby Offset Strategy and the launch of the Community Investment and Partnership Program in 2024. These efforts are designed to cement our role as a responsible and beneficial participant in the Kimberley region's growth and well-being.

Communication, Collaboration, and Transparency

Accountability and Humility

Engaging with Transparency and Accountability

We believe in open communication and transparent reporting. Our commitment to collaboration is evident in our approach to community engagement, where we maintain transparent communication with the community. This openness fosters trust and ensures that our operations are understood and welcomed by the Kimberley community.



Responsible Mining, Environmental, and Cultural Practices

Accountability

Safeguarding Heritage and the Environment

At the heart of our operations is a deep respect for the natural environment and the rich cultural heritage of the Kimberley region. Our operations are guided by a principle of minimal environmental footprint, complemented by rigorous environmental reporting. A cultural awareness program, developed in collaboration with Joombarn-buru Traditional Owners, underscores our commitment to cultural sensitivity and heritage protection.

Between 2012 and 2016, KMS worked with Joombarn-buru Traditional Owners to complete extensive heritage surveys to understand, protect, and manage areas of significance within the mining lease. Registered Heritage Areas were agreed upon and included in all regulatory approval processes. Through this process, KMS and Joombarn-buru Traditional Owners further established the Heritage Exclusion Buffer Zones so the Project would be designed to protect all culturally significant areas identified in earlier ethnographic and archaeological surveys.

Following extensive heritage surveys and subsequent site inspections carried out by Native Title Holders in 2020, a previously unknown artefact has recently been discovered. Both Joombarn-buru and KMS reported the finding to the Minister for Aboriginal Affairs (**Minister**), in accordance with the recently revised 1972 Aboriginal Heritage Act. Subsequently, the artefact was cordoned off and temporarily removed from the mining schedule for assessment by Joombarn-buru representatives.

Currently, KMS and Joombarn-buru Traditional Owners are in the process of preparing responses for the Minister's consideration to determine the most appropriate course of action moving forward.



Our Leadership

KMS's Board (**Board**) consists of industry professionals with a mix of technical, commercial, and development experience (Figure 4). A diversity of backgrounds and experience remains a priority as we progress the Project, generating and sharing value for stakeholders.

Board Member	KMS Board	SFX Board	Yansteel Board
Alan Smith	Non-Executive Chair ³		
Bruce Griffin	Non-Executive Director ⁴	Executive Chairman	
Gordon Cowe	Non-Executive Director	Non-Executive Director	
Wencong Mo	Non-Executive Director		Founder and Director

Figure 4: KMS, SFX, and YGH Australia Investment Board member matrix

³ Alan Smith was Non-Executive Director until 20 March 2024.

⁴ Bruce Griffin was Non-Executive Chairman until 20 March 2024.



ESG

Our ESG Reporting Framework

The Company's ESG reporting approach has been developed in line with mining sector best-practice and incorporates the following global standards and reporting frameworks: United Nations Sustainable Development Goals (SDGs), Global Reporting Initiative (GRI), the Taskforce for Climate-related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB) Mining and Metals Sustainability Accounting Standard.

Sustainable Development Goals

The SDGs are a global call for action by all countries to achieve a better and more sustainable for all. KMS supports the pursuit of the SDGs and has identified four goals that the Company most appropriately aligns with based on its current business activities (Table 1).

SUSTAINABLE DEVELOPMENT GOALS





Table 1: Our contributions to the Sustainable Development Goals.

Sustainable Development Goal	Sustainable Development Goal specific target	Our alignment and contribution
<p>SDG 8 Decent Work and Economic Growth</p>	<p>Target 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.</p>	<p>A central focus on providing meaningful work for local West Kimberley residents. KMS has adopted the ‘drive-in-drive-out’ and ‘bus-in-bus-out’ approach to maximise sustainable economic benefits for the local community.</p>
<p>SDG 10 Reduced Inequalities</p>	<p>Target 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies, and action in this regard.</p>	<p>Constructive and open engagement with the Traditional Owners of the lands KMS operates on, is pivotal to the success of the Project. The Company aims to support the Traditional Owners and contribute to closing the gap through work and engagement. KMS is proud to have more than 20% Aboriginal representation in our workforce to date and is on track to have a workforce with 40% Aboriginal participation by Year eight of operations.</p>
<p>SDG 13 Climate Action</p>	<p>Target 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p>	<p>Since the start of the mine construction planning, KMS has included infrastructure for the future integration of renewables that will future proof operations.</p>
<p>SDG 16 Peace, Justice, and Strong Institutions</p>	<p>Target 16.6 Develop effective, accountable, and transparent institutions at all levels.</p>	<p>The Company has a vision and values framework that ensures that we always operate with the highest levels of <i>integrity</i>, transparency, and <i>accountability</i>.</p>



Global Reporting Initiative

The GRI standards are the most widely used standards for ESG and sustainability reporting globally. They are used extensively across the mining and metals sector and provide organisations with a set of best-practice reporting principles along with defined standards for the reporting of qualitative and quantitative ESG data. KMS's GRI Content Index can be viewed [here](#).



Taskforce for Climate-related Financial Disclosures

The TCFD was created in 2015 by the Financial Stability Board (FSB) to develop consistent climate-related financial risk disclosures for use by companies, investors, and banks to improve and increase reporting of climate-related financial information. Consisting of four core disclosures (Governance, Strategy, Risk, Metrics) and 11 recommended disclosures, the TCFD assist organisations in understanding the type of disclosures required. KMS's response to TCFD can be viewed [here](#).

Sustainability Accounting Standards Board

The SASB was founded in 2011 to help businesses and investors develop a common language about the financial impacts of sustainability. Since then, SASB has developed and released standards for 77 industries. These standards identify the sustainability-related risks and opportunities most likely to affect an entity's financials, and the disclosures topics and metrics that are most likely to be useful to investors. KMS's SASB Content Index can be viewed [here](#).



Stakeholder Engagement

The Company recognises the vital role our diverse stakeholder groups play in the project's development and sustainable operational success (Figure 5). Our commitment to *integrity*, *humility*, and *accountability* is reflected in our approach to stakeholder engagement, which we believe is foundational for earning and maintaining our social license to operate. Our strategy for engagement is characterised by transparency, sincerity, and consistency in communication.

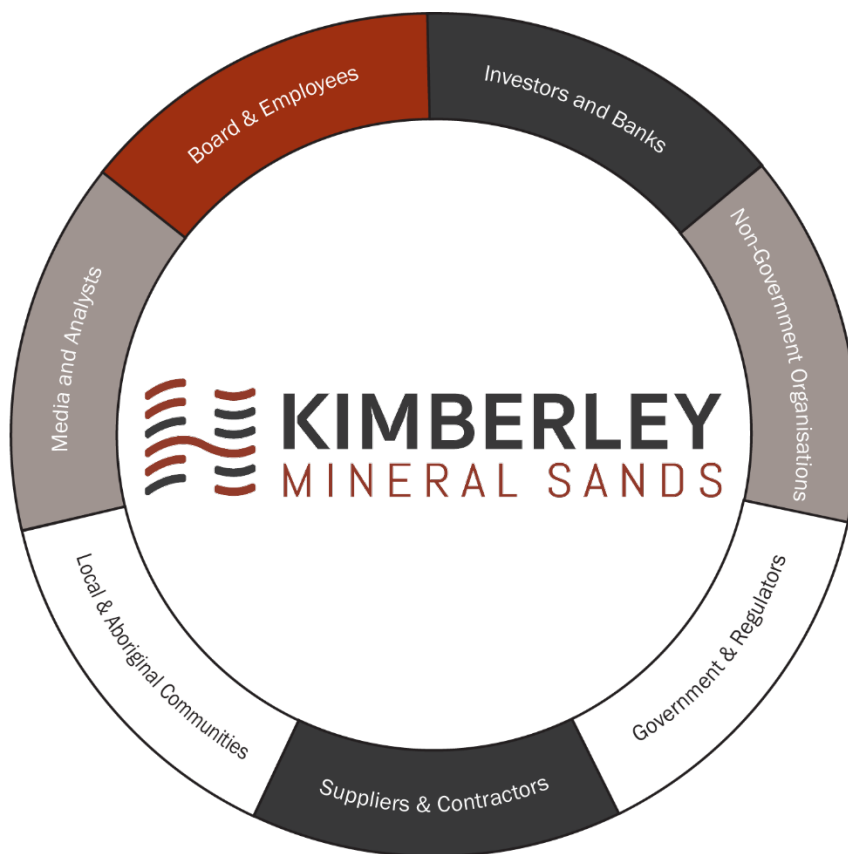


Figure 5: KMS's stakeholder groups.



From the inception of the project with SFX to the Thunderbird Project's Final Investment Decision (**FID**) and throughout the construction phase, we have prioritised stakeholder engagement. To structure our engagement efforts, we adhere to the International Association for Public Participation (**IAP2**) principles, ensuring our practices align with the highest standards of *inclusivity* and mutual respect.

Key elements of our stakeholder engagement strategy include:

- Forming and nurturing respectful, productive partnerships with Native Title Holders and Traditional Owners, aimed at generating shared value and fostering opportunities that span generations.
- Actively seeking ways to involve, support, and communicate with the community and all stakeholders, thereby maximising the positive impacts of our operations.
- Employing tailored communication and engagement techniques that resonate with the specific needs and preferences of each stakeholder group, ensuring meaningful exchanges.

To keep our community informed and engaged, KMS has initiated a series of monthly Community Newsletters, accessible [here](#). These newsletters offer insights into our ongoing activities, milestones achieved in mine construction, and the progress toward production, ensuring transparency and ongoing dialogue with our stakeholders.

By adopting these principles and practices, KMS is building strong, positive relationships with all stakeholders, underpinned by our core values and a commitment to the sustainable development of the Kimberley region.



Photo: Screenshots from monthly Community Newsletters.

In our day-to-day operations, KMS maintains an ongoing, open dialogue with our stakeholders. This continuous interaction provides valuable insights into current topics, concerns, and interests relevant to our community and stakeholders, increasing our understanding and supporting our ability to respond effectively.

As our Project progresses, the scope of stakeholder engagement naturally changes. KMS has put in place a comprehensive Stakeholder Engagement Strategy. This strategy, which is subject to annual review, aims to proactively address and adapt to the changing dynamics of stakeholder relations.

Integral components of our engagement framework include a detailed Communication & Media Plan, which outlines our approach to public relations and information dissemination. Additionally, our Community Investment and Partnership Program will help forge meaningful partnerships and contribute positively to local development. Our Government Engagement Plan ensures consistent and constructive dialogue with regulatory bodies and policymakers, aligning our project's goals with national and regional priorities.

KMS is dedicated to a regular reassessment of stakeholder needs and expectations. Our goal is to maintain the highest level of engagement, ensuring that our strategies remain responsive, inclusive, and aligned with both our company values and the evolving needs of our community and stakeholders.



KMS is committed to building a safe avenue for any stakeholder to come forward and report any complaints, grievance, or suspected misconduct, wrongdoing, or improper state of affairs without fear of retaliation or reprisal. This is supported through our [Whistleblower Policy](#), which provides protected communications, and anonymity.

The Company also has a Complaints Management Procedure in place to guide employees in their interactions with stakeholders and ensure that all complaints are logged, tracked, responded to, and finally resolved.



Photo: (Left to right) Mr Li, Captain Bi, and Mr Sun from Sino East Shipping visiting the KMS site with Joshua Williams, KMS's Superintendent Metallurgy.



Our Material Topics

In alignment with the practices outlined in the [Stakeholder Engagement](#) section, ongoing dialogue with stakeholders has been instrumental in identifying and defining the material topics for this Reporting Period. Detailed data supporting these material topics are accessible in our supporting databook: KMS ESG Databook.

Environmental

Kimberley Mineral Sands respects the land that we work on and is committed to minimising our impact on the environment.

Environmental Impacts

We uphold stringent control measures on-site to safeguard our workplace environment and preserve the natural landscape. In compliance with our mining license for the Thunderbird project, we are committed to meticulously tracking and reporting the quantities of waste generated, disposed of, and recycled.

We are diligent in our efforts to minimise our environmental footprint and promote recycling, reuse, and circularity practices wherever possible. This Reporting Period has seen significant initiatives aimed at reducing landfill waste. A key element of our waste management strategy includes our continued participation in the Containers for Change Program, through which we redirected 25,684 eligible containers, benefitting the Bidan Community located near the Thunderbird site.

Furthermore, KMS holds a Category 89 Putrescible Landfill License, allowing us to collect up to 1,100 tonnes of specific waste type annually. We ensure that only permissible waste types are collected by displaying clear, informative posters



around the site that specify acceptable waste under this license (Figure 6). Waste that is not suitable for on-site processing, container refunds, or remediation is responsibly transported off-site for disposal through licensed waste management contractors, with all disposal activities meticulously recorded for comprehensive waste tracking and management.



Figure 6: Landfill poster that details type of waste accepted on-site.

Dust and Noise Monitoring

To effectively monitor dust and noise, we have conducted baseline monitoring along the transport route from the mine to the Port of Broome prior to commencing operations. We are committed to conducting further assessments to enable us to better understand and mitigate any impacts as operations increase. Additional dust and noise monitoring is performed at the Port of Broome during ship loading.

Environmental Compliance and Rehabilitation

Environmental compliance is governed by the Board and guided by requirements stated in [Ministerial Statement 1080](#) for the Thunderbird Mineral Sands Project, which outlines that at a minimum that KMS will ensure that all procedures comply with all applicable environmental laws and regulation, which includes annual



reporting of our greenhouse gas (GHG) emissions and public availability of all environmental plans, reports, and data. The Company also reports to the Department of Water and Environmental Regulation (DWER) annually on aquifer and groundwater abstraction volumes.

During this Reporting Period, we recorded one primary approval environmental non-compliance and two environmental breaches of license conditions. This involved the unauthorised clearance of 116m² of native vegetation outside the designated development envelope, as defined in MS1080. Rehabilitation is underway and regrowth has been rapid as no topsoil was removed. The first licence condition breach relates to ongoing exceedance of nitrogen and phosphorus concentration limits in wastewater discharges from the Wastewater Treatment Plant 1 and this breach is currently under remediation.

The second licence condition breach occurred in September 2023, when approximately 15kL of diesel spilled from a diesel generator at the Thunderbird Village resulting in 1,800m³ of contaminated soil. The contaminated soil was transported to the Thunderbird Bioremediation facility for treatment, resulting in an exceedance of the quantity limit for the Bioremediation facility. The contaminated soil is being treated with microbial infused cotton waste and regularly tested for their ecological trigger values. Based on a recent sampling test conducted in February, it is anticipated that the soil will be safe for re-use by 1st May 2024.

Thunderbird was evaluated under the terms of the Bilateral Agreement, necessitating approvals under both the Commonwealth Environmental Protection and Biodiversity Conservation Act 1999 (EPBC Act) and the Western Australian Environmental Protection Act (EP Act) to proceed with implementation. To streamline compliance with these legislative requirements, the Company has developed a unified document that addresses both Commonwealth and State environmental offsets requirements. Some of these offset requirements include KMS funding an offset program at \$2,500/ha⁵ for clearing Greater Bilby Habitat for the Project.

⁵ Adding on any changes to consumer price index to take into consideration rates of inflation.



These funds will be used to financially support projects for the Greater Bilby that aims to reinstate the residual impacts caused by the loss of habitat and demonstrate long-term conservation outcomes for the Great Bilby.

This Reporting Period also saw a revision of the Bilby Offset Strategy, which is currently under review by the Department of Climate Change, Energy, the Environment, and Water (DCCEEW) and DWER. The latest version of our Bilby Offset Strategy can be viewed [here](#).

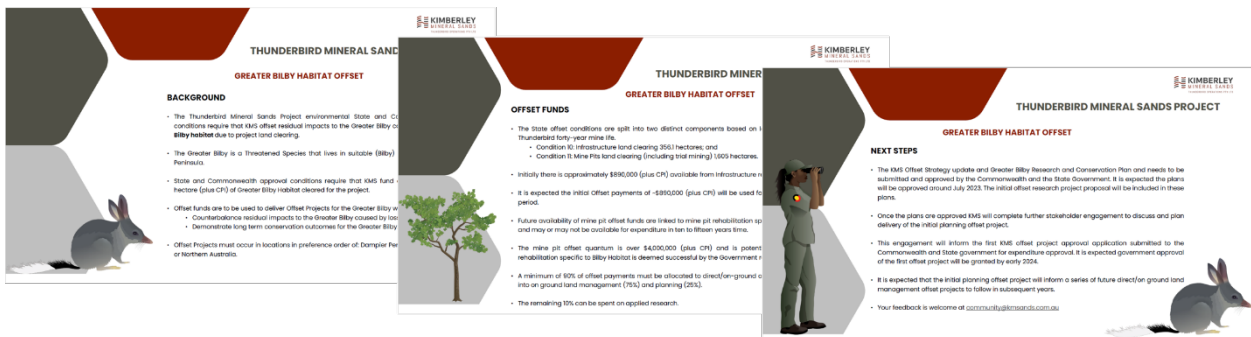


Photo: Screenshots from KMS's updated Greater Bilby Offset Strategy.

KMS is committed to rehabilitating any flora disturbances. In February, our Environmental team, together with two environmental vacation students commenced seed propagation and rehabilitation trials. These are designed to identify the most effective methods for seed propagation and large-scale ecological restoration. The team has established a comprehensive seed inventory database and the insights gained from these trials will be instrumental in refining our approaches and enhancing future rehabilitation efforts.



Photo: Seeds collected during the 2024 rehabilitation trials.

'During my time at KMS, I've gained valuable knowledge and skills from Molly, Micaela, Mitch, and the Rangers. Over the past month, I've specifically developed knowledge and skills in the processes and techniques of rehabilitating areas, establishing a seed bank, and growing/maintaining a thriving nursery. Additionally, I've had the chance to be involved in various environmental protocols, including spill management and waste management. One Challenge that I have come to understand is the intricate relationship the environmental team faces, between protecting the environment and balancing the needs of the mining operations, this has been interesting and challenging to learn about. This experience has been amazing and has equipped me with a diverse set of skills and knowledge.'

Aidan Cook

2024 Enviro Vacation Student



Photo: (Left to right) 2024 Enviro vacation students, Charlee Stagbouer and Aidan Cook on site conducting rehabilitation trials.

'I have learnt about the planning and involvement needed to rehabilitate including species research, seed collection and preparation, seed treatment preparation, seed planting, seed, and sapling planting. I've also learned more about just how many things are involved and need to be managed by an environmental team on a mine including animal injuries, inspections, legislative procedures, rehabilitation planning, and clearing permits. This has been an amazing opportunity and looking back there haven't been many big unsupported challenges other than waking up so early of course. The team have made it a smooth transition to understanding and working on a mine site. Thank you'

Charlee Stagbouer

2024 Enviro Vacation Student



Climate Resiliency

Since the start of the Project in 2018, KMS measured and reported its Scope 1, 2, and 3 emissions in arrears to remain compliant with requirements outlined in the [MS1080](#) document (Table 2). To better manage the Project's emissions profile, KMS has conducted Scope 1,2, and 3 emissions estimates for both the construction and operational (Stage 1 and 2) phases. This proactive approach has enabled us to identify emission reduction opportunities and incorporate them into our expansion plans. These include installing a 2-megawatt Battery Energy Storage Solution (**BESS**) system at Thunderbird's new power station, facilitating future integration with renewable energy sources. Further details on this initiative can be found [here](#).

Currently, Thunderbird's energy requirements are provided by a liquefied natural gas (**LNG**) power station for the processing plant and diesel generators for the accommodation village. One of the Company's short-term goals is to power the village from the LNG power station, which will reduce reliance on diesel-powered generators. Following the stabilisation of operations, we are committed to investigating the feasibility of installing a large-scale solar farm to further reduce reliance on non-renewable energy sources. Initial estimation studies have shown that a 10MW Solar Farm could provide approximately 20 – 25MkWh of renewable energy to meet our target of powering our site with 30% renewable energy. As Thunderbird continues to advance and expand, the Company anticipates that its emissions profile will mature.

With climate reporting mandates for Australian companies set to commence on 1st January 2025, KMS is focused on ensuring that it is prepared to disclose against the Australian Sustainability Reporting Standards (**ASRS**) when required. In alignment with this preparation, this report includes our inaugural TCFD disclosure (Table 3), available [here](#). The Company is committed to conducting an ASRS gap analysis to ensure readiness to report for when required.



Table 2: KMS's emissions profile for this Reporting Period.

Reporting Period	1st April 2023 – 31st March 2024
Scope 1 (tCO ₂ -e)	20,139
Scope 2 (tCO ₂ -e)	0
Total (tCO₂-e)	20,139



Taskforce for Climate-related Financial Disclosures

Table 3: KMS TCFD Response for this Reporting Period.

Core Disclosure	Response
<p>Governance: Describe the organisation’s governance around climate-related risks and opportunities</p>	<p>Responsibility for climate-risks and opportunities at KMS has been assigned to the Manager – Health, Safety & Environment by the Board.</p>
<p>Strategy: The actual and potential impacts of climate-related risks and opportunities for the organisation’s projects, strategy, and financial planning.</p>	<p>The Board is aware of the increasing requirements to integrate and include ESG risks and opportunities into KMS’s enterprise risk management framework. The Board is committed to conducting a climate risk identification in this coming Reporting Period to assist in developing management plans for emerging climate risks.</p>
<p>Risk: The processes used by the organisation to identify, assess, and manage climate-related risks.</p>	<p>The Board will manage responsibility for risk oversight and periodically review KMS’s risk management framework.</p>
<p>Metrics and targets: Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process. Disclose Scope 1, Scope 2, and if appropriate Scope 3 greenhouse gas emissions, and the related risks.</p>	<p>The Company has engaged a third-party consultant to prepare Scope 1, 2, and 3 emissions estimates for its construction and operational phases. These estimates will provide guidance to setting emissions reduction targets, identifying decarbonisation initiatives, and developing our Net Zero strategy.</p> <p>The Manager – Health, Safety & Environment is tasked by the Board to develop a Net Zero Strategy review process for endorsement of the Board prior to implementation of the strategy by end 2024.</p>
	<p>The Company is also investigating the suitability of utilising or joining Science Based Targets as an accountability tool to assist in the development and execution of KMS’s Net Zero Strategy.</p>



Photo: *Brachychiton diversifolius* (Kurrajong) seedling planted as part of rehabilitation trials.



Social

The Company recognises that our employees are the foundation of our business and believe in empowering our people with purpose and responsibility.

Employees

We recognise that our employees are the cornerstone of our business. We are committed to attracting and retaining top talent by empowering our people with purpose and responsibility. We take pride in our robust employee attraction and retention initiatives, which include:

- Additional allowances to support additional costs of living in the Kimberley region;
- Four-day work week with no reduction in salary for corporate-based employees;
- Five weeks of paid Annual Leave provided to Kimberley residents; and
- Performance Bonus for all employees annually based on achievement of business objectives.

As the Project's operations stabilise, KMS will establish employee performance reviews for all permanent and fixed term employees, starting in July 2024. This initiative will enable us to better understand and support our employees' personal and professional aspirations, thereby facilitating their ongoing development. With the workforce based in Broome, the Company has preferred drive-in, drive-out and bus-in, bus-out approaches, with 82% of the direct KMS workforce being local West Kimberley residents. The Project has already provided significant employment and business opportunities in the region and as Thunderbird continues to advance into steady state production, it is projected to generate local business spending of up to \$750 million over the first 20 years of operation. Over the Life of Mine (LOM), it is



estimated that Thunderbird will inject approximately \$1 billion into the local economy through wages paid.

One of KMS's priorities is to drive diversity and fair representation in its workforce. In this Reporting Period, we are proud to have 28% female representation in our workforce (Table 4), with 92% employed on a full-time basis.

Table 4: Gender diversity of KMS's direct workforce⁶

Female	Male	Total
50 (28%)	126 (72%)	176

Our middle management diversity currently includes 33% female representation and 67% male, with 61.9% of these roles filled by local West Kimberley residents (Table 5). While we recognise the need to improve gender diversity within our management team, we are encouraged by our strong engagement with the local community, which brings valuable regional knowledge and perspectives to our leadership.

⁶ These numbers represent employee numbers and diversity as a rolling total across the Reporting Period.



Table 5: Management diversity of KMS's direct workforce⁷

Job role/Gender	Female	Male	Hired from local community ⁸ (%)
Middle Management	7 (33%)	14 (67%)	61.9
Executives and Senior Management ⁹	4 (19%)	17 (81%)	28.6

At the executive level, 19% of these roles are held by females and 81% by males, with 28.6% of these leaders hired locally (Table 5). We are actively working to enhance these figures, aiming for a management culture that mirrors the diversity of the community we operate in.

⁷ Refer to Footnote 6.

⁸ Local refers to the Kimberley region.

⁹ As construction was completed midway through this Reporting Period, construction-specific roles have now been made redundant.



Occupational Health and Safety

The Company is committed to building and maintaining a healthy and safe workplace for its employees and contractors. This commitment is underpinned by our Health, Safety and Wellbeing Policy and is enforced by a dedicated on-site Health and Safety team. We take pride in our exemplary safety record, which reflects a low number of recordable injuries relative to the substantial number of project hours worked (Table 6).

To ensure our employees are well-prepared to handle various situations, we provide extensive training tailored to our operational needs. During this Reporting Period, in addition to operational training requirements, seven employees commenced a Certificate III in Emergency Response and Rescue, and all employees were given the opportunity to attend a First Aid Training session.



Photo: (Left to right) Shaquille Millindee and James Charles, both are Joombarn-buru Traditional Owners, participating in Emergency Response Training.



Table 6: Our safety statistics for this Reporting Period

Recordable Injuries	Number of Occurrence	Frequency Rate¹⁰
Lost-Time Injury (LTI)	0	0
Medically Treated Injury (MTI)	1	2.7
Restricted Duty Injury ¹¹ (RDI)	1	2.7
Total Reportable Injury	2	5.41
Project site hours	369,608	NIL

¹⁰ Calculated by per million hours worked.

¹¹ Restricted duty refers to when an employee records an injury but completed alternative duties.



Photo: (Left to right) Rona Charles bandaging Laurenzia Divilli's foot in First Aid Training; both are Joonbarn-buru Traditional Owners.

Ensuring a safe workplace for all KMS employees and contractors is of utmost importance. Thunderbird has developed and implemented a robust mine safety management system that is supported by policies, plans, procedures, standards, and registers (Table 7).



Table 7: KMS Mine Safety Management Plan

Mine Safety Management Plan	
Risk Types/Management	Supported by
<ul style="list-style-type: none"> Health and Safety Policy 	<ul style="list-style-type: none"> KMS Health, Safety & Wellbeing Policy
<ul style="list-style-type: none"> Arrangements for Managing Risks 	<ul style="list-style-type: none"> Risk Assessment Safe Systems of Work Hazard Management
<ul style="list-style-type: none"> Operational Risks 	<ul style="list-style-type: none"> Principal Mining Hazards Risk Standards Principal Mining Hazard Management Plans Procedures Management Plans Other Mining Hazards Management Standards Management Plans Procedures Forms Registers
<ul style="list-style-type: none"> Construction Work 	<ul style="list-style-type: none"> Work Procedure Work Health Safety Plan SWMS Template
<ul style="list-style-type: none"> Contractor Management 	<ul style="list-style-type: none"> Contractor Prequalification Management Procedure Health and Safety Management Plan Review Assessment
<ul style="list-style-type: none"> Emergency Management 	<ul style="list-style-type: none"> Crisis Management Plan Emergency Response Management Plan



Mine Safety Management Plan

Risk Types/Management	Supported by
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<ul style="list-style-type: none"> Incident Management 	<ul style="list-style-type: none"> Incident Investigation & Reporting Procedure
<ul style="list-style-type: none"> Injury Management 	<ul style="list-style-type: none"> Injury Management Plan and Procedure Document Layout and Flow Charts Employee Consent Form Non-Work-related Injury Management Flow Chart Non-work-related Injury Illness Care Plan Preference Not to Claim – Employee Preference Form Preference Not to Claim – General Information Sheet Preference Not to Claim – Letter Medical Expenses Reimbursement Agreement Preference Not to Claim – Statement in Lieu of Final Medical Certificate Work Related – Employee Information Work Related – Injury Management Flow Chart Work Related – Return to Work Plan
<ul style="list-style-type: none"> Communication and Consultation 	<ul style="list-style-type: none"> Consultation and Communication Procedure Shift Handover Communication Template
<ul style="list-style-type: none"> Training Management 	<ul style="list-style-type: none"> Training and Compliance Procedure
<ul style="list-style-type: none"> Leadership and Commitment 	<ul style="list-style-type: none"> Management and Statutory Appointment Procedure Statutory Position Acceptance Letter
<ul style="list-style-type: none"> Change Management 	<ul style="list-style-type: none"> Change Management Procedure and Form Change Management Risk Control and Action Plan



Mine Safety Management Plan

Risk Types/Management	Supported by
-----------------------	--------------

- | | |
|---|---|
| <ul style="list-style-type: none">• Performance Monitoring and Review | <ul style="list-style-type: none">• Performance Standards Audit Procedure• Workplace Inspections Checklist |
| <ul style="list-style-type: none">• Document Management | <ul style="list-style-type: none">• Document Control Procedure• Records Management Procedure |



Photo: (Left to right) Terrance Marshall, Michael Hunter, Maverick Bin Omar, Phil Docherty, James Charles, and Shaquille Millindee conducting flora survey of mining area.



Traditional Owner Relationships

The Company acknowledges and respects the Traditional Owners of the lands that we work on. We remain committed to proactively managing constructive and mutually beneficial relationships with Native Title holders, supporting their needs, and protecting Aboriginal cultural heritage.

Approximately 72% of the residents in the Derby-West Kimberley region identify as Aboriginal¹². The Company recognises a unique opportunity to have a significant impact on reconciliation through intergenerational Aboriginal employment, procurement from Aboriginal-owned businesses, and co-existence agreement partnerships and therefore is committed to reducing inequalities and improving the lives of Aboriginal Australians.

The Company has signed Co-existence Agreements with two Native Title groups, Joombarn-buru and Walalakoo, outlining our commitment to procurement, employment, and protection to cultural heritage. During this Reporting Period, KMS has developed an Aboriginal Engagement Strategy that sets out actions we will undertake to meet our goal of *Maximising Aboriginal employment, training and businesses and long-term community relationships through responsible and respectful cultural practices* (Figure 6). As part of this commitment, we continue to employ Joombarn-buru Rangers to assist in the management of cultural heritage. This includes conducting final artefact checks pre- and post-land clearance.

The Company believes relationships with Traditional Owners can be further strengthened through a Reconciliation Action Plan (**RAP**) and an officially endorsed RAP will help drive the Company's vision of building prosperity in the Kimberley and beyond. There are four RAP types, progressive in nature and meant to demonstrate growing reconciliation commitment; Reflect, Innovate, Stretch, and Elevate. With KMS's prior initiatives, targets, and achievements, the Company has determined that an Innovate RAP is fitting. The RAP working group members consists of nine

¹² [Kimberley Development Commission](#)



KMS employees, of which six identify as Aboriginal employees. The Company's Innovate RAP is currently under review by the Leadership team.

To date, the Company is proud to have 27% Aboriginal participation in its direct workforce and has spent more than \$16 million on Aboriginal-owned businesses during the construction phase¹³. The Company has set ambitious Aboriginal employment and business targets that it aims to achieve by the eighth year of operations (Refer to [Employment and Business Targets](#)).



Photo: Kingsound Transport and Charters' owner Kerrissa O'Meara, a Joombarn-buru Traditional Owner with KMS Community Team member, Johari Bin Demin.

¹³ Thunderbird's construction phase covers the period of July 2021 to October 2023.



“Together building prosperity in the Kimberley and beyond”



Maximising Aboriginal employment, training, businesses and long-term community relationships through responsible and respectful cultural practices.

Figure 6: Thunderbird’s Aboriginal Engagement Strategy for 2024 – 2028.



Photo: Laurenzia Divill, a Joombarn-buru Traditional Owner, conducting bore monitoring.



Governance

Kimberley Mineral Sands commits to the highest standards of *integrity* and transparency, embracing the true spirit of corporate governance to exceed the expectations of our stakeholders. The Company's governance framework is meticulously designed to enable robust decision-making, uphold ethical conduct, and ensure comprehensive compliance throughout its operations.

Corporate Governance and Risk Management

The KMS [Board](#) holds a pivotal role in defining our ethical and governance standards. Composed of individuals with diverse expertise, the Board provides broad perspectives on strategic and operational challenges, ensuring that our practices align with both business goals and ethical standards. The Board convenes quarterly to focus on strategic oversight, risk management, and ensuring compliance with ethical standards (Figure 7).

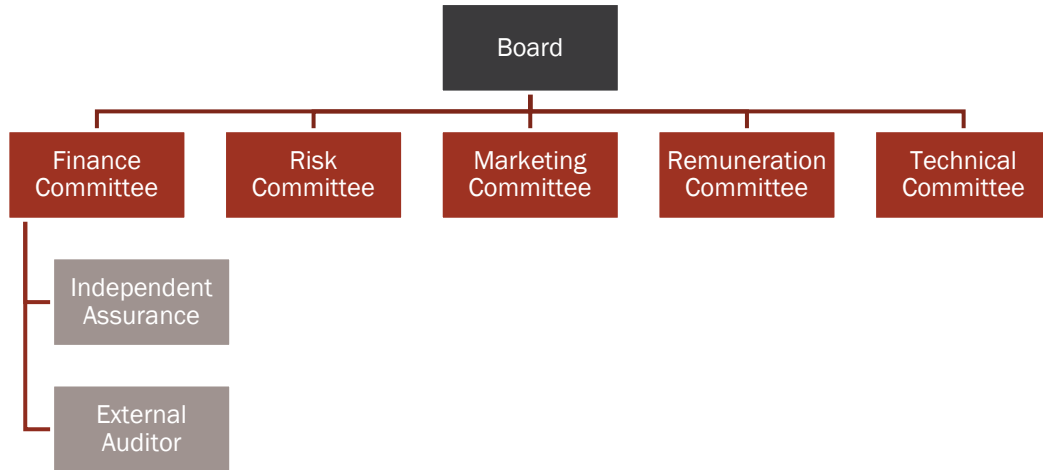


Figure 7: KMS's governance structure

Business ethics, transparency, and reporting

Supporting the Board's efforts, the Risk Committee regularly meets to oversee the Company's adherence to ethical practices and review compliance issues and strategies. Meanwhile, the Board also actively reviews the Company's sustainability initiatives and risk management frameworks to ensure they align with KMS's long-term goals and regulatory requirements.

KMS believes that ethics and transparency are driven by values and demonstrated through actions. The Company's policy suite provides clear, robust, and comprehensive guidance for its employees, contractors, and stakeholders. The policies (Table 8) were developed taking into account all of KMS's [values](#). New employee, contractor, or suppliers are provided with training on our policy and procedures as part of their onboarding process. Currently, our policies are available upon request as there is no requirements for us to make them publicly accessible.



Table 8: KMS policy suite

Policies
Anti-Bribery, Corruption and Money Laundering Policy
Community Relations Policy
Diversity and Inclusion Policy
Environment Policy
Financial and Risk Management Policy
Health, Safety, and Wellbeing Policy
Human Rights Policy
Securities Trading Policy
Social Media Policy
Sustainability Policy
Whistleblower Policy

As the Company advances into full production and matures in its growth, its ESG reporting will evolve too. This year, the Company has aligned with global ESG standards and reporting frameworks (refer to [Our ESG Reporting Framework](#)) and produce this ESG Report that will transparently communicate our ESG efforts to date and meet stakeholder expectations.



Risk Management

Framework Overview

KMS risk management framework (Figure 8) is designed to proactively manage risks across the organisation, ensuring that capability to minimise losses and maximise opportunities. This framework aligns with the 'AS/NZS ISO 31000: Risk Management Principles and Guidelines' and is integrated with our strategic and operational plans.



Figure 8: KMS's risk management framework.

Strategy and Objectives

The risk strategy at KMS is structured to create a secure environment for both people and stakeholders, aiming for optimal financial returns and sustainable competitive advantage. Risk management is elevated from being a departmental responsibility to an enterprise-wide duty. At KMS, each department, functional



location, and individual is accountable for managing risks within their scope, which supports the overarching risk strategy and the achievement of organisational goals.

Risk Management Processes

The risk management processes at KMS are detailed and systematic, involving several key elements:

- **Continuous Monitoring and Review:** Risk monitoring and review are conducted at give functional levels within the business, ensuring comprehensive oversight. Contractors are also involved in this process, required to monitor, and review their site-based risks continuously.
- **Risk Reporting:** The risk reporting system is comprehensive, aligning with KMS's organisational performance, management structures, and processes. Each department and individual are responsible for efficient operation of risk reporting systems and are expected to use analytical tools to monito and update risk changes. Risk management reports highlight concerns, changes, emerging threats, and opportunities.
- **Continuous Improvement:** The framework emphasises continuous improvement, which is a long-term approach to enhancing KMS's risk management processes. This ensures that any changes in process or business approaches are immediately addressed, maintaining the effectiveness of the risk management system.



Governance and Roles

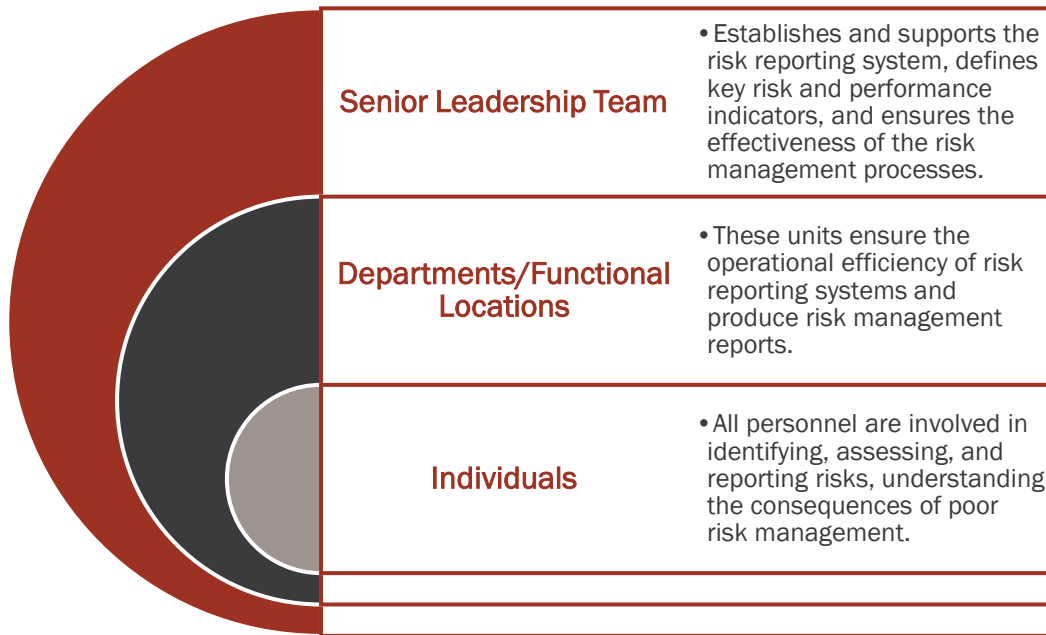


Figure 8: KMS risk governance structure and roles.

Risk Management Cycle

The risk management processes at KMS are cyclic and dynamic, with the risk appetite and limits responding to changes in the business environment as necessary. This dynamic approach ensures that the risk management system remains effective under varying conditions.

The Board currently governs ESG governance responsibilities. In this Reporting Period, KMS published its Sustainability Policy which provides clear guidance for employees, contractors, and suppliers on our approach to and expectations on operating sustainably.



Enhanced Compliance and Integrity Framework

Our compliance framework exceeds statutory requirements and embeds ethical conduct into our corporate culture. We conduct comprehensive compliance training sessions semi-annually, supplemented by targeted training whenever new regulations or internal policies are introduced. Our quarterly compliance audits assess adherence to both internal policies and external legal standards, with the findings discussed in detailed reports to the Risk Committee and subsequently to the Board. Our robust Whistleblower Policy and supporting People procedures protects and encourage employees to report unethical behaviours without fear of retaliation and are reviewed annually to incorporate best practices and employee feedback.

Proactive Stakeholder Engagement

We recognise the value of active engagement with stakeholders to foster transparency and mutual growth. Through an annual review of stakeholder engagement, we adjust our corporate strategies to better align with external concerns. We also provide stakeholders with regular insights into our operations, achievements, and governance practices through quarterly updates and reports. Bi-annual stakeholder meetings are dedicated to allowing for direct engagement with senior management and the Board, ensuring that stakeholder feedback directly influences corporate decisions.



Photo: Rona Charles, KMS's Cultural Heritage and Environment Ranger and Jombarn-buru Traditional Owner



Governance Transparency and Accountability

Our commitment to transparency and *accountability* is articulated through our annual transparency report, which detail our governance practices and the outcomes of Board decisions. Additionally, we are committed to maintaining a diverse and inclusive Board, regularly reviewing our Board composition to ensure it reflects a wide range of experiences and perspectives, which is essential for effective governance.

Modern Slavery

KMS is committed to the principles of the Modern Slavery Act 2018 (Cth), actively preventing modern slavery in our operations and supply chain. Our approach is founded on rigorous due diligence and remediation protocols to ensure ethical practices throughout our business relationships.

We integrate modern slavery assessments into our risk management framework to identify and mitigate potential risks, ensuring all suppliers and contractors meet our ethical standards.

Our Board governs the implementation of our Human Rights Policy, ensuring compliance and ethical conduct across our operations and with our partners. This governance reinforces our commitment to high standards of corporate responsibility and human rights, aligning with all our core [values](#).

Through these comprehensive governance practices, KMS not only fulfils its legal and ethical obligations but also enhances its mission to sustain a responsible and ethically driven business environment.



Disclosures

GRI Content Index

Statement of Use	Kimberley Mineral Sands has reported the information cited in this Global Reporting Initiative (GRI) content index for this Reporting Period with reference to the GRI Standards and the Company's approach to the management of its most material topics.
GRI 1	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures	2-1 Organizational details	KMS ESG Report: Kimberley Mineral Sands
	2-2 Entities included in the organization's sustainability reporting	KMS ESG Report: About this Report
	2-3 Reporting period, frequency, and contact point	KMS ESG Report: About this Report
	2-6 Activities, value chain and other business relationships	KMS ESG Report: The Thunderbird Mineral Sands Project
	2-7 Employees	KMS ESG Report: Employees and KMS ESG Databook: Employees
	2-8 Workers who are not employees	KMS ESG Databook: Employees
	2-9 Governance structure and composition	KMS ESG Report: Our Leadership
	2-16 Communication of critical concerns	KMS ESG Report: Stakeholder Engagement
	2-22 Statement on sustainable development strategy	KMS ESG Report: From the Chief Operating Officer
	2-23 Policy commitments	KMS ESG Report: Business Ethics



		Transparency, and Reporting
	2-24 Embedding policy commitments	KMS ESG Report: Business Ethics, Transparency, and Reporting
	2-25 Processes to remediate negative impacts	KMS ESG Report: Stakeholder Engagement
	2-26 Mechanisms for seeking advice and raising concerns	KMS ESG Report: Stakeholder Engagement
	2-27 Compliance with laws and regulations	KMS ESG Databook: Environmental Impacts and Environmental Compliance & Rehabilitation
	2-29 Approach to stakeholder engagement	KMS ESG Report: Stakeholder Engagement
GRI 3: Material Topics 2021	3-2 List of material topics	KMS ESG Report: Our Material Topics
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	KMS ESG Databook: Employees
	201-2 Financial implications and other risks and opportunities due to climate change	KMS ESG Report: Taskforce for Climate-related Financial Disclosures
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	KMS ESG Report: Employees
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	KMS ESG Report: ESG Highlights
GRI 302: Energy 2016	302-1 Energy consumption within the organization	KMS ESG Databook: Climate Resiliency
	302-3 Energy intensity	KMS ESG Databook: Climate Resiliency
GRI 303: Water and Effluents 2018	303-5 Water consumption	KMS ESG Databook: Environmental Impacts
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	KMS ESG Databook: Environmental Compliance & Rehabilitation



	304-3 Habitats protected or restored	KMS ESG Databook: Environmental Compliance & Rehabilitation
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	KMS ESG Report: Climate Resiliency
	305-2 Indirect (Scope 2) GHG emissions	KMS ESG Report: Climate Resiliency
	305-3 Other indirect (Scope 3) GHG emissions	KMS ESG Report: Climate Resiliency
	305-4 GHG emissions intensity	KMS ESG Report: Climate Resiliency
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	KMS ESG Report: Environmental Impacts
	306-3 Waste generated	KMS ESG Databook: Environmental Impacts
	306-4 Waste diverted from disposal	KMS ESG Report: Environmental Impacts
	306-5 Waste directed to disposal	KMS ESG Databook: Environmental Impacts
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	KMS ESG Databook: Employees
GRI 403: Occupational Health & Safety 2018	403-1 Occupational health and safety management system	KMS ESG Report: Occupational Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	KMS ESG Report: Occupational Health and Safety
	403-5 Worker training on occupational health and safety	KMS ESG Databook: Employees
	403-9 Work-related injuries	KMS ESG Report: Occupational Health and Safety
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	KMS ESG Databook: Employees
GRI 405: Diversity and	405-1 Diversity of governance bodies and employees	KMS ESG Report: Employees and KMS ESG Databook: Employees



Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	KMS ESG Databook: Employees
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	KMS ESG Report: Business Ethics, Transparency, and Reporting
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	KMS ESG Report: Business Ethics, Transparency, and Reporting
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving the rights of indigenous peoples	KMS ESG Databook: Traditional Owner Relationships



SASB Content Index

SASB Code	Topic	Location
EE-MM-110a.1	Greenhouse Gas Emissions	KMS ESG Report: Climate Resiliency
EE-MM-120a.1	Air Quality	KMS ESG Databook: Environmental Impacts
EE-MM-130a.1	Energy Management	KMS ESG Report: Climate Resiliency
EE-MM-140a.1	Water Management	KMS ESG Databook: Environmental Impacts
EE-MM-140a.2		KMS ESG Databook: Environmental Impacts
EE-MM-150a.4	Waste & Hazardous Materials Management	KMS ESG Databook: Environmental Impacts
EE-MM-150a.5		KMS ESG Databook: Environmental Impacts
EE-MM-150a.6		KMS ESG Databook: Environmental Impacts
EE-MM-150a.7		KMS ESG Databook: Environmental Impacts
EE-MM-150a.8		KMS ESG Databook: Environmental Impacts
EE-MM-150a.10		KMS ESG Databook: Environmental Impacts
EE-MM-160a.1	Biodiversity Impacts	KMS ESG Databook: Environmental Compliance & Rehabilitation
EE-MM-160a.3		KMS ESG Databook: Environmental Compliance & Rehabilitation
EE-MM-210.1	Security, Human Rights, & Rights of Indigenous Peoples	KMS ESG Databook: Traditional Owner Relationships
EE-MM-210.2		KMS ESG Databook: Traditional Owner Relationships
EE-MM-210.3		KMS ESG Databook: Traditional Owner Relationships



EE-MM-210b.1	Community Relations	KMS ESG Report: Stakeholder Engagement
EE-MM-210b.2		KMS ESG Databook: Employees
EE-MM-510a.1	Business Ethics & Transparency	KMS ESG Report: Stakeholder Engagement
EE-MM-540a.2	Tailings Storage Facilities Management	KMS ESG Databook: Environmental Impacts
EE-MM-540a.3		KMS ESG Report: Occupational Health and Safety
EE-MM-000.B	NIL	KMS ESG Databook: Employees



Glossary

ASRS	Australian Sustainability Reporting Standards
BESS	Battery Energy Storage Solution
DCCEEW	Department of Climate Change and Energy
DWER	Department of Water and Environmental Regulation
ESG	Environmental, Social, and Governance
FID	Final Investment Decision
FIFO	Fly-in, fly-out
FSB	Financial Stability Board
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
KMS	Kimberley Mineral Sands
LOM	Life of Mine
LTI	Lost-Time Injury
IAP2	International Association for Public Participation
MS1080	Ministerial Statement 1080
RAP	Reconciliation Action Plan
SASB	Sustainability Accounting Standards Board
SDG	United Nations Sustainable Development Goals
TCFD	Taskforce for Climate-related Financial Disclosures

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