



Who We Are

Mineral Resources
is an innovative and
leading mining services
company, with a
growing world-class
portfolio of mining
operations across
multiple commodities,
including iron ore
and lithium.

Vision

To be recognised as one of the great Australian companies and a leading provider of innovative and sustainable mining services.

Purpose

To provide innovative and low-cost solutions across the mining infrastructure supply chain, by operating with integrity and respect, working in partnership with our clients, our customers, our people and our community.

The Way We Work

We are One Team

- The safety and wellbeing of our people is at the forefront of all that we do
- We work together to achieve the best results for our people, clients and stakeholders
- We care for, respect and invest in our people, the environment and the communities in which we operate.

We are High Performing

- We achieve exceptional results through a disciplined and professional approach
- We plan and take ownership of our areas of responsibility
- We always deliver and that sets us apart.

We are Entrepreneurial

- We empower our people to challenge the status quo and actively explore new ideas and opportunities
- We look for better ways to mitigate risk, deliver on commitments and create long-term value
- We recognise, support and harness the diverse talents of our people and partners.

Chairman's Letter	1
MRL at a Glance: FY19 Performance Summary	3
MRL at a Glance: What we do	4
MRL at a Glance: Where we operate	5
Our Sustainability Approach	6
Health and Safety	12
Material Topic 1: Maintaining a safe working environment that promotes health and wellbeing	13
Our People	18
Material Topic 2: Attracting and retaining talent	19
Material Topic 3: Developing a diverse, inclusive and non-discriminatory workplace	20
Environment	22
Material Topic 4: Managing our resource use and environmental impacts while innovating towards a low-carbon economy	23
Social	28
Material Topic 5: Supporting communities	29
Material Topic 6: Creating opportunities for skills development and managing our relationships with communities	31
GRI Content Index	33
External Assurance Statement	37





On behalf of the Board, it gives me great pleasure to present the Sustainability Report for the 2019 financial year.

Last year, we released our first
Environmental, Social and Governance
Report and committed to releasing a
more comprehensive report this year.
I am pleased to report that we have made
significant progress during FY19, applying
the Global Reporting Initiative Standards
and engaging the services of Ernst &
Young to obtain external assurance for
the six key sustainability performance
indicators we identified for the first time.

We undertook a detailed materiality review to assess what matters to our business, our investors and our wider stakeholders. Through this process we defined six material sustainability topics that could influence our ability to create or sustain value, and our broader social licence to operate. Each of our material sustainability topics is described in this report, including why it matters, what we are doing to manage it, our performance and our future-looking initiatives.

As we continue to work towards our vision to be recognised as one of the great Australian companies and a leading provider of innovative and sustainable mining services, we regularly assess our portfolio to ensure that it remains relevant in a changing global landscape. We continue to focus on innovation and the opportunities associated with the transition to a lower-carbon economy. For example, our significant lithium portfolio allows us to meet the growing demand for lithium products, largely driven by the electric vehicle market and other lithiumion battery applications.

We achieve nothing if we do not do it safely and I am pleased to report that our LTIFR improved from 0.17 to 0.12. However, we did see an increase in TRIFR from 2.49 to 3.99. This is largely attributed to the increase in new people who joined our business as we ramped up our construction projects. We are determined to bring our TRIFR down and have implemented behaviour workshops and increased our on-site leadership presence to reinforce our dedication to safety.

During the next year, we will be developing a sustainable procurement program, with a focus on enhancing our sustainability screening criteria, improving local and Indigenous supplier engagement, and screening our supply chain for risks associated with modern slavery and human rights abuses. We will also be working on enhancing our climate-related risk and opportunity identification, assessment and management using the recommendations of the Task Force on Climate Related Financial Disclosures.

We are committed to understanding and managing our material sustainability topics and, thereby, enhancing our sustainability performance. While we recognise that there is still work to be done, we are excited about our sustainability journey and the value that this creates for our business and all of our stakeholders.

Our progress would not be possible without the dedication of our people. They play an important role in helping us create a safer and more sustainable future and, on behalf of the Board, I thank them for their efforts.

Peter Wade

Chairman





MRL's consistently strong performance is a testament to the hard work and dedication of our team.

The health and safety of our people is a key driver for us



Total Recordable Injury Frequency Rate

per million hours worked



Lost Time Injury Frequency Rate

per million hours worked

Creating value for our community

We contributed to our local communites



Creating jobs for Western Australia

We employ 3,700+employees & contractors



We continue to measure our greenhouse gas emissions

Scope 1 emissions:

218,432tCO₂e



Scope 2 emissions:

2,373tCO₂e





Exploration & Development

We target stranded tenements and partner with junior explorers, investing in exploration activity to discover new resources and develop the infrastructure to realise the value of the ore.

Mining Services

Open Pit Mining

We execute all stages of open pit mining including resource modelling, mine planning, drill and blast engineering, load and haulage.

Crushing

We offer a range of specialised contract crushing, screening, beneficiation and materials handling services.

Processing

We manage and operate the end-to-end recovery of ore.



Supply Chain Services

We manage pit-to-port logistics, including rail, road, port and remote aerodrome management.

Site Services

We own and manage our mine site accommodation villages.



Port Operations

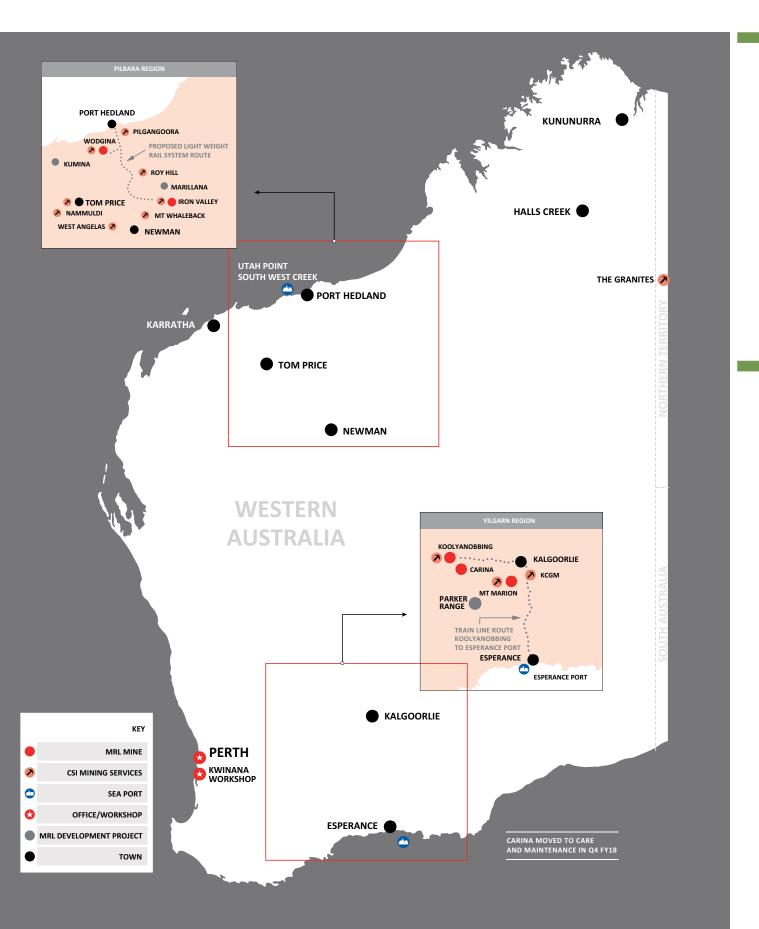
We export our product to global markets via strategic port alliances throughout Western Australia.



Marketing & Shipping

Marketing and shipping are the link between our operations and our customers. We export iron ore and lithium to key Asian markets for global applications.







We are committed to understanding and managing our material sustainability topics and enhancing our sustainability performance.

Our Sustainability Journey

This is the second year that we have reported on our sustainability performance, following our inaugural FY18 Environmental, Social and Governance (ESG) Report¹. This report covers operations where MRL and its subsidiaries have operational control and has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. Our commitment to the sustainability journey includes obtaining external assurance over six of our sustainability performance indicators for the first time (refer to page 37 for a copy of the external assurance statement).

Our vision is to be recognised as one of the great Australian companies and a leading provider of innovative and sustainable mining services. While we recognise that we still have a lot to do, we are excited about our sustainability journey and the value that this creates for our business and all of our stakeholders.

Our Material Sustainability Topics

The GRI reporting principles have been applied for defining report content by undertaking a thorough materiality review process to understand our key sustainability topics. This process, facilitated by independent consultants, involved reviewing what matters to our business, investors and other stakeholders and assessing what factors could influence our ability to create and sustain value. Our materiality assessment was informed by an assessment of our sustainability context, industry-specific issues, stakeholder concerns and peer reporting, as well as international sustainability frameworks such as GRI and the United Nations Sustainable Development Goals.

We have identified six material topics, across the themes of health and safety, people, social and environment.

Theme	Material Topic
Health and Safety	. Maintaining a safe working environment that promotes health and wellbeing
People	. Attracting and retaining talent . Developing a diverse, inclusive and non-discriminatory workplace
Environment	. Managing our resource use and environmental impacts while innovating towards a low-carbon economy
Social	 Supporting communities Creating opportunities for skills development and managing our relationships with communities

Each material topic is described in this report, including why the topic is important to MRL, what we are doing to manage it, our performance, and future-looking initiatives.



¹While there have been no significant changes in the types of key issues reported in the FY18 ESG Report, we have undertaken a thorough materiality assessment process this year to refine our material sustainability topics.

Our Sustainability Approach

Our Stakeholders

Stakeholder engagement is an important mechanism to understand our impact, as well as manage our reputation and social licence to operate. MRL engages with a diverse range of stakeholder groups. We continue to work on improving and maintaining our reputation and relationships with our stakeholders as part of our sustainability journey.

Stakeholder group	How we engage	What matters	How we manage what matters
Finance providers and investors	 Investor roadshows Full-year and half-year results briefings Annual General Meeting Ad-hoc meetings, conversations and periodic reporting to analysts, financial institutions, ratings agencies, proxy advisors and institutional investors 	Financial performance Disclosure of the management of material risks that influence the ability of MRL to create and sustain value	 Australian Securities Exchange (ASX) announcements Disclosure of quarterly exploration and mining activities report, half-year and full-year financial report and Annual Report Information packs, released to the ASX along with full-year and half-year results, that provide additional supporting information to assist in understanding, analysing and projecting our financial performance MRL is formalising its sustainability journey and has reported against the GRI Sustainability Reporting Standards for the first time in 2019, building on the inaugural FY18 ESG report
Suppliers	 Ad-hoc meetings and conversations with suppliers Quarterly meetings with critical, high-spend suppliers 	 Providing goods and services to MRL Supplier diversity Getting paid on time Continuity of business relationships Local procurement Supplier engagement 	 MRL has invested significantly over the reporting period in a new information platform (Coupa) that underlies our procurement processes, systems and business intelligence MRL is further developing the capacity and transparency of its procurement function through category management
Employees and contractors	 MRL weekly newsletter sent to staff via email and posted on noticeboards and the MRL intranet MRL intranet Noticeboards Networking events Daily shift meetings Inductions/other training events and programmes Department meetings Social events, including barbecues and morning teas 	 A safe and supportive working environment Health and wellbeing Fair employee remuneration and recognition 	Our Safety Management Framework ensures that we have a healthy and safe working environment Our Code of Conduct and Business Integrity defines the way we do business Our Employee Assistance Programme offers a professional and confidential service to employees and their families, which is funded by MRL WorkPerks- our way of saying thanks to our people by offering access to a range of deals and discounts for retail, accommodation, travel, health and wellness and financial services Health and wellbeing programmes
Trade unions	 Regular visits to MRL sites by union representatives MRL responds to union issues and queries as and when appropriate 	 Employment terms and conditions Site accommodation A safe working environment Local jobs and opportunities 	Unions are provided right of entry access to all MRL sites as and when appropriate Employees are remunerated at market comparable rates A high standard of site accommodation is provided MRL has a strong Safety Management Framework in place MRL provides local training and apprenticeship opportunities
Customers	Customer visits	Quality product or service delivered on schedule according to customer agreement	We provide quality services and products as per our customer agreements





Stakeholder group	How we engage	What matters	How we manage what matters
Joint venture partners	 Meetings at a frequency agreed to by both parties Joint venture reporting of financial and operational results 	Meeting contractual obligationsReliability of supplyProduct qualityAdded value and profitability	Engaging on key matters in joint venture partnerships
Local, State and Federal Governments	 Ongoing liaison with regulators and government agencies Attendance at local council meetings as and when appropriate 	 Legal and regulatory compliance Local economic development Employment opportunities Land management and rehabilitation 	 Submissions as part of legal and regulatory approval processes Notifications when applying for new tenements Regulatory reporting Increasing proactive engagement
Local and Indigenous communities	 Support and participation in local community events Ad-hoc information sessions and meetings with community members Heritage surveys Meetings with claim groups and Native Title meetings 	Local economic development Contracting and employment opportunities Heritage conservation and respect for sites Land management and rehabilitation Indigenous community health	 Agreements with Native Title groups Community partnerships Community donations and sponsorships Work experience opportunities – traineeships
Other tenement holders/private land holders	Notifications when applying for new tenements	Access to land when putting utilities or infrastructure in place Land management and rehabilitation	Establishing access agreements
Industry associations	Attendance at industry association events Participation in industry forums	 Developing local business opportunities Advancing the development of standards and constructive policy Jobs in their region 	MRL is a member of a number of industry associations, including: Association of Mining and Exploration Companies (AMEC) Chamber of Minerals and Energy (CME) Australian Petroleum Production and Exploration Association (APPEA) Chamber of Commerce and Industry of Western Australia (CCI WA) Chambers of Commerce for Kalgoorlie, Esperance, Port Hedland, Kwinana, Rockingham and MidWest MRL participates in industry association forums and provides feedback on requests for comments

Our Sustainability Approach

Our Governance

Governance Structure

MRL's governance structure consists of a Board of Directors, who have overall responsibility for establishing and monitoring the direction, strategies and financial objectives of MRL; monitoring regulatory compliance; as well as confirming the culture for ethical behaviour. The Board also has a specific responsibility to oversee the management of safety, occupational health and environmental matters.

The Board has three sub-committees that operate on a recommendation basis:

- The Remuneration Committee
 assists the Board in the oversight of
 MRL's remuneration, which includes
 remuneration, bonuses and incentives
 for the Managing Director and all other
 Executive Directors, Non-Executive
 Directors and employees
- The Nominations Committee oversees and monitors Board and senior executive performance, succession planning and the Company's Diversity Policy
- The Audit and Risk Committee assists the Board in fulfilling its responsibilities related to accounting and reporting practices. It also has responsibility for environmental, social and governancerelated issues, risks and reporting.

Refer to the Corporate Governance Statements at www.mrl.com.au for further information about our Corporate Governance practices in line with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.

Business Ethics and Conduct

MRL has a Code of Conduct and Business Integrity (Code) that defines the way we do business. It is based on our values and represents our commitment to uphold the highest standards of ethics in our business practices. We believe that consistent and proper business conduct creates loyalty and trust with our stakeholders and each other. Our employees are expected to act honestly, with integrity and objectivity, striving at all times to contribute positively to the reputation and performance of MRL.

The Code covers a range of aspects including:

- Ensuring a safe workplace
- Fitness for work
- Respecting difference
- Human rights
- Native Title and heritage
- · Acting lawfully
- Bribery and corruption
- Gifts, hospitality and entertainment
- Conflicts of interest
- Fair and open competition
- Insider trading
- Privacy
- Government and international obligations
- Representing MRL
- Consequences of breaching the Code.

MRL prohibits any form of punishment, disciplinary or retaliatory action being taken against anyone for raising or helping to address a business conduct concern. Failure to comply with the Code is viewed as a serious matter that may lead to disciplinary action, including dismissal and/or legal action. We have developed a Whistleblower Policy and independent external hotline, managed by Deloitte to support the implementation of the Code.

Risk Management

The Risk Management, Internal Compliance and Control Policy outlines MRL's risk management process, internal compliance and controls, which include:

- Establishing the Company's goals and objectives, and implementing and monitoring strategies and policies to achieve these goals and objectives
- Continuously identifying and reacting to risks (including climate-related risks) that might impact upon the achievement of the Company's goals and objectives, and monitoring the environment for emerging factors and trends that affect these risks
- Formulating risk management strategies to manage identified risks, and designing and implementing appropriate risk management policies and internal controls
- Monitoring the performance of, and continuously improving the effectiveness of, risk management systems and internal compliance and controls, including an ongoing assessment of the effectiveness of risk management and internal compliance and control.

The business risk assessment is reviewed on a quarterly basis in consideration of all strategic, operational, compliance and regulatory and financial risks that impact MRL. The MRL business risk register includes several ESG and climate-related risks, with controls and mitigating actions assigned responsibility to relevant areas of the business. Business risks are monitored on a quarterly basis by the Audit and Risk Committee.

Our Supply Chain

Our procurement function supports the business through the acquisition of utilities, goods and services that we need to operate. We have almost 3,500 active suppliers located in Australia, USA, China, Thailand, Europe, Japan, Taiwan and South Africa.

During the 2019 Financial Year (FY19), MRL invested in the formalisation of, and/or upgrades to, procurement processes, systems and business intelligence. During this period, we spent \$891.42 million on suppliers and subcontractors. Less than one per cent of our procurement spend was with Indigenous business, which we aim to increase in the future.

Going forward, MRL will be further developing the capacity and transparency of its procurement function through category management, introducing category leads per business unit, improving inventory management on site, and enhancing supplier qualification processes.

Promoting Sustainability in our Supply Chain

Sustainable procurement can be a powerful tool for influencing the sustainability performance and business conduct of suppliers. By integrating sustainability into procurement policies and practices, businesses can manage sustainability risks and opportunities whilst minimising adverse impacts and promoting positive environmental, social and economic outcomes. It can also add significant value by improving productivity, assessing value and performance, improving stakeholder engagement, and encouraging innovation

We are on a journey to improve the sustainability of our procurement function. As part of the tender evaluation process, a range of weighted criteria is typically assessed, including technical and cost considerations, financial stability of the supplier, as well as environmental and health and safety management. Environmental and health and safety considerations include the presence





of policies and management plans, risk assessments, incident reporting and performance metrics. Any person entering our sites is also required to complete a corporate safety induction.

During the next year, we will be developing a sustainable procurement programme with a focus on:

- Enhancing our sustainability screening criteria following a tailored approach, to focus on the material sustainability risks associated with the nature of the goods or service being procured
- Developing a supplier code of conduct and supporting processes
- Screening our supply chain for risks associated with modern slavery and human rights abuses
- Development and implementation of a regional supplier registration portal to facilitate improved local and Indigenous supplier engagement.

Creating Value through our Business

We have created a Value Statement to demonstrate the value that we generated and distributed in FY19. Our commitment to growth is demonstrated by our significant investment in infrastructure and exploration, which has increased by 140 per cent compared to the prior year.

	Metric	FY19 (AUD million)
Value generated	Revenue	1,511.98
Value distributed ²	Payment to federal, state and local governments Employee wages and benefits paid Community contributions Payments to suppliers and sub-contractors Investment in infrastructure, exploration and innovation Financing costs	124.05 265.46 1.99 891.42 857.80 19.45

Preparing for the Modern Slavery Act

The *Modern Slavery Act 2018* came into force in January 2019. Reporting requirements commence in 2020 and MRL will be required to develop a Modern Slavery Statement by 31 December 2020. We are preparing for this requirement by understanding, assessing and addressing the risk of modern slavery in our operations and supply chains. We fully support the introduction of this legislation, which complements our Code of Conduct and Business Integrity.





We are committed to maintaining a healthy and safe working environment for our employees, contractors and visitors.



Material Topic 1: Maintaining a safe working environment that promotes health and wellbeing

MRL promotes health and safety as a core business value that underpins everything that we do. We work to identify and control hazards, protect our people from exposure to health and safety risks and support the health and wellbeing of our people. We view safety performance as fundamental to our overall success and our social licence to operate.

Safe operations depend on technically-sound plant and equipment as well as work that is well-designed, planned, executed and appropriately supervised. We are committed to complying with all health and safety laws and regulations governing our activities and have developed a suite of policies, standards and procedures to guide compliance. We obtain regular updates from SafetyLaw on occupational health and safety legislation, codes of practice, guidelines and published standards.

MRL has invested in a Safety Team, led by a dedicated General Manager and supported by operational safety managers. Monthly safety meetings are held with the Chief Operating Officer (COO), with safety performance reported to the Board.

Our Safety Management Framework

Our occupational health and safety system, known as the oneMRL Safety System Framework, applies to MRL and its subsidiaries, all employees, contractors, sub-contractors and visitors. This includes all MRL-owned, controlled and occupied premises and workplaces where activities are being carried out on behalf of MRL. The oneMRL Safety System Framework is underpinned by the the Health and Safety, Injury Management and Fitness for Work Policies; which are supported by cascading standards, procedures, plans

and tools to meet the requirements of the *Mine Safety and Inspection Act 1994* and the Mines Safety and Inspection Regulations 1995. This is supported by a set of Cardinal Rules to maintain a safe and healthy work environment, which are considered a condition of employment at MRL. Breaches of the Cardinal Rules are monitored and evaluated.

Hazard Identification, Risk Assessment and Incident Management

MRL has thorough processes for hazard identification, risk assessment and incident investigation. The MRL Hazard and Risk Management Procedure defines minimum requirements to identify, analyse, evaluate, control, monitor and review occupational hazards, and risks within the business. Definitions of risk consequence levels, likelihood, risk ratings and a hierarchy of controls are provided to ensure consistent application across the business.

MRL has several hazard risk assessment tools, including:

- Project risk assessments, which are facilitated risk assessment processes to identify key project risks prior to work being undertaken
- Task-based assessments, which focus on identifying hazards and risks occurring while undertaking the task. In MRL these are known as either:
 - Job Hazard Analysis, which is used as a pre-task planning tool for supervisors and work groups to analyse the task for hazards and risk, and to apply appropriate controls, or
 - Personal risk or 'take time' assessment- a pre-task planning process that focusses on hazard identification and control of an individual worker for a specific task that is about to be undertaken
- Hazard risk assessment workshops
- Hazard report cards.

Health and Safety

Facilitators of hazard and risk assessment processes must be trained and competent in the tools and techniques used. MRL's workforce undertakes compulsory training on the task-based assessment tools in use. Reviews are undertaken to evaluate the effectiveness of the risk assessment process to mitigate hazards and ensure continuous improvement.

In FY19, the MRL corporate safety team identified 17 high-risk activities which presented the greatest risk of high-consequence injury. This was based on a review of historical incident data; project risk registers; incidents with significant potential consequences; significant incident reports and the results of safety management system audits. The high-risk activities include:

- Mobile plant and equipment interactions
- Working with hazardous energy sources
- · Road haulage activities
- Light vehicles and driving
- Fixed plant and rotating equipment
- Working at height
- Cranes and lifting activities
- Working with explosives
- Loading and unloading activities
- Ground control activities
- Working with potentially high-risk health hazards
- Train haulage activities
- Excavation and trenching activities
- Working in confined spaces
- Tyre fitting and handling
- Working with hazardous substances
- Working in, on, or over water

As part of creating a strong safety culture, reporting of work-related hazards and hazardous situations is actively promoted throughout MRL. MRL's Stop Work Authority Procedure provides employees and contractors with the responsibility and obligation to stop work when a perceived unsafe condition or behaviour may present danger to personnel, equipment or the environment. Situations that warrant a stop work authority may include alarms; lack of knowledge or understanding; change in conditions; emergency situations; near-miss incidents; improper equipment use; or other unsafe conditions and behaviours. The Stop Work Authority Procedure prohibits retribution following a stop work action initiated in good faith, even if it is subsequently deemed unnecessary.

MRL's Incident Management Procedure describes requirements for initial

response, notifying and reporting, classification, and investigation of incidents. This includes an incident management flow chart and requirements for monitoring and closing corrective actions in the safety management software system, INX InControl. On investigation, incidents are allocated to a critical risk activity. MRL's Injury and Illness Classification Procedure clarifies the definitions for occupational injury and illness. This supports the Incident Management Procedure by ensuring the accurate and consistent classification of health and safety-related incidents.

Contractor Management

Contractors are an important part of MRL's workforce and are integral to the safe delivery of a high-quality product to our customers. MRL has a Contractor Management Procedure, which outlines the process to verify that contractor and subcontractor groups have the necessary skills, resources and equipment to safely undertake work activities assigned by MRL. Prior to any work being executed by a contractor, the 'Contractor Induction Checklist' and 'Contractor Work Pack' documents must be reviewed, completed and approved.

The MRL Contractor Safety Requirements Manual (Manual) supports the Contractor Management Procedure, by outlining the minimum safety and health requirements required by all contractors undertaking work for MRL. The Manual is applicable to all contractors and sub-contractors across MRL and all its subsidiary worksites.

Emergency Response and Management

MRL's Office Emergency, Preparedness and Response Procedure provides guidance for all office-related emergencies. MRL is also guided by a Crisis and Emergency Response Management Plan, which defines the roles, responsibilities and arrangements to activate a rapid and organised response to an emergency or crisis situation such as a cyclone, security issue, fatality, significant environmental damage, kidnap, accident, and/or destruction of assets.

All MRL projects and facilities have documented Emergency Management Plans that are developed with a clear focus on:

- Ensuring the safety and health of all people associated with the project, contract or facility
- Protecting the property and land assets of MRL
- Minimising the impact on the environment
- Ensuring business or project continuity

- as soon as practicable
- Safe-guarding the business reputation and commercial viability of MRL.

Health and Safety Training and Awareness

All employees, contractors, subcontractors and visitors at MRL's sites are required to undertake a compulsory corporate safety induction, which is deemed valid for two years following completion. Frontline managers and supervisors are trained on safety and leadership skills through MRL's internallydeveloped Steel Cap Safety Leadership Programme.

Each site has a health and safety representative who reports to an Operational Safety Manager. Health and safety representatives are engaged on a regular basis to discuss health and safety issues and performance. A weekly safety and training notification is sent to all operational teams with internal safety alerts and training communications. This includes toolbox topic documents for discussion at pre-start and toolbox meetings for the following week. Toolbox topics have included identifying, assessing and controlling risks, electrical awareness, road safety, noise-induced hearing loss, tyre fires and explosions, isolation and tagging, and surviving night shift and fatigue. At project sites, monthly worker health and safety meetings are also held.

To further promote a strong safety culture, positive safety performance is recognised and rewarded through safety achievement certificates as well as individual, small or large team awards.

Work-related III Health

We aim to provide our employees with access to support services to improve and manage their health and to reduce the risk of ill health within our workplace.

MRL takes a proactive, holistic and risk-based approach to managing health and hygiene hazards across our workplaces. The type of health hazards that we manage vary, due to the demands of different roles and the varying environments in which our employees work. The most common health hazards that we manage include exposure to noise, dust and gradual onset musculoskeletal disorders.

Work-related hazards are addressed with controls documented in our Health and Hygiene Management Plans. Each plan takes a risk-based approach in controlling hazards specific to the work area to ensure innovative and appropriate solutions. As a business, we proactively manage work-related hazards through initiatives, including:

- Education of our workforce on the health risks that may be present in their workplace, what controls are in place and how to reduce their risk of ill
- Site-specific noise control management plans which summarise noise control strategies
- Periodic noise and dust monitoring to ensure that levels of dust and noise are not excessive
- Worker education and awareness sessions that focus on the correct selection and application of Personal Protective Equipment (PPE) such as hearing protection devices and respiratory masks
- Provision of periodic hearing testing
- Task-related 'warm up for work programme', which focusses on assessing the risks associated with manual hazards and exercises to minimise musculoskeletal injuries.

Occupational Health Services

MRL provides occupational health services to protect the health of workers and support the business in minimising risk. MRL performs a rigorous baseline medical examination on all site-based prospective employees. This assessment identifies areas of improvement for each worker and provides an opportunity for MRL to assist the worker in improving their health and wellbeing through a customised health management plan.

Once onboarding is complete, our workers are able to access free health services through our health and wellbeing programme. This includes:

- Vaccinations
- Skin checks
- Support to quit smoking programme
- Health checks
- Exercise programme development
- Body-scanning
- · Nutritional coaching
- Wellness support.

Where logistically possible, we aim to provide these services across our work locations. Alternatively, these services are facilitated through major towns and centres in Australia, primarily in Perth.

Our employees are also able to access appointments with our suite of health specialists for their non work-related health requirements. Preferred provider networks assist MRL in ensuring that quality health and medical services are provided to our employees. Regular meetings are held with preferred providers to review performance

measures. This ensures that we are meeting our commitment to employees by providing access to quality health and wellbeing services. We promote our health and wellbeing programme through our monthly health and wellbeing newsletter, regular company-wide email communications, site notices, MRL intranet, toolbox topics and gym notice boards at all owner-operated camps.

Fitness For Work

MRL requires all employees to be fit for work while they are on our work sites or undertaking activities on our behalf. We recognise that an individual's fitness for work may be affected by a number of factors, including but not limited to, the adverse effects of: alcohol and other drugs, fatigue, physical stress, heat illness, mental health/psychological issues, medications, medical issues, smoking, health and fitness, and nutrition. In FY19, we introduced our Fitness for Work Policy, which is supported by the Fitness for Work Procedure. These documents provide guidance to manage fitness for work issues.

Promoting Mentally Healthy Workplaces

MRL considers mental and physical health as part of its wellbeing programme. A mentally healthy workplace is a shared responsibility between MRL and its employees. The Department of Mines, Industry Regulation and Safety (DMIRS) has released a new code of practice (Code of Practice) which aims to provide guidance for organisations in the resources and construction sectors that utilise fly-in fly-out (FIFO) work arrangements.

The Code of Practice supports the development and maintenance of mentally healthy workplaces by:

- Using a risk management process to identify psycho-social hazards and risk factors in the workplace to help protect mental health
- Managing and avoiding the exacerbation of existing mental health concerns at work
- Encouraging positive mental health outcomes for all workers.

MRL currently takes a consultative and risk-based approach to preventing and managing harm from psycho-social hazards and risk factors within the workplace. All employees have access to the Employee Assistance Programme (EAP). This service provides confidential professional counselling and support to employees with personal or work-related difficulties.

Going forward, MRL will consider strategies that identify and mitigate psycho-social hazards while continuing to focus on protecting and promoting the health of our workers, fostering a culture where employees can fulfil their potential.

Our Performance

Measuring our health and safety performance is a critical part of our Safety Management Framework. We measure more than 30 lead and lag indicators on a monthly basis, including workplace inspections, field interactions, near-miss incidents, safety communications and audits. Performance is evaluated against targets for each indicator.

We publicly report our Lost Time Injury Frequency Rate (LTIFR), Total Recordable Injury Frequency Rate (TRIFR) and fatalities. MRL's injury frequency rates, provided in Figure 1, are calculated based on 1,000,000 hours worked and include both employees and contractors.

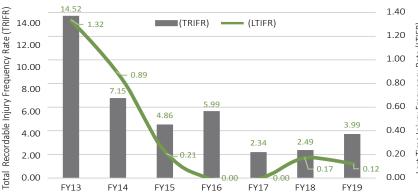


Figure 1: Historical Trends in Injury Frequency Rates

Lost





While we aim to have zero injuries, we have developed a set of internal targets for our LTIFR and TRIFR. During the past year, our LTIFR improved from 0.17 in FY18 to 0.12 in FY19 and remains below our target of LTIFR less than 0.25.

Our TRIFR increased from 2.49 in FY18 to 3.99 in FY19, which is above our target of a TRIFR less than 3. We recognise that our TRIFR performance has increased since last year, which corresponds to the increase in the number of new people who joined the business, largely attributed to the ramp-up in our construction projects. During the period, total hours worked increased by 32 per cent compared to FY18. We have implemented behaviour workshops and increased our on-site leadership presence to educate and remind our workforce about our commitment to a safety culture, and have in place an action plan to continue our work in this area.

The main types of work-related injuries, broken down by the nature of the injury, are provided in Figure 2. Sprains and strains of joints and adjacent muscles are the most common type of work-related injury.

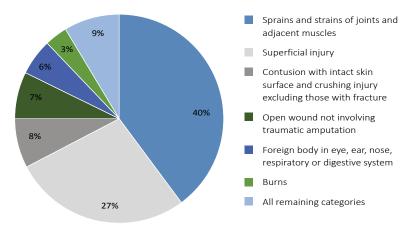


Figure 2: Nature of FY19 work-related injuries

We have also reported our work-related injuries based on the *GRI 403: Occupational Health and Safety 2018 Standard*. Table 1 provides a breakdown of high-consequence work-related injuries³, recordable work-related injuries, and fatalities.

Indicator	Empl	oyees	Cont	tractor	Com	bined
maicator	Male	Female	Male	Female	Male	Female
Fatality	0	0	0	0	0	0
Fatality Rate	0.00	0.00	0.00	0.00	0.00	0.00
High-Consequence Work-Related Injuries	0	0	1	0	1	0
High-Consequence Work-Related Injuries Rate	0.00	0.00	0.40	0.00	0.14	0.00
Recordable Work- Related Injuries	17	2	13	0	30	2
Recordable Work- Related Injuries Rate	3.74	3.07	5.25	0.00	4.28	1.98
Hours Worked	4,539,637	652,080	2,476,034	355,661	7,015,671	1,007,740

Table 1: GRI 403 Occupational Health and Safety 2018 Standard injury breakdown

During FY19, there were no fatalities. We had one high-consequence work-related injury, attributed to road haulage activities, where a contract haulage road train driver was involved in an accident while swerving to avoid dead livestock on the road. The driver of the road train suffered significant injuries. Pleasingly, he has returned to his regular duties after making a full recovery.

³ High-consequence injuries are defined as significant injuries, which include lost time injuries and fatalities.

Monitoring and Evaluating our Performance

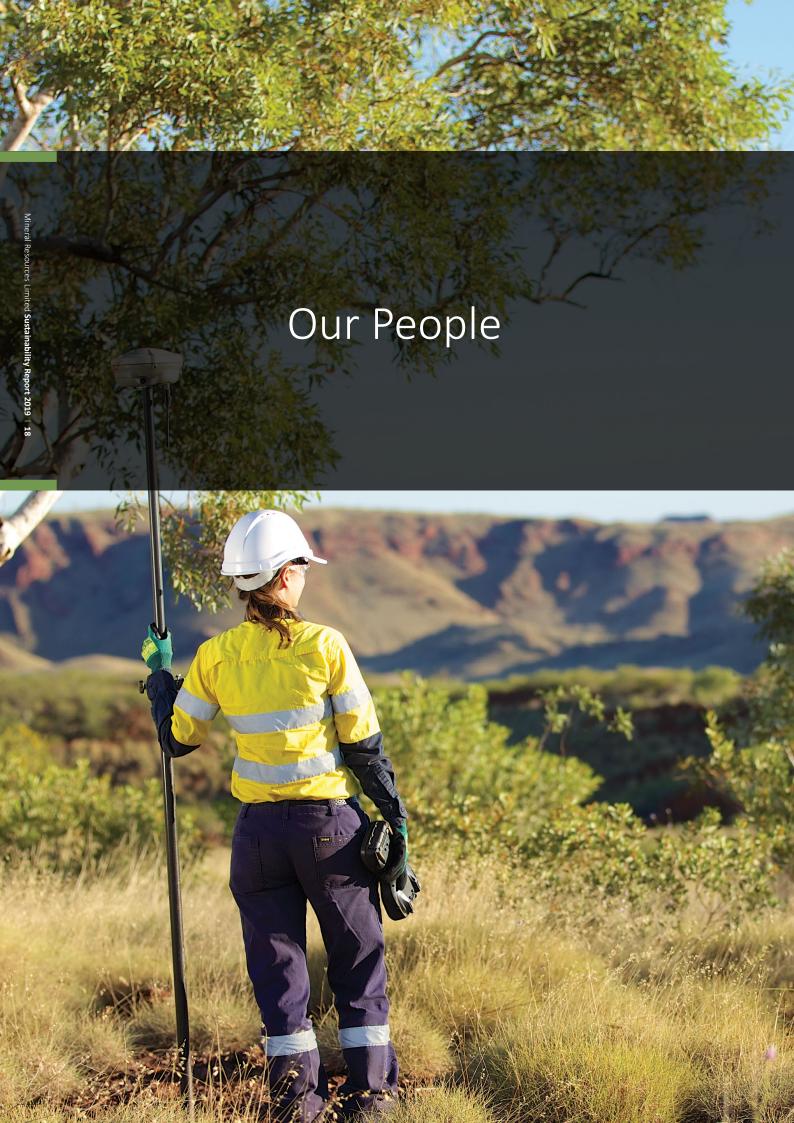
MRL has a Safety Internal Audit Procedure which outlines three layers of safety audits that are undertaken within MRL. These include project, facility and contract audits conducted by site-specific safety leads; corporate or business unit audits conducted by the MRL corporate safety team; and thirdparty audits conducted by independent auditors. The MRL corporate safety team maintains a corporate audit schedule for monitoring the completion of internal safety management plan audits. MRL has not been certified against any safety standard. However, safety performance metrics LTIFR and TRIFR have been subject to external assurance (refer to page 37 for the external assurance statement). We also continue to monitor more than 30 internal lead and lag indicators to assess our performance and inform future initiatives.

During FY20, we will be developing and implementing a critical risk management programme. This will include a suite of critical risk management procedures and an interactive learning package as well as audit and inspection tools for each of the 17 critical risk activities identified in the 'Hazard identification, risk assessment and incident management' section.

We will also be focussing on behaviourbased workshops; increasing the presence of site leadership; our control environment; reviewing our safety training and addressing specific aspects of behaviour-based risk.

Looking forward, MRL aims to continuously improve its health and safety culture. Our FY20 strategy focusses on five key areas:

- Leadership fostering engaged, visible and proactive safety leadership at all levels
- Critical risk management ensuring all critical risk activities are managed with clear accountabilities for verification of controls
- Operational discipline renewed focus on accountability and audits of safety performance
- Systems continue to improve and simplify systems and processes
- Resilient people active investment in employee and contractor health and wellbeing programmes.





We are committed to creating a fair, diverse and inclusive workplace that attracts and retains talent.

MRL recognises the value that our people make in contributing to our success. As at 30 June 2019, we had 2,646 employees, up from 1,784 employees as at 30 June 2018⁴. This figure does not include contractors or Non-Executive Directors. Figure 3 and Figure 4 show our employee numbers per employment type, gender and region.



Figure 3: Total employees by employment type and gender as at 30 June 2019

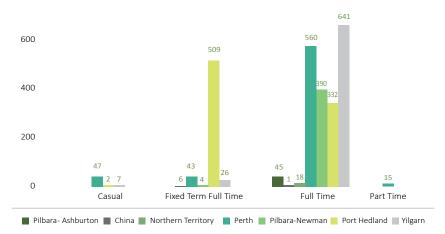


Figure 4: Total employees by employment type and region as at 30 June 2019

Material Topic 2: Attracting and retaining talent

It is critical that we are able to identify, attract and retain the right people in the right roles to help us meet our business objectives. During the year, there has been significant competition for talent within the West Australian resources industry, with a limited number of skilled entrants to the market. The tightening market has put pressure on wages as we compete for key skills. To ensure that we attract and retain talent, we regularly review our approach to recruitment, compensation and benefits.

Recruitment, Compensation and Benefits

To ensure that we continue to attract and retain talent, we are working on the following initiatives:

- We have developed a Recruitment and Selection Tactical Plan for the 2020 Financial Year (FY20), which outlines actions and measurable deliverables across the recruitment lifecycle. This includes developing deeper talent pipelines to support current and future needs and increasing our use of data analytics and automation to support us in tracking and enhancing our recruitment process
- Our complementary FY20 Compensation and Benefits Tactical Plan aims to ensure that our compensation packages are competitive, innovative, consistent and fair in order to attract, retain and reward employees. We continue to review our WorkPerks programme as part of our employee benefits.

Our WorkPerks Benefits

WorkPerks is our way of saying thanks to our people. It is part of our approach to retain the right people in the right jobs. We offer a range of benefits, discounts and deals for retail, accommodation, travel. health, wellbeing and financial services. Other aspects of our WorkPerks initiative include the employee referral programme, service awards programme and the employee assistance programme, which is available to all our employees and their immediate family members.

⁴ To allow for increased comparability, the employee figure as at 30 June 2018 has been aligned to the same basis of measurement as the employee figure as at 30 June 2019.

Our People

Workplace Culture

A key element of employee attraction and retention is workplace culture. MRL is invested in creating and maintaining an inclusive, inspiring and high-performing workplace, enabled by a supportive culture. To support this, MRL is focussing on leadership impact, organisational design and the workplace environment. MRL has a dedicated General Manager for Culture and Performance, who reports to the CEO.

The Steel Cap Leadership Programme has been developed by MRL to ensure that our frontline leaders are adequately equipped with the knowledge and skills to meet their workplace responsibilities around safety, people and performance. Training sessions are also held with staff on personal and team performance as well as on key business skills to manage change, conversations and problem solving.

Our Performance

In FY19, 87 employees completed the Steel Cap Leadership Programme. We continue to work on recruitment, compensation and benefits to improve our employee attraction and retention performance.

Material Topic 3: Developing a diverse, inclusive and non-discriminatory workplace

Diversity and Inclusion

MRL understands that developing a diverse, inclusive and non-discriminatory workplace brings many benefits to the business including improved talent attraction and retention, improved group performance and productivity as well as enhanced internal, customer and stakeholder relationships.

Our updated Diversity and Inclusion Policy demonstrates our commitment to:

- Attracting, developing and retaining employees from the widest possible pool of talent
- Treating our people with dignity and respect
- Embracing diversity and inclusion within our teams
- Respecting the diversity of our customers, clients and stakeholders
- Fostering a culture that maximises the benefits of diverse experiences and perspectives.

MRL's Diversity and Inclusion Programme, steered by the Diversity and Inclusion (D&I) Committee, aims to provide equal opportunities for all employees across the business. We report our annual gender statistics to the Australian Government's Workplace Gender Equality Agency (WGEA) and, this year, we responded to the Bloomberg Gender Equality Index Questionnaire.



Non-discrimination

MRL's Code of Conduct and Business Integrity (Code) represents our commitment to uphold the highest standards of ethics and integrity in our business. The Code applies to all employees, directors, officers and contractors of MRL and its subsidiaries.

We are committed to creating an environment in which employees can enjoy rewarding and fulfilling professional working relationships with each other, where differences are respected, and the working environment is diverse and inclusive. Honesty, integrity and respect for others are essential to establishing and maintaining successful working relationships. Discrimination, bullying and harassment are not permitted at any level of MRL or in any part of the employment relationship.

MRL prohibits any form of punishment, disciplinary or retaliatory action being taken against anyone for raising or helping to address a business conduct concern. Supervisors are required to foster a culture of ethical business practice, embed the Code into existing processes, such as performance discussions, employment and supply contracts, and take or recommend appropriate action to address business conduct issues.

The Code includes requirements for working with each other, working within our communities, protecting the environment, business conduct and protecting our resources. Consequences of breaching the Code are viewed as a serious matter that must be addressed and may lead to disciplinary action, including dismissal and/or legal action.

Supporting our Code is the Discrimination, Harassment and Bullying Procedure. This procedure outlines the definitions of discrimination, bullying, harassment and victimisation and provides guidance on the steps that will be taken to investigate and address any complaints of inappropriate workplace behaviour. MRL offers bias awareness as well as bullying, discrimination and harassment training.

Employee Relations

MRL aims to develop and maintain strong ongoing relationships with our people, based on mutual trust and open lines of communication.

MRL's Grievance and Dispute Settlement Procedure outlines the process for employees to raise and seek resolution to disputes or grievances in the workplace. Grievances and disputes are treated seriously, promptly and sensitively, with due regard for procedural fairness and confidentiality.

We ensure appropriate management of union right of entry through our Right of Entry Procedure, which outlines our practices to ensure we align with legislative rights and responsibilities.

All MRL employees have the freedom of association. As at 30 June 2019, 47 per cent of employees are covered by collective bargaining agreements.



Our employee statistics per employee category, gender and age are shown in Figure 5 and Figure 6.

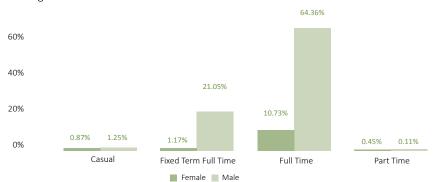


Figure 5: Total employees by employee category and gender as at 30 June 2019 (per cent)

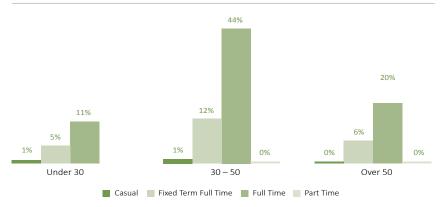


Figure 6: Total employees by employee category and age as at 30 June 2019 (per cent)

Our gender ratios as per the WGEA personnel categories are set out in Figure 7^7 .

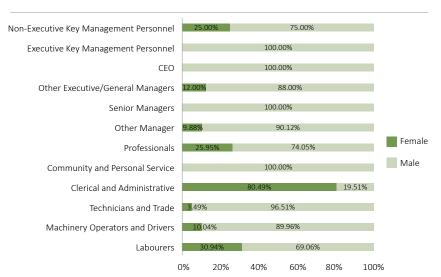


Figure 7: FY19 Gender ratios by WGEA personnel categories

Through our Diversity and Inclusion Committee, we are working on improving MRL's diversity and inclusion performance. During the next year, we will be focussing on identifying opportunities and practical solutions to support diversity and inclusion in MRL. We also seek to improve our employee attraction and retention efforts across a range of diversity and under-represented employee categories. See 'Creating opportunities for skills development' on page 31 for more information on our apprenticeships, traineeships, graduate and work experience opportunities.

Our Performance

As at 30 June 2019, 13.21 per cent of the MRL workforce identified as female, compared to a resource industry average of 15.8 per cent⁵. This represents a slight decrease in female representation compared to 30 June 2018, when female participation was 14.77 per cent. This is attributed to a significant increase in our construction workforce during FY19, a sector that, traditionally, is maledominated.

As at 30 June 2019, employees identifying as Indigenous accounted for 1.62 per cent of MRL's workforce, compared to a resource industry average of 4 per cent⁶. This is a slight decrease compared to 30 June 2018, when 1.73 per cent of MRL's employees identified as Indigenous.

Our Board of Directors as at 30 June 20198 is described in Table 2. Our Board of Directors includes four male members (80 per cent) and one (20 per cent) female member. Of our Board members, 40 per cent are between the ages of 30 and 50, with the remaining 60 per cent aged over 50 years.

Name	Position	Gender
Peter Wade	Non-Executive Chairman	Male
Chris Ellison	Managing Director	Male
James McClements	Lead Independent Non-Executive Director	Male
Kelvin Flynn	Independent Non-Executive Director	Male
Xi Xi	Independent Non-Executive Director	Female

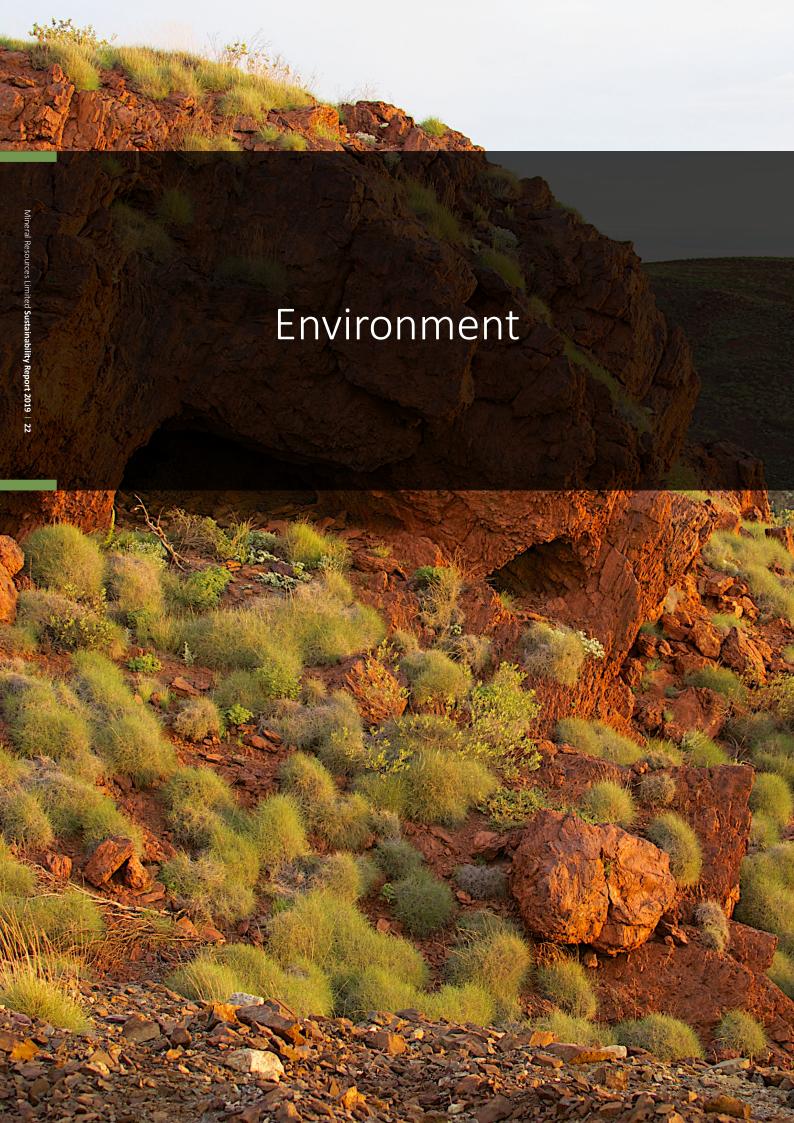
Table 2: Diversity of Board of Directors

⁵ Based on 2018 data for Metal Ore mining organisations, which have between 1000 and 4999 employees sourced from the Workforce Gender Equality Agency.

⁶ Chamber of Minerals and Energy of Western Australia, 2017: 'Diversity in the Western Australian Resources sector' report.

Non-Executive Key Management Personnel' is not a WGEA category; however, this has been disclosed to reflect the gender representation of our Key Management Personnel as per the FY19 Remuneration Report Key Management Personnel categories.

Tim Roberts resigned as an Independent Non-Executive Director on 5 June 2019





We are working on minimising our environmental impacts and investing in the transition to a low-carbon economy.

Material Topic 4:

Managing our resource use and environmental impacts while innovating towards a low-carbon economy

Environmental management is an important part of maintaining our social licence to operate. We adopt a systematic approach to mitigate risk and identify management strategies to ensure that our operations do not result in unacceptable environmental impacts.

MRL's updated Environment, Community and Heritage Policy outlines our commitment to enhance our environmental management systems, continually improve our environmental performance and comply with applicable legislation, standards and codes of practice. We obtain regular updates from EnviroLaw on environmental legislation, codes of practice, guidelines and published standards.

MRL has a dedicated Environmental team responsible for environmental approvals, management and regulatory reporting. Each site has an environmental advisor responsible for on-site environmental governance, training and awareness, compliance, monitoring and regulatory reporting. The precautionary principle is considered in our environmental management activities.

Our management, initiatives and performance (where available⁹) for energy, Greenhouse Gas emissions, air pollution emissions, water, tailings management, waste disposal, biodiversity and land management are described below.

Energy



Energy is a critical input to our business operations. MRL has established an Energy division that supports the business in achieving its goals through the provision of reliable, secure and sustainable energy solutions. There is a particular focus on reducing reliance on diesel by introducing end-to-end energy solutions with natural gas, Liquefied Natural Gas (LNG) and renewable energy.

During FY19, MRL undertook three key energy-related projects to improve energy security and reduce our reliance on diesel as we grow:

- Expansion of the Mt Marion LNG Power Station, which involved:
 - Installation of a new gas-fuelled generator to increase installed power generation capacity to 11MW
 - Additional LNG storage tanks to increase on-site fuel supply
 - Additional vapourisation capacity
 - Installation of a Battery Energy Storage System (BESS)¹⁰
- New Wodgina natural gas-fired power station, which has an installed capacity of 64MW
- New Wodgina 10-inch pipeline to supply natural gas to the Wodgina power station.

Energy consumption for entities under MRL's operational control is provided in Table 3 and Table 4.

Performance measures are available for energy, GHG emissions and waste disposal. Performance measures for

other areas will be defined from FY20 onwards.

10 Battery Energy Storage System (BESS) is an ABB registered product name

Environment

Fuel type	FY18 Consumption (GJ)	FY19 Consumption (GJ)
Natural Gas	149,274	233,215
Diesel fuel	2,585,027	2,614,939
LNG	328,923	429,662
Petrol	1,974	1,679
LPG	-	38
Total	3,065,198	3,279,533

Table 3: FY18 and FY19 fuel consumption (GJ)

Electricity	FY18 Consumption (MWh)	FY19 Consumption (MWh)
Electricity purchased from grid	3,176	3,389
Electricity solar photovoltaic self-generation	789	908
Total electricity consumption	3,965	4,297

Table 4: FY18 and FY19 electricity consumption (MWh)

Our natural gas and LNG consumption has increased by 56 per cent and 31 per cent, respectively, compared to FY18, due to the new Wodgina natural gas-fuelled power station and the expansion of the Mt Marion LNG Power Station. MRL's electricity consumption has increased by 7 per cent, which is attributed to an increase in headcount at our Perth-based facilities.

MRL continues to support the Future Energy Exports Cooperative Research Centre (CRC) through engineering support of a micro-LNG plant at Kwinana. The CRC undertakes industry-led research, education and training on developing technologies in the LNG and hydrogen energy sectors.

Going forward, MRL is investigating several energy-related initiatives, including re-deployable solar generation capacity as well as modular, expandable skid-mounted LNG storage for smaller sites. MRL is also looking into working with third parties in near geographic proximity to find synergistic energy and water solutions through the use of common infrastructure.

Greenhouse Gas Emissions

Our Greenhouse Gas (GHG) emissions are directly related to our energy use and growth of our operations. MRL calculates Scope 1 and 2 GHG emissions for entities under its operational control using the National Greenhouse and Energy Reporting (Measurement) Determination 2008. Scope 1 and 2 emissions data is reported annually to the Australian Government's Clean Energy Regulator in the Section 19 Report on Energy and Emissions as well as in the annual CDP Worldwide (CDP) Climate Change questionnaire.

Table 5 shows Scope 1 and 2 GHG emissions.

	FY16 ¹¹	FY17	FY18 ¹¹	FY19
Scope 1 (tCO ₂ e)	108,427	181,475	215,726	218,432
Scope 2 (tCO ₂ e)	1,898	3,007	2,222	2,373
Total (tCO ₂ e)	110,325	184,482	217,948	220,805

Table 5: Scope 1 and 2 GHG emissions

MRL's total Scope 1 and 2 emissions reflect the changing nature of our operations. Between FY17 and FY18, there was an 18 per cent increase in emissions because of the growth and expansion of MRL's activities, particularly the significant ramping-up of activity at Wodgina and Mt Marion. However, when comparing FY19 to FY18, there has been only a slight increase in overall Scope 1 and 2 emissions. There are a number of operational changes that have influenced our emissions profile during FY19, including: the commencement of our Koolyanobbing operations in September 2018; the decision to halt Direct Shipping Ore (DSO) activities at Wodgina in September 2018 to preserve the resource for a higher-value spodumene concentrate ooperations; and a temporary pause in mining activity in the Yilgarn region following the depletion of Carina in late FY18. This has resulted in an overall increase in Total Scope 1 and 2 emissions by 1.3 per cent between FY18 and FY19.

MRL continues to invest in activities that reduce the carbon intensity of our operations. We are actively reducing our reliance on diesel (see Energy section) and grid electricity through solar installations at our Perth offices and workshops. Collectively, our solar photovoltaic (PV) installations have a net generation of 908MWh during FY19, equating to 635tCO₂e of avoided Scope 2 emissions. See the 'Innovating towards a lower-carbon economy' section for further information on how we are investing in research and development to manage our climate risk exposure.

Air Pollution Emissions

MRL reports air pollution emissions data annually to the National Pollutant Inventory (NPI) for facilities that meet reporting thresholds for the 93 listed substances in the *National Environment Protection (National Pollutant Inventory) Measure 1998.* Data for MRL's facilities that meet reporting thresholds is publically available on the NPI website.

Water

MRL operates in the hot, dry climate of the Pilbara and Goldfields regions of Western Australia and in the Northern Territory. Groundwater is an important source of water for our operations, which needs to be carefully managed to mitigate adverse impacts on the local ecosystem, communities and other industries. This is particularly important as our water resources are further stressed under a changing climate.

Data for FY16 and FY18, previously reported in the FY18 ESG Report, has been updated to reflect the final GHG emissions reported in MRL's Report on Energy and Emissions under Section 19 of the National Greenhouse and Energy Reporting Act 2007.





MRL uses water for construction processes, dust suppression and in crushing and beneficiation. To a lesser degree, we also use water in washbays and reverse osmosis plants for human consumption and operational freshwater demands. Mine dewatering is also undertaken to allow mining below the groundwater table. Groundwater abstraction and discharge are monitored as part of our regulatory obligations.

We have started collating water consumption data across MRL and aim to report on this going forward.

Tailings Management

Tailings management is a critical part of managing the risks of the waste produced from the mining process. These risks can range from potential consequences of a tailings storage facility (TSF) failure through to groundwater impact due to seepage. The design of a tailings dam is influenced by many factors including proximity to employees, communities, infrastructure, the geological conditions, as well as the composition of the tailings. MRL regularly reviews its approach to tailings dams and takes into account learnings from others. The design of our TSFs is based on the potential risk to the environment to ensure we minimise and control any potential impact that may be caused by the construction, operation and post-closure of the TSFs.

MRL has two active TSFs at the Wodgina

and Mt Marion facilities and three TSFs under care and maintenance at the Wodgina mine site. All TSFs are located in remote areas and are significant distances from local communities and infrastructure.

MRL constructs, operates and decommissions TSFs in a safe and compliant manner consistent with regulatory requirements, applicable guidelines and standards. This applies throughout the TSF life cycle including planning and site location, design and construction, operation and preventative maintenance, decommissioning, closure, rehabilitation and post-closure monitoring and maintenance. Further information on TSFs can be found in the <u>Tailings Safety Disclosure</u> on our website.

Waste Disposal

Data on waste disposal has been obtained from MRL waste disposal contractors and reported for the first time this year. Table 6 shows data on tonnes of waste per waste type and disposal method. In FY19, approximately 53 per cent of waste tonnage was diverted from landfill for recycling or treatment purposes.

Waste Type	Disposal Method	Weight (tonnes)
Non-hazardous Waste		
General Waste	Landfill	606
Mixed Builders	Landfill	11
Garnet	Landfill	169
Contaminated Waste	Landfill	5
Comingle Waste	Recycling	54
Timber	Recycling	51
Hazardous waste		
Hydrocarbons	Treatment	39
Liquid Waste	Recycling or Treatment	751
		1,685

Table 6: Tonnes of waste per waste type and disposal method

Environment



Biodiversity and Land Management

When undertaking Environmental Impact Assessments, MRL is required to undertake an assessment of environment aspects, including flora and fauna. Site-specific environmental commitments are outlined as part of the conditions of environmental approval.

As part of its environmental commitments, MRL has been involved in a comprehensive research and translocation programme for Tetratheca erubescens in collaboration with Kings Park Science. Tetratheca erubescens is a rare shrub found in the southern Koolyanobbing Range where MRL operates. The programme will expand on previous studies undertaken on other restricted endemic *Tetratheca* species occurring on banded iron formation ranges in the region and intends to develop a practical, effective and sustainable restoration programme by identifying methods to translocate and establish Tetratheca erubescens in the field.

MRL is also supporting a collaborative research programme alongside Kings Park Science, the Department of Biodiversity, Conservation and Attractions (DBCA), the Industrial Transformation Training Centre (based at Curtin University) and The University of Western Australia, to investigate the seed ecology of multiple tetratheca species located in different ecosystems to determine the

comparative germination responses of these endemic and geographically-separated sister species. The knowledge generated from this regional work will greatly improve the understanding of the species group and, more importantly, the conservation and translocation of *Tetratheca erubescens*.

Tenement holders operating on tenure as per the *Mining Act 1978 (WA)* are required to report data on land disturbance and land under rehabilitation to the Government of Western Australia's Department of Mines, Industry Regulation and Safety's (DMIRS) under the *Mining Rehabilitation Fund (MRF) Act 2012.*

Innovating Towards a Low-carbon Economy

As the world transitions to a lower-carbon economy, businesses will be exposed to technology, market, social, legal and policy changes. Innovation and risk management are fundamental to navigating the changing context in which MRL operates.

MRL is exposed to a number of climaterelated risks and opportunities that may impact its ability to create and sustain value in the short, medium and long-term. Climate-related risks and opportunities are identified and assessed as part of a quarterly business risk assessment process overseen by the Audit and Risk Committee. We have followed the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD) to categorise climate-related risks as either physical risks, which relate to the physical impacts of climate change, or transition risks, which relate to the risks associated with transitioning to a lower-carbon economy.





Risk Category	Type of Risk	Risk Description
Physical	Chronic: Changes in precipitation patterns and extreme variability in weather patterns	MRL operates in the hot, dry climate of the Pilbara and Goldfields regions of Western Australia and in the Northern Territory. Climate change may place increasing stress on groundwater quality and quantity - which is required for our operations.
Physical	Acute: Increased severity of extreme weather events such as cyclones and floods	The magnitude and frequency of extreme weather events are expected to increase under a changing climate. MRL's facilities and associated infrastructure such as access roads, rail lines and port facilities could be subject to damage from heavy rainfall, storm water run-off and floods.
Transition	Market: Changing customer behaviour	Demand for low-carbon and more sustainable products and services continues to rise. As the market moves towards a lower-carbon economy, the demand for MRL's mining services and commodities may shift.
Transition	Policy and legal: Mandates on, and regulation of, existing products and services	Regulation of GHG emissions in Australia, China and other jurisdictions in which MRL's customers are located could have a material adverse impact on MRL's operations and the demand for MRL's products.

Opportunity Category	Type of Opportunity	Opportunity Description
Resource efficiency	Use of more efficient modes of transport	The use of more efficient modes of transport can result in lower GHG emissions, direct cost savings and provide new business opportunities for MRL's mining operations and mining services.
Products and Services	Development and/or expansion of low-emission goods and services	Technological disruption and a transition to a lower-carbon economy are prompting a change in consumer preferences and commodities required for the production of certain technologies. MRL's Wodgina and Mt Marion lithium mines produce lithium products, with demand being driven by the increasing use of lithium-ion batteries in electric vehicles, stationary grid storage and end uses, such as consumer electronics.
Energy source	Use of lower-emission sources of energy	Using lower-emission and renewable energy sources, such as solar PV on MRL buildings, represents a cost-efficient opportunity to reduce GHG emissions, while enhancing energy security.

We are managing our climate risk exposure through investments in innovation, research and development. Some of our key initiatives include:

- Carbon Fibre Manufacturing Facility:
 MRL has established a carbon fibre
 manufacturing facility to produce
 carbon fibre structural components
 for the mining industry. Our production
 prototype of a carbon-fibre tray for
 dump trucks has been completed
 and is undergoing extensive testing.
 Carbon-fibre trays weigh substantially
 less than traditional steel trays,
 resulting in increased payload and
 fewer trucks required, with a
 consequent reduction in fuel usage
 and GHG emissions.
- Synthetic Graphite Production: MRL has secured an exclusive worldwide Intellectual Property (IP) licence to commercialise the Hazer process, a low-emission hydrogen and graphite production process, to produce synthetic graphite from natural gas and iron ore. Once commissioned, this module will be capable of producing high-quality graphite suitable for high-value applications, including lithium-ion batteries.



MRL participates in the CDP's annual climate change questionnaire, which supports our Annual Report Disclosure on the Management of Climate Change. During the next year, we will work on enhancing our climate-related risk and opportunity identification, assessment, management and performance assessment processes incorporating the recommendations made by the TCFD.





We are committed to making a positive impact on society and strengthening our relationships with communities.

Material Topic 5: Supporting communities

We support communities through contributions that have a positive community benefit. Community contributions generate value for our business by promoting our brand, enhancing our reputation and demonstrating our social responsibility.

Our approach to supporting communities continues to mature through the formalisation of processes and focus areas. Our areas of focus include health and wellbeing, employment and education, with increasing alignment to our business goals and material sustainability topics.

Community Contributions

MRL defines community contributions as 'direct voluntary spend that benefits the community'. We have four categories of community contributions, including:

- Community partnerships: multi-year commitments to organisations that focus on creating positive health and wellbeing, educational and employment outcomes
- Community donations to charity fundraisers and not-for-profit organisations
- Community education support through contributions to primary and high schools
- Contributions to community facilities and events.

In FY19, we contributed \$1.99 million to communities, a 45 per cent increase from FY18. Figure 8 shows our community contributions since FY16¹².



Figure 8: Community contributions (AUD million)

During FY19, in addition to our existing long-standing partnerships, our community contributions included:

- Entering into a four-year partnership agreement with Shooting Stars, an initiative of Glass Jar Australia and Netball WA, which uses netball and other rewards to encourage Indigenous girls to attend school and engage in their education, while promoting their health and wellbeing.
- Supporting the Goldfields Individual and Family Support Association with a donation to undertake much-needed renovations and maintenance on an existing community respite facility and crisis care house in Kalgoorlie
- Donating funds to four family crisis centres in areas where we operate: Port Hedland, Newman, Esperance and Rockingham, to provide much-needed help at Christmas
- Entering into a five-year partnership with the West Coast Eagles Football Club to help establish Mineral Resources Park as a community facility and provide a permanent home to the Wirrpanda Foundation and the West Coast Eagles community outreach programme.

¹² Community contributions values for FY16, FY17 and FY18, previously reported in the FY18 Environmental Social and Governance Report, have been re-stated to be consistent with the FY19 definition of community contributions



We are proud of our multi-year community partnerships and the social outcomes that they have achieved. Some of our partnerships are shown below:

Shooting Stars

The Shooting Stars programme aims to increase school attendance rates, whilst creating pathways to employment. Each participant's school attendance data is tracked on a weekly basis and summarised at the end of each term.

To date, Shooting Stars has seven sites across Western Australia (WA) and has engaged 337 Indigenous girls to support a minimum target of 80 per cent attendance. More than half of all participants continue to maintain an average attendance rate of 80 per cent or above.

Starlight Children's Foundation

MRL has supported the Starlight
Children's Foundation for more than
five years, helping to make a difference
to seriously ill children through
Starlight's Wishgranting Programme.
The Wishgranting Programme delivers
experiences that provide long-term
positive distractions for seriously ill and
hospitalised children. In FY19 we helped
make a difference by providing funding
for 23 WA life-impacting Starlight wishes —
more than one third of the total Starlight
wishes granted in WA.

Youth Focus

MRL is a Premier Partner of Youth Focus, a WA counselling service and education programme that builds awareness for youth mental health issues and suicide prevention.

During FY19, our funding helped Youth Focus support a record-breaking 4,559 young people through its five offices and three Headspace centres. This represents a 23 per cent increase on FY18.

Through in-school and workplace sessions, Youth Focus connected with more than 7,000 people during FY19 to provide the community with the knowledge, resources and confidence to talk safely and openly about mental health issues, reduce stigma and encourage people to seek help for themselves and others.

The crucial service that Youth Focus provides young people continues to increase with demand outstripping supply. Funding given by MRL continues to support the counselling service that is responsive to the needs of young people in WA.

Harry Perkins Institute of Medical Research

MRL partnered with the Harry Perkins Institute of Medical Research to assist in establishing the Centre for Cardiovascular Health in Western Australia. Our support has enabled the Harry Perkins Institute to create a Professorial Chair of Cardiovascular Disease. A greater medical research presence will have an immediate impact of WA's cardiac-healthcare system.

The Lucy Saw Centre

MRL is proud to support the Lucy Saw Refuge, which provides safe accommodation and education for children of abuse, and women and children without income.

Mineral Resources House

MRL is proud to have supported the Goldfields Individual and Family Support Association with a donation to undertake much-needed renovations and maintenance of an existing community respite facility and crisis care house in Kalgoorlie.



Material Topic 6: Creating opportunities for skills development and managing our relationships with communities

As competition for talent increases, we recognise that we need to contribute to the development of skills required by our business. MRL offers apprenticeships, traineeships and graduate positions which focus on developing the skills that we need. This supports our internal 'Further Education and Development Programme' to develop our workforce.

Skills Development

Apprenticeships

Our apprenticeship programme aims to develop highly-skilled future tradespeople and potential future leaders of the organisation. Apprenticeships are a structured training arrangement, usually of four years' duration, which combine practical work experience with complementary off-the-job training at a Registered Training Organisation. On successful completion of the apprenticeship, the apprentice is issued with a nationally-recognised qualification and the on-the-job skills required to be able to effectively perform in their chosen trade.

We currently have 23 apprentices employed by MRL, three of whom identify as Indigenous. The percentage of Indigenous apprentices has increased from 6.25 per cent in FY18 to 13 per cent in FY19. As per FY18, all FY19 apprentices identify as male. A breakdown of apprenticeships by type and Indigenous status is provided in Figure 9.

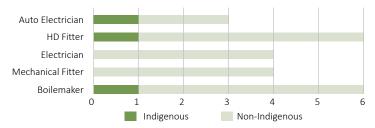


Figure 9: FY19 apprenticeships by type and Indigenous status

We are delighted that one of our Electrician apprentices was named the 'Second Year Apprentice of the Year' at the 2019 National Electrical and Communications Association Awards.

Traineeships

In addition to apprenticeships, we also offer 12-month traineeships. In FY19 we had six trainees, 67 per cent of who identify as female. There were no FY19 trainees who identified as Indigenous. A breakdown of traineeships by type and gender is provided in Figure 10.

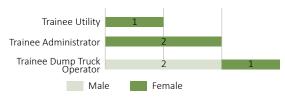


Figure 10: FY19 traineeships by type and gender

Graduates

In FY19, we had seven graduates across the disciplines of finance, geology, electrical engineering, mechanical engineering, mining engineering and instrumentation and controls engineering. In FY19, 14 per cent of our FY19 graduates identified as female and there were no graduates identifying as Indigenous.

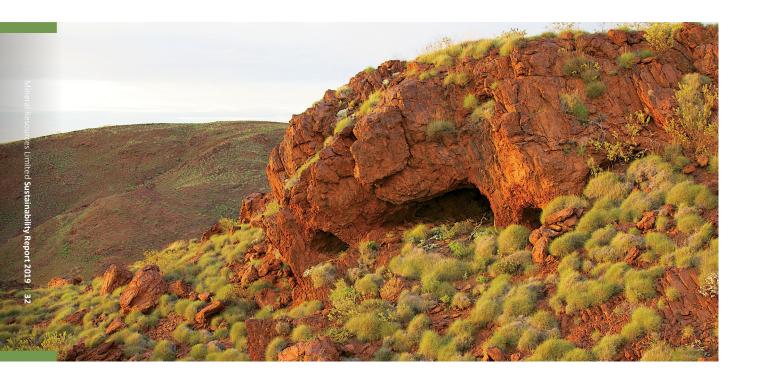


Work Experience Opportunities

During FY19, we continued our relationship with the Kwinana Industries Council (KIC) by taking on Year 11 and 12 work experience students from Gilmore College through the KIC Metals and Engineering School-based Traineeship. Work experience rotations take place at a number of areas in our Kwinana Workshop, including steel fabrication, electrical and mobile equipment maintenance, light and heavy fitting. We also provide the new Year 11 KIC Metals and Engineering School-based trainees with their own toolboxes.

We have also supported KIC with participation in the 'iWomen and iMen Project'.

In FY19, we also attended the Chamber of Minerals and Energy (CME) 2019 Inspiring Girls Career Forum, where we sponsored tables for two colleges. MRL staff attended the event and spoke with female students about opportunities in the resources industry.



Supporting the KIC iWomen and iMen Project

As part of our relationship with Kwinana Industries Council (KIC), we had the opportunity to meet with Year 10 female students from 17 high schools in the KIC Education Partnership to discuss career opportunities with MRL and the wider resources industry as part of their iWomen Project. We also participated in the iMen Project, which runs annually and has an intake of 32 male students from the KIC Education Partnership.

Both the iWomen and iMen Projects run for two days per week for three weeks and involves workshops, team building exercises, presentations, industry excursions and mock interviews. The Projects also extends to the use of social media and personal branding, preparing a professional resume and exercises to help develop participants' leadership skills.

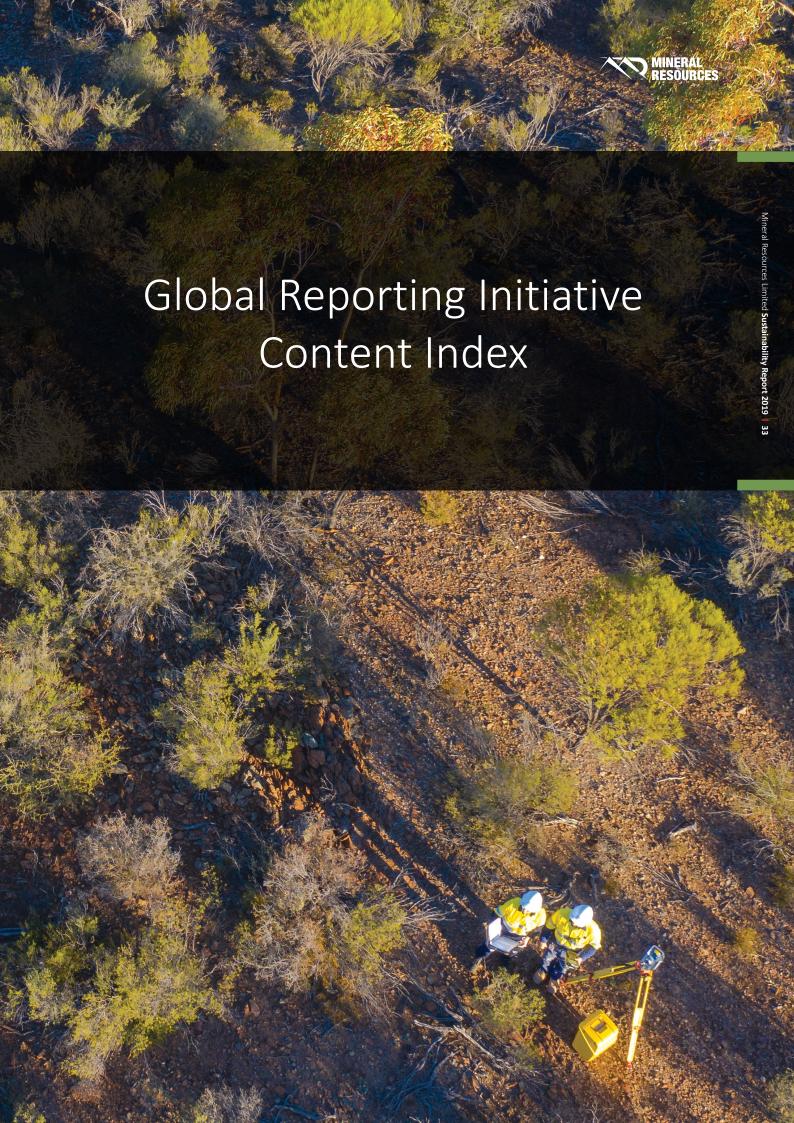
Managing our Relationships with Local Communities

MRL has a Heritage and Land Access office that manages engagement with local communities. This typically involves engagement with pastoralists, private landowners, Traditional Owner groups and local government as part of tenement applications and regulatory approvals processes.

We have several agreements with Traditional Owners which include a range of obligations such as heritage protocols, employment and business opportunities, community engagement, cultural awareness training, health and education initiatives, and work-ready programmes.

Our heritage team carries out heritage surveys across all our operations in alignment with the individual heritage agreements with Traditional Owner groups and within the guidelines of the *Aboriginal Heritage Act 1972*.

This year we had three apprentices who identified as Indigenous (see 'Creating opportunities for skills development and managing our relationships with communities' on page 31). Going forward, we look to broaden the Indigenous representation in our apprenticeship and traineeship programmes, including the establishment of an Aboriginal Field Assistant Traineeship. We will be further enhancing our Indigenous engagement by hosting on-country events between senior management and Indigenous elders and undertaking cultural awareness training at our operations.



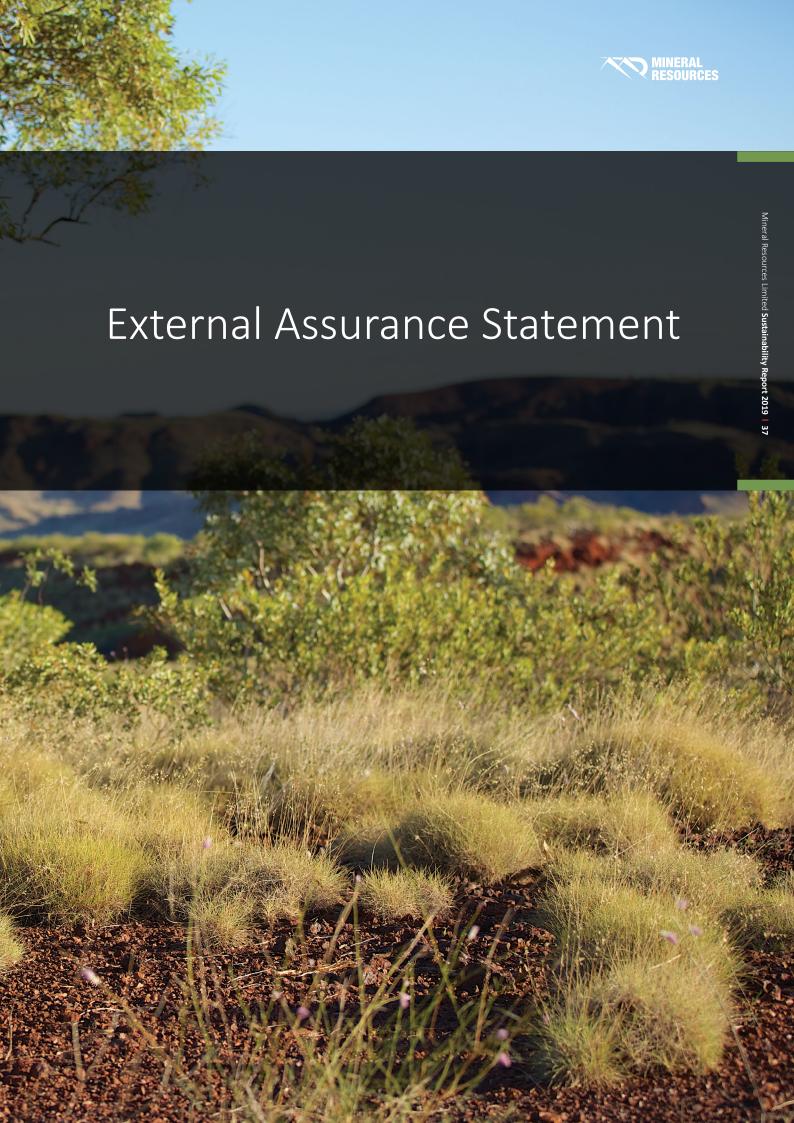
Global Reporting Initiative (GRI) Content Index

GRI Standard	Disclosure	Publication/Section	Page/URL	Omissior
General Disclosures in ac	cordance with Core Options			
GRI 102: General Disclosures	102-1 Name of the organisation	Sustainability Report - About This Report	inside cover	
2016: Organisational Profile	102-2 Activities, brands, products, and services	Sustainability Report - MRL at a Glance	page 4	
	102-3 Location of headquarters	MRL Annual Report FY19 - Corporate Directory	page 117	
	102-4 Location of operations	Sustainability Report - MRL at a Glance	page 5	
	102-5 Ownership and legal form	MRL Annual Report FY19 - Corporate Directory	page 117	
	102-6 Markets served	MRL Annual Report FY19 - Notes to Financial Statements (Note 4)	page 74	
	102-7 Scale of the organisation	Sustainability Report - Our People, MRL at a Glance	page 19, page 4	
		MRL Annual Report FY19- Notes to the Financial Statements (Note 3), Financial Statements, Operational Review	page 72, pages 56-60, pages 9-17	
	102-8 Information on employees and other workers	Sustainability Report - Our People	page 19	
	102-9 Supply chain	Sustainability Report - Our Supply Chain	page 10	
	102-10 Significant changes to the organisation and its supply chain	Sustainability Report - Our Supply Chain, MRL at a Glance MRL Annual Report FY19 - Operational Review	page 10, page 5 pages 9-17	
	102-11 Precautionary Principle or approach	Sustainability Report - Diversity and Inclusion Environment	page 23	
	102-12 External initiatives	Sustainability Report - Environment	pages 20 and 27	
	102-13 Membership of associations	Sustainability Report - Our Stakeholders	page 9	
GRI 102: General Disclosures 2016: Strategy	102-14 Statement from senior decision-maker	Sustainability Report - Chairman's Letter	page 1	
GRI 102: General Disclosures 2016: Ethics and integrity	102-16 Values, principles, standards, and norms of behaviour	Sustainability Report - Business Ethics and Conduct	inside cover and page 10	
GRI 102: General Disclosures 2016: Governance	102-18 Governance structure	Sustainability Report - Our Governance	page 10	
GRI 102:	102-40 List of stakeholder groups	Sustainability Report - Our Stakeholders	pages 8-9	
General Disclosures 2016: Stakeholder Engagement	102-41 Collective bargaining agreements	Sustainability Report - Our People	page 20	
	102-42 Identifying and selecting stakeholders	Sustainability Report - Our Stakeholders	pages 8-9	
	102-43 Approach to stakeholder engagement	Sustainability Report - Our Stakeholders	pages 8-9	
	102-44 Key topics and concerns raised	Sustainability Report - Our Stakeholders	pages 8-9	
GRI 102: General Disclosures	102-45 Entities included in the consolidated financial statements	MRL Annual Report FY19 - Notes to the Financial Statements (Note 32)	page 102	
2016: Stakeholder Engagement	102-46 Defining report content and topic boundaries	Sustainability Report - Our Sustainability Journey, Our Material Sustainability Topics	page 7	
	102-47 List of material topics	Sustainability Report - Our Material Sustainability Topics	page 7	
	102-48 Restatements of information	Sustainability Report - Our People, Greenhouse Gas Emissions, Community Contributions	pages 19, 24 and 29	
	102-49 Changes in reporting	Sustainability Report - Our Sustainability Journey	page 7	
	102-50 Reporting period	Sustainability Report - About This Report, Our Sustainability Journey	inside cover, page 7	
	102-51 Date of most recent report	Sustainability Report - Our Sustainability Journey	page 7	
	102-52 Reporting cycle	Sustainability Report - About This Report, Our Sustainability Journey	inside cover, page 7	
	102-53 Contact point for questions regarding the report	Sustainability Report - About This Report	inside cover	
	102-54 Claims of reporting in accordance with the GRI Standards	Sustainability Report - Our Sustainability Journey	page 7	
	102-55 GRI content index	Sustainability Report - GRI Content Index	page 33	
	102-56 External assurance	Sustainability Report - Our Sustainability Journey, External Assurance Statement	pages 7 and 37	



GRI Standard	Disclosure	Publication/Section	Page/URL	Omission				
Material Topics								
Theme: Health And Safety								
Material Topic 1: Maintain	Material Topic 1: Maintaining a safe working environment that promotes occupational health and wellbeing							
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	Sustainability Report- Health and Safety	page 13					
2016	103-2 The management approach and its components	Sustainability Report - Health and Safety	pages 13-17					
	103-3 Evaluation of the management approach	Sustainability Report - Health and Safety	page 17					
Management approach disclosures as per GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report - Our Safety Management Framework	page 13					
ŕ	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report - Hazard identification, Risk Assessment and Incident Management	pages 13-14					
	403-3 Occupational health services	Sustainability Report - Occupational Health Services	page 15					
	403-4 Worker participation, consultation and communication on occupational health and safety	Sustainability Report - Health and Safety Training and Awareness	page 14					
	403-5 Worker training on occupational health and safety	Sustainability Report - Health and Safety Training and Awareness	page 14					
	403-6 Promotion of worker health	Sustainability Report - Occupational Health Services	page 15					
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report- Promoting Supply Chain Sustainability	pages 10-11					
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Sustainability Report - Our Safety Management Framework	page 13					
	403-9 Work-related injuries	Sustainability Report - Health and Safety	pages 14-17					
	403-10 Work-related ill health	Sustainability Report - Work-related III Health	pages 14-15	Information unavailable. Data on number of cases of recordable work- related ill health have not been disclosed. This will be disclosed in FY20.				
Theme: People								
Material Topic 2: Attractin	g and retaining talent							
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainability Report - Our People	pages 19-20					
-	103-2 The management approach and its components	Sustainability Report - Our People	pages 19-20					
	103-3 Evaluation of the management approach	Sustainability Report - Our People	pages 19-20					
MRL specific topic indicator	Number of participants who have successfully completed the Steel Cap Leadership Programme	Sustainability Report - Our People	page 20					

GRI Standard	Disclosure	Publication/Section	Page/URL	Omission
Material Topics				
Theme: People				
Material Topic 3: Developi	ng a diverse, inclusive and non-discrim	inatory workplace		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	Sustainability Report - Our People	pages 20-21	
2016	103-2 The management approach and its components	Sustainability Report - Our People	pages 20-21	
	103-3 Evaluation of the management approach	Sustainability Report - Our People	pages 20-21	
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	Sustainability Report - Our People	page 21	
MRL specific topic ndicator	Gender balance by Workplace Gender Equality Agency personnel categories	Sustainability Report - Our People	page 21	
Theme: Environment				
Material Topic 4: Managin	g our resource use and environmental	impacts while innovating towards a low carbo	n economy	
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Sustainability Report - Environment	pages 23-27	
2016	103-2 The management approach and its components	Sustainability Report - Environment	pages 23-27	
	103-3 Evaluation of the management approach	Sustainability Report - Environment	pages 23-27	
GRI 302: nergy 2016	302-1: Energy consumption within the organisation	Sustainability Report - Environment- Energy	page 24	
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	Sustainability Report - Environment- GHG Emissions	page 24	
	305-2: Energy indirect (Scope 2) GHG emissions	Sustainability Report - Environment- GHG Emissions	page 24	
GRI 306: Effluents and Waste 2016	306-2: Waste by type and disposal method	Sustainability Report - Environment- Waste Disposal	page 25	
Theme: Social				
Material Topic 5: Supporti	ng communities			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainability Report - Social	pages 29-30	
2010	103-2 The management approach and its components	Sustainability Report - Social	pages 29-30	
	103-3 Evaluation of the management approach	Sustainability Report - Social	pages 29-30	
MRL specific topic ndicator	MRL community contributions	Sustainability Report - Social	page 29	
Material Topic 6: Creating	opportunities for skills development a	nd managing our relationships with communit	ies	
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	Sustainability Report - Social	pages 31-32	
2016	103-2 The management approach and its components	Sustainability Report - Social	pages 31-32	
	103-3 Evaluation of the management approach	Sustainability Report - Social	pages 31-32	
MRL specific topic ndicators	Number of apprenticeships by type, gender and Indigenous status	Sustainability Report - Social	page 31	
	Number of traineeships by type, gender and Indigenous status	Sustainability Report - Social	page 31	
	Number of graduates by type, gender and Indigenous status	Sustainability Report - Social	page 31	





Independent Limited Assurance Statement to the Management and Directors of Mineral Resources Limited

Our Conclusion:

Ernst & Young was engaged by Mineral Resources Limited ('MRL') to undertake limited assurance as defined by Australian Auditing Standards, hereafter referred to as a 'review', over selected sustainability performance data within the MRL 2019 Sustainability Report for the year ended 30 June 2019. Based on our review, nothing came to our attention that caused us to believe that the selected sustainability performance data has not been prepared and presented fairly, in all material respects, in accordance with the criteria defined below.

What our review covered

Ernst & Young ('EY' or 'we') carried out a review over selected sustainability performance data within the Sustainability Report.

Subject Matter

The Subject Matter for our limited assurance engagement included selected sustainability performance data, limited to those aspects listed below for the year ended 30 June 2019:

- Total Scope 1 greenhouse gas (GHG) emissions (in tonnes of carbon dioxide equivalent (tCO₂-e))
- Total Scope 2 GHG emissions (tCO₂-e)
- Total value (in Australian dollars (AUD)) of community contributions
- Lost Time Injury Frequency Rate (LTIFR)
- Total Recordable Injury Frequency Rate (TRIFR)
- Gender ratios by personnel categories.

The Subject Matter did not include Management's forward-looking statements.

Criteria applied by MRL

In preparing the Sustainability Report, MRL applied the following criteria:

- MRL's self-determined criteria for the reporting of non-financial information
- Global Reporting Initiative (GRI) indicators relevant to the subject matter.

Key responsibilities

EY's responsibility and independence

Our responsibility is to express a conclusion on the selected sustainability performance data based on our review.

We were also responsible for maintaining our independence and confirm that we have met the requirements of the APES 110 Code of Ethics for Professional Accountants and that we have the required competencies and experience to conduct this assurance engagement.

MRL's responsibility

MRL's management is responsible for selecting the Criteria, and for preparing and fairly presenting the Sustainability Report in accordance with that Criteria. This responsibility includes establishing and maintaining internal controls, adequate records and making estimates that are reasonable in the circumstances.

Our approach to conducting the review

We conducted this review in accordance with the Australian Auditing and Assurance Standards Board Australian Standard on Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ASAE 3000') and Australian Standard on Assurance Engagements on Greenhouse Gas Statements ('ASAE 3410') and the terms of reference for this engagement as agreed with MRL.



Summary of review procedures performed

A review consists of making enquiries, primarily of persons responsible for preparing the selected sustainability performance data and related information, and applying analytical and other review procedures.

Our procedures included:

- Conducting interviews with corporate personnel to understand the business and reporting processes
- Conducting interviews with key personnel to understand the process for collecting, collating and reporting the selected sustainability performance data during the reporting period
- Checking that calculation methodologies had been appropriately applied in accordance with MRL's criteria
- Undertaking analytical review procedures to support the reasonableness of the data
- Identifying and testing assumptions supporting calculations
- Testing, on a sample basis, to underlying source information to check the accuracy of the data.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Limited Assurance

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Further, our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

Use of our Assurance Statement

We disclaim any assumption of responsibility for any reliance on this assurance report to any persons other than management and the Directors of MRL, or for any purpose other than that for which it was prepared.

Adam Carrel Partner 8 October 2019 Ernst & Young Perth, Australia







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