

Sustainability Policy

INTRODUCTION

Xanadu Mines aims to be a leader in sustainable exploration in Mongolia.

OBJECTIVES

Xanadu Mines has the following sustainable goals.

- Safe and Healthy Operations
- Minimising our Environmental Footprint
- Developing and Maintaining Strong Relationships with Communities and Governments
- Acting in a Transparent and Ethical Manner

ACTIONS

To achieve our Sustainability Goals, Xanadu will strive to:

- Engage all stakeholders to create a safe and healthy work environment
- Create a diverse and inclusive workplace where everyone feels safe, valued and supported
- Respect and protect the human rights of our employees, contractors, suppliers and community members
- Build a workforce representing the communities in which we operate to attract and retain the right people
- Deliver benefits to host communities in a manner that supports and respects their rights and aspirations
- Honour cultural heritage, customs and traditions of people touched by our activities
- Engage openly, honestly and regularly with our host governments and communities and consider their views in our decision-making
- Build relationships with suppliers to optimise value through safe, efficient, continuous improvement
- Uphold ethical business practices and comply with legal requirements in jurisdictions where we operate.
- Establish processes to identify and manage risks and opportunities for efficient use of energy and water, to minimise waste generation, and to manage emissions that cause climate change.
- Contribute to conservation of biodiversity by effective planning and environmental management in areas affected by our operations
- Monitor, measure, report and assure sustainability performance against public objectives and targets

By delivering on these commitments, we will maintain and enhance our licence to operate.

Xanadu will aim to align its sustainability policies and self-assessment practices to International Council on Mining & Metals (ICMM) 10 Mining Principles.

We will apply our Risk Management Framework to manage sustainability risks.

This policy is to be read in conjunction with all other Xanadu policies available on our website. All Xanadu employees, contractors and suppliers are required to comply with these commitments.