

## **Environmental Policy**

**Matador Mining Limited** (ACN 612 912 393)

Matador Mining Limited (**Matador**) is committed to the development of sustainable exploration and mining operations that benefit its employees, contract partners, suppliers, key stakeholders and the community.

Matador acknowledges that it has a responsibility to the environment beyond legal and regulatory requirements. A sound and healthy environmental attitude and performance is an integral part of Matador's business plan and an incident free workplace is our goal.

Matador is committed to avoiding or reducing environmental impacts, proactively managing obligations and continually improving its environmental management system and performance. To achieve these commitments, Matador will:

- Commit to environmental protection through visible and effective leadership, application of its environmental management strategies and systems and through the active participation of every employee, contractor and consultant;
- Assess the potential effects of its projects and integrate protective measures into the planning process to prevent or reduce impacts on the environment and on public health and safety;
- Comply with all applicable environmental laws and regulations and apply responsible standards where laws and regulations do not exist;
- Engage with government and local industry groups and communities to foster timely review of environmental standards based on sound information and considering risks, costs, and benefits, including effects on product supply;
- Manage its business with the goal of preventing environmental incidents and controlling emissions and wastes to below harmful levels;
- Respond quickly and effectively to environmental incidents resulting from its operations, in cooperation with industry organisations and authorised government agencies;
- Encourage all personnel to constructively point out where the company, employees or consultants are potentially failing in their duties;
- Communicate and engage with communities on environmental and operational matters; and
- Undertake appropriate reviews and evaluations of its operations to measure progress and to foster compliance with this policy.

This policy will provide the framework for setting environmental objectives and targets within the business. Matador will ensure that resources are allocated to implement and monitor these commitments and legal obligations.

This Policy will be reviewed periodically to ensure it remains relevant to the needs of Matador and its stakeholders.



**IAN MURRAY**  
Executive Chairman