



Sustainability Policy

Alderon is committed to develop the Kami Iron Ore Mine within a sustainable development framework. We believe that contributing to the sustainable development of local communities, engaging our stakeholders in honest and meaningful dialogue and following leading standards of health, safety and environmental management are essential for us to operate a successful and sustainable iron ore mining operation.

We expect each and every employee, contractor, and visitor to demonstrate a personal commitment to this Sustainability Policy through their actions. The achievement of a sustainable mining operation requires the integration of sustainable development considerations in all aspects of the decision-making process. All of Alderon's activities and decisions are guided by the following sustainability principles and commitments:

Health and safety

- We are committed to developing and operating the Kami Mine with a focus on maintaining the health and safety of our employees, contractors, and neighbours.
- We foster and maintain a positive safety culture, including safe behaviour and awareness programs, and creating a workplace that is free from harassment and violence.
- We provide visible and felt safety leadership and appropriate safety training at every level.

Environment

- We ensure effective stewardship of natural resources by minimizing our environmental footprint, reducing waste, and using energy, water and other raw materials efficiently.
- We conduct all activities in compliance with the highest applicable legal requirements and industry best practices.
- We understand the importance of closure planning and will ensure that an effective closure strategy is in place at all stages of project development and that progressive reclamation is undertaken as early as possible to create an ecosystem which supports wildlife after mine closure.

Human rights

- We respect the culture, customs, interests and legal and constitutional rights of communities, including Aboriginal peoples and vulnerable or previously disadvantaged groups.
- We comply with the requirements or any applicable treaties, laws, regulatory measures and governmental policies.

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- We respect the unique history, diverse culture, values and beliefs of Aboriginal peoples and their historic attachment to the land. We provide opportunities for Aboriginal groups to share traditional knowledge and information on traditional land and resource use in the Project area.
- We recognize the importance of meaningful engagement and collaboration with Aboriginal groups. We work cooperatively with Aboriginal groups to identify Project effects and develop and implement appropriate mitigation measures, including, where appropriate, the negotiation of agreements to address adverse effects and provide access to benefits.

Community, Benefits and Workplace

- We engage with communities and stakeholders through meaningful, transparent and respectful communication and consultation.
- We understand, acknowledge and respond to the concerns of local people, communities and other stakeholders.
- We develop relationships with local community leaders and provide timely responses to their communications.
- We provide project information and updates on a regular basis.
- We honour the commitments we have made throughout the project development and approvals process.
- We contribute to the social, cultural and economic development of communities in which we operate.
- We encourage a diverse workforce and provide a work environment free of harassment and discrimination and in which everyone is treated fairly, is treated with respect and can realize their full potential.

Governance

- We engage regularly, openly and honestly with local communities, Aboriginal groups, governments, employees and the public taking their views and concerns into consideration when making decisions.
- We achieve continuous improvement in the management of our sustainability risks and opportunities through the use of robust systems and effective governance and assurance processes.
- We regularly measure and review performance with respect to environmental, safety, health, socio-economic commitments and publicly report our progress.


Tayfun Eldem, President & CEO

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