

Environmental Policy

Contents

1. Applicability
 2. Purpose and objectives
 3. Strategy
 4. Responsibilities
 5. Review
-

1 Applicability

A reference to **Birimian** in this policy is a reference to:

- (a) Birimian Limited ABN 11 113 931 105 (**Company**) and each of its subsidiaries (together the **Group**); and
- (b) any joint ventures under a Group company's operational control.

This policy applies to all directors, officers, employees, consultants and contractors of Birimian (**Personnel**).

This policy also applies, as far as is reasonably achievable, to Birimian's service providers, suppliers and third-party contractors (**Third Parties**).

All Personnel and applicable Third Parties will be provided with access to a copy of this policy via the Company's [website](#). Training or awareness sessions on this policy will be held from time to time, as required.

2 Purpose and objectives

Birimian is committed to ensuring that there is effective environmental management across all aspects of its operations.

The purpose of this policy is to provide a framework for Birimian to achieve a high level of environmental performance across Birimian's operations.

3 Strategy

Birimian will meet the objectives of this policy by:

- (a) complying with applicable environmental laws, regulations, codes, corporate and industry standards and other legal and contractual requirements;
 - (b) identifying, assessing and managing all environmental risks and impacts related to its operations;
 - (c) striving to implement industry practices and environmental management systems at all levels, including exploration, development, operations, decommissioning, closure and rehabilitation;
 - (d) preventing and mitigating pollution from its operations;
 - (e) regularly reviewing environmental performance;
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- (f) reporting environmental performance transparently;
- (g) establishing grievance mechanisms for all stakeholders where environmental complaints can be received and addressed; and
- (h) ensuring all Personnel are aware of this policy and their environmental related responsibilities, and increasing their awareness on the potential environmental impacts of Birimian's operations, and how those impacts can be minimised.

4 Responsibilities

4.1 CEO

The Managing Director or Chief Executive Officer of the Company (**CEO**) is accountable to the Company's board of directors (**Board**) for ensuring this policy is effectively implemented.

4.2 Personnel

Personnel have the shared responsibility to:

- (a) Work in compliance with the project environmental conditions as communicated through the site induction, and ongoing communications from Birimian management.
- (b) Support their respective managers and supervisors (as appropriate) in the continual improvement of project environmental performance.
- (c) Communicate any environmental incidents to management.

5 Review

The Board will review this policy at least annually and update it as required.

Date adopted	19/06/2017
Last amendment	
Last review	