



Environment, Biodiversity and Habitat Protection Policy

APPROVED BY THE BOARD OF PANTORO GOLD LIMITED

VERSION: 2

Environment, Biodiversity and Habitat Protection Policy

Background

Pantoro Gold Limited (Pantoro or the Company) operates gold mining and processing facilities in Norseman, Western Australia, within a region of ecological value. As a responsible resource company, Pantoro acknowledges the potential impacts of its activities on local ecosystems, flora, fauna, and broader landscape-level biodiversity. The company recognises that mining operations can contribute to habitat fragmentation, loss of native species, and ecological degradation if not properly managed.

In light of these risks and in alignment with our environmental stewardship commitments, Pantoro Ltd. has developed this Environment, Biodiversity and Habitat Protection Policy to guide our activities across exploration, development, operations, and closure phases. This policy supports our intention to conserve natural ecosystems, promote sustainable land use, and minimise environmental disturbance. It reflects our compliance with applicable environmental legislation, our alignment with best practice biodiversity standards, and our dedication to the preservation and restoration of the unique ecological characteristics of the areas where we operate.

This policy forms part of Pantoro's broader Environmental, Social, and Governance (ESG) strategy and complements other initiatives related to climate risk management, rehabilitation, water stewardship, and community engagement.

Purpose

Pantoro is committed to protecting and enhancing biodiversity and natural habitats within and surrounding our mining and processing operations in Norseman, Western Australia. This policy aims to:

- Minimise adverse impacts on native flora and fauna;
- Promote the sustainable use and management of land and ecosystems;
- Restore habitats affected by exploration and mining activities; and
- Support biodiversity conservation through collaboration and compliance with environmental standards.

Principles

Pantoro's approach to biodiversity and habitat protection is guided by the following core principles:

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- **Sustainability:** Integrate sustainable land use and ecological stewardship into all phases of mining and exploration activities.
- **Conservation:** Prioritise the protection of native species and ecosystems by minimising habitat disturbance and avoiding high-conservation-value areas.
- **Restoration:** Rehabilitate disturbed areas to restore ecological function and contribute to regional biodiversity values.
- **Collaboration:** Work collaboratively with Traditional Owners, local communities, regulatory bodies, and conservation organisations to support biodiversity outcomes.
- **Transparency:** Maintain open and accountable communication on biodiversity performance, ensuring regular reporting and compliance with environmental obligations.

Commitments

Pantoro makes the following commitments to uphold biodiversity and habitat protection across its operations:

- **Environmental Stewardship:** Protect and conserve biodiversity and ecological values within operational and exploration areas.
- **Sustainable Land Use:** Integrate sustainable land use planning into site development and operational decision-making to minimise habitat fragmentation and loss.
- **Habitat Restoration:** Undertake rehabilitation and restoration of disturbed areas, aiming to return them to a condition that supports ecological integrity.
- **Stakeholder Engagement:** Collaborate with Traditional Owners, local communities, government agencies, and environmental organisations to support shared biodiversity outcomes.
- **Regulatory Compliance:** Comply with all applicable environmental legislation, regulations, and conditions of approval related to biodiversity protection.
- **Continuous Improvement:** Monitor performance and adapt biodiversity management strategies to incorporate new information, lessons learned, and emerging best practices.

Performance Indicators

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To ensure transparency and continuous improvement, Pantoro will monitor and report on key biodiversity and habitat protection performance areas. These indicators will guide management practices and help fulfil our commitment to environmental stewardship. Specifically, we will:

- **Protect Biodiversity and Ecosystems**
Integrate biodiversity considerations into operational planning and decision-making to avoid or minimise impacts on native flora, fauna, and habitats.
- **Implement Sustainable Land Use Practices**
Apply land management strategies that minimise habitat fragmentation, protect ecological corridors, and maintain soil and water health.
- **Track species monitoring** by recording the number of native flora and fauna identified and observed through formal biodiversity assessments when they are undertaken.
- **Measure habitat disturbance** by monitoring the area of land disturbed due to operational activities.
- **Monitor land restoration progress** by reporting on the total area rehabilitated or under active restoration efforts.
- **Assess regulatory compliance** by evaluating adherence to applicable biodiversity and environmental regulations.
- **Evaluate stakeholder engagement** through the number and quality of interactions with Traditional Owners, communities, and environmental groups on biodiversity matters.
- **Report on biodiversity action plan progress** by assessing the implementation status of priority actions within biodiversity and habitat management plans.

Reporting Concerns and Breaches

Pantoro is committed to maintaining the highest standards of integrity, compliance, and accountability. All employees, contractors, suppliers, and stakeholders are

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encouraged to report any actual or suspected breaches of this policy, or any related unethical or unlawful conduct.

Reporting Channels

In addition to the Integrity Hotline, concerns can be reported directly to any of the following:

- Your line manager or supervisor
- OHS team member
- Whistleblower & Grievance Officer (Company Secretary)

All reports will be treated seriously, confidentially, and in accordance with the company's Whistleblower Policy and applicable laws. No person will suffer retaliation or adverse consequences for reporting in good faith.

Policy Control

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Accountable:	Board of Directors
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