



## SUSTAINABILITY POLICY

---

**GOLD HYDROGEN LIMITED**

**ABN 74 647 468 899**



**Gold Hydrogen: The Gold Standard in Green Energy**

**1. Introduction**

---

Gold Hydrogen Limited (**Gold Hydrogen, the Company**) is committed to conducting its business activities in a responsible and sustainable manner that minimises the impact on surrounding communities and the environment.

As sustainable development is a Core Value of the Company, Gold Hydrogen’s goal is to produce socially and environmentally responsible outcomes for the benefit of the Company’s stakeholders and the environments in which it operates.

**2. Scope**

---

- 2.1 This Policy applies to all Directors, employees, and contractors of Gold Hydrogen.
- 2.2 Gold Hydrogen encourages its business partners and suppliers to conduct their businesses in an ethical, responsible, and sustainable manner, and to share the Company’s commitment to the communities and environments in which it operates.

**3. Environmental Factors**

---

- 3.1 Gold Hydrogen respects its relationship with the natural environment and its ecosystems. The Company acknowledges the adverse impacts that human activity can impose, and will take actions to prevent degradation of those natural systems.
- 3.2 The Company is committed to:
  - (a) actively managing and minimising its impact on the environments in which it operates;
  - (b) identifying ways to improve its environmental performance;
  - (c) considering the health of the natural environment surrounding its operations, with particular attention to native fauna, flora and water resources (wetlands, waterways, etc);
  - (d) supporting procurement processes which value sustainable products and services (refer separate *Responsible Sourcing and Modern Slavery Policy*);
  - (e) complying with all applicable legal and regulatory requirements as a minimum standard, and ensuring the prompt and transparent reporting of any instances of non-compliance;
  - (f) ensuring Company personnel, representatives and contractors are aware of the Company’s approach to sustainability generally, together with all of its specific environmental and community related obligations under any work-related permit for field operations; and
  - (g) engaging with stakeholders regarding any concerns they may have regarding the conduct of the Company or its contractors within their community or the environments in which it operates.

**4. Social Factors**

---

- 4.1 Gold Hydrogen is committed to conducting its business activities in a socially responsible manner, and believes that it is an essential factor in achieving financial and operational success.

- 4.2 The Company's *Responsible Sourcing and Modern Slavery Policy, Diversity and Inclusion Policy, and Core Values* document outline its approach to social responsibility.
- 4.3 The Company is committed to:
- (a) developing and maintaining a strong culture of health and safety awareness and practises across its employees and contractors;
  - (b) engaging with stakeholders in the communities in which it operates;
  - (c) maintaining a positive approach to the support and respect of local communities and broader regions in which it operates;
  - (d) promoting diversity and equal opportunity across its operations wherever possible; and
  - (e) demonstrating a deep respect for the rights, cultural heritage, and traditional lands of indigenous people.

### 5. Governance Factors

---

- 5.1 Gold Hydrogen conducts its business activities with **excellence, integrity, and respect**.
- 5.2 The Company has established and adopted best-practice values and standards to guide its Board, management, employees, contractors, and agents in their conduct and business relationships.
- 5.3 Gold Hydrogen's approach to corporate governance is outlined in its *Corporate Governance Charter* and in various other documents such as the *Board Charter, Code of Conduct*, and various other related corporate governance policies available on its website.
- 5.4 The Company is committed to:
- (a) ensuring a high level of ethical behaviour across procurement activities, including promoting respect for human rights across the Company's supply chain (refer separate Responsible Sourcing and Modern Slavery Policy);
  - (b) integrating environmental and social issues in its risk management processes and governance approach;
  - (c) implementing and maintaining an acute compliance awareness and management program across all business activities; and
  - (d) facilitating the reporting of any misconduct by the Company or its representatives by external parties under the Company's Whistleblower Policy.

### 6. The United Nations' Sustainable Development Goals (SDGs)

---

- 6.1 Gold Hydrogen is mindful of the United Nations' 17 SDGs as well as its 2030 Agenda, and has framed a number of its policies and procedures in line with certain SDGs as applicable to its operations and commercial activities.

6.2 By focussing on the discovery, commercial production and use of hydrogen as a long-term energy source as an alternative to fossil fuels, together with its organisational structure, the Company aims to deliver on the following SDGs:



*Reduction of death and illness via chemical, air and water pollution.*



*Promoting and providing equal opportunities.*



*Reduction of water contamination and pollution.*



*Clean energy technology investment.*



*Decoupling economic growth from environmental degradation.*



*Development and adoption of clean / sustainable infrastructure.*



*Climate change mitigation and greenhouse gas reduction goals.*



*Partnering with government / governmental agencies (e.g. CSIRO).*