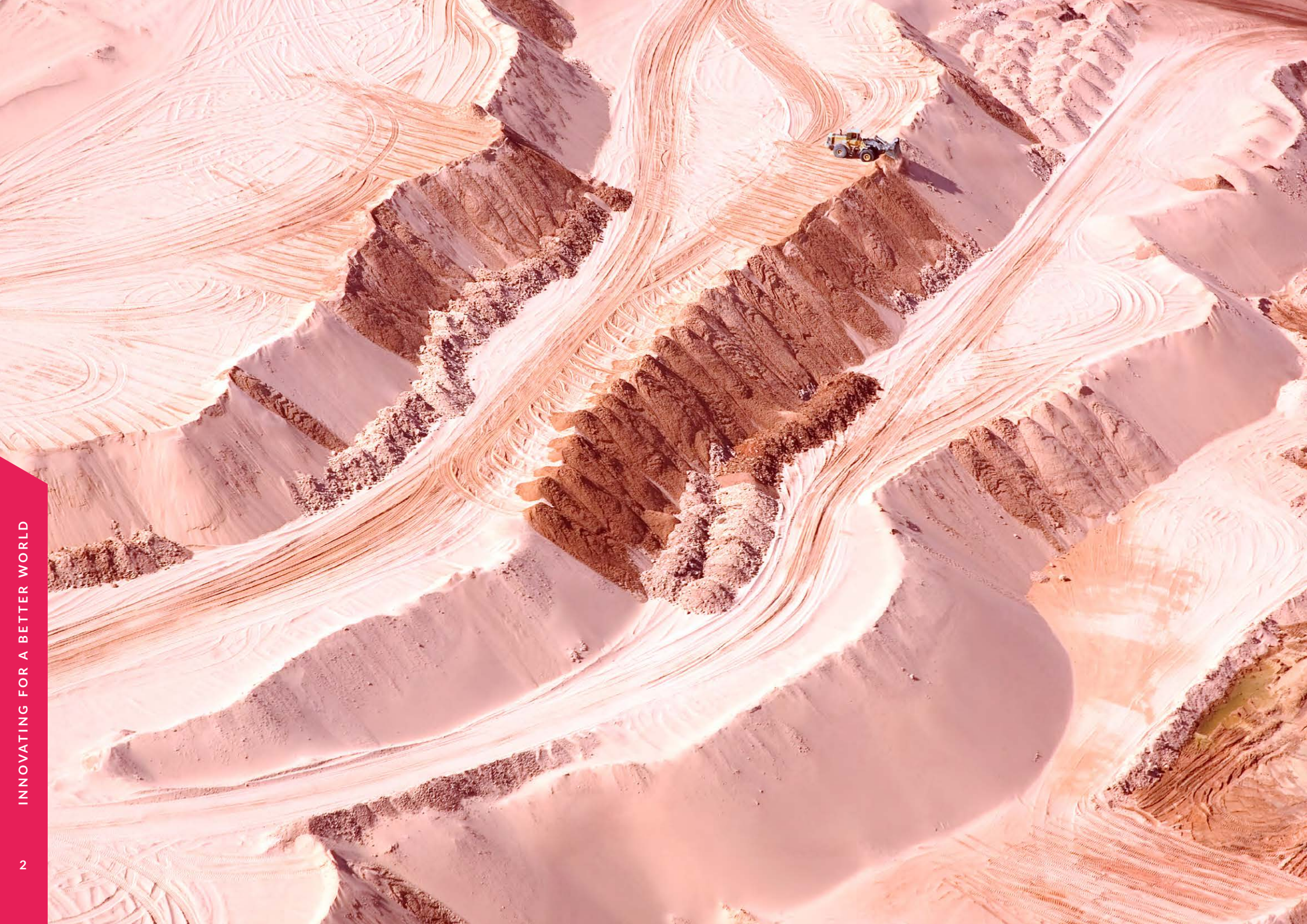




# Innovating for a better world

SUSTAINABILITY | 2024

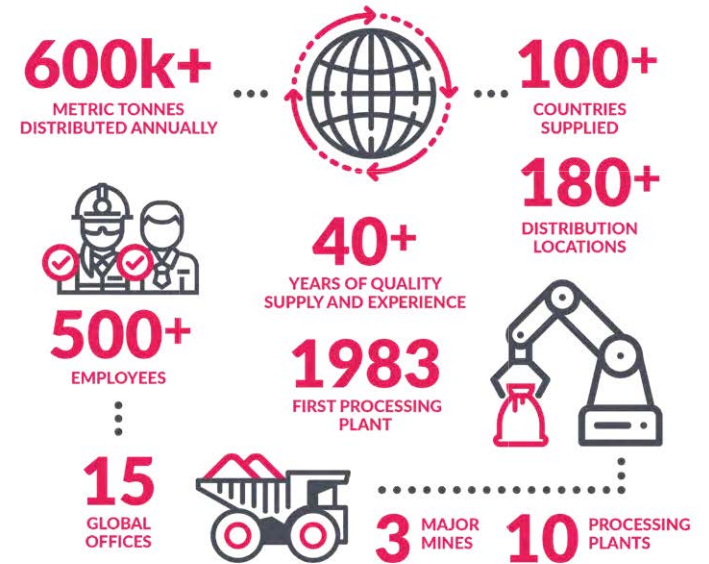
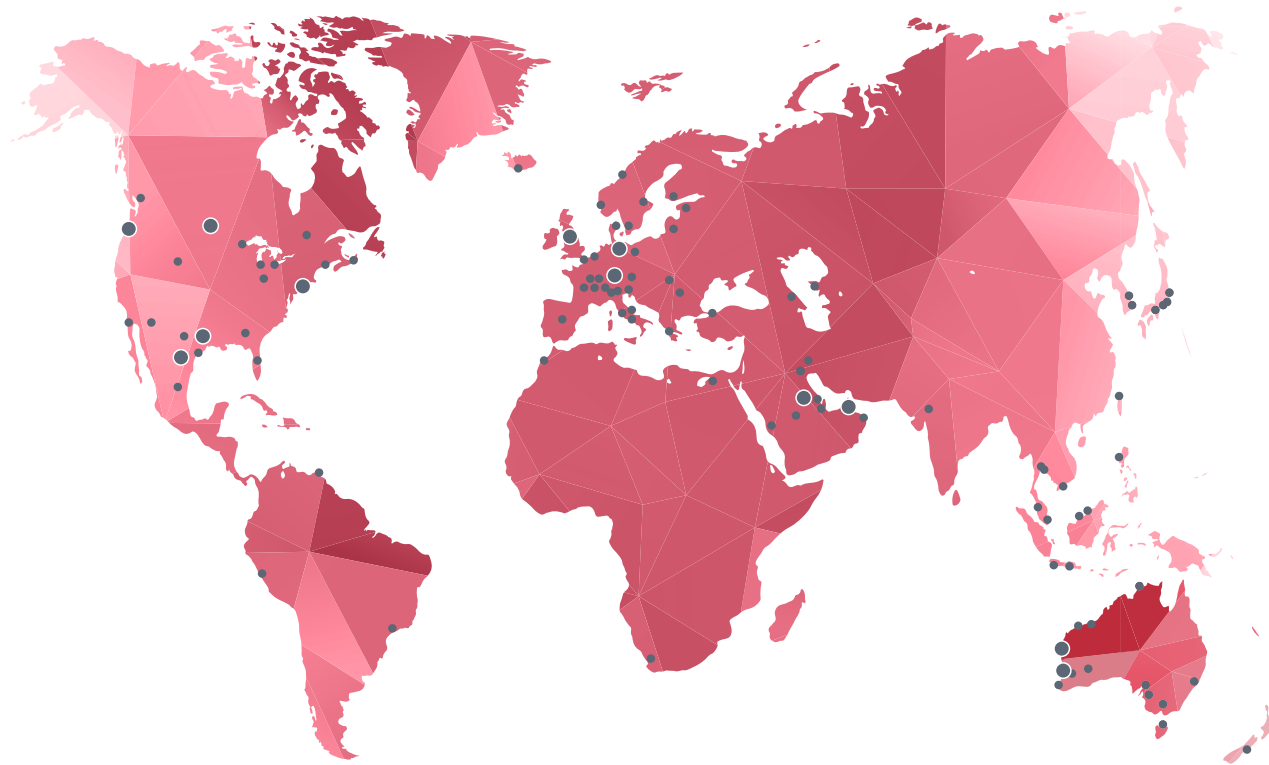




# About GMA

Founded in 1983, GMA stands as the only industrial garnet supplier to manage the complete supply chain from the source to processing, international distribution, and recycling.

Headquartered in Perth, Western Australia, a diverse team of over 500 employees operate three mine sites, ten processing plants, five recycling facilities, and 13 global offices. We maintain a strong presence in Australia, Asia, the Americas, the Middle East, Europe, and South Africa.





“

For a long time at GMA we have employed sustainable practices in our business such as pioneering garnet recycling globally, implementing renewable energy projects to power our processing plants and responsibly rehabilitating our mines. These examples have originally been driven by commercial or compliance imperatives, with sustainability as a convenient by-product. The next stage in GMA's sustainability journey is to be more deliberate in how we approach the topic of sustainability. This includes setting ambitious targets for ourselves, embedding sustainable actions in our everyday business operations and better communicating our progress to our various stakeholders. We can and will make a difference in innovating for a better world.”

GRANT COX,  
CEO, GMA GARNET



## Our proud story

### A commitment to sustainability

In April 2021, the GMA Board approved GMA's **Sustainability Framework**, a pivotal step in our journey towards a sustainable future. This framework is woven into the fabric of our 5-year strategy, highlighting the essential role of sustainability in the ongoing success of GMA. It serves as a unifying force, connecting key stakeholders to GMA's fundamental purpose and demonstrating our commitment to adhering to global best practices for responsible and sustainable business conduct.

Our framework articulates our commitment to customers, people, the communities in which we operate and environment. It provides a platform to measure the positive changes we want to make in each of these areas. Our governance structure is fit for purpose and will evolve as we mature. Additionally, it promotes collaboration between our regions through sharing respective key policies and procedures and investigating opportunities for alignment.

The targets in our framework are Group targets and have been aligned with the United Nations Sustainable Development Goals (SDGs).

We are pleased to share some of our highlights of GMA's sustainability story, developed from questions we have received from our customers. We have a team of committed people proud of what we are doing and what more we want to achieve. The information you will read has been taken from internal metrics and activities using internal methodologies and approaches, developed through continuous improvement and/ or deployment of best practice supported by external subject matter experts.

While GMA Garnet has been championing sustainable practices, this document is a first of its kind, and may therefore have some limitation. We are committed to developing our first sustainability report, providing a comprehensive account of sustainability activities for 2023 and future commitments. This report will be published Quarter 2, 2024.

# GMA's Sustainability Framework

Our framework guides our sustainability actions across 4 pillars.



## People

### OUR PRINCIPLE

GMA is committed to ensuring the safety and wellbeing of its people.

### WE WILL

Strive to achieve a zero-harm workplace so that every team member can go home safely each day.

Show our team members care and respect, and reward and recognize the valuable contributions they make to our enterprise.

Provide opportunities for our team to grow and prosper, to further their skills, improve retention and increase efficiency.



## Community

### OUR PRINCIPLE

At GMA, we uphold the principle of Community-Centric Sustainability, emphasizing the significance of the local communities where we conduct our operations. We acknowledge that these communities are essential stakeholders in our business, playing a pivotal role in our long-term success.

GMA has a set of commitments designed to prioritize the well-being and prosperity of these communities.

### WE WILL

Support the communities in which we operate, and strive to make a meaningful and durable economic, cultural and social contribution to them.

Act fairly and equitably when engaging with key stakeholders in our business and recognize the value of diversity in the stakeholders that we engage with.



## Environment

### OUR PRINCIPLE

GMA is focused on continuing to develop a sustainable future for everyone, with an ongoing commitment to reducing our environmental footprint through innovation and efficiency.

### WE WILL

Minimize our environmental impact by striving to engage in environmentally sustainable practices wherever possible.

Our ambition is to become carbon neutral through use of renewable energy, reduction of emissions and carbon offset programs.

Continue to rehabilitate our minesites in line with best practice.

Increase opportunities to recycle used garnet from our clients, so that it is suitable for re-use, and minimizes waste volumes.



## Governance

### OUR PRINCIPLE

GMA is committed to operating in an ethical manner at all times and ensuring compliance with all regulatory requirements.

### WE WILL

Approach all aspects of corporate governance ethically and with clear standards of excellent corporate behavior.

# What matters to our customers

Our work across Environment, Social and Governance pillars extends further to what we are sharing now. Our commitment to release our first GMA Sustainability report in Quarter 2, 2024 will provide our stakeholders comprehensive information regarding what more we are achieving which will include:

- In Environment, we will share more around environmental performance, resource capability and capacity.
- Details regarding our many policies extending across privacy, bullying and harassment, wellness commitments and female participation rates.
- Systems supporting our Health & Safety commitments, Environmental Management and Psychosocial risk mitigation.

Key sustainability programs				SDG*
	Environment	Social	Governance	
GMA's Sustainability Framework	●	●	●	
Mine Rehabilitation	●			15
Water Recovery	●			6
Utilizing Green Energy: Paving the Way for Sustainable Power	●			7
Optimizing Waste Management Through Garnet Recycling: A Step away from Landfills	●			12
Emission Offsetting: A Stepping Stone Towards Carbon Neutrality	●			13
Product Excellence & Effectiveness through Science Based Research	●			8, 9
Focusing on Customer Safety	●	●		3, 8
ISO Certification: Elevating Excellence, Sustainability, and ESG Goals	●	●	●	9, 12
Supporting Local Communities		●		8, 11
Modern Slavery Commitment		●		8

\*Sustainable Development Goals: defining global sustainable development priorities and aspirations developed by the United Nations



# Guiding GMA's Path to Sustainability Excellence: Commitment in our 5-Year Plan

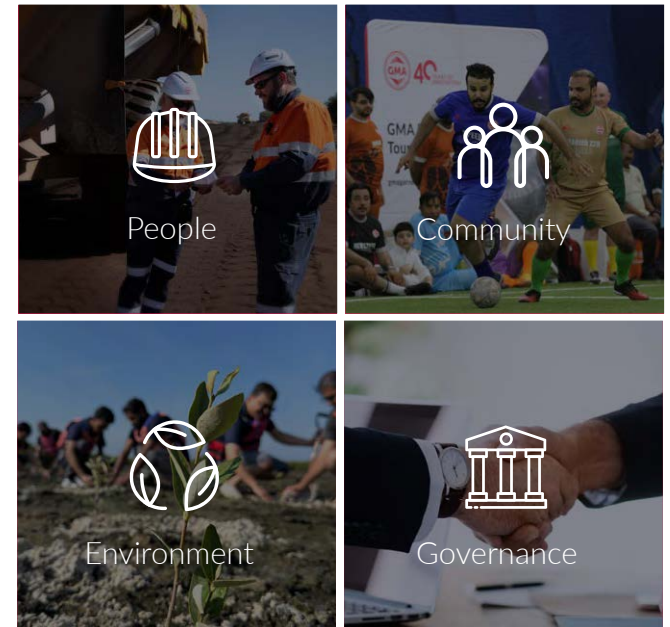
At GMA, our mission is more than just words; it's the driving force behind our commitment to sustainability, quality, and responsibility. In 2021, we launched the GMA Sustainability Framework, aligning it with our 5-year strategy and global standards for responsible business practices.

Our Board approved the Sustainability Framework, aligning it with our 5-year strategy. It covers four pillars: People, Community, Environment and Governance, guiding our commitments to customers, employees, communities, and the environment.

We've implemented robust reporting processes to track our progress within the Sustainability Framework. We're aligning our mission, vision, and values with sustainability objectives and measuring key sustainability indicators.

Our future aspirations will center on:

- **Integration:** Sustainability will be integrated into our daily operations
- **Leadership:** Sustainability is led at Group-level with direct accountability to the CEO
- **Measurement:** We'll refine metrics and targets based on global ESG standards
- **Engagement:** Collaborating with stakeholders for meaningful change
- **Innovation:** Investing in R&D for sustainable products and processes
- **Transparency:** Ensuring clear communication of our sustainability journey.







# Mine Rehabilitation

Our commitment to environmental stewardship goes beyond maximizing mining outputs. We prioritize minimizing our environmental footprint and ensure we restore land to as near as practical to its original contour in accordance with governmental environmental legislation, regulations and conditions.

## CURRENT PRACTICES & PERFORMANCE

### Mine Rehabilitation - Western Australia:

- **5,000 Seedlings Planted:** A recent infill planting initiative at the Port Gregory mine site resulted in the successful planting of over 5,000 seedlings, a significant step towards restoring the local environment and promoting the growth of native flora. We regularly check the health and growth of these planted seedlings to ensure they are thriving.
- **30,000+ Tonnes of Ore Reuse:** Over 30,000 tonnes of leftover ore from dry processing are mixed with soil and vegetation materials and returned to the post-rehabilitation area at the Port Gregory mine site, reducing waste and promoting sustainable resource use.
- **Biodiversity Enhancement:** In 2022, GMA enhanced its biodiversity through infill planting in the rehabilitation management program at Port Gregory. Over 8,000 tube stock plants were propagated from locally collected seeds in collaboration with Western Mulga, a 100% Aboriginal-owned and operated local company specializing in land management and conservation.

### Mine Rehabilitation - Montana, United States:

- **Habitat Surveys and Management:** Our mine in Montana complies with the Montana Sage Grouse Habitat Conservation Program, conducting habitat surveys and desktop analysis to avoid degrading sage habitat and disturbing breeding Leeks.

## FUTURE GOALS

- **Expand Efforts:** We aim to further our rehabilitation efforts, targeting more extensive areas and involving local communities in the rehabilitation process.
- **Continue Partnership:** Continue partnering with Western Mulga, a 100% Aboriginal-owned and operated local company.

# Water Recovery

Water, an essential commodity in mining, requires careful management to guarantee its availability for sustainable and efficient operations.

## CURRENT PRACTICES & PERFORMANCE

### Water Recovery - Western Australia:

- **Groundwater Reduction:** GMA is actively reducing in-ground water usage in its Western Australia processing facilities through the installation of impermeable concrete sumps that capture recycled water from stockpile runoff, significantly reducing seepage into groundwater.
- **Fine Tailings Water Recycling:** An innovative water recovery system is being installed into GMA's West Australian fine tailings process, further capturing water for reuse in processing, resulting in an average reduction of groundwater usage by approximately 9%.

### Water Recovery - Montana, United States:

- **Groundwater Reduction:** The Montana USA Operations recirculate process water for the wet plant, saving approximately 771,000 gallons a year (2.9 million liters) of water and reducing groundwater usage.

## FUTURE GOALS

- **Innovation in Conservation:** Continuously explore technological solutions to further reduce water consumption in our operations.
- **Continue Governance Maturity:** Leverage technology and best practice learning to grow our periodic auditing program to measure, assess, and continue our improved water management practices.



# Utilizing Green Energy: Paving the Way for Sustainable Power

The transition from fossil fuels to green energy sources is not just an environmental imperative but a keystone in building a sustainable future. Since 2020 we have been on the journey of harnessing green energy through wind and solar power, investing into solutions provided by our green energy provider, Advanced Energy Resources.

## CURRENT PRACTICES & PERFORMANCE

GMA has been on the journey of harnessing green energy through wind and solar power for many years.. We are the primary off take partner for green energy for our Port Gregory operational facility based in Western Australia. Our offtake commitments are supported through three energy delivery and storage solutions:

- **Wind Energy:** A 2.5MW wind farm achieved through 5 wind turbines
- **Solar Energy:** A 1.1MW solar farm supplements energy needs
- **Energy Storage:** To ensure consistent energy supply and grid stability, a 2MW / 0.6MWh world-first designed battery storage system was installed

Combined, these sources contribute to approximately 70% of our Port Gregory operations' energy requirements.

## FUTURE GOALS

- **Innovation in Conservation:** Continuously explore technological solutions to further reduce water consumption in our operations.
- **Continue Governance Maturity:** Leverage technology and best practice learning to grow our periodic auditing program to measure, assess, and continue our improved water management practices.

# Optimizing Waste Management Through Garnet Recycling: A Step Away from Landfills

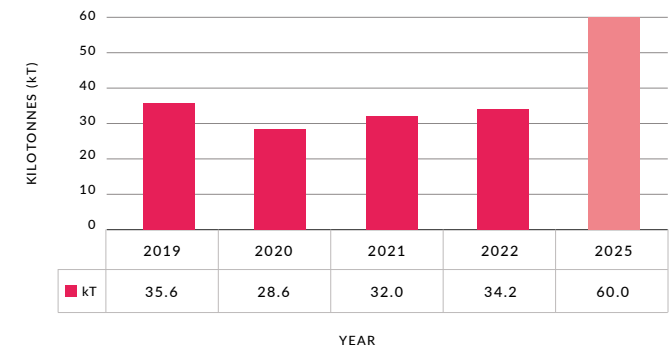
Waste prevention, reduction, recycling, and reuse have become paramount in our sustainability journey. Our commitment to responsible waste management is evident across our garnet recycling programs. Over the years, we have made substantial progress in minimizing our and our customers' waste footprint.

## CURRENT PRACTICES & PERFORMANCE

To bolster our commitment to responsible waste management and further drive our mission, we're promoting landfill reduction programs such as:

- **GMA Garnet Returns:** A program focused on channeling recyclable waste back into our US, UAE and Saudi Arabia processes, ensuring that fewer materials end up in landfills.
- **GMA Garnet Rewards:** Launched in 2023, this program is designed to incentivize sustainable practices among our UAE stakeholders, celebrating and rewarding their commitment to a greener future.
- **GMA Garnet Returns program:** Launched November 2023, GMA developed a cost-effective and environmentally friendly option for GMA Americas customers to dispose of their used garnet.

SPENT GARNET RECYCLED



Note: 2025 is Goal of 60.0 kt per annum globally.

## FUTURE GOALS

- Continued expansion of programs:
- Target 60kt in annual recycled garnet by 2025
- Continued programs in UAE, Saudi Arabia, Europe, and USA in 2024
- Investigate used garnet return centers and reprocessing facilities in key global locations.



# Emission Offsetting: A Stepping Stone Towards Carbon Neutrality

Combating climate change requires both immediate and long-term strategies. Emission offsetting represents our short-term commitment to balancing our carbon footprint, even as we architect a roadmap towards complete carbon neutrality.

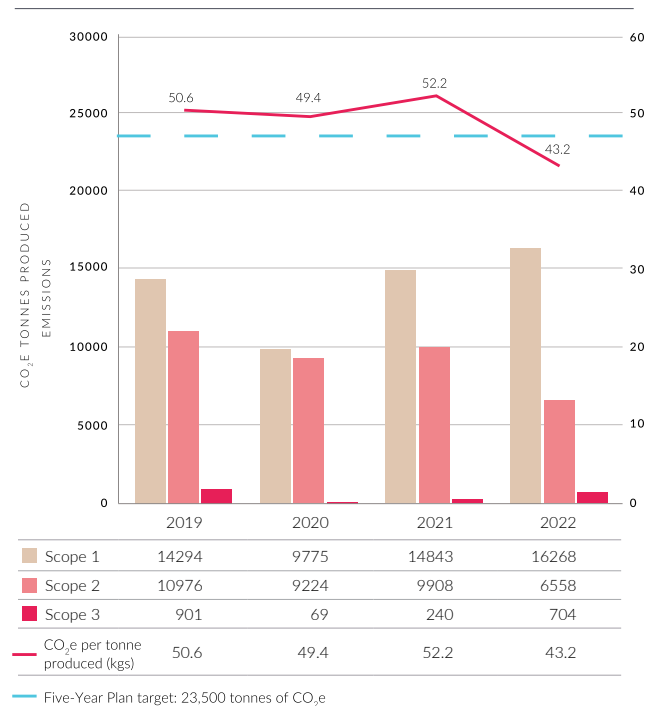
## CURRENT PRACTICES & PERFORMANCE

Since 2018 GMA has committed to offsetting our remaining greenhouse gas emissions by investing in several climate protection projects around the world. This is implemented via our partner, South Pole, and contributes toward the United Nations' Sustainable Development Goals.

2022 saw GMA continue to take large strides in the goal to reduce its carbon footprint through use of renewable energy and other emission reduction programs, with a 17.2% decline in CO<sub>2</sub> emissions per tonne of garnet produced, already surpassing set five-year targets. GMA's carbon emission performance is influenced by total garnet tonnes produced and respective Scope outcomes.



## GMA GROUP TOTAL, CO<sub>2</sub>E PRODUCED IN OPERATIONS



Scope 1 (Direct Emissions) incorporates material transportation, electricity generation, employee transportation and plant operations.

Scope 2 (Indirect Emissions) references carbon generation through electricity purchase.

Scope 3 references carbon generation due to business travel.

## FUTURE GOALS

Offsetting emissions is just the beginning of our ambitious journey. As we look to the future, we are committed to:

- Continuing our dedication to offsetting our remaining greenhouse gas emissions, investing in several climate protection projects around the world through South Pole.
- Immediate Offsetting. We're exploring and investing in carbon offset programs to neutralize our past emissions, such as reforestation projects, and supporting renewable energy infrastructure.
- Continuing to explore ways of carbon offsetting initiatives for development in 2025.
- Continuing to maintain a 10% reduction of carbon emissions per tonne, base levels by 2025.
- Improving reporting and customer centric carbon data offering, through investigating and deploying global best practice tools, such as GRI (Global Reporting Initiative).



# Product Excellence & Effectiveness Through Science Based Research

The value of products which are credible and sustainable have never been more important, which is reflected in GMA's unwavering commitment to innovation and responsible production. Science-based verification forms the foundation of our approach, fostering collaboration with universities, industry bodies and incorporating valuable feedback from customers to not only maintain product quality but also push the boundaries of what's possible in our industry.

## PRODUCT & PROCESSING INNOVATIONS

- **Investment in R&D:** We commit a significant portion of revenue to research and innovation progressing and developing initiatives that drive innovation in mining and garnet processing.

## FUTURE GOALS

- **Innovation and R&D:** Continued financial commitment to improve processing optimization and technology in our product processing, through to researching efforts to help produce a surface to maximize coating life, reduce embedment, and enhance productivity.
- **Feedback & Improvement:** Ongoing engagement with customers and industry experts ensures the sustainability and productivity of our products.
- **Further new markets and product R&D Commitments:** Continued investment in researching new products and markets globally and invest in university research which align with potential application opportunities.

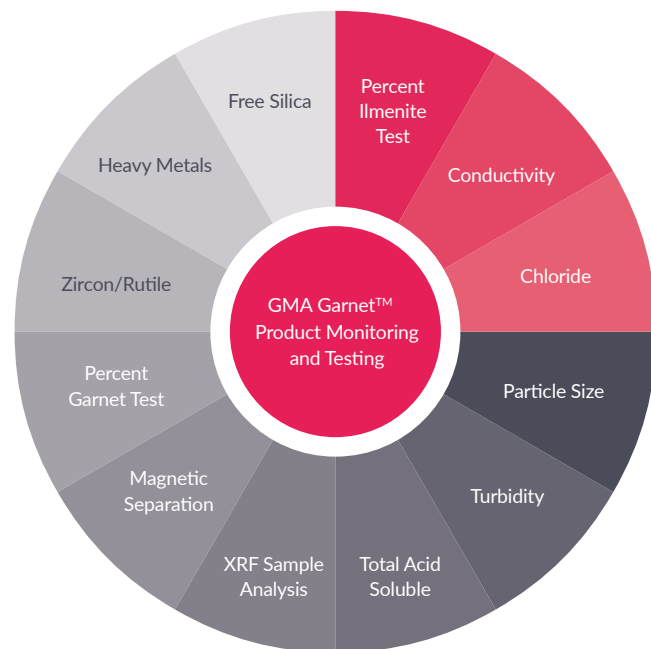
## CURRENT PRACTICES & PERFORMANCE

- **Performance and Product Testing:** Regular performance testing protocols are conducted in all regions to measure efficiency gains, output per square meter/foot, cleanliness and other criteria. We also track consumption rates and waste outputs to assess sustainability.
- **Engaging Universities:** Partnerships with academic institutions provide research expertise, testing cutting edge opportunities. We have recently signed an agreement with a leading university to conduct a Research and Development study, continuing the ongoing commitment to innovative solutions for industries that demand high-performance and environmentally conscious materials.
- **Customer Collaboration:** Working closely with customers provides insights into new product development and performance.
- **Coating Manufacturer Testing Collaboration:** Two previous collaborations with coatings manufacturers from Denmark and United States to conduct surface testing with different abrasives.



# Focusing on Customer Safety

Our commitment to sustainability extends to safeguarding worker safety and preventing soil contamination, underscoring our dedication to environmental and social responsibility. Safeguarding worker safety highlights our current practices and performance in these critical areas, emphasizing low dust generation, product consistency, and the use of inert materials.



Product monitoring and testing of 12 inspection points taken every two hours.

## CURRENT PRACTICES & PERFORMANCE

### Worker Safety

- Rigorous sizing and screening processes guarantee consistent product output, enhancing worker safety. Each batch is systematically tested and analyzed across 12 areas of performance, including particle size, mineral composition, turbidity, and chloride content. These efforts support our commitment of providing garnet to our customers that performs to the highest abrasives standards.

### Air monitoring

- Since 2019 industrial hygiene exposure assessments have been conducted across many of our regions including Europe, United States and Australia. The purpose is to test GMA's abrasive materials versus other abrasives on the market, determining the contaminants of hazardous material and to help product development and management to keep hazardous materials to the lowest possible amounts.

### Soil Contamination Mitigation

- **Inert Product Advocacy:** Our emphasis on promoting and selling inert materials like Garnet and Pyroxene demonstrates our mission and our commitment to safeguarding worker safety and social responsibility.

These materials inherently possess minimal risks of soil contamination due to the absence of leaching harmful chemicals or heavy metals. GMA Garnet™ consistently exhibits extremely low levels of heavy metals, reducing the potential for soil and water pollution.

- **Continuous Heavy Metals Monitoring:** Continuous testing of heavy metal levels against EPA, CAM 19, and other local regulations.

## FUTURE GOALS

- **Continued air monitoring testing:** Continue respirable air testing across all operations.
- **Continued process testing:** Continue to review and enhance processing techniques to improve product consistency and reduce dust generation.
- **Continuous R&D:** Continue to explore the inert characteristics of our products and expand our environmentally friendly product portfolio.

# ISO Certification: Elevating Excellence, Sustainability, and ESG Goals

ISO certifications (International Organization for Standardization) exemplify our commitment to systematic management, operational excellence, and environmental responsibility. These certifications represent our dedication to quality, sustainability, and safe work environments.

## CURRENT PRACTICES & PERFORMANCE

We are pleased to hold ISO certifications through Societe Generale de Surveillance, Bureau Veritas and Quay Audit. Our commitments to ISO extend across:

- ISO 9001:2015 (Quality Management Systems)
- ISO 45001:2018 (Occupational Health and Safety)
- ISO 14001:2015 (Environmental Management).

Despite COVID-19-related challenges between 2020 to 2022 which slowed considerably the work around accreditation, our commitment to ISO certification continued in mid-2022.

## FUTURE GOALS

Our future goals include achieving:

- ISO 45001 certification for all sites by 2024
- Maintaining operational standards to maintaining ISO 14001, ISO 45001, and ISO 9001 accreditations
- Exploring additional ISO certifications that align with our business objectives.



ISO Accreditation	Australia	Middle East	Saudi Arabia	United States			
				Coos Bay	Fairless Hills	Houston	Montana
ISO 9001	✓	✓	✓	✓	✓	✓	✓
ISO 14001	✓	✓	✓	✓	✓	✓	✓
ISO 45001	✓	✓	✓	progressing for accreditation in 2024	progressing for accreditation in 2024	progressing for accreditation in 2024	progressing for accreditation in 2024





# Supporting Local Communities

GMA recognizes the pivotal role of local communities in our operations. We are proud of taking active steps, connecting our values to actions through establishing our Community Investment Program. Our commitments are governed through our Community Engagement Strategy and Corporate Social Responsibility Statement of Intent. Our commitments extend from providing individual opportunities, such as scholarships and associated work experience, to wider community investments that empower local initiatives such as community events and charitable causes.

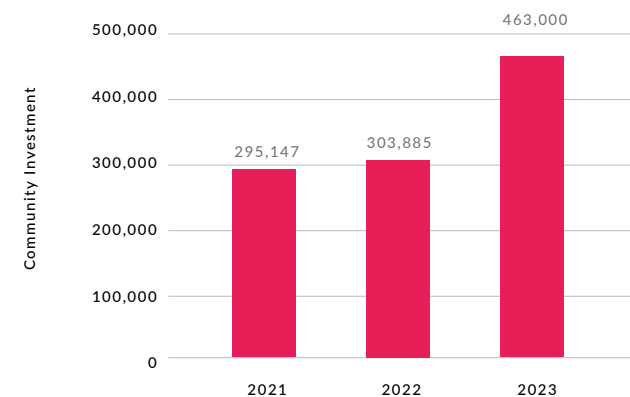


## CURRENT PRACTICES & PERFORMANCE

Since inception of the 2021 Framework, GMA has invested over A\$1 million towards local community events, sporting clubs, and charities.

- We are a proud partner with the Perron Institute, which is a globally renowned centre conducting cutting-edge medical research.
- We support community programs and initiatives throughout the regions we operate in. This includes local festivals, partnerships, family days and sporting clubs, bringing our operations and our communities closer together.
- More widely we are investing in how we share our community commitments through exploring appropriate branding campaigns which emphasizes principles of inclusivity, resilience, and sustainability.
- In Montana, we have donated to local Community Food Bank charities, assisting families in need in locations where our employees live.
- We have provided investment to Sheridan Community Charity Foundation to assist in the construction of a community park playground.
- In Dubai, GMA contributes towards scholarships as part of our relationship with The Rashid Center for People of Determination, an organization supporting children with disabilities.

## GLOBAL COMMUNITY INVESTMENT (\$AUD)



Note: 2023 figures are YTD 20th Nov 2023.

## FUTURE GOALS

Our work in community is strongly linked to our values and the opportunities are endless, thus needing to ensure our decision-making processes remain transparent and robust. We will:

- Continue providing local support, extending our commitment to communities around the world.
- Maintain ongoing engagement and adapt our campaigns based on community feedback and evolving regional dynamics.
- Foster sustainable growth in the regions where we operate, making a lasting positive impact.



# Modern Slavery Commitment

Modern slavery is of significant concern that demands our unwavering commitment to eradicate. At GMA, we stand firmly against the exploitation of individuals and we are taking steps to address this issue. Our commitments go beyond Australian legislation (*Australian Modern Slavery Act (2018)*) and extend to each location we operate in.

“GMA is committed to taking meaningful actions to address risks of modern slavery across our operations and supply chain. We recognize that there is still significant work to be done in order to deliver on this commitment, and we will continue to assess actions that we can take to address these risks.”

## CURRENT PRACTICES & PERFORMANCE

- In 2020, we established our inaugural Modern Slavery Statement, outlining our dedication to ensuring that our business operations and supply chains remain free from slavery.
- Our commitment to the Modern Slavery Statement acknowledges company transparency via annual submission to the Attorney General’s department.
- Our comprehensive risk assessment to identify slavery risks and implement suitable mitigation measures is annually endorsed by our Board.

## FUTURE GOALS

Ensuring Modern Slavery stays firmly on our agenda, we will:

- **Expand Policy Scope:** Assess including Anti-bribery, Anti-Money Laundering, and Corruption measures to strengthen our stance
- **Explore Technology Solutions:** Enhance compliance training for full alignment with GMA’s commitments
- **Improve Procurement:** Ensure third-party adherence to GMA’s Modern Slavery practices.







# Innovating for a better world

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