



Danakali has a strong commitment to sustainable development which is underpinned by the principles that mineral projects should be financially, technically and environmentally sound, and socially responsible.

The *Sustainable Development Framework* integrates economic, social and environmental aspects throughout the mineral extraction cycle from exploration to mine closure, achieved through the development of policy, standards, management plans and operating procedures - collectively Business Process Documentation.

Core to success is the effective management of risks and opportunities across all areas of our business to create and preserve value for our people, shareholders, other stakeholders, the environment and the communities in which we operate. We acknowledge the direct correlation between sustainability and business performance. We recognise that ethical conduct, human rights and our impact on the environment, directly affect business reputation and risk profile, ultimately impacting our ability to attract and retain the best people and business partners.

The *Sustainable Development Framework* aligns with our *Corporate Governance Framework*, and articulates its relationship with Business Process Documentation.

## Vision, Mission and Values

Sustainable Development aligns to our goals and culture as defined through:

1. Our vision “to bring the Colluli project into production by adopting the principles of risk management, resource utilisation and modularity, using the starting module as a growth platform to develop the resource to its full potential.”
2. Our mission to be a high performance company that:
  - Achieves the best outcome for our shareholders
  - Values long-term relationships with business partners and suppliers
  - Supports the communities in which we operate
  - Provides an enriching, fulfilling and rewarding environment for employees
3. Our core values of *People, Integrity, Planet, Performance* and *Simplicity*.

## Principles

The *Sustainable Development Framework* adopts the following *Principles*:

1. Develop and maintain consistent ethical business practices supported by effective corporate governance systems
2. Target zero harm to people and environment
3. Protect human rights and respect the cultures and customs of our people and other stakeholders who are affected by our activities
4. Integrate our company values and culture into business decisions to help achieve our sustainability ambitions and deliver long-term value for stakeholders
5. Ensure that business principles and policies align to prevailing risks and opportunities
6. Drive continuous improvement of our Sustainable Development performance
7. Follow a data driven approach to key business decisions
8. Support the communities in which we operate in the areas of social, economic and institutional development
9. Implement effective and transparent engagement, communication and reporting arrangements with our stakeholders.

# Sustainable Development Framework



## Structure

The hierarchy of business practice documentation is represented below:



The four *Key Areas* under the *Sustainable Development Framework* are:



In relation to the impact made by our activities:

- **Ethical Work Practices** seek to ensure that business is conducted with transparency and integrity
- **Zero Harm** seeks to protect against negative physical outcomes for people and the environment
- **Business Performance** seeks to protect and nurture economic outcomes through appropriate control and the ability to take opportunities where they present themselves
- **Stakeholder Engagement** seeks to align the values of Danakali with its external stakeholders providing mutually beneficial outcomes.

Appendix 1 provides the hierarchy of business practice documentation and also refers to the *Corporate Governance Framework* which compliments the *Sustainable Development Framework*.

## Definitions

The table below provides an abbreviated list of Business Process Documents relevant to the content of the Framework.

Document Types	Definitions	Endorse	Approval
Statement	A document that describes the <u>Key Areas</u> which support the Sustainable Development Framework	CEO	GM
Policy	Statement of general commitment, direction, intentions or principles in relation to overall performance. Provides framework for action and setting of objectives and targets.	Board	CEO
Standard / Management Plan	A mandatory set of rules or requirements which specify a uniform method of support for policy.	CEO	GM
Procedure	A document that describes a way of carrying out a process or activity by defining what to do, how and who	CEO	GM

# Sustainable Development Framework



DANAKALI

## Communication

Continuous development of our people is critical to the success of the business. Communication of Business Practices is provided through dedicated training. Initial introduction of the core documentation is catered for through on-boarding packs.

Regular reviews will be undertaken to ensure employees, contractors and other relevant stakeholders understand business process content.

## Reporting

Business Sustainability targets ultimately support the delivery of our business strategy. These targets are set annually, as part of the business planning process, and communicated to the relevant stakeholders.

Formal reporting of our performance is delivered through the publication of our interim and full year Sustainability Report or Annual Report, as appropriate.

## Materiality

To ensure that our framework adequately captures the relevant issues, we undertake an annual materiality assessment incorporating feedback from internal and external stakeholders. This assessment includes:

- An analysis of the operating environment risks and opportunities currently experienced and expected over the business planning horizon
- An assessment of whether current business practices address these risks and opportunities
- Incorporation of stakeholder feedback.

## Our Commitment

In carrying out this framework, Danakali will:

- Actively communicate Sustainable Development policies to internal and external stakeholders
- Ensure that timely and effective training relating to Sustainable Development is undertaken for employees and other stakeholders
- Implement procedures and mechanisms that specify how Business Sustainability targets are defined and reported; and
- Conduct compliance monitoring to determine the appropriateness of Business Practices and effect any necessary variations thereto.

**Paul Donaldson, Managing Director**

<b>Approved by:</b>	Paul Donaldson	<b>Approval Date:</b>	19/04/2016
<b>Position:</b>	Managing Director	<b>Review Date:</b>	19/04/2018

# Sustainable Development Framework



DANAKALI

## Appendix 1 – Tier 1 Hierarchy of Business Practice Documentation

