

ENVIRONMENT, SOCIAL AND GOVERNANCE POLICY

1. ARGOSY COMMITMENT

Argosy Minerals Ltd (**Argosy**) is committed to ensuring that its operations will, where practicable:

- (a) minimise impact on regional habitats and biodiversity, and where possible contribute to their conservation and restoration;
- (b) deliver enduring economic and social benefits to local communities, and that those benefits will accrue to all community members; and
- (c) be conducted ethically, upholding the rights and respecting the values of communities, landholders, employees, customers, investors, and others affected by Argosy's operations.

2. RESPONSIBILITIES

To achieve these commitments, Argosy will, where practicable:

- (a) conform to the Corporate Governance Principles and Recommendations 4th edition as published by the ASX Corporate Governance Council and uphold business ethics through its Code of Conduct;
- (b) fulfil its obligations under agreements with affected land title holders and under relevant commercial, labour, health and safety, environmental, and other laws;
- (c) incorporate social and environmental risk and impact assessment into Argosy's decision-making and execution, through its Risk Management Policy;
- (d) engage proactively and transparently with communities and other material stakeholders to secure free, prior, and informed consent for Argosy's operations, and to resolve any grievances;
- (e) minimise work-related injury and illness at Argosy's operations through its Health and Safety Policy, hazard management plans, and safe work procedures;
- (f) support inclusion and diversity at all levels of employment in Argosy's operations through its Diversity Policy and its employment and contracting procedures;
- (g) provide a safe workplace for Argosy's employees and contractors, free of discrimination, harassment, vilification or victimisation ;
- (h) comply with the labour laws of the jurisdictions in which Argosy operates, regarding minimum wages, working hours and other employee entitlements;
- (i) engage with its contractors and suppliers to ensure, as far as is practicable, that its supply chain does not use any forced or child labour;
- (j) consider environmental, social, and governance factors in the procurement of goods and services and integrate where practical;

- (k) plan and progress mine closure to minimise risk and residual liability at the completion of operations, and maintain adequate provision for rehabilitation at all times;
- (l) identify and support cost-effective industry or community programs to conserve biodiversity and improve social outcomes in the regions in which it operates, commensurate with the extent of Argosy's operations; and
- (m) disclose its ESG performance in line with recognised reporting standards.

The Board of Argosy will ensure that adequate resources are allocated to these commitments.

3. REPORTING

Senior management (comprising the Managing Director and/or Chief Operations Officer) will report to the Board on ESG performance of Argosy's operations, and remedial action will be taken where it does not meet expectation.

4. REVIEWS AND CHANGES TO THIS POLICY

The Board will review this policy annually or as often as it considers necessary to check it is operating effectively and consider whether changes are required.

The Board may change this policy from time to time by resolution.