



PALADIN ENERGY LTD

ACN 061 681 098

ENVIRONMENTAL POLICY

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1. APPLICABILITY

This policy applies to:

- executive and non-executive directors;
- full-time, part-time and casual employees; and
- contractors, consultants, advisers and relevant suppliers,

of Paladin Energy Ltd and Paladin group companies and any joint ventures under Paladin's operational control, collectively referred to as Paladin.

2. OBJECTIVES

Paladin believes excellence in environmental performance is essential to business success and compatible with balancing the economic, social and environmental aspects of sustainable development. Paladin is committed to ensuring there is effective environmental management across all aspects of its operations.

The aim of this Policy is to provide the overarching framework for the business to achieve a high standard of environmental performance.

3. STRATEGY

Paladin's environmental objectives will be achieved by:

- (a) complying with applicable environmental legislation as a minimum and applying corporate and industry standards;
- (b) ensuring that an Environmental Management System, including an Environmental Management Plan, is developed and implemented for each of its operations;
- (c) identifying, assessing and managing all environmental risks and impacts related to its activities;
- (d) developing and implementing environmental objectives and targets;
- (e) implementing and assigning accountability for Paladin's environmental standards, guidelines and procedures;
- (f) striving to achieve continuous improvement in environmental performance;
- (g) preventing and mitigating pollution from its operations;
- (h) ensuring Paladin employees and contractors are fully aware of the Environmental Policy and their environmental responsibilities;
- (i) undertaking regular inspections and audits on environmental performance;
- (j) reporting environmental performance openly and transparently;
- (k) establishing grievance mechanisms for all stakeholders where environmental complaints can be received and addressed; and
- (l) making this Policy available to the public.

4. RESPONSIBILITIES AND REVIEW

The Managing Director/CEO of Paladin is accountable to the Board of Directors for ensuring this Policy is effectively implemented through annual performance reviews.

The Board will review this Policy regularly to ensure that it is current and that the requirements of the Policy meet industry standards of excellence for environmental performance.

Date adopted:	22 August 2008
Last amendment:	18 May 2015
Latest review:	5 June 2020