



2020

Sustainability Commitment



PALADIN

Clean energy. Clear future.

Resourceful, future-focused and independent.

Paladin Energy Limited (ASX: PDN) is an independent uranium miner and exploration company.

Our driving focus is to maximise the value of our 75% stake in the globally significant Langer Heinrich uranium mine in Namibia. We also hold a diversified exploration portfolio in Australia and Canada.

Our Langer Heinrich Mine is a strategic tier one asset and long-life operation. It has already produced over 40 million pounds of U_3O_8 over a successful 10-year track record and can produce over 76 million pounds in the future.

Within a sustained low uranium spot price environment, we placed the mine on care and maintenance in 2018. Today our Langer Heinrich Mine Restart Plan is complete, providing a clear pathway to reliably bring the mine back into sustainable production and to take advantage of an improving uranium market.





From Our Chairman and CEO



Dear Paladin Stakeholders

Our commitment to sustainability has a long track record. In 2020 this continues, and we're proud to progress while upholding the actions and principles that have always driven our sustainable development focus.

Paladin's heritage in this arena means we also remain committed to our broader company Values that guide our behaviours, ensuring we stand firm and transparent in all that we do and say.

Today, we're fast approaching an exciting new phase for Paladin. Our Langer Heinrich Mine in Namibia (placed into care and maintenance in 2018) has a clear pathway back into production following the comprehensive Restart Plan that is complete.

We want to re-state our core sustainability commitments to the critical areas that underpin our shared present and our future: Health and safety, People, Community and the Environment.

At Paladin, we are determined to make a commitment to stand by these commitments and continue upholding them for our people, communities and environment.

In this, we are clear that our personal actions will always reflect both Paladin's values and the sustainability commitments expressed here.

Yours sincerely,

Cliff Lawrenson
Chairman

Ian Purdy
Chief Executive Officer

Paladin Values



Integrity

We act with integrity and honesty in all we do and say.



Respect

We respect and value all people equally.



Courage

We meet all challenges and seize opportunities with courage.



Community

We invest in our communities to create lasting value.

Reducing Carbon Emissions: Paladin's Role

Uranium mining and processing are critical components of the nuclear fuel cycle as they provide the raw material for producing clean, sustainable base-load electricity.

With the growing global demand for electricity, and the targets for CO₂ emissions, nuclear energy will continue to play a key role in decarbonisation of our power generation.

At Paladin, we stand ready to contribute positively, once again, to reduction of carbon emissions.

The future uranium mined and processed at Langer Heinrich, used to resource nuclear power plants and displace coal-fired electricity, can reduce CO₂ emissions by up to 100 million tonnes per year, and around 1.3 billion tonnes over the life of the mine.



World Nuclear Power Facts



10% of global electricity generation¹



20% of United States Electricity Generation¹



2nd largest source of global clean energy with almost Zero Carbon Emissions¹



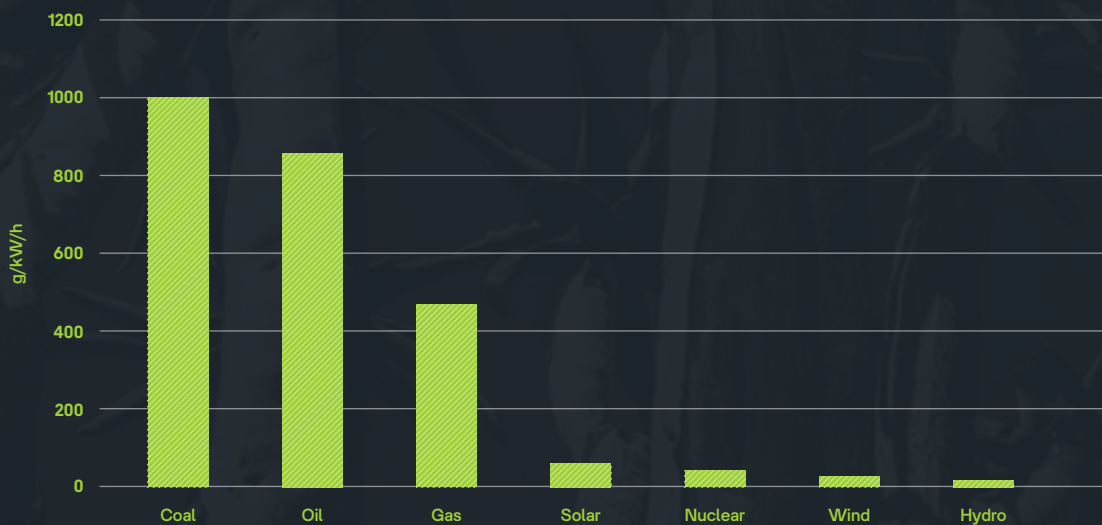
441 reactors in operation across 33 countries²



52 reactors under construction in 19 countries²

¹IEA.org ²World Nuclear Association "World Nuclear Power Reactors & Uranium Requirement" November 2020

Emissions intensity by energy source



Source: IPCC

Health, Safety and Wellbeing

We put the health, safety and wellbeing of our workforce and all stakeholders at the forefront, with a positive culture of safety that underpins all of our decisions and actions.

Paladin is committed to creating, providing and actively maintaining a safe and healthy work environment that aims to achieve zero injuries, illnesses or measurable harm.

We foster safe and responsible behaviour among our employees and all contractors, by promoting a clear mindset that injuries are preventable. Regular safety education and training is provided, and we conduct frequent risk assessments to ensure a safe working environment exists.

Our workforce's health and wellbeing matters and private health cover is a condition of employment at Langer Heinrich. Providers counsel employees on healthy lifestyles and identify risks including raised blood pressure or cholesterol and HIV exposure.

To safeguard our employees against COVID-19 and its transmission, we instituted a range of protocols across all locations, and we're pleased to report zero cases to date among our people or onsite contractors.

0

Lost Time Injuries

0 Lost Time Injuries in 2020

100%

Safety Indicators

100% Achievement of lead safety indicators at Langer Heinrich

100%

Private Health

100% of Langer Heinrich workforce have private health support

0

Confirmed Covid-19

0 Confirmed COVID-19 cases among employees and onsite contractors

199

medical examinations

199 Medical examinations of employees and contractors



Supporting local communities

Paladin is committed to helping build sustainable communities and providing support to local businesses wherever possible for safety initiatives. This includes the Snake Park Swakopmund with participation in snake handling training.



People and Opportunity

We value and respect all our people as central to what we do, embracing diversity and promoting equal opportunities to thrive and be recognised.

At Paladin, we recognise that our people are the most important part of our business. We are committed to providing respected and inspiring opportunities for all contributions and voices to be heard.

We maintain positive employee relations and focus on developing our people's skills and expertise on a continuous basis through learning, good communications and solid management foundations.

We embrace and welcome diversity and inclusion, and have clear policies in place to demonstrate our commitment to these principles. At Paladin we recognise and articulate the benefits inherent in recruiting, developing and retaining a talented, diverse and motivated workforce.

We remain dedicated to ensuring a gender balance within our total workforce, and we're firmly committed to providing employment opportunities locally and regionally wherever possible.

29

Employees

29 Total employees

100%

Namibian

100% of Langer Heinrich workforce are Namibian

46%

were disadvantaged

46% of Langer Heinrich workforce are historically disadvantaged employees

28%

Female

28% of the workforce is female

3hrs

skilled training p.p

3 hrs Average skilled workforce training per person



Investing in our people

Paladin strongly supports its people to thrive and grow. Employees and contractors are presented with awards for supporting our values, and for promoting behaviours and values which in turn benefit the larger community.



Community and Social Investment

We engage positively with local communities, actively listening and contributing to their social prosperity and development with integrity.

Paladin takes a proactive and constructive approach to engaging with communities in the local communities where we operate. We are focused on making meaningful contributions to their positive growth and economic sustainability.

Our Langer Heinrich Mine is located in the Namib Desert in the Namib Naukluft National Park, and we create opportunities for local businesses to provide goods and services to the mine.

At Paladin we are committed to having a positive impact in direct and indirect contributions to local communities, and, more broadly, to host countries. We achieve this through a range of initiatives, including local recruitment practices.

We establish community development programs, participate in local industries, add economic value to local regions, and pay government taxes in host countries.

\$2.1M
of Goods and Services

\$2.1M Of goods and services procured from Namibian local communities

\$800k
of Payments

\$0.8M Payments to Namibian Government

0
Complaints

0 Local community grievances or complaints

100%
of Permits Remain

100% Permits remain in place for mining and export of uranium from Langer Heinrich

101
Meetings

101 Stakeholder engagement meetings held

Investing in local conservation work

Paladin provides support to government and non-government entities, including the Ministry of Environment and Parks and the Non-Profit Welfare Trust Namibian Anti-Poaching Unit. The provision of equipment and fuel to these organisations assists them in to continue their critical conservation work.



Working with pastoral lease holders

At Paladin's Mount Isa exploration project in Australia, we worked together with affected pastoral lease holders to review the extent of revegetation in rehabilitated areas subject to ground disturbing exploration activity in previous years. Our local representative completed field visits with pastoral lease holder representatives and determined that revegetation met the required standard.



Environmental Stewardship

We protect the environment and work to minimise our impacts on it, achieving continuous improvements in sustainability practices and committing to support emission reductions to achieve the goals of the Paris Agreement on climate change.

As a mining company, Paladin remains conscious of our impact on the environment. We are committed to establishing and upholding robust guidelines and policies for our operations.

These focus primarily on water and land use management, rehabilitation, mineral waste, and greenhouse gas emissions.

We are dedicated to efficient energy use, which is central to reducing CO₂ emissions and achieving climate change goals. This efficiency also reduces our costs associated with fuel and other energy use.

At Paladin we recognise that water is critical to all aspects of the mine lifecycle and meticulous management of this resource is essential. We apply a Water Use and Quality Standard at all our operations. This ensures efficient, safe and sustainable use of water and the protection of water resources and ecosystems around our sites.

Our Langer Heinrich Mine is located in the Namib Naukluft National Park. We have conducted extensive biodiversity studies in the area to establish biodiversity composition, structure and processes. In this, we can monitor and adapt any impacts.

Because we mine uranium, we focus on excellence in radiation management as essential to our business success. We are fully committed to achieving minimum radiation exposure for our workforce, members of the public and the surrounding natural environment.

Our efforts also focus strongly on the safe management of radioactive waste at our mining and processing operations, thereby minimising any potential impacts.

0

Land Disturbed

0 Land disturbed

40%

Down on CO₂

40% Down
on CO₂ emissions YoY
(2.0kt)

0

Incidents

0 Reportable
environmental incidents

13

meetings

13 Environmental focus
meetings
held in FY20

Protecting an ancient national plant.

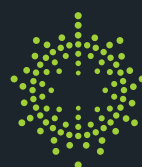
At Paladin, we value the unique landscape in which our Langer Heinrich Mine operates. This extends to protecting Namibia's national plant, the Welwitschia, which naturally occurs around the site. The Welwitschia produces only a single pair of foliage leaves throughout its life, which may be as long as 1,000 – 2,000 years. The circumference of the leaves in contact with the sand may exceed 8 metres. The plant is uniquely suited to the arid conditions of the Namib Desert.



Revegetation after exploration drilling.

At Paladin's Michelin exploration site in Labrador, Canada, our fieldwork program included completing rehabilitation at 19 drill sites. Thirty drill casings were cut off using a metal pipe cut-off saw at various sites, and this allows revegetation of the area to continue.





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