



# PALADIN

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Clear Future.

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## ENVIRONMENT POLICY

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## 1 PURPOSE

This Environment Policy (**Policy**) describes the approach of Paladin Energy Ltd (**Paladin**), its personnel and all subsidiaries in relation to our environmental management and performance.

The purpose of this Policy is to:

- Outline the principles of environmental management and performance that apply to Paladin's operations.
- Confirm Paladin's commitment to identifying, assessing and responsibly managing environmental risks and impacts across all phases of our operations.
- Detail the roles and responsibilities of key personnel within the organization with respect to environmental requirements.

## 2 SCOPE

This Policy applies to each of the following individuals (collectively, **Paladin Personnel**):

- (a) executive and non-executive directors (**Directors**);
- (b) full-time, part-time and casual employees (**Employees**); and
- (c) contractors, suppliers, consultants, agents, representatives and advisers (**Contractors**) of Paladin, Paladin group companies and any joint ventures under Paladin's operational control.

## 3 OBJECTIVES

At Paladin we believe in protecting the environment for future generations while providing for safe, responsible and economical resource development for the benefit of all our stakeholders, including employees and communities.

We recognise that our activities can impact the environment, and we have a responsibility to meet high standards of environmental management and stewardship to minimise the short and long-term adverse impacts of our business on the environment. Our success depends on our ability to deliver positive outcomes for our stakeholders and safeguard the natural resources we depend on.

We recognise that climate change is a threat to the environment, societies and economies. Our strategy focuses on the resilience of our assets and achieving our mission to deliver a reliable uranium supply for the world's low-carbon future.

## 4 COMMITMENTS

Paladin's environmental objectives are achieved by:

- Identifying, assessing and managing environmental risks and impacts related to exploration, project development and operations.
- Applying the mitigation hierarchy to avoid, minimise, mitigate, rehabilitate and/or, where appropriate, offset our impacts to the environment.



- Implementing and maintaining an environmental management system, aligned to ISO 14001, to support the understanding and effective management of environmental risks and impacts.
- Measuring and continuously improving our environmental performance through setting environmental objectives and performance targets.
- Monitoring, evaluating, and disclosing environmental performance transparently to stakeholders.
- Identifying and managing land and biodiversity risks to support environmental resilience in the areas surrounding our operations.
- Efficiently using energy, water and other natural resources and minimising waste and emissions to the air, land or water.
- Assessing our carbon footprint and, where feasible, improving energy efficiency and evaluating and integrating renewable energy and low-carbon technologies.
- Providing adequate resources, personnel and requisite training so that relevant Paladin Personnel are aware of and able to fulfil their environmental management responsibilities.
- Complying with all applicable legal requirements and other environmental obligations.

## 5 RESPONSIBILITIES

- (a) All Paladin Personnel are expected to support and comply with this Policy.
- (b) The Board is accountable for ensuring this Policy is properly implemented and resourced.
- (c) Management is responsible for ensuring that relevant management measures are integrated into daily work practices.
- (d) Paladin may review, amend or revoke this Policy at any time.

**Note: All references to the Chair of the Board, Chief Executive Officer, Company Secretary and Chief Financial Officer refer to those officers of Paladin Energy Ltd.**

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