

Rubix Resources Ltd ESG Statement

Green, clean energy technology requires large quantities of minerals and metals. The shift towards green technologies is driving significant increases in demand for many minerals and metals. Accordingly, there will be an increase in investment in exploration and production.

Rubix recognises alongside increased demand and investment, there will be increased risks associated with environmental, social and governance (ESG) impacts of mining and exploration projects. Rubix recognises that its operations have the potential to impact the environment, communities, and society.

Rubix aspires to become a leader in critical minerals exploration and discovery and is committed to doing so whilst being a responsible and sustainable exploration company.

To that end, Rubix Resources is committed to:

ENVIRONMENT

1. Comply with all relevant environmental laws and regulations and conduct regular due diligence to identify and mitigate potential risks.
2. Minimising the impact of its activities on land and taking all reasonable measures to minimise the impact of operations on the environment.
3. Fully rehabilitating the environment following mineral exploration activities

WATER

4. Water is a finite and shared resource, and water resources are facing unprecedented stress in the face of climate change, population growth and development of economy and infrastructure. Shared water challenges include scarcity and supply issues, and stakeholders affected by material changes to water quality and supply include local landholders, vulnerable communities, the environment and native biomes.
5. Rubix commits to examining both its direct and indirect water usage, and utilising best practice during its operations.
6. Rubix recognises that advanced exploration activities (track creation, drilling) should be designed with appropriate consideration to local catchments and groundwater supply.
7. Rubix commits to taking all reasonable measures to minimise the impact of its operations on the local water source and quality.

SOCIAL

8. Responsibly engaging with communities as a key part of its exploration activities.
9. Respect the rights of local communities and work to minimise any negative impacts that may result from our activities.

10. Operating with consideration to sound community engagement practices which provide benefits for all stakeholders including local residents, landowners, shareholders, employees, contractors and the broader community.
11. Regular open and honest communication so that locals are aware of our activities through appropriate disclosure of information, to consult with them to obtain feedback, and to provide an avenue for resolving any concerns they may have.

PEOPLE

12. Rubix recognises the Australian First Nations people as the traditional custodians of the land and waterways upon which Rubix holds exploration licences. The company commits to working together with the local Native Title holders to manage, reduce and eliminate the potential impact of exploration activities to the land, sites of Cultural Heritage or Significance and environment.
13. The company prioritises the promotion of safety and health of our people. This includes provision of inductions, training and being familiar with our Company Policies that form the basis of site safety and personal and professional conduct.
14. As technology in the industry advances, we are committed to providing our staff with the opportunity to continue their Professional Development by engaging technical specialists to provide not only consulting opportunities but also to develop the technical skills of our team.
15. Where possible, Rubix will offer employment opportunities to persons from the local community and especially First Nations.
16. We are proud to support gender diversity and aim to increase this where possible.
17. Rubix commits to incorporating ESG factors into its sourcing, purchasing and employment practices wherever relevant, with regular review audit of those practices.
18. Rubix will offer employees and contractors fair compensation for their labour. Rubix denounces exploitative employment practices or sub-contracting arrangements which constitute forms of Modern Slavery.
19. The company will act within a 'Protect, Respect and Remedy' framework to prevent human rights abuses from occurring within the company.

GOVERNANCE

20. Rubix will conduct our business in an ethical and transparent manner and in compliance with all relevant laws and regulations.
21. We will maintain a strong corporate governance structure to ensure that our business practices are responsible and sustainable.
22. Rubix will regularly review and update this ESG Statement to ensure that we meet our commitments and address any emerging issues.