



# Sustainability Report 2018

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## 01

# CEO Message

I am pleased to present our fourth Sustainability Report.

Population growth of more than 80 million people per annum means that our planet is facing an ever increasing sustainability challenge. With the right policies, the necessary strategic collaborations and an incorporation of circular economy models into our business plans, the industrial minerals sector can contribute meaningfully to complying with the United Nations 2050 vision of reducing emissions while widening access to resources to help feed the world, thus achieving a sustainable future for the survival of our planet. It is therefore important that companies and governments work together to establish European policies that facilitate businesses access to these resources, especially if we take into account that globalization and increased competition in the raw material markets is constantly increasing.

The Company's projects are located in the provinces of Navarra and Aragon in Spain. These projects aim to produce potash, an industrial mineral that is used in fertilisers. The responsible use of fertilisers is key to meeting the challenge of global nutrition. The production of food for humans is one of the key challenges faced by the world today and is the United Nations Sustainable Development Goal number 2. The agricultural and livestock production to feed the 7.6 billion people currently on the planet already occupies 43% of all land (excluding deserts and frozen regions). This percentage would have to increase in order to feed the 2050 forecast of 9.8 billion people. But a commensurate increase in land area space would leave little room for biodiversity. A large study (Nature Sustainability by the scientific publisher Springer Nature Group) concluded that more productive use of existing arable land is the only logical answer to this dilemma and fertilisers will play a key role.

Innovation and new technological solutions will be crucial for the sustainable development of our planet. Minerals production and the use of minerals in all aspects of our daily lives such as mobile phones, cars, planes, trains, housing materials, roads, chemicals, pharmaceutical drugs, are essential to the lifestyle we have become used to. A less well understood application of minerals is in the production of agricultural

products to feed 7.6 billion people every single day. The importance of fertilisers and other minerals to assist in greater production of food sources from the world's limited land area will be essential to the sustainability of our species. Highfield Resources and our Spanish company Geoalcali believe we have a responsible role to play in the production of potash to assist in the sustainability goals that we will all have to meet. As an example, during November 2018, in collaboration with the Instituto Geológico y Minero de España ("IGME") and Magnesitas Navarras, a local minerals producer, we launched an exhibition, Essential Minerals for a Sustainable Future at the Pamplona Planetarium, with the aim of contributing to the understanding of a sector that has the lowest level of public acceptance in the EU compared to other economic activities. We are aware that it is fundamental to act responsibly in the extraction of these minerals and we are also aware of the importance of involving new generations by supporting quality education. We all have the task of building a sustainable future for our families, our communities and our world.

During 2018, the Company achieved several important milestones in our vision to "build a successful, sustainable, potash business with respect for stakeholders and the environment". These milestones include the completion and optimisation of our mine design, preliminary plant design and engineering optimisation work, an update of our Minerals Resources Statement for Muga, as well as an update of our Ore Reserves Statement for Muga, and a Project Update which restated capital and operating costs and reaffirmed the future Muga Mine as a long term development opportunity which will provide multiple benefits to its many stakeholders. We are pleased to confirm the results of all of this technical and cost work positions Muga as one of the world's highest margin potash mines.

During the year we have continued our efforts to obtain the environmental permit that will allow the Company to apply for the necessary permits to build our first mine, Muga. To achieve our plans, we have continued to actively engage with all stakeholders in a transparent and open manner, including the local communities, our employees, the provincial and central Governments, local NGOs and investors.



Geoalcali, our Spanish subsidiary, has been recognised in various forums as an example of best practice in community engagement for our Public Participation Plan and communication activities which have included open doors events, information events and suggestion boxes in the communities. We are committed to maintaining an open dialogue with our stakeholders throughout the life span of the project and will continue to uphold our core values of CREA (Commitment, Respect, Excellence and Attitude) in our everyday activities.

It is our desire to serve as a best practice example in the Spanish mining industry. As a result of our vision of developing a sustainable business, we have worked towards adopting policies to strengthen our accountability and commitment to best practices. We have developed many features to achieve a minimal environmental impact, for example a restoration plan designed to progressively rehabilitate the project site during and after mine operations, salt by-product sales and/or residue placed underground and zero salt on surface shortly after the end of planned mine operations, construction of visual barriers around the project site, water management facilities to achieve zero water release from site, and much more. The mining industry in the EU will need to comply with high environmental and social standards and at Geoalcali, we are committed to those requirements and plan to go further in our transformation for sustainability in the future.



**Peter Albert**

CEO Geoalcali and Highfield Resources







02


## About this Report

This fourth Sustainability Report comprises all sustainable activities by Highfield Resources Limited (the "Company" or "Highfield") and its Spanish subsidiary Geoalcali SL ("Geoalcali"), together "the Group". As a result of changing our reporting period end from June to December, effective 31 December 2017, the Group's annual reports and sustainability reports are now aligned on a calendar year basis. As a transitional measure, rather than prepare a standalone sustainability report based on Global Reporting Initiative ("GRI") Standards for the short reporting period for the six months 1 July 2017 to 31 December 2017, the Company decided that its GRI Sustainability Report 2018, our fourth in total but the first following the change in year end, would instead cover the 18 months period 1 July 2017 to 31 December 2018 (for simplicity "the year").

In addition to creating greater transparency in our company performance, this year we have integrated Sustainability Development Goals ("SDG") into our corporate reporting by using the Business Reporting on SDGs guideline developed by GRI and United Nations Global Compact.

The purpose of this report is to outline the most relevant events of the year. This year's sustainability report explains how we approach our obligations to operate in a sustainable manner, and how we plan ahead to ensure our future performance will meet high standards of environmental, social and





governance “ESG” management in the communities in which we operate. For this fourth report, the Group has subscribed to the GRI Standards reporting guidelines. This report has been prepared in accordance with the GRI Standards: Core option. GRI is an international independent organization that helps businesses, governments and other organizations understand and communicate the impact of business on critical sustainability issues such as climate change, human rights, corruption and many others. With regards to this report, the Company has also included the SDG of the United Nations into our corporate reporting. SDG are becoming increasingly important, as they are an articulation of the world’s most pressing environmental, social and economic issues and, as such, act as a definitive list of the material ESG perspectives for the business world. Investors are becoming increasingly focused on companies’ commitments to SDG. These two guidelines are the most widely adopted frameworks and contribute to the Company’s commitment to transparency and accountability.

It is fundamental for us that we conduct our activities in a sustainable and responsible manner. Sustainability reports are an indispensable tool to communicate sustainability objectives established by the Group, offering an opportunity to our stakeholders to review the Group’s performance and to contact us with suggestions or comments on the content in the report.

The report has been divided into four main sections: Our Business, Our Environment, Our People, and Our Community, because that is how the Group articulates its Sustainability Framework, which aims to:

- Articulate our corporate vision, values and corporate governance that guide us in our operations;
- Listen to feedback from the different groups within our local communities that may be affected by our operations;
- Set appropriate objectives to address the key topics arising;
- Communicate what we do; and
- Measure and report our performance.

Each of these sections provides information on our sustainability activities during the year. For further information visit:

<https://www.highfieldresources.com.au/sustainability-reports/>

or contact:

**Susana Bieberach at: [s\\_bieberach@geocalci.com](mailto:s_bieberach@geocalci.com)**





03

## Planning for Sustainability

Stakeholder Inclusion and Material Topics  
Prioritizing Targets, Contributing to Sustainable Goals







# Living Sustainably

Geocalci and Highfield are focused on operating in a responsible and sustainable manner, minimising any environmental impact, optimising energy efficiency and using resources appropriately. The Group also acknowledges the importance of appropriately managing the risks which derive from mining activities in order to ensure a high standard of outcomes for local communities and other stakeholders.

Accordingly, our goal is to ensure that the Group's activities not only comply with current legislation, but are also aligned with external international guidelines such as the Aarhus Convention, the UN's Global Compact, the Rio de Janeiro Earth Summit, IFC Performance Standards and the Equator Principles.

The participation of stakeholders through our development process is critical to ensuring that the concerns of residents are addressed as part of the Group's decision making process. A good governance system is also essential to ensure appropriate commitment to ethical criteria regarding environmental and social management.





# Corporate Vision and Values

“To build a successful and sustainable potash business with respect for stakeholders and the environment.”



Compromiso Respeto Excelencia Actitud

**CREA**

Commitment Respect Excellence Attitude

This vision is then supported by our four core values: CREA

## Commitment

We are committed to best practices in health and safety, the environment, and the communities in which we operate.

## Respect

To act and communicate collaboratively with transparency, sincerity and an understanding of cultural diversity.

## Excellence

To seek to continuously improve through a cycle of goal-setting, accountability, evaluation and innovation, resulting in enhanced value creation.

## Attitude

To uphold the highest standards in regards to ethical performance, honesty, integrity, fairness and equality with all stakeholders.





# The Framework

The Group understands that sustainability needs to be embedded in the culture and in the daily processes. But first, it is fundamental to understand the impact of the business to be able to address every aspect that is key for a successful outcome. The Company has always actively listened to all of its stakeholders whilst developing plans to take into account the interests of the people and the best environmental outcomes around the Muga Mine.

In the graphic below, the Group's vision and core values form the center of our sustainable framework. We have defined as our four main areas: Our Business, Our Environment, Our People and Our Community – these combined, drive our sustainability activities.





"We believe that sustainability should be at the front and center of our corporate strategy. Taking into account environmental, social and governance factors in our daily operations will positively impact on a long term successful project for our shareholders and community. "

At the head of our Sustainability Framework is the Highfield Board which provides oversight and ensures top level engagement to integrate sustainability into our four dimensions: Our Business, Our People, Our Environment and Our Community.

Reporting to the Highfield Board is the Geoalcali Board which acts as a sustainability advisory group with the following responsibilities:

- Participate in topic specific working groups;
- Brainstorm high priority issues;
- Develop goals;
- Provide input on strategies and initiatives; and
- Advise on planning process.

The Highfield Board receives monthly reports from the Group's Senior Management Team, including the engagement of stakeholders and the appropriate treatment of their needs and expectations.

Reporting to the Geoalcali Board is a Sustainability Work Group which is responsible for the implementation of sustainability processes and procedures on a cross functional basis, as well as managing the Group's sustainability reporting.

The Group receives input from external stakeholders into the definition of its sustainability strategy:



#### **External Experts**

Define high priority issues  
Analyse issues and strategies  
Provide supporting data



#### **General Public**

Participate in public meetings  
Submit ideas and suggestions



#### **Community Stakeholder Groups**

Brainstorm high priority issues  
Brainstorm strategies via public outreach process



# Stakeholder Inclusion and Material Topics

The Group undertakes regular stakeholder identification to analyse the impact of its actions.

Stakeholders come from inside the local community and from outside, such as national and international non-government organisations, financial institutions, regional and national government, and the media.

The Company's stakeholders are identified below:

- Local Communities;
- Local Councils;
- Employees;
- Suppliers;
- Governmental Organisations;
- Non-Governmental Organisations and Local Organisations; and
- Investors.

Geoalcali has in place several methods to communicate with its stakeholders and will continue to do so throughout the life of the project. At this early stage of the project, regular consultation is essential to ensure that requirements are agreed and a delivery solution is negotiated that is acceptable to the majority of stakeholders. The Company has also conducted a Social Return on Investment (SROI) exercise for its Geoalcali Foundation, which included several interviews with key local stakeholders in order to understand the perception of the Foundation activities and their contribution to the local community.

## Materiality Matrix

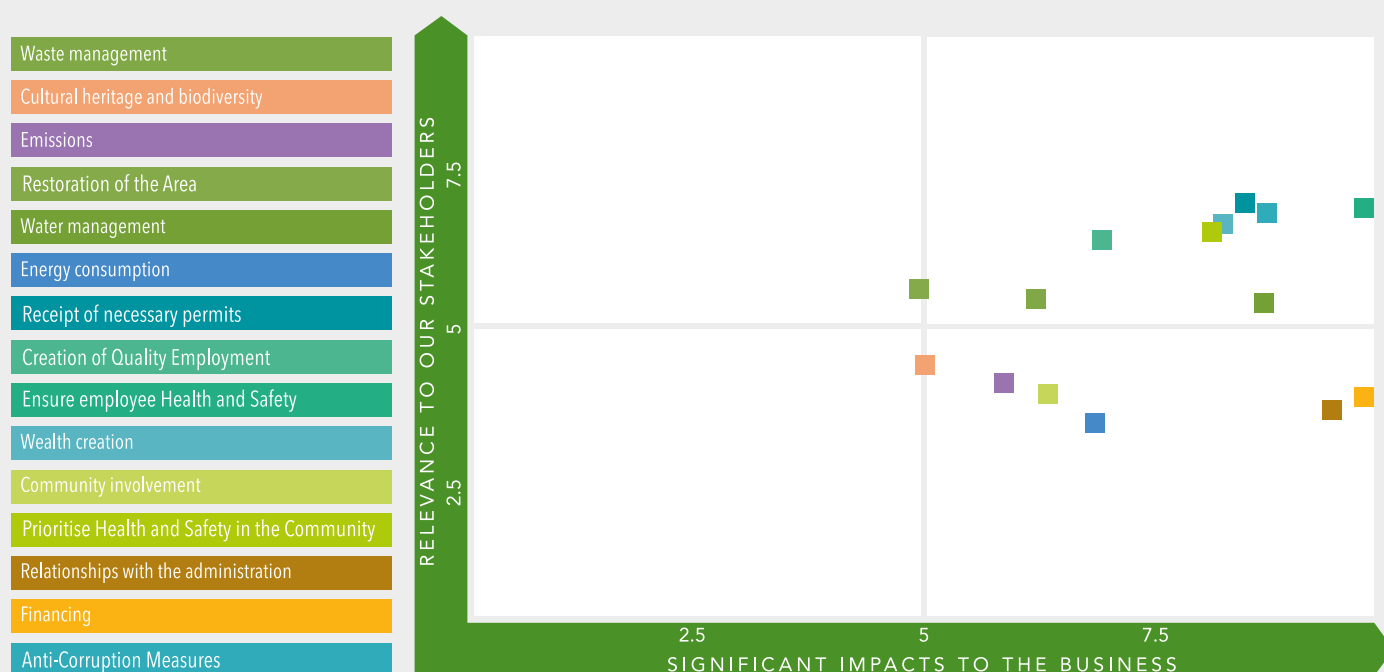


Figure: Materiality assessment matrix



Stakeholders	Mechanisms and Active Channels		Material topics
	Tool	Frequency	Topic of interest
Local Communities	Physical suggestion boxes located in the communities involved in the project	Monthly	4 7 10
Local Communities	Online access through the "We want to listen to you" tab for suggestions, consultations and questions from citizens and residents of the area	Daily	1 4 6 7 8
Local Communities	Events and forums	Twice a year	1 4 6 7 8
Local Communities	Monitoring Press	Daily	3 5 6 8
Local Communities	Interviews from the SROI Exercise of the Geoalcali Foundation	Annual	1 4 6 7 8
Town Councils	Official application process	Weekly	1 6 8
Town Councils	Regular meetings	Monthly	1 4
Town Councils	Physical suggestion boxes located in the communities involved in the project	Monthly	10
Suppliers	Directly related with relevant department	Daily	1 4 7
Government Organisations	Official application process and regulatory affairs	Weekly	5 8 9
Government Organisations	Regular meetings	Monthly	10
Non-Governmental Organisations and Local Organisations	Online access through the "We want to listen to you" tab for suggestions, consultations and questions from citizens and residents of the area	Daily	1
Non-Governmental Organisations and Local Organisations	Monitoring press	Daily	1 3 5 8
Local Organisations	Regular meetings	Quarterly	4 7
Investors	Investor Relations Department	Weekly	1
Employees	HR Department	Daily	1 2 4 7

The information received and the media monitoring of our activities form the basis of our stakeholder plan refinement and will contribute to continuous improvement of our stakeholder engagement.



# Prioritizing Targets, Contributing to Sustainable Goals

In our previous report, the Company carried out a materiality assessment based on the participation of all stakeholders. The same exercise this year confirmed the same ten material topics as relevant to our business. These ten topics are described below and each of these fits within one of our

key subjects under the Company's Sustainability Framework as described above, ie. **Our Business**, **Our People**, **Our Environment** and **Our Community**.



## Receipt of necessary permits

The Company continues to centre its efforts on the permitting process, to obtain a positive environmental permit. After this, the Company will work to obtain the necessary construction and industrial activity permits.



## Anti-Corruption Measures

Business ethics, and the measures necessary to maintain high standards in this respect, are key factors in ensuring the Company operates in accordance with its values.



## Wealth Creation

It is anticipated that the Muga Mine will generate wealth for several decades. This topic is relevant to all stakeholders and is of special relevance to the creation of stable employment and the indirect job positions that the project will create.



## Ensure employee Health and Safety

For the Group, safety will always be a prime priority. The Company has a firm commitment to establishing a strong Health and Safety culture.



## Creation of Quality Employment

It is estimated that the Muga Mine, at full capacity, will generate approximately 800 jobs in multiple disciplines including operators, administration, technicians and logistic positions. The mine will also generate many indirect jobs in the surrounding towns and communities.







### Water Management

Proper water management underpins profitability as well as safeguarding the community and the environment. Since the project inception, Geoalcali has included plans for an integrated water management system to ensure proper use of water resources.



### Waste Management

With regards to environmental management, the Company is committed to delivering high quality environmental results. As a result of this commitment, backfilling has been incorporated to minimise surface waste. Backfilling is recognised as one of the most effective means for waste management by the Spanish Government's Waste Management Framework Plan of 2015. By selling salt as our by-product, the Company will also develop a circular economy based sustainable business.



### Restoration of the Area

Throughout the mine life, management will plan appropriate mine closure activities to achieve an optimal closure scenario at the end of the mine life. This commitment is included within the Environmental Impact Study, which was made public part of the official permitting process, and will be implemented from the first day of mine construction.



### Prioritise Health and Safety in the Community

The Health and Safety of the community is another priority for the development of the mine. It is also an aspect of prime interest for the residents of the area which requires Geoalcali's commitment in the industrial and mine design. The facilities of the mine will be constructed under strict environmental requirements to avoid air and water contamination.



### Community Involvement

The Group is committed to transparency, communication and participation with the local communities and confirms its desire to be a good corporate citizen. It participates through the Geoalcali Foundation in various initiatives to build a strong engagement with the community and also undertakes communication activities to enhance relationships with local stakeholders.



# Reporting Improvement

For this fourth Sustainability Report, the Company has also included an alignment to SDG by conducting an SDG targets prioritization exercise. This activity was undertaken with the input from all departments in an exercise to identify negative impacts of the Company's current and future performance as well as identifying those SDG in which the Company can contribute positively.







## Material topics

- 1 Receipt of necessary Permits
- 2 Ensure employee Health and Safety
- 3 Anti-Corruption Measures
- 4 Wealth Creation
- 5 Prioritise Health and Safety in the Community
- 6 Water Management
- 7 Generation of Quality Employment
- 8 Waste Management
- 9 Restoration of the Area
- 10 Community Involvement

Figure: SDG Prioritization

# Strategic Objectives

The Group has defined the following as the Strategic Objectives which have a direct impact on the Material Topic as indicated in the table.

Objective	Description of the strategic action	Material topics
1	To secure all necessary environmental, construction and operating permits.	1
2	To build and to successfully operate the first phase of the Muga mine (0.5 Mtpa MOP).	2 4 5 6 7 8
3	To develop the plans and financing for the second stage of the Muga mine (to 1 Mtpa MOP).	4 7 10
4	To build, operate and maintain a high level of workplace health and safety.	2 5
5	To conduct our business with regard to all environmental regulations and best practice.	6 8 9
6	To work diligently with the various communities close to the mine to optimise our social performance and thereby secure and maintain support for our project.	3 5 6 7 8 10
7	To work with the various government departments and regulators in a transparent and engaging manner to secure their trust and enable them to supervise our activities appropriately.	2 3 5 6 8 9 10
8	To secure all necessary funding for the first phase of the Muga Project and have plans and commitments in place for the implementation of the second phase.	4 10
9	To comply fully with all pertinent legislation.	2 3 5 6 8 9
10	To develop plans and studies for the potential implementation of future projects within the Group's current tenement holding.	1 4 7 10
11	To become the employer of choice within our sector and environment.	2 3 4 7 10
12	To return value to our shareholders.	4













# Specific Goals

As reported in our Sustainability Report 2017, the Company defined specific goals that support the Group's strategy and provide context against which to monitor progress during

each period. The Company has no significant restatements except for the change of the reporting date, as previously explained on page 4 in section "About this report".

Strategic Objective	Dimension	Specific Goal	Development	Action Plan	Material topics
1 & 7	Social, Environmental and Economic	Ministerial approval of the environmental permit of the Muga Project.	Since 2014, this objective has continued to be the priority for the Group.	In Progress	 1
2 & 12	Social and Economic	Continue with the improving and refining of our processes and practices monitoring our performance.	In this objective there are various initiatives to ensure the continuation of improvements in all our processes.	In progress	 2 4 5 6 7 8
3 & 7	Social and Economic	Secure all remaining permits necessary to complete the development of Muga Project.	After award of the environmental permit, this is the second phase of the permitting process, including construction and operating permits.	In Progress	 1
4	Social – Health and Safety	Increase the programmes which raise awareness of Health and Safety in the whole organisation.	The Company has increased awareness initiatives in the period 2014 to 2018.	Achieved The Group will continue working to raise awareness of these topics.	 2 5
5	Environmental	Minimise the potential environmental impacts of Muga Mine.	The Company has included improvements to the project, especially with regards to residue management.	Achieved We will continue to maintain our environmental management processes and include the necessary improvements in the design and in the operations phases of Muga Mine.	 6 8 9
5	Environmental	The supervision of our operations and the reduction of the greenhouse effect where possible.	Geoalcali has included a monitoring plan and more efficient equipment in its Environmental Impact Study.	Achieved There will be a follow up on greenhouse effect emissions once the Muga Mine has started potash production.	 6 8 9
5	Environmental	Maintain environmental awareness programmes for all employees.	The Company has increased awareness initiatives in the period 2014 to 2018.	Achieved The Group will continue working to raise awareness of these topics.	 6 8 9
6	Social – Community	Continue with the implementation of ISO 26000 in our Integrated Management System.	The Group has enhanced its procedures for monitoring its relationship with stakeholders.	Achieved We will continue to maintain our management processes to underpin our activities.	 10



Strategic Objective	Dimension	Specific Goal	Development	Action Plan	Material topics
6	Social – Community	Encourage actions that promote community participation.	Geoalcali has increased community participation.	Achieved Geoalcali will continue working to enhance its relationship with the community.	 10
6	Social – Community	Encourage actions that promote communication with the community.	Geoalcali has increased community participation.	Achieved Geoalcali will continue working to enhance its communication with the community.	 10
6	Social – Community	Continue with the social initiatives through the Foundation in order to promote the wellbeing of those living within the community.	Geoalcali continued participating in community initiatives.	In progress The Foundation reduced its budget for 2018 until the Company receives its permitting approvals.	 2 5 6 8 9
8	Economic	Secure the financing of the Muga Mine Project.	Work continues to secure the financing.	In Progress	 4
9	Economic	Improve understanding of, and preparation in respect of, applicable legal requirements.	The Group will monitor the legal requirements in order to ensure appropriate compliance.	Achieved The Company has increased its efforts by engaging with external expert consultants for each phase of the permitting process.	 2 3 5 6 8 9
10	Economic	Carry out preliminary economic and environmental evaluations for the Izaga, Vipasca, Sierra del Perdón and Pintanos projects.	The Group will continue investigating the potential development of other projects.	In Progress	 4 5 6 8 9
11	Social – Governance	Introduce measures to ensure proper management of labour agreements.	Processes for managing labour agreements have been enhanced.	Achieved The Company will continue to place an emphasis on initiatives that improve the work environment.	 2 3 4 7
12	Social – Governance	Awareness of our Code of Business Conduct and Ethics.	The Group has reviewed its Code and has incorporated improvements to facilitate the content for all stakeholders.	Achieved The Group will continue implementing measures to ensure awareness of its corporate ethics.	 2 3 7

The background of the entire page is a soft-focus photograph of a hand planting a small green seedling into dark, rich soil. The hand is visible in the lower-left corner, with fingers gently holding the plant. The seedling has two bright green leaves. The background is a vibrant, out-of-focus green, suggesting a natural, outdoor setting. The overall tone is positive and eco-friendly.

04

# Sustainable Performance

Our Business  
Our Environment  
Our Community  
Our People





## OUR BUSINESS

### Responsible management is a determinant for a sustainable journey

The Directors of Highfield Resources Limited and its subsidiaries are committed to achieving and demonstrating robust corporate governance practices which are appropriate to our size and stage of development and which facilitate the long term performance and sustainability of the Company as well as protecting and enhancing the interests of our shareholders. The Board guides and monitors the business and affairs of the Group on behalf of the shareholders by whom they are elected and to whom they are accountable. The Board, with the assistance of its Committees, regularly reviews its governance practices to ensure they remain consistent with the needs of the Group. In addition, the Group monitors developments in governance market practice, expectations and regulations.

### Developing a sustainable potash business in Spain

During the past year the Company has achieved many milestones with advances made in both permitting and project engineering for our flagship Muga Mine. Milestones include:

- Completion of metallurgical test work and process plant design;
- Continued exploration work on our Vipasca and Sierra del Perdón tenements;
- An updated Mineral Resources Statement;
- A Muga Project Update including revised capital costs, operating costs and estimated financial outcomes;
- An updated Memorandum of Understanding with Acciona, one of Spain's largest construction contractors;
- Award of a number of detailed design and construction packages;
- An updated Ore Reserves Statement; and,
- Submission of additional detailed documentation to the Ministerio para la Transición Ecológica ("MITECO"), the national environment ministry, on subsidence, seismicity and salt by-product management.

All of this work ensures that the Company will be prepared for the next steps in the Muga Project development once the environmental permit, or Declaración de Impacto Ambiental (DIA), is approved.

In 2018 potash prices continued their recovery from the lows of 2016, with prices approximately US\$35 per tonne better than in 2017. Most forecasters are predicting long term annual price increases of 2% to 2.5%, which bodes well for the Company's longer term outlook. The Company remains committed to building a business which can profitably operate in any market environment.



## Governance and accountability

The Group publishes its corporate governance policies, Code of Business Conduct and Ethics and its Board and committees charters on Highfields's website at <https://www.highfieldresources.com.au/corporate-governance/>

Additional information on corporate governance can be found in the 2018 Annual Report.

<b>Board of Directors</b>		 Derek Carter Independent Non Executive Chairman	 <b>1 NO POVERTY</b>	 Brian Jamieson Non Executive Director	 <b>2 ZERO HUNGER</b>	 Roger Davey Independent Non Executive Director	 <b>3 GOOD HEALTH AND WELL-BEING</b>
 Owen Hegarty Non Executive Director	 <b>4 QUALITY EDUCATION</b>	 Peter Albert* Managing Director and CEO	 <b>5 GENDER EQUALITY</b>	 Isaac Querub Independent Non Executive Director	 <b>6 CLEAN WATER AND SANITATION</b>	 Pauline Carr Independent Non Executive Director	
 <b>7 AFFORDABLE AND CLEAN ENERGY</b>	 Richard Crookes Non Executive Director	 <b>8 DECENT WORK AND ECONOMIC GROWTH</b>	 Jim Dietz Independent Non Executive Director	 <b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b>	 Donald Stephens Company Secretary	 <b>10 REDUCED INEQUALITIES</b>	
<b>Senior Management Team</b>		 Mike Norris Chief Financial Officer	 <b>11 SUSTAINABLE CITIES AND COMMUNITIES</b>	 John Claverley Project Development Executive	 <b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b>	 Gonzalo Mayoral Director Facultativo	 <b>13 CLIMA ACTIO</b>
 Javier Olloqui Human Resources Director	 <b>14 LIFE BELOW WATER</b>	 Olivier Vadillo Head of Investor Relations	 <b>15 LIFE ON LAND</b>	 Ricardo Pérez External Relations Director	 <b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b>	 Susana Bieberach* Communications and CSR Manager	
 <b>17 PARTNERSHIPS FOR THE GOALS</b>	 Sixto Jiménez Geocalci Board Member Non Executive Director	<b>Sustainability Work Group</b> Responsible for implementing sustainability on a cross functional basis			 <b>SUSTAINABLE DEVELOPMENT GOALS</b>	The Group has established a Sustainability Work Group responsible for implementing sustainability, whose composition is cross functional and covers all departments.	

\*Members of the Sustainability Work Group

## In our everyday activities

In our everyday activities, safety always comes first. Therefore, we have included several procedures in our daily actions to build a strong safety culture.

Additionally, we have a core focus on minimising environmental risks and always look to ensure the best environmental outcomes, following legal requirements, local, regional and international standards and guidelines.

The Group also believes that open and transparent communication with all stakeholders is fundamental to achieving a sustainable business outcome. Maintaining an active role through listening and taking into account the needs and expectations of all stakeholders will help the Company build a project that respects the environment and local communities. The Group is also committed to accountability and by incorporating SDG in its sustainability assessments has enhanced its efforts in reporting to its stakeholders.

Muga Mine will generate economic growth and social development by creating quality long term employment with a preference for local employees and suppliers. It will be a significant employer in the region. Moreover, contributing to social initiatives through the Geoalcali Foundation strengthens relationships with the local community.

All of these activities help build our intention of becoming and being recognized as a good corporate citizen. The leadership team is committed to building a sustainable project, locally and globally, and to ensuring that everyone within the Geoalcali and Highfield team shares the same commitment.

The Group has continued to reinforce these objectives by:

## Upholding our Code of Business Ethics and Conduct ("Code")

The Company is aware that in every day operations decisions are taken by individuals or groups. Therefore, it is crucial to communicate and establish a clear definition of the Company's values and culture so that all staff members act within the expected ethical behaviour standard. The Code ensures that the correct policies and procedures are in place to support the Group's corporate governance. During this year, the Company has revised its Code, in both English and Spanish, to ensure it remains clear and up to date.



## Assessing potential risks and applying preventative measures

The Company has conducted risk analysis to identify aspects of its business that could affect local communities or the environment, together with preventative measures and mitigation strategies.

## Promoting transparency and participation within our Local Community

Since its inception, the Company has been committed to transparency through open and continuous communication with the local communities. A variety of talks, presentations and interactive events have been undertaken by the Company and this is an ongoing activity that will be maintained and enhanced throughout all stages of the project.



## Participation in local, national and international CSR programmes

As part of its commitment to the regional programmes of Social Responsibility Management, Geoalcali participates in the Navarra Government's InnovaRSE programme, and has earned the Reconcilia certificate in recognition of its efforts in this field. In Aragon, Geoalcali is a member of the CSR programme, RSA. This year, Geoalcali also joined the community #PorelClima, a national initiative of Ecodes, which is recognised as a best practice example as defined by the United Nations Global Compact SDG Action Guide for Companies. Being part of the #PorelClima Community requires committing to several initiatives designed to fight global warming.

In 2017 the Company also participated in the Solidarity Challenge, an initiative in which Navarra based companies participate in physical activity programmes which in turn result in donations to local associations. On a kilometer per person basis, Geoalcali achieved first place as compared to other participating companies.

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## Continued support of social initiatives through our Geoalcali Foundation

The Geoalcali Foundation continues supporting different initiatives that aim to contribute to a better future by assisting the improvement of social well-being in the neighboring communities. These initiatives are based on the Foundation's four pillars and also contribute to the UN's SDG:



Social  
Integration



Sustainable  
Communities



Quality  
Education



Commitment to  
the Environment

## Following international guidelines and norms

Part of the Company's commitment to achieving a sustainable outcome is the Implementation of an Integrated Management System that includes Quality, Environment and Health and Safety. The following standards have been adopted by the Company:

- ISO 9001 Quality Management
- ISO 14001 Environmental Management
- UNE 22480 Sustainable Mining Management
- OHSAS 18001 Health and Safety Management

Also, incorporated into the Company's Management Systems is the ISO 26000 standard for Corporate Responsibility as well as alignment to other key international programmes and guidelines, eg. GRI Standards, IFC standards and the Equator Principles. The ISO 26000 standard is today one of the most prestigious and globally recognised standards. It covers the bases and recommendations needed to help organisations implement a socially responsible way of operating in order to achieve, maintain and protect its "social licence" and to achieve acceptance of the Company and its projects within the local communities.



Reconcilia Certificate Award Ceremony

## Actively participating in several forums

### **International Fertilizer Association (IFA) - World Technical Symposium**

The IFA biennial technical symposium was held in Madrid on 12 April 2018. Around 150 producers, business leaders and managers from more than 100 countries participated in this event. Highfield's CEO, Peter Albert, was one of the speakers invited to present the Company's Muga Project.

### **XIV International Energy and Mineral Resources Conference**

The XIV International Energy and Mineral Resources Conference took place in Sevilla in April 2018. The conference comprised four days of analysis, discussions, and exchange of information related to exploration and the benefits of mineral resources, raw materials and their transformation, including energy and its future, management systems, and policy frameworks. Close to 800 people attended the technical sessions, speeches, individual presentations and panel discussions. Gonzalo Mayoral, Geoalcali's Director Facultativo made a presentation titled "Mining design of Muga Mine Project with the Deswik programme".

### **The Talent Map forum**

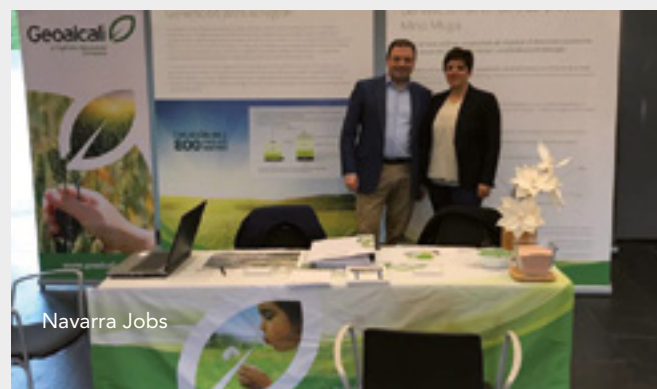
The Talent Map forum in Navarra is a business forum where General Managers and HR Directors of companies in Navarra discuss topics such as the future of talent in Navarra, employability competences and the influence of the digital and industrial transformation on the human capital of the region's companies. Javier Olloqui, Geoalcali's HR Director, participated in this forum.

### **European Mining Policy Laboratory, MIN-GUIDE 2018**

The Instituto Geológico y Minero de España (IGME) invited Geoalcali, as an example of good practice in the social management of a mining project, to this conference held in Madrid at the end of May 2018. Susana Bieberach, Geoalcali's Communications and Social Responsibility Manager, presented at the conference.

### **Navarra Jobs**

On 7 June 2018, the Baluarte Exhibition Centre in Pamplona hosted the IV edition of Navarra Jobs, the most important jobs and entrepreneurship fair in the region. More than 1,200 people and 43 companies and entities participated in the event at which the job expectations of different companies were discussed and close to 200 job posts were offered. Geoalcali provided detailed information about Muga Mine's employment plans.



### **First Conference on the Use of Resources and the Circular Economy**

More than fifty professionals attended the First Conference on the Use of Resources and the Circular Economy organized by the Foro LideraRSE and the Diario de Navarra Foundation in collaboration with Forética, the World Business Council for Sustainable Development (WBCSD), and Sustainn. Waste management and its use as valuable resources for companies led the round table on Circular Economy and Navarra Mining. Geoalcali was represented by its Head of External Relations, Ricardo Pérez.

### **The 5<sup>th</sup> National Aggregates Congress**

The 5<sup>th</sup> National Aggregates Congress, held in Santiago de Compostela from 24 to 26 October 2018, included a round table to define the fundamentals of a strategy for the sector which facilitates improved communication with the social environment. Geoalcali was invited as a pioneer in the implementation of a voluntary Participation Process that includes several initiatives such as information days, open days, and installation of suggestion boxes. Ricardo Pérez attended and presented at the conference.

### **Women, Mining and Industry**

On 7 November 2018, Susana Bieberach participated in the Women, Mining and Industry forum, organized by the Embassy of Canada in Spain in collaboration with the Government of Andalucía and held in the International Institute of San Telmo, in Sevilla. The forum analysed the position of women in industry and in the mining sector, including aspects such as equal opportunities, professional integration and promotion, professional profiles in the industry, and the challenge of diversity in the sector. Lucía Martín one of Geoalcali's geologists, has also participated in the Women in Mining programme in 2017 and 2018, including attending the Women in Mining conference.

### **LideraRSE forum on sustainable agriculture**

The aim of the LideraRSE Forum, an initiative of the Navarra Newspaper Foundation (The local newspaper Diario de Navarra's foundation), is to promote excellence among companies in the field of Social Responsibility. SDG 2, which focuses on achieving Zero Hunger, served as the framework for the presentation of the sustainability commitments proposed by each company. Geoalcali participated in this forum to raise awareness about the importance of developing strategies to promote safety, sustainable agriculture and the prevention of food waste, along with companies such as Congelados de Navarra, Mercadona, C Soluciones and Consebro.



## Participating as a member of associations

The Company continues to be a member of:

- CONFEDEM – The Spanish mining confederation;
- AEMA - an association of mining businessmen of Aragón;
- AEMINA – an association of mining companies of Navarra;
- ASBA - The business association of Australia in Spain;
- PDAC - Prospectors and Developers Association of Canada;
- IFA - International Fertilizer Association;
- Navarra Chamber of Commerce, an association of Navarran companies;
- AINDEX - a Spanish mining association;
- ANEFA - a Navarra mining association; and
- FIN – The Industrial Foundation of Navarra is a non-profit organisation created by the Official College of Industrial Engineers of Navarra and the Association of Industrial Engineers of Navarra
- The Geoalcali Foundation continued its membership of Association of Foundations of Navarra. This association is comprised of the main non-profit associations in Navarra, both public and private.

Within our process of continuous improvement, we are continuously looking for ways to partner with companies, universities, organisations and other entities to work for education, innovation and social welfare, with a special focus on the sustainable development of our business.



The Talent Map forum

## Engaging with universities

During the year the Company commissioned additional studies for Muga Project as follows:

- seismicity - by the Universidad de Zaragoza and Universidad de Granada;
- slopes - by the Universidad de Alicante; and
- subsidence - by the Universidad Politécnica de Madrid (Escuela Superior de Ingeniería de Minas).

Geoalcali has also contributed to the educational world by presenting “Sustainable strategy in a mining project” to mining engineer students at the Universidad Politécnica de Madrid in November 2018.

The Company also joined forces with the Universidad de Zaragoza by offering an internship position in the Geology department.

Internationally, the Company also participates in the internship programme of Sheffield-Hallam University in England by offering an internship position in the communications department.



Presenting “Sustainable strategy in a mining project”



**The Muga Project** has been included in the list of examples of innovation in the area of social responsibility good practice in community engagement for creating a social licence to operate. MIN-GUIDE, a EU funded project, addresses the need for a secure and sustainable supply of minerals in Europe by developing a ‘Minerals Policy Guide’ for the different stages in the mining value chain.

## Recognition awards

This year the Company has received the following awards:

### InnovaRSE certificate

Receipt of the Cycle of Improvement award as a result of sustainable initiatives



### RSA 2019 certificate

Aragón Province Social Responsibility Seal for the third consecutive year



### Reconcilia certificate

Work Life Balance Award



### Blue Stamp/Seal

for Health and Safety



### Bonus 2017

A health and safety recognition for having a low accident rate



### Cultural Award by the Association of Foundations of Navarra

for the "Transformation of the Municipal Waste facility at Liédena"



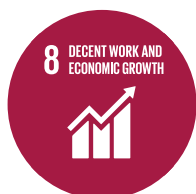
For more information on developments in the Group's business, including each of its projects, see the Directors' Report which commences on page 32 of the Company's Annual Report 2018 or visit <https://www.highfieldresources.com.au/asx-releases/>.



## Our Approach

### The Company's contribution to SDG

The Company includes environmental, social and governance factors throughout all of its activities. The Company's aim is to contribute to the achievement of the Sustainable Development Goals of the United Nations SDG 8, 9, 11 and 17.



#### DECENT WORK AND ECONOMIC GROWTH

It is estimated that the Muga Mine at full production will create approximately 800 jobs in administration, operations, logistics, and support services. An industrial project of this magnitude will bring great social benefits as the wealth that it will generate will act as a socio-economic motor for the region. The approval of this project will bring not only the direct benefit of the generation of employment, but also indirect benefits via taxes raised, social programmes, and business development opportunities within the local communities.



#### INDUSTRY, INNOVATION AND INFRASTRUCTURE

Sustainability is one of the criteria addressed by Geocalci when selecting its suppliers. Since March 2018 sustainability performance is underpinned by two measures during the bidding process:

1. Suppliers must sign a letter of commitment to comply with the sustainability requirements through which it is verified that the companies which are going to work with Geocalci have a code of ethics and conduct (or undertake to adhere to Group's Code) and that they do not have a history of negative social or environmental impact or a record of discrimination (due to gender, race, etc.), harassment, abuse or mistreatment of its workers, suppliers or the local communities in which it has operated; and
2. The supplier's record in sustainability performance is evaluated prior to selection, as demonstrated either by the commitments it has made or by the extent to which it acts under the principles of sustainability.



#### SUSTAINABLE CITIES AND COMMUNITIES

In the evaluation of the sustainability performance of suppliers and contractors in the bidding processes, their involvement in CSR and labour integration policies is evaluated, especially their adherence to the regional CSR programmes of InnovaRSE in Navarra and RSA in Aragón. In addition, all bidding companies are assessed on their degree of alignment with the SDG and their commitment to support the Ten Principles of the UN Global Pact on Human Rights and to have a code of ethics and conduct.



#### PARTNERSHIP FOR THE GOALS

The Company has actively participated in forums along with other organisations to raise awareness about the importance of committing and contributing to the SDG.

## OUR ENVIRONMENT

### The protection of the environment is a priority

As stated and embedded in our Core Values of “CREA”, we are committed to the best practices in terms of safety and health, the environment and the community in which we operate. The Group understands that the protection of the environment is a priority.

Long term economic development can only be understood if it is accompanied by adequate environmental and social management, within the framework of sustainability.

The Company continuously incorporates improvement measures that not only meet legal requirements but also go beyond in our aim of creating a sustainable, respectful project throughout all of Muga’s development phases

#### Planning for the best environmental outcomes for Muga

The Company has always been committed to ensuring minimal environmental impact from its operations and indeed, if possible, to achieve improved environmental outcomes. Some specific examples, as presented to MITECO in our submission documentation for the DIA approval are:

- A Mining Waste Management Plan for the removal of all waste material and restoration of the site. This commitment makes Muga one of the benchmark mining projects in terms of waste management.
- An Environmental Risk Quantitative Analysis was carried out by expert consultants in order to analyse the probability of an environmental incident and to articulate mitigation and emergency measures.
- Geocalci has incorporated into its Management Plan for prevention and management of environmental risk, an emergency action protocol in the event of an environmental accident. The aim is to consider these types of scenarios in order to manage effectively any possible negative impact on the environment.





## Environmental management today

### ZERO ENVIRONMENTAL ACCIDENTS

There have been no environmental accidents in this period.

### IMPROVED IDENTIFICATION OF DRILLING LOCATIONS

In the process of locating proposed drilling sites, the Company has adopted an improved methodology which considers environmental, social and health and safety factors in order to ensure the optimal drill site location.

### FOLLOW-UP AND FULFILMENT OF OUR ENVIRONMENTAL COMMITMENTS FOR DRILLING WORKS

This work includes the development of the restoration plans for each exploration site, reviewing the selection of the drilling location, and inspections during the drilling work and through to their restoration. Through this process, the preventive and corrective measures necessary for its execution are defined in such a way as to avoid any environmental impact. In addition, local authorities review the Company's restoration activities and to date no non-compliance outcomes have been registered.

### 100% DRILLING SITES RESTORED

100% of the land used for drilling has been restored in accordance with the legislation. All official monitoring of the Company's environmental performance has been satisfactory.

### WATER MANAGEMENT

The monitoring of the local water network is ongoing, including surface and ground water. This will provide the necessary background data for when the Company commences operations.

### RAISING ENVIRONMENTAL AWARENESS

Several training initiatives have been launched for environmental personnel, as well as the development of environmental awareness campaigns for employees. These awareness raising initiatives included:

- Change of the Company's coffee machine to allow plastic and aluminium capsules to be replaced by biodegradable organic capsules that can be composted, containing coffee of ecological origin and fair trade; and
- Coffee Talk titled: "Importance of environmental management in the mining industry, legal and economic implications and good practices" in which the legal and economic consequences of bad environmental practices in mining companies were explained, as well as examples of good environmental practices.

In order to quantitatively assess whether these initiatives have been effective, an anonymous survey was carried out which showed that of the 27 people surveyed, 25 confirmed that the campaigns carried out in 2018 have increased their degree of awareness or maintained that of previous years.

### PROTECTING BIODIVERSITY

During this period, monitoring of fauna population was maintained in collaboration with SEO/BirdLife, a wildlife NGO, by monitoring the use of nest boxes installed for birds and bats in the project site.



## Environmental Performance

The Group is aware that in order to reduce environmental impact, it is essential to understand potential impacts and implement measurable actions to minimise them. Therefore, Geoalcali maintains an extensive set of indicators for different environmental aspects, by means of which it is possible to measure environmental protection performance, with the aim of continuous improvement.

The monitored indicators are the following:

- Investment in environmental protection;
- Water usage in mining exploration;
- Amount of soil disturbed and subsequently rehabilitated;
- Use of toxic substances in mining exploration;
- Energy consumption in workplaces, vehicles and exploration drilling works;
- Drilling muds generated in mining exploration work;
- Non-hazardous waste generated in mining research work;
- Hazardous waste generated in mining research work; and
- Environmental incidents.

Likewise, these indicators monitor the material topics that have been assessed as significant in the materiality matrix noted above in section Stakeholder Inclusion and Material Topics on page 12. Our performance for these topics is set out below.

### Environmental incidents

The Company has achieved, for its fourth consecutive year, a performance of zero environmental incidents.

**0**  
environmental incidents

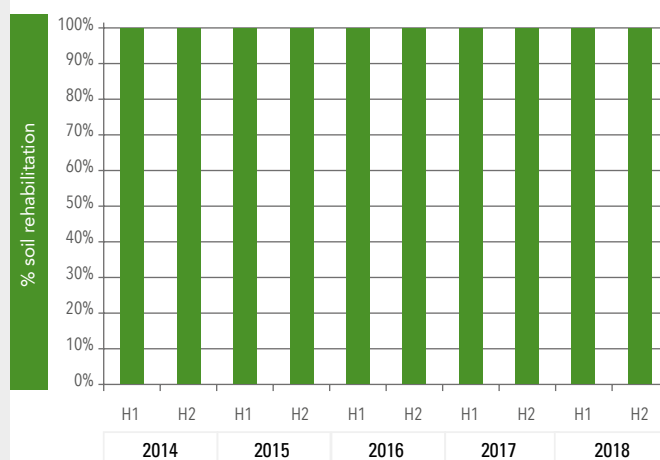
### Soil rehabilitation

The appropriate restoration after drilling activities continues to be satisfactory with 100% of each area restored in accordance with the legislation.

**100%**  
area restored

In total  
**54**  
drill holes restored

#### Soil Rehabilitation

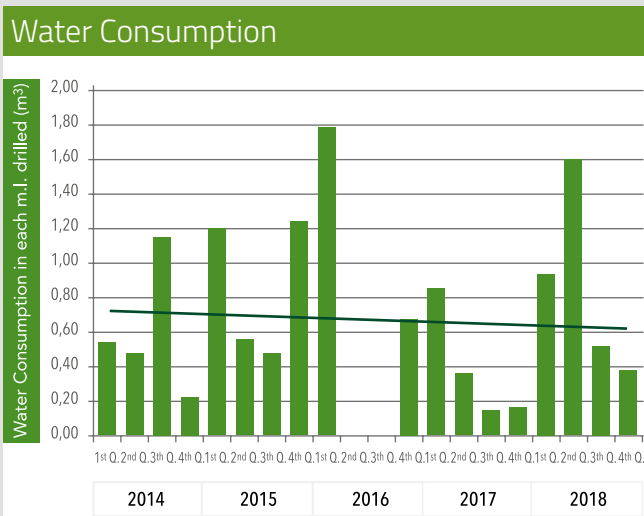




## Water management

The Group maintains its commitment in minimising the use of water during its drilling works. The water usage varies according to a number of factors including geological and hydrogeological characteristics of the terrain, the diameter of the borehole, the drilling depth, and whether or not hydrogeological characterisation tests are conducted.

According to our monitoring systems, the water consumption trend shows a slight decrease over the years as shown in the graph below.



The water required for the drilling works comes from public water networks which require a permit obtained in advance from the official water authority Confederación Hidrográfica del Ebro ("CHE"). No used water is released into rivers or water courses.

For the construction, operation and closure phases of the Muga Mine, an integrated water management system has been developed which describes the source and volumes of water collected or generated, the water outlet of the system, the purification devices, the water recirculation and reuse circuit as well as an estimate of rainfall and evaporation according to different scenarios of more or less rainy years, to guarantee safety in water management and establish alert thresholds to avoid any contingency.

## Energy consumption

Energy consumption is measured as the sum of the energy sources used, both in the work centres (from the electricity grid) and in the use of fuel by vehicles and contractor drilling machines.

These consumptions are currently low, as construction of the Muga Mine has not yet started, and are expected to increase in the construction and operations phase. Control of consumption and atmospheric emissions will be maintained and managed under the principle of energy efficiency and minimization of environmental impacts.



## Waste management

Geocalci carries out strict control of the waste generated in its work centres and in drilling works. This control includes a waste inventory describing the type of waste and how it is managed and a register in which the quantities generated and their delivery to an authorised waste manager are recorded.

All the waste generated is managed by authorised managers, who are responsible for transporting and managing the final destination which is recycling or disposal in appropriate landfill.

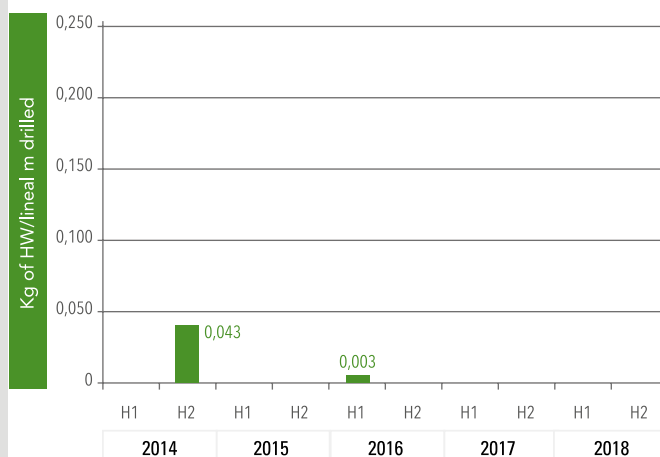
The chart below shows the amount of hazardous and non-hazardous wastes and drilling muds generated during drilling activities.

The generation of hazardous waste is variable and quantitatively very low, depending on the drilling campaigns. The waste is a mixture of cutting oil and degreaser (used to cut core samples for analysis in an accredited laboratory) that is stored in the area set aside for the storage of hazardous waste until it is removed and managed by an authorised waste manager.

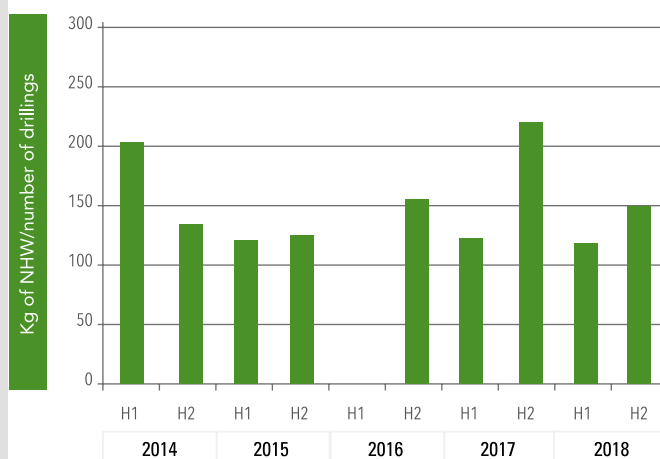
The drilling mud generation indicator is measured by weight in kg per 100 metres of drilling. As with water consumption noted above, its generation per linear metre drilled depends on several variables, both geological and technical.

Plastics from HDPE sacks and sheets from ponds built to store borehole water are part of the quantified non-hazardous waste. This indicator is more stable as it depends directly on the number of holes and thus on the number of ponds built.

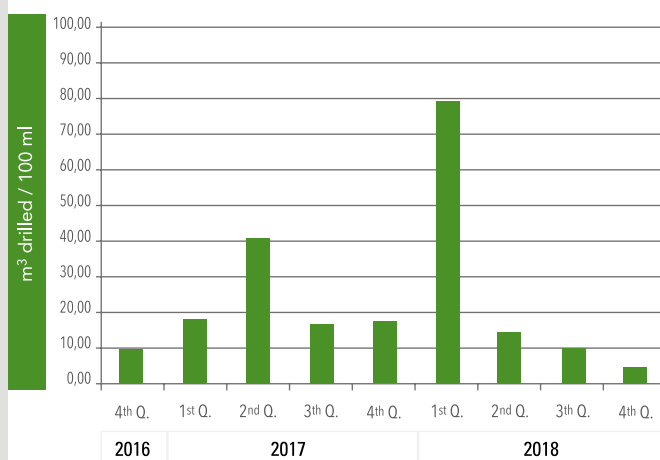
### Generation of Hazardous Waste ("HW")



### Generation of Non-Hazardous Waste ("NHW")



### Generation of Drilling Muds





## Our Approach

### The Company's contribution to SDG

The Muga Project is committed to best environmental outcomes. The Company's aim is to contribute to the achievement of the Sustainable Development Goals of the United Nations SDG 6, 7, 9, 12 and 15.



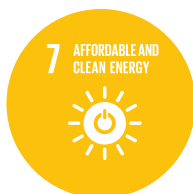
#### CLEAN WATER AND SANITATION

The Muga Mine has an integrated water management system designed on the basis of zero discharge of process water in the operating phase, achieving circular water management. Brine water will be recirculated to the ore beneficiation plant and eliminated through evaporation and backfilling. The clean water generated (mainly rain water) will be used for operations, minimizing the consumption of fresh water from other sources. The only discharge from Muga Mine will be wastewater from the sanitation services, after being processed in a wastewater treatment plant to ensure it reaches the water course with the physical-chemical conditions required by the competent authority.

The use of environmentally friendly products is promoted in all working areas.

The contracted cleaning companies observe Geoalcali's environmental requirements in accordance with its environmental policy, which includes prioritising the use of cleaning and hygiene products that respect the environment and people.

For geological works, degreasing products of natural and biodegradable origin are used.



#### AFFORDABLE AND CLEAN ENERGY

It is expected that the electricity grid that will supply energy to Muga Mine will use renewable sources. For sanitation and other non-production purposes the Muga Mine will use 50% renewable energy sourced hot water.



#### INDUSTRY, INNOVATION AND INFRASTRUCTURE

In the mine's production phase, the principle of a circular economy in waste management will be met by reusing all the waste generated in the potash production process for backfilling and production of de-icing salt and vacuum salt for sale, thus avoiding any residues on the surface after the end of mine life and ensuring complete restoration of the area.



#### RESPONSIBLE CONSUMPTION AND PRODUCTION

The indicators of consumption and waste management generated in drilling campaigns are stable. At the corporate level, several environmental awareness campaigns have been carried out focused on waste management.



#### LIFE ON LAND

Throughout the environmental assessment procedure, several environmental studies have been carried out that go beyond the inventory of flora and fauna. The SEO/BirdLife organization has studied the ecosystem to accommodate protected bird species displaced by the occupation of mining facilities, concluding that it has sufficient capacity to house breeding pairs without affecting their population. Similarly, the absence of mammals such as the European mink or the large buzzard bat in the area of surface occupation has been studied and verified.

An action and monitoring plan for amphibians has been prepared by experts from Universidad Politécnica de Madrid. This plan includes diversion of watercourses and the redesign of barriers to facilitate their mobility.

Throughout the mining operation, flora and fauna populations will be monitored to identify whether preventive and corrective measures are adequate or require improvement.

From the point of view of restoration, the Muga Mine restoration plan contemplates the rehabilitation of 100% of the occupied land.

## OUR COMMUNITY

### Committed to transparency and participation of the communities

Geoalcali and Highfield understand the importance of gaining and maintaining community support for its project. As stated in Enduring Value: The Australian Minerals Industry Framework for Sustainable Development: 'Unless a company earns that licence and maintains it on the basis of good performance on the ground, and community trust, there will undoubtedly be negative implications'.

Mining projects have to understand the risks of uncoordinated stakeholder management which could lead to problems such as communities seeking to block project developments; employees choosing to work for a company that is a better corporate citizen; and ongoing legal challenges even after regulatory permits have been obtained.

Geoalcali understands that listening and engaging with key stakeholder is crucial in order to detect emerging community issues at an early stage and deal with them proactively rather than reactively thus fostering greater public trust.

During this period the Company continued engaging with the community by:

### Holding informative sessions for local stakeholders

In October 2017 Geoalcali held an Open Doors Event in the core shed the Company owns in the town of Sangüesa, the closest Navarran town to the project site. Approximately two hundred local residents attended the session to see and discuss with Geoalcali employees first-hand information regarding the Muga Project. Among the attendees were the mayors of Sangüesa, Javier, Yesa, Ezprogui, Liédena, Cáseda, Lumbier, Petilla de Aragón, Undués de Lerda, Sada and Rocafort, as well as representatives from Cederna Garalur, a social and economic development NGO, and other organisations.

The event was also attended by more than 50 students from the Institute of Professional Training of Lumbier.



Open Doors Event held in October 2017



## Organising information breakfast with local authorities to explain the permitting process

Geoalcali organised a meeting in August 2018 to explain the evolution and development of Muga Project to the local town halls. The main objective of the forum was to give an update on the current status and preparation of the project, to detail the actions carried out, the next steps planned and to answer any questions.

The event, which took place in the town of Javier, was attended by the main public representatives of 10 localities, as well as members of the municipal bodies. In total, 32 people attended.

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“For us, this informative meeting is part of the commitments made by the company with communities and stakeholders in 2016, to promote information and public participation, transparency and dialogue throughout the whole life of the project”

Peter Albert, CEO of Geoalcali and Highfield Resources, in Informative Breakfast of August 2018



## Raising awareness in local schools about the roles of women in mining

Diversity, and specifically female inclusion in the workforce, is a strong Company commitment. It is our belief that a balanced diverse workforce will lead to long term sustainable business outcomes. Fairness, equality and dignity are all commitments embedded in our core values.

The 2018 International Women's Day occurred on 8 March 2018 and Geoalcali organised an awareness initiative on diversity and equality in two local schools, Colegio Luis Gil and Instituto de Sangüesa. The aim was to explain to children the importance of empowering women and incorporating women in industry, particularly in the mining sector which is traditionally a male dominated industry.



## Informing, educating and enthusing the public about minerals and their essential role in society

In collaboration with IGME and Magnesitas Navarras, Geoalcali organized an exhibition explaining the use of minerals from prehistory to the present day and raising awareness on how the sector contributes to innovation and sustainability. The exhibit reached more than 8,000 people and 42 schools during November and December 2018.



## Increased the level of positive feedback from local communities

The Company believes that active involvement and transparency in its communications positively contributes to:

- Gaining an understanding about what works;
- Improving how things get done;
- Determining the effects of our initiatives with individuals who participated; and
- Establishing the effects on the community.

Geoalcali has continued monitoring its communication channels and has increased the level of positive feedback received in 2018, with 90% of comments in favour, 3% against, and 7% from people wanting to know more about the project.

	2016		2017		2018	
	H1	H2	H1	H2	H1	H2
In favour	4	-	16	54	73	31
Disagree	0	-	1	4	1	2
Enquiries	0	-	5	17	4	5
<b>General Perception:</b>						
Negative	0		5		3	
Positive	4		70		104	

While some have expressed their disagreement about the Muga Project, no complaints have been made about the conduct of the Company.

The Company has collected this information through the following channels:

1. Local websites and social media;
2. Direct contact - telephone or office;
3. Email and email surveys;
4. Suggestion boxes - Geoalcali has suggestion boxes in 11 town halls or public buildings;
5. Personal approach - Geoalcali staff have direct contact with the community and key leaders; and
6. Formal grievance mechanism in town halls when starting drilling or any type of operations in the region.

All of these ways of communicating form the basis for assessing the communities' interests which are then considered in the Company's engagement plan.

## IN FIGURES....

Periodic bulletin newsletter

**3,008**

suscribers in December 2018

UP FROM

**2,836**

in June 2017

More than

**18,000**

FLYERS

with updates on the project and corporate activities

**100%**

of queries received have been responded to

**14**

electronic newsletter updates

**2**

informative events



## Interviewed key stakeholders for the social return on investment exercise carried out for the Geoalcali Foundation

During the year, the Company commenced a Social Return on Investment exercise to quantify the benefit of the Geoalcali Foundation's CSR initiatives. This exercise included interviews with key stakeholders, the evaluation of which is still ongoing. Although the detailed conclusions are therefore not yet available to be included in this report, in general terms the Foundation is seen an entity that works closely with the community, that its role is crucial in funding worthy initiatives that would otherwise not be feasible, and that the success of the Muga Mine will allow the Foundation to sponsor and participate in more community projects.

All of this information is taken into account in designing initiatives that are aligned with the communities' suggestions and form part of the Company's social responsibility plan.



## Geocali Foundation activities

The table below shows how Geocali's Foundation has participated in local communities, and how this involvement fits within the key areas set out in ISO 26000 and in the SDG, as well as the Foundation's four priority areas, or Pillars.

ISO 26000 RECOMMENDATIONS/SDG	PARTICIPATION OF THE FOUNDATION IN THE COMMUNITY	RELEVANT PILLARS OF THE GEOCALI FOUNDATION
<b>SOCIAL INVESTMENT THAT PROMOTES SOCIAL AND ECONOMIC DEVELOPMENT THROUGH TOURISM</b>  	Implementation of tourist brochure in Undués de Lerda	 Sustainable communities
	Support for the development of a tourist product derived from the natural heritage of Castiliscar by recovering and protecting two green areas, one of which is a biosphere reserve	 Sustainable communities  Committed to the Environment
	Support for the urban mural art festival in Sangüesa (local artists from Navarra and international artists)	 Sustainable communities  Quality education
	Arrangement of Camino de Santiago passage through Rocafort	 Sustainable communities  Committed to the Environment
	Dissemination of the Roman heritage of Liédena	 Sustainable communities  Quality education
	Infrastructures for the conservation of the historic site of Sos del Rey Católico	 Sustainable communities  Committed to the Environment
	Enclosure and adaptation of the Las Losas park in Rocafort (old restored landfill)	 Sustainable communities  Committed to the Environment
<b>INICIATIVES THAT PROMOTE HEALTH</b>     	Healthy eating programme among students	 Sustainable communities  Committed to the Environment  Quality education
	Healthy recipes contest among students	 Sustainable communities  Quality education
	'Postures, thoughts and healthy practices' programme	 Sustainable communities  Quality education
	Ensuring medical and ambulance services during various events in the festival days in Sangüesa	 Sustainable communities



## ISO 26000 RECOMMENDATIONS/SDG

### DEVELOPMENT AND ACCESS TO TECHNOLOGY



## PARTICIPATION OF THE FOUNDATION IN THE COMMUNITY

Installation of public wifi in Undués de Lerda

Provide new technologies (projector for digital blackboard) in the college of Sangüesa

Introduce new technologies (digital blackboard) and acquisition of new books for the library of the school of Sos del Rey Católico

## RELEVANT PILLARS OF THE GEOALCALI FOUNDATION



Sustainable communities



Quality education



Sustainable communities



Quality education



Sustainable communities



Quality education

### PROMOTION OF EDUCATION AND CULTURE



Acquisition of school material for the nursery school of Sos del Rey Católico (the only nursery in Las Altas Cinco Villas area)

Literary contest (short stories) about the Irati Train in Liédena

E-learning for Las Altas Cinco Villas

Tree-planting in the viewing point of Liédena (old restored landfill)

Annual celebration of Santa Bárbara paying tribute to miners



Sustainable communities



Quality education



Sustainable communities



Quality education



Sustainable communities



Quality education



Sustainable communities



Quality education



Sustainable communities

### EMPLOYMENT CREATION AND DEVELOPMENT OF ACTIVITIES



Adaptation of a space to be used as a first aid kit in Liédena avoiding the definitive disappearance of the pharmacy and maintaining the service to the neighbours



Sustainable communities

### SOCIAL INVESTMENT



Promote the spaces in the region of Sangüesa where personal and social autonomy of the people with intellectual disabilities is promoted and guaranteed through training (to technical personnel, institutions and neighbours) in easy-to-read format

Support of a cis (Josenea) in the maintenance of two jobs (for elderly aged 50) through the ecological garden for the study of potash

School transport in order to facilitate the access to educational centres close to the locality



Social integration



Sustainable communities



Social integration



Committed to the Environment



Sustainable communities



Sustainable communities



Quality education

## CONTRIBUTING TO SUSTAINABLE CITIES

The Geoalcali Foundation initiative for the restoration of the former waste deposit of Liedena into a tourist viewing point, Mirador La Súbita, received a special mention in *The José Ignacio Sanz Arbizu X Award for Best Practices in Local Sustainable Development*, which is the Navarra government sustainability award. The recognition was awarded to the Liedena townhall which operates the site. The Geoalcali Foundation sponsored this initiative in 2016 and since then has continued supporting the project by donating trees every year to progressively restore the site.

The Geoalcali Foundation also received an award in the Culture category from the Association of Foundations of Navarra for this project.



## E-LEARNING IN CINCO VILLAS (DECEMBER 2018)



Since 2015, the region of Altas Cinco Villas has been carrying out the E-Learning programme in all the towns that make up the community. A teacher goes to the different locations (Undués, Urriés, Lobera, Longás, Navardún, Píntanos, Bagüés) to teach courses such as computer science, computer-aided design, and languages as well as access to any Mentor course and distance training. The initiative improves the employability of the active population, contributing to equal opportunities between the rural environment and the urban environment, promoting digital literacy for the population with difficulties in accessing information and communications technology and favoring the integration of people who arrive in the area and do not know the language.

Geoalcali Foundation has been supporting this project since its inception as well as the purchase of laptops and tablets that the teacher brings to each location. The municipalities provide a space to teach the courses.

## CONTRIBUTING TO HEALTHY HABITS IN THE SOCIETY



Recipe contest "Growing Together and Healthier" (May 2018)

Coinciding with the week of the festivities around the International Day of the Environment, the Interpretation Centre of Agriculture and Livestock of Navarra, Casa Gurbindo, hosted the Final of the Second Healthy Recipes School Contest, organized within the Grow Together + Healthy programme supported by the Geoalcali Foundation.

In the competition the finalists had to cook their recipes, chosen from all those sent by Navarra students participating in the programme, in front of a prestigious jury which was chaired by Jorge Goicoechea, owner of La Mandarra de la Ramos (a renowned restaurant in Pamplona), and also included Roberto Echeveste, regular chef at Casa Gurbindo.

The jury awarded prizes based on originality, the use of healthy ingredients and the incorporation of at least two local ingredients in the recipe, thus promoting the consumption of local produce.



## Our Approach

### The Company's contribution to SDG

The Company is committed to being a good corporate citizen and as explained in this section has actively participated in different social initiatives to improve the community's well-being. By assisting in these initiatives, the Company is also contributing to the achievement of SDG 1, 2, 3, 4, 9, 10, 11, 13 and 15.



Nursery in Sos del Rey Católico - The Geoalcali Foundation continued supporting this initiative that facilitates access to employment for women in rural communities.

## OUR PEOPLE

### Creating a healthy workplace environment

Engaged employees have a direct impact in driving business success. The Company understands that in order to achieve an operation's productivity, efficiency and high standards of safety, environment and social performance it is key to develop a high level of involvement from all staff members and a cohesive work environment. The Company monitors its plan in order to continuously improve the workplace environment and has focused its efforts in:

### Boosting training within the organisation

Professional development of Geoalcali staff has been key during the period. In order to determine their training needs, individual interviews have been carried out with each member of the team, conducted by the HR Department. After these interviews, the training plan was defined and the following programmes launched:

- Language Programme. Four groups of English language training have been organized with a total of 1,040 hours, which has had the participation of 13 people and a Spanish language learning group with a total of 80 hours, with the participation of 3 people.
- Mine Visits Programme. This programme has been designed so that the majority of the staff could visit an operating mine as well as processing plants in Europe. The purpose of this programme was to achieve a better insight of underground mining projects based in Spain, UK and Germany by analysing similarities and differences to Geoalcali's Muga Mine. 80% of the workforce has participated in this programme.
- On site Experience Programme. During this year, the Company seconded two professionals to work in other operations in order to gain hands-on operating experience. One of the Company's resource geologists spent three months working at the Labambe copper mine in Zambia. The other staff member is working at the Capricorn Copper Mine in Australia for twelve months.
- Team Work Plan. The need for team cohesion by upholding the core values of the Company, CREA. CREA is the defining cultural principle of the Company and its importance to our future will continue to be reinforced by holding various teamwork activities, both inside and outside the Company.



Site visit to operating mines in Europe



## Supporting initiatives to uphold inclusion and diversity

A diverse workforce will bring different ideas and new ways of thinking to the business. Different points of view enrich the overall performance of the Company and this is aligned with the Company's values and policies, ensuring the Group is an equal opportunity employer.

In terms of diversity inclusion, the Company has carried out internal and external actions, listed below:

- An event on 8 March 2018 marking "International Women's Day".
- Collaborating with the Metisphere and International Woman in Mining Programme by supporting female workers participation.
- Supporting a female group of six representatives that attended the Woman in Mining Congress in Seville (Spain).
- Participation of 70% of the female workforce in the "Inspiring Girls" mentoring programme as volunteer mentors. This programme's aim is to boost STEM (Science, Technology, Engineering and Mathematics) careers for girls. Geoalcali's contribution is to promote in the community careers for women in the resources industry.



Team members at Women in Mining Conference

## Developing actions to create a stronger work life balance

The Company has implemented an Absence Permit Management Procedure that includes measures that go beyond the basic legal requirements in respect of accompanying family members to medical consultations, working time management for official studies, etc.

The Company has also developed a Work Calendar that includes flexibility measures in order to facilitate a greater work life balance for the staff.

## IN FIGURES....

### Total number of employees

# 33

PEOPLE EMPLOYED  
(21 men and 12 women)

### Employment by contract by gender, permanent or temporary, full or part time:

**97%** and **3%**  
of employees have permanent contract temporary

**100%**  
of women have permanent contracts

**95%** and **5%**  
of men have permanent contract temporary

**83%** and **17%**  
of women are full time employees part time

**92%** and **8%**  
of men are full time employees part time

### Employee hire and turnover DURING THE YEAR

**13** and **9**  
employees left the Company new employees joined

## Health and safety efforts at a glance

Workplace health and safety is a key factor for all industries in order to promote the wellness of both employees and employers. It is a duty and a moral responsibility of the Company to protect every employee from harm. The Group understands that to achieve ingrained safety awareness requires a commitment from the leadership team and from all employees. It has to become part of the Company's core culture. This is why the Company undertook a number of initiatives during this period to ensure a high level of workplace health and safety, now and in the future. For example:

### Increasing staff training

This year the Company continued training our personnel by organizing 11 internal safety training courses. The Company also organized external training listed below:

- Safe Driving Course (Tecdrive): 8 hours, 14 people; safety refresher course according to Spanish mining safety rules ITC 02.1.02 (Natural Resources Research and Development) 5 hours, 6 people.
- First Aid Course (Mutua Navarra): 2 hours, 20 people.
- Approved Course on Defibrillator Use (IDM Medical): 8 hours, 6 people.
- Course on Investigation of Incidents and Accidents in the Work Environment (Prevenna): 2 hours, 3 people.
- Preventive Culture based on 'The Risk Factor' (Dupont): 2 hours, 21 people.



Dupont talk "The Risk Factor"



First aid training



First aid training



## Contributing to a safer workplace

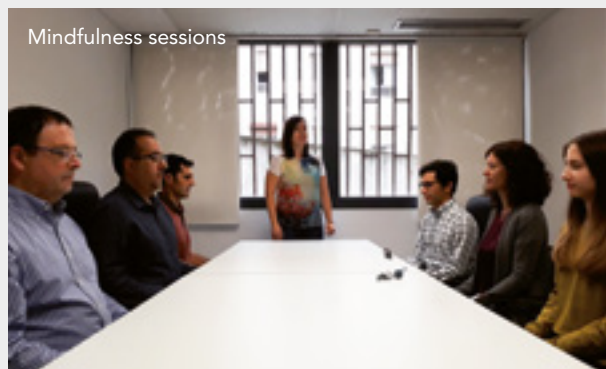
During this period the Health and Safety department updated the safety manuals and undertook several studies to contribute positively to a safe workplace. These studies were focused on the correct and safe use of computer screens, a mobility plan to boost vehicle sharing or the use of bicycles and a study on noise, dust and chemical waste during mineral cutting activities.

The Company also held Emergency Plan simulations in December 2018.

Every year the Company organises general medical checks for all staff.

Geoalcali also improved the facilities at its offices by installing a defibrillator machine.

The Company initiated weekly mindfulness sessions and provided regular fruit for employees as well as talks by external health professionals, all designed to help encourage a healthy workplace and healthy life habits.



## Raising awareness

Each year Geoalcali organises an incentive plan for its employees which rewards good ideas that improve the health and safety culture of the Company. This year the Company received nine contributions from its staff.

Also, during the period the communication topics around safety have increased and as a new initiative, Geoalcali has incorporated in its daily meetings protocol a safety moment or 'Safety Topic' in order to ensure that in our daily activities we think about safety first.



Site visit to mines

## Safety performance

An appropriate safety culture will be a cornerstone of the Company's future culture as it moves into construction and operations. Management considers that developing that culture now will lay the foundation for the future. As such, in the past year there has been an increased focus on safety awareness, reporting of any and all incidents and discussing safety at every meeting.

The table below shows the results of the Company's monitoring of its safety performance, part of its process of measuring and reporting its performance:

### IN FIGURES....

#### ACCIDENTS

1

minor accident with LTI (lost time injury) (Geoalcali staff)

2

minor accidents with LTI (contractor staff)

**Both accidents were investigated.** It was demonstrated that the operators in each case did not follow the established procedure. Corrective measures: retraining in the procedure and specific training to improve safety culture were applied.

#### INCIDENTS (NEAR-MISS OR UNDESIREDCIRCUMSTANCES)

6

unsafe conditions reported and addressed

4

opportunities to improve existing facilities reported. These will be taken into account and incorporated in the near future

2

Unsafe acts or unsafe behaviour reported of varying degrees:

1

from contractor staff (Corrective measure: dismiss).

1

from Geoalcali staff (Corrective measure: retraining).

## Our Approach

### The Company's contribution to SDG

Internally, the Group undertakes initiatives to promote and operate according to our Core Values CREA. These Values are aligned with the philosophy of the SDG. During this year, the Company has specifically contributed to SDG 3, 5, 8 and 17



#### GOOD HEALTH AND WELL-BEING

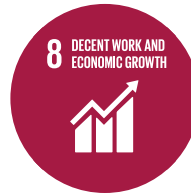
The Company implemented the Healthy Living programme in 2017 with the aim of promoting healthy habits amongst the staff members. During this year the Company continued supporting this programme by bringing healthy food to the office every Wednesday and by holding in-house mindfulness sessions and promoting healthy habits via its internal magazine.

The Company also contributed actively in the promotion of safer workplaces through an internal communication strategy emphasising the importance of a strong safety culture.



#### GENDER EQUALITY

During the year the Company sponsored the participation of female staff in several mentoring programmes as well as supporting initiatives to raise awareness about the importance of the role of women in the resources industry with the aim of promoting gender equality and diversity in the sector.



#### DECENT WORK AND ECONOMIC GROWTH

Geoalcali undertook an employee engagement survey to understand employee morale. The results obtained were positive and showed that employees felt satisfied with the work environment and general conditions. During the year, the Human Resources department launched several initiatives to boost career progression through specific training programmes.



#### PARTNERSHIPS FOR THE GOALS

The activities of each department have been evaluated and aligned with each SDG. The SDG are included in this 2018 sustainability report.

The Company also held an event to raise awareness about "SDG and our commitment as a company and as citizens". This session explained to staff members what are the SDG, how the Company is aligned with this United Nations sustainable agenda and how everyone can contribute positively to their achievement.









05

The  
Company



Highfield Resources is an ASX-listed potash company with four 100%-owned tenements located in Spain. Its Spanish subsidiary, Geocalci is currently developing these tenements.

Highfield's Muga-Vipasca, Pintano, Izaga and Sierra del Perdón tenement areas are located in the Ebro potash producing basin in Northern Spain.

Given the location and nature of the deposits, the main competitive advantages are:

- The proximity to key markets, located in a potash consuming region with good access to large Brazilian, North African and US Markets.
- The deposits are at a relatively shallow depth suitable for conventional underground mining (room and pillar) with a decline access.
- Access to first class infrastructure with a direct connection to national electricity grid and close to ports and access to road systems.
- Additionally, there are no environmental red flags and the project has received strong support from the local communities.

# Corporate Directory\*

## Directors

Derek Carter – Chairman

Peter Albert – Managing Director

Roger Davey – Independent Non-Executive Director

Pauline Carr – Independent Non Executive Director

Richard Crookes – Non Executive Director

Jim Dietz – Independent Non Executive Director

Brian Jamieson – Non-Executive Director

Isaac Querub – Independent Non-Executive Director

Donald Stephens – Company Secretary

## Registered Office

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## Spanish Head Office

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Spain

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## Share Registry

Advance Share Registry Pty Ltd

110 Stirling Highway

NEDLANDS WA 6009

Telephone: +61 8 9389 8033

Facsimile: +61 8 9389 7871

## Securities Exchange Listing

Highfield Resources Limited shares are listed on the Australian Securities Exchange, the home branch being Perth.

ASX code: HFR

*\*Note: Highfield Resources announced Board changes in ASX release on 23 May 2019*





06

Glossary





# Glossary

## **Environmental, Social and Governance management**

Environmental, social and governance (ESG) management refers to the three central factors in measuring the sustainability and ethical impact of an investment in a company or business.

## **Impact**

In the GRI Standards, unless otherwise stated, 'impact' refers to the effect an organisation has on the economy, the environment and/or society, which in turn can indicate its contribution (positive or negative) to sustainable development.

## **Local community**

Persons or groups of persons living and/or working in any areas that are economically, socially or environmentally impacted (positively or negatively) by an organisation's operations.

## **Material Topic**

Topic that reflects a reporting organisation's significant economic, environmental and social impacts; or that substantially influences the assessments and decisions of stakeholders.

## **Reporting period**

Specific time span covered by the information reported, in this case the year ended 30 June 2017.

## **Stakeholder**

Entity or individual that can reasonably be expected to be significantly affected by the reporting organisation's activities, products and services, or whose actions can reasonably be expected to affect the ability of the organisation to successfully implement its strategies and achieve its objectives.

## **Sustainable development**

Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.



## 07

## GRI Content Index

GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission
<b>GRI 101 : Foundation 2016</b>			
<b>General Disclosures</b>			
GRI 102: General Disclosures 2016	102-1 Name of the organization	Pages 52-53	Reported
	102-2 Activities, brands, products and services	Pages 24-31	Reported
	102-3 Location of headquarters	Page 53	Reported
	102-4 Location of operations	Pages 52-53	Reported
	102-5 Ownership and legal form	Pages 52-53	Reported
	102-6 Markets served	None of Highfield projects are currently under production. The Company does not serve any market with product or service	None of Highfield projects are currently under production. The Company does not serve any market with product or service
	102-7 Scale of the organization	Pages 47 and 52-53	(this disclosure cannot be omitted)
	102-8 Information on employees and other workers	Page 47	(this disclosure cannot be omitted)
	102-9 Supply chain	None of Highfield projects are currently under production. The Company does not serve any market with product or service	None of Highfield projects are currently under production. The Company does not serve any market with product or service
	102-10 Significant changes to the organization and its supply chain	None of Highfield projects are currently under production. The Company does not serve any market with product or service	None of Highfield projects are currently under production. The Company does not serve any market with product or service
	102-11 Precautionary Principle or approach	Pages 26 -31	Reported
	102-12 External initiatives	Pages 26 - 45	Reported
	102-13 Membership of associations	Page 29	Reported
	102-14 Statement from senior decision-maker	Page 3	Reported
	102-16 Values, principles, standards and norms of behaviour	Page 9 and 24-26	Reported
	102-18 Governance structure	Page 25	Reported
	102-40 List of stakeholder groups	Pages 12- 13	Reported
	102-41 Collective bargaining agreements	All employees are collectively represented	Reported
	102-42 Identifying and selecting stakeholders	Pages 12- 13	Reported
	102-43 Approach to stakeholder engagement	Pages 10 -21	Reported
	102-44 Key topics and concerns raised	Pages 12- 13	Reported
	102-45 Entities included in the consolidated financial statements	Visit latest Annual Report 2018 at <a href="https://www.highfieldresources.com.au/asx-releases/">https://www.highfieldresources.com.au/asx-releases/</a>	Reported

GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission
	102-46 Defining report content and topic Boundaries	Pages 4-5 and 10 - 21	Reported
	102-47 List of material topics	Page 12-15	Reported
	102-48 Restatements of information	No significant restatements	Reported
	102-49 Changes in reporting	Pages 4-5 and 17-18	Reported
	102-50 Reporting Period	Pages 4-5	Reported
	102-51 Date of most recent report	Pages 4-5	Reported
	102-52 Reporting cycle	Pages 4-5	Reported
	102-53 Contact point for questions regarding the report	Pages 4-5	Reported
	102-54 Claims of reporting in accordance with the GRI Standards	Pages 4-5	Reported
	102-55 GRI content index	Pages 56- 58	Reported
	102-56 External assurance	This report has not been externally assured	Reported
<b>Material topics</b>			
<b>Emissions</b>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its Boundaries	Pages 10 -21	Reported
	103-2 The management approach and its components	Pages 2 - 3 and 10 -21	Reported
<b>Generation of Wealth</b>			
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Visit latest Annual Report 2018 at <a href="https://www.highfieldresources.com.au/asx-releases/">https://www.highfieldresources.com.au/asx-releases/</a>	Reported
	203-2 Significant indirect economic impacts	Visit latest Annual Report 2017 at <a href="https://www.highfieldresources.com.au/asx-releases/">https://www.highfieldresources.com.au/asx-releases/</a>	Reported
<b>Anti-corruption</b>			
GRI 205: Anti-Corruption	205-1 Operations assessed for risks related to corruption	Highfield currently owns one project	Reported
	205-2 Communication and training about anti-corruption policies and procedures	Page 26	Reported
<b>Water Management</b>			
GRI 303: Water	303-1 Water withdrawal by source	Pages 33- 34	Reported
	303-2 Water sources significantly affected by withdrawal of water	Pages 33- 34	Reported
<b>Waste Management</b>			
GRI 306: Effluents and Waste	306-2 Waste by type and disposal method	Pages 32 - 37	Reported
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	Page 33	Reported



GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission
<b>Quality Employment</b>			
GRI 401: Employment	401-1 New employee hires and employee turnover	Page 47	Reported
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pages 46-47	Reported
<b>Occupational Health and Safety</b>			
GRI 403: Occupational Health and Safety	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Pages 48 - 50	Reported
	403-3 Workers with high incidence or high risk of diseases related to their occupation	Pages 48 - 50	Reported
<b>Health and Safety in the Community</b>			
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 38 - 45	Reported
	413-2 Operations with significant actual and potential negative impacts on local communities	Highfield currently owns one project, Muga	Reported





