



Sustainability Report

Executive Summary

This Sustainability Report provides an outline of Spartan Resources Limited (Spartan or the Company) approach to sustainability and our sustainability performance from 1 July 2023 to 30 June 2024 (FY2024).

The scope of this report includes all our assets, being the Dalgaranga Gold Project (Dalgaranga), Yalgoo Gold Project (Yalgoo), Glenburgh Gold Project (Glenburgh) and Mt Egerton Gold Project (Egerton). All statements made are accurate as of 30 June 2024. Where data is not reported, we have explained why it is not relevant to Spartan or stated if we expect to report on it in the future.

The Global Reporting Initiative (GRI) Standards, a leading sustainability reporting framework, was used to guide the preparation of this report.

Contents

- FY2024 Highlights
- Approach to Sustainability
- Materiality Assessment
- Environment
- Social
- Governance
- Looking Forward



Image: 'Seven Sisters with all colours representing life'. Artist: Darren Ryder (BLAC Wirnda Barna Art Centre)

We acknowledge the Traditional Owners of the land upon which we operate: The Badimia, Warjarri Yamatji and the Yamatji South peoples. We recognise their culture, history and connection to these lands and waters and pay our respects to Elders past and present.

FY2024 Highlights

ENVIRONMENT



Maintained compliance with our environmental approvals and license conditions



Scope 1 & 2 CO2e emissions calculated

SOCIAL



Support of the Wirnda Barna Art Centre in Mount Magnet.



Commencement of the development of new core values - a fundamental platform to our success and establish the standards we expect from all Spartans.



\$105 million raised in FY2024 through two successful equity offerings underpinning additional drilling programs and the exploration drill drive to grow and delineate the resource further.

GOVERNANCE



Deanna Carpenter, corporate lawyer, appointed to the Board as Non-Executive Director – providing legal expertise on the Board and enhancing Corporate Governance capability.



Craig Jones, seasoned mine developer and operator appointed as Chief Operating Officer - enhancing our commitment to systems and processes.

Approach to Sustainability

Spartan's Sustainability Ambition

'Delivering safe, responsible environmental and social outcomes while creating positive stakeholder value.'

Our commitment to sustainability is based on our belief that being a responsible operator not only protects our planet, but also strengthens the resilience and long-term success of our business.

We have developed a Sustainability Action Plan to guide our approach to sustainability. Through our Sustainability Action Plan, we aim to:

- Integrate sustainability improvements into every aspect of our business (Environmental, Social and Governance), including industry leading frameworks, such as the International Council on Mining and Metals (ICMM) Mining Principles.
- Develop an Environmental and Social Management System (ESMS), which includes policies, standards and procedures that support delivery of the ESMS. This will set the foundation for our decision making, ensuring that we take steps to protect the environment and areas of social and cultural significance.
- Investigate ways we can reduce our carbon footprint through energy efficiency measures. This includes evaluating emission reduction opportunities as part of the Dalgaranga Project restart studies.
- Meaningfully engage with and contribute to regional communities in the areas where we work.

Our action plan is bolstered by our sustainability pillars, which encapsulate our approach to sustainability and guide our daily operations.

Sustainability Pillars

| Environment | Social | Governance |
|--|--|--|
| We are committed to responsible mining practices to ensure resource efficiency and uphold our responsibility to safeguarding the environment for future generations. We are focused on responsible land management inclusive of protection of biodiversity and ecosystems, water stewardship, and waste and emissions reduction. | We are committed to providing a safe, inclusive, respectful and diverse workplace for our employees, contracting partners and communities. We are focused on the health, safety and wellbeing of our employees and contractors, enhancing the lives of our communities and protecting cultural heritage. | We are committed to operating in an ethical, honest and transparent manner and are guided in reporting our sustainability performance by leading sustainability frameworks. We are focused on enhancing our systems, risk management and embedding sustainability into our governance processes. |

Materiality Assessment

We undertook a materiality assessment workshop with key Spartan personnel, guided by the GRI standards, to determine those topics that are material to our organisation. This ensures we are focusing our efforts on the areas where we have the greatest impact.

We identified the following material topics: water stewardship, land management, climate change and emissions, waste rock management, tailings management, cultural heritage, mental health and wellbeing, health and safety, risk management and governance. Our performance and ambitions for each of our material topics is discussed in the following sections of this report.

| Environment | Social | Governance |
|--|---|-------------------------------|
| Water Stewardship Land Management Climate Change and Emissions Waste Rock Management Tailings Management | Cultural Heritage Mental Health and Wellbeing Health and Safety | Risk Management Governance |

Environment

Climate Change Statement

The Intergovernmental Panel on Climate Change (IPCC) has emphasised the severe risks associated with anthropogenically induced global warming. It is imperative to note that failure to achieve emissions reductions in accordance with the Paris Agreement by 2030 will result in irreversible consequences.

At Spartan, we recognise that we have a role to play in helping to limit global emissions. We are dedicated to fulfilling our role, which includes addressing the risks and opportunities linked to our operations. This commitment entails exploring strategies to decrease our emissions intensity and carbon footprint to enhance resilience, as well as identifying avenues to support the transition towards a low-carbon future.

Water Stewardship

We recognise water as a key resource for our operations and the environment and ecosystems surrounding our operations, including the Traditional Owners of the land on which we operate.

We comply with regulatory requirements for water abstraction, use and monitoring including the Department of Water and Environment Regulation (DWER) Operating Licences and manage our water supply in accordance with our Groundwater Licence Operating Strategy (GLOS) and Water Management Plan.

We use groundwater under approved abstraction licences for our exploration and resource delineation drilling activities, dust suppression, drinking water, sanitation facilities, other exploration activities, vehicle and infrastructure washdown and during operations for mining and processing.

During FY2024, Spartan was assisted by a qualified hydrogeologist to further progress our monitoring of groundwater resources and allow confident assessment of any potential impacts owing from our activities.

We continually monitor water quality and quantity. During the reporting period, monitoring efforts found no negative impacts to groundwater resources at Dalgaranga. There was an approximate 80% reduction (~1GL) in water use for the reporting period, primarily due to Dalgaranga being placed onto care and maintenance in November 2022.

As we work towards a final investment decision for a production re-start, we are investigating opportunities to reduce consumption through efficiency. We are looking to prioritise the use of mine dewatering and repurposing water from our tailings facilities in order to reduce the extent to which we extract groundwater.

Table 1: Comparison of Water Usage by Source Type

| Sources of Water | Unit | FY2021 | FY2022 | FY2023 | FY2024 |
|--|------|--------|--------|--------|--------|
| Pit dewatering | ML | 1,248 | 873 | 431 | 0 |
| Bore field abstraction | ML | 1,273 | 816 | 742 | 330 |
| Total water withdrawal (pit dewatering + bore field abstraction) | ML | 2,521 | 1,771 | 1,173 | 330 |
| | | | | | |
| Total water discharged - septic system | ML | 18 | 18 | 8 | 2.7 |
| Water consumption (withdrawal - discharge) | ML | 2,503 | 1,753 | 1,165 | 327.3 |
| | | | | | |
| Tailings water recovery system | ML | 1,837 | 2,187 | 822 | 0 |
| Total water use (withdrawal + tailings water recovery system) | ML | 4,358 | 3,958 | 1,995 | 330 |

*Spartan have been collecting air emissions data since FY2018. For FY2024 however, considering that operations were on care and maintenance for the full year and exploration activities do not emit material other emissions (e.g. NOx, Sox), there is no data to report in FY2024 in the "other air emissions" category.

Environment (continued)

Land Management

At Spartan, we are committed to responsible land management. Our Environmental and Social Policy reinforces this commitment and lays the foundation that underpins our approach to delivering sound environmental outcomes.

Due to our operations remaining on care and maintenance during the year and field activity focussed on exploration and delineation drilling, there has been minimal environmental impact during the reporting period with no breaches of our environmental approval conditions.

Our Environmental Management Plan provides the operational controls used to manage and monitor our activities. It enables us to manage potential impacts on local and regional environmental values whilst also meeting our environmental obligations and regulatory requirements.

As part of the development of our ESMS, we have a Site Disturbance Procedure and a Ground Disturbance Permit System, whereby our environment team ensures all cultural heritage and environmental values are fully accounted for in the planning phases of our work, well in advance of any disturbance activities commencing.

Spartan practices progressive rehabilitation of our exploration footprint, based on regulatory requirements and approval conditions. During FY2024 high resolution aerial imagery was collected to verify the extent of disturbance and rehabilitation efforts for the reporting period and act as a baseline to assess rehabilitation metrics in subsequent aerial imagery captures. We complied with our obligations as a tenement holder, including the mandatory reporting of disturbance data and annual contribution to the Mining Rehabilitation Fund (MRF) under the Mining Fund Act (2012).

Spartan is mindful that planning for successful mine closure should begin early. We established a rehabilitation trial in 2023, with progress monitored during the reporting period. A portion of the rehabilitated area has been fenced to provide protection from goats, which are common in the area. The trial provides valuable insight into the impact of feral herbivores, the suitability of growth media types and the result of seeding versus not seeding rehabilitated areas. We will use this information to inform rehabilitation efforts associated with Dalgara to maximise our rehabilitation success. In addition, Spartan continues to review industry best practice rehabilitation methods for advancements that are suitable for incorporation into the site rehabilitation plan.

Climate Change and Emissions

Spartan is committed to managing our climate change risks and opportunities.

We continue to capture, monitor and report on the Company's emissions, in line with regulatory requirements. FY2024 saw a reduction in our Scope 1 and 2 emissions of 5,570t CO₂e, due to our operations being placed into care and maintenance in November 2022.

Energy consumption from our exploration and delineation activities comes primarily from diesel usage for electricity generation.

Table 2: Comparison of GHG Emissions and Energy Consumption

| Production & Exploration Energy & Air Emissions | Unit | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 | FY2024 |
|---|-----------------------|-----------|-----------|-----------|-----------|---------|--------|
| ENERGY | | | | | | | |
| Energy Consumption | GJ | 1,360,781 | 1,304,351 | 1,382,438 | 1,361,669 | 589,147 | 90,461 |
| GHG EMISSIONS | | | | | | | |
| Gross direct (Scope 1) GHG emissions | tCO ₂ e | 73,778 | 67,757 | 70,286 | 68,377 | 28,551 | 5,559 |
| Gross Indirect (Scope 2) GHG emissions | tCO ₂ e | 16 | 22 | 24 | 22 | 22 | 11 |
| Total Emissions | tCO ₂ e | 73,794 | 67,757 | 70,311 | 68,399 | 28,573 | 10,631 |
| Emissions Intensity | tCO ₂ e/oz | 1.29 | 0.93 | 0.91 | 0.96 | 1.57* | N/A* |

*Spartan have been collecting air emissions data since FY2018. For FY2024 however, considering that operations were on care and maintenance for the full year and exploration activities do not emit material other emissions (e.g. NO_x, Sox), there is no data to report in FY2024 in the "other air emissions" category.

**Emissions intensity measures the emissions that are produced per unit of activity (being ounces of gold for Spartan). Given that operations were in C&M no units (ounces) were produced in the reporting period.

Environment (continued)

Waste rock Management

As part of our commitment to sustainable mining practices, we recognise the need to responsibly manage waste generated by our operations. Waste rock or overburden, a byproduct of our activities is stockpiled for potential re-processing and/or use in rehabilitation efforts. Spartan's Waste Rock Management Plan provides guidance on the management of waste rock produced by our activities.

During this reporting period, we have sought to optimise our Waste Rock Management Plan and rehabilitation of the waste rock stockpiles in anticipation of mining operations recommencing in 2025. This has been informed by extensive waste rock characterisation studies that we have undertaken.

During the reporting period no waste rock or overburden was generated due to our operations being on care and maintenance for the full year.

Table 3: Comparison of Waste Rock Generated

| Mineral Waste | Unit | FY2021 | FY2022 | FY2023 | FY2024 |
|---------------------------------|---------------|-----------|-----------|-----------|--------|
| Rock Waste/Overburden Generated | Metric Tonnes | 8,982,820 | 6,188,000 | 2,578,300 | 0 |



Spartan personnel over looking the Gilbey's Pit.

Tailings Management

Our commitment to manage waste responsibly extends to both of our Tailings Storage Facilities (TSFs). The Golden Wings in-pit TSF at Dalgara has a maximum storage capacity of 5,561,111m3, which is currently not in use, though is on standby due to the operation being placed into care and maintenance in November 2022. The second TSF is located near the Gilbey's pit which is no longer in use for tailings but is utilised as a storage cell for Potentially Acid Forming (PAF) spoil material.

Throughout the reporting period, Spartan underwent audits of its TSFs by an external specialist, as required by the Company's Regulatory Operating License. The audit confirmed that our TSFs are being operated in compliance with our approved TSF operating manual, as mandated by the regulatory body.



Social

At Spartan, we believe that our people and our relationships with suppliers, stakeholders and the communities in which we operate are our most valuable assets.

The commitment demonstrated by many of our Spartan team members, who have been integral parts of our journey from its inception or have rejoined us as our operations prepare for a restart, epitomises the culture of our organisation. It is a source of immense pride to reflect upon the social culture that we have developed at Spartan, especially as we move towards expanding our workforce again in the lead-up to a recommencement of operations at Dalgaranga.

Through a commitment to mutual respect and collaboration, Spartan aims to build a diverse environment which values the contribution people can make due to their individual backgrounds, unique skills, experiences and perspectives.



"I spent 4.5 years at Dalgaranga from the start up until 6 months before operations wound down to exploration. In my time with Spartan, I was able to develop my career from an electrician to a leadership role. An opportunity came up to return to Dalgaranga and start fresh, which I welcomed. The people have made it what it is today with great focus and determination, which has led to outstanding results. This is where I see myself thriving and progressing in my career, I'm very excited to see what the future holds with the support of great leaders. Very lucky to be part of the Spartan way."

Darcy Mackenzie, Electrical Supervisor



Social (continued)

Our Core Values

The evolution of the company over the last 12 months has seen growth and collaboration across the team to achieve the outstanding results that every employee is proud of. In light of this, the core values of the company have evolved to reflect the ethos with which the teams now operate. In order to capture these core values, a number of interactive collaborative sessions were held with all the teams across both corporate and operational environments. The idea is to encapsulate the reasons why the teams do what they do.

Our new Chief Operating Officer, Craig Jones, took this onboard to drive the process and capture these core values. All team members were asked to describe what was important to them as individuals and why they enjoyed being a Spartan. These responses were collected and common themes identified, leading to the incorporation of a new set of Core Values for Spartan. Post the end of the financial year, our new Core Values were rolled out to the Spartan team. Our new Core Values now comprise:



STRATEGIC

Deliver strategic outcomes safely while leveraging the strength of the team



PERSEVERANCE

Showcase a resilient and relentless pursuit of safety and growth



ACCOUNTABLE

Demand accountability for individual and team actions



RESPECT

Lead with integrity and respect for ourselves and others



TEAMWORK

Perform and communicate with transparency, honesty and respect



ACHIEVEMENT

Fearlessly pursue personal excellence for the benefit of all

Social (continued)

Cultural Heritage

Our approach to cultural heritage is informed by our commitment to respecting the rights of Indigenous peoples. We recognise their traditional customs and belief systems unique connection to lands, waters and culture. We strive to maintain positive relationships with the Indigenous peoples on whose land we operate, which involves operating within the frameworks that have been agreed between Traditional Owners and Spartan. In FY2024, Spartan continued our active engagement with the Aboriginal Corporations associated with our tenements for our mining and exploration plans. Spartan was grateful for the attendance of the Traditional Owners and Elders of the Badimia Aboriginal Corporation for a Heritage Survey at the Dalgara Gold Project in March 2024 and to learn of the cultural values of regional areas surrounding the Dalgara Gold Project.

Spartan continues to maintain its robust internal quality controls before ground clearing activities commence to ensure that:

- A heritage survey has been conducted and cultural heritage values are accounted for.
- Any cultural heritage values that may be present remain protected.
- Any pertinent requirements identified from the Heritage Survey are adhered to.

An inaugural Cultural Awareness Training Program for Spartan employees and contractors with Elders of the Badimia Aboriginal Corporation has been agreed and will commence in late calendar year 2024. Spartan looks forward to commencing this program and the benefits it will bring in strengthening our understanding of methods to further ensure cultural values are protected where they are present. Our target is to have the majority of Spartan employees partake in this program during FY2025.



Traditional Owners and Elders of the Badimia Aboriginal Corporation attending a Heritage Survey at the Dalgara Gold Project in March 2024.

Chris Goti, Spartan's General Manager of Sustainability & Heritage at Spartan commented "We are grateful for the attendance of the Traditional Owners and Elders of the Badimia Aboriginal Corporation for a Heritage Survey at the Dalgara Gold Project in March 2024 and to learn of the cultural values of regional areas outside of the Dalgara Gold Project".

Case Study - Mount Magnet School and Art Centre

The Wirnda Barna Art Centre in Mount Magnet is run by Spartan's key local stakeholder for our Dalgara Gold Project – the Badimia Aboriginal Corporation.

The Centre supports and represents Aboriginal Artists from Badimia and Wajarri Country based in Mount Magnet and surrounding areas and offers a creative environment in which Artists can meet and work together to share skills and knowledge, connect with their language and culture and generate income through the sale of their visual art.

Artists draw inspiration from the rich landscape, spectacular wildflower season in Spring and important cultural sites of the region.

Spartan has made a significant contribution to the Wirnda Barna Art Centre to be the sole sponsor of Art Experience Program and associated Art Exhibition for Mount Magnet school children.

The Art Experience Program involves Artists of the Wirnda Barna Art Centre teaching school children Traditional Aboriginal Painting techniques and the cultural significance of the image being painted.

The program will culminate with an Art Exhibition in Mount Magnet for the school children's artwork.

To allow our employees and visitors to appreciate these Artists works, Spartan commissioned Wirnda Barna Artists to produce 12 paintings, depicting the land and environs in and around the Dalgara Gold Project. These paintings are now displayed at the Dalgara mine site and the Spartan head office in Perth. Spartan looks forward to continuing its support of the Wirnda Barna Art Centre.



Mount Magnet School students displaying their artwork.

Social (continued)

Economic Value and Performance

Economic performance underpins our ability to deliver operational and financial results for our stakeholders. Our aim is to deliver shared value through effective partnerships while maintaining balance sheet strength and flexibility to act on organic growth opportunities.

In FY2024, the Company completed two successful placements and an entitlement offer to existing shareholders. The combined \$105 million raised during the reporting period means we are well funded to execute the planned drilling programs, exploration decline and studies which will assist in allowing the Company to make a final investment decision for a production re-start at Dalgaranga.

The communities near our sites experience the most direct social, environmental and economic impacts of our businesses. By prioritising local procurement and employment and contributing our share of taxes and royalties, we aim to support these local communities. During FY2024, Spartan contributed over \$1.0 million to local community vendors in the Mt Magnet region. Within the Western Australia region, \$43.9 million was contributed to payroll tax, WA royalties, tenement rent, shire rates, MRF, DEMIRS Mine Safety and Inspection Levy and WA suppliers.



Aerial view over a portion of the Dalgaranga Project.



"Spartan provides a safe and supportive work environment. With strong leadership and a united team, the company clearly prioritises the well-being and safety of it's employees."

Ben McDonnell, Process Manager

Social (continued)

Health and Safety

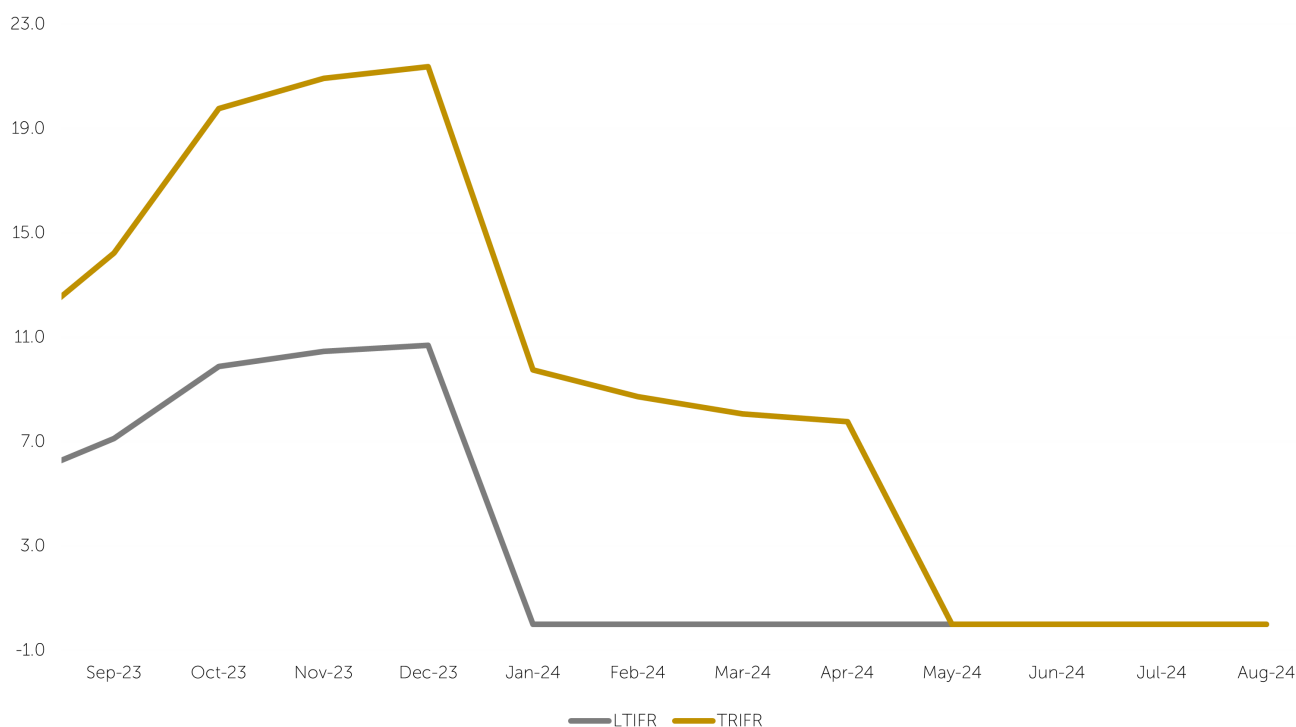
The health and safety of our employees is of the utmost importance - we believe everyone should return home every day without injury and without long-term impact on physical or mental health.

Our approach to health and safety is underpinned by our Health and Safety Policy and is centred on our people. This year we have continued to work on the development of our Mine Safety Management System to support all future activities. No reportable injuries or fatalities occurred during the reporting period and the TRIFR reduced from 8.6 (July 2023) to 0.0 this reporting period, mainly due to our operations being placed into care and maintenance.

Table 4: Health and Safety Statistics

| Metric | FY2023 | FY2024 |
|--|--------|--------|
| Near misses | 11 | 0 |
| Serious potential incidents (SPI) | 4 | 1 |
| Lost time injury (LTI) | 1 | 0 |
| Fatalities | 0 | 0 |
| Lost time injury frequency rate (LTIFR) | 3.5 | 0 |
| Total recordable injury frequency rate (TRIFR) | 7.1 | 0 |

Dalgaranga Twelve Month Moving Averages - TRIFR & LTIFR



Mental health and well-being

We believe mental health and wellbeing is a key priority, extending to our employees, contractors and stakeholders. We are committed to supporting the mental health and wellbeing of our people through initiatives and support programs such as our Employee Assistance Program (EAP - Lifeskills Australia Psychology & Counselling) and provision of facilities onsite to promote social activities and a healthy lifestyle.

Spartan believes in promoting mental health awareness and cultivating a supportive culture that encourages our employees to communicate openly when they are struggling. We are dedicated to acknowledging and participating in R U OK Day as part of our ongoing efforts to prioritise the wellbeing of our team members.

Governance

Our Board

The Board of Spartan is responsible for setting the standards for business ethics, governance and compliance, relaying strong internal and external messages of the company’s integrity and reputation.

The Board ensures Spartan continues to be known as an honest and reputable gold mining and exploration company.

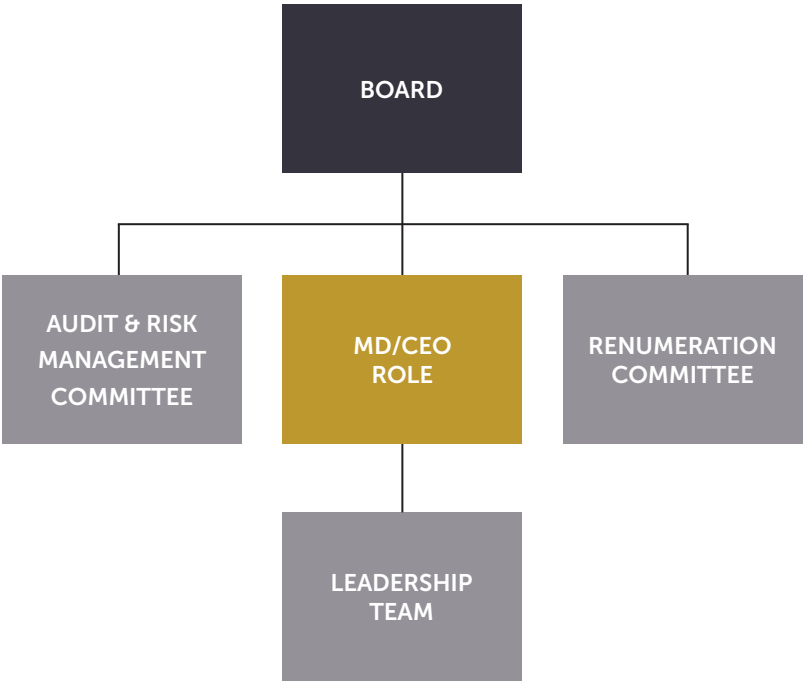
The Board is responsible for deciding the nature and extent of the risks Spartan is prepared to take to meet its objectives and for monitoring the exposure to risk. They ensure appropriate controls are in place to mitigate these risks, safeguard the assets and interests of the company and to ensure the integrity of reporting.

The Board is comprised of individuals from diverse backgrounds bringing a variety of skill sets to the governance and decision-making process of the Company.

In March 2024, Deanna Carpenter, an experienced corporate lawyer, joined the Board in a non-executive director capacity which further strengthened the Board’s governance and compliance responsibilities.

The Board two established committees, the Audit and Risk Committee (ARC) and Remuneration Committee that assist the Board in carrying out its oversight responsibilities. Whilst the ARC is responsible for the oversight of sustainability, during the current year Spartan appointed a General Manager Sustainability and Heritage to assume accountability of sustainability performance and management.

SPARTAN'S GOVERNANCE FRAMEWORK



Governance Framework

This year we have continued to build on our Governance Framework by adopting the ICMM principles as a framework to inform how we manage our material sustainability topics in line with global best practice. We have undertaken a gap analysis of our business processes and systems against the ten ICMM Mining Principles with the aim of closing these gaps over the next 12 to 24 months to ensure we have a rigorous sustainability management system upon which to make a final investment decision to restart operations at Dalgaranga.

During the reporting period, we identified the next steps required in progressing our ESMS by developing policies that will support our sustainability performance and decision making. Our policies are publicly available within the Corporate Governance section of our website. We will continue to review and develop our governance framework and our ESMS by ensuring that we have the necessary standards and procedures to support and enhance our sustainability performance and decision making.

We are committed to the highest standards of corporate governance. We see this as critical to building resilience within our business. Through our corporate values, we seek to maintain high standards of ethical behaviour and legal and regulatory compliance. This includes compliance with the ASX Corporate Governance Council’s Corporate Governance Principles and Recommendations (4th Edition).

Governance (continued)

Risk Management

Risk is inherent in all aspects of a company's operations – at Spartan we are committed to managing all levels of risk in an effective manner to derive the best outcomes for all stakeholders.

The Board is responsible for evaluating the Company's exposure to risk and implementing necessary controls to mitigate and minimise these risks and protect the assets and interests of the Company.

The Audit and Risk Committee plays a significant role in supporting the Board to fulfill its evaluation of the Company's exposure to risk.

Spartan's Risk Management Plan is regularly evaluated and updated by senior management according to evolving needs. It provides employees with guidance related to risk analysis at each level within our departments. All employees are responsible for managing the risks related to their particular area of work and minimising adverse consequences for inherent risk.

Risk assessments are periodically reviewed by the Board to ensure continued effectiveness and improvement; this system is used to identify risk and set in place action plans to mitigate the effect of risk events should they occur.

Spartan seeks to promote a risk management culture that:

- Considers all forms of risk in decision-making.
- Analyses and evaluates risk profiles at all levels of operations to achieve the best outcome for the Company as a whole.
- Retains ownership and accountability for risk management at all levels of the business and recognises that risk management does not defer accountability to others.
- Encourages adherence and monitors compliance with policies and procedures.

Spartan's Risk Management Plan offers comprehensive guidance to our employees on conducting risk analysis and effectively managing risks within their respective areas of work. It is imperative that employees take ownership of identifying and mitigating potential risks to minimise any adverse consequences.

Like most businesses, Spartan monitors potential cyber-security threats.

Recognising the critical need to safeguard our digital assets and uphold the confidentiality of personal information, Spartan has implemented a cyber security service in collaboration with our IT Services provider. This comprehensive strategy encompasses regular cyber security training courses aimed at equipping our workforce with the necessary skills and knowledge to counter evolving cyber threats effectively.



Diversity and Inclusion

Spartan respects and values diversity and inclusion within the workplace.

We are committed to creating a workplace that is diverse, inclusive and equitable. Our Diversity Policy and Core Values support this commitment and recognise that an inclusive culture fosters greater innovation and productivity. This is achieved by having a diverse range of skills, experience and perspectives within the business.

During the year, Spartan's female employee participation rate was 18% of the total workforce, despite operations remaining under care and maintenance with a reduced workforce.

Spartan reported no incidents of harassment or discrimination during the year, reaffirming the Company's dedication to maintaining a respectful and inclusive workplace culture.



Looking Forward

This report highlights the advancements we have achieved in our sustainability efforts over the past year. Our focus has been on strategic and operational planning, as well as restructuring our business to prioritise exploration activities and technical/financial studies to allow a final investment decision to be made.

We have laid the groundwork for our sustainability strategy by identifying a set of policies and processes required to guide our decision-making and integrate sustainability into our business practices.

Key focus over the next 12 months includes:

- Continue to consider ESG improvements in our risk assessments and decision making.
- Update and incorporate sustainability into our Audit and Risk Committee Charter.
- Continue to enhance our ESMS to ensure we have robust policies and procedures to support the delivery of our sustainability ambitions.
- Continue to collect sustainability data to demonstrate our performance.
- Continue to integrate and align our processes with the ICMM Mining Principles.





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