

# Tailings Management

Policy

June 2024

PLS-POL-EN-003

## TAILINGS MANAGEMENT POLICY

Pilbara Minerals Limited (Pilbara Minerals or the Company) actively manages and operates tailings storage facilities (TSFs) prioritising zero harm to people and communities and minimising adverse impacts to the surrounding environment throughout all phases of the TSF lifecycle, from planning, design, construction, operation, monitoring, closure and post-closure activities.

Pilbara Minerals requires that everyone who works with the Company, including our contractors demonstrate socially and environmentally responsible behaviour and act in accordance with this Policy, applicable laws and relevant industry standards.

This Policy is developed with reference to the principles of the Global Industry Standard on Tailings Management (GISTM), aiming to enhance the safety, environmental, and social performance of tailings management.

Responding to these objectives and guidance, Pilbara Minerals commits to:

- Identifying and mitigating potential risks throughout all stages of the tailings facility lifecycle, including conducting internal risk assessments, regular inspections, dam safety reviews, and performance audits as part of a risk management system.
- Maintaining a clear governance framework with defined roles and responsibilities, enabling relevant personnel to have the necessary skills and training.
- Planning for emergency preparedness and response.
- Pursuing opportunities to optimise, reclaim and recycle process water and reduce water consumption through incorporation of best available technology.
- Closure planning and providing adequate financial capacity throughout the TSF lifecycle including closure, to ensure the decommissioning and rehabilitation of tailings facilities are carried out in a responsible and sustainable manner.
- Meaningfully engaging and consulting with all project-affected people adopting and implementing policies, practices, and systems in line with the United Nations Guiding Principles on Business and Human Rights (UNGPs).
- Regularly reviewing tailings facility management practices to support continuous improvement.
- Engaging with subject matter experts and peers to develop industry good practices with regards to tailings management.
- Providing a grievance mechanism for stakeholder concerns to be heard, investigated, and responded to within an appropriate timeframe.
- Publicly disclosing information relating to our TSFs in a transparent and timely manner.

It is the responsibility of all directors, officers, and employees, including contractors and partners where and as relevant, to comply with this Policy and report any breach.

## POLICY HISTORY

This Policy has been approved by the Board-level Sustainability Committee and will be amended as required.

Established	19 June 2024
Last Reviewed	Not applicable.
Frequency	As required

### The Board of Directors

June 2024