



# Embedding ESG into your role and decision making

## ESG is part of everyone's work, every day

ESG is not something separate from operations, it doesn't sit solely with the sustainability or management or environment or safety or human resources teams. It is woven into decisions made every day at all levels of a mining company. From the tools we buy to how we plan, schedule, and engage with others, ESG considerations are already present everywhere in our work. When we recognise them and act deliberately, ESG becomes a way to improve outcomes, avoid harm, and build long-term value.

## Discipline spotlight: examples of daily decisions involving ESG

Just as safety is everyone's responsibility at a mine site, so too is ESG performance. It's a shared commitment, whether you are a metallurgist, geoscientist, engineer, HR advisor, or part of the procurement team, your work influences environmental, social, and governance outcomes. Let's look at some practical examples of how various roles influence ESG outcomes through design, decisions, engagement and problem solving.

- Geoscientists consider environmental sensitivity in exploration and support cultural heritage protection during drilling, by working on Country respectfully
- Maintenance and Operations teams prevent leaks and pollution, optimise efficient fuel use, and manage waste materials responsibly.
- Metallurgists help reduce water and energy use by improving process efficiency and chemical use
- Procurement chooses products with lower environmental impact, engaging local suppliers, avoiding unethical sourcing
- Mine Managers integrate ESG into operational plans, risk assessments, and team culture.
- Rostering ensures rosters support fatigue management, family life, diversity, and local employment
- Blasting and Scheduling minimises impacts on communities, wildlife, heritage sites, and air quality
- Site Access and Logistics support inclusion, cultural awareness, and safe access for all workers
- Maintenance Planning reduces emissions, spills, and waste through proactive equipment management
- Training and Inductions embeds ESG expectations into how we prepare our teams and contractors
- Health, Safety and Environment teams ensure controls, audits, and engagement reflect ESG risks and expectations.
- Drilling & Blasting teams manage impacts to communities and sensitive areas in close proximity by minimising vibration, emissions, noise, and dust.
- Contractors and suppliers support ESG through ethical conduct, safety performance, and local contributions.



Every role has a part to play. ESG integration means asking: Who or what does this decision affect, and how can we reduce risk, improve outcomes, or build trust?