

13<sup>th</sup> May 2021

## **ENVIRONMENTAL AND SOCIAL POLICY STATEMENT ESG Management System**

It is the policy of the Board of Directors of the Company to conduct its business, as far as is reasonably practicable in a manner that avoids, reduces or controls any adverse effect on the environment and local community.

The Company will operate above the standards required by environmental law, regulations or codes or practice in whichever jurisdiction it operates. The Company will effectively utilise resources by making efficient use of energy and raw materials and will strive to reach a zero carbon footprint by utilising the best available technologies.

The Company will achieve recognised, third party accreditation and operate an Environmental Management System (EMS) to the highest International Standards. Within the EMS, the Company will set objectives, targets and action plans to ensure a process of continuous improvement. Regular compliance audits will be conducted and non-compliances will be reported and corrected.

The Company considers its Environmental and Social responsibilities to rank as primary corporate priorities in the performance of its business. To this end, the responsibilities of all personnel will be defined and allocated.

An environmental management specialist will be appointed at each operating facility for advice and training purposes, however utilisation and maintenance of the Environmental Management System is a line management function and forms part of each employees' Key Performance Indicators (KPI's). Environmental and Social performance will be an item on the agenda of all appropriate meetings, and will be reported at each meeting of the Board of Directors.



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**186.2 M** Ordinary Shares  
**13.4 M** Unlisted Options  
**46.2 M** Listed Options  
**5.9M** Performance Rights