

13<sup>th</sup> May 2021

## **ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY STATEMENT**

### **ESG Management System**

The Directors of South Harz Potash and its subsidiary, SüdHarzKali (the “Company”) recognise that a broad range of both financial and environmental, safety, health, social and governance (ESG) factors can affect the sustainability of a business and the creation of shareholder value. The Company will endeavour to identify and manage issues that either are, or could become, material to corporate performance.

The Company will construct and maintain an ESG policy which draws from the best international practices. It will incorporate ESG issues into decision-making processes, from Board-level downwards, as well as ownership policies and practices.

As part of our commitment to follow an ESG approach, the Company and its subsidiaries, current and future, are required to adhere to the principles of the policies.

The Company aims to conduct its business openly with honesty and integrity in all fields of operation and strives to promote an organizational culture which endorses ethical conduct, conforms to best ESG practices and treats all employees, customers, suppliers, service providers and the community with respect and takes into consideration their interests when conducting business.

The Company will conform to all laws and regulations, best practices and initiatives within its jurisdiction of operation. The Company will not tolerate bribery or corruption in any form in relation to its business and will comply with all relevant anti-bribery and anti-corruption laws in force in the regions where it operates.

Compliance with this policy by all employees is mandatory and wilful non-compliance will result in management action. In extreme cases it may result in criminal or personal civil sanction.

**Signed on behalf of the Board of Directors**



**Dr Chris Gilchrist**  
Managing Director  
South Harz Potash Ltd  
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