

ENVIRONMENTAL  
SOCIAL  
GOVERNANCE

# Disclosure Report



**Futura  
Resources**

**Futura Resources**

**Baseline ESG report (03 October 2022)**

Report generated on 14 Nov 2022 Powered by Sqcialsuite ESG

<https://www.futuraresources.com.au/>

Listed on Stock Exchange ()

[ESG Report Data Disclaimer](#)

# Environmental, Social, and Governance (ESG)

Futura Resources (" or the "Company") is committed to the principles of ESG as the most effective means of creating long-term enterprise value and addressing the societal priorities enshrined in the United Nations' Sustainable Development Goals. In October 2022, we made a commitment to commence reporting on the Environmental, Social, and Governance (ESG) disclosures of the Stakeholder Capitalism Metrics (SCM) of the World Economic Forum (WEF).

We are in the process of making ESG disclosures in the form of a set of universal, comparable ESG metrics focused on people, planet, prosperity and principles of governance that organisations can report on regardless of industry or region. This table represents our reporting against the 21 core metrics, being reviewed quarterly and updated periodically.

We use this universal ESG framework to align our mainstream reporting on performance against ESG indicators. By integrating ESG metrics into our governance, business strategy, and performance management process, we diligently consider all pertinent risks and opportunities in running our business. We continue to look for opportunities for further transparency on the topics which are material to our business.

To track our disclosure progress and demonstrate our sustainability performance against the WEF SCM framework we utilise Socialsuite's ESG Go disclosure platform. ESG Go enables us to demonstrate our ongoing commitment to ESG by providing a dedicated solution to track, report, and share our ESG disclosures. With ESG Go we have started the journey of building robust ESG credentials.

Last updated: 14/11/2022

# Governance

## SETTING PURPOSE

### Setting purpose

TYPE

**Partial disclosure**

STATUS

**Verified**

LAST UPDATED

**10 Nov 2022**

Futura Resources Ltd (“Futura” or “the Company”), is the owner of two adjacent world-class hard coking coal projects, Wilton and Fairhill, located in close proximity to Emerald, in the Bowen Basin, Queensland.

The projects comprise two large, near-surface coking coal deposits with a global resource of 3.2bt, including over 700mt at less than 100m depth.

As part of its vision, the Company seeks to position itself as a socially responsible emerging coal company, striving for a sustainable society. Futura will work to preserve the environment and prevent pollution in its business activities, while creating businesses that are both highly competitive and environmentally friendly.

Futura strongly believes that environmental stewardship and social responsibility is integral to the success of its business. It continually strives to adhere to the best industry standards and governance to create additional value for our shareholders and stakeholders.

As Futura pursues our purpose, we are guided by our corporate values and commitments:

(a) Safety – we are committed to providing and maintaining a safe and non-discriminatory working environment to safeguard the health and safety of our employees, consultants, contractors, customers, suppliers and other persons who visit our workplace, or who we work with, as required by law.

- (b) Integrity – we act honestly and with integrity in all our dealings, both internally and externally. We commit to only dealing with business partners who demonstrate similar ethical and responsible business practices.
- (c) Respect – we respect all people, their ideas and cultures and our words and actions must reflect this respect.
- (d) Community Standards – we act in a manner consistent with reasonable expectations of our investors and the broader community.
- (e) Environment – we are committed to acting responsibly towards the environment.

The Company's primary source of operations will be the Wilton and Fairhill Projects. Both projects will utilise existing local infrastructure, communities and services to advance the projects towards the extraction of hard coking coal. Futura has a strong executive team comprised of senior mining professionals with a proven track record in developing projects in Australia and internationally.

## GOVERNANCE BODY COMPOSITION

### Governance body composition

<p>TYPE <b>Partial disclosure</b></p>	<p>The Board of Directors of Futura sets high standards for the Company's employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the Board to serve our stakeholders and to oversee the management of the Company's business.</p>
<p>STATUS <b>Verified</b></p>	<p>The Futura Board strongly believes in the benefits of an independent, diverse, and socially inclusive Board. However, we acknowledge that we do not currently exhibit all these key indicators at this point in time. The Company is committed to workplace diversity, improving demographic, experiential and cognitive diversity, with expected future</p>
<p>LAST UPDATED <b>14 Nov 2022</b></p>	<p>The Futura Board strongly believes in the benefits of an independent, diverse, and socially inclusive Board. However, we acknowledge that we do not currently exhibit all these key indicators at this point in time. The Company is committed to workplace diversity, improving demographic, experiential and cognitive diversity, with expected future</p>

appointments to actively consider these aspects at the appropriate time.

The capabilities and perspectives of Board members are important for making strategic and robust decisions. The Board skills matrix captures Board competencies related to governance, industry and operational experience, tenure, diversity, environmental and social topics, and other competencies required of its members to operate effectively and efficiently. The Board skills matrix is currently under review to include consideration of ESG specific competencies.

The functions and responsibilities of the Board of Directors are set out in our Board Charter, where, on behalf of the shareholders of the Company, the Board provides overall strategic guidance and financial management and controls for the Company through effective oversight of management. The Board ensures that the activities of the Company comply with its Constitution, from which the Board derives its authority to act, and with legal and regulatory requirements.

The Company recognises that independent directors are important in assuring shareholders that the Board is properly fulfilling its role and is diligent in holding senior management accountable for its performance.

Our Board is made up of 5 members, with 2 independent and 2 of the five directors being of overseas origin, as outlined in the Futura Resources Limited website.

We continuously review and update our Board composition and Skills Matrix to improve and reflect best practice in the governance of our business and relevant competencies.

SEE ALSO:  
[Board Charter](#)

## MATERIAL ISSUES IMPACTING STAKEHOLDERS

### Material issues impacting stakeholders

#### TYPE

**Partial disclosure**

This disclosure highlights the importance of the relationship between what is material to Futura, and to its shareholders and stakeholders. Futura is committed to providing clear and consistent communication, engagement, and consultation with all its stakeholders.

#### STATUS

**Verified**

#### LAST UPDATED

**11 Nov 2022**

Futura's Shareholder Communication Policy exists to describe the Company's commitment to transparent and timely communication, wherein the Board aims to ensure that the shareholders are informed of all major developments affecting the Company.

The policy includes the arrangements the Company has in place to promote communication with shareholders and encourage their effective participation at general meetings.

Futura acknowledges the significance of addressing non-traditional and emerging economic, social and environmental issues arising not only from our customers and stakeholders but also the broader community and it is our goal to contribute positive value to this.

Futura's comprehensive management of environmental impacts is complemented by ongoing formal and informal stakeholder engagement, for instance through Community Consultative Committees (CCCs) and direct community feedback and more. Futura works together with its local communities, including neighboring landholders, and adjust its environmental management approach based on this consultation.

The Company is currently in the process of developing a detailed Stakeholder Engagement Plan that will encompass

input from employees, local communities, shareholders, supply chain and Company management.

For additional details, please refer to Shareholder Communication Policy.

SEE ALSO:

[Shareholder Communication Policy](#)

## ANTI-CORRUPTION PRACTICES

### Anti-corruption practices

TYPE

**Partial disclosure**

STATUS

**Verified**

LAST UPDATED

**11 Nov 2022**

Futura's Anti-corruption commitments and expectations are outlined in its Code of Conduct. The Company is committed to conducting its business ethically and in compliance with all applicable laws and regulations governing its operations. Futura does not tolerate bribery or corruption and is committed to acting professionally, fairly, and with integrity in all our business activities and relationships in keeping with the highest moral, legal and ethical standards.

Futura is committed to ensuring public confidence is maintained by ensuring its policies and procedures improve the broader operating environment and culture to prevent corruption.

Futura's Code of Conduct sets out the values, commitments, ethical standards and policies of the Company and outlines the standards of conduct, professionalism and the necessary practices expected of its business and people, to maintain confidence in the Group's integrity and to take into account its legal obligations and the reasonable expectations of the Company's stakeholders.

The purpose of the Code is to promote a safe, healthy and productive workplace wherever the Company operates. Underpinning the Code is the expectations that all persons

performing work for and on behalf of the Company will conduct themselves honestly and professionally.

The Code requires that, at all times, Directors and employees act with the utmost integrity, objectivity and in compliance with the letter and the spirit of the law and the Company's policies. It underpins the Company's commitment to integrity and fair dealing in its business affairs and to a duty of care to all employees, suppliers, competitors, clients, customers and other stakeholders.

Futura's Board, management and employees are dedicated to high ethical standards and recognise and support the Company's commitment to compliance with these standards to prevent any form of Corruption and Bribery.

The Company has had no actual or suspected incidents of bribery or corruption.

Futura Resources have not yet proceeded to a point where we are onboarding employees, and as such do not have onboarding procedures around these items. Proper onboarding will be put in place prior to bringing employees on.

For additional details, please refer to Code of Conduct policy.

SEE ALSO:

[Code of Conduct policy](#)

## RISK AND OPPORTUNITY OVERSIGHT

### Integrating risk and opportunity into business process

TYPE

**Full disclosure**

STATUS

**Verified**



LAST UPDATED  
11 Nov 2022

In managing risk, it is the Company's practice to take advantage of potential opportunities while managing potential adverse effects. The Futura board demonstrates a clear understanding and synthesis of corporate appetite, board oversight and management's enterprise risk management systems in relation to key emerging risks and opportunities (specifically, those related to economic, environmental and social issues, including climate change and data stewardship).

The Board has the responsibility for the maintenance of the strategy of the Company which includes the identification of significant business risks. This responsibility is fulfilled by the Audit and Risk Committee which reviews the major risks affecting each business segment and develops strategies to mitigate these risks. It reports to the Board following each meeting.

The Board has delegated to the Audit and Risk Committee responsibility for approving the Company's policies on risk oversight and management, and satisfying itself that management has developed and implemented a sound system of risk management and internal control.

In accordance with good business practice, implementation of the risk management system and day-to-day management of risk is the responsibility of the Executive Directors, with the assistance of senior management, as required.

The Audit and Risk Committee actively and routinely employs a variety of risk management strategies, including several additional policies and practices designed to manage specific business risks. These are broadly described in the Risk Management Policy, which outlines the systems, practices, and procedures to be followed to ensure effective risk identification, management and compliance.

The Audit and Risk Committee has responsibility for identifying, assessing, monitoring, and managing risks. Risks that are captured during this ongoing process are included in a risk register. The Audit and Risk Committee is required to report on the progress of, and on all matters associated with, risk management on a regular basis. The Audit Risk Committee is to report to the Board as to the effectiveness of the Company's management of its material business risks, at least once a quarter, to consider these key risks, and to recommended risk mitigants.

ESG is a driving factor in the design and size of the projects which Futura is progressing. Climate specifically has been considered in the development of these resources which are very low methane and as such minimise fugitive emissions. Additionally the wash plant which will process these coals will have its power requirements sourced from the Edenvale Solar Park project currently under construction in the Western Downs region of Queensland This is a 204 MW solar farm and up to 10 MW/hr of solar power is contracted for the efficient running of the Gregory CHPP where Wilton and Fairhill coal will be processed and prepared for market.

Futura is already including ESG considerations in risk and opportunity management into its business processes, for regular review and analysis by senior management and Futura's Audit and Risk Committee, combined with Board oversight and management of material emerging ESG risks and opportunities.

For additional details, please refer to:

- Futura Risk Management Policy
- Futura Audit & Risk Committee Charter

SEE ALSO:

[Risk Management Policy](#)

[Audit & Risk Committee Charter](#)

## MECHANISMS TO PROTECT ETHICAL BEHAVIOUR

### Mechanisms to protect ethical behaviour

**TYPE**

**Full disclosure**

**STATUS**

**Verified**

**LAST UPDATED**

**11 Nov 2022**

The Board of the Company and management of Futura are committed to facilitating a culture of honesty, conducting the Company's business ethically, administering the policies and procedures with openness and integrity, and pursuing the true spirit of corporate governance commensurate with the Company's needs. The Company encourages the reporting of suspected unethical, illegal, corrupt, fraudulent, or undesirable conduct involving Futura's business.

In addition to the Code of Conduct, Futura adopted a detailed Whistle-blower Policy to encourage and support people to feel confident to speak up safely and securely, without fear of intimidation, disadvantage, or reprisal, if they become aware of wrong-doing or illegal or improper conduct within the Company.

The Company's board of directors is responsible for the overall administration of the Whistle-blower Policy. The Policy covers the processes for dealing with disclosures made by employees and stakeholders of suspected improper conduct within Futura in a confidential and secure manner and is intended to apply to whistleblowers in all the regions in which Futura operates.

The internal mechanisms for reporting and seeking advice are for the reporter to disclose their information to one of the stated Compliance Officers in the Whistleblower Policy or an "Officer" or "Senior Manager" of the Company. If the reporter wanted to maintain anonymity they can disclose their information to ASIC, a Commonwealth Authority, and a lawyer. This includes seeking advice.

For additional details, please refer to Whistle-blower policy.

SEE ALSO:

[Whistle-blower policy](#)

# Planet

## GHG EMISSIONS

### GHG emissions

#### TYPE

**Partial disclosure**

#### STATUS

**Verified**

#### LAST UPDATED

**11 Nov 2022**

Futura and all its wholly owned subsidiaries, considers environmental issues a crucial topic to be addressed in management. Striving for a sustainable society, Futura will work to preserve the environment and prevent pollution in our business activities, while creating businesses that are both highly competitive and environmentally friendly.

The Company recognises the risk posed by climate change and the potential for impact on businesses. Futura is currently assessing its approach to the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard and its implications as it relates to its ongoing operations to then define an appropriate strategy for gathering and reporting its GHG emissions.

As part of its Environmental Policy Objectives, Futura is focused on minimizing its environmental burden, through reducing greenhouse gases such as CO<sub>2</sub> to prevent climate change and preserving biodiversity while striving to minimize the environmental burden of its businesses.

Futura recognizes the role it can play in the growing opportunities surrounding global efforts to reduce carbon emissions, and the landmark Climate Change Bills which have now passed the Senate in Australia, ensuring Australia's emissions reduction target of 43 per cent by 2030 and net zero emissions by 2050, will be enshrined in legislation.

Futura's approach to environmental management focuses on avoiding environmental impacts where possible, mitigating unavoidable impacts, rehabilitating or restoring

disturbed areas, and offsetting to compensate for any impacts that cannot be otherwise avoided, minimised or rehabilitated. To do this, Futura undertakes extensive assessments and careful management planning to mine responsibly in-line with its approval conditions, and progressively rehabilitate land.

The Companies primary impact of the exploration and appraisal works completed is the temporary surface disturbance caused during the exploration drilling activities and costean sampling. All these disturbances have been rehabilitated in full, and the land returned to an as good or better condition the prior to the activities being conducted.

With this mindset, Futura will continue to develop our internal reporting programs on emissions in line with our environmental authorities and report of emissions as required by government.

The company has conducted very few physical activities in the last 3 years, and as such no equipment has been utilised whereby emissions would be generated or recorded. Diesel consumed during the exploration phase was tracked for the purpose of proper invoicing and financial reconciliation. Once in operations diesel and oil usage will be tracked and reported as required by the companies Environmental Authorities.

Futura is utilizing wash plant facilities which will use power sourced from the Edenvale Solar Park project currently under construction in the Western Downs region of Queensland This is a 204 MW solar farm and up to 10 MW/hr of solar power is contracted for the efficient running of the Gregory CHPP where Wilton and Fairhill coal will be processed and prepared for market. See <https://www.futuraresources.com.au/community-sustainability>

For additional details, please refer to Futura Resources Environmental Policy.

SEE ALSO:  
[Environmental Policy](#)

## LAND USE AND KEY BIODIVERSITY AREAS

### Land use and key biodiversity areas

TYPE

**Full disclosure**

STATUS

**Verified**

LAST UPDATED

**11 Nov 2022**

In Australia, mining is a highly regulated industry that is subject to constant monitoring, compliance and enforcement activity by relevant government authorities. For all Futura's mining operations, the Company observes the strict conditioning requirements that apply. Futura's commitment is to always plan carefully and mine responsibly in-line with its approval conditions, and progressively rehabilitate land.

To do this, Futura undertakes extensive assessments and management planning in relation to surface water, groundwater, flood impact, flora and fauna, Aboriginal cultural heritage, historical heritage, air quality, agriculture and geochemistry impacts. This includes extensive consultation with relevant stakeholders throughout formal planning and approval processes, such as the development of comprehensive environmental assessments for all projects, and specific management plans across all stages of projects from construction and operation to rehabilitation and closure.

In compliance with environmental laws and regulations, Futura has applied for and received Environmental Authorities for both its Wilton and Fairhill Project sites. The application process for these authorities has involved significant stakeholder interaction, and public notification, from which Futura drew feedback, and made amendments to its projects prior to receiving the approved authorities.

The Company also referred both the Wilton and Fairhill Projects to the Commonwealth Department of Agriculture, Water and the Environment (DAWE) under the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act).

The Wilton Project was reviewed and determined to be a 'non-controlled action'. The Fairhill Project (FCP) was determined to be a 'controlled action' and as such the 496-page Public Environment Report (PER) was been published by the Company in relation to the Fairhill Coal Project.

The conclusion of the PER describes the proposed FCP, the existing environmental values of the FCP site and environs, the potential impacts the FCP may have on relevant MNES, and details avoidance, mitigation and management measures for the identified potential impacts. Detailed assessments have been undertaken to evaluate the nature and scale of potential impacts, against EPBC Act significant impact guidelines, on MNES.

In summary, relatively few MNES have been identified as being present on the FCP site and as such the potential impacts to MNES broadly, are limited in nature and extent. The results of the PER show that while the construction and operation of the FCP have the potential for environmental impacts, the project design, proposed mitigation measures, and ongoing monitoring and management measures proposed by Futura, will mitigate these potential impacts to MNES.

Commitments made by Futura to address requirements for the development of MPs, and the ongoing environmental management during operations and mine closure are included in the PER and will be developed and implemented in line with the conditions of the FCP EA, and the outcomes of the PER assessment process. Several positive effects and opportunities associated with the FCP have been identified



both at a local as well as regional scale, including generation of direct and indirect employment opportunities, contribution to local and regional economies and utilization of a valuable State resource.

For additional details, please refer to Futura Public Environmental Report.

SEE ALSO:

[Public Environmental Report](#)

## WATER CONSUMPTION

### Water consumption

#### TYPE

**Full disclosure**

Water is fundamental to Futura's business and to sustaining its mine operations and the livelihoods that depend on their economic output. Futura carefully manages and plans its water needs and looks to recycle water wherever it can.

#### STATUS

**Verified**

#### LAST UPDATED

**11 Nov 2022**

Working closely with relevant QLD water management and regulatory authorities, Futura implement plans to monitor water quality and quantity, including water balances, to measure the volume and quality of water inflows, current storage on site, usage, losses, recycling, and any discharges.

Nil water has been consumed in current / previous prior calendar years. The anticipated water usage for the Projects is approximately 250 - 300 ML per year, for dust suppression and ablutions supply. Discussions have commenced with adjacent mining operations to secure access to reliable water supply. Harvesting and recycling water onsite is proposed to reduce net water requirements. Construction of a small pipeline and water storage facility may be required

A small wastewater treatment facility (cyclone or similar) will be established to capture run off from the Infrastructure Area and treat it to allow reuse for dust suppression and

wash down. Potable water supplies shall be sourced externally and trucked to site. Water storage will be in a combination of tanks and purpose-built dams. Effluent from the site ablution facilities will be trucked offsite for disposal at a registered waste facility.

Futura is committed to working with all stakeholders transparently and constructively on this critical issue and to:

- Identifying material water impacts, risks and opportunities
- Improving Futura’s overall understanding of its water use at the regional and sub-regional level
- Exploring how Futura can improve its water management performance and contribute to individual water saving and water sharing initiatives.

For details, please refer to Initial development plan - Fairhill Coking Coal Pty Ltd (section 7.4 Water Requirements)

When in operations independent audits on water usage will be undertaken as required.

## TCFD IMPLEMENTATION

### TCFD implementation

#### TYPE

**Explanation**

While use of the TCFD framework and compliance with its recommendations is currently voluntary in Australia, there is an increasing expectation from investors, governments, customers, and the community that businesses assess and disclose climate-related risks.

#### STATUS

**Verified**

#### LAST UPDATED

**11 Nov 2022**

As a result of ongoing and growing expectations of key stakeholders, Futura is investigating early disclosure of climate risk in accordance with the recommendations of the TCFD framework as they relate to both physical risks, and transition risks (and opportunities). Futura will assess materiality as to what the implementation of the TCFD

framework will mean for its current and future operations strategy.

# People

## DIVERSITY AND INCLUSION

### Diversity and inclusion

TYPE

**Explanation**

Futura values diversity and recognises the benefits it can bring to the organisation's ability to achieve its goals. The Company is committed to a workplace culture that promotes the engagement of diverse, qualified, capable and motivated staff at all levels of the organisation in order to deliver enhanced corporate performance, reputation and shareholder value for the Company.

STATUS

**Verified**

LAST UPDATED

**11 Nov 2022**

As Futura are not in operation yet, we do not currently have need for these documents and policies. They will be created and implemented as we move into operations.

There are currently no full time employees, as such the board is the only real item to assess. Suitable records and indicators will be recorded as the Projects are brought online. The Company will then identify the breakdown indicators relating to economic inclusion and diversity.

## HEALTH AND SAFETY

### Health and safety

TYPE

**Partial disclosure**

Maintaining strong standards of health, safety and labour rights can improve employee productivity, operational efficiency and enhance employee well-being.

STATUS

**Verified**

LAST UPDATED

**11 Nov 2022**

Futura is committed to ensuring the health and safety of its employees, consultants, contractors, visitors and any other persons who the Company works with, at its workplace and mine site operations, as required by law. The Company's Health, Safety, Environment and Community Committee

Charter (HSEC), outlines the primary function of the Health, Safety, Environment and Community Committee to assist the Board in enabling Futura to operate its businesses safely, responsibly, and sustainably. The Committee will oversee and monitor the promotion, establishment, and integration across Futura of the principles of HSEC as the foundations of good management and good business.

Within our operations, we conduct comprehensive risk assessments, prepare safety management plans, have pre-start and handover meetings, provide training, and onsite medical support. Across our exploration operations, there were no reported fatalities, high consequence, or recordable work related injuries in the 12 months to 30 Sept 2022.

For additional details, please refer to The Company's Health, Safety, Environment and Community Committee Charter.

SEE ALSO:

[Health, Safety, Environment and Community Committee Charter:](#)

## TRAINING PROVIDED

### Training provided

TYPE

**Explanation**

STATUS

**Verified**

LAST UPDATED

**11 Nov 2022**

Futura values the importance of the development of our people, as a skilled workforce not only improves a company's performance, but also contributes to overall employee satisfaction and enhances human capital. To achieve long term sustainability and retention of staff, we implement appropriate training and development progress and ensure that adequate arrangements are in place so that appropriate candidates can be recruited or trained up for a role.

The Executive team and key management personnel have a responsibility to ensure that all employees and contractors

are provided with the appropriate training and education with respect to Futura's environmental policy objectives and maintain that continued adherence of these objectives.

As we do not currently have employees, data on staff training does not exist, however training will be a part of operations once the Projects come online.

## PAY EQUALITY

### Pay equality

#### TYPE

**Explanation**

Futura recognises that pay equality reflects an organisation's culture and helps bridge diversity gaps, attract talent, and drive long-term competitiveness. The Company reports remuneration of Directors and Key Management in its Annual Report.

#### STATUS

**Verified**

#### LAST UPDATED

**11 Nov 2022**

All matters pertaining to the remuneration of the Company's Directors and employees are overseen and managed by the Remuneration Committee, whose responsibilities and role is set out in Futura's Remuneration Committee Charter (attached below).

The Board's function as a Remuneration Committee is to fulfil its corporate governance responsibilities with respect to remuneration by reviewing:

- remuneration packages of executive Directors, non-executive Directors and senior executives; and
- employee incentive and equity-based plans including the appropriateness of performance hurdles and total payments proposed.

The Remuneration Committee shall meet at least twice a year, or otherwise as required to review and evaluate all employee remuneration.

At this stage, Futura does not disclose the pay comparison for women/men or pay comparison for minor/major ethnic groups. Objectives on pay equality have not been explicitly set however the Company facilitates equal employment opportunities based on relative ability, performance or potential.

For additional details, please refer to Remuneration Committee Charter.

SEE ALSO:

[Remuneration Committee Charter](#)

## WAGE LEVEL

### Wage level

TYPE

**Explanation**

STATUS

**Verified**

LAST UPDATED

**11 Nov 2022**

Futura recognise that fair compensation and benefits contribute to the economic well-being of employees, since the distribution of income is crucial for eliminating inequality and poverty. At this time, the Company has not yet begun reporting this indicator, though plans to do so as the Company grows.

## CHILD, FORCED OR COMPULSORY LABOUR

### Child, forced or compulsory labour

TYPE

**Partial disclosure**

STATUS

**Verified**

LAST UPDATED

**11 Nov 2022**

Futura Resources Limited and its wholly owned entities (Futura) is committed to the highest standards of conduct and ethical behaviour in all its business activities.

Forms of modern slavery, including (but not limited to) forced labour, child labour, debt bondage, servitude, human trafficking and deceptive recruiting for labour or services are

a violation of human rights, are against the law, and are completely at odds with Futura's core values.

Futura commits to taking the issue of modern slavery seriously, to identify, assess and mitigate modern slavery risks in its operations and supply chains, be compliant with all modern slavery legislation and to use its commercial leverage to reduce and contribute towards the elimination of modern slavery.

Futura's Modern Slavery Policy Statement sets out Futura's expectation for its employees, contractors, suppliers and business partners with respect to compliance to any regulatory obligations and applicable laws, relating to modern slavery including the Modern Slavery Act 2018 (Cth)

Futura's Modern Slavery Policy Statement can be found on the Company website at the link below.

Futura looks forward to providing further updates in other key areas such as any risk assessment specifically related to child labour, forced or compulsory labour, at a later stage.

SEE ALSO:

[Modern Slavery Policy Statement](#)



# Prosperity

## RATE OF EMPLOYMENT

### Rate of employment

TYPE

**Explanation**

STATUS

**Verified**

LAST UPDATED

**14 Nov 2022**

Futura values the importance of the development of our people, as a skilled workforce not only improves a company's performance, but also contributes to overall employee satisfaction and enhances human capital. To achieve long term sustainability and retention of staff, we implement appropriate training and development progress and ensure that adequate arrangements are in place so that appropriate candidates can be recruited or trained up for a role.

The Executive team and key management personnel have a responsibility to ensure that all employees and contractors are provided with the appropriate training and education with respect to Futura's environmental policy objectives and maintain that continued adherence of these objectives.

As Futura is currently in the pre-project execution stage, data on staff training does not exist, however training will be a part of operations once the Projects come online.

## TOTAL R&D EXPENSES

### Total R&D expenses

TYPE

**Explanation**

STATUS

**Verified**

LAST UPDATED

**11 Nov 2022**

Futura has engaged in significant R&D activities in the development of the Wilton and Fairhill Project. These activities have been detailed in the companies previous Annual Financial Reports. We will provide further details on some of our R&D activities in future reporting periods.

## TOTAL TAX PAID

### Total tax paid

TYPE

**Explanation**

Please refer to the company's financial reports. As a non-listed company these reports are not widely available so they may be provided upon request.

STATUS

**Verified**

LAST UPDATED

**11 Nov 2022**

## ECONOMIC CONTRIBUTION

### Economic contribution

TYPE

**Partial disclosure**

Futura has not received any financial assistance from the government in the below reporting period.

STATUS

**Verified**

The detailed financials can be reviewed in Futura's Annual Financial Reports available to parties upon request.

LAST UPDATED

**11 Nov 2022**

## FINANCIAL INVESTMENT CONTRIBUTION

### Financial investment contribution

TYPE

**Partial disclosure**

No dividends have been declared, provided for, or paid.

STATUS

Please see the financial reports for more information which may be provided upon request.

**Verified**

LAST UPDATED

The Company has not offered any share buybacks.

**11 Nov 2022**