

Environmental Social Governance

ESG Highlights

Period Ending 30 September 2022



Environmental, Social, And Governance (ESG)

Latin Resources Limited (“Latin Resources” “Latin” or “the Company”) is committed to the principles of stakeholder capitalism 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 2021, 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 stakeholder capitalism metrics focused on people, planet, prosperity and principles of governance that organizations 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.

Governance

Governing purpose	Full Disclosure
Setting purpose	

Latins ESG purpose statement:

“Developing minerals to provide the planet with environmentally sustainable products.”

Latin ESG Description statement:

Latin Resources Limited (ASX: LRS) (“Latin” or “the Company”) is pleased to announce that the Company has adopted an Environmental, Social, and Governance (ESG) framework. The Company is committed to complying with applicable laws and regulations relating to health, safety, environment and community impacts by meeting and exceeding its Environmental, Social and Governance (ESG) framework including the 21 core metrics and disclosures created by the World Economic Forum (WEF).

Latin Resources is a minerals explorer, committed to developing its lithium spodumene project in Brazil. Lithium is a key mineral used in electric vehicles and battery storage to decarbonise the world by directly contributing to technology-driven GHG emission reduction targets.

Latin has invested significant time and geological resources investigating the lithium potential of the Bananal Valley region of Minas Gerais, which hosts the Eastern Brazilian pegmatite province. Regional success story Sigma Lithium is the most active explorer in the region, currently in development of a world-class lithium mineral resource base with a “Greentech” processing plant and strong ESG credentials. As Latin moves towards its maiden JORC Mineral Resource Estimate for this project, the Company is excited by the opportunities this may present in the future for battery grade lithium hydroxide production using renewable energy, recycled water and dry-stack tailings.

In addition to this, Latin is transitioning into a developer at its Cloud Nine Halloysite-Kaolin Deposit, 300km east of Perth in Western Australia. The Cloud Nine deposit has a maiden Mineral Resource Estimate of 207 million tonnes (Mt) of kaolinised granite with 123Mt of bright white kaolinite and 84Mt of halloysite-bearing material. Kaolinite is a plate-like clay with a wide range of uses including paper and ceramics. In contrast, halloysite has a unique property and occurs as halloysite nanotubes (HNT) and maintains several key environmentally friendly properties, can be utilised to assist with the management of Greenhouse Gases (GHG) and can be mined with extremely low environmental impact.

As part of our evolving emissions project, Latin has secured an agreement with CRC CARE Pty Ltd to develop innovative methane reduction technologies to exploit the clay mineral halloysite from the Company’s Cloud Nine Halloysite-Kaolin Deposit near Merredin, WA.

The development of both of these projects will provide Latin with the platform to reduce carbon emissions and are key to Latin’s ESG Purpose Statement of “developing minerals to provide the planet with environmentally sustainable products”.

The Latin Resources purpose statement was updated for the period ending 30 June 2022.

Governance body composition

While the Latin Resources' Board of Directors strongly believes in the benefits of an independent, diverse, and socially inclusive Board, we recognise that we do not currently represent all these indicators. We are committed to ensuring equal gender representation, diverse skills and experience, and independence, amongst our board of directors in the future, and will work diligently to effect change.

In addition, all future Board appointments will collectively reflect the diverse nature of the business environment in which the organisation operates and be made on merit in the context of the skills, experience, independence, and knowledge that the Board requires to be effective.

You can view our Board of Directors profiles on the Latin Resources website: [LRS Board of Directors](#).


Board Skills Matrix

Legend

F: Familiar

C: Competent

E: Expert

Name	David Vilensky	Chris Gale	Brent Jones	Pablo Taratini
Title	Non-Executive Chairman	Executive Director	Non-Executive Director	Non-Executive Director
Independent	YES	NO	YES	NO
Gender	M	M	M	M
Experience				
Corporate leadership	E	E	E	E
International experience	C	E	C	E
Industry & sector experience	C	E	C	E
Board experience	E	E	E	E
Capital projects	C	E	C	E
Knowledge and skills				
Strategy Development	E	E	C	E
Finance & Accounting	C	E	E	E
Legal & Regulatory	E	C	C	C
Digital & Information Technology	C	E	C	C
Human Resources & People	E	E	C	C
Public Relations, Marketing & Communications	C	E	C	C
Risk & Compliance	E	C	C	C
Capital Markets	C	E	E	E
Stakeholder engagement	E	E	E	C
Environmental & Climate	C	C	C	C
Social & Sustainability	C	E	C	E
Governance & Policy	E	E	E	C
Governance Competencies				
Director (medium organisation 10 - 99 employees)	E	E	E	E
Director (large organisation 100+ employees)	F	F	F	E
Financial literacy	C	E	E	E
Strategic thinking	E	E	C	E
Executive performance management	E	E	C	E
Risk management and mitigation	E	E	C	E
Compliance focus	E	E	E	E
Profile / reputation	E	E	E	E
Behavioural Competencies				
Team player / collaborative	E	E	E	C
Ability and willingness to challenge and probe	E	E	E	E
Common sense and sound judgement	E	E	C	C
Integrity and high ethical standards	E	E	E	E
Mentoring abilities	E	E	E	E
Interpersonal relations	E	E	E	E
Listening skills	E	E	E	E
Verbal communication skills	E	E	E	E
Understanding of effective decision-making process	E	E	E	E
Willingness and ability to devote time and energy to the role	E	E	E	E

Stakeholder engagement

In Development

Material issues impacting stakeholders

Latin has outlined a plan to identify material issues that the Company and our stakeholders consider to be of the highest importance for improving our Company’s sustainable growth and corporate value for driving progress on sustainable development.

We will work to resolve issues identified through our business activities while monitoring the progress against our goals. We will provide updates on the progress of material issues in our quarterly ESG report.

Anti-corruption

Partial Disclosure

Anti-corruption practices

Latin Resources is committed to conducting all of its business activities fairly, honestly with integrity and in compliance with all applicable laws, rules and regulations.

Latin’s Board, management and employees are dedicated to high ethical standards and recognise and support the Company’s commitment to compliance with these standards.

Latin Resources does not yet formally train staff on anti-corruption, though all staff must follow the Company’s Anti Bribery & Anti-Corruption Policy and Code of Conduct and understand related policies as employees or contractors of the Company.

During the current quarter, and current financial year to date, there have been no reported incidents of corruption.

[Click here to read our Anti-bribery and Anti-corruption Policy.](#)

[Click here to read our Code of Conduct.](#)

Mechanisms to protect ethical behaviour

Latin Resources has adopted the ASX Corporate Governance Council’s Corporate Governance Principles and Recommendations.

Latin Resources’ Whistleblower Policy and Code of Conduct form part of the Corporate Governance Plan and are in place to protect ethical behaviour.

Latin encourages a culture within the Group of ‘speaking up’ to raise concerns about possible unlawful, unethical or socially irresponsible behaviour or other improprieties of or within the Group without fear of retaliation or otherwise being disadvantaged.

The Company encourages employees (and non-employees) who are aware of possible wrongdoing to have the confidence to speak up. This policy encourages reporting of such matters and provides effective protection from victimisation or dismissal to those reporting by implementing systems for confidentiality and report handling.

As per the Whistleblower Policy we have in place a Whistleblower Protection and Investigation Officer (WPIO) that an eligible whistleblower can report to.

[Click here to read our Whistleblower Protection Policy.](#)

In addition, Latin’s Code of Conduct provides a framework for decisions and actions in relation to ethical conduct in employment.

Latin Resources’ Code of Conduct underpins the Company’s commitment to integrity and fair dealing in its business affairs and to a duty of care to all employees, clients and stakeholders.

The document sets out the principles covering appropriate conduct in a variety of contexts and outlines the minimum standard of behaviour expected from employees.

[Click here to read our Code of Conduct.](#)

Risk framework and processes

Risk is a critical facet of all business operations, especially within a rapidly evolving global landscape. Latin Resources is committed to risk management and understands its role, not only in the minimisation and elimination of risk, but also in the subsequent creation of sustainable business growth, the achievement of company goals, and importantly, the strengthening of stakeholder confidence and value.

As part of our commitment, Latin’s Audit and Risk Committee monitors all emerging risks, including ESG risks and opportunities, reviewing them regularly as part of our Company’s risk management plan. Risks that are captured during this ongoing process are included in a risk register which is reviewed on a monthly basis.

[Click here to read our Risk Management Policy.](#)

Planet

Climate change

In Development

Greenhouse gas (GHG) emissions

The Company has reviewed the Greenhouse Gas (GHG) Protocol and its implications as it relates to Latin's operations.

Understanding the key role Latin can play in contributing to emission reduction in Australia and globally, the Company has engaged Carbon Neutral Pty Ltd to begin a baseline assessment of the Company's global carbon footprint.

The Company will assess all direct and indirect Scope 1, 2 & 3 emissions with a target completion date of the end of the year (i.e. December 2022) as part of the Company's journey toward net zero.

As part of our evolving emissions project, Latin has secured an agreement with CRC CARE Pty Ltd to develop innovative methane reduction technologies to exploit the clay mineral halloysite from the Company's Cloud Nine Halloysite-Kaolin Deposit near Merredin, WA.

Under the agreement with CRC CARE, complementary to its current activities that include exploration for halloysite at its 100% owned Cloud Nine deposit in WA, Latin will fund two key research projects running in parallel to the extent of \$3.2m over a three-year period, commencing in January 2022.

The \$3.2m is the maximum exposure of Latin over the three-year period in terms of the funding of the research projects with payments staggered over the three year period linked to a series of agreed milestone deliverables. Latin has the right to cease funding either or both research projects at any time in the absence of the key deliverables.

The research results and all intellectual property rights associated with and derived from the research results will be owned 100% by Latin.

The research projects to be undertaken by CRC CARE are designed to develop applications that are superior to those of other natural materials including:

Microbial intervention: use of halloysite in feed supplement formulation to influence methane producing rumen microbes.

Nutrient and methane adsorption in the cattle industry: real-time capture and desorption of animal gas emissions for energy conversion as well as capturing nutrients from animal excreta.

Carbon capture: adsorption at various pressures (industrial uses) and conversion of the captured carbon into fuel or the whole adsorbent into value-added material such as building material or fertiliser.

Low-cost precise purification of halloysite nanotubes ("HNT"): from variants of halloysite and kaolinite mixtures (pure HNT can generate double the revenue of HNT/kaolinite mixes).

In addition, the CRC CARE research project has the potential to generate a carbon offset for Latin.

[Click here to read the full announcement.](#)

TCFD implementation

While use of the TCFD framework 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.

As a result of ongoing and growing expectations of key stakeholders, Latin 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).

Nature loss

Explanation

Land use and ecological sensitivity

Latin does not currently measure impact on land use, and key biodiversity areas (KBA's), though is expected to do so where potential impact on biodiversity is possible on land owned, leased or managed by Latin, on or adjacent to protected areas and/or KBAs.

Freshwater availability

Explanation

Water consumption

Water consumption (including full value chain) is considered immaterial at the current time. This may change as Latin progresses key projects. Initial assessments will be conducted where Latin's future operational plans dictate they are relevant.

People

Dignity and equality

Partial Disclosure

Diversity and inclusion

Latin is committed to empowering and promoting social and economic inclusion, irrespective of diversity.

The Company has identified the breakdown indicators relating to economic inclusion and diversity, though has not yet begun reporting this indicator.

Pay equality

Latin recognises that pay equality reflect 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 Personnel in the [Full Year Statutory Accounts](#) and our [Diversity Policy](#) is inclusive of pay equity.

At this time, the Company has not begun reporting key indicators in this category.

Wage level

Latin recognises 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.

Human rights

Full Disclosure

Risk for incidents of child, forced or compulsory labour

Latin upholds the highest moral, ethical and legal standards in all we do, especially surrounding human rights and modern slavery.

Latin does not condone, support or contribute, either directly or indirectly, to Modern Slavery and has formalised a [Modern Slavery Policy](#).

Health and well-being

Partial Disclosure

Health and safety

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

Latin reports monthly on Lost Time to Injury and active man days on site to the Department of Mines, Industry Regulation and Safety's – Safety Regulation System (SRS).

During the quarter from July to September 2022, LRS had zero (0) Lost Time to Injuries and had recorded eight (8) active man days on site (96 hours).

Skills for the future

Full Disclosure

Training provided

Latin Resources is committed to providing professional development and training opportunities to all employees.

The Company seeks to create, promote and foster an environment that values development, diversity and growth.

Latin Resources full-time employees completed an average of 1.50 hours of training, with an average expenditure of \$277.50 for the period ending 30 September 2022.

Prosperity

Employment and wealth generation

Partial Disclosure

Absolute number and rate of employment

Employment and job creation are key drivers of economic growth, dignity and prosperity, and provide a basic indication of a company's capacity to attract diverse talent, which is key to innovate new products and services.

Latin is undertaking a full review of all staff including contractors and consultants and will provide details of absolute number and rate of employment in future quarterly updates.

Economic contribution

Disclosure in relation to the total monetary value of financial assistance received from the government has been made on the Company's ASX Announcement Platform.

Disclosures relating to revenues, operating costs, wages & benefits, payments to providers of capital, payments to government, and monetary support from government appear in the Company's [Full Year Statutory Annual Report](#), as well as in the [Quarterly Activity Report & Appendix 5B](#), which can be found on the Company's ASX Announcement Platform and Website.

Financial investment contribution

The Company operates in the mineral exploration and development field with the objective to provide the planet with environmentally sustainable products.

The Company undertake capital expenditure in the form of mineral exploration and development activity. It discloses its total capital expenditures (less depreciation) and how it relates and supports the Company's growth strategy in the [Full Year Statutory Annual Report](#), as well as in the [Quarterly Activity Report & Appendix 5B](#).

The Company does not have a share buyback policy and does not currently pay dividends.

Innovation of better products and services

Full Disclosure

Total R&D expenses

The Company's [Full Year Statutory Annual Report](#), [Quarterly Activity Report & Appendix 5B](#) disclosure of expenditure and activity in relation to Cloud Nine reflects the level of R&D costs during each relevant reporting periods. Further information on R&D can be found on Company's website, or on its ASX Platform, as above.

As noted above, the Company has an agreement with CRC CARE for a three-year research project assessing the potential of halloysite from Cloud Nine to contribute to a reduction in GHG emissions.

Total tax paid

Please refer to the [Full Year Statutory Annual Report](#), [Quarterly Activity Report & Appendix 5B](#) for disclosure of the total level of tax paid during relevant reporting period.