

## Environment and Sustainability Policy

### 1. Scope

Greenland Minerals Limited (“**the Company**”) is committed to conducting operations in an environmentally responsible and sustainable manner at all times. This Environment and Sustainability Policy (“**Policy**”) applies to all directors, employees, contractors and consultants (together “**Staff**”) of the Company and its related entities.

### 2. Purpose

As with most exploration projects and mining operations, the Company's operations and activities are expected to have an impact on the environment, particularly if advanced exploration or mine development proceeds. The Company aims to conduct its operations and activities to the highest standard of environmental obligation, including compliance with all environmental laws of relevant jurisdictions and to minimise the environmental impact wherever possible.

This Policy is to be read in conjunction with all other policies and codes of the Company but in particular the Risk Management Policy.

### 3. Policy

- a) Provide a safe and healthy workplace for Staff and local communities;
- b) Comply with relevant environmental laws and regulations;
- c) Implement and encourage an environmentally aware and sustainable culture throughout the Company;
- d) Adopt world’s best practices to minimise and where possible eliminate environmental impacts;
- e) To be inclusive of local communities and all stakeholders and provide a process for the concerns of all stakeholders to be heard;
- f) Ensure all incidents, near misses, complaints and concerns are reported and if required, acted on appropriately;
- g) Continually take steps to improve environmental and sustainability performance;
- h) Work with suppliers who promote sound environmental practices; and
- i) Enhance awareness among Staff, suppliers and other stakeholders to act in an environmentally responsible manner.

### 4. Compliance

#### 4.1 Commitment to the Environment and Sustainability Policy

The Company and its directors are committed to developing, promoting and maintaining this Policy. It is the responsibility of each Staff member to understand and comply with this Policy.

Staff must immediately notify their Manager and the Company Secretary in the event that they become aware of any actual or suspected behaviour in breach of this Policy or any failure of the Company or any Staff to meet the obligations set out in this Policy. The Company Secretary will ensure proper investigation of such behaviour.

The Directors and Senior Management shall ensure that any person who in good faith notifies of an actual or perceived breach of this Policy shall not be subject to adverse consequences as a result of taking such action and that all such concerns are properly investigated.

#### **4.2 Non-compliance**

Directors and Senior Management shall ensure that appropriate action is taken if any breach of this Policy occurs. A breach of the Policy will be dealt with depending on the circumstances and severity of the breach. Action may vary from a warning to the termination of employment in the case of a serious and or intentional breach.

#### **5. Questions?**

If you have any questions regarding this Environmental and Sustainability Policy, you should contact the Company Secretary.