



# Province

RESOURCES LIMITED

## 2023 ESG Report





# Message from the Non-Executive Chairman

ESG remains a top priority for us at Province and I'm pleased to provide you with an update on our ESG efforts. Here, we'll highlight our key focus areas for FY23;



## Sustainability

- Environmental studies have continued across the project area, with a third round of bird and bat surveys recently completed, as were additional flora and vegetation surveys covering power transmission corridors and upstream wind generating areas.
- Bat sound monitoring equipment has been installed for a second round of surveys on the meteorological mast on the Town Common to track species types and heights above ground level.
- Province has completed environmental approval referral documentation and held important pre-referral meetings with regulators.

## Community

- Negotiations for an Indigenous Land Use Agreement with the Yinggarda Aboriginal Corporation are proceeding as planned.
- Land tenure discussions with the Western Australian Government over the entire project area are continuing, with parties close to finalising an initial option to lease over the Town Common area north of Carnarvon.
- \$14,500 donated to local community programs, sponsorships and events in FY23.

## Renewables

- Pre-Feasibility Study (PFS) activities for the HyEnergy® green hydrogen project are proceeding as planned, with all streams of work either nearing completion or received in draft stage.
- The downstream draft PFS for the multi-gigawatt scale project has been received by Province with feedback provided to contractor GHD. The report is expected to be finalised soon.
- Aurecon is in the final stages of completing the PFS for the upstream components of the project, with Province expecting a draft report shortly.
- GHD is also in the final stages of delivering the PFS for a smaller scale project located entirely on the Town Common site north of Carnarvon.

In closing, I want to express gratitude to our employees, partners, and stakeholders for their ongoing support in our ESG journey. Together, we're making meaningful progress toward a more sustainable and responsible future.

**Patrick Burke**  
Non-Executive Chairman





# Governance

## Setting Purpose

Province's Purpose is "To provide ethical and sustainable access to zero carbon fuel required to support global growth and the transition to a green economy".

As we pursue our purpose, we are guided by our guiding values:

- Employees supported to operate safely and grow personally and professionally
- Low impact operations
- Shared financial benefits
- Local supplier preference
- Traditional owner respect and inclusion

## Governance Body Composition

The capabilities, experience, and perspectives of our board members are important for making robust decisions on an ongoing basis. Our current Board members represent a broad array of skills in areas such as business and strategy; science and medicine; legal, regulation and public policy; corporate governance and sustainability; finance and accounting; management, leadership and stakeholder engagement.

The biographies of our Board and Management team can be found on the website. Detailed information on the composition of the board can be found in the Board skills matrix also available on the Province website.

<https://www.province.limited/about/#board-and-management>

The Province Board Charter also clearly defines the Boards' roles and responsibilities. The Corporate Governance Statement also sets out the corporate governance practices in place throughout the financial year in accordance with the 4th edition of the ASX Principles of Good Corporate Governance and Best Practice Recommendations.

<https://www.province.limited/wp-content/uploads/2022/02/02429555.pdf>





## **Anti-Corruption**

Province has a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and integrity in all business dealings.

The Province Anti-Bribery and Corruption Policy supports the above and sets out the responsibilities in upholding the Company's positions on bribery and corruption; and

- Provides information and guidance for those working for Province on how to recognise and deal with bribery and corruption issues.

This policy is also included in the Board and employee onboarding process and is reviewed on an annual basis.

<https://www.province.limited/corporate-governance/>.

## **Mechanisms for seeking advice and raising concerns on business conduct**

Province is committed to the highest standards of ethical conduct in all business activities and has the ongoing ability to both prevent and remedy ethical issues. Directors and the management team are committed to conducting the business of the company ethically and in accordance with ASX Corporate Governance Principles.

Province's Whistleblower Protection Policy has been adopted by the Board to ensure concerns regarding unacceptable conduct including breaches of the Company's Code of Conduct can be raised on a confidential basis, without fear of reprisal, dismissal or discriminatory treatment. Province is committed to creating and maintaining a culture of corporate compliance and ethical behaviour in which employees are responsible and accountable and behave with honesty and integrity.

More information can be found in the Whistleblower Protection Policy.

<https://www.province.limited/wp-content/uploads/2022/03/Whistleblower-Protection-Policy-HYE-CORP-POL-007-Rev-0.pdf>


## **Integration of ESG risk and opportunity into business process**

The Province Board are responsible for the oversight of ESG and climate-related risks and opportunities, with the management team playing a significant role in assisting with the identification of key risks and opportunities and strategies to monitor, manage and mitigate them.

ESG and climate-related issues are a fixed item on the agenda and are factored in to all reviewing and guiding aspects of the Company and business operations. As such, all business processes and policies have been designed and implemented with ESG and climate change as part of its integral framework. These are all reviewed regularly on an annual basis.

ESG risks and opportunities are factored into the Province business strategy, the recent HyEnergy® Pre-Feasibility Study was designed around mitigating climate-related issues. Third-Party Consultants are also relied upon to provide guidance with ongoing assessments ensuring that planned projects limit negative climate, environment and social impact.

Goals and targets for addressing climate-related issues are monitored by the Board and regularly update the management team through weekly meetings.





# Planet

## GHG Emissions

In FY22 we set our GHG baseline in accordance to the GHG Protocol Corporate Accounting and Reporting Standard utilising the NERS calculator provided by the Government.

FY23 saw an increase in our GHG outputs. We will continue to monitor our emissions outputs included in the company risk management framework and will continue our efforts in identifying opportunities to reduce these outputs and opportunities to improve carbon efficiency.

We are also currently in the process of creating a Sustainability Policy further communicating our commitment to minimising our impact on the environment including the reduction of our GHG emissions.

Emissions	Baseline FY 22	FY23
Scope 1	19 t CO <sub>2</sub> -e	31t CO <sub>2</sub> -e
Scope 2	5 t CO <sub>2</sub> -e	7 t CO <sub>2</sub> -e
Scope 3	Currently collating data	Currently collating data
Total Emissions	24 CO <sub>2</sub> -e	38 CO <sub>2</sub> -e
Total Energy Consumed	291 GJ	487 GJ

## TCFD

In FY23 Province Resources became supporters of the TCFD recommendations and have adopted the TCFD framework and continue to develop the recommended disclosures and metrics to support ongoing integration. Please see the progress summary below:

### Progress to end FY23

- Review of company policies and integration of ESG and climate-related aspects.
- Continued reporting and analysis on GHG emissions.
- Incorporation of ESG risks and opportunities into the existing risk management framework.

### Our focus for FY24

- Continue to enhance and embed climate-related considerations into the existing risk management framework. - Further project development with the HyEnergy® project.
- Continue our efforts to become carbon neutral. - Ongoing development of ESG and TCFD disclosures.







### **Land use and ecological sensitivity**

Province has commenced fauna, flora and other environmental surveys over the potential project area. The outcomes of these studies will identify and allow the Company to manage any sensitive areas.

### **Water consumption in water-stressed areas**

As the project is currently at planning stage, Province does not currently have any water consumption or withdrawal. This may change as the project is progressed and appropriate assessments will take place before implementation.



# People

## Diversity and Inclusion

Province is committed to actively managing diversity as a means of enhancing the Company's performance by recognising and utilising the contribution of diverse skills and talent from its directors, officers and employees.

Diversity may result from a range of factors including age, gender, ethnicity, cultural background or other personal factors. Province values the differences between its people and the contribution these differences make to the Company.



## Pay Equality

Province is committed to actively managing diversity as a means of enhancing the Company's performance by recognising and utilising the contribution of diverse skills and talent from its directors, officers and employees.

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## **Wage Level**

1. Ratios of standard entry level wage by gender compared to local minimum wage: 28%

2. We don't currently report on the ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO, due to the small size of our team.

## **Risk for incidents of child, forced or compulsory labour**

Province is committed to respecting and protecting human rights, the Province Modern Slavery and Human Rights Policy is currently being reviewed by the Board and will be made publicly available once adopted.

As our project is at planning stage, we have not yet identified operations or suppliers to be of significant risk.

## **Health and Safety**

There have been no fatalities or injuries to report.

## **Workers access to non-occupational medical and healthcare services**

As our projects haven't commenced yet, this is something that we are not currently offering but look forward to investigating these options in the future.

## **Training**

Average cost of training per employee: \$200  
Average hours of training per employee: 6 hours.

Province employees and Board members were provided cultural awareness training by Kath Ryan, Elder of the Yinggarda People.







# Prosperity

## **Employment and wealth generation**

Employee turnover: 1 Male

Rate of Employment: N/A

## **Report EVG&D separately at country, regional, or market levels**

Province discloses information on investment activities through the Full Year Statutory Accounts and Quarterly Activity Report & Appendix 5B.

<https://www.province.limited/financial-and-quarterly-reports/>

## **Financial investment contribution**

Province doesn't offer dividends. Province discloses information on investment activities through the Full Year Statutory Accounts and Quarterly Activity Report & Appendix 5B.

<https://www.province.limited/financial-and-quarterly-reports/>

## **Total R&D**

There have been no R&D expenses for FY23.

## **The total global tax borne by the company**

For the complete disclosure of the total level of tax paid by Province, please refer to the Full Year Statutory Accounts and Quarterly Activity Report & Appendix 5B

<https://www.province.limited/financial-and-quarterly-reports/>

## **Community Spend**

Province's main project is located in Carnarvon, and are passionate in supporting the local areas in which we operate by supporting local business and local communities.

In FY23 Province has supported over 30 local businesses in Carnarvon, and sponsored and supported 8 community events with just under \$20K donated.

## **Environmental Spend**

In FY23 Province has committed 938 hours of expert third-party labour and over \$44k in flora and fauna surveys.

Over the lifetime of the project 64% of the total spend on future survey's will be spent locally.





# Acknowledgements

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We would like to thank all of the members of our Board, our employees and the guidance from the team at Executive ESG who are assisting us in continuing our ESG journey.

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## Contact

[www.province.limited](http://www.province.limited)  
[info@provinceresources.com](mailto:info@provinceresources.com)

362 Rokeby Road  
Subiaco WA 6008  
+618 9329 6862

