

Environment, Social, Governance (ESG) Policy

1. Heading

Denison's Risk and Sustainability Committee has oversight responsibilities in relation to Denison's ESG-related policies, frameworks and practices.

ESG stands for the three pillars of sustainability, i.e. Environmental, Social and Governance.

This Policy applies to all Denison Personnel and all of its subsidiaries.

2. Objectives

This Policy is designed to:

- a. Establish Denison's commitment to focusing on the three key features (Environmental Social and Governance) of sustainability;
- b. Provide a framework for setting ESG objectives; and
- c. Ensure compliance with all relevant legislative requirements.

3. Our Commitment

Denison believes in creating long term benefits for the communities and local economies in which we operate.

In doing so we are committed to:

- Ensuring our employees are safe from physical harm, discrimination, vilification, victimisation and sexual harassment;
- Identifying, assessing, managing and reporting material climate-related risks to create a truly sustainable business;
- Proactively engaging with Indigenous and local communities to discuss both the impacts and opportunities arising from our activities;
- Maintaining our identity as an equal opportunity employer;
- Taking proactive measures to ensure Denison does not contribute to, or conduct business with, parties that contribute to modern slavery in Australia or abroad;
- Adopting recognised best practice in corporate transparency and reporting;
- Complying with all applicable regulations and standards, and where laws do not exist, adopting and applying standards that reflect Denison's commitment to responsible business practices;
- Monitoring and reviewing performance against this Policy to ensure continuous improvement; and
- Reporting on our actions in accordance with relevant standards.

4. Implementation Framework

To support and demonstrate these policy commitments, Denison has developed:

- An established ESG Framework articulating governance, strategy, risk management, metrics and targets;
- A Code of Conduct for our employees;
- A Code of Conduct for our suppliers;
- A Risk Management Policy that outlines Denison’s Risk Management system in relation to ESG-related risks;
- A Risk and Sustainability Committee that oversees:
 - The development and implementation of the ESG strategy and framework;
 - The measurement of performance against approved targets, the continuous improvement of performance and the corresponding reporting to provide an accurate and balanced view of the Denison’s performance;
 - The review of policies, procedures, programs and initiatives in managing sustainability risks (including climate-related risks) to prepare for systemic risks and open up new opportunities for growth; and
- A Corporate Social Responsibility Policy and a suite of policies and procedures implementing Denison’s commitments listed in paragraph 3 above.

5. Monitor and Review

This Policy will be reviewed annually by the Risk and Sustainability Committee, and any proposed amendments approved by the Board.

6. Training

Denison implements a mandatory Code of Conduct training for new starters, and mandatory annual Code of Conduct refresher training.

Denison executives and managers are responsible for leading the adoption and update of this Policy and the integration of sustainability practices throughout Denison.

Denison will continuously improve by learning from best practice examples of environmental management, being responsive to community issues and promoting a culture in which Denison Personnel share its ESG commitments.

VER*	Approved By	Approval Date
1	Board	04/05/24

Application: This policy applies to the companies of the Denison Group, including Denison Gas Limited and its subsidiaries Denison Gas (Queensland) Pty Ltd, Denison Renewables Pty Ltd and Denison Petroleum Services Pty Ltd.