

A photograph of a lush forest with tall, thin trees and dense green foliage under a cloudy sky. The trees are silhouetted against a bright, overcast sky. The ground is covered in grass and some fallen branches.

# ENVIRONMENTAL SOCIAL GOVERNANCE DISCLOSURE REPORT

Baseline ESG report (30 September 2022)  
Report generated on 4 October 2022 Powered by **Socialsuite** ESG

## Environmental, Social, and Governance (ESG)

Helix Resources (“**HLX**” 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 January 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: 29/9/2022

# Governance

## SETTING PURPOSE

### Setting purpose

<p>TYPE <b>Full disclosure</b></p>	<p>Helix was established to discover and, if viable, develop mineral deposits to create wealth for its shareholders in an efficient, ethical and sustainable manner, mindful and respectful of the needs of the landholders and Traditional Owners of the land on which it operates.</p>
<p>STATUS <b>Verified</b></p>	
<p>LAST UPDATED <b>8 Jul 2022</b></p>	<p>The Company is focused on copper – an essential metal to ‘decarbonise the economy’.</p> <p>Helix seeks to minimise environmental impacts and maximise benefits to the local community by basing its exploration team in the region where it operates and prioritises local procurement and employment.</p>

## GOVERNANCE BODY COMPOSITION

### Governance body composition

<p>TYPE <b>Full disclosure</b></p>	<p>The Helix Board is comprised of directors with an appropriate mix of qualifications, experience and expertise to ensure the effective discharge of duties imposed on it by law to create wealth for its shareholders in an efficient, ethical and sustainable manner, mindful and respectful of the needs of the landholders and Traditional Owners of the land on which it operates.</p>
<p>STATUS <b>Verified</b></p>	
<p>LAST UPDATED <b>27 Sep 2022</b></p>	<p>The composition of the Board is reviewed regularly, to ensure the mix of skills and expertise is appropriate to meetings its obligations to all stakeholders and to the extent possible that the composition of the Board, represents the diversity of its key stakeholder groups. The Board has approved specific</p>

policies which incorporate key sustainability aspects such as Diversity, Governance, Environmental Management, Social Licence and Human Resources – all essential platforms on which to build a business.

The Helix Board regularly evaluates its performance against a 'Board Skills Matrix'. This matrix is currently being updated to specifically ensure that it meets stakeholder expectations on matters such as Social Licence and minimisation of its activities which contribute to greenhouse gas generation.

The current Board of comprises an independent non-executive Chairman, an independent Non-Executive Director and an Executive (Managing) Director, spanning technical, corporate and corporate finance skills appropriate to an 'early-stage' exploration company operating in Australia. In terms of gender diversity, one of the three directors is a woman and at senior management level. The Chief Financial Officer and Investor Relations Manager are women, and the Exploration Manager and Company Secretary are both men.

The Board has recently undergone significant renewal and the tenure of the three directors ranges from [four years to 2 months] Each director is highly experienced with a deep understanding of their director's duties and obligations.

SEE ALSO:

[Helix Directors Profiles](#)

## MATERIAL ISSUES IMPACTING STAKEHOLDERS

### Material issues impacting stakeholders

TYPE

**Full disclosure**

STATUS

**Verified**

LAST UPDATED  
27 Sep 2022

Helix has identified the groups listed below to be key stakeholders. Helix engages with all its key stakeholders on a regular basis to gain an understanding of the material issues that the groups consider to be important.

#### 1. Shareholders

Helix engages with its shareholders through ASX releases, e-mail distribution, social media accounts and other distribution channels that cover news from the Company. It has retained a professional communications firm and its own Investor Relations Manager to ensure regular and high-quality information is released regularly. The Company's website was recently updated with a contact form which provides shareholders the opportunity to meet with the Managing Director. The Shareholder Communications Policy and Continuous Disclosure Policy is provided in the links below.

#### 2. Directors and executives

Regular Board meetings are held with Directors and regularly includes key executives to attend and participate in the meetings. The Board and Executive Charter sets out the roles and responsibilities of the Board and the executives of the Company. A link to the Charter can be found below.

#### 3. Employees

Helix currently employs 8 staff and has 5 key long term contractors. Employees are an integral stakeholder as they share in the Company's values and are a key part of the Company's success. The Company schedules regular meetings with all employees to provide updates on its activities and progress. Board members and key executives schedule regular site visits to NSW to review and participate in exploration activities.

#### 4. NSW government

Helix engages with the NSW government at various levels both directly in regard to its compliance to the tenement

5. Community, Land Owners and Traditional Owners  
 Helix engages with the wider community in a number of ways. The exploration team is in regular contact with Land Owners in relation to the current activities of the Company. The Company works to build strong, positive relationships and Land Owner agreements are undertaken with all Land Owners.

SEE ALSO:  
[Shareholder Communications Policy](#)  
[Board and Executive Charter](#)  
[Continuous Disclosure Policy](#)

ANTI-CORRUPTION PRACTICES

**Anti-corruption practices**

**TYPE**  
**Full disclosure**

**STATUS**  
**Verified**

**LAST UPDATED**  
**29 Sep 2022**

Helix Resources is committed to maintaining a high standard of integrity and to operating fairly, honestly and legally, in order to ensure that we comply with international regulations with regards to anti-corruption and bribery issues. We also make full commitment to ensure Helix has an open and transparent management approach in order to avoid exposing ourselves to potential conflicts of interest.

Helix is committed to maintaining a high standard of ethical conduct in all business dealings. Helix does not obtain or retain business through any unethical or illegal means, and all contract and transaction related payments, including those in connection with gifts and other expenditures, are declared with reasonable details.

Helix has developed this policy to prohibit inappropriate conduct associated with bribery and corruption.

SEE ALSO:  
[Anti Bribery and Corruption Policy](#)  
[Code of Conduct](#)

## RISK AND OPPORTUNITY OVERSIGHT

### Integrating risk and opportunity into business process

<p>TYPE <b>Partial disclosure</b></p>	<p>The Helix board of directors established an Audit and Risk Management Charter which sets out the roles, responsibilities, composition, structure and membership requirements of the Company’s Audit and Risk Management Committee. The Audit and Risk Management Committee hold meetings twice a year.</p>
<p>STATUS <b>Verified</b></p>	<p></p>
<p>LAST UPDATED <b>29 Sep 2022</b></p>	<p>A Corporate risk register is in place for Helix. The Board recognises it needs to be reviewed and improved to be ESG inclusive.</p>

SEE ALSO:  
[Audit and Risk Management Charter](#)

## MECHANISMS TO PROTECT ETHICAL BEHAVIOUR

### Mechanisms to protect ethical behaviour

<p>TYPE <b>Full disclosure</b></p>	<p>Helix Resources and its related bodies corporate 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.</p>
<p>STATUS <b>Verified</b></p>	<p></p>
<p>LAST UPDATED <b>29 Sep 2022</b></p>	<p>Helix encourages employees (and non-employees) who are aware of possible wrongdoing to have the confidence to speak up.</p> <p>Helix Resources is committed to conducting its business ethically and in accordance with the highest standards of corporate governance. In determining these standards, the ASX Corporate Governance</p>

Council's Corporate Governance Principles and Recommendations (as amended from time to time) have been referred to.

Helix Resources Whistleblower Policy and Code of Conduct are in place to protect ethical behaviour and outline the minimum standard of behaviour expected. In addition to the policies there is a Speak-Up form which can be used to report behaviour and provides employees with the mechanism to be listened to and supported.

SEE ALSO:

[Whistleblower Policy](#)

[Code of Conduct](#)



# Planet

## GREENHOUSE GAS EMISSIONS (GHG)

### GHG emissions

TYPE <b>Explanation</b>	Helix acknowledges the importance of GHG emissions but, as a pure exploration business with low exposure to the production of GHG has not yet begun to report on this metric.
STATUS <b>Verified</b>	We have implemented small measures to reduce carbon emissions. We hope to report on this metric in the future when it becomes material to the business.
LAST UPDATED <b>21 Sep 2022</b>	

## LAND USE AND KEY BIODIVERSITY AREAS

### Land use and key biodiversity areas

TYPE <b>Partial disclosure</b>	The Company has a policy of minimising its impacts on the land and also is required to comply with the NSW Mines Act and regulations. This requires surveys of potential impacts on biodiversity and water to gain approval from the NSW Resources Regulator before any activities on the land may commence. On the commencement of exploration programs there is a requirement to report regularly to the NSW Resources Regulator via the Annual Environmental Rehabilitation Compliance Reports – which can be made available for wider scrutiny.
STATUS <b>Verified</b>	
LAST UPDATED <b>29 Sep 2022</b>	
	Recently when the Company’s new management team became aware of legacy rehabilitation non-compliance at one of its advanced project sites, a concerted effort was made utilising external contractors to ‘make-good’ on the in-arrears rehabilitation situation.

## WATER CONSUMPTION

### Water consumption

TYPE

**Explanation**

STATUS

**Verified**

LAST UPDATED

**27 Sep 2022**

Water is a valuable and scarce resource in the areas in which the Company operates and activities which materially affect or consume water are highly regulated. Helix is mindful of this when undertaking activities such as drilling which consume modest quantities of water and can also affect the ground water. In general, the Company's drilling contractors are required to utilise measures such as machine-scale ground covers and 'above-ground' sumps to avoid seepage of machine oils and drilling chemicals into the water table and indeed, avoid as far as possible any deleterious drilling additives. Similarly, where a drilling method such as reverse-circulation (RC) air drilling is likely to draw to the surface a lot of ground water, the hole will either be stopped, or the drill method changed to avoid this happening.

Overall, the level of water consumption is considered to be immaterial, and the Company will pro-actively change its methods where it considers that there is an unreasonable or preventable adverse impact on the water table or water courses as outlined above.

## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) IMPLEMENTATION

### TCFD implementation

TYPE

**Explanation**

STATUS

**Verified**

LAST UPDATED

**21 Sep 2022**

Helix acknowledges the importance of TCFD implementation but has not begun to report on this metric. We hope to report on this in the future when it becomes material to the business.

# People

## DIVERSITY AND INCLUSION

### Diversity and inclusion

TYPE

**Full disclosure**

Helix is committed to workplace diversity and recognises that diversity includes (but is not limited to) matters of gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.

STATUS

**Verified**

LAST UPDATED

**29 Sep 2022**

The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

Helix recently appointed its first female Director, Dr Kylie Prendergast.

The Company has a Diversity policy which can be found at the below link however does not currently report on diversity and inclusion.

SEE ALSO:

[Diversity Policy](#)

## HEALTH AND SAFETY

### Health and safety

TYPE

**Partial disclosure**

STATUS

**Verified**

LAST UPDATED

29 Sep 2022

The Directors and Management of Helix are firmly committed to ensuring that the Company is safety conscious, with all work activities carried out safely, and with all possible measures taken to remove and control risks to the health, safety and welfare of employees, contractors, authorised visitors, and anyone else who may be affected by our operations.

Helix does not publicly disclose its health and safety statistics.

The company has a Safety and Loss Control Policy with supporting procedures. Helix currently uses MYOSH as their HSEQ Management Software for incident reporting, action, hazard and training management and inspection audits.

## TRAINING PROVIDED

### Training provided

TYPE

**Explanation**

Helix does not currently report on training and development however is proactive in providing the necessary training and skills required for all employees to perform their role at the highest standard.

STATUS

**Verified**

LAST UPDATED

**29 Sep 2022**

## PAY EQUALITY

### Pay equality

TYPE

**Full disclosure**

STATUS

**Verified**

LAST UPDATED  
**29 Sep 2022**

Helix has a Nomination & Remuneration Charter to oversee the Company's remuneration policies to ensure that remuneration is sufficient and reasonable and that its relationship with performance is clear.

Helix does report on the remuneration of Directors and Key Management in the Full Year Statutory Accounts.

SEE ALSO:

[Full Year Statutory Accounts](#)

[Nomination & Remuneration Committee Charter](#)

## WAGE LEVEL

### Wage level

TYPE  
**Explanation**

Helix 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.

STATUS  
**Verified**

LAST UPDATED  
**12 Aug 2022**

Helix currently does not report on wage levels within the Company.

## CHILD, FORCED OR COMPULSORY LABOUR

### Child, forced or compulsory labour

TYPE  
**Explanation**

Helix is committed to operating its business with the highest moral, ethical and legal standards which precludes the use of child, forced or compulsory labour either directly or through its key suppliers. The Company operates in Australia, greatly reducing the ability for elements of 'Child' or 'Forced Labour' to creep into its activities, though the Company remains vigilant.

STATUS  
**Verified**

LAST UPDATED  
**29 Sep 2022**

Given the modest scale of the Company's operations and expenditures with various suppliers and service providers it is reliant on those organisations to adhere to the same codes of conduct as adopted by Helix – to this extent, suppliers are selected on scale, reputation and their own ESG observance, not just price. More formal implementation of this checking and documentation is planned.

# Prosperity

## RATE OF EMPLOYMENT

### Rate of employment

TYPE

**Partial disclosure**

Helix currently reports on Directors and key management. There is no public disclosure on employees or rate of turnover over than the above.

STATUS

**Verified**

The company does internally report on employee numbers and status therefore continually reviewing employment by region and type ie. full time or part time and new starters.

LAST UPDATED

**29 Sep 2022**

## TOTAL R&D EXPENSES

### Total R&D expenses

TYPE

**Partial disclosure**

Helix is engaged in a 'high-risks' activity seeking to make new discoveries of major mineral deposits. To be successful it must be innovative and engage with the latest scientific methods, data and concepts which it does on an ongoing basis as documented in its internal monthly Operations Reports. All of its operations could be considered to be 'R&D' however, currently it does not undertake specific 'tax-deductible' R&D work.

STATUS

**Verified**

LAST UPDATED

**29 Sep 2022**

## TOTAL TAX PAID

### Total tax paid

TYPE

**Full disclosure**

STATUS

**Verified**

LAST UPDATED  
**29 Sep 2022**

The Company does not engage in any tax plans on either its on behalf or in association with its employees. Taxes paid currently comprise various federal and state consumption taxes and duties as well as collecting PAYG Tax on behalf of its employees. It does not generate any revenue and therefore does not pay any income tax.

The Company is up to date in its Tax Returns and payments which are included in the audited Annual Report and Quarterly Reports. For access to these please refer to the links below.

SEE ALSO:  
[Annual Report](#)  
[Quarterly Report](#)

**ECONOMIC CONTRIBUTION**

**Economic contribution**

TYPE  
**Explanation**

STATUS  
**Verified**

LAST UPDATED  
**21 Sep 2022**

There is no reporting on economic contribution as the company does not generate revenue. Helix does endeavour to source labour, consumables etc. from the region in which we operate. The scale of operations of the company is unlikely to warrant detailed company disclosure.

**FINANCIAL INVESTMENT CONTRIBUTION**

**Financial investment contribution**

TYPE  
**Full disclosure**

STATUS  
**Verified**



LAST UPDATED  
**22 Jul 2022**

Helix Resources reports its total capital expenditure for all exploration projects in the Annual and Quarterly reports (linked below).

SEE ALSO:

[Annual Report](#)

[Quarterly Report](#)



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