



1 October 2022 - 30 September 2023
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ENVIRONMENTAL SOCIAL GOVERNANCE **DISCLOSURE REPORT**

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 disclosure platform. Socialsuite ESG enables us to demonstrate our ongoing commitment to ESG by providing a dedicated solution to track, report, and share our ESG disclosures. With Socialsuite ESG we have started the journey of building robust ESG credentials.

Last updated: 4/10/2023

HIGHLIGHTS

The Company continued to review and update its ESG related policies into its overall Sustainability Platform in a manner appropriate for the current scale of its activities. Progress has been made across community engagement, “ESG Reporting” employee development and workplace health and safety.

Highlights for the period included:

‘People’ - Community & Employee Engagement

- The Company engaged a dedicated Community & Landowner Relations Manager, Ms Paula Dell-McCumstie to foster and manage landowner access and engagement with the local community. She is based in Orange, NSW in reasonable proximity to the areas in which the Company operates.
- Senior Field-Logistics Manager, Mr Steve Vella was appointed during the period bringing with him a broad range of experience managing employees and clients in the agricultural, logistics and building maintenance industries. One of his priority tasks has been to enhance and update the Company’s workplace safety standards and procedures – applied to employees and contractors working on the Company’s tenements.
- Performance and Professional development reviews were undertaken with all employees and key contractors to ensure that skills development, work-fulfillment and mutual obligations were aligned with corporate objectives and purpose.
- The Company seeks greater engagement with the First Nations traditional owners of the lands on which it undertakes it operates to ensure minimal disturbance and proper respect to culturally significant sites and trails. A first meeting was undertaken with the Wangaaypuwan, Ngemba, Ngiyampaa, and Wayilwan peoples Native Title Claimant group in regard to a Land Access Agreement for a parcel of Crown Land which is the subject of a ‘Right to Negotiate’ process. This led to Helix engaging two traditional owner representatives to undertake an initial 2-day Cultural Awareness Training Program for Helix Employees, Directors and key consultants – 14 attendees in total. It was regarded as highly successful by both the participants and the ‘trainers’ and is regarded as the first step of an ‘awareness and engagement’ process.
- Further follow-up will include further cultural awareness training, specific land access negotiations, non-prescribed cultural heritage surveys and exploring new opportunities for greater engagement across employment and commercial opportunities as core components for its exploration and development workflow.

Planet – rehabilitation activities

- Rehabilitation of legacy drill sites as well as recent, 2021 drill sites was completed during the quarter. This will result in the return of some historical environmental bonds.
- Operating procedures were modified during the quarter to mitigate the significant fire risk associated with the hot, dry summer weather in the region.
- Positive dialogue has continued with pastoralists to discuss updated Land Access Agreements and Helix's planned activities.

Principles of Governance

- A Board evaluation and skills matrix survey was undertaken to ensure that the Board has the prerequisite skills to effectively meet its fiduciary obligations and contribute to the Company's success.
- There was an ongoing review process of the Company's core policies.

For further details, refer to the relevant metric in the ESG report.

Governance

GOVERNING PURPOSE

Setting purpose

CODE	TYPE	STATUS	LAST UPDATED
GO-01-C1	Full disclosure	Verified	9 Oct 2023

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.

The Company is focused on copper – an essential metal to ‘decarbonise the economy’.

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.

QUALITY OF GOVERNING BODY

Governance body composition

CODE	TYPE	STATUS	LAST UPDATED
GO-02-C1	Full disclosure	Verified	9 Oct 2023

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.

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 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'. During the June 2023 quarter a Board evaluation and skills matrix survey was undertaken to ensure that the Board has the prerequisite skills to effectively meet its fiduciary obligations and contribute to the Company's success.

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.

On 13 September 2023, the Company announced a two-stage transition plan for board and management changes. The phased transition will ensure strategic continuity focusing on the Company's key stakeholder relationships, its regional and advanced copper prospects, while also enhancing the early-stage exploration credentials of the Board.

Phase one of the plan will be effective from 1 November 2023 as follows:

- Mr Peter Lester (Non-Executive Chairman) will retire from the Board;
- Mr Mike Rosenstreich (Managing Director) will transition to Executive Chairman; and
- Ms Kylie Prendergast (Non-Executive Director) plans to transition to Executive Technical Director.

Phase two of the transition plan is expected to be effective from May 2024 as follows:

- Mr Mike Rosenstreich to transition from Executive Chairman to Non-Executive Chairman; and
- Ms Kylie Prendergast plans to transition from Executive Technical Director to Managing Director.

Each director is highly experienced with a deep understanding of their director's duties and obligations.

You can view the profiles of our Board of Directors on the Helix Resources website: [HLX Directors and Management](#)

See Also: [Helix Directors Profiles](#)

STAKEHOLDER ENGAGEMENT

Material issues impacting stakeholders

CODE	TYPE	STATUS	LAST UPDATED
GO-03-C1	Full disclosure	Verified	9 Oct 2023

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 participation by 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 9 staff and has 7 key long-term contractors. Employees are an integral stakeholders 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.

Senior Field-Logistics Manager, Mr Steve Vella was appointed during the year. Mr Vella has undertaken a review and update of the Company's workplace safety standards and procedures.

4. NSW government

Helix engages with the NSW government at various levels both directly in regard to its compliance to the tenement obligations and indirectly as a member of an industry peak body.

5. Community, Landowners and Traditional Owners

Helix engages with the wider community in a number of ways. The exploration team is in regular contact with Landowners in relation to the current activities of the Company. The company works to build strong, positive relationships and Land Access owner Agreements are negotiated and finalised undertaken with all Landowners.

During the year the Company engaged a Community & Landowner Relations Manager, Ms Paula Dell-McCumstie based in Orange, NSW. Her role is to support Helix in gaining access to respective landowners and to ensure that Helix remains in contact is in tune with Community issues and potential concerns in relation to its activities. Her role broadens and to liaise directly with the numerous Landowners on whose properties Helix is exploring to expedite access and improves overall communications throughout the local community in both directions.

During the March 23 quarter the recently appointed Community & Landowner Relations Manager facilitated many meetings with Landowners to discuss updated Land Access Agreements and Helix's planned activities. This was an essential component of ramping up the planned regional exploration program with the drier weather.

A first meeting with First Nations traditional owners of the lands on which Helix undertakes its exploration activities was also held. The Parties had a constructive dialogue seeking greater engagement and collaboration to bring cultural awareness, care of Country and commercial and training opportunities for the benefit of both sides.

See Also: [Shareholder Communications Policy](#), [Board and Executive Charter](#), [Continuous Disclosure Policy](#)

ETHICAL BEHAVIOUR

Anti-corruption practices

CODE	TYPE	STATUS	LAST UPDATED
GO-04-C1	Full disclosure	Verified	9 Oct 2023

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.

To ensure that all employees were aware and aligned with this policy, we circulated the policy to all employees in August 2023 and requested their acknowledgment to signify their understanding and agreement.

During the year, there were no reported incidents of corruption.

See Also: [Anti Bribery and Corruption Policy](#), [Code of Conduct](#)

RISK AND OPPORTUNITY OVERSIGHT

Integrating risk and opportunity into business process

CODE	TYPE	STATUS	LAST UPDATED
GO-05-C1	Partial disclosure	Verified	9 Oct 2023

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.

A Corporate risk register is in place for Helix. The Corporate risk register is tabled for comment and review at all board meetings. The register was last tabled at the 2/8/2023.

See Also: [Audit and Risk Management Charter](#)

ETHICAL BEHAVIOUR

Mechanisms to protect ethical behaviour

CODE	TYPE	STATUS	LAST UPDATED
GO-04-C2	Full disclosure	Verified	9 Oct 2023

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.

Helix encourages employees (and non-employees) who are aware of possible wrongdoing to have the confidence to speak up.

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 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

CLIMATE CHANGE

GHG emissions

CODE	TYPE	STATUS	LAST UPDATED
PL-01-C1	Explanation	Verified	9 Oct 2023

Helix acknowledges the importance of GHG emissions but, as a pure exploration business with low exposure to the production of GHGs, has not yet begun to report on this metric. 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.

NATURE LOSS

Land use and key biodiversity areas

CODE	TYPE	STATUS	LAST UPDATED
PL-02-C1	Partial disclosure	Verified	9 Oct 2023

The Company has a policy of minimising its impacts on the land on which it operates. It is required to comply with the NSW Mines Act and regulations in regard to minimising and remediating any impacts from its activities. 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.

During the period, rehabilitation of legacy drill sites as well as recent drill sites was completed. This will result in the return of some historical environmental bonds. As well, the Company has had the NSW Resources Regulator on site recently to undertake an audit of its compliance. Further clarification of the Company’s Community Consultation Strategy was requested and otherwise there were no adverse findings.

FRESHWATER AVAILABILITY

Water consumption

CODE	TYPE	STATUS	LAST UPDATED
PL-03-C1	Explanation	Verified	9 Oct 2023

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.

CLIMATE CHANGE

TCFD implementation

CODE	TYPE	STATUS	LAST UPDATED
PL-01-C2	Explanation	Verified	9 Oct 2023

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

DIGNITY AND EQUALITY

Diversity and inclusion

CODE	TYPE	STATUS	LAST UPDATED
PE-01-C1	Partial disclosure	Verified	9 Oct 2023

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. The Company has a Diversity policy which can be found at the below link.

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.

On 13 September 2023, the Company announced a two-stage transition plan for board and management changes. The phased transition will ensure strategic continuity focusing on the Company’s key stakeholder relationships, its regional and advanced copper prospects, while also enhancing the early-stage exploration credentials of the Board - refer to Governance Body Composition metric for further details. Diversity data will be updated accordingly once transition occurs.

The Company can share the following diversity data for FY23. The following data includes both employees and key contractors that work for Helix. Of the 18 people working at Helix, 67% (12) are male and 33% (6) are female. The breakdown of gender diversity is as follows:

Staff Executive Board

Male 9 2* 2*

Female 4 1 1

*Mike Rosenstreich is an Executive and on the Board, hence is double counted above.

Staff are located in two main locations: Perth WA & Orange NSW.

See Also: [Diversity Policy](#)

HEALTH AND WELL-BEING

Health and safety

CODE	TYPE	STATUS	LAST UPDATED
PE-02-C1	Partial disclosure	Verified	9 Oct 2023

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.

A senior Field-Logistics Manager, Mr Steve Vella was appointed during the period. Mr Vella has undertaken a review and update of the Company’s workplace safety standards and procedures.

The overhaul of the Safety Management System (SMS) and WHS policies and procedures is continuing to reflect a more active exploration program, covering more distil prospects by a larger team. Policies and Safe Work Method Statements (SWMS) are being reviewed by all team members. The team regularly reviews and updates its aim is to review two SWMS, generally focusing on two at each at each monthly safety meeting .

SKILLS FOR THE FUTURE

Training provided

CODE	TYPE	STATUS	LAST UPDATED
PE-03-C1	Full disclosure	Verified	9 Oct 2023

Helix Resources is committed to providing the necessary training and skills required for all employees to perform their role at the highest standard. Helix Resources actively supports continuous learning and development opportunities for our workforce across all levels and functions.

Over the past reporting year, the average hours of training per employee amounted to 17.35 hours. This figure includes both formal training programs and informal learning opportunities, and underscores our commitment to enhancing the skill sets of our workforce.

In the past reporting year, the average training expenditure per employee was \$390.52. This investment encompasses various training courses, conferences, materials, and instructor-led programs designed to foster professional development and knowledge enhancement.

DIGNITY AND EQUALITY

Pay equality

CODE	TYPE	STATUS	LAST UPDATED
PE-01-C2	Full disclosure	Verified	9 Oct 2023

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 in the Annual Report.

See Also: [Annual Report 2023](#), [Nomination & Remuneration Committee Charter](#)

DIGNITY AND EQUALITY

Wage level

CODE	TYPE	STATUS	LAST UPDATED
PE-01-C3	Explanation	Verified	9 Oct 2023

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.

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

DIGNITY AND EQUALITY

Child, forced or compulsory labour

CODE	TYPE	STATUS	LAST UPDATED
PE-01-C4	Explanation	Verified	9 Oct 2023

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.

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

EMPLOYMENT AND WEALTH GENERATION

Rate of employment

CODE	TYPE	STATUS	LAST UPDATED
PR-01-C1	Explanation	Verified	9 Oct 2023

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

The company does report internally for each Board meeting on employee numbers and status. This ensures continual review of employment by region and type ie. full time or part time and identifying new starters.

INNOVATION OF BETTER PRODUCTS AND SERVICES

Total R&D expenses

CODE	TYPE	STATUS	LAST UPDATED
PR-02-C1	Partial disclosure	Verified	9 Oct 2023

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 and summarised in various public reports on a regular basis. All of its operations could be considered to be 'R&D' however, currently it does not undertake specific 'tax-deductible' R&D work.

COMMUNITY AND SOCIAL VITALITY

Total tax paid

CODE	TYPE	STATUS	LAST UPDATED
PR-03-C1	Full disclosure	Verified	9 Oct 2023

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 corporate 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 2023](#), [Quarterly Report](#)

EMPLOYMENT AND WEALTH GENERATION

Economic contribution

CODE	TYPE	STATUS	LAST UPDATED
PR-01-C2	Partial disclosure	Verified	9 Oct 2023

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.

However, the company's financials are reported publicly and can be found in the Full Year Statutory Accounts in the Annual Report.

See Also: [Annual Report 2023](#)

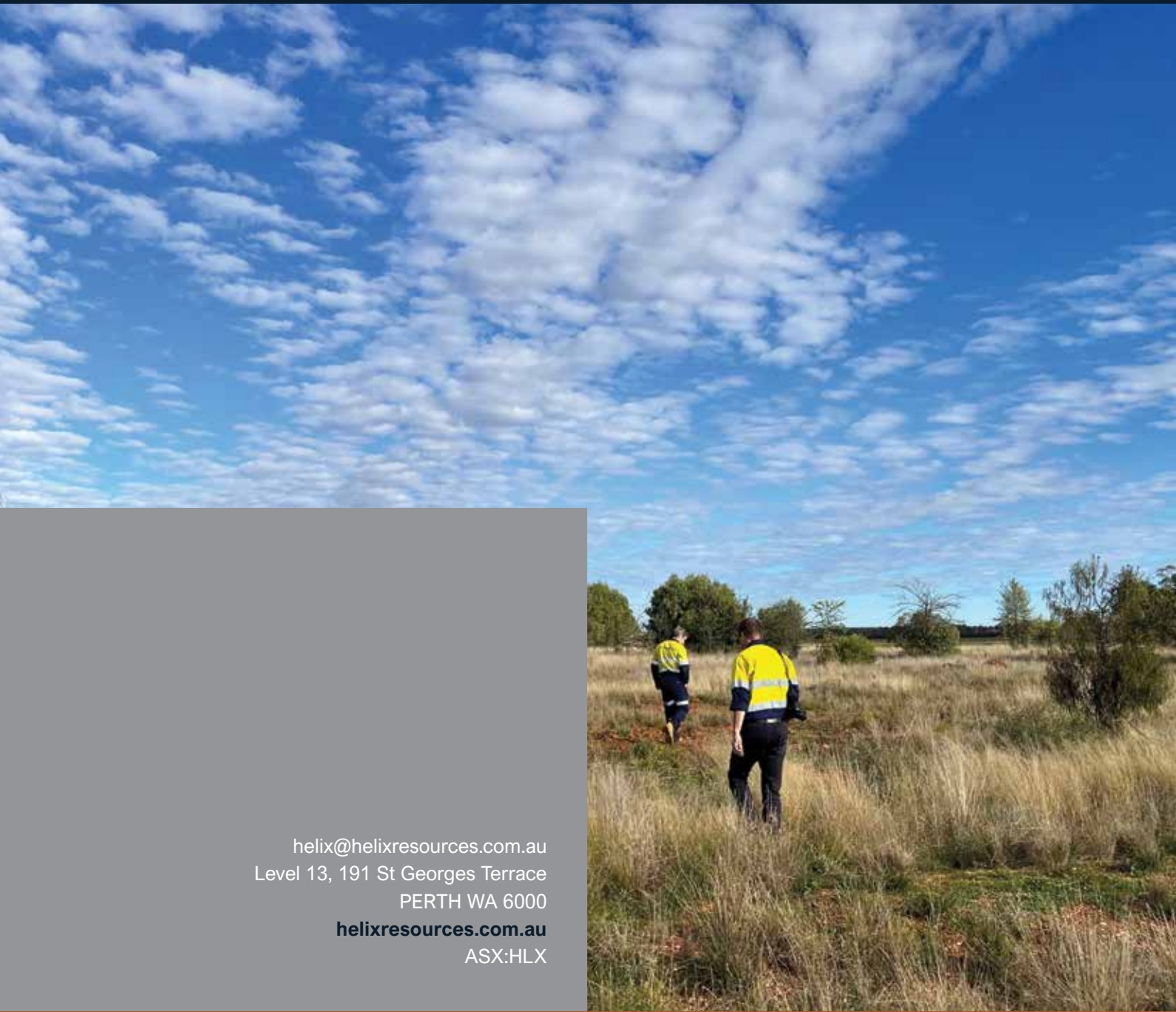
EMPLOYMENT AND WEALTH GENERATION

Financial investment contribution

CODE	TYPE	STATUS	LAST UPDATED
PR-01-C3	Full disclosure	Verified	9 Oct 2023

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

See Also: [Annual Report 2023](#), [Quarterly Report](#)



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