

# IMDEX Presentation FY21 Sustainability Report

15 SEP 2021

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**INDEX IS A LEADING GLOBAL  
MINING-TECH COMPANY.**

**WE ENABLE CLIENTS TO FIND,  
DEFINE AND MINE OREBODIES  
WITH PRECISION AND AT SPEED.**

East (x)

**INDEX™**

A 3D visualization of a mining orebody. The orebody is represented by a collection of orange, rectangular blocks of varying heights, creating a textured, blocky surface. The blocks are arranged in a way that suggests depth and volume. A red line originates from the text 'East (x)' and points towards the orebody. The background is dark, and the overall lighting is warm, emphasizing the orange color of the blocks.

# A MINING-TECH COMPANY

**TECHNICAL LEADERSHIP  
IS CENTRAL TO GROWTH  
STRATEGY**

**CONSISTENT  
INVESTMENT IN  
R&D TO DESIGN AND  
DELIVER PATENTED  
TECHNOLOGIES**

**TRULY GLOBAL**

**CAPITAL LIGHT  
PEOPLE LIGHT**

**LIMITED CONTRACT RISK  
LIMITED COMMODITY RISK  
LIMITED GEOGRAPHY  
RISK**

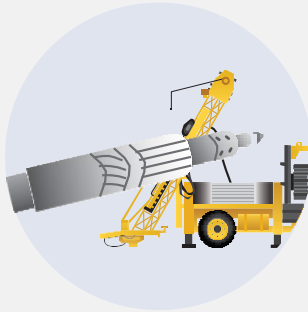
**DEVELOPING  
INTEGRATED SOLUTIONS  
RATHER THAN  
INDIVIDUAL PRODUCTS**

**BUILDING A HIGH-  
QUALITY REVENUE  
BASE WITH INCREASING  
EBITDA MARGINS**

# Our Integrated Solutions Enhance Operational Efficiencies & Safety



## Drilling Optimisation Products



Our Drilling Optimisation suite of products enhance drilling productivity while improving safety and the impact on the environment

- Drilling Fluids
- Solids Removal Units
- Remote Fluid Testing Technologies
- Rig Alignment Technologies
- Drilling Productivity Technologies

SALES AND  
RENTAL  
REVENUE

## Rock Knowledge Sensors

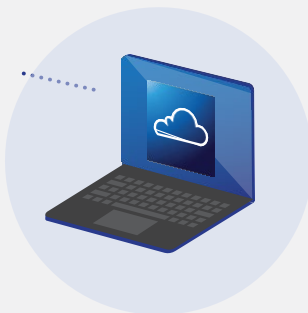


Our best-in-class sensors collect critical data on the four elements of rock knowledge – location, grade, mineralogy and texture

- Downhole Survey Sensors
- Core Orientation Sensors
- Gamma Logging Sensors
- Structural Orientation Sensors
- In-Field Sampling and Analysis

RENTAL  
REVENUE

## Real-time Data and Analytics

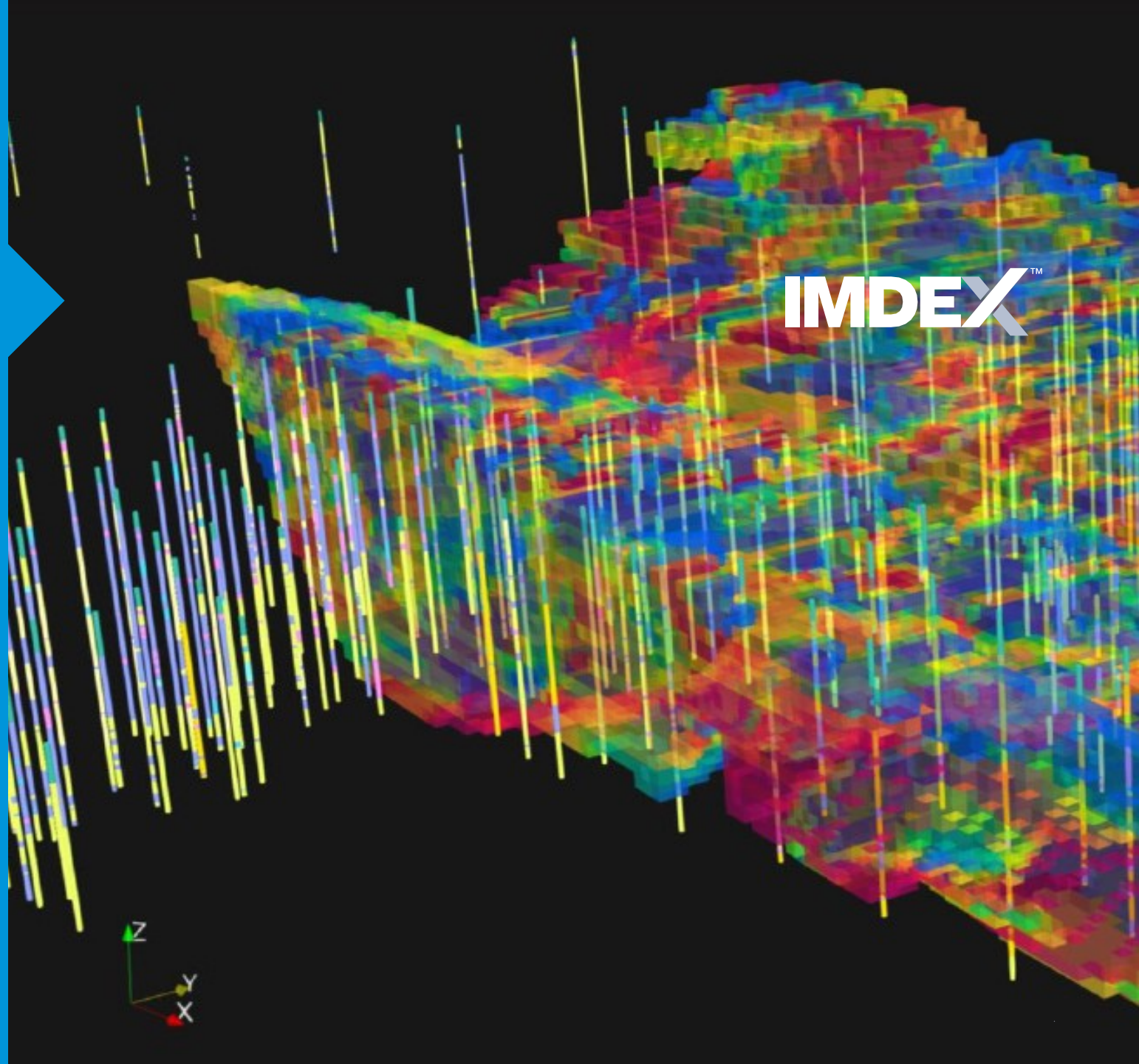


Our cloud platform and market leading geoscience analytical software enrich data and enable real-time decisions to be made further upstream

- Cloud-based Data Collection and Validation Platform (IMDEXHUB-IQ™)
- Advanced Reporting Software (IMDEX Mobile™)
- Geoscience analytics software (ioGAS™)
- Interpretive mineralogy software (aiSIRIS™)
- Real-time 3D visualisation software (MinePortal)

SaaS  
REVENUE

# SUSTAINABILITY APPROACH



# Our Sustainability Journey



We are committed to enhancing disclosure and accessibility of information relating to our impacts on the economy, environment and society that indicate our contribution to sustainable development

During FY21 our ESG Committee developed IMDEX's Sustainability Policy. The purpose of this Policy is to outline our commitment to practices, standards and technologies that support sustainable development

Upholding our Sustainability Policy is the responsibility of everyone engaged at IMDEX. Our CEO is accountable to the Board for the oversight of all sustainability matters in accordance with this Policy

FY20	FY21	FY22	FY23
Established ESG Committee	Developed IMDEX Sustainability Policy and Focus Areas	Implementing processes and systems to collate accurate and relevant data	Report against ESG KPIs
Expansion of ESG checkpoints in our product stage gate process	Undertook ESG materiality assessment	Establishing ESG KPIs	Identify opportunities to enhance performance
Undertook TCFD* reporting gap analysis	Produced first Sustainability Report	Establishing a volunteering program and community engagement initiatives	Continue to build on material topics
	GRI (core) and SASB standards		

\*Task Force for Climate-Related Financial Disclosure



# Our Approach – Focus Areas



## SUPPORTING ECONOMIC DEVELOPMENT

Maximising value and providing sustainable earnings growth

Increasing the accessibility of information regarding the Company's ESG related risks and opportunities for all stakeholders



## DRIVING THE SUSTAINABILITY OF THE GLOBAL MINERALS INDUSTRY

Developing products and technologies that provide additional value to clients' operations and ensure secure quality data

Collaborating with associations and research partners to enhance the safety and efficiency of mining processes



## ENSURING A SAFE AND INCLUSIVE GLOBAL WORKPLACE

Promoting diversity in the workplace and an inclusive culture across IMDEX



## UPHOLDING ETHICAL AND SUSTAINABLE BUSINESS PRACTICES

Conducting business in a manner that is ethical, values-driven and in compliance with the laws in all countries of operation

Ensuring activities and the organisations IMDEX works with are ethical and do not harm people or the environment





# Our Approach – Material Topics



During FY21 we engaged Morrow Sodali to assist with an ESG materiality assessment

The assessment included shareholder and employee interviews, together with peer analysis and industry research

Material topics are the significant environmental, social and governance topics that currently impact our business, may impact our business in the foreseeable future and most influence our stakeholders' perceptions of our performance

MATERIAL TOPICS	SUPPLIERS	IMDEX FACILITIES	CLIENT OPERATIONS	LOCAL COMMUNITIES
<b>ENVIRONMENT</b>				
Operational Emissions	✓	✓	✓	✓
Climate Resilience		✓	✓	✓
Land Disturbance & Rehabilitation		✓	✓	
Water & Effluents		✓	✓	
<b>SOCIETY</b>				
Local Engagement	✓			✓
Thought Leadership & Associations			✓	✓
<b>GOVERNANCE</b>				
Corporate Governance & Risk	✓	✓	✓	✓
Human Rights and Modern Slavery	✓	✓		
<b>OUR PEOPLE</b>				
Health, Safety & Wellbeing		✓	✓	
Diversity & Inclusion		✓		
Values and Culture		✓		

Table 3 - Material ESG Topics

# How We Govern Sustainability



Our Board of Directors has ultimate responsibility for IMDEX's Sustainability Policy, performance and management of sustainability risks and opportunities

Our dedicated ESG Committee works with the XCo, ARCC and REM Committees who oversee policies, management systems, performance, reporting and compliance related to health, safety, environment, community, diversity and inclusion

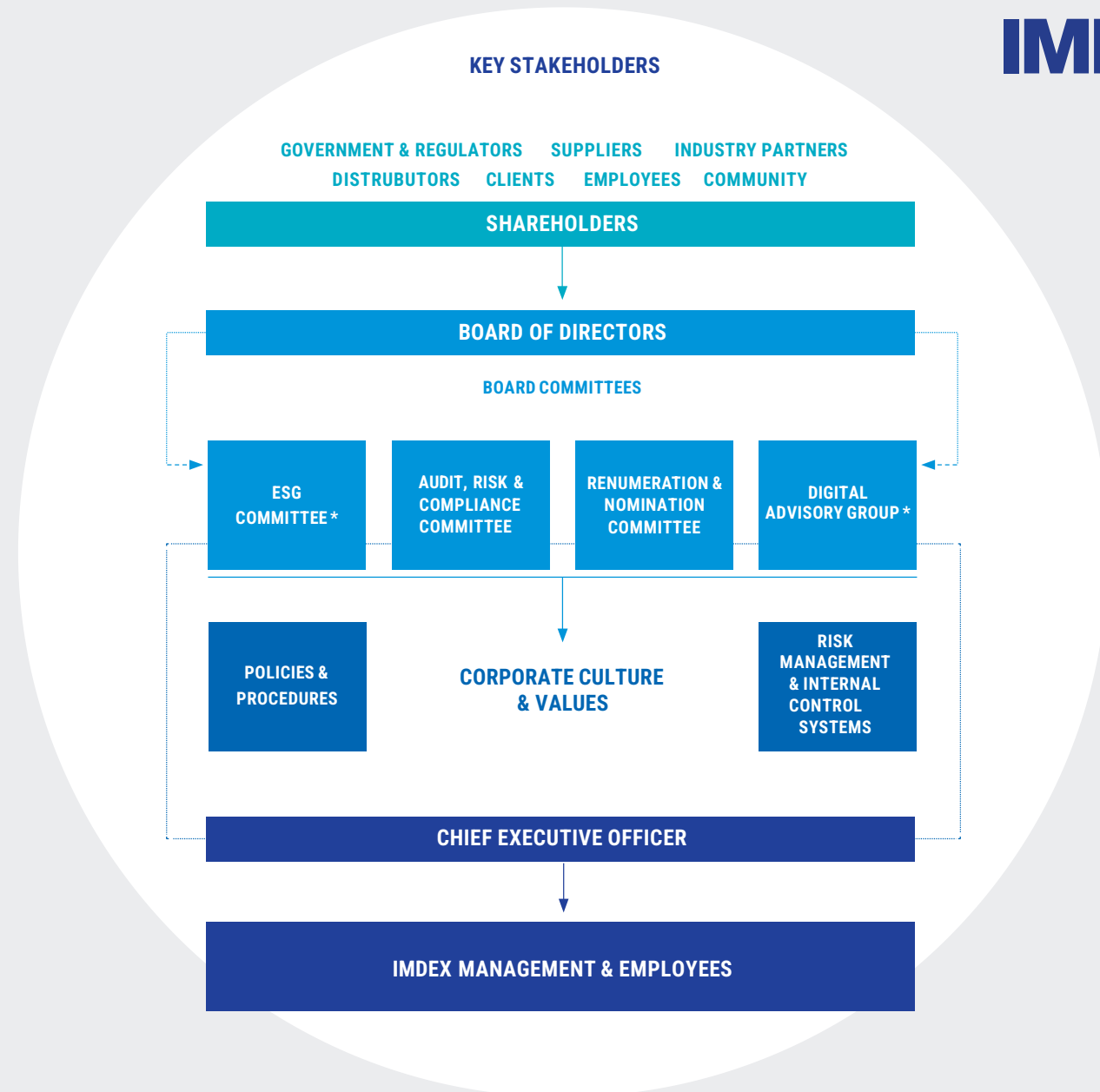
The ESG Committee is also a forum for information sharing with specific focus on activities related to stakeholder engagement and integration of sustainability across the business

## IMDEX FY21 ESG COMMITTEE

Sally-Anne Layman	Non-executive Director
Paul House	Chief Executive Officer
Paul Evans	Chief Financial Officer & Joint Company Secretary
Shaun Southwell	Chief Operating Officer
Michael Tomasz	General Counsel & Joint Company Secretary
Kiah Grafton	Executive General Manager of Human Resources
Peter Lacey	Head of Risk and Compliance
Naz West	Global HSE Manager
Joe Ayrookaran	Global QA/QC Manager
Shane Foggon	QHSE Coordinator
Sarah Moredoundt	Senior Communications Advisor
Kym Clements	Investor Relations Officer & ESG Chairperson

# Our Stakeholders

We are committed to providing all our stakeholder groups with transparent and genuine engagement to enhance and support their experience with our products and business globally



\* These are not formally appointed Board Committees, but instead have Board and Management representation



# ENVIRONMENT



**INDEX™**

# Operational Emissions



UPSTREAM	OPERATIONAL CONTROL		DOWNSTREAM
SCOPE 3 (INDIRECT)	SCOPE 2 (INDIRECT)	SCOPE 1 (DIRECT)	SCOPE 3 (INDIRECT)
Production and transport of raw materials and technical componentry for instrumentation	Purchased electricity for company leased or owned facilities	Company vehicles fuel	Outsourced product transport
Production and transport of diesel	Purchased heating	Diesel use – equipment	Business travel
Employee transport		Combustion of other liquid fuels (e.g. forklifts)	Transport of waste and waste management
Electricity transmission			Land use change

Table 4 - Summary of IMDEX Greenhouse Gas Emissions

Material scope 1 and scope 2 emissions



IMDEX Head Office



# Climate Resilience

We are committed to enhancing climate risk disclosure in line with the TCFD framework. As part of this journey, we engaged an environmental consultancy to conduct a reporting gap analysis

The report is our initial step in enhancing our climate risk disclosure. The ESG Committee will continue to develop our approach in line with the TCFD framework, material ESG topics and the growth and evolution of our business

TCFD FRAMEWORK FOCUS	RECOMMENDATIONS
Approach to assessing climate materiality	<p>A detailed materiality assessment should seek to quantify the likely financial impact of CBDs and consider a range of scenarios.</p> <p>Publicly reported materiality statements should be based on scenarios and timeframes that align with those used by external stakeholders.</p>
Climate materiality risks / opportunities	<p>The following climate change risks and opportunities warrant further investigation:</p> <ul style="list-style-type: none"> <li>• Demand for products and services driven by clients experiencing water shortages</li> <li>• Demand for products and services driven by clients experiencing challenging climate-related drilling conditions (heat, flood, seasonal shift, bushfire)</li> <li>• Demand for products and services driven by clients exposed to energy use or greenhouse gas emission policy / regulation</li> <li>• Demand for products and services driven by clients exposed to water use policy / regulation</li> <li>• Demand for products and services by the coal mining sector</li> <li>• Demand for products and services by other mining sectors (especially those supplying raw materials to new energy systems)</li> <li>• The impact of climate policies on IMDEX's internal cost structure, especially distribution and supply chains.</li> </ul>
Metrics and targets	<p>Develop metrics to measure climate related risks and opportunities.</p> <p>Develop metrics to measure water use, energy use and waste management.</p> <p>Develop a basic greenhouse gas inventory, which includes Scope 1 and 2 greenhouse gas emissions.</p> <p>Develop a process to disclose greenhouse gas emissions (e.g., sustainability report, GRI CDP, NGER).</p> <p>Develop climate change mitigation and/or adaptation targets for all material risks.</p> <p>Consider linking remuneration policies to climate-related performance, if IMDEX identifies material CBDs, and/or external stakeholders request such a policy.</p>

Table 6 - Umwelt Gap Analysis Recommendations



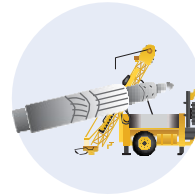
# Land Disturbance & Rehabilitation



We have minimal direct impact on the environment

Our range of solutions are designed to enhance efficiency and productivity, while supporting the sustainability of our clients' operations and meeting the drive towards decarbonisation

Drilling  
Optimisation  
Products



Rock  
Knowledge  
Sensors



Real-time  
Data and  
Analytics



Key Competitors Minerals	Drilling Fluids	Solids Removal Units and Testing Technologies	Rig Alignment	Drilling Productivity Technologies	Downhole Survey Sensors	In-Field Sampling and Analysis	Cloud-based Data Collection and Validation Services	Advanced Reporting Software	Analytical and Interpretive Software for Geological Data
Enhanced Safety				✓				✓	
Reduced Water Use		✓							
Biodegradable or Reusable Packaging Options*	✓		✓	✓	✓	✓			
Enhanced Operational Efficiency and Productivity	✓	✓	✓	✓	✓	✓	✓	✓	✓

\*During FY21 we reduced plastic use by 27,000kg by the introduction of cardboard packaging

# Water & Effluents

The development and manufacture of our drilling optimisation products and rock knowledge sensors does not require material quantities of water

There is no requirement for disposal of wastewater

All of our drilling fluids contain natural products, including flours, seeds, banana peel and vegetable oil

No petroleum-based or hazardous substances are used

Our drilling fluids are shipped to clients in either powder or liquid form. The largest percentage of products are in a powder form, which are dissolved into drilling water at the client's site

The remainder of the drilling fluids are liquid, which are manufactured in a high concentration and added to the drilling water to achieve desirable concentration levels



# Case Studies – Solids Removal Units



## ABOUT THE IMDEX SRU™

A highly innovative alternative to traditional drilling sumps. The closed-loop fluid system significantly reduces the environmental impact and greatly improves the efficiency of drilling operations

## KEY BENEFITS

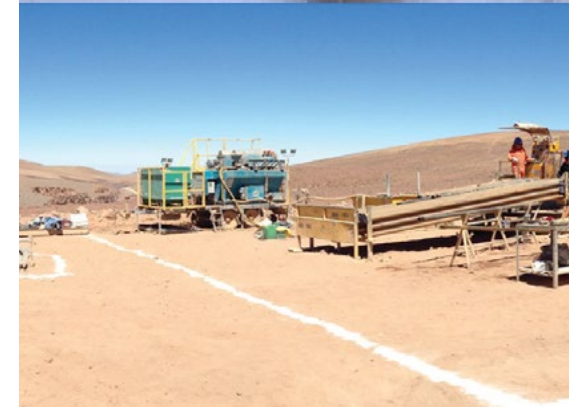
- Reduces water consumption mud usage and cartage costs
- Reduces wear and tear on drill components
- Improves bit on bottom time
- Eliminates the costs of digging sumps
- Improves on-site health and safety, reducing slips and hazards
- Increases drilling productivity
- Eliminates site re-mediation and environmental management costs
- Reduces site footprint
- Facilitates access to environmentally sensitive or remote drill sites
- Quick and easy installation

**IMDEX SRU™ REDUCES  
WATER USE BY 80% IN  
NEVADA**

**IMDEX HP-SRU™ REDUCES  
WATER BY 77% IN THE  
ARCTIC TUNDRA**

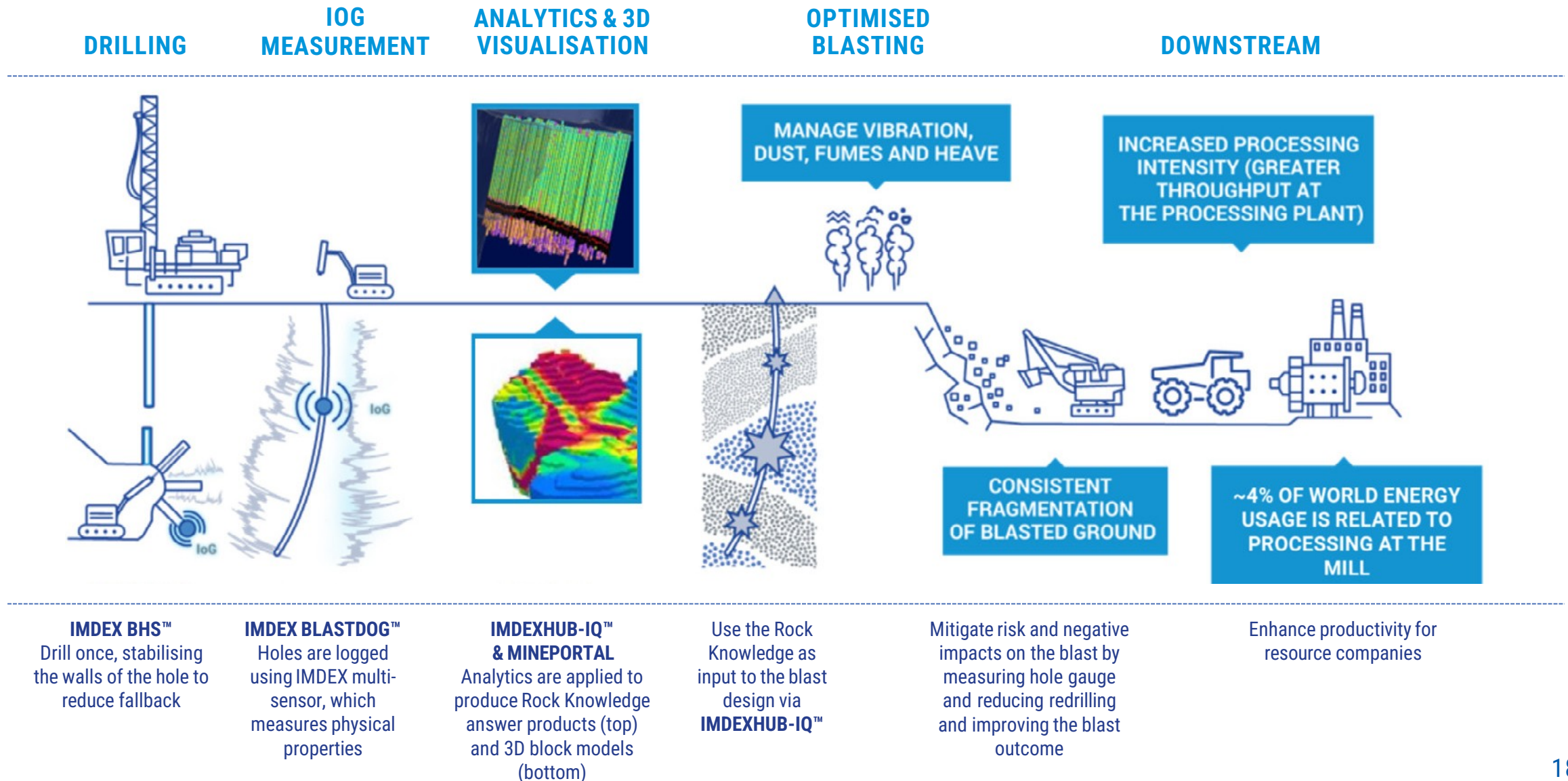
**IMDEX UG-SRU™ REDUCES  
WATER BY 86% IN  
WESTERN AUSTRALIA**

**IMDEX SRU™ SAVES  
147,000L OF WATER IN 20  
DAYS IN CHILE**





# Case Studies – IMDEX Mining Technologies



SOCIETY



IMDEX™



# Local Engagement



We are a global business with a presence in all key regions of the world. Our offices located in South America, North America, Africa, Asia, Australia and New Zealand all supported local community events during FY21

## EXAMPLES DURING FY21

- Telethon
- Beyond Blue
- Head Space
- Variety Bash for Kids
- Maca 200 Ride for Cancer
- Kimberly Mission
- Instituicao Casa lar Estrela, Brazil

## FOCUS FOR FY22

- Establish a Global Employee Volunteering Policy and Program in line with refreshed corporate values
- Formalise sponsorship guidelines



We were pleased to donate IMDEX tablets to the Kimberly Mission in Western Australian



# Thought Leadership & Associations

We collaborate with governments, industry associations, universities and research centres to optimise the global minerals industry. Key personnel are also invited to contribute to the future of mining strategy sessions for clients



## MANY INDUSTRY ASSOCIATIONS HAVE A STRONG FOCUS ON BEST PRACTICE AND SUSTAINABILITY

Geological Society of Nevada  
Australian Drilling Industry Association  
PNG Chamber of Mines and Petroleum  
Society of Mining Engineers  
American Exploration and Mining Association  
Prospectors Developers Association of Canada  
Association for Mineral Exploration Canadian  
Mineral Exploration Association  
Manitoba Prospectors and Developers Association  
Natural Resources Canada  
The Geological Association of Canada  
Society of Economic Geologists

A selection of IMDEX associations only

# GOVERNANCE



We regularly review our corporate governance practices and policies against the requirements of both the Corporations Act 2001, the Listing Rules of the ASX and current best practice

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## **ACHIEVEMENTS DURING FY21**

- Published first Modern Slavery Statement
- Integrated internal audit function into the risk and regulatory compliance function
- Invested in new systems and processes for compliance risk management
- Enhanced internal capabilities
- Updated 3-year strategy to strengthen regulatory compliance

## **SUPPORTING CODES & POLICIES**

- IMDEX Code of Conduct
- Supplier Code of Conduct
- Modern Slavery Policy
- Anti-Bribery & Anti-Corruption Policy and training
- Speak-up Policy
- Ethics & Conflicts of Interest Certification

We invest substantially in cybersecurity controls that protect customer data and employ a dedicated team to maintain cybersecurity

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## ACHIEVEMENTS DURING FY21

- Deployed an industry leading Security Information and Event Management solution to correlate logs and generate alerts for anomalies
- Enhanced our DevSecOps program to train developers about secure software development
- Developed an enterprise architecture framework following TOGAF\* framework and embedding a software architect in each of the software development projects

## FOCUS AREAS FOR FY22

- Maintaining ISO27001\*\* certified Information Security Management Systems
- Implementation our three-year Information Security Strategy
- Developing an internal DevSecOps program
- Developing and implementing a data classification scheme
- Deploying a Data Loss Prevention system to address the risk of data loss
- Implementing a Cloud Access Security Broker to reduce the risk from cloud apps
- Expanding our ISO/IEC 27001 certification to include aiSIRIS

\*TOGAF is a proven Enterprise Architecture methodology and framework used by the world's leading organisations to improve business efficiency

\*\*ISO27001 is an international information security standard recognised in 161 countries. IMDEX first obtained certification in FY20



PEOPLE



IMDEX™

# Health, Safety & Wellbeing



Our QHSE standards ISO 9001: 2015 and ISO 45001: 2018 form a robust framework to minimise operational risk, provide a safe working environment and protect the health and wellbeing of our team

## IMPROVED SAFETY ENAGEMENT

(FY21: 17.6 v FY20 12)

## IMPROVED SAFETY PERFORMANCE

(LTIFR FY21: 1.85 v FY20: 3.97)

## A STRONG FOCUS ON ENHANCING EMPLOYEE WELLBEING

Workplace flexibility and diversity

## ADDITIONAL TRAINING VIA IMDEX ACADEMY

(IMDEX online training platform)

## EMPLOYEE ASSISTANCE PROGRAM

(Free 24/7 advice and support for employees and families)

## CARING FOR COMMUNITIY AND PEER SUPPORTER PROGRAMS

(Focusing on metal health and total wellbeing)

	FY21	FY20	FY19	FY18	FY17
Fatalities	0	0	0	0	0
TRIFR	2.78	6.95	6.73	4.28	6.40
Main type	Strain	Strain	Various	Laceration	Strain
Man hours	1,079,832	1,008,606	1,189,531	1,168,735	937,900

Note: Our frequency rates are calculated per 1,000,000 hours worked and external workers, for example agency workers or consultants are excluded from injury reports.

## IMDEX LOST TIME & TOTAL RECORDABLE INJURIES FREQUENCY RATE (LTIFR & TRIFR) - 12 MONTHS TO DATE



# Diversity & Inclusion



We value and encourage diversity in our global workforce. We seek to employ, retain and develop employees for the long-term, assisting in their professional development and the development of the culture and values of our Company

We are committed to providing equal opportunities for all employees and are building and developing teams that reflect the diversity of our clients and the local cultures we operate

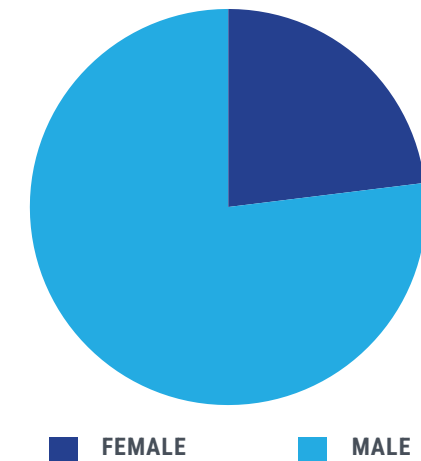
Our approach to diversity is simple – we want everyone to feel welcome at IMDEX and to achieve success in what they do in an environment that values different perspectives and collaboration

Employment decisions are made solely on the basis of merit, taking into account relevant skills, qualifications, experience and ability and without bias or prejudice

## KEY ACHIEVEMENTS DURING FY21

- Updated IMDEX diversity policy
- Updated remote-working policies to create more flexibility
- Introduced paid domestic violence leave and support
- Improved paid parental leave provisions

## FY21 TOTAL FULL TIME EMPLOYEES: 521



## **GLOBAL GAME CHANGERS...**

Our rich global experience and diverse thinking drives all development within IMDEX. It enables us to solve unique problems for global customers reducing environmental and social impacts to shape a better global industry.

## **FOREVER CURIOUS...**

We believe in shaping the future of mining through the relentless pursuit of technologies and services that question the status quo, address our customers challenges and set new benchmarks for what can be achieved in our industry.

## **GO BEYOND...**

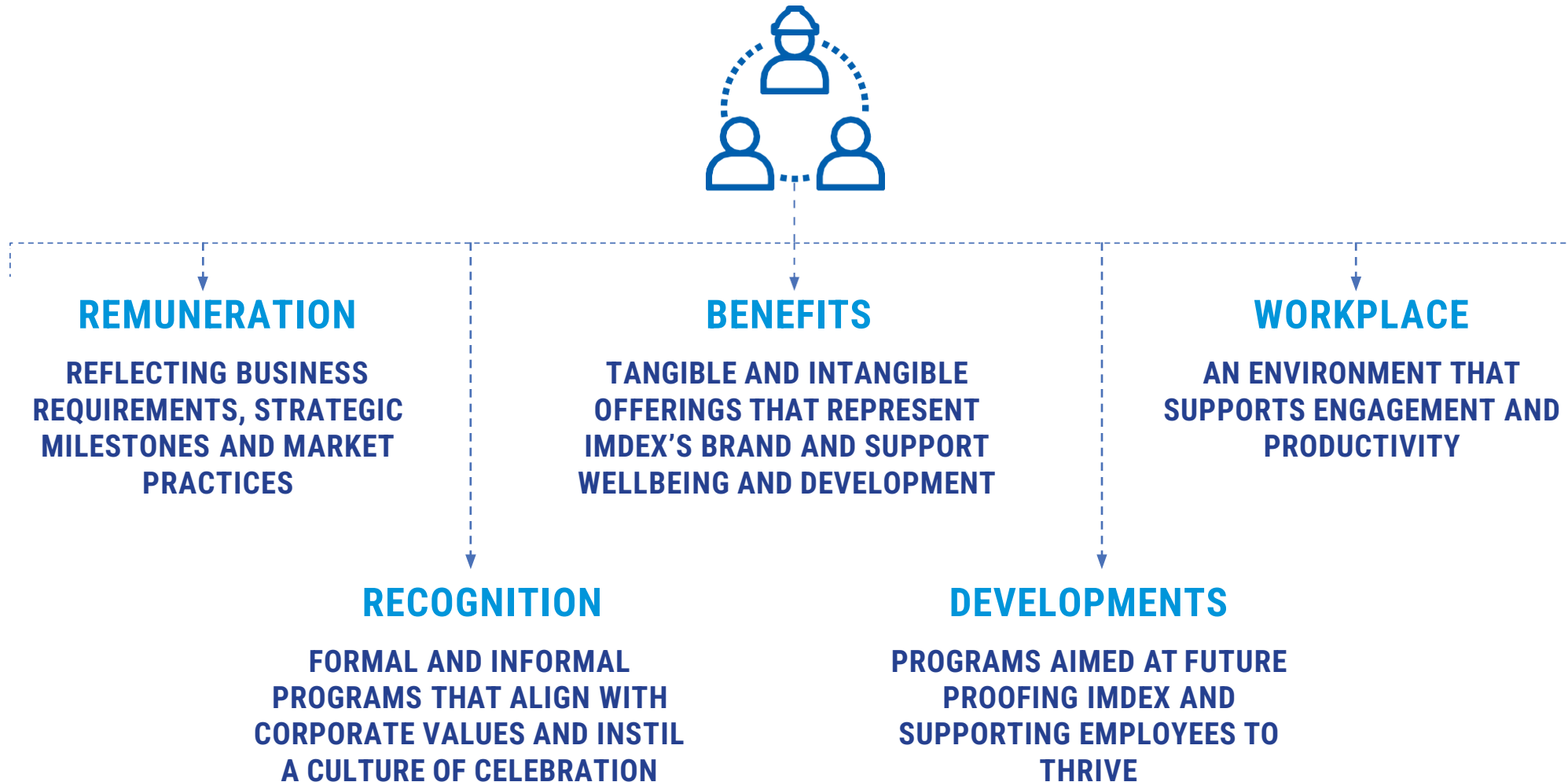
We are passionate about creating positive customer experiences that deliver successful outcomes for our customers now and into the future. We achieve this by working in partnership with our customers, actively listening to their needs and delivering genuine value through efficient solutions.

## **TOGETHER WE THRIVE...**

We are a global team of diverse and talented people, who empower each other to be our best selves. We harness our strengths by combining our knowledge across boundaries in a positive and accountable workplace.



# IMDEX Employee Value Proposition



# Thank you



We believe mining is essential to every aspect of modern life.

Our opportunity is to change the global minerals industry forever, because tomorrow matters.

FOR FURTHER INFORMATION  
PLEASE CONTACT:

KYM CLEMENTS  
INVESTOR RELATIONS OFFICER  
[KYM.CLEMENTS@IMDEXLIMITED.COM](mailto:KYM.CLEMENTS@IMDEXLIMITED.COM)

*“ Today, our community is increasing its demand for all industries to accept a greater burden of responsibility for its engagement in the environment and community both. And rightly so. Great opportunities exist for us to improve our quality of life, both now and into the future, through the development of products and services that have a more positive impact, or a less negative impact, depending on your view. The levers that enable that progression are found in successfully extracting critical metals from the earth.*

*“ As such, the responsibility we have to prosecute mining activities in a safe and ethical manner, has never been higher.*

*“ IMDEX is uniquely positioned to play a leading role in this future vision of a sustainable community. As a Mining-Tech company, our opportunity and indeed our obligation, is to leverage the strength of our R&D capabilities, our geoscience expertise and our global teams, to solve key mining industry challenges. Ultimately, our goal is not simply to make a better mine, it is to make all mining better.”*

PAUL HOUSE IMDEX CEO