

Syrah Resources

Sustainability Update

October 2018



SYRAH RESOURCES

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Potable water bore repair for Syrah's local community

About Syrah Resources

Strategy

- To be the global base load provider of premium quality natural graphite for major consumers across market segments through ramp up of the Balama Operation in Mozambique
- To establish a core ex-Asia battery supply chain position through development of its downstream Battery Anode Material (BAM) project
- Syrah's natural graphite and BAM project is exposed to the high growth lithium-ion battery markets with graphite being a key material for battery anodes

Values

Syrah is committed to:

- Working safely at all times
- Partnering with stakeholders for community and environmental sustainability
- Integrity and Fairness in all our business dealings
- Being accountable for all our decisions and actions
- Setting goals and supporting people to achieve them

Balama Graphite Operation, Mozambique

- Life of Mine ~ 50 years⁽¹⁾
- Reserves of 114.5Mt at 16.6% Total Graphitic Carbon for 18.9Mt of contained graphite⁽²⁾
- Simple open pit mining, Conventional processing including crushing, grinding, flotation, filtration, drying, screening and bagging
- Operations commenced start of 2018

Battery Anode Material (BAM) Project, Louisiana USA

- Balama's scale, quality and low production costs are key competitive advantage enablers in the delivery of Syrah's BAM strategy
- Syrah currently developing its downstream strategy at its BAM facility in Vidalia, Louisiana
- Strategic priority to rapidly produce and commence qualification of its BAM products

(1) Life of Mine based on current 114.5Mt Graphite Ore Reserves being depleted at 2Mt of mill throughput per annum

(2) Refer to ASX announcements dated 29 May 2015, 29 November 2016



Syrah ESG Overview

- Syrah underpinned the development of the Balama Graphite Operation with highest standards of health, safety and environmental control from the outset of the project
- Syrah aims to ensure that the local communities in which it operates are engaged and benefit from Syrah's operations through its employment, engagement initiatives and programs, and local procurement commitments
- Operations at Balama commenced at the start of 2018 and as part of the operations ramp up, Syrah has identified its key material sustainability risks and opportunities to enhance the Company's social licence to operate
- Internal targets have been established for example in relation to safety, local employment, gender diversity, water usage and environmental impact
- Systems and processes to adequately capture data with relevant metrics have been developed and aligned directly with the Global Reporting Initiative™ (G4 standards) to ensure sustainability performance and reporting is aligned to global best practice standards
- To manage the risks and opportunities, key metrics are regularly monitored and progress reported internally, reviewed by management and periodically by the Board
- Syrah continues to focus on further strengthening the culture and performance of its people through in-field visible leadership, ongoing training and awareness, regular auditing, environmental & occupational monitoring, health promotions, community programs and regular communication and engagement
- Syrah is committed to ensuring the Company has an appropriate corporate governance framework to protect and enhance the Company's performance and overall shareholder value⁽¹⁾

(1) Details on Syrah's Corporate Policies and Governance can be found at <http://www.syrahresources.com.au/corporate-governance> and Corporate Governance Statement dated 23 March 2018
http://www.syrahresources.com.au/application/third_party/ckfinder/userfiles/files/20180323_SYR%20Corporate%20Goveranance%20Statement_Final.pdf



Sustainability Highlights

Health & Safety

- ✓ Strong health and safety record, TRIFR 0.5 (including contractors) as at Nov 2018
- ✓ Emergency response training
- ✓ Occupational hygiene monitoring well within tolerable ranges
- ✓ Health Programs designed and to be delivered to employees and Host Communities

Environment

- ✓ Compliance with over 200 environmental licence conditions in 2018
- ✓ Establishment of Balama nursery with over 4,500 native seedlings planted
- ✓ Chipembe Dam restoration works including dam outlet valve repair preventing water loss of up to 50,000m³ per day and improving food security via improved agriculture.

Community

- ✓ Strong relationships established and formalised in the Company's Local Development Agreement signed District Government and the Host Communities.
- ✓ Balama Training Centre construction complete with local community training to commence in Jan 2019
- ✓ Livelihood Restoration Program commenced

People

- ✓ Over 94% of Balama Operations direct employees are Mozambican nationals
- ✓ Strong progress in gender diversity
- ✓ Regular training and development
- ✓ Zero industrial disputes

ISO14001 & OHSAS18001 certification achieved May 2018



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- Syrah's commitment to sustainability via global best practice has been recognised by receiving accreditation in ISO 14001:2015 & OHSAS 18001:2007 standards at its Balama Graphite Operation in Mozambique in May 2018
- ISO14001 & OHSAS18001 are internationally agreed standards setting the requirements for global best practice in Environmental and Occupation Health, and Safety Management Systems
- This certification reflects a systematic focus on health, safety and environmental sustainability through commitment to:
 - Risk management
 - Stakeholder communication and engagement
 - Legal compliance
 - Training and continual improvement
 - Social responsibility
 - Efficient management of resources
 - Reduction of waste
 - Management commitment



Corporate Governance

Syrah Board of Directors⁽¹⁾

Jim Askew	Shaun Verner	Sam Riggall	Dr. Christina Lampe-Onnerud	Lisa Bahash	Jose Caldeira
Non- Executive Chairman	Managing Director and Chief Executive Officer	Non-Executive Director	Non-Executive Director	Non-Executive Director	Non-Executive Director
B.Eng, M.Eng	MSc, B.Bus, B.Arts	LLB (Hons), B.Com, MBA	B.Sc Chemistry and Calculus, Ph.D Inorganic Chemistry	B.Sc Mechanical Engineering	Law degree and accounting diploma
<p>Mining engineer with over 40 years' experience as a Director and CEO of Australian and international publicly listed mining, mining finance and related companies.</p> <p>Continuous involvement with the African mining industry since 1985.</p> <p>Chairman of OceanaGold Corporation, Non-Executive Director of Evolution Mining Limited and Endeavour Mining Corporation.</p>	<p>Senior resource industry executive with extensive general management and cross-functional commercial, operations, supply chain, and leadership experience.</p> <p>20 years experience at BHP Billiton in a variety of executive roles, with international commercial and operational experience across a range of commodities.</p>	<p>CEO of Cleanteq Holdings Limited, previously Executive Vice President of Business Development and Strategic Planning at Ivanhoe Mines Limited. Broad experience with Rio Tinto Limited for over a decade covering industrial minerals, project generation and evaluation, business development and capital market transactions</p>	<p>20 years experience in research, development and commercialisation of Lithium-ion battery technologies for consumer electronics, electric automotive and energy storage.</p> <p>Director of Fuel Cell Energy</p> <p>Founder of Boston-Power, Inc. and senior roles at Bridgewater Associates, LP, Arthur D. Little and Bell Communications Research, Inc</p>	<p>Appointed in July 2018.</p> <p>Over 30 years experience in the automotive OEM, Tier 1 supplier and aftermarket sectors.</p> <p>Previously Senior Vice President, Automotive and Transportation with Jabil Inc. (Jabil), (electronics manufacturing services company), Group Vice President and General Manager of Johnson Control's Power Solutions business (automotive battery manufacturer), President and CEO of Ride Control LLC (Gabriel) (aftermarket and OEM segments) and began her career at Ford Motor Company.</p>	<p>Prominent and senior lawyer in Mozambique with over 30 years commercial and government experience. Senior partner at Sal & Caldeira Advogados, Lda in Mozambique, one of the leading law firms in Mozambique and a former judge of the Maputo City Court.</p>

(1) As at 6 December 2018

Please refer to Corporate Governance Statement as at 23 March 2018 for further details

http://www.syrahresources.com.au/application/third_party/ckfinder/userfiles/files/20180323_SYR%20Corporate%20Goveranance%20Statement_Final.pdf



Health, Safety & Security



Health & Safety Activity Planner

Activity	Frequency
Health & Safety Policy Review	Annual
HSMP Review	Annual
CHM Standards Review	Annual
HSSE Monthly Reporting	Monthly internal reports and assessment conducted
HSSE Annual Reporting	Annual
HSSE Management Review	Quarterly
Mine Open House Engagement	Quarterly
Internal HSS Annual Audit	Annual
Risk Register Review	Bi annual
H&S Committee Meetings	Monthly, including employees and contractor representatives
Health Surveillance	Monthly
OHSAS18001 Certification	Achieved in May 2018
Government Audit	Annual
Alcohol & Other Drug Testing	Random and Causal
Fire Extinguishers	Bi-annual
Test and Tagging (Lifting / Elect)	Quarterly

HSMP = Health & Safety Management Plan

CHM = Critical Hazards Management

HSS = Health, Safety & Security

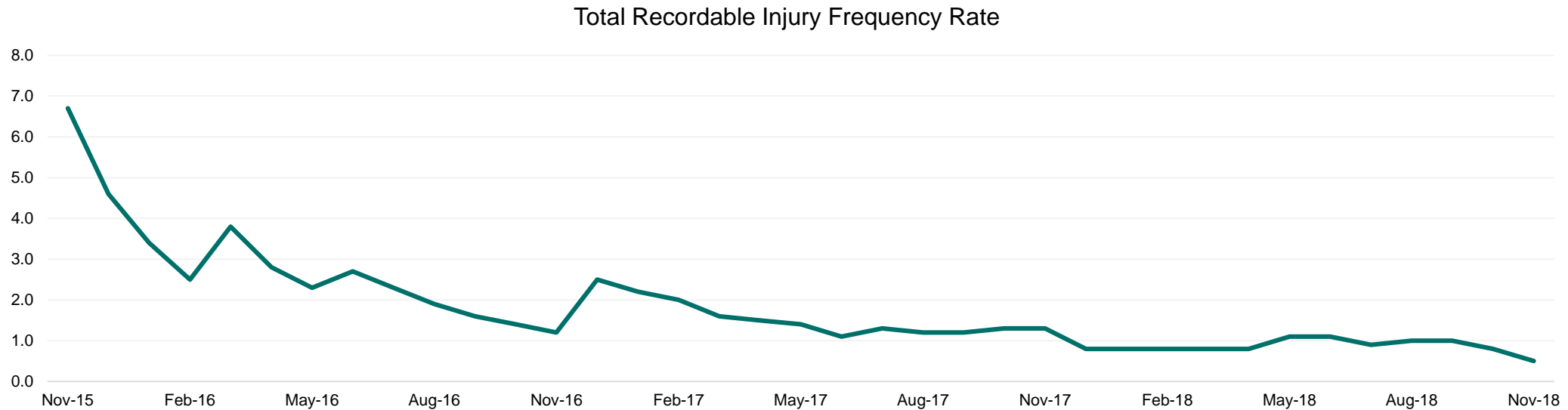
HSSE = Health, Safety, Security and Environment

Syrah's Health and Safety Policy [http://www.syrahresources.com.au/application/third_party/ckfinder/userfiles/files/Health%20and%20Safety%20Policy%20-%20Clean%20Revision%20-%20Apr%2018\(3\).pdf](http://www.syrahresources.com.au/application/third_party/ckfinder/userfiles/files/Health%20and%20Safety%20Policy%20-%20Clean%20Revision%20-%20Apr%2018(3).pdf)

- Health and Safety remains Syrah's top priority
- Health & Safety Activity Planner as per Syrah's Health and Safety Management Plan (HSMP) and OHSAS 18001 requirements



Strong Safety Record: Total Recordable Injury Frequency Rate (TRIFR)



- Strong safety performance at Balama continues in 2018, TRIFR 0.5 as at November
- Significant improvement in 2017 versus 2016, noting peak Balama Project construction workforce > 2,300 personnel onsite during 2017
- Data collection commenced late 2015 and covers employees and contractors
- Site Safety and General Induction mandatory for all employees, contractors and visitors
- There have been no fatalities at Balama

Note: TRIFR based on 12 month moving average

Health & Safety Committee for Employees and Contractors on site

Health & Safety Committee Composition	Worker Representation on Health & Safety Committee
Syrah Resources Balama Employees	35
Onsite Contractors	
- Mining Services	2
- Security Services	2
- Camp Facilities	3
- Auxiliary Equipment Providers	1
- Fuel Provider	1
- Laboratory Services	1
Total Health & Safety Committee Members	45



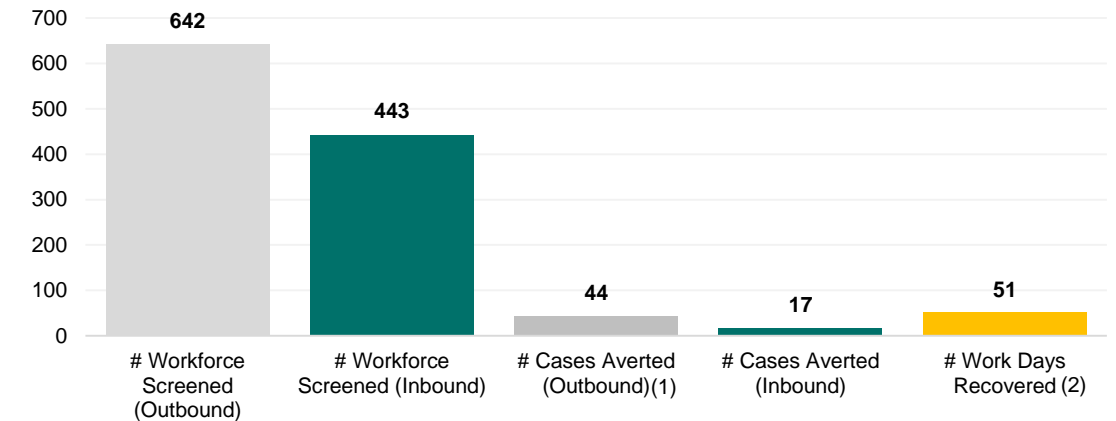
- Health and Safety formal joint management between Syrah and contractors onsite at the Balama Operation
- Monthly Committee meetings, targeting $\geq 50\%$ of total attendance
- Management representation at Committee meetings required quarterly
- In October 2018, 25 (56%) Committee members attended

Case Study – Malaria Mitigation Strategy

Malaria Overview

- Malaria is prevalent in parts of Mozambique, in particular less urban areas
- Anopheles mosquito is the carrier of the plasmodium falciparum malaria strain
- Syrah has identified malaria as a key health risk to its people, in particular during the wet season and is closely monitoring malaria cases and mitigation actions
- Mitigation actions include:
 - Camp facility – bed nets, sprays, sealed doors, fans
 - Mosquito repellent clothing
 - Malaria health education for staff and local community
 - Vector trapping data collection on and off site for the presence of anopheles mosquitos and potential breeding grounds
 - Malaria screening for personnel
 - Camp accommodation dress codes
 - Indoor residual spraying and fogging
- Syrah in consultation with Founders of the Goodbye Malaria Campaign to discuss potential partnerships and alignment strategies

Malaria Screening Program Oct 2018



- Malaria screening program using Ultra Sensitive Rapid Detection Testing to identify low parasitemic individuals who are not yet presenting with malaria symptoms.
- Program involves blanket testing of all employees residing on camp on their immediate departure or return to work from rostered leave period to determine location of infection

(1) Community / family health impacts averted by detecting outbound (departing for Rostered Leave) cases

(2) Work days recovered is calculated on the number of cases averted inbound (returning from Rostered Leave Period) multiplied by the standard three (3) days lost when diagnosed malaria symptomatic



Workplace Occupational Health Monitoring

Occupational Hygiene Monitoring

- Monthly monitoring of occupational hygiene (e.g noise, dust, heat) in particular for personnel with potential higher workplace exposure risks
- Exposure target risk ratings set with appropriate controls (e.g range of protective equipment) to mitigate exposure risk
- Mandatory use of PPE (Personal Protective Equipment) applied in work areas with occupational hygiene risk
- Hygiene monitoring is extended to key embedded contractor locations along the supply chain.
- Monthly monitoring year to date Oct 2018 indicate risk well within tolerable range and highlights areas of additional risk mitigation improvements

Hazardous Substances

- Hazardous Chemicals are managed on site via a Material Safety Data Sheet (MSDS)
- All chemicals recorded, secured in bunded designated locations
- Staff trained in safe storage and handling



Employee health screening

Emergency Preparedness

Emergency Response Team (ERT) Members	Worker Representation on ERT
Syrah Resources Balama Employees	25
Onsite Contractors	
- Mining Services	2
- Camp Facilities	2
- Laboratory Services	4
Total ERT Members	33



Confined space rescue training



Fire fighting training

Emergency Response Training

- ERT Mandatory Training Requirements based on core competencies required as identified in the Emergency Management Risk Assessment, target 100%
 - Advanced Firefighting
 - Firefighting (including Self Contained Breathing Apparatus (SCBA))
 - Confined Space Rescue
 - Elevated Work Platform
 - Vertical Rope Rescue
 - Working at Heights
 - Road Crash Rescue
 - Hazard Materials Handling
 - Emergency Care Levels 1-3
- Fortnightly refresher training mandatory for all ERT members rostered on duty
- Crisis Management Training conducted periodically based on simulation exercise
- Syrah has also made its Emergency Response infrastructure and resources available to aid local communities when assistance requested

Environment

Environmental Planner and Compliance

EMP Monitoring Activity	Frequency
Groundwater	Bi-monthly
Surface water	Bi-monthly
Noise & Dust	Monthly
Air Quality Monitoring	Monthly
Water Quality Monitoring Audit	Annual
Invertebrate Monitoring	Annual
Fishery Survey	Annual
ISO 14001 Certification	Achieved in May 2018
Flora & Fauna Survey	Annual
External Environmental Audit	Annual
Government Audit	Annual
HSSE Management Review	Quarterly
Stakeholder Engagement	Quarterly
Audit Service Provider - Waste	Annual
Review of Environmental monitoring frequency	Annual
EMS Internal Audit	Annual
Environmental Reporting	Bi-annual

EMP = Environmental Management Plan
 HSSE = Health, Safety, Security and Environment
 EMS = Environmental Management System

External Environmental Audit

- ❑ **2016 - Construction (6 – 10 June 2016)**
 - 1 non-compliance
 - No significant incidents
- ❑ **2017 - Pre-Operational (21 – 25 July 2017)**
 - 0 non-compliances
 - No significant incidents
- ❑ **2018 - Operations (17 – 20 August 2018)**
 - 0 non-compliances
 - No significant incidents

Zero non-compliance across more than 200 environment licence conditions

- Environmental Planner as per Syrah's Environmental and Social Management Plan and Monitoring Program (EMP) and ISO14001 requirements

Water

Chipembe Dam



- Water for the Balama Operation is supplied from the Chipembe Dam which has a capacity of approximately 25 million m³ and is located 12km from Balama site
- Syrah's Water License allows two million m³ of water to be drawn from the Chipembe Dam annually which is sufficient for its demands

Chipembe Dam Remediation Works



Culvert



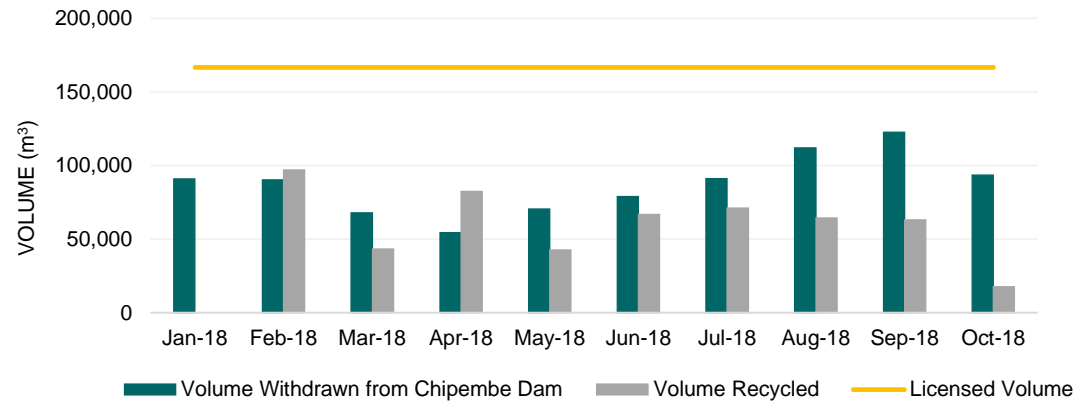
Dam valve access tower

- Chipembe Dam was in serious disrepair
 - Dam valves severely deteriorated
 - Access road in poor condition
- Syrah completed remediation works at Chipembe Dam providing a major infrastructure improvement for the local community, including
 - Dam outlet valve repair preventing water loss of up to 50,000m³ per day (~18.3 million m³ per annum well in excess Syrah's 2 million m³ annual licence)
 - Repairs to dam access road
 - Installation of concrete culverts on the dam spillway; and
 - Rehabilitation of downstream irrigation canal infrastructure

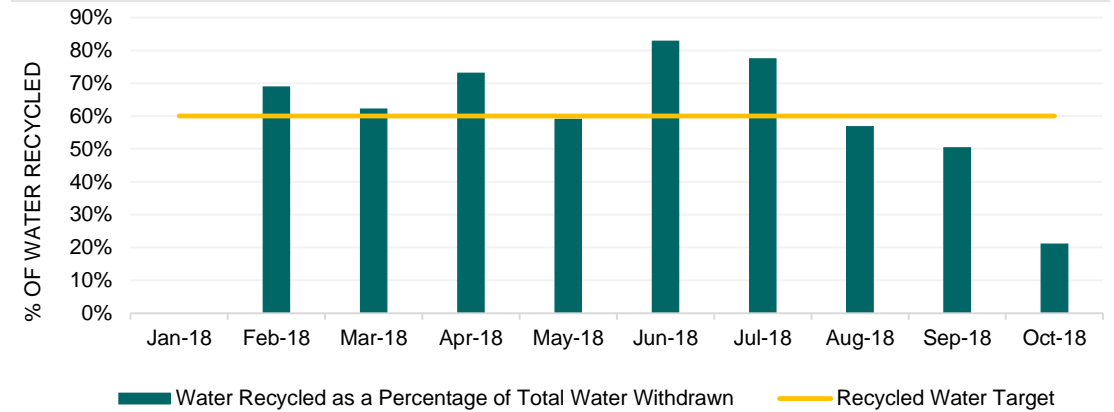


Water Management

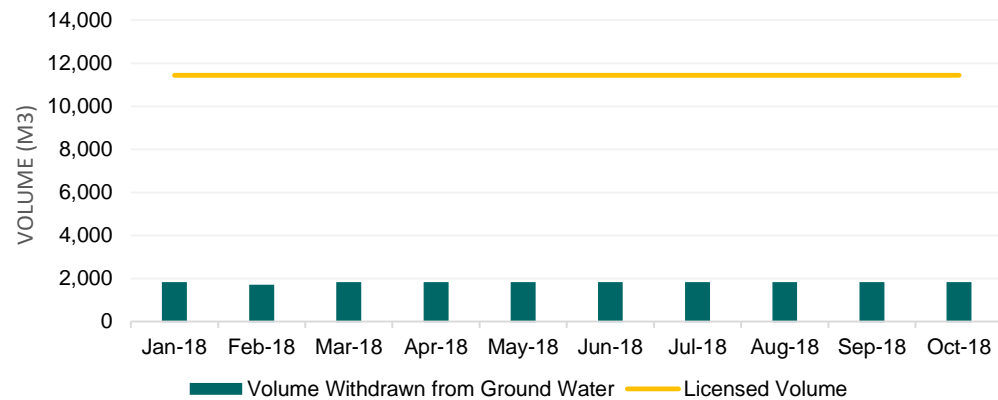
Water Withdrawn from Chipembe Dam & Water Recycled



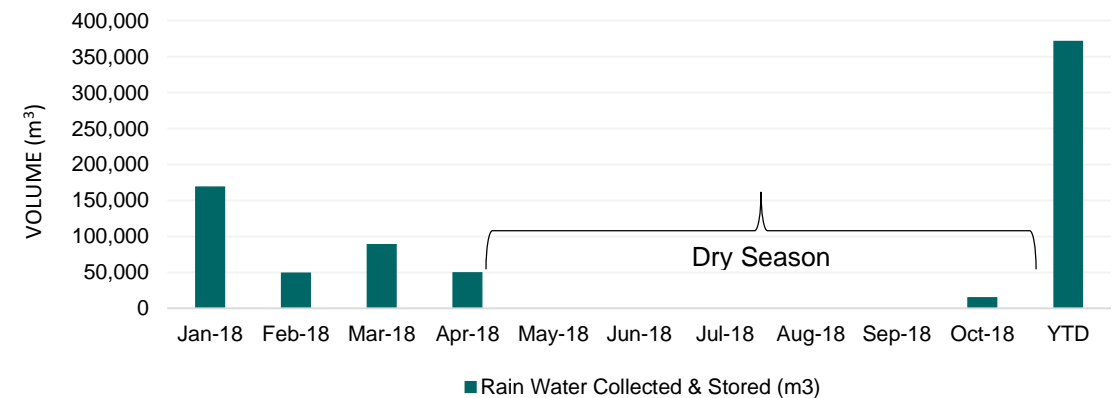
Recycled Water



Total Volume Withdrawn from Ground Water

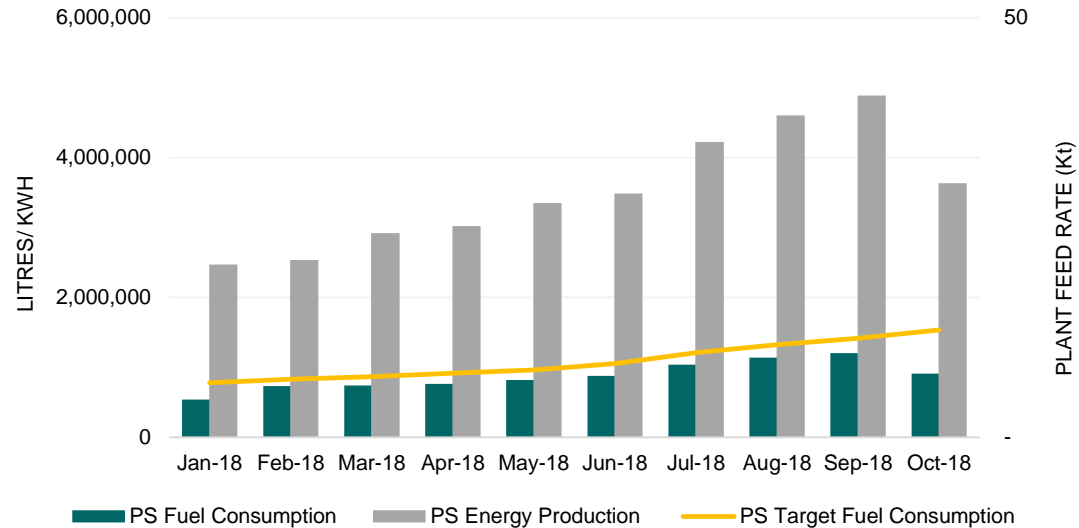


Rain Water Recovered



Energy Consumption

Power Station (PS) Fuel Consumption / Energy Production

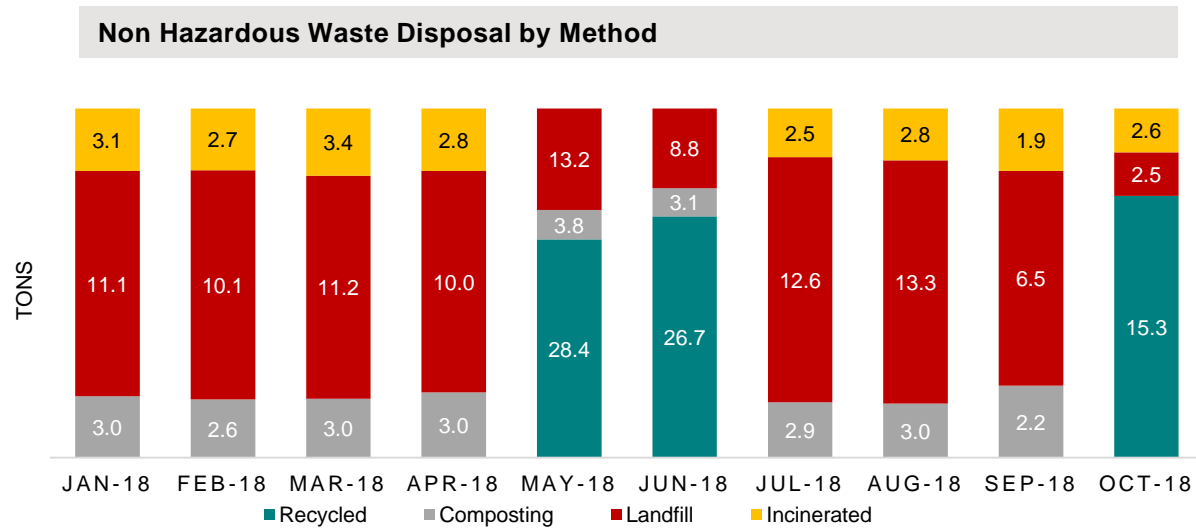


Balama Power Station



- Balama is powered by a 15.4 MW power station comprised of seven 2.2MW generators
- The power station will provide sufficient electricity for Balama to operate independently without any requirement to access grid power
- Currently, power supply from the main grid remains intermittent due to the relatively remote location of Balama
- Syrah will review optimisation of existing power generation and investigation of future alternative sources

Waste Management



- Recycled non hazardous wastes refers to scrap metal taken off-site by a licensed company for reclaim and timber offered to local communities
- Hazardous waste refers to oil and contaminated rags removed by a licensed company and recycled where possible

Tailings Management

Tailing Storage Facility



- Tailing Storage Facility (TSF) has been constructed with a geomembrane bitumous liner to prevent seepage and contribute to structural integrity
- Tailings comprise of rejected material from the process mill after most of the recoverable valuable minerals have been extracted and are discharged to the TSF
- There have been no spills at the Balama Operation TSF and zero non-compliance with environmental laws and regulations



Mine Closure Planning and Legacy Management

Mine Closure Planning

- Balama Life of Mine is approximately 50⁽¹⁾ years with operations commencing at the start of 2018
- As at 31 December 2017, Syrah has paid US\$2.5 million into the Balama Environmental Bond for the current end of life mine closure and rehabilitation plan
- Total environmental bond will increase to US\$6.2 million over time



Balama Nursery

- Balama nursery established to cultivate native tree species for rehabilitation and ecological preservation purposes
- 4,500 seedlings planted in preparation for the growing season
- Balama nursery to compliment Livelihood Restoration efforts for Project Affected Communities



(1) Life of Mine based on current 114.5Mt Graphite Ore Reserves being depleted at 2Mt of mill throughput per annum, refer to ASX announcements dated 29 May 2015, 29 November 2016



Community & Stakeholders



Syrah is one of the largest resource sector employers in Mozambique and is having a meaningful and positive impact in the country

Supporting the Economy

>US\$30 million in salaries paid in Mozambique to date

Employment

~1,400 direct and contract roles for Mozambicans

Health & Community

Programs to improve education, health and skills training facilities

Environment

World class environmental protection plan with zero non-compliances



Education and health funding



High skilled jobs



Skills training centre



Agricultural improvement program



Social Program Delivery

Local Development Plan

- The Local Development Agreement signed in June 2016 by the Company, Host Communities and Balama District Government
- Aim of Syrah's Livelihood Restoration Program is to provide Project Affected Farmers with agricultural training to improve crop yields and to establish food storage facilities to protect food security
- Social program initiatives to be included in the 2019–2020 Local Development Plan which is currently being finalised



Balama Training Centre

- Syrah's Balama Training Centre will provide training for a minimum 500 members of the host communities over the next five years in basic artisan, health and work readiness disciplines
- Training Centre construction completed, located in the Company's largest Host Community, Balama
- Training material developed and endorsed by National Training body, IFPELAC
- Selection criteria for course participants defined, trainee shortlist identified and recommendation made to Management Committee for endorsement
- Training to commence in January 2019



Balama Training Centre Workshop



Constructed classrooms



Social Program Delivery

Livelihood Restoration Program

- Program established for local farmers to provide upskilling with improved farming techniques and crop management to facilitate livelihood restoration
- MOU between Twigg and IIAM (Institute of Agricultural Research of Mozambique) awaiting final approval and signoff
- Field development has commenced with selected farmers who are growing vegetable seedlings
- Balama Nursery expanded to facilitate additional livelihood seedling program
- Food preservation storage system under construction to strengthen food security during dry season



Community Development Projects & Interaction

- Water sources repaired for local community which were out of order for several months and are the only sources of clean water for the village



- Syrah has also made its Emergency Response infrastructure and resources available to aid local communities when assistance requested

Monitoring and Evaluation

- Syrah's social program delivery is continually monitored
- Reported internally in monthly Sustainability Report
- Standing agenda item at all Board Meetings

Community Engagement

Community Local Development Agreement

- The Company has signed a Local Development Agreement with the Host Communities and the District Government
- A Local Development Committee (LDC) has been established consisting of key stakeholders from the Community, Company and District Government
- The LDC is the conduit for keeping all stakeholders informed of Company activities, objectives and performance
- All social program expenditure is channelled through, and subject to, the review and approval of the LDC to ensure effort is aligned to need



Local community Balama site visit

Community Grievance

- In line with Syrah's Human Rights Policy⁽¹⁾, and Social Performance architecture, the Company promotes and maintains an active community and local stakeholder complaints and grievance process
- Minor complaints, usually associated with local employment, are received from the Host Communities from time-to-time with the majority of cases resolved within 14 days. Year to date October 2018, Syrah has received 18 complaints with significant majority resolved
- Community complaints are viewed, in part, as an indicator of the open and transparent relationship the Company enjoys with the Host Communities

(1) Syrah's Human Rights Policy http://www.syrahresources.com.au/application/third_party/ckfinder/userfiles/files/20180307-Human%20Rights%20Policy-FINAL.pdf



Case Study: Government Relations

Balama Operations Inauguration April 2018

- The Balama Graphite Operation was officially opened by the President of Mozambique, His Excellency Mr Filipe Nyusi at the onsite event
- Other attendees included
 - Governor of Cabo Delgado
 - Minister of Mineral Resources and Energy
 - Other dignitaries
 - Guests
 - Representatives from key suppliers.
- The Balama inauguration was a major event, attended by approximately 5000 people from Cabo Delgado Province, and the Balama District local communities
- Presidential and ministerial support provided wonderful context to the communities and national media on the importance of the success of the project for the country, and the government and community role in ensuring operational success and stability
- In emphasising the importance of the project, the President's speech included references to Government stability, ongoing international investment, Syrah's safety and community record, and representing Mozambican projects to the global market

Mining Agreement

- Mining Agreement finalised and binding Sep 2018⁽¹⁾
- Consolidates all prior project documents and approvals
- Provides clarity around the governing laws, mining rights and other obligations

Other Considerations

- No financial assistance received from Government
- Code of Conduct guidance on political contributions in place
- No political party contributions are made



Some local community attendees at Inauguration



President unveiling of commemorative Balama plaque

(1) ASX Announcement "Binding Mining Agreement" 27 September 2018



People



Human Rights

- Syrah is a strong advocate of Human Rights and is committed to respecting and promoting the basic human rights of its people and communities in which it operates
- Syrah Human Rights Policy developed in accordance with internal frameworks and implemented⁽¹⁾
- Human Rights policy communicated to all employees, contractors, suppliers and key stakeholders
- Human Rights training conducted for all employees and security providers
 - All Security Personnel are trained in Voluntary Principles on Security and Human Rights and general principles of Human Rights
- Human Rights performance reported and reviewed by the Board's Sustainability Committee and subject to annual review
- Human Rights exposures assessed and mitigated at all Asset and Group risk reviews



(1) Syrah's Human Rights Policy http://www.syrahresources.com.au/application/third_party/ckfinder/userfiles/files/20180307-Human%20Rights%20Policy-FINAL.pdf



Diversity & Inclusion Performance

Strategy Area	Key Performance Indicator	As at Oct 2018	2018 Target	2019 Target	2020 Target
Board Gender Diversity	Average representation of women on the Board of Directors of the Company	29%	20%	25%	30%
Corporate Gender Diversity	Average representation of women across Corporate business divisions	43%	50% ± 10%		
Twigg ⁽¹⁾ Gender Diversity	Average representation of women across Twigg	19%	15%	18%	20%
Business Conduct Training	Percentage of workforce who have undertaken Business Conduct Training on commencement and biennially thereafter	100%	100%		

- The Group Diversity & Inclusion Policy⁽²⁾ finalised, translated into Portuguese and disseminated across the workforce
- Progress against Diversity Targets monitored monthly

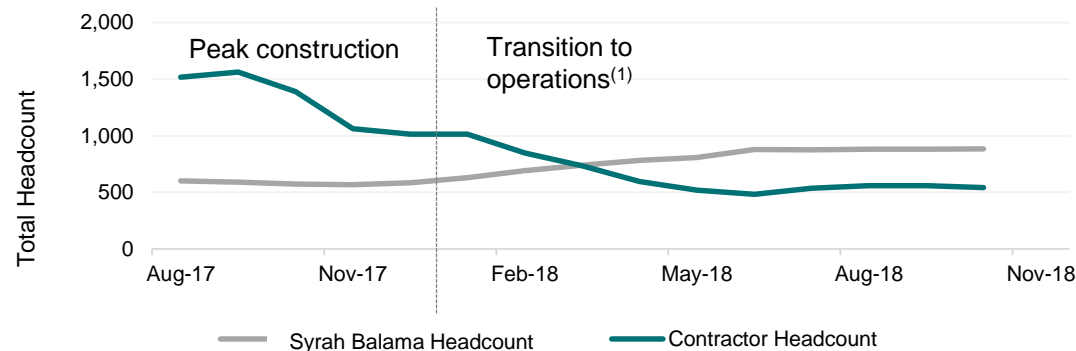


(1) Twigg Exploration and Mining Limitada is Syrah's wholly owned subsidiary operating the Balama Graphite Mine in Mozambique

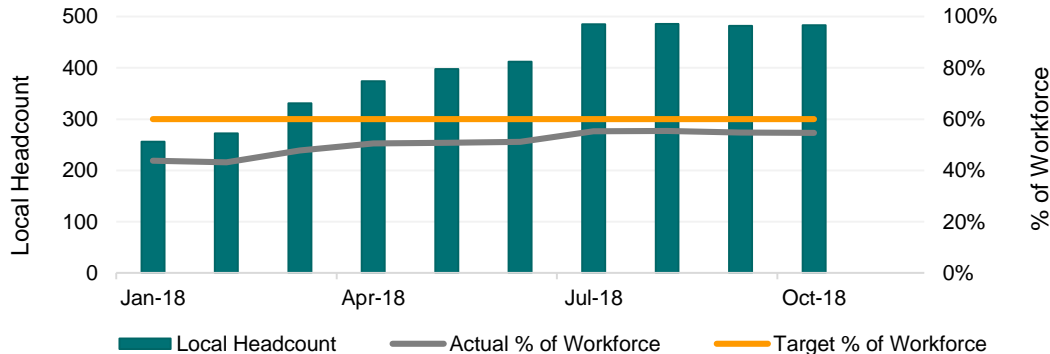
(2) Syrah's Diversity & Inclusion Policy http://www.syrahresources.com.au/application/third_party/ckfinder/userfiles/files/SYR-POL-HR-0002_0%20-%20Diversity%20and%20Inclusion%20Policy%20-%20Final%20-%20July%202018.pdf

Balama Operations Employment

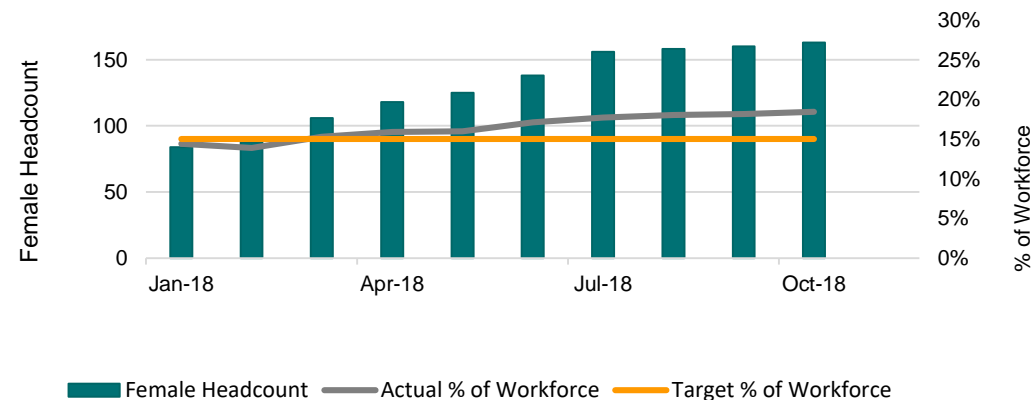
Balama Employee versus Contractor Headcount



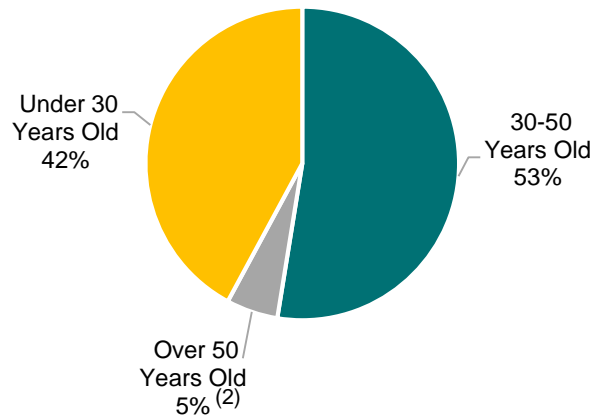
Local (Host Community) Employment



Female Representation at Balama



Age Distribution



(1) Contractor labour is required for specialist and peak workloads only
 (2) In 2016, the average life expectancy in Mozambique ~ 60 years per World Health Organization

Mandatory Training Competencies

Mandatory Training Competency	Statistic	Metric	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18
Business Conduct Training(1)	Training delivered against competency	hrs	11	6	10	24	36	18	12	8	4	0
	Attendees	#	10	37	69	22	24	26	80	9	18	0
	Total Compliance	%	91	92	92	89	93	95	97	98	100	100
Critical Hazard Management Standards	Training delivered against competency	hrs	0	38	80	15	44	4	5	4	7	2
	Attendees	#	0	245	114	193	176	39	98	15	29	3
	Total Compliance	%	0	39	83	87	93	93	95	97	99	99
General Induction	Training delivered against competency	hrs	24	12	12	21	63	21	18	6	18	12
	Attendees	#	10	37	3	44	23	23	80	10	93	15
	Total Compliance	%	42	44	49	57	77	83	86	86	97	97
Occupational Exposures	Training delivered against competency	hrs	0	0	0	0	0	3	23	18	5	4
	Attendees	#	0	0	0	0	0	77	600	162	66	6
	Total Compliance	%	0	0	0	0	0	9	75	90	98	99
Risk & Hazard Management	Training delivered against competency	hrs	34	5	5	36	39	7	40	39	66	16
	Attendees	#	10	34	5	47	97	12	270	41	51	9
	Total Compliance	%	42	44	57	57	73	79	88	92	97	98
Fatigue Management	Training delivered against competency	hrs	8	2	4	10	26	16	27	13	27	5
	Attendees	#	10	22	5	56	73	25	109	26	51	5
	Total Compliance	%	30	31	40	44	80	85	90	94	98	99
Human Rights	Training delivered against competency	hrs	0	0	0	0	3	10	21	17	13	2
	Attendees	#	0	0	0	0	21	175	554	136	68	3
	Total Compliance	%	0	0	0	0	3	28	76	92	99	99
In-field Leadership	Training delivered against competency	hrs	0	0	0	0	0	0	0	5	6	3
	Attendees	#	0	0	0	0	0	0	0	14	15	7
	Total Compliance	%	0	0	0	0	0	0	0	89	90	96
TOTALS		Metric	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18
Training delivered against mandatory competencies (during the month)		hrs	77	63	111	106	211	79	146	110	146	44
Total compliance against mandatory competencies		%	34	41	53	48	60	67	87	92	97	98

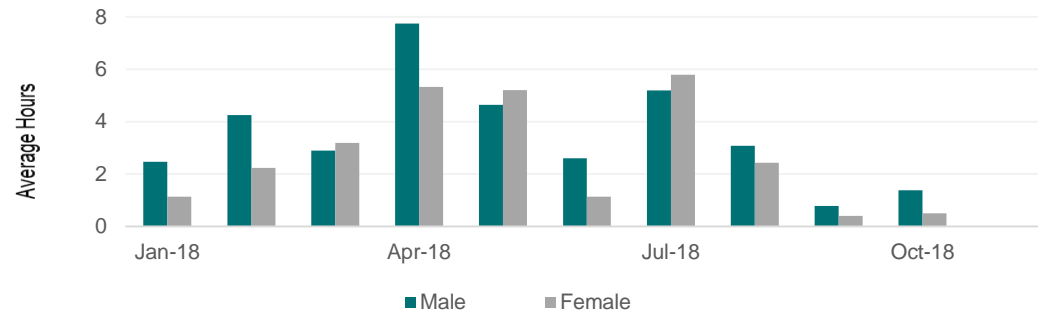
- Site Safety and General Induction and mandatory competency training for all employees and embedded contractors is compulsory
- Includes training in all high-risk activities

(1) Business Conduct Training includes Anti Bribery and Corruption, Whistleblower Policy, Code of Conduct, Diversity & Inclusion, IT and Social Media Policy and the Employee Assistance Program

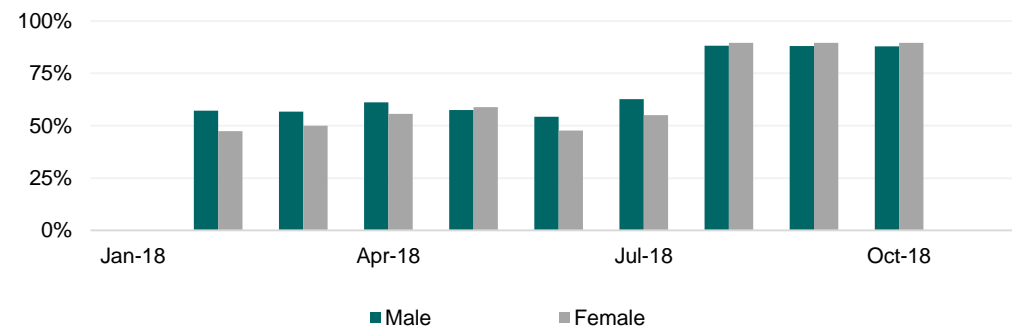


Balama Training and Development

Average Training Hours Per Employees



Target Group Receiving Regular Performance and Career Development Reviews



Anti Bribery and Anti Corruption Training

Anti Bribery and Anti Corruption Training Topics Covered

- Corruption Perceptions Index
- The law
- Penalties
- What is bribery?
- Facilitation payments
- Dealing with third parties
- Gifts
- Political involvement
- Syrah's Anti-Bribery and Corruption Policy
- What to do if you have a concern

Whistleblower Policy⁽¹⁾

- The Whistleblower process allows employees and stakeholders to report anonymously
- Syrah supports this right of anonymity/confidentiality and will ensure that the whistleblower's identity is fully protected



(1) Syrah's Whistleblower Policy http://www.syrahresources.com.au/application/third_party/ckfinder/userfiles/files/SYR%20Whistleblower%20Policy-28Nov17.pdf



Employee Benefits

Workplace Flexibility

- Syrah promotes flexible work arrangements with employees at all levels working flexible hours and from home on a regular basis
- Even time rosters implemented at Balama Operations in recognition of the need for employees to balance their work-life commitment and to attract / retain a diverse and inclusive workforce
- Paid parental leave has been implemented across the Group at a minimum to comply with applicable legislation and, in most cases, in excess of minimum requirements

Freedom of Association and Collective Bargaining

- Company Level Agreement with Union signed in September 2018 to provide operational certainty and to allow for better work life balance and employee performance
- Roster changes implemented for improved work life balance
- Additional paid parental leave provisions implemented
- Paid sick leave in excess of Mozambique Labour Law requirements
- Shift allowance increased

