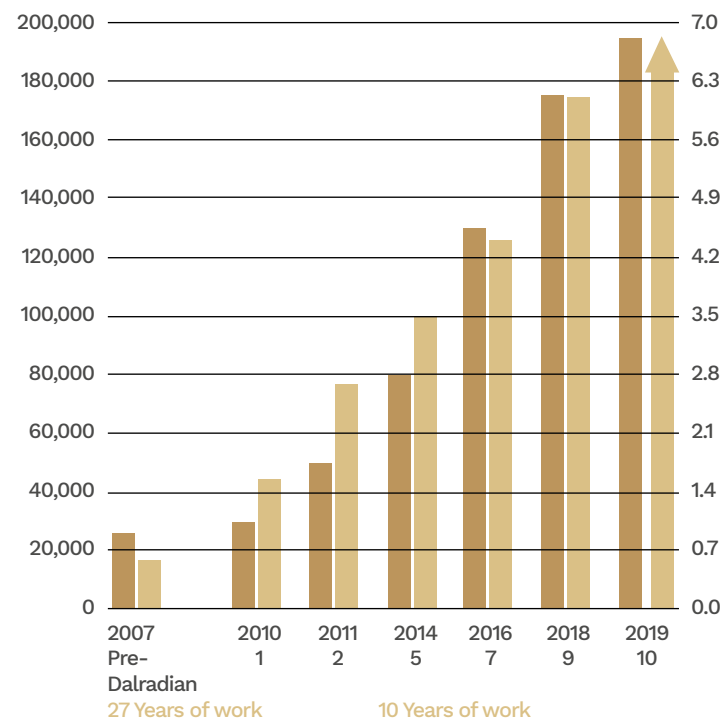






Our progress at Curraghinalt (2010-2019)



- More than 190,000 metres of drilling – steady growth in size of the deposit
- 6 resource updates resulting in a 10x increase in resources
- 2,000 metres of underground development with three areas of test mining
- Economics proven through multiple economic feasibility studies
- Permitting application advancing through planning process

■ Metres of Drilling (Left side) ■ Amount of gold identified (millions of ounces - Right side)

Dalradian has been working in West Tyrone for more than 10 years, advancing its project which contains a mineral deposit of gold, silver and copper. The regionally significant project is currently moving through the planning process, with the aim of being one of the world's top underground mines utilizing the best available technology for modern mining.

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Dalradian's 2019 Responsible Business Report explains the company's business, strategy, activities and performance in a number of areas, including environmental and social for the period January to December 2019. The report includes key metrics and case studies that illustrate Dalradian's long-term, responsible approach to modern mining.



CEO Foreword

The launch of our first Responsible Business Report marks the end of our first decade of operations in Northern Ireland.

During that period, we have:

- completed numerous environmental, geological, engineering and economic studies;
- increased the size of the identified mineral deposit more than 10-fold;
- submitted a planning application to build an underground modern metals mine that will provide an economic boost to Northern Ireland;
- provided Tunnel Tours to more than 1,600 people who wanted to learn more about our project;
- employed more than 200 people to date;
- contributed to over 320 local community groups; and
- purchased goods and services from more than 470 Northern Ireland-based suppliers and over 60 suppliers based in the Republic of Ireland.

Social well-being is intrinsically connected to prosperity; increased economic opportunities result in greater social cohesion and improved outlooks for local people. We will continue to measure and report on our progress as we move into construction and operation of the mine.

For a company to achieve long-term success, the benefits of the business must be widespread and the environment needs to be healthy. That's why our project has been designed to visually fit into the local rural area, using the latest technologies to protect the environment. We've also committed to net zero carbon emissions throughout the project's life and aim to be the first carbon neutral mine in Europe. Tyrone's people, businesses and community groups have already benefited from Dalradian's local purchasing and investment in training and community projects in health, sports, education, the arts and the environment.

We have built the foundation for a new industry in Northern Ireland that will usher in a generation or more of economic stimulus, training of local people, creation of nearly 1,000 direct and indirect new jobs, environmental responsibility and community investment.

Our project's strong economics will enable us to reinvest in the business, the community and the economy over the long term, continue training programmes and environmental protections and reward our investors. The project will also assist with regional economic rebalancing, contribute more than £200 million in taxes and reduce Northern Ireland's trade deficit by at least 2.4%.

Modern mining – environmentally and socially responsible extraction of minerals using the latest technology – is an important contributor in developed economies such as Sweden, the Republic of Ireland, Australia and Canada and yields the metals we need for modern life, including the growth of renewable energy supply. The Swedish, Irish, Australian and Canadian examples show that this can be done while maintaining a healthy environment, thriving communities and a well-balanced economy.

Construction and operation of our proposed mine will provide an important boost for the region's recovery from the economic challenges anticipated from Covid-19 and Brexit. You can't move a mine so those gains will continue for many years.

The project has advanced greatly in the past decade - it is now a regionally significant project on the cusp of becoming a mine. I'd like to thank our employees and contractors, past and present, suppliers and community groups that have partnered with us to help us come this far. I also appreciate those that have been critical of our project; they have contributed to raising our standards even higher. When we receive planning permission, we will be able to include many more people in Tyrone and Northern Ireland in our vision to create one of the world's best underground mines.



Patrick F.N. Anderson
President & CEO
Dalradian Resources Inc.

MD Foreword

Since operations began in 2010, we have prioritised environmental and social responsibility and considered that our performance should be transparent and measurable.

For that reason, even though our plans for an underground mine are still being considered by the planning system, I am delighted to publish our first Responsible Business Report. In doing so our aim is to provide an annual public assessment of how effectively we are delivering against our objectives in these crucial areas.

Environmental issues are addressed in detail within the planning application and the project is designed to meet or exceed Northern Ireland's strict environmental standards. As a further level of scrutiny, we expect a public inquiry to be called in 2020 as we enter the final phase of the planning process.

As modern mines in Europe – from Ireland to Sweden – have already proven, investment and the creation of well-paid local jobs can be delivered in an environmentally and socially responsible manner.

During our exploration and permitting phases we have already demonstrated our commitment to environmental responsibility by achieving carbon neutral status in 2019 and by completing the reclamation of the waste rock store at our exploration site.

Later this year we plan to go above and beyond net zero carbon emissions through tree-planting projects in Northern Ireland and are looking to achieve Carbon Footprint Standard – Carbon Neutral Plus status. Thus, we will be contributing to the UK's legislated objective to bring all greenhouse gas emissions to net zero by 2050.

As a new industry to Northern Ireland we have worked with the community to not only support environmental projects, but to explain what is proposed and to listen to their views. We provide regular updates on the planning process in local newspapers, send out a quarterly community newsletter and have been joined by over 1,600 people on a tunnel tour of our exploration site.

In 2019 we amended the planning application to remove cyanide from the process and reduce our use of fossil fuels. We listened and our project is better as a result.

Precious metals are indispensable for modern life and demand for them has grown with their application in emerging renewable energy technologies to tackle climate change. To extract these metals responsibly we have designed a best practice modern mine.

Features will include:

- Europe's first net zero/carbon neutral mine;
- State-of-the-art water recycling and treatment facility;
- Buildings designed to blend in with local area;
- Mining and some processing underground, minimizing the surface footprint;
- Majority of mined materials retained or returned underground;
- Remaining waste rock contained in an engineered dry stack. This will be progressively reclaimed, planted and contoured during operations to reflect the local landscape; and
- Full site reclamation secured in advance with a financial guarantee provided by Dalradian.

We are also fully committed to developing our people. In 2019 our employees received some 3,000 hours of training and wellness programmes and this was recognised with an Investors in People accreditation. We have provided 35 paid internships to date and supported 21 local college students with bursaries.

We have also committed £15m to an initial three-year training programme to coincide with the construction and opening of the mine that will build on our existing philosophy and further support local hiring.

Although this report covers 2019, I want to acknowledge the huge adjustments society has had to make this year due to Covid-19. Our employees, suppliers and local community have worked together in ways that are truly inspiring to help those impacted by the virus and to support frontline workers. That ethos shows what we can achieve when we work together.

It is our ambition that Dalradian will be an exemplar of good environmental and corporate social responsibility, which will enhance our local community. This inaugural Responsible Business Report will help underpin that ambition, and with an estimated operational lifespan of 20-25 years, I trust it will be the first of many.



Brian Kelly
Managing Director
Dalradian Gold Ltd



Dalradian has been working in West Tyrone since 2010 and holds exploration licences from the Department for Economy. Our team explores for a range of base and precious metals as well as rare earth elements.



Our Business

The company is focussed on advancing its project near Greencastle which contains a mineral deposit of gold, silver and copper.

The company has invested £130m to define the deposit, and develop environmental, engineering and economic feasibility studies. Dalradian currently employs 40 people at its Omagh and Gortin offices in Co. Tyrone. In 2017 the company submitted a planning application to develop a long-term underground mine at Curraghinalt – the planning process is ongoing and the application will be the subject of a public inquiry, as announced by Minister Mallon (Department for Infrastructure) in June 2020.

Advancing the proposed mine to operation will create a new industry for Northern Ireland. The project will be economically transformative for this rural area and, based on the experience from other mines in developed countries, Dalradian is aiming for a 90% local employment rate during operations. Tyrone is already recognised as one of the world's leading regions for the production of mineral extraction equipment.

Dalradian has designed a project to meet or exceed strict regulatory standards. Rehabilitation will commence during operations and the site will be returned for use as farmland upon closure. Dalradian has achieved the status of Carbon Footprint Standard – Assessed for 2019.



Dalradian in numbers

£130m

Project investment to date

10k

Comprehensive 10,000-page planning application submitted covering environment, health, social and economic studies

£4m

Minimum of £4m committed to future community projects

20yrs+

Anticipated life of mine. Resource is still “open” in all directions

200+

Employed a total of more than 200 people to date

£15m

1,000 jobs projected: direct, indirect and induced, with a £15 million initial training package to maximise local employment

3.5m

ounces: gold to be extracted

470

suppliers in Northern Ireland have contributed to the project to date

4k

More than 4,000 letters of support for the project

100%

of water for mine operations will be sourced onsite, recycled and treated to agreed environmental quality standards before release

15k

tonnes: copper to be extracted

320

community groups supported with more than £500K from 2015-2019

0

Certified net zero/carbon neutral for 2019

#1

Aiming to build Europe’s first carbon neutral mine

£750m

planned expenditure on supply chain aligned to Tyrone’s world-renowned mining equipment manufacturing sector

850k

ounces: silver to be extracted



Supporting the local economy

Dalradian's proposal for an underground gold-silver-copper mine in Tyrone will bring a substantial boost to the economy west of the Bann by injecting £750 million into the region. This includes the creation of 1,000 jobs, 350 directly by Dalradian and 650 indirect and induced in the local economy.

Over the last 10 years, Dalradian has already developed a supply chain of 470 suppliers across Northern Ireland in a range of sectors. Post planning approval this supply chain will increase further, building more prosperity across Tyrone and the Sperrins over the lifetime of the project which will be a minimum of 20 years.



43
Businesses from Greencastle, Rouskey and Gortin

Companies currently supplying Dalradian work in the following areas:

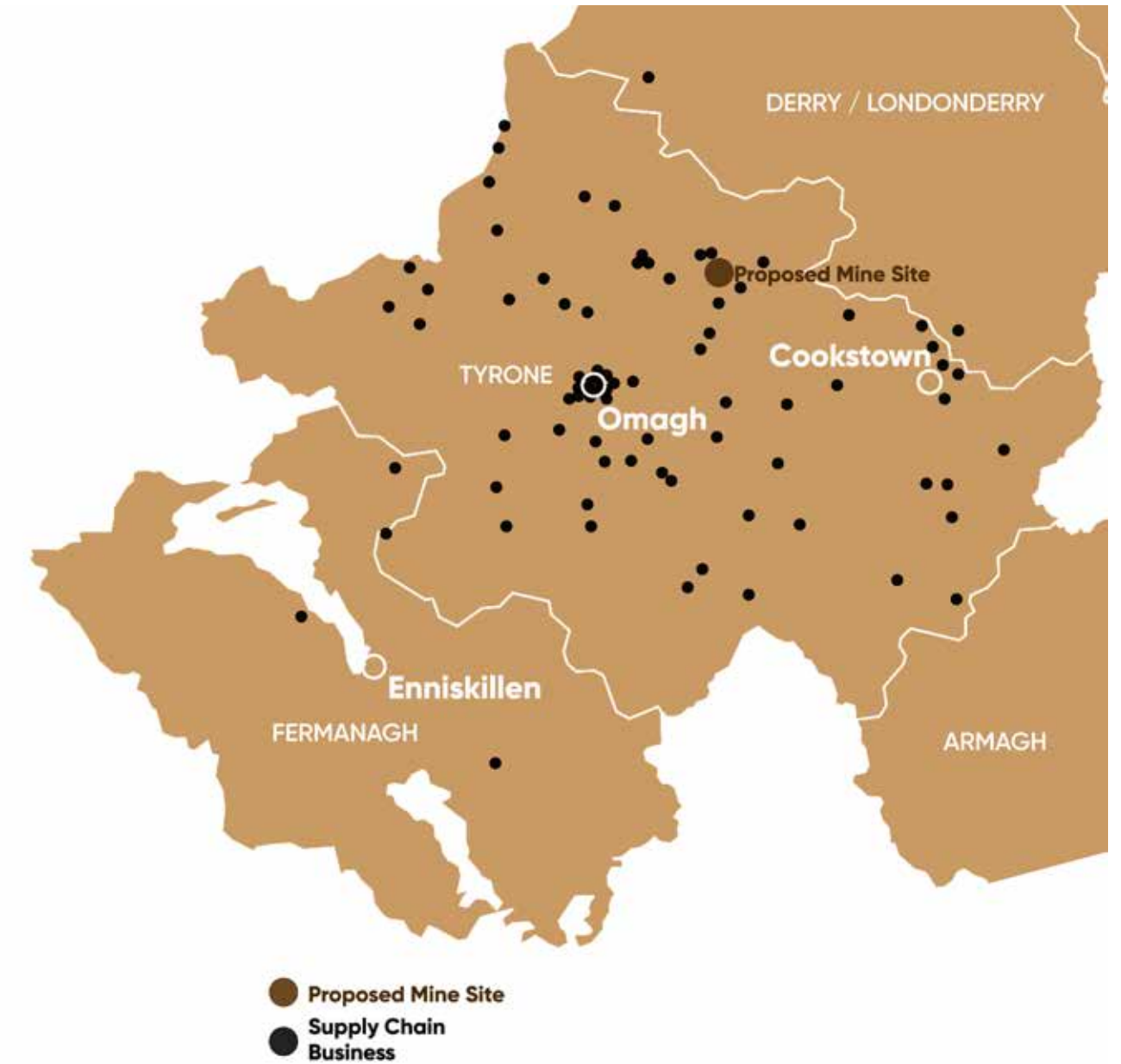
- Environmental
- Engineering and Fabrication
- Health and Safety Equipment
- Haulage
- Crane Hire
- Mechanics
- Fuel Suppliers
- Hire Companies
- Catering



181
Businesses from the rest of Tyrone



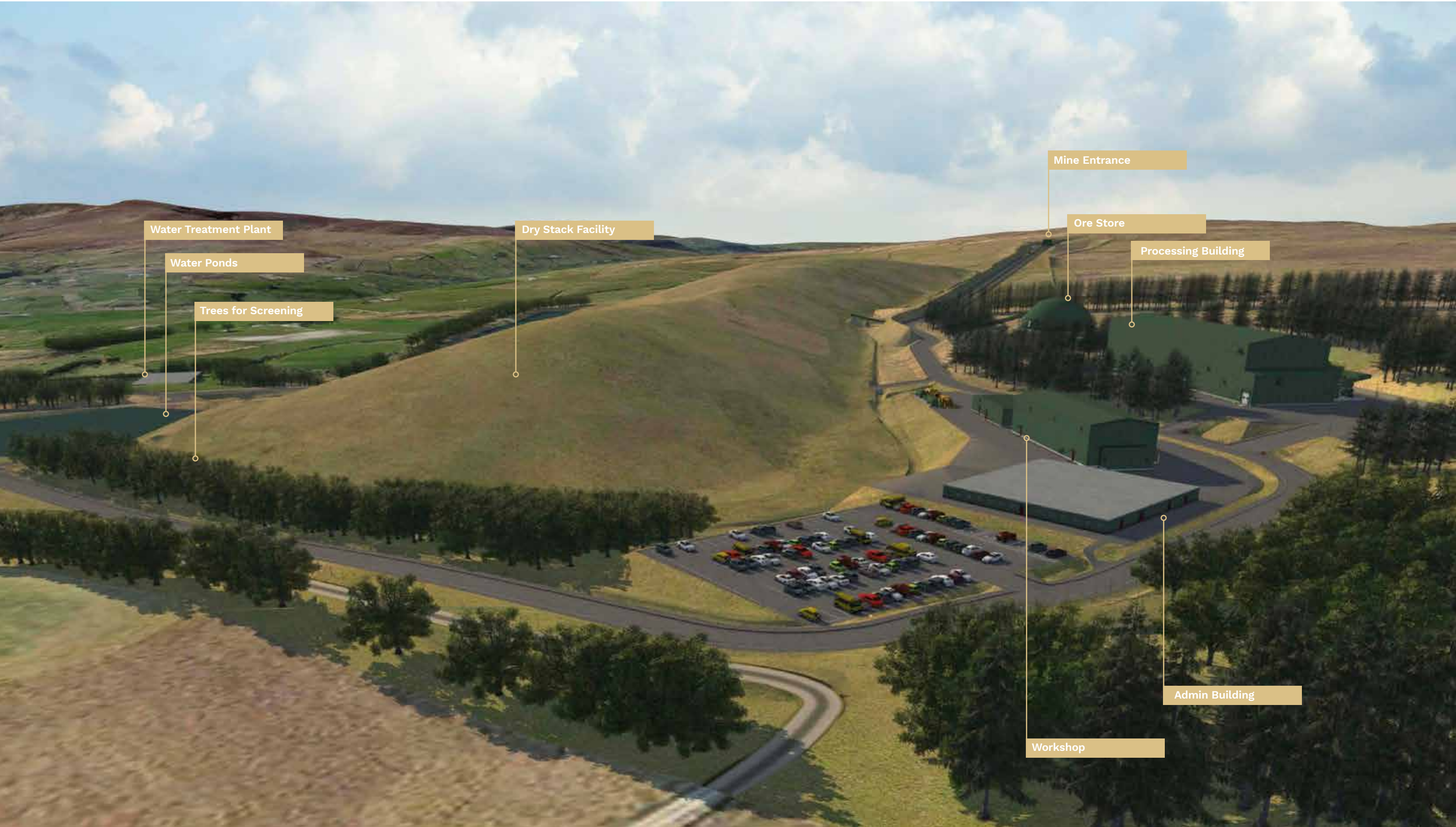
246
Businesses from the rest of Northern Ireland



Dalradian's existing suppliers across the region



Overview of Future Site



Water Treatment Plant

Water Ponds

Trees for Screening

Dry Stack Facility





Mine Entrance

Ore Store

Processing Building

Admin Building

Workshop

1652	 <p>Gold reported in the Moyola River, 20 miles east of Curraghinalt</p>
1970s	 <p>Modern exploration begins</p> <ul style="list-style-type: none"> • Rio Tinto explores Tyrone Volcanic belt for base metal deposits • Geological Survey of Northern Ireland reports widespread gold and pathfinder elements in local streams
1982	<p>Ulster Minerals / Ennex Period</p> <ul style="list-style-type: none"> • 1983 - No. 1 vein discovered in Curraghinalt burn • Surface trenching (approx. 3,000m) and surface drilling (approx. 30,000m) • 1987/89 - 710m underground development using a road header
2000	<p>Project owned by various junior mining companies</p> <ul style="list-style-type: none"> • 56 drill holes • Initial resource of 640,000oz
2009	<p>Dalradian Resources acquires Dalradian Gold</p>
2010	 <ul style="list-style-type: none"> • Total funding of £29m, including initial public offering • 1.5m oz gold resource • 30,000m of drilling
2011	 <ul style="list-style-type: none"> • 7 drill rigs onsite • 2.7m oz resource identified • 51,000m of drilling

2012	<ul style="list-style-type: none"> • Robust preliminary economic assessment • Gold discovered at Alwories through exploratory drilling • £16m financing
	<ul style="list-style-type: none"> • Underground exploration permit • Extensive drilling and re-sampling
	<ul style="list-style-type: none"> • 3.5m oz resource • Underground exploration programme begun • Updated preliminary economic assessment • Began environmental impact assessment • £24m funding 
	<ul style="list-style-type: none"> • 50,000m of drilling • 500+m of development • Began feasibility study • £30m funding 
	<ul style="list-style-type: none"> • 4.4m oz resource • Licences expanded • Completed feasibility study • Raised £16m 
	<ul style="list-style-type: none"> • Ore from test mining sent to a mill in the US for test processing • Drilled >30,000m • Planning application submitted • Funding of £16m 
	<ul style="list-style-type: none"> • 6.1m oz resource • Dalradian taken private by Orion for £310m • Completed 1st round review of planning application 
	<ul style="list-style-type: none"> • Submitted Further Environmental Information, amending the planning application to remove the use of cyanide • Achieved Net Zero Carbon Neutral status (certified by Carbon Footprint) • Awarded accreditation against the Investors in People (IIP) Standard

The path to planning approval

The path to approval stretches back to 2015. Dalradian's project was recognised as a regionally significant development at the outset of the planning process.

That initiated a series of discussions between Dalradian and a number of government agencies on how to proceed. It was decided early on that a thorough public consultation process and in-depth environmental impact assessment were essential. We began talking with the public well in advance of writing our proposal. We also began work with independent environmental and planning consultants and carried out the required environmental baseline studies to measure conditions in the local area prior to development. We wanted to put forward a plan that satisfied regulators and local people. In total, we held seven public events (five voluntary events and two formal pre-application public events that were attended by 274 people). In contrast, planning legislation requires only one pre-application public event.

We submitted our application to the Department for Infrastructure (DfI) in November 2017. The Department, its consultees and the general public have scrutinised it, and we have responded to their queries at each step – sometimes with clarifications and sometimes with adjustments to our plan.

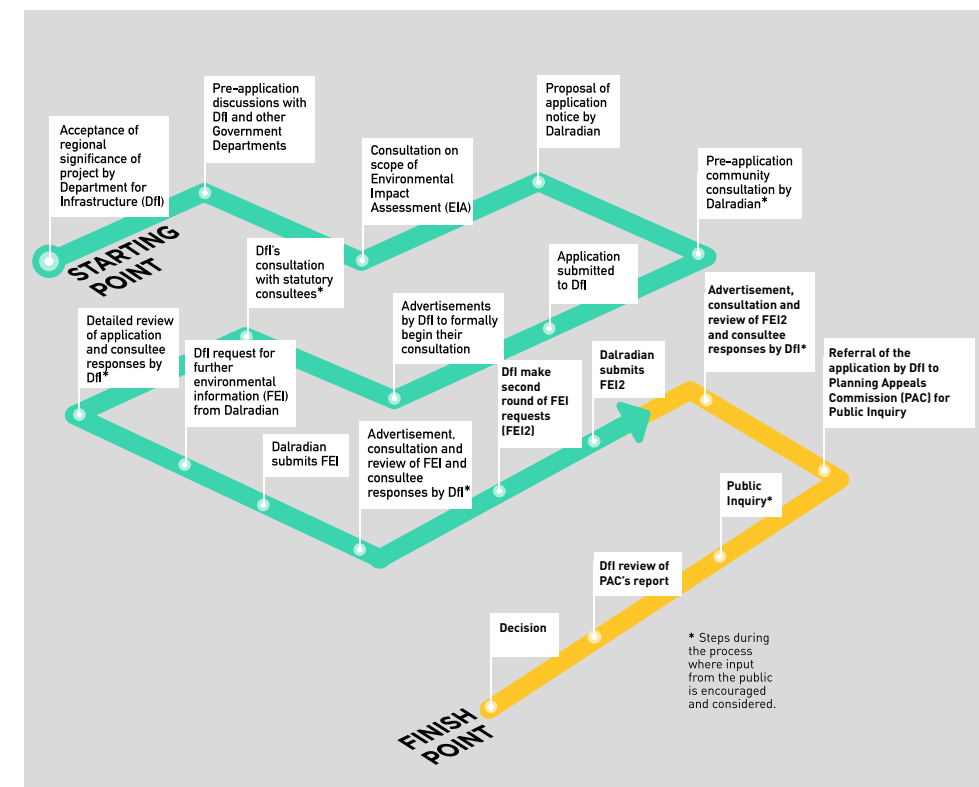
We have had more than 90 meetings with various consultees about the application before and after its submission to gather feedback on our proposals. We have introduced environmental enhancements, including a commitment to become Europe's first net zero/carbon neutral mine, and a new approach to processing that will reduce noise and water use, while eliminating the need for cyanide.

As confirmed by the Minister for Infrastructure, Nichola Mallon, our application will be the subject of a public inquiry conducted by the Planning Appeals Commission. We welcome a public inquiry since it offers another forum for the public to engage with the facts of the project and provides further independent scrutiny.

Key topics covered by the Environmental Impact Assessment in the planning application



- Landscape and visual
- Surface water
- Groundwater
- Soil and geology
- Ecology
- Air quality
- Noise and vibration
- Traffic and transport
- Radon
- Archaeology and Cultural heritage
- Economic & social/community
- Health (human and animal)



Environmental Responsibility

Dalradian's aim is to build and operate one of the world's best modern mines in Tyrone. We will use best practices and the latest technology to achieve a highly productive mine while minimising our environmental impact. Our mine design includes a reverse-osmosis water treatment plant, a dry stack tailings facility and commitments to carbon neutrality. The potential ecological impacts of the mine have been rigorously assessed using best practice guidelines and mitigation measures have been adopted to eliminate or reduce any potential impacts upon ecological receptors to negligible levels. Dalradian has committed to provide compensation for lost habitats to ensure that the scheme delivers Biodiversity Net Gain.

This is not just a future plan. Dalradian's recent exploration operations demonstrate our careful environmental management. Examples include the use of bog mats to minimize impact from drill rigs, achievement of net zero emissions (carbon neutral) for 2019 and restoration of the waste rock store at our exploration site.

Another example is the planting of 700 native species trees in schools in Northern Ireland as part of our net zero carbon programme during 2020. As well as sequestering carbon, these will support local biodiversity and provide much needed outdoor activity and learning opportunities for the children.

Environmental Responsibility

Our operations meet or exceed strict EU regulations, confirmed by independent testing and numerous regulatory visits.

 <p>83% of solid waste recycled or reused in 2019</p>	 <p>0% environmental non-compliance in 2019</p>
 <p>914kg of waste composted in 2019</p>	 <p>30km river network subject to environmental testing as part of our baseline work</p>
 <p>5 staff dedicated to environmental management</p>	 <p>18 meetings with regulators and statutory consultees on the planning application in 2019 (over 90 in total to date)</p>
 <p>664 internal environmental inspections in 2019</p>	 <p>22 external agency environmental inspections in 2019</p>




63%

of our electricity was supplied by SSE in 2019; we chose SSE because it had the highest component of renewable sources among suppliers in NI (over one-third)



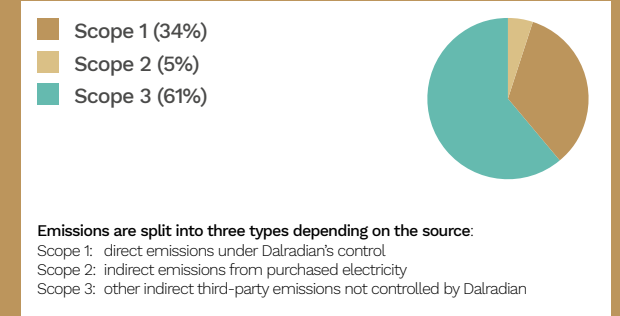
130

environmental monitoring points (water, air quality, radon)



731 tonnes

of carbon emissions were offset in 2019 through high-quality international offsetting projects, resulting in net zero/carbon neutral certification

Environmental Responsibility

We've listened and our project is better as a result

During 2019, Dalradian submitted an Addendum to the Environmental Statement (Addendum) to the Department for Infrastructure (DfI), completing another step in the planning process for its application to build an underground gold-silver-copper mine in County Tyrone. The Addendum included a number of enhancements in response to feedback from stakeholders, including those opposed to the project. We've listened and our project is better as a result.

Highlights of the Addendum:

- The project will be net zero/carbon-neutral through a combination of international certified off-setting projects and proactive internal measures such as using renewable power, electric vehicles, covered conveyor belts and biodiesel. The fuel usage was reduced by 25% or approximately 1 million litres per year from the original proposal. This commitment to a net zero carbon footprint will be for life of mine and is a first in the European mining sector.
- Use of the latest modern sorting technology underground to recover the maximum amount of mineral while removing the minimum amount of rock, ensuring that the impact on the local environment is minimised.
- No cyanide or smelting will be used. Instead, simplified processing will yield a partially refined product that will receive further treatment overseas.
- Water demand reduced by nearly 30% from the original proposal; water for operations will be sourced on-site, recycled within the site and treated before release.



Aiming to be the first net zero / carbon neutral mine in Europe

Dalradian has achieved Carbon Neutral status for 2019. This is an important milestone toward delivering on our commitment to building and operating a carbon neutral (net zero carbon) mine, the first in Europe.

Dalradian completed an assessment of our carbon footprint for 2019 that was independently verified. We achieved carbon neutrality to Publicly Available Specification (PAS) 2060 standards for 2019 by developing a carbon management plan and offsetting all carbon emissions by supporting a certified water purification programme in rural Cambodia.

We are working with Carbon Footprint Ltd, a leading sustainability and climate change solutions provider. Dalradian completed an extensive assessment of our greenhouse gas emissions and Carbon Footprint Ltd verified the assessment following the exacting standards of ISO 14064-3, an international standard for auditing of greenhouse gas emissions reporting.

Not satisfied with 'just measuring' our carbon footprint, we have committed on an ongoing basis to minimise our emissions and offset the remainder via carbon offsetting to render our operations as net zero carbon (i.e., carbon neutral). This process has followed the stringent requirements of BSI PAS 2060, a specification produced and published by the British Standards Institution with the objective of increasing transparency of carbon neutrality claims by providing a common definition and recognised method of achieving carbon neutral status.

Environmental Responsibility



Certified off-setting project for 2019

To render our carbon emissions 'net zero', Dalradian has chosen to support a Water Purification project in Cambodia. This provides clean water to rural developing communities and, as well as reducing carbon emissions, the project significantly reduces illness due to water-borne diseases and has further benefits to respiratory health (using indoor wood fire waters to boil water causes air pollution). In addition, purifiers are locally manufactured and therefore provide an economic benefit to Cambodia. The project is internationally certified as a Gold Standard Verified Emission Reduction (GS VER) programme.

Off-setting projects in Northern Ireland, Great Britain or the Republic of Ireland cannot be used since the governments have already committed to carbon emission reduction targets under the Paris agreement. Rather, off-set projects are arranged in countries that have not already committed to reductions.



Protection of the Fresh Water Pearl Mussel

Dalradian is proud to assist local community and conservation groups in safeguarding the environment. A priority is keeping the rivers and waterways clean to protect Tyrone's freshwater pearl mussels. Protecting the mussel also has broader benefits for the local environment and other wildlife.

Over the past five years, through match funding and other support, Dalradian has enabled funding of £45,000 to community groups involved in protecting the species. We worked with these groups, providing fencing and automated water pumps for livestock to prevent further damage to riverbeds, and taking part in outreach programmes to build awareness of the issue.



Consents Required for Operations	as of 31 Dec 2019	
	Submitted	Received
Planning Permission	✓	✓
Water Discharge Consent	✓	✓
Explosives Storage Consent	✓	✓
Planning Permission	✓	
Powerline	✓	
Road Abandonment	✓	
Abstraction Licences (2)		
Water Discharge Consents (2)		
Explosives Storage Consent		
Schedule 6 (Culverting)		

● Underground Exploration ● Mine



Our Community

We want to spread the benefits of our project as widely as possible. Modern mining projects bring prosperity to the areas in which they operate – as the experience of mines in the Republic of Ireland has demonstrated over many decades. These projects have developed local people’s skills, helped communities thrive and provided opportunities for other businesses – all while respecting the environment.

Tyrone has strong community spirit and groups that are working to improve the lives of local residents and address local challenges such as poor access to services. The Owenkillew ward has the worst access to services such as hospitals, post offices or supermarkets in Northern Ireland and with an overall ranking of 313, the Owenkillew area is amongst the top 30% - 40% most deprived (Quod Socio-economic Baseline Study, October 2017).

Our recipients have used their grants to take measures to protect the freshwater pearl mussel in the Owenkillew River, build an Enviro Shed to teach kids about local wildlife, and provide a shuttle bus service for older people living in remote places. That is just the beginning. If we receive planning approval, we have committed to invest at least £4 million in community projects over the 20 years of operations.

We established the Tyrone Fund in 2015 to formalise something we had been doing for a long time – working alongside local community champions to support projects in the arts, environment, health, sports and education. By the end of 2019, we had invested more than £500,000 in over 320 community initiatives.



Our Community



Long-term community support

Owenkillew Community Development Association (OCDA) fosters community development and supports individual groups in providing programmes and facilities for the Gortin and surrounding area. Facilities include meeting spaces, sports hall, a gym, playgroup, outdoor sports fields, community garden and Men's Shed. Dalradian has provided financial and volunteer support to OCDA every year since 2013.

Our support has included:

- Contribution towards running costs
- Christmas Events (financial support and volunteer time)
- Summer Festivals (financial support and volunteer time)
- Purchase of gym equipment
- Financial support and volunteer time towards building the Environmental Shed – and volunteer time to staff education events there
- Supporting OCDA application to 'Challenge Fund' for funding to complete Pearl Mussel protection programmes for the Owenkillew River; provision of match funding and volunteer time on river fencing protection projects and public education materials and events
- Funding towards production of Community Newsletter
- Supplies for repainting the sports hall
- Volunteer time to support the 'Ulster In Bloom' initiative
- Funding for lighting on all-weather sports facility
- Funding for oil burner
- Contribution to community fundraising campaign to provide bridging loan facilities to support completion of building extension works pending drawdown of grants



A career close to home

So many people in Tyrone are forced to pursue their careers in Belfast, Dublin, Britain or abroad. Dominic Coyle is a construction worker who specialises in applying shotcrete – sprayed concrete – essential for securing exposed rockfaces. He found it particularly difficult to find work after the global financial crisis, when construction work on the island of Ireland dried up.

"I was in my 40s, but I took the decision to go to Australia to work," he recalls. "It was a hard move. I worked for a month and got a week off so I'd use that time to fly back to see my family."

He kept this demanding schedule up for four years, but he never stopped looking for work at home.

"In December 2015, I was home for Christmas and approached Dalradian for a job and they said 'yes'. The difference to my life has been night and day. I'm now able to live at home and spend time with my family while working at a job that I love. My career with Dalradian has been great and really interesting."

"I started as a core saw operator, which meant cutting the core (cylinders of rock removed in exploration) that had been extracted from the site. But Dalradian are keen to provide new skills. Currently, I'm working as a geological technician. I examine the core to determine where the gold-silver-copper veins lie in order to help the geologists map out the veins in the mine.

"Among other things, we use spectrometers to determine the different minerals within the extracted core and measure the mineral density. I work alongside about 20 other people in the core shed. Like me, they come from different working backgrounds. The skills they used in past jobs – like bricklaying or joinery – are easily transferable to Dalradian's project."

Dalradian offers flexible, rewarding work and meaningful career paths in West Tyrone.

"In 2020, I have been working in the community as part of our Covid-19 support team, as company resources have been redeployed to aid in recovery from the virus. We're sourcing and delivering visors, masks, sanitizer and other essentials to front-line staff and care homes. Since most of us are from the local area, we're keen to do whatever we can to help."

Our Community



Community safety

While carrying out our work we seek to be a good neighbour and give careful consideration to community safety. Measures we have taken to protect local residents include:

- Installing 24 passing bays on local roads and giving priority to local residents;
- Funding support for road upgrades; and
- Imposition of a 30mph speed limit for company vehicles on secondary roads compared with the national speed limit of 60mph; this is monitored and regulated through technology installed in all of Dalradian's vehicles.



Engagement builds understanding

Since the summer of 2016 we have provided tours of our existing underground operations and supporting above ground infrastructure at the Curraghinalt gold-silver-copper deposit. So far, we've welcomed local people, including schools, sports, social and voluntary groups, as well as visitors from as far afield as North America and South Africa. In total, more than 1,600 people have visited our site.

The tours are part of our ongoing work with the local community to explain Dalradian's proposed underground gold-silver-copper mine and to address any questions face-to-face.

After completing a health and safety induction, visitors are taken underground to view the workings, see the mineralized veins and hear more about mining methods. Then they tour the water treatment plant and see the results of our restoration work on the waste rock store, which blends in well with the surrounding fields.

We appreciate that modern mining is new to most of our visitors. Our staff enjoy sharing their knowledge and experience and visitors leave with a new understanding of the technology,

environmental protections and safe working practices at a modern mine.

While tunnel tours are a key aspect of communicating about the project, Dalradian is keeping stakeholders informed in a broad, accessible manner through a range of means including our website, newsletters, advertorials in local newspapers, social media and community briefings.

Our dedicated community relations team of four is from the local area and regularly engage with a broad range of groups and individuals, including business owners, councillors, landowners and other residents.

Investing in People

Our employees are a diverse group, with a broad range of ages, experiences, backgrounds and education levels. Many of our current staff of 40 have been part of our team for five years or more and have been able to progress their career through training, experience in new areas of work, attendance at conferences or visits to operating mines.

Several of our staff have been able to pursue higher education with support from Dalradian and rejoin the company with new skills and knowledge.

At the core of all we do is a focus on operating safely. We believe that no task, however important or pressing, should be carried out in an unsafe way. All our employees and contractors are held accountable for their health and safety performance and aim to meet or exceed the relevant legislation, laws and international guidelines. They are provided with the tools and training they need to achieve our target of zero harm. In very practical ways that are built into our operations, we have daily reminders to put safety first – from task observations to risk assessments to team meetings where we learn as much as possible from our working experiences.

Our staff are also supported through wellness programmes where they learn practical methods of keeping healthy and encourage each other to develop and maintain exercise programmes and healthy eating. Dalradian’s commitment to developing the skills of local people and supporting them throughout their career was recognised in 2019 with an Investors in People accreditation.



4yrs
In 2019 we celebrated 4 years LTI-free* *LTI is Lost Time Incidents

2,250hrs
training hours in 2019 and a total of 13,000 training hours during 2015-2019

15
Mine Rescue team – 15 staff currently trained, with 944 training hours in 2019. Dalradian won “Fittest Team” award at the Irish Mine Rescue Committee competition

10+
More than 10 health & wellness programmes delivered in 2019 – exercise, nutrition, mental health, carbon footprint reduction

23
Inductions given to contractors in 2019 (202 in total to date)

702
safety inspections (2019)

40
40 staff currently (total of 200 employed to date)

66%
of staff taking part in wellness programmes

Investing in People



Training programme to support local hiring at the mine

Based on a decade of doing business in Northern Ireland we are confident that at least 90% of Dalradian's 350 full-time employees will be recruited locally. To make this aim a reality, we are putting in place a £15 million training programme to be delivered over the mine's two-year construction and its first full year of underground operations. Further training will then be provided on an ongoing basis to maintain and develop additional skills.

Covid-19 has created a very uncertain economic climate, but as the lockdown eases attention is turning to how to support economic recovery. This will be one of the largest private sector investments in training west of the Bann.

Given the high-tech nature of modern mining, Dalradian plans to make extensive use of virtual reality tools and simulators. The technology is similar to

that used to train aircraft pilots and has already been demonstrated at Omagh-based South West College. We will also provide hands-on experience with mining equipment adapted for training purposes.

The programme will be supported by an international mining school with a track record in delivering training and by accessing training support from South West College.

Dalradian's commitment to training is already evident. From 2014 to the end of 2019 we provided 13,000 hours of training to the current team, including international travel to operational mines, work exchanges and access to Higher Education programmes. Many of our staff have been able to develop and pursue careers at home thanks to the opportunities that mining brings.

Investors in People Accreditation

In 2019 Dalradian was awarded accreditation against the Investors in People (IIP) Standard demonstrating our commitment to realising the potential of our people. Investors in People is the international standard for people management, defining what it takes to lead, support and manage people effectively to achieve sustainable results. Underpinning the Standard is the IIP framework of nine indicators and 27 themes, reflecting the latest workplace trends, essential skills and effective structures required to outperform in any industry. An independent staff survey and assessment was performed by IIP to measure Dalradian's performance against the framework prior to accreditation.

Day in the Life



Paddy Campbell
Geological Technician

"I've always had a keen interest in the environment and in a previous job I worked in an environmental role. As someone who works for the company and is from Tyrone, it's great to see the high importance that Dalradian pays to its environmental responsibilities. Their culture of doing things the right way is clear to see."



Ruth Mulligan
Accounts Payable Administrator
(formerly on the environmental team)

"Dalradian puts an emphasis on cross-skilling. It's useful for each employee to have more than one set of skills. It helps our adaptability. We've got a great culture. Even during lockdown, we've been catching up a couple of times a week and we've been receiving fruit baskets. As employees, we have gym memberships and healthcare plans. There's so many benefits."



Aimee Moore
Administrator
(supporting the community relations team, including tunnel tours)

"Many of the people that I meet at tunnel tours are in the same position I was in during my placement year; they are travelling long distances in vans early in the morning and coming home late in the evenings. This has a huge impact on family life. I get lots of queries from the tunnel tours about the prospects of employment in the company and many people are excited about the opportunities that will arise should our project get planning permission."



Angela Coney
HR Manager

"The company participates in many schemes available such as the childcare vouchers, cycle to work scheme, eye care vouchers, private healthcare, cash plan and life insurance for staff. Providing good working conditions and benefits along with a flexible attitude all help when trying to achieve that elusive work-life balance. As a working mother with young children this has a hugely positive impact on my outlook towards my work and family life."



Governance

Having the right systems and policies in place sets a solid foundation for operating responsibly.

Every year our policies are updated by the company's management and sent out to staff and contractors for their review and consent. The current set of 19 policies provide guidance for our staff and contractors in ethical business practices, environmental responsibility, people management, health and safety, community relations and communications. They also describe Dalradian's approach to flexible work, a family friendly workplace and protection of human rights. Only three of the 19 are a statutory requirement.

Having these policies and systems in place also allows us to measure and improve our performance.

- Business Conduct & Ethics
- Health & Safety
- Environmental
- Anti-Bribery & Corruption
- Whistleblowing
- Equal Opportunities
- Employee Data Privacy Business Travel & Expenses
- Bullying and Harassment
- Family Friendly (Maternity, Paternity, Shared Parental Leave, Adoption)
- Drug and Alcohol
- Dignity at Work
- Flexible Working

