

Ticker	Company	Date of engagement	Method of engagement	Key concerns/questions	Date of company response	Notes	Follow-ups (if applicable)
MEA	McGrath	22-Aug-22	VC	Asked about governance issues with founder and large shareholder now pushing for franchise strategy	22-Aug-22	Understand this aligns with other shareholders desire for lower volatility with earnings	None
TRE	Toubani	26-Aug-22	VC	Asked about engaging with stakeholders in Mali, how they manage social licence to operate	22-Aug-22	Operated in country for number of years, understand communities and work with them	None
KSN	Kingston Resources	2-Sep-22	Email	- Management of carbon footprint at Mineral Hill mine - Whether any aims to transition this to a renewable power source		No reponse	None
MVF	Monash IVF	6-Sep-22	Face to face	Lack of reporting around LGBT diversity and approach	6-Sep-22	Responded in person	None
SSM	Service Stream	15-Sep-22	Face to face	How contracts are awarded to indigeous organisations How company deals with workplace diversity, what they look for in clients	15-Sep-22	Responded in person	None
GT1	Green Technology Metals	13-Oct-22	VC	Asked about engagement with First Nations stakeholders	13-Oct-22	Already had consultation with First Nations peoples – looking for training, jobs, long-term development of their skillsets. A focus area for GT1	None
TAR	Taruga Minerals	19-Oct-22	VC	Asked about their aboriginal employment due to claim of 20% aboriginal workforce	19-Oct-22	Have small team, that's why they can make the claim	None
LGL	Lynch Group	15-Nov-22	VC	Ask about carbon intensity and plans to mitigate emissions from flower production	15-Dec-22	Company was not focused but will in time	No investment
WSP	Whispir	17-Nov-22	Face to face	Asked about redundancies and Board's misalignment with cost out initiatives	17-Nov-22	MD says board wil take a pay cut, feeling pain like employees, wants to make clear at AGM	None
SUV	Suvo	29-Nov-22	VC	Ask how their claims on green concrete are substantiated	29-Nov-22	Company was unable to substiate claims	No investment
SPA	Spacetalk	2-Feb-23	VC	Asked about lack of board diversity and need for female director	2-Feb-23	Chair said it was his focus and would appoint one as soon as practical	Invested
MBH	Maggie Beer	6-Feb-23	Face to face	Asked why ESG reporting was underwhelming and needed to improve	6-Feb-23	Commented "ESG is part of ethos, specifically for Maggie" taking comments on board and will improve	None
JAY	Jayride	7-Feb-23	VC	Asked what they are doing to encourage electric vehicle use through platform	8-Feb-23	Will be customer led, not pushing anything, see their focus on carbon reduction through ride sharing in general	None
ATR	Astron	16-Feb-23	Face to face	Asked how they will manage carbon emissions through development. Why are they not publishing emissions intensity	16-Feb-23	Will sit lower quartiles due to lack of energy usage and higher grade zircon deposit. Phase 2 is more electricity intensive. No plans to get renewable PPAs	No investment
CVV	Caravel Minerals	1-Mar-23	VC	Asked how they will manage carbon emissions. Can they secure renewable energy PPAs	1-Mar-23	Detailed response on development including use of autonomous vehicles and abiltiy to use grid power which has high proportion of renewable generation	None
SOC	Soco	7-Mar-23	Face to face	Asked how they track and measure Scope 1 and 2 emissions	7-Mar-23	Next year are going to be using carbon offsets to help drive net emissions down, aiming for carbon neutral, key reason is engagement with staff	None
PBP	Probiotec	8-Mar-23	VC	Asked about plastic packaging	8-Mar-23	- Looking at packaging - paper - Supply side are innovating - Time and effort in development - Amcor potential provider Big multis want you to be engaged on ESG, sustainability - Generally not such an issue Look at it but not the same pressure Can't compromise on quality - air seal etc. Stability and validation - Will it protect the product as well - Barrier to air and water, etc. Potential higher margin on sustainable packaging	Unlikely that material changes to be made given quality requirements; but will continue to check in

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ASN	Anson Resources	8-Mar-23	VC	Asked about power mix from carbon perspective and other environmental considerations	8-Mar-23	30MW of power Want to reduce their carbon intensity Extraction, use energy of the brine itself to help with power Geothermal and gravity Worley used electric boiler instead of gas boiler Aiming for negative carbon intensity Recovery of water - 80% recycling	None
NA	Mallee Resources	9-Mar-23	VC	Power mix Social / community development	9-Mar-23	Will be the only producer of nickel sulphide in the western world with 100% renewable power (hydro) Entirely possible to get to net 0 emissions Focus on electric machinery and transport Recycle water Dealing w feral cats and goats Looking at Board and snr mgmt diversity Looking to be part of fostering community development in West Tasmania	None
TIP	Teaminvest Private Group	21-Mar-23	VC	Asked about approach to responsible investment and explained our approach	21-Mar-23	Not practicing currently but open to exploring and see the compulsion	Investigate diversity prior to investing
EV1	Evolution Energy Minerals	23-Mar-23	Face to face	Carbon offsets - how are they doing that Required resettlement	23-Mar-23	Carbon offsets - Maintenance and nourishment of mangrove forests Required resettlement - New architect designed houses; spending US\$2.5M - Only a small impacted community	None
EV1	Evolution Energy Minerals	23-Mar-23	Face to face	Significant discussion on licence to operate in Tanzania including local employment and engagement	23-Mar-23	Strong focus, critical to success in Tanzania	Monitor progress as activity increases in-country
SOP	Synertec	5-Apr-23	VC	ESG of clients (i.e. fossil fuel sector)	5-Apr-23	Industry agnostic, but they are the only 100% emissions free technology for remote projects of the size focus so helping those that are bad with emissions to be better	Monitor projects w fossil fuels clients
TBC	VBX	6-Apr-23	VC	Environment and native title	6-Apr-23	Marine fauna testing Final baseline environmental aspects done 1 week subterranean survey to go No results have been an issue  Negotiation protocol for native title in place for project	Monitor release of environmental studies and native title progress (if VBX gets to IPO which may not be likely at this stage)
REE	RareX	24-Apr-23	VC	Diversity in employment, particularly gender and first nations End-use Power	24-Apr-23	Looking for gender diversity on Board Senior process engineer is female Looking to hire first nations peoples End-use of phosphate will be ag (organic) and hopefully batteries (LFP) Power should be 100% (or close to) renewable - hydro and solar	Monitor release of studies
SKY	SKY Metals	16-May-23	VC	Queries on environmental impact	16-May-23	Environmental impact studies will be completed post scoping study for project	Review as released
ST1	Spirit Technology	25-May-23	VC	Queries on client set; could they assist the sustainability sector / provide sustainability products & services?	25-May-23	Highly fragmented but could be an opportunity It is on agenda	
ART	Airtasker	26-May-23	VC	Navigating regulatory; particularly fair competition, safety and fraud (and the like, e.g. not properly licenced for work)	26-May-23	High levels of verification Reputational data maintained Regulators like the transparency	
LYL	Lycopodium	20-Jun-23	Face to face	Asked on approach to diversity in workforce	20-Jun-23	Proactive in practical ways with respect to ESG and diversity Gender diversity sought after while being cognisant of the number of females (vs. males) that choose engineering as a degree	

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KME	Kip Mcgrath	29-Jun-23	VC	Discussed social outcomes from tutoring	29-Jun-23	<p>Social element of tutoring is important - build a community, sense of belonging, friendship, mental health improvement Encourage face to face</p> <p>Largely focus on struggling students so great to improve their outcomes</p>	
RTG	RTG Mining	30-Jun-23	Email	Carbon offset, mitigation, transition, reporting Environmental footprint, w focus on ecosystem damage	30-Jun-23	<ol style="list-style-type: none"> <li>1. We do not have an official carbon emissions mitigation program but will be working on this in the coming months.</li> <li>2. We do have an offset program where trees are planted to form green belts around the project and contribute to tree planting programs in the community.</li> <li>3. We have a detailed Safety and Environment Management plan, including an Impact Management Plan and Environmental Compliance Monitoring. I have extracted some documents that was submitted for the Stage 1 Permitting that was required by the Philippine Government.</li> <li>4. We have decommissioning guidelines, included in the link below.</li> <li>5. We have a Final Mine Rehabilitation and Decommissioning Plan which has been approved by the DENR of the Philippine Government, a copy is included in the link below.</li> <li>6. We contribute to the Philippine Governments greening initiative by planting trees in the community and dedicated sites.</li> <li>7. We have an established nursery and environmental control stations. We also do systematic air, water and noise sampling.</li> <li>8. There is a lot of documentation on this that really requires a data room as it does take up a lot of computer space. This data room can be organised next week if people need to see more.</li> </ol>	We did not deem this sufficient to cater for our query and did not invest