

Sustaining the future.



CORPORATE SOCIAL RESPONSIBILITY REPORT

2017



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FOREWORD

Welcome to the Sirius Minerals 2017 Corporate Social Responsibility Report.

Responsibility is one of our core values. It informs everything we do and is built on our belief that the Company's success goes hand in hand with the long-term economic, social and environmental sustainability of the communities in which we operate. The past year has given us the opportunity to continue to put this belief into action.

This has been demonstrated by our approach to minimising our construction impact as works at Woodsmith Mine have commenced. In addition to the strict planning conditions relating to the environment that we are required to adhere to, we have encouraged wildlife to thrive in the woodland around the site and continued to evolve the Project's design to further minimise its impact.

The start of construction has also brought jobs. We now number over 125 people working for Sirius, the vast majority of whom I am pleased to say are drawn from the local area. We have also created over 300 construction jobs on site, a number which will only grow over the coming years.

I am particularly proud of the Sirius Minerals Foundation, which we set up to support community projects across the area. The Foundation will receive 0.5% of revenue from Sirius over the life of operations – at full production this could be as much as £13m a year. In 2017 we contributed £2 million to the Foundation. December marked the launch of its first grant giving programme with seventy-five local charities, educational establishments and community groups receiving nearly £300,000 for community projects across Redcar, East Cleveland, and the Whitby and Scarborough areas.

In addition, our community engagement activities have ramped up since construction began and our education programme, aimed at increasing the skills and aspirations of young people, has now reached 8,000 students throughout the local area.

As well as generating benefits for local communities, the Project will have a positive impact on a global scale. Our product – POLY4 – has the potential to make a significant and sustainable contribution to global food security, which is one of the most important challenges facing the world today.

We have continued to invest heavily in our global agronomy programme that will deliver more sustainable agricultural practices across the world. Our approach which is based on good nutrient stewardship and the adoption of POLY4, will improve productivity and efficiency for farmers. This in turn will help to increase food production and profitability, enhance environmental protection and improve agricultural sustainability around the world.

I hope you enjoy reading the report. If you have any questions or ideas, please do not hesitate to get in touch by emailing us at info@siriusminerals.com. We welcome both your thoughts on what we have achieved and your ideas on what we could do better.

A handwritten signature in black ink, appearing to read 'Chris Fraser'.

Chris Fraser
Managing Director and CEO



2017 CSR HIGHLIGHTS

It has been a landmark year for the Company as construction of the project has commenced and we have continued to demonstrate our commitment to safeguarding the environment and benefiting local communities. Here are some of our CSR highlights for 2017.

SUSTAINABLE DESIGN

We have improved the mine design and developed more efficient construction methods. The environmental benefits of this include the removal of two temporary 45m winding towers and the retention of 2,000 square metres of woodland habitat at the Woodsmith site.



PROMOTING SUSTAINABLE AGRICULTURE

We have continued to work with leading UK institutions and international partners to deliver our global R&D programme which has seen 80 new crop trials start in 2017. The programme is underpinned by the principles of good nutrient stewardship and promotes more sustainable farming practices across the world.



ENHANCING THE NATIONAL PARK

As part of our planning commitments we contributed over £200,000 in 2017 for landscape and ecology projects in the North York Moors National Park and a tree planting scheme to offset carbon emissions. This is just the start of a £130 million environmental programme over the lifetime of the Project.



RAISING ASPIRATIONS

Our education outreach programme, which aims to raise aspirations and increase awareness of STEM related careers, has gone from strength to strength. In 2017 we took part in 35 events and activities with students in North Yorkshire and Tees Valley.



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SUPPORTING THE LOCAL ECONOMY

We continued to source goods and services from local businesses and provided funding of £600,000 to promote the North York Moors National Park and the surrounding area as a tourist destination.

£600,000 TO SUPPORT THE LOCAL VISITOR ECONOMY

HELPING COMMUNITY PROJECTS

The Sirius Minerals Foundation grant giving programme was launched in 2017, awarding 75 community projects a total of £300,000 across the local area. These helped to improve community facilities, support vulnerable people and enhance the local environment.

75 COMMUNITY PROJECTS SUPPORTED



£100,000 TO HELP ADULTS GAIN NEW SKILLS

ENGAGING THE COMMUNITY

We have continued to keep local people and stakeholders updated on the development of the project and respond quickly to questions and concerns. This has included regular visits to site for various stakeholders and attending over 30 public meetings and drop-in sessions.

30 PUBLIC MEETINGS ATTENDED



INCREASING SKILLS

In 2017 we engaged with local authorities and provided funding of £100,000 towards supporting adults to gain the skills required for jobs with the Project and other opportunities in the area. This has included the opening of the East Cleveland Training and Employment Hub.



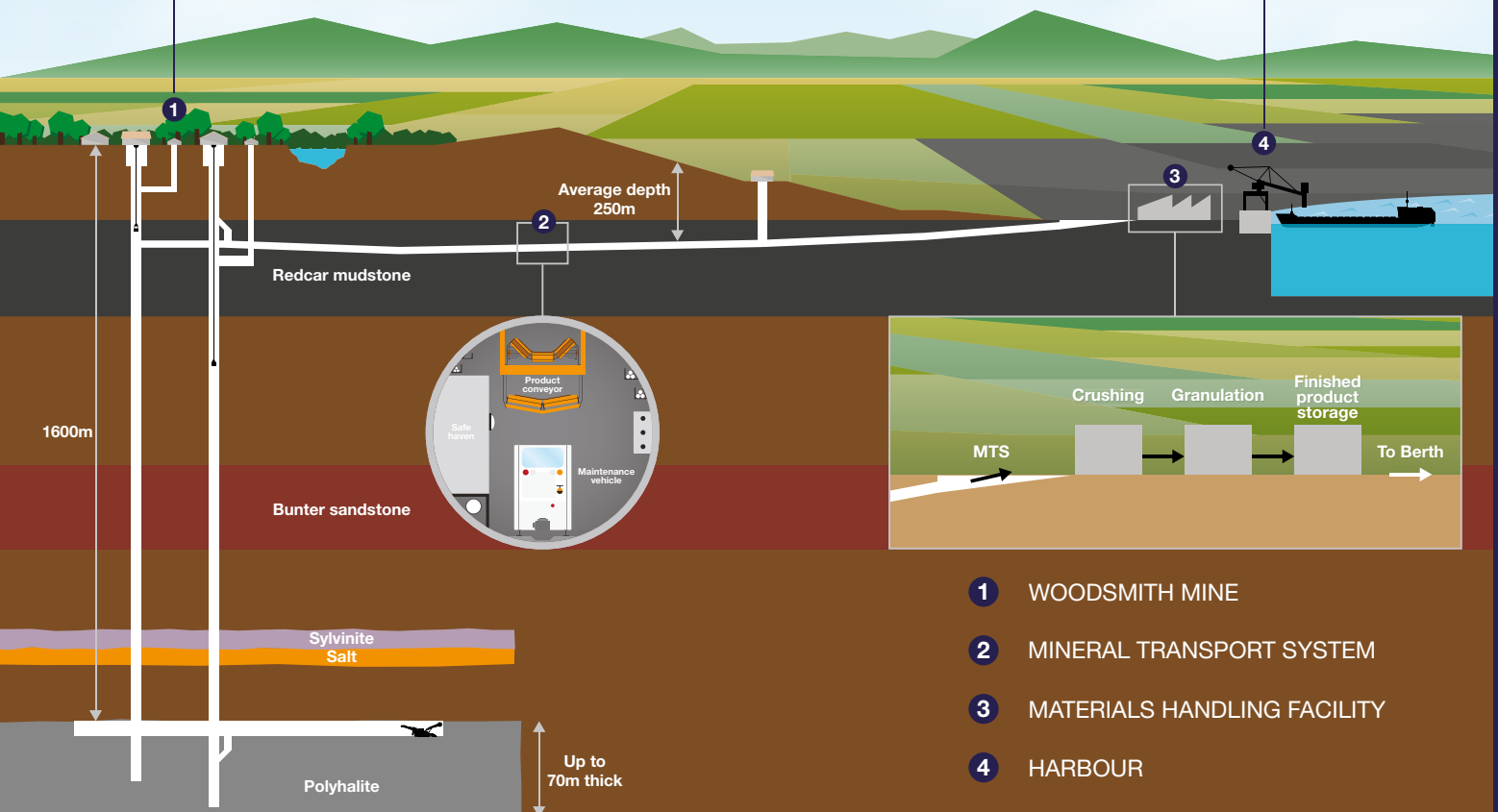
OUR PROJECT

The Project will extract and granulate polyhalite – a unique multi-nutrient fertilizer – and will create thousands of jobs and deliver a significant boost to the local and national economies.

The Project area contains the world's largest and highest-grade polyhalite resource of 2.66 billion tonnes. It is expected to have a lifespan of significantly more than 50 years.

The polyhalite will be extracted at the new state-of-the-art Woodsmith Mine, located in the North York Moors National Park near Whitby, and transported to Teesside on a conveyor belt system in an underground tunnel. It will then be granulated at the materials handling facility, with the majority being exported to customers around the globe from a new harbour facility on the River Tees.

We have prioritised minimising the Project's environmental impact, both during construction and operations, and have set a new standard in sustainable design.



CONSTRUCTION PROGRESS

Construction is progressing well and is on track to meet the target of producing first polyhalite in 2021.

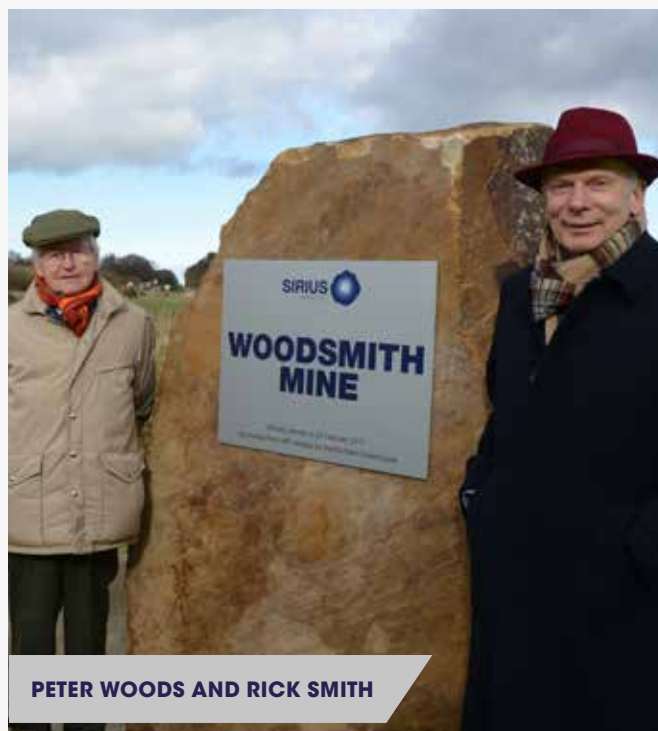


WOODSMITH MINE

In February 2017 Woodsmith Mine was named in recognition of the two geologists – Peter Woods and Rick Smith – that first worked on the Project.

Construction at Woodsmith started in May 2017. Site preparation works have been completed including internal roadways, screening, drainage management measures, site offices, shaft platforms and a concrete batching plant.

In September 2017 work started on the shafts and will continue throughout 2018 with the construction of diaphragm walls to a depth of –120m on each of the three shafts (production, service and MTS shafts).



PETER WOODS AND RICK SMITH



NOVEMBER 2017

HIGHWAYS

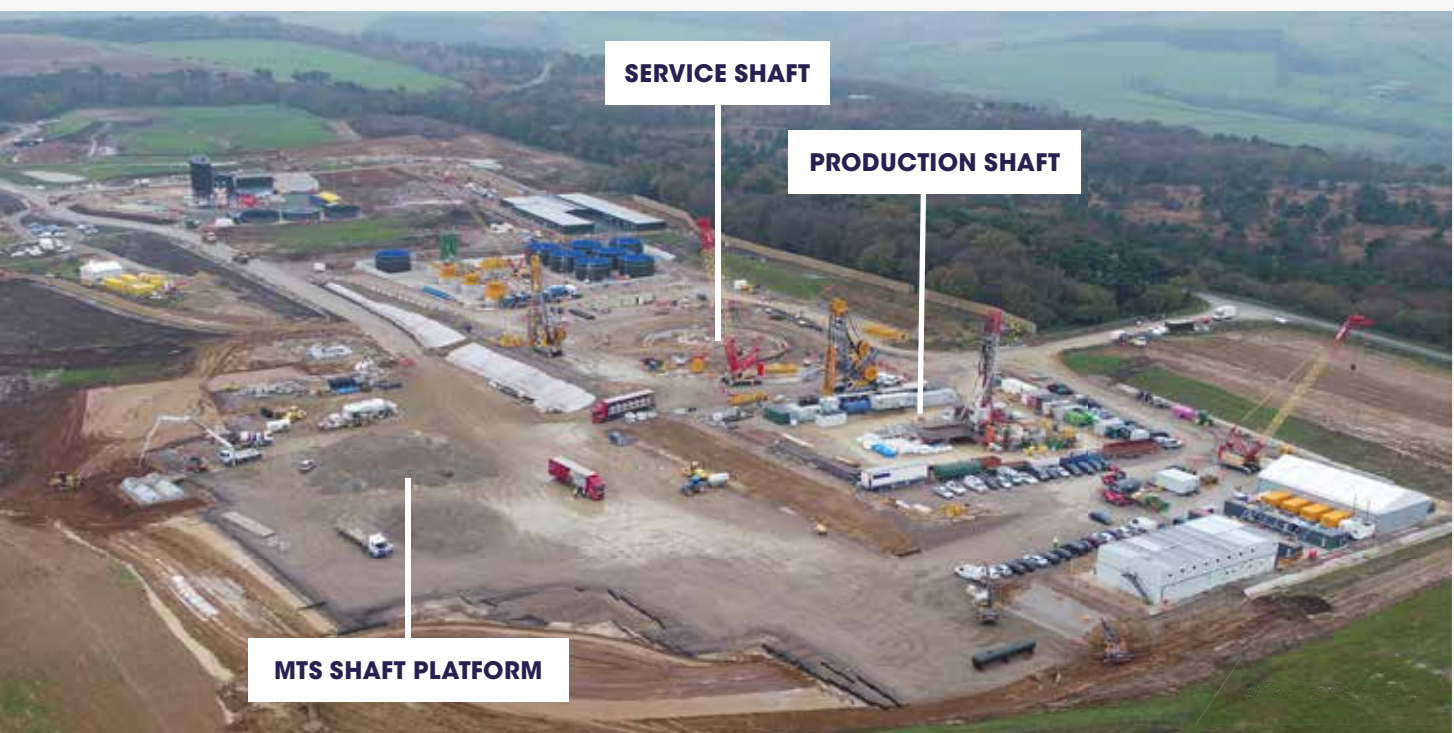
Highways enhancements to increase pedestrian safety around the local area and improve access to the Project sites were undertaken between January and April 2017.



MINERAL TRANSPORT SYSTEM

Site preparation works at Lockwood Beck, the location of the intermediate shaft for the mineral transport system (MTS), were completed in 2017.

Construction of the shaft, from which a tunnel boring machine (TBM) will be launched, will start later this year. Work has started at the Wilton International site, the northern end of the MTS, which during 2018 will involve the construction of a below ground portal from which another TBM will be launched.





ENVIRONMENT

SUSTAINABLE DESIGN AND OPERATIONS

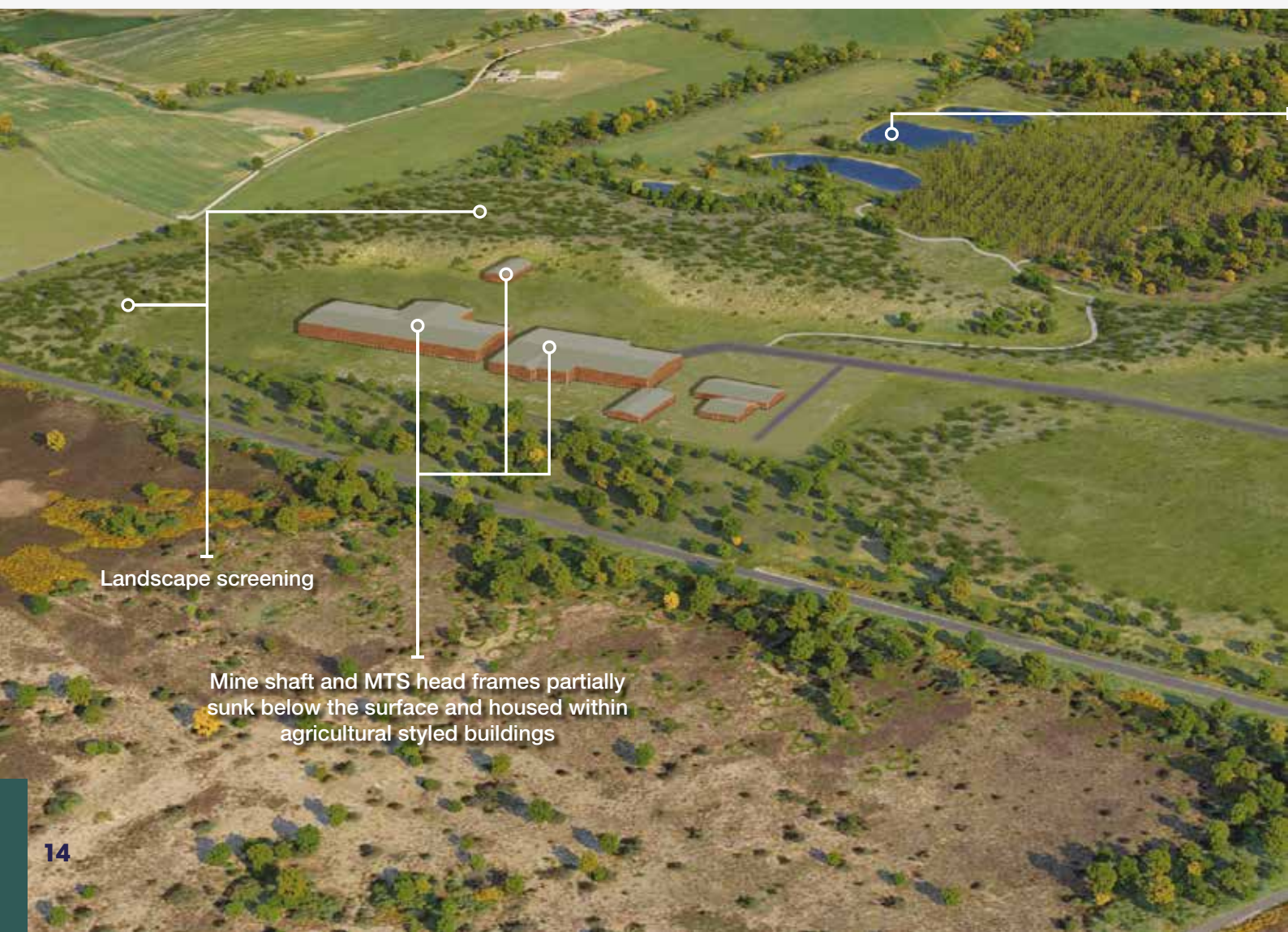
From the outset, we have been committed to limiting the environmental impact of the Project as much as possible, which is reflected in our low impact design and operational philosophy.

To access the polyhalite deposit, we have designed our mine infrastructure to be sympathetic to its location within the North York Moors National Park. The number and size of the buildings has been reduced to a minimum, which together with extensive landscaping and planting, will ensure the site is screened and blends in with the surrounding area.

Mined ore will be transported underground, in recognition of the sensitivity of the area, to the materials handling facility in Teesside. No mineral will come to surface until after it leaves the National Park and arrives at the materials handling facility (MHF).

We continue to look for ways to improve the Project. In 2017 we further refined the mine design which, together with more efficient construction methods, has resulted in environmental advantages, including:

- Removal of two 45m winding towers that were previously required for construction
- Reduction of sub-surface concrete use by removing the need for a grout curtain, extensive grouting around the shaft roads at the -45m level, and the drift portal
- Two water attenuation ponds will be relocated, with a further pond proposed. This will result in trees that would have otherwise been removed now being retained.
- The construction platform will be elevated above the groundwater table reducing the physical impact on nearby protected moorland.



Landscape screening

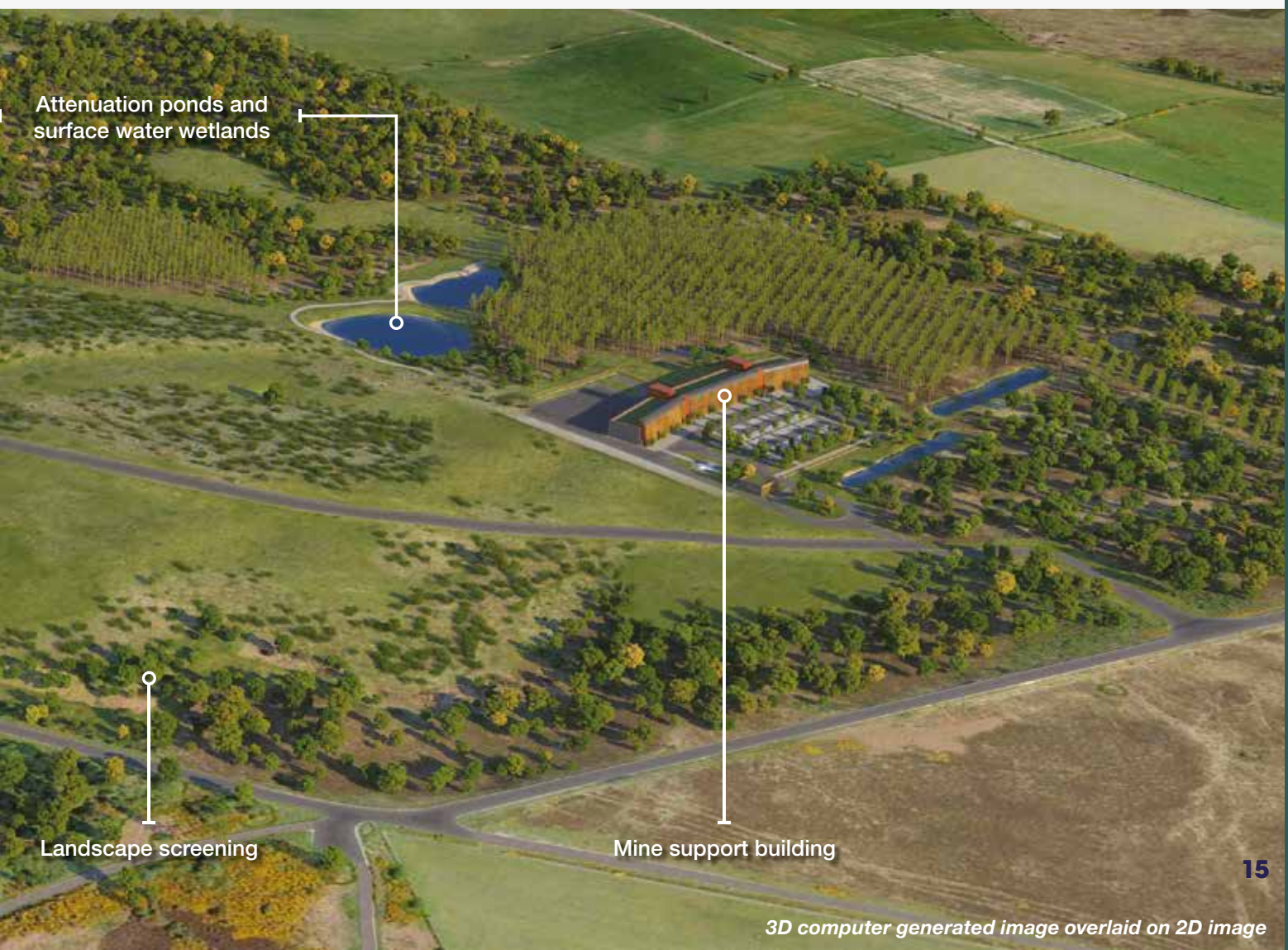
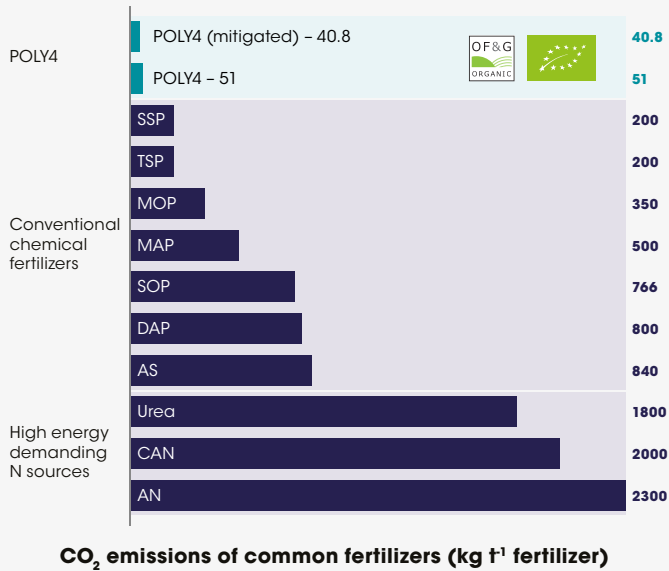
Mine shaft and MTS head frames partially sunk below the surface and housed within agricultural styled buildings

LOW CARBON FOOTPRINT

The production of POLY4 will involve a simple physical granulation process which does not require chemical processing and has no waste products.

Fertilizers are identified as a significant source of greenhouse gases (GHG). Every tonne of mined polyhalite is a tonne of product, there is no waste and no requirement for chemical processing. As a result, POLY4 has a lower carbon footprint compared to other fertilizers.

The estimated value of the global warming potential (GWP) of POLY4 is 0.051 kg CO₂e per kg of product. This is low compared with other fertilizers and considerably lower than other potassium (K) source fertilizers such as muriate of potash (MOP; 0.13–0.265 kg CO₂e/kg) and common sulphur (S) source fertilizers such as ammonium sulphate (0.58 kg CO₂e/kg).



MINIMISING CONSTRUCTION IMPACT

Our Construction Environmental Management Framework ensures that all environmental impacts during construction are managed effectively to the standards set out in our planning permission. Outlined below are a wide range of measures we delivered during 2017.



WILDLIFE AND ECOLOGY

- Retained 2,000 square metres of woodland habitat at the Woodsmith site, supporting protected species
- Areas of the Woodsmith site were seeded with a locally sourced rare wildflower seed mix to encourage endangered plant species and wildlife to thrive
- Created a wetland habitat as part of a surface water management system
- Bat boxes were erected around the sites, in accordance with the project's European Protected Species Licence
- Worked with a hedgehog protection group at Lockwood Beck



HYDROLOGY

- Implemented a Surface Water Drainage Strategy including the creation of attenuation ponds
- Created a wetland area, silt traps and check dams



VISUAL AND LANDSCAPE

- Created bunding around the site to screen working areas
- Treated and painted temporary site buildings to blend in with the local landscape
- Rebuilt dry stone walls around Woodsmith Mine



NOISE AND VIBRATION

- Erected an acoustic fence and created noise attenuation screening around the site
- Restricted night-time working to within the screened area
- Site vehicles fitted with 'white noise' reverse beepers





TRAFFIC AND TRANSPORT

- Implemented and enforced a Travel Plan that restricts our vehicle movements and sets out approved routes for contractors
- Restricted the number of parking spaces at the mine site
- Operated a shuttle bus service, operated by a local company, taking staff to and from site



LIGHTING

- Worked closely with the National Park to monitor and reduce light spill from the site where possible
- Reduced the number of temporary lighting towers
- Introduced 'on-demand' lighting and ensure lighting is orientated downwards towards working areas



AIR QUALITY

- Implemented control measures including dust suppressant units
- Restricted vehicle movements to and from site
- Continued to reduce the number of diesel generators to a minimum



CONSTRUCTION CARBON FOOTPRINT

The Company is always looking at ways to be more energy efficient during the intensive construction period. Within the constraints of a large construction project, the Company is working, together with its contractors, to proactively reduce carbon emissions.

In line with regulatory requirements, the Company's Greenhouse Gas (GHG) performance is calculated using the latest Greenhouse Gas Protocol and set out in the table to the right.

This includes direct GHG emissions from the combustion of fuels (Scope 1) and indirect GHG emissions from the consumption of purchased electricity, steam or other sources of energy (Scope 2).

As reporting procedures mature, the Company will look to include other indirect GHG emissions (Scope 3). In 2017 emissions totalled 2,063 tonnes of CO₂e.

tCO ₂ e	
Scope 1 emissions	1,943
Scope 2 emissions	120
Gross carbon emissions	2,063
Intensity metric: per £10m spend	129

ENVIRONMENTAL ENHANCEMENTS AND OFFSETTING

Significant funding for environmental schemes through our Section 106 agreement with North York Moors National Park Authority have been made as part of Woodsmith Mine's planning permission. Over the 100-year life of the mine this will amount to £175 million, including:

- £60 million for local landscape and ecology projects
- £70 million for a 7,000 hectare tree planting programme, which will offset carbon emissions and enhance the character and landscape of the National Park.

In 2017 we contributed funding of over £200,000 to the National Park for landscape and ecology projects in the local area, including improvements to Old St. Stephens Church in Fylingthorpe, upgrading the Coast to Coast Walk, and path restoration at Boggle Hole and Lyke Wake Walk.

It also marked the beginning of a tree planting programme across the National Park that will involve planting over 10 million trees. In addition to offsetting carbon emissions, this will create more diverse wildlife habitats.



OLD ST. STEPHENS CHURCH



TREE PLANTING IN THE NATIONAL PARK

£200,000

TOWARDS **LANDSCAPE** AND
ECOLOGY PROJECTS IN 2017

£175 MILLION

OVER THE 100-YEAR LIFE
OF **WOODSMITH MINE**



PATH BUILDING AT COAST TO COAST WALK



OLD St. STEPHENS CHURCH

SUPPORTING SUSTAINABLE AGRICULTURE

Simply applying more fertilizer is not a sustainable solution to increasing crop yields. What is required is the promotion of sustainable agricultural practices – the use of balanced fertilization to increase yields and improve soil health. Put simply, balanced fertilization is the use of the right ratio of nutrients for each individual soil or crop combination.

Sirius has made a long-term commitment to farmer education and promoting sustainable practices. The foundation of this effort is our ongoing research and development programme.

To date this has involved over 260 trials, on 32 crops, in 17 countries, including 80 new trials in 2017. The programme consistently demonstrates that POLY4 improves crop yield and quality and has positive environmental characteristics.

POLY4 has also been shown to improve soil strength, structure and nutrient legacy, and reduces agriculture's impact by improving fertilizer use efficiency – ensuring more fertilizer is taken up by the plant and not lost into the environment.

GLOBAL FOOD SECURITY

Over the next 35 years, more food needs to be produced than has been to date in human history. The world's population is set to increase by a third by 2050 and the demand for food production is forecasted to increase by 60%. At the same time, the land available for farming is decreasing and soils have widespread deficiencies in the nutrients that plants need to grow.

The conventional wisdom has been that more fertilizer brings more yield, but this has led to harmful environmental consequences. The over-application of the wrong fertilizers in many regions of the world has resulted in soil erosion and degradation leading to pollution, increased land conversion and habitat loss.

NUTRIENT STEWARDSHIP

Food production can be limited when nutrients that crops take out of the soil are not replenished. Insufficient access to nutrients is a particular issue with farming practices in the developing world and continues to represent a risk for future global food security.

Nutrient stewardship means ensuring that nutrients are applied to crops at the correct rate, time and place.

Good nutrient stewardship is therefore a key element of our approach and we are working with a range of stakeholders to promote sustainable agricultural methods and policies in key agricultural markets.

**260 TRIALS
32 CROPS
17 COUNTRIES**



POLY4
A SIRIUS MINERALS PRODUCT



ABOUT POLY4

Polyhalite is a naturally occurring multi-nutrient mineral that provides a single source of four of the six macro nutrients required for plant growth – potassium, sulphur, magnesium and calcium – as well as small amounts of important micro nutrients.

POLY4, the trademarked name of our polyhalite products, has been shown to be an efficient and effective fertilizer that allows farmers to maximise crop yield and quality.

It is certified for organic use and has a number of positive environmental benefits.

CORN TRIAL IN BRAZIL



RICE TRIAL IN TANZANIA



POTATO TRIAL IN INDIA







COMMUNITY

We take our responsibilities to the local area very seriously and we are committed to taking an active and positive role in the local community. This means making a meaningful contribution to the social and economic well-being of the area, as well as keeping the community informed as the project develops.

JOBS AND SKILLS

The number of jobs with Sirius increased by over one-hundred percent over the last year, with the Sirius team now standing at 125. This will ramp up to more than 1,000 by the time the Project is fully operational.

We have a longstanding commitment to local employment and already over 70% of the Sirius team come from the local area. We have a clear approach in place to help us increase this even further to meet our longer-term target of 80%.

This includes a commitment to take on 50 apprentices over the next four years, train at least 300 adults in preparation for mining operations, and supporting a minimum of 15 young people through our undergraduate programme.

As part of our planning commitments, we provided funding of £85,000 to the borough councils of Scarborough and Redcar and Cleveland to prepare local people for employment. This part-funded the new East Cleveland Employment and Training Hub.

Over 2,000 jobs will be created with our contractors during construction and we are working with them to provide opportunities for local people.

COMMITTED TO TAKING ON 50 APPRENTICES AND TRAINING AT LEAST 300 ADULTS OVER THE NEXT FOUR YEARS



OPENING OF EAST CLEVELAND TRAINING AND EMPLOYMENT HUB

£600,000 FOR TOURISM PROMOTION IN 2017

PROMOTING TOURISM

We provided funding of £600,000 in 2017 to promote the North York Moors National Park and the surrounding area, which will help businesses in the visitor economy. This included a contribution of £50,000 to help tourism businesses develop new products and services.



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SUPPORTING LOCAL BUSINESSES

Already £100 million has been spent on sourcing goods and services from businesses in Tees Valley and North Yorkshire, including everything from logistics and construction to security and cleaning services. Supply chain expenditure will increase exponentially as the Project is delivered, creating more jobs and investment in the local area.

£100 MILLION SPENT ON GOODS AND SERVICES IN TEES VALLEY AND NORTH YORKSHIRE

CASE STUDY

LADYBIRD CLEANING COMPANY

Linda Knight, from Scarborough, set up Ladybird Cleaning Company to provide cleaning services at the Woodsmith Mine offices. She employs 17 local people, a figure which is expected to increase as the company's footprint expands.



CASE STUDY

PREMIER MODULAR

Premier Modular, based in Driffield, East Yorkshire, were appointed to provide the site office space and welfare units.



CASE STUDY

CFB RISK MANAGEMENT

CFB Risk Management, the commercial arm of Cleveland Fire Brigade, provide 24hr security and emergency management services at all Sirius construction sites.



**NORTH YORKSHIRE
ROAD SAFETY SCHEME**

EDUCATION OUTREACH

We believe in supporting young people to fulfil their potential and in inspiring and exposing them to the world of work at Sirius. We continue to deliver our extensive education outreach programme throughout the Project area.

Our strategy has evolved since we started working with local schools and colleges in 2012.

The aim of the programme is to increase the skills and aspirations of young people in the Project area and has three main strands:

- Support careers provision in schools and colleges
- Enrich the science, technology, engineering and maths (STEM) curriculum and raise awareness of STEM related careers
- Specific projects targeted at disadvantaged students.

We have worked with over seventy schools and engaged 8,000 young people over the last four years.

In 2017 alone we took part in 35 education events and activities with primary and secondary school students in North Yorkshire and Tees Valley. People from across the Sirius team have been encouraged to participate, particularly younger team members, to talk to students about their role at Sirius Minerals and how they got involved.



The Company is proud to have been the headline sponsor of Scarborough Engineering Week for the sixth consecutive year.

In addition to the activities and opportunities delivered directly by Sirius, we are also funding a £1 million programme in Tees Valley and North Yorkshire to support the STEM curriculum and promote STEM careers.

In 2017 we sponsored a junior road safety scheme in North Yorkshire, in which road safety champions from sixteen primary schools were supported to develop and deliver good ideas to promote road safety to other students in their schools. This included the launch event at our new headquarters at Resolution House, involving North Yorkshire Fire and Rescue Service and North Yorkshire Police.

PARTICIPATED IN 35 EDUCATION EVENTS IN 2017





WHITBY WOMEN'S SHED

SIRIUS MINERALS FOUNDATION

The Sirius Minerals Foundation has been established as an independent charity led by a board of trustees to fund community projects that benefit the local area.

The Foundation's objectives define a broad range of areas that it can support, which include:

- Education and skills training
- Health and well-being
- Environmental protection and improvement
- Improving community facilities
- Support for the long-term unemployed.

During operations, Sirius Minerals will contribute an annual royalty of 0.5% of revenue to the Foundation. Based on current estimates, the annual payment could be up to £13 million at full production.

For the construction period, Sirius has made an initial payment of £2 million to the Foundation. In 2017 the first funding round was opened to support community projects with grants of between £500 and £5,000. In December, 80 projects were awarded a total of £300,000 across the local area.

The Foundation is supporting community groups, sports clubs, schools, charities and village halls across the Project area, including Redcar, East Cleveland, the Esk Valley and Whitby.

The activities funded include improving community facilities and restoration works, new equipment, supporting families and vulnerable people, environmental enhancements, and education and training.



80 PROJECTS
AWARDED
£300,000 IN 2017

REDCAR AMATEUR BOXING CLUB



TEESSIDE ATHLETIC FC

SIRIUS
MINERALS
foundation



COMMUNITY ENGAGEMENT

We continue to ensure that we keep the local community updated on the development of the Project and respond quickly to questions and concerns.

LIAISON GROUP FORUM

The Liaison Group Forum met three times in 2017. It was established to facilitate liaison between local stakeholders about construction, providing updates about progress and to enable any concerns to be raised and resolved.

Chaired by the Company, its membership includes representatives from the National Park Authority, local authorities, parish and town councils, and wider community stakeholder representation as appropriate. The meetings are open for the public to participate.

SITE NEIGHBOURS

We make sure that we regularly update residents that live closest to the mine site. This includes individual visits to 50 households around the Woodsmith and Lockwood Beck sites. We have also hosted site visits for our closest neighbours.

ELECTED REPRESENTATIVES

Over the last year we have attended 20 Parish and town council meetings, focusing on those closest to the Project sites. We have held two site visits for parish and town councillors in 2017, one at Woodsmith and the other at Lockwood Beck.

GENERAL PUBLIC AND LOCAL GROUPS

In 2017 we held four public drop-in events to update local residents on upcoming construction activities, gave presentations to a number of local interest groups, distributed a newsletter to over 10,000 households in the Whitby area, and maintained the Project's 24-hour community helpline. We also produce regular social media updates and provide the latest Project information on the company's website.

RESPONDING TO CONCERNS

If people have concerns about the Project we encourage them to get in contact with us. We always make sure that we respond quickly and take action where necessary. In 2017 we received a total of 42 complaints about our construction activities.

Most of the complaints were related to traffic issues, with 22 about HGVs not using the approved transport route and a further eleven about highways signage or temporary traffic management measures.



Whilst the proportion of HGVs using prohibited routes is very small we have taken this very seriously. The enhancement of the delivery management system, together with measures taken against contractors and drivers, resulted in a significant reduction of complaints by the end of the year.

We have had six complaints about noise issues, which have largely related to site vehicles reverse beepers and have been quickly resolved.

Lighting at the site has also been raised as an issue and we continue to work very closely with the National Park Authority and our contractors to minimise light spill from the Woodsmith site, whilst maintaining a safe working environment.

**OVER THE
LAST YEAR
WE HAVE ATTENDED
20
PARISH AND TOWN
COUNCIL MEETINGS**



In 2017 we won the prestigious Communities and Reputation award from North East Process Industry Cluster





PEOPLE

HEALTH AND SAFETY

Safety is paramount to the success of our business. To this end, in 2017 we took a number of steps to drive our health and safety agenda and build a culture of safety which encourages personal responsibility and accountability, ensuring that employees and contractors alike have the right attitude and systems to work effectively and safely.

As part of our approach, we contracted Intasite, a specialist induction programme company based in Teesside, to create an induction programme for site employees, contractors and visitors.

All personnel must undertake the induction to prove that they are aware of the risks and of the responsibilities they have to conduct themselves appropriately and ensure the safety of others.

We have also partnered with CFB Risk Management, the commercial arm of the Cleveland Fire Brigade, to help implement safety and security procedures, proactive risk identification and rigorous emergency protocols to ensure assets, equipment and workforce are protected.

The internal Sirius Health and Safety team itself grew to eight personnel and created improved internal programmes to drive the safety culture within the company. This includes encouraging constant feedback on safety issues from all staff to encourage individual responsibility, guard against complacency, and identify potential system improvements.

Despite these positive steps, two recordable incidents did take place during 2017 which resulted in short term physical injury to two contractors on site.

These incidents serve to remind us of the need to work constantly to improve our processes and find safer ways of working in order to ensure that we all return home to our families at the end of each day.



Responsibility Ownership Belief Urgency Safety Team

VALUES

Our people represent who we are. As the team grows, we continue to strengthen the Company culture and reinforce our core values.

Our core values of responsibility, ownership, belief and urgency, based on the solid foundations of safety and teamwork, propel the team to achieve more than many people thought would ever be possible.

TEAM

Our people are central to the success of the business. Their knowledge and skills, aligned with the behaviours and attitudes that reflect the Company's values, have enabled us to get to where we are today and equip the Company to respond positively to the challenges that lie ahead.

Our team is an adaptable, diverse group of individuals who come from all walks of life, recruited mainly from the local area, together with experts in their field from many different countries across the globe.

We foster a culture that puts safety and teamwork at the heart of everything we do.

Belief and determination are critical to our success and we are developing an environment that stimulates finding solutions, encouraging collaboration and innovation.

Challenging the norm and aiming high is central to our success.

EMMA WHITTAKER PEOPLE DIRECTOR

Emma grew up in Robin Hood's Bay, a stone's throw away from the Woodsmith site. She returned to the area to join the Sirius team as People Director in July 2017, having previously worked in the UK and abroad with Marks and Spencer and HSBC. Emma is taking a lead role in shaping the Sirius culture and a workforce that is connected, committed and capable.



DEVELOPING OUR SKILLS

We are one team focused on one clear goal: to deliver first polyhalite production in 2021. Everyone is valued and encouraged to fulfil their potential. During the year we have introduced various development and performance management activities to enable everyone to play their part.

Recruitment looks at the 'way' people work as well as their technical capabilities, we've designed a new induction programme, established a process for clear goal setting, launched values alignment sessions and we continue to find ways to recognise members of the team who actively champion the values.

The Company is fully committed to supporting individuals to develop their skills and gain the qualifications that enable them to progress their careers and make a positive contribution to the business. We are currently supporting over 10% of our staff to enhance their professional expertise, ranging from business management degrees, level 3 business administration qualifications and post-graduate studies.

CASE STUDY ASHER HAYNES

Asher became involved with Sirius whilst in his first year of studying Geology at Durham University.

Initially gaining work experience on the exploratory drilling campaign in 2012, Asher became part of the Sirius Minerals Undergraduate Programme and gained permanent employment with Sirius upon graduating in 2014.

Asher is Project Geologist and has recently started studying for an MSc in Mining Engineering.



CASE STUDY ALICE MILNER

Alice became one of the first cohort of apprentices at Sirius Minerals, joining the company as a business administration apprentice in 2012.

After a year, Alice progressed from a Level 2 apprenticeship to Level 3, which she successfully completed in 2015. Alice progressed into the role of Contracts Officer in early 2017.

She has now started a Chartered Manager Degree Apprenticeship at Coventry University, Scarborough Campus.



GIVING SOMETHING BACK

The Company has a firm commitment to make a positive contribution to the local community and all the team are encouraged to get involved. This includes participating in our education outreach programme, community events, environmental improvement schemes, and presentations to local interest groups and professional bodies.

In addition, the Company supports individuals and staff groups in their endeavours to champion numerous charitable causes.



**FUNDRAISING
FOR BLISS**



WEAR IT PINK DAY



**JUDGING AT
LOCAL SHOW**





Sustaining the future.



FOR MORE INFORMATION PLEASE CONTACT:

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