



ENVIRONMENT, SOCIAL & GOVERNANCE (ESG) REPORT

2021



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Firebird Metals Limited is a West Australian company listed on the Australian Stock Exchange (ASX: FRB), the Company owns 100% of four highly prospective manganese projects in the renowned East Pilbara Manganese province of Western Australia:

- Oakover Project
- Hill 616 Project
- Disraeli Project
- Raggard Hills Project I

The company has a total Inferred Mineral Resource Estimate of 121mt:

- Oakover Project – Inferred JORC 2012 Mineral Resource Estimate of 64 Mt @ 10% Mn
- Hill 616 Project - Inferred JORC 2012 Mineral Resource Estimate of 57.5 Mt @ 12.2% Mn

The inferred resource(s) combined with historical exploration work at both Oakover and Hill 616 provides a solid technical foundation for further development.

We are led by industry professionals with a track record of success in the mining industry and we identify the importance of Environmental, Social and Governance affairs while advancing our manganese projects.

Our ESG Approach

At Firebird Metals, ESG methodologies form a significant reflection in how we plan and do business, including our corporate governance systems, people management systems, support for local communities and management of our operations.

Our Company identifies the importance of Environmental, Social and Governance affairs while advancing the Oakover Project and has engaged with SocialSuite to assist in capturing key ESG metrics and to develop reporting metrics and standards. SocialSuite verifies against the World Economic Forum universal ESG framework.

In accordance with best practice ESG disclosure, the Company will keep the market updated regularly on its ESG performance and progress in measuring the sustainability and ethical impact of the Company.

We understand the significance and potential for ESG related risks and we manage these in the same way we manage risk within our business to drive competitive risk-adjusted returns.

The annual ESG Report aims to consolidate and summarise our work on identified matters that are important to our business and stakeholders.

Firebird Metals looks to create and grow sustainable value for our stakeholders through the application of best practices in exploration and our commitment to protecting the health and wellbeing of our employees, the environment, and the communities where we work.

The Company’s development strategy is to evaluate opportunities to develop Direct Shipping Ore (DSO) / simple beneficiation processes of the supergene higher grade zones of the companies Manganese resources to deliver early production and cash flow, which will underpin the companies longer term goal of producing manganese sulphate for the burgeoning battery raw material markets being driven by electric vehicle growth.



All references to Firebird, the Company, we, us and our refer to Firebird Metals Ltd (ABN 24 610 035 535).

I am pleased to present Firebird Metal's Environmental, Social and Governance (ESG) Report for 2021. Among our Board, employees and shareholders, it is clear that ethical and sustainable business is important. We have engaged SocialSuite to assist us with our reporting on progress and performance expectations in the areas of governance, planet, people and prosperity.

The Company made strong strides at Oakover since listing in March 2021 with the commencement of the Oakover Rapid Development Program. We have completed a 10,000m RC drill program, simultaneous to this we have commenced metallurgical test work on historical diamond core drilled at Oakover. This test work has fed into early stage ore sorting test work. These are all important steps in our Rapid Development Program and our broader growth strategy, which is initially focused on a speed-to-market strategy by using Direct Shipping Ore / Simple Beneficiation to generate early production and cashflow underpinning the company's longer term aspiration of producing manganese sulphate for the burgeoning battery raw material markets being driven by electric vehicle growth.

The critical results and information from the development study will feed into the Oakover Pre-Feasibility Study. We were also pleased to expand our portfolio through the acquisition of the Raggard Hills Manganese Project, which is a high-grade target that fits nicely into our long-term strategy of building a significant manganese portfolio in the East Pilbara region.

I am happy to report that the company's Total Recordable Injury Frequency Rate (TRIFR) is zero. In part, this is due to the development of a health and safety management system and a focus on critical risk control. Although this is a positive result, I will continue challenging the team to achieve further safety improvements on all high-risk tasks.

During the COVID-19 pandemic, the mining industry was faced with a set of challenges that were unprecedented, complex, and protracted. The effects of the pandemic have brought many changes to the way which we work. Firebird are committed to building resilience inhouse to overcome any challenges the pandemic may bring in the future.

Working with and supporting our local communities is of high importance at Firebird, our success depends on maintaining strong relationships with communities and local stakeholders. Our achievements thus far demonstrate a willingness to work with locals to develop programs and offer support where needed. Firebird will be looking to prioritise education and power infrastructure as we move into construction of our mining facility.

We are grateful for the ongoing support of all shareholders and stakeholders following the Company's successful listing in March. This report shows that notwithstanding the challenges of the past year, a significant amount of work has been accomplished, establishing a solid foundation for future achievement. I would like to thank our dedicated team of employees and contractors who have worked tirelessly and will continue efforts to make significant progress in the coming years, and I am confident that we will achieve our goals.

Peter Allen

Peter Allen
Managing Director



OUR Projects

Oakover Project

The Oakover Project comprises of one granted exploration license (E 52/3577) and two exploration licence applications (E 46/1392 and E 52/3948). The project covers 118 blocks or approximately 360km². The Oakover Project is located 85 km east of Newman in the Eastern Pilbara region of Western Australia.

The JORC 2012 Inferred Mineral Resource Estimate (MRE) at the Oakover Project of 64Mt at 10% Mn (8% Mn cut off, H&SE Consultants August 2012), provides a solid technical basis for further exploration work. The company has recently completed an infill and extensional reverse circulation drilling campaign with the aim to improve and grow the existing Inferred MRE.

In conjunction with drilling campaign the Company has been completing a program of metallurgical test work of ore sorting and Dense Media Separation to deliver marketable ore to the global manganese markets.

The manganese mineralisation at the Oakover Project appears to be partially regolith-controlled supergene enrichment of epigenetic manganese mineralisation of the underlying Balfour shale, where higher grade manganese supergene surface layers overlie thicker deposits of layered manganese in shales varying in manganese content.



Hill 616 Project

Exploration licence E52/3633 forms the Hill 616 Project covering 5 blocks or approximately 15.7 km² of the established mineralogical terrain in the South-eastern Pilbara Mining District and is located approximately 85km south-east of Newman within the Peak Hill Mineral Field.

The Hill 616 Project has undergone extensive historical RC drilling, with 162 holes completed for more than 4,900 metres. The drilling was conducted between 2009 and 2011 with a 100m × 200m grid pattern. Significant widths of manganiferous mineralisation were intersected over the entire 2.2 km's of strike covered by the drilling program.

The company announced an Inferred Mineral Resource Estimate (MRE) at Hill 616 of 57.5 million tonnes grading 12.2% Mn, which includes a higher-grade lateritic supergene zone of 8.1 million tonnes grading 17.4% Mn.

The higher grade delineated supergene zone fits the Companies development strategy of evaluating opportunities to develop Direct Shipping Ore (DSO) / Simple Beneficiation processes to deliver early production and cash flow which will underpin the companies longer term goal of producing manganese sulphate for the burgeoning battery raw material markets being driven by electric vehicle growth.

OUR Projects

Disraeli Project

The Disraeli Project comprises of one exploration licence application (E 46/1398). The project covers 22 blocks or approximately 70 km². The Disraeli Project is located within the Southeast Pilbara region, approximately 230km NNE of Newman, 110km ESE of Nullagine in Western Australia.

The Disraeli Project is an early-stage exploration project in the Balfour Downs sub-basin and covers a portion of the Hamersley Group based by the Fortescue sediments and Archaean granite-greenstone basement. The target areas for mineralisation are the manganese seams hosted by the Carawine Dolomite, the upper member of the Hamersley group. The project is approximately 55km south of the Woodie Woodie Mn Mine.

The historical work carried out is limited in nature but demonstrated that newer geophysical manganese mineralisation indicators can now be utilised to identify prospective zones undercover.



Ragged Hills Project

The Ragged Hills Project comprises of one exploration licence application (ELA 45/5905). The project covers approximately 25.6 km². The project is located in the Eastern Pilbara Region of Western Australia, 280km south-east of Port Hedland. The world class Woodie Woodie Manganese Mine is located 33km SSW of the Project.

Rock chip sampling was undertaken by Pilbara Manganese between 2002 to 2016 which delineated a zone of massive manganese mineralisation allocated within fresh dolomite and is potentially fault hosted.

A total of 19 rock chips were collected along a 160 m trend covering an approximate 2,000m² area, the results are presented below.

OUR Core Values

Firebird is committed to conducting all business activities in accordance with our core values. We ensure that all stakeholders (including investors, customers, suppliers and regulators) are aware of the Company's values and our intention to uphold them and make sure that our senior executives demonstrate and reinforce our values in all aspects of our business and in all interactions with staff.

We believe that our pursuit of these goals will cement a positive reputation in the community as a reliable, responsible and ethical organisation.



Code of Conduct

Our Code of Conduct is at the core of our approach to good governance. Firebird's Code of Conduct provides a framework for decisions and actions in relation to ethical conduct for employees. As part of our Code of Conduct and Anti-Bribery and Corruption Policy, Firebird is committed to acting with integrity and developing a culture of ethical behaviour. It underpins the Company's commitment to integrity and fair dealing in business as well as a duty of care to its employees, clients and stakeholders.

Furthermore, our Code of Conduct defines our commitment to maintain the highest standards of professionalism, which is critical to building and maintaining our relationships with stakeholders, customers, suppliers, regulators and investors.

Firebird Metals' Code of Conduct forms part of the Corporate Governance Plan and accessible via firebirdmetals.com.au

Our Mission

Firebird's mission is to create and grow value for our stakeholders through the application of best practices in sustainable exploration and development and our commitment to protecting the health and wellbeing of our employees, the environment and the communities where we work.

Our Vision

Our vision is to be a recognised manganese exploration and development company focused on delivering sustainable production through clean energy sources.



Our Goals

- 1 Safely and responsibly perform every task
- 2 Be responsible for our actions and their consequences
- 3 Be respectful and deal with each other fairly, transparently and honestly
- 4 Aim to achieve positive outcomes for our stakeholders and the communities in which we operate

Environment

Our Environmental Management covers Community, Heritage and Social issues, permitting and authorisations as well as any other non-safety and non-health issues stipulated by a particular work site, agreement, legislation, or other requirements. Due to the naturally sensitive and remote areas we work in, all contractors on Firebird sites are required to perform work in a manner that minimises the impact to the environment, local community and cultural traditions of the local people.

Firebird is committed to adopting principles of sustainable development and continuous improvement of our environmental performance. We believe that environmental stewardship is both a management obligation and the responsibility of every employee, and that these values are communicated, understood, accepted and successfully implemented by all employees and contractors. We comply with, or exceed, relevant local and international legislative requirements and industry standards.

For Firebird, prevention of negative long-term economic, social, and environmental impacts is a key priority. Our rehabilitation program will aim to create sustainable landforms that promote healthy ecosystems and positively influence the surrounding communities.

We are currently developing future strategies for our environmental responsibilities on items such as:

- Environmental Risk Management
- Waste Management
- Tailings Management

OUR ENVIRONMENTAL PRINCIPLES

Maintain and continuously improve the Health, Safety and Environmental (HSE) Management System across the organisation

Ensure that sufficient resources and necessary skills are available to achieve our environmental commitments

Formally monitor, audit, review and report annually on our environmental performance and internal reporting requirements against defined objectives

Proactively pursue the identification of all environmental impacts and eliminate or, if not possible, manage the risk to as low as reasonably practicable.

Implement strategies to minimise pollution, manage waste effectively, use water and energy efficiently and address relevant cultural heritage and biodiversity issues

Provide adequate resources to ensure full and consistent implementation of HSE policies, plans, programs and procedures.



OUR Sustainability Vision

Our Sustainability Approach

Responsible business operation is key to Firebird's commitment to the health, safety and wellbeing of our staff and the surrounding communities and environment in which we operate.

As we develop our operations, Firebird plans to align all efforts with leading practices and create an ethos of sustainability throughout the business. We are currently developing a road map to streamline our approach to future sustainability performance.

Creating a culture where people willingly work in ways that respect them, their colleagues, and the environment is critical to achieving sustainable business improvement. It is incumbent upon leaders at every level to do the necessary work to achieve this culture.

Human Rights and Modern Slavery

Firebird is dedicated to respecting human rights and all employees, contractors, stakeholders and local community members are treated with respect. Harassment or discrimination is not tolerated at the Company, and child labour or forced labour is not used. Firebird's Modern Slavery Policy supports the intent of international conventions, treaties and protocols relevant to combatting modern slavery and the Australian Modern Slavery Act. 2018.

Energy Efficiency Strategy

Firebird has already begun ensuring that all of our projects will integrate roadmaps to utilise where possible, leading global initiatives to maximise efficiency of energy usage. This will predominantly be in the integration of clean energy technologies where possible. A strategy plan for energy consumption / energy management will be developed by engaging suitably qualified expert consultants.

Our energy management plan will ensure the local population and local environment are of core consideration. Where the integration of clean energy technologies and processes can improve the local quality of life, Firebird will endeavour to incorporate them.



Health and Safety

Firebird is committed to providing a safe and healthy workplace. Our systems focus on continual improvement, prevention of accidents, effective communication, training and accountability throughout the organisation.

It is a Company requirement to identify and monitor ongoing compliance to all state and national legal and other requirements. Understanding legal and other obligations allows management to ensure that all activities comply with HSE and process safety legal requirements.

Our operational activity programs have been assessed to ensure legal, regulatory requirements and any other obligations relating to health and safety are being met.

We acknowledge that having a competent work force with appropriate training, skills, and knowledge to undertake their job tasks, is critical to maintaining a safe, healthy, and environmentally friendly workplace.

Due to the nature of our exploration projects in remote locations, trainees will not be authorised to conduct operational activities onsite.

OUR HEALTH AND SAFETY PRINCIPLES

Promote a positive health and safety culture through leadership, education, consultation, and active participation.

Workers have the right and responsibility to stop what they are doing if they feel unsafe and take proactive measures to seek a solution.

Enhance worker well-being and improve health and safety culture through implementation of effective, sensible, and practical systems of work.

Continually improve the HSE system through a program of continuous reviews.

Working safely is a condition of employment, and every employee or contractor is responsible for their own safety and the safety of those around them.

Provide adequate resources to ensure full and consistent implementation of HSE policies, plans, programs and procedures.

Report and investigate all workplace incidents and implement corrective actions.

Maintain effective communication and consultation to ensure identified hazards and risks are systematically identified and controlled.

Comply with, or exceed, relevant local and international legislative requirements and industry standards.

Health and Safety

All workers and contractors are competent and have the qualifications, experience, and skills required to safely and efficiently perform tasks required before coming onsite. Prior to the commencement of the work the contractor shall provide adequate documentation, on request, regarding the competency of its workers.

Contractors are required to have a Safety Management System in place that provides a systematic method to prevent harm to any personnel onsite, the environment and the Company's business interests.

Firebird sets objectives and targets to measure and drive continuous improvement in environment, health and safety, and process safety performance across the Company. In order to meet the objectives of the plan, goals and targets have been established to monitor the performance of the KPIs.

Covid-19

Firebird complies with guidelines provided by Safe Work Australia regarding physical distancing, hygiene and cleaning in the workplace.

As travel is unavoidable for members of the Firebird team and contractors, we follow all government advice while travelling within Western Australia. Residents of Aboriginal Communities are more vulnerable to COVID-19, Firebird follows the strict travel restrictions that have been put in place by the Western Australian Government and has gained exemptions to enter the areas.

ZERO INCIDENT

Target

Objectives



Full site safety participation

- Regular safety meetings
- Regular inspections
- 100% corrective action actions closed out within timeframe



Site induction completions



Incident reporting

- All incidents reported within the designated time period relevant to the event severity / classification
- Investigations undertaken to identify causes

1 2 3 4

OUR People

Firebird considers that its people will be a valued asset. As we grow, we will inspire to create a high performing, diverse and inclusive culture respectful of the traditions in the regional areas we operate.

Firebird's workforce currently comprises of two employees across our head office in Perth, Western Australia and on our Oakover site 85 km east of Newman in the Eastern Pilbara region of Western Australia. We are strengthened by 10 contractors, providing varying exploration services support.

Supporting and Developing

As Firebird grows, we will implement systems and processes to support and develop our workforce through employee assistance programs, traineeships, apprenticeships, graduate recruitment and training. Firebird supports the ongoing development of its employees through training and skills development programs. We will continue to review capabilities and prioritise courses that align with our corporate performance indicators.

Through the COVID-19 pandemic we experienced rapid advancements in remote and flexible working. Firebird continues to support and embed these workplace arrangements to remain adaptable and resilient beyond the pandemic.

Support and Reward

Performance reviews and career progress conversations are a formal part of our annual company-wide performance evaluation process. This process provides structured opportunities for employees to receive feedback on their performance and discuss potential career development opportunities.

Diversity and Inclusion

Our mission is to create a diverse and inclusive work environment that fosters equality and is free of discrimination on any level. By embracing the diverse perspectives and understandings from people from different backgrounds, we can make better decisions that draw on the experiences and perspectives of all people.

The Company has adopted a Diversity Policy which provides a framework for the Company to establish, achieve and measure diversity objectives, including in respect of gender diversity. The Diversity Policy allows the Board to set a measurable gender diversity objective, if considered appropriate, and to continually monitor both the objectives if any have been set and the Company's progress in achieving them.

Local Employment Strategy

We will endeavour to employ local personnel from surrounding communities wherever possible through the development of our projects. Our aim is to work with the communities to develop training and apprenticeship programs for the locally based people.

Attracting and Retaining Talent

As we strive to attract and retain talents with diverse backgrounds, we offer a distinctive value proposition that includes career opportunities and training opportunities so that our people can achieve their full potential.



OUR Communities

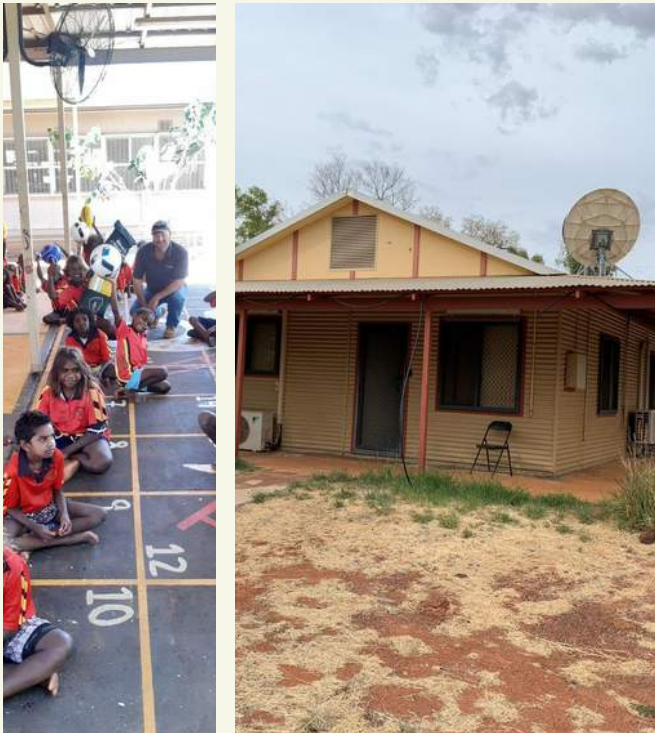
As mining can have a significant impact on nearby communities and regions, social responsibility is an essential consideration for Firebird. In order to minimise impacts and contribute to the sustainable development of local communities, we are committed to maintaining high standards of social performance and involvement.

Community investment is approached from a perspective aligned to local needs and priorities. To date Firebird has supported the community of Jigalong by using local accommodation when onsite, through sponsorship of a Jigalong band and by providing sporting equipment for the community school.

Our future plans to support local communities are:

- Provision of social infrastructure and services
- Training initiatives
- Self-sufficiency projects
- Health and education

In order to promote public participation, build sustainable livelihoods, facilitate access to knowledge and provide sustainable resources, we believe it is vital to build and maintain genuine relationships that benefit all parties. We engage with the various local community groups to understand the preferences and concerns of our local communities, and to call upon the broad support of communities surrounding our mines.



Corporate Governance

Firebird Metals is committed to complying with the highest standards of corporate governance to ensure that all business activities are conducted fairly, honestly and with integrity in compliance with all applicable laws. To achieve this, the Company's board of directors has adopted a number of charters and policies which aim to ensure that value is created whilst accountability and controls are commensurate with the risks involved. The Board believes that the Company's policies and practices comply with the recommendations set out in the ASX Corporate Governance Principles and Recommendations.

The role of the Board is to provide overall strategic guidance and effective oversight of management. The Board derives its authority to act from the Company's Constitution.

Firebird is committed to conducting all business activities in accordance with our core values of Safety, Excellence, Knowledge, Communication and Integrity. We ensure that all stakeholders (including investors, customers, suppliers and regulators) are aware of the Company's values and our intention to uphold them and make sure that our senior executives demonstrate and reinforce our values in all aspects of our business and in all interactions with staff.

Structure and culture are both key factors in Firebird's Board effectiveness. The Company has created a board that is well suited to the organisation and have considered qualifications, skills, abilities and experience of the directors.

The Firebird Board is currently considering their approaches to environmental, societal, and governance topics and specifically how ESG can enhance the long-term success of the company. We are integrating robust corporate governance standards by establishing a united view of ESG, increasing understanding of the three aspects of environmental, social and governance issues.

Risk Management

The Board determines the Company's "risk profile" and is responsible for establishing, overseeing and approving the Company's risk management framework, strategy and policies, internal compliance and internal control. The Board has delegated to the audit and risk committee responsibility for implementing the risk management system.

We approach the management of environmental and social risks with the same care and discipline as any other business risk.

Together with the Company's constitution, the following charters, policies and strategies have been adopted by the Company to achieve a high standard of corporate governance:

Charters and Codes

- Board Charter Corporate
- Code of Conduct
- Audit and Risk Committee Charter
- Remuneration Committee Charter
- Nomination Committee Charter

Policies and Strategies

- Performance Evaluation Policy
- Continuous Disclosure Policy
- Risk Management Policy
- Trading Policy Diversity Policy
- Whistleblower Protection Policy
- Anti-Bribery and Anti-Corruption Policy
- Shareholder Communications Strategy
- Local Procurement Policy
- Modern Slavery Policy
- Stakeholder Management Strategy



