

POLICY DOCUMENT

Biodiversity Policy

RCI recognises that healthy ecosystems are essential to human wellbeing, economic development and long-term project success. We work to avoid, minimise, restore and — where necessary — offset our impact on biodiversity.

The Mitigation Hierarchy

For every project, we apply the internationally recognised mitigation hierarchy:

- Avoid impacts on sensitive habitats and species wherever possible
- Minimise unavoidable impacts through careful design and best practice
- Restore ecosystems and habitats affected by our activities
- Offset any residual impacts through credible conservation initiatives

Sensitive Areas

We do not undertake operations in UNESCO World Heritage Sites or IUCN Category I-IV protected areas except where such activity is explicitly permitted and delivers a net positive outcome for biodiversity.

Nature-Positive Design

We integrate nature-based solutions into project planning — including native landscaping, water-sensitive design and pollinator-friendly habitat — to enhance biodiversity beyond baseline conditions where feasible.

Working with Communities

We engage indigenous peoples, local communities and specialist NGOs to draw on traditional and scientific knowledge and to ensure our approach reflects local ecological and cultural values.