

Indigenous People Policy

1. Purpose

This Indigenous People Policy has been adopted by the Board in order to set out how the Company is committed to understanding and respecting indigenous peoples' rights, cultures, aspirations, perspectives, and interests, as set out by the principles of the United Nations Declaration on the Rights of Indigenous People.

The Company recognizes its responsibility to respect human rights and cultural heritage of the communities that may be impacted by its operations.

This Policy applies to all directors, officers, employees and consultants of the Company and its subsidiaries.

2. Company Commitment

The Company commits to the objectives and guidance principles of this Policy and will:

- comply with applicable laws and regulations relevant to the rights, interests and obligations of indigenous peoples and their communities.
- seek to actively engage and consult with indigenous peoples early and regularly in a culturally appropriate, meaningful, open, honest, and mutually respectful and beneficial manner consistent with the principles of Free, Prior and Informed Consent.
- seek the effective representation and participation of indigenous peoples, in decisions relating to matters that would affect them.
- engage with indigenous peoples to ensure the identification, assessment and preservation of cultural heritage, lands and communities.
- provide grievance mechanisms for feedback, complaints or concerns.
- promote socio-economic opportunities for indigenous peoples through employment, business development and local community investment.
- avoid involuntary relocation or resettlement through the Company's operations consistent with government regulations and conditions.
- provide regular staff training on indigenous peoples engagement practices and cultural awareness.
- maintain transparent practices, ensuring regular and transparent disclosure regarding the implementation of this policy.


3. Non-Compliance

All instances of non-compliance with this Policy are treated seriously by the Company and may result in the Company taking disciplinary action, including dismissal or removal of the person(s) concerned.

4. Review of Policy

The Board will review this Indigenous Peoples Policy at least annually, and update as required.

This version of Indigenous Peoples Policy was reviewed on 31 May 2025.



Jason Beggs
31-5-2025