



Community Policy

Purpose

As a leading Australian mining services, contracting and resource development company, Mineral Resources Limited (MRL) recognises the value of building positive relationships with key stakeholders and the communities in which we are active. We seek to build sustainable partnerships with business partners, governments, non-government organisations, host communities and other stakeholders to support mutually beneficial outcomes.

Scope

This Policy applies to all MRL Stakeholders, defined for this purpose as employees (including contractors and consultants) and Directors for all entities within the MRL Group.

Our Commitment

MRL strives to:

- Comply with applicable laws, regulations and voluntary commitments
- Engage early, openly, honestly and regularly with the communities impacted by our operations and consider their views in our decision-making
- Respect the cultural heritage, customs and traditions of our host communities including those of Indigenous People impacted by our activities, and work to build cultural awareness across all of our operations
- Understand and manage the impacts and opportunities associated with our activities
- Avoid the disturbance of heritage sites wherever possible and minimise and mitigate the impact where disturbances occur
- Build a workforce that includes and represents the diverse communities that host our activities
- Promote local business development and contractor opportunities
- establish working relationships with local suppliers to build community capability and value through the delivery of safe and effective services for our activities
- Compensate people whose lands and assets are impacted during our period of activities
- Report transparently and in a timely manner on our social and sustainability performance
- Maintain effective mechanisms to address and respond to stakeholder grievances
- Support the sustainable development of our host communities.

Our Goals

We aim to build sustainable and positive relationships with key stakeholders and host communities to support mutually beneficial outcomes.

Our Responsibility

Leaders at all levels in the group are required to communicate this Policy to Stakeholders and involve them in its implementation.



MRL Stakeholders have a responsibility to comply with the principles of this Policy and any associated policies, procedures or processes.

Review of Policy

This Policy will be reviewed, revised and re-published where necessary, and at least annually, to ensure that it remains relevant and appropriate to MRL's activities.

A handwritten signature in black ink, appearing to read "D. Oelofse".

Derek Oelofse
Group Financial Controller and Company Secretary
30 June 2020