

# Community Relations Strategy

September 2020



# MRL's Community Relations Vision

To create and execute a well rounded sustainable community relations strategy delivering positive outcomes to MRL and to the communities in which we operate.

Positive community relationships are an essential component of MRL's operations. They align expectations, minimise disruptions and delays to projects and enhance MRL's reputation, benefitting our local communities.



## 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 minimize 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.

1

# Important Context

There has never been a more important time in the native title, heritage and indigenous stakeholder engagement space.

## **Regulatory Environment**

The State Government review into the Western Australian Aboriginal Heritage Act (1972) coupled with the current Parliamentary Inquiry is expected to lead to legislative changes. Draft legislation has been prepared and the importance of a robust framework for community engagement is very clear.

## **Our Approach**

MRL will continue to have open and honest engagement to continue to:

- Build relationships with Traditional Owners
- In consultation with Traditional Owners identify areas of significance
- Design and locate our activities to avoid damaging identified areas
- Seek agreement when disturbance is unavoidable

**The importance of ongoing constructive relationships cannot be underestimated**

# MRL's Six Pillars of Community Relations

One pillar alone does not lead to success

Mining companies have often focused on reactive measures to ensure their mining activities can take place. Proactive community programs that combine native title and indigenous heritage legal requirements within broader social license to operate objectives produce better long term outcomes that reflect all stakeholder expectations.

**Balance is important**

Each of the pillars outlined below needs to be collectively and consistently implemented in order to maximise positive outcomes. In isolation no one pillar is sufficient.

Six Pillars of Community Engagement					
1	2	3	4	5	6
Native Title	Aboriginal Heritage	Aboriginal Engagement	Stakeholder Engagement	Business Development & Capacity Building	Employment and Training
LEGAL LICENCE TO OPERATE		SOCIAL LICENCE TO OPERATE			

# Our Intent

Proactive, coordinated, relationship focused with a high level of trust

## Native Title Agreements

- Agreements are completed and fully implemented

## Aboriginal Heritage

- Surveys are planned and completed on time with transparent communication with Traditional Owners
- Consolidated understanding of heritage risks and opportunities

## Aboriginal Engagement

- Strong relationships developed
- Engage frequently and proactively
- Sponsorship programs coordinated and linked to operations

## Stakeholder Engagement

- Planned engagement
- Stakeholder engagement plans developed and executed by project and region.

## Business Development & Capacity Building

- Frequent engagement of businesses (located near our interests)
- Business development support
- Capacity building programs

## Employment & Training

- Increased employment opportunities with greater diversity
- Additional apprenticeship opportunities
- Training programs linked to business objectives





## Investor Relations

James Bruce

Head of Investor Relations

T: +61 8 9329 3706

E: james.bruce@mrl.com.au

OFFICE: 1 Sleat Road, Applecross, WA 6153

POSTAL: PO Locked Bag 3, Canning Bridge LPO, Applecross, WA 6153

P +61 8 9329 3600

F +61 8 9329 3601

[www.mrl.com.au](http://www.mrl.com.au)



**ASX**MIN

