

COMMUNITY POLICY

PURPOSE

As a leading Australian mining services and resource development company, Mineral Resources Limited (MinRes) recognises the value of building positive relationships with key stakeholders and the communities in which we operate. 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 stakeholders including employees, directors, officers, and contractors of MinRes and its subsidiaries.

OUR COMMITMENT

MinRes strives to:

As a minimum, comply with all applicable laws and regulations:

- ▶ Engage early, openly, honestly, transparently, and regularly with the communities impacted by our operations and consider their views in our decision-making.
- ▶ Obtain broad support from communities affected by operations and work to ensure support is maintained.
- ▶ Respect the cultural heritage, customs and traditions of our host communities including those of Indigenous Peoples associated with our activities, and work to build cultural awareness across all of our operations.
- ▶ Seek to develop and maintain respectful relationships with Indigenous Peoples.
- ▶ Understand and manage the impacts and opportunities associated with our activities on the communities we operate in.
- ▶ Enter into agreements with Traditional Owners that protect heritage sites, only allow for disturbance of heritage sites where avoidance is impractical and deliver mutually beneficial outcomes from our activities. Build a workforce that includes and represents the diverse communities that host our activities.
- ▶ Prioritise where possible local recruitment, 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.
- ▶ Appropriately 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 Company are required to communicate this Policy to employees and involve them in its implementation.

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

RELATED DOCUMENTS

[Human Rights Policy](#)

[Health and Safety Policy](#)

[Whistleblower Policy](#)

[Whistleblower Procedure](#)

[Anti-Bribery and Corruption Policy](#)

[Sustainability Policy](#)

[Indigenous Peoples Policy](#)

REVIEW OF POLICY

This Policy will be reviewed, revised, and re-published where necessary, to ensure that it remains relevant and appropriate to MinRes' activities.



Derek Oelofse
Group Financial Controller and Company Secretary
29 June 2023