

INDIGENOUS PEOPLES POLICY

PURPOSE

As a leading Australian mining services and resource development company, Mineral Resources Limited (MinRes) acknowledges and respects Indigenous Peoples¹¹ cultures, rights, perspectives and aspirations. MinRes acknowledges and respects the Peoples lands and waters, on which we operate and recognises that our Australian operations are located on, or near, lands that are significant to Aboriginal and Torres Strait Islander peoples.

We recognise the unique cultural values, rights, lore, customs, and connection Indigenous Peoples continue to sustain in relation to the land and waters, on which we operate.

MinRes conducts informed and good faith consultations with Indigenous Peoples and communities associated with our projects, to build respectful relationships and partnerships to secure positive and mutually beneficial long-term economic, social, and cultural outcomes.

SCOPE

This Policy applies to all MinRes Stakeholders, defined for this purpose as employees, contractors, consultants, and Directors for all entities within the MinRes Group. This Policy outlines our approach to Indigenous Peoples engagement and participation across the lifecycle of our activities, including exploration, development, and closure.

OUR COMMITMENT

We strive to:

- ▶ Conduct our business in a manner that upholds and respects Indigenous Peoples, complies with all legal requirements, and respects the internationally recognised United Nations Declaration on the Rights of Indigenous Peoples.
- ▶ Respect Indigenous Peoples' right to consultation and engage with affected Indigenous Peoples communities in ways that are consistent with the principles of seeking Free, Prior and Informed Consent (FPIC).
- ▶ Acknowledge and respect the principle of Free, Prior and Informed Consent (FPIC) and strive to consider this across all our current and future operations and in accordance with applicable Australian laws.
- ▶ Engage early, openly, honestly, and regularly with Indigenous Peoples throughout the life of our operations to create shared value.
- ▶ Respect the cultural protocols of the Indigenous Peoples and communities that we engage with.
- ▶ Fostering accountability, collaboration and culturally appropriate communication, welcome feedback and incorporate Indigenous Peoples considerations into the design and implementation of our activities.
- ▶ Ensure availability and regularly review, our Community Grievances process to ensure that it is accessible and culturally appropriate for Indigenous Peoples and will provide a feedback mechanism for complaints and concerns.
- ▶ Ensure that Indigenous Peoples have equitable access to the social and economic opportunities associated with our business, and to embed Indigenous cultural recognition and respect across our organisation.
- ▶ Invest in Indigenous communities in the areas of health and wellbeing, education, and community support services through the facilitation of community initiatives and programs.
- ▶ Increase the understanding of Indigenous culture throughout our business, including directly to our employees.
- ▶ Conduct formal and informal cultural education programs through partnerships with Indigenous Peoples within the communities we operate, to better appreciate the historical, cultural, legal, social, environmental, and political landscape.

¹¹ MinRes uses the term 'Indigenous' as defined by the United Nations Declaration on the Rights of Indigenous Peoples

- ▶ Ensure cultural heritage management is compliant with legal requirements and underpinned by Indigenous Peoples consultation and partnership.
- ▶ Understand how to avoid and mitigate adverse impacts on tangible and intangible cultural heritage or impacts on Indigenous People's culture and way of life through cultural heritage agreements.

OUR GOALS

MinRes aims to uphold and respect Indigenous Peoples and manage, measure and report on our social performance to ensure that we achieve and sustain positive and mutually beneficial social, economic, and cultural outcomes.

OUR RESPONSIBILITY

MinRes will continue to take a proactive and respectful approach in its Indigenous Peoples partnerships and engagement in its activities and operations and ensure that our performance and reporting are appropriately managed. Leaders at all levels are required to communicate this Policy to all MinRes Stakeholders.

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

RELATED DOCUMENTS

Community Policy

Human Rights Policy

Sustainability Policy

Diversity and Inclusion Policy

REVIEW OF POLICY

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



Derek Oelofse

Group Financial Controller and Company Secretary

29 June 2023